



SENIOR STAFF REMUNERATION AND ALLOWANCES

Approved by
Review due

09 February 2017
09 February 2020

PREAMBLE

The Archbishop's Statute 2016 provides for the election and functions of the Archbishop of Perth. It also outlines remuneration for the Archbishop, Assistant Bishops and Archdeacons.

This policy sets out the basis for remuneration of the Archbishop, Assistant Bishops and Archdeacons

DEFINITIONS

The meanings of words and phrases given in the Interpretation Statute 2016 apply in this Statute, except that for the purpose of this Statute, the words and phrases listed hereunder have the meanings given as follows:

- **Administrator** - means the person appointed under section 11.1 of the Statute
- **Archbishop** - means the archbishop of the Diocese elected in accordance with Part 2 of the Statute.
- **Archbishop Election Committee** or **Committee** - means the committee established in accordance with section 5 of the Statute.
- **Archbishop's Entitlements Sub-committee** - means the committee appointed in accordance with section 2.1 of this policy.
- **archdeacon means** - a person appointed under section 14 of the Statute.
- **assistant bishop** - means a person appointed under section 13. of the Statute.
- **Diocese** - means the Diocese of Perth.
- **Diocesan Council** - means the body constituted by the Diocesan Council Statute 2016.
- **Statute** - means the Archbishop's Statute 2016.
- **Trustees** - means the Perth Diocesan Trustees as defined in the Diocesan Trustees Statute 2016.

ENTITLEMENTS

1. Archbishop's Entitlements Subcommittee of the Trustees

- 1.1 The Archbishop's Entitlements Sub-committee shall consist of the Chairman of The Trustees, the Treasurer of the Diocese, the Diocesan Secretary and a member appointed by Diocesan Council from its own number.
- 1.2 The sub-committee is to provide a report of its meetings to the Trustees

2. Annual stipends and remuneration packaging

- 2.1 The annual stipend payable to the Archbishop shall be an amount determined by the Archbishop's Entitlements Sub-committee.
- 2.2 The Archbishop shall be entitled to the same remuneration packaging as is available to full-time clergy under Policy 10.2 Clergy and Lay Ministry Remuneration Packaging

DIOCESAN COUNCIL POLICY 8



3. Residence

- 3.1 During his or her term of office, the Archbishop shall have the use of an episcopal residence as may be assigned to the Archbishop from time to time by the Diocesan Council and The Perth Diocesan Trustees.
- 3.2 During a vacancy in the office of Archbishop any income from the use of the episcopal residence shall be directed to the Archbishop's Establishment Fund

4. Travel expenses

- 4.1 The Archbishop's travelling expenses relating to the role of Archbishop of Perth shall be met from the Archbishop's travel budget and shall be in accordance with Policy 53 – Travel Expenses.

5. Motor Vehicle Allowance

- 5.1 The Archbishop shall be provided with a mid-range, size and priced, motor vehicle, subject to finance and after consultation with the Diocesan Secretary. The Archbishop will be entitled to the same motor vehicle allowance and motor vehicle loans as are available to clergy under section 3 of Policy 10.1 Clergy and Lay Ministry Workers Conditions of Service

6. Leave

- 6.1 The Archbishop is entitled to accrue such leave as is determined by Policy 10.3 Clergy Leave, and in the case of long service leave, the Long Service Leave Canon.

7. Superannuation

- 7.1 The Archbishop shall be entitled to payment of superannuation benefits in accordance with the Anglican Superannuation Australia Canon 1995-1998 and the provisions of section 6 of Policy 10.1 – Clergy and Lay Ministry Workers Conditions of Service

8. Workers' Compensation, Accident and Sickness Insurance Cover

- 8.1 The Trustees shall affect workers' compensation insurance for the Archbishop for the work in the Diocese as required by law

ENTITLEMENTS OF THE ADMINISTRATOR, ASSISTANT BISHOPS AND ARCHDEACONS

9. Administrator

- 9.1 Where the Administrator is required to act for a period of 30 days or more, the Administrator shall be entitled to such additional stipend or benefits as may be determined by the Archbishop's Entitlements Sub-committee.

10. Assistant Bishops

- 10.1 The annual stipend and other entitlements of the assistant bishops shall be determined by the Archbishop's Entitlements Sub-committee.

11. Archdeacons

- 11.1 The annual stipend and other entitlements of the archdeacons shall be determined by the Archbishop's Entitlements Sub-committee.

DIOCESAN COUNCIL POLICY 8

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12. Funding

- 12.1 The Archbishop's stipend and expenses together with costs associated with the appointment of the assistant bishops and archdeacons and operation of the Archbishop's office shall be payable out of the income arising from the Bishop Hale Trust.