

Catholic Religious Australia

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Agreement: ***Between the Conference of the Roman Catholic Bishops of Queensland and Catholic Religious Australia***

Re: ***Stipend payable on behalf of Religious in 2024***

1. In determining the stipend payable on behalf of Religious engaged in the various ministries and apostolates in the Queensland Province the following principles will apply:
 - (a) For positions where a salary is normally available, a Religious Institute may negotiate a stipend and other benefits payable to the Religious Institute for the services of their member at the rate recommended by the Qld Bishops' Conference and CRA.
 - (b) A member of a Religious Institute in undertaking a contract of service, in respect of a position where a salary is normally available, may negotiate a taxed salary and other benefits normally payable and associated with the position at the rate of the salary applicable for that position.
 - (c) Benefits associated with tenure normally accrue to position holders who are engaged on a permanent/ongoing basis. Such benefits would include annual and sick leave. Other benefits such as long service leave and study leave may be negotiated. Entitlements accrue on a pro rata basis for part time work. Payment at the casual hourly rate incorporates a loading that compensates for the omission of such benefits.
 - (d) Negotiated outcomes should take into account the capacity of the employing organisation to pay; the qualifications and experience of the individual; and, the requirements of the position.
 - (e) If a member of a Religious Institute is engaged on other than a paid basis, then that person is deemed a volunteer.
2. The Stipend paid to a Religious Institute for members who work in Catholic Education for 2024 will be **\$82,614** per annum, **\$3,167** per fortnight, **\$52.78** an hour part-time permanent and, **\$65.97** an hour on a casual basis.#
3. The Stipend paid to a Religious Institute for members who work in a Ministry other than Catholic Education will be negotiated as follows:
 - (a) For positions mutually agreed to be senior executive type roles and held by Religious who are highly qualified or trained, no less than provided in clause 2 above.
 - (b) For professional positions requiring formal qualifications of a tertiary nature, **\$83,667** per annum, **\$3,218** per fortnight, **\$42.34** an hour for part-time, permanent work and **\$52.93** an hour on a casual basis of employment.##
 - (c) Where the payment of (a) or (b) is inappropriate, the recommended rate is **\$49,037** per annum, **\$1,886** per fortnight, **\$24.82** an hour for part-time, permanent work, and **\$31.02** an hour on a casual basis of employment.###

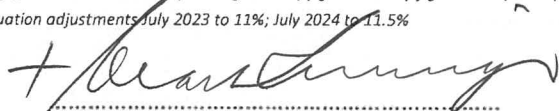
Based on 70% of the 3 Yr Trained Teacher Proficient 5 in Diocesan School rates. This includes an employer superannuation payment of 11.5% per annum figure divided by 26.0892 for the fortnightly figure which is divided by 60 (number of contact hours per fortnight) for hourly rate. Hourly figure multiplied by 125% to get casual hourly rate.

Based on 85% of the Community Services Sector (SCHCADS Award Level 4 Pay Point 4) rate, plus 11.5% employer superannuation payment. Annual figure divided by 26 to get fortnight figure which is divided by 76 to get hourly figure. Hourly figure multiplied by 125% to get casual hourly rate.

Based on 85% of the Community Services Sector (SCHCADS Award Level 1 Pay Point 3) rate, plus 11.5% employer superannuation payment. Annual figure divided by 26 to get fortnight figure which is divided by 76 to get hourly figure. Hourly figure multiplied by 125% to get casual hourly rate.

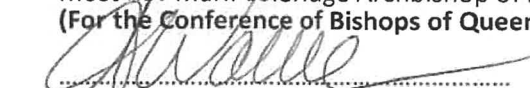
NB: SGC Superannuation adjustments July 2023 to 11%; July 2024 to 11.5%

Signed:


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Most Rev Mark Coleridge Archbishop of Brisbane
(For the Conference of Bishops of Queensland)

23/8/23
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Date

Signed:


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Ms Anne Walker
(For Catholic Religious Australia)

22-8-2023
.....
Date