

VICTORIA STIPEND RATE FOR RELIGIOUS 1 January 2024 to 30 December 2024

Catholic Religious Australia stipulates that for the period January 1, 2024, to December 30, 2024 the annual stipend to be paid to Religious Congregations for the services of a congregational member in Victoria is as follows:

- The 2024 stipend is

Per Annum	Per Quarter	Per Month
\$64,928	\$16,232	\$5,410.67
- Being 85% of the mid-point of the Melbourne Archdiocesan recommended salary applicable to Lay Pastoral Associate Grade 1 of the Archdiocesan pay rates.
- The 10% allowance to Religious Primary School Principals shall remain unchanged.
- Where a fully maintained vehicle with usage for other purposes is provided, the paying entity shall be free to negotiate a discount of the stipend payment.

Principles and Procedures

1. Regarding the payment of stipends:

- Pro-rata payments should be made where circumstances warrant such payment e.g., where the religious is engaged in a part-time capacity
- Congregational Leaders are free to negotiate reduced rates where the financial circumstances of the body engaging the services of a member of a religious congregation do not allow the payment of a full stipend. It is stipulated that two-thirds of the full 2024 stipend (\$43,285 p.a.) be the minimum starting point for such negotiation
- Stipends are not personal payments and cheques/deposits/electronic funds transfers for payment of stipends must be paid directly to the respective Religious Congregation or its nominated bank account. Payments should be made quarterly in advance, where possible, but no more frequently than monthly. Stipends should not be linked to a payroll or payroll system
- It is understood that stipend payments in Victoria do not include superannuation, retirement payments, long service leave or other benefits
- It is the advice of Catholic Religious Australia that:
 - all leave conditions should be negotiated in the contract signing phase.
 - members of religious congregations should be eligible for all the leave conditions afforded their employed lay counterparts
 - congregations engaging religious from another congregation should treat that member with compassion and justice
 - extended leave should be able to be negotiated between the relevant congregational leaders and/or the leader and the chief executive officer of the entity:
 - for sabbatical leave initiated by the congregation
 - for serious unforeseen reasons, without loss of stipend if the congregation/entity is not replacing the absent congregational member

2. Rationale for stipend rates

- Stipends are paid to religious congregations in recognition of the services contributed by members of religious congregations over many decades in promoting the mission of the Catholic Church in Victoria. Today, fewer religious receiving stipends are supporting those members of their congregations who are no longer able to engage in active ministry

Queries: Stephen Middleton: (02) 9557 2695 or cpc@catholicreligious.org.au

CRA Recommended Stipends for Religious can be found at <https://www.catholicreligious.org.au/stipends>