

2024-2025 RECOMMENDED MINIMUM REMUNERATION PACKAGE FOR PEOPLE IN MINISTRY IN CCVT

Note: This 2024/25 Package incorporates recommendations from the annual review, offering an equitable increase in consideration of the impacts of rising living costs, high interest rates and market fluctuations on CCVT affiliates' finances.

The 2024/25 Recommended Minimum Remuneration Package for People in Ministry in CCVT is summarised in the following table. A schedule to assist churches with their minister's remuneration levels based on qualifications and experience is included.

The methodology employed was to apply formulae that are considered reasonable for annual increase. The increase also considered the Weighted Average Consumer Price Index (CPI) of 4.1%, the Wage Price Index for Australia (Private Sector) of 4.1% for the 12 months ended 31 December 2023 – (provided by the Australian Bureau of Statistics), the State Median Rents and Rental indices an increase of 14.3% as at September quarter 2023 and the Reserve Bank of Australia Lenders' Interest Rates on borrowings 8.77% as at February 2024.

An additional comparison to the Average Weekly Earnings Australia, based on the average weekly earnings for full-time adults of \$1,888.80 or \$98,217.60 per annum, an increase of 4.5% annually to November 2023.

We also compare the new amounts to that recommended for Baptist Union of Victoria ministers, and the Teacher Class Salaries in Victorian Government Schools as another helpful external measure.

RECOMMENDED INCREASE – Remuneration

The total annual increase for 2024-25 is to be 4.0% which results in an annual increase of \$3,495.77 (for Level D, and pro rata for other levels) is to be allocated per current ration of non-exempt and exempt remuneration as follows:

Remuneration Item	Ratio	2023-24	Allocation	2024-25
Assessable Income	30%	\$26,218.31 x 4%	\$1,048.73	\$27,267.04
Exempt Fringe Benefits	70%	\$61,176.03 x 4%	\$2,447.04	\$63,623.07
TOTAL	100%	\$87,394.34 x 4%	\$3,495.77	\$90,890.11

RECOMMENDED INCREASE – Superannuation

Superannuation contribution to increase by 0.50% to reflect an annual contribution of 12.50%.

As the Government Superannuation Guarantee Charge (SGC) percentage is changing from 11.0% to 11.50% as at 1 July 2024, it is recommended an increase of 0.50% to the current employer's superannuation contribution of 12.0% to 12.50% to maintain a target of level of 1% above the SGC.

NO CHANGE – Professional Development, including supervision.

That the minister's annual professional development remains to be 2% per year.

The professional development is to be maintained at 2% per year.

The professional development budget amount can be accrued for up to two years to enable the minister to plan for any major learning experience or event. The church's provision for a minister's professional development no longer forms part of the remuneration package but should instead be included in the church's annual Budget.

MINIMUM REMUNERATION PACKAGE FOR MINISTERS

Full Time rates applicable from July 1, 2024	2023/2024	2024/2025 adjusted	Increase p.a.	F/Nightly
ANNUAL SALARY				
30% Assessable Component	\$26,218.31	\$27,267.04	\$1,048.73	\$1,048.73
70% Annual Fringe Benefits	\$61,176.03	\$63,623.07	\$2,447.04	\$2,447.04
TOTAL PAYABLE ANNUAL SALARY	\$87,394.34	\$90,890.11	\$3,495.77	\$3,495.77
Total Payable Fortnight Salary in Arrears	\$3,361.32	\$3,495.77	\$134.45	
Superannuation 12% (FY23-24), 12.50% (FY24-25)	\$10,487.32	\$11,361.26	\$873.94	\$436.97
*Long Service Leave Provision – 1 week total salary plus super	\$1,882.34	\$1,966.37	\$84.03	
TOTAL REMUNERATION PACKAGE (Excluding LSL)	\$97,881.66	\$102,251.38	\$4,369.72	\$3,932.75

** Long Service Leave calculation is based on the LSL Act Vic (2019) and LSL Act Tas (1976) of 0.8667 week or 32.933 hours accrual per year for seven (7) years of continuous employment for Vic and ten (10) years of continuous employment for Tas. The recommended rate is 1 week of total remuneration plus 12.5% superannuation contribution. Example: Fortnightly $\$3,495.77/2 = \$1,747.89 \times (1+12.5\%) = \$1,966.37$.*

MINISTERS REMUNERATION LEVELS SCHEDULE BASED ON 4% INCREASE

Full Time rates applicable from July 1, 2024	A	B	C	D
	<i>Level Definitions - See Below</i>			
30% Assessable Component	\$16,228.97	\$20,092.26	\$23,514.07	\$27,267.04
70% Annual Fringe Benefits	\$37,867.60	\$46,881.94	\$54,866.16	\$63,623.07
TOTAL REMUNERATION	\$54,096.57	\$66,974.20	\$78,380.23	\$90,890.11
Fortnightly amount paid in arrears	\$2,080.64	\$2,575.93	\$3,014.62	\$3,495.77
Superannuation 12.50% per annum	\$6,762.07	\$8,371.78	\$9,797.53	\$11,361.26
*Long Service Leave provision 1.125 times	\$1,170.36	\$1,448.96	\$1,695.73	\$1,966.37
TOTAL REMUNERATION PACKAGE (Excluding LSL)	\$60,858.65	\$75,345.98	\$88,177.76	\$102,251.38

NOTE 1: Definitions of levels A, B, C, D

- A** Untrained people in ministry support roles, and interns, generally appointed from within congregations - little training and experience.
- B** Those in ministry settings who are studying and have completed more than 25% of the training program and/or have limited experience (includes some interns).
- C** Those in ministry settings who are studying and have completed more than 75% of the training program and/or have some ministry experience.
- D** Recommended minimum remuneration for all ministers with appropriate training and experience

NOTE 2: Superannuation and Long Service Leave

Where a manse or a motor vehicle is provided in lieu of the fringe benefit component, the amount of long service leave and superannuation entitlements are less.