



Anglican Diocese of Grafton Registry Update

Edition 14 – November 2018

For distribution to any office bearer within the Anglican Diocese of Grafton including its parishes and organisations.

This is the second edition of the Registry Update for 2018 and as usual it contains important information on a variety of topics. These Registry Updates are not only important for reading at the time of receiving but also worthwhile for putting aside for future reference. If you are looking for any of the previous copies, you can find them on the Diocese's website at <https://www.graftondiocese.org.au/documents/registry-update/>

This Registry Update has been widely distributed by email but if you believe that someone has been missed who should also be receiving the Registry Update, please feel free to share your copy with them and advise admin@graftondiocese.org.au of the update to the distribution list.

The information contained in this Registry Update is not confidential or private, so please feel free to share it with others who would benefit from knowing.

CLERGY STIPENDS AND SUPERANNUATION

New Stipend levels

At its meeting of 8 October 2015, Bishop-in-Council resolved that the Australian Bureau of Statistics' Wage Price Index (WPI) will be the basis on which the clergy stipend is revised each year. As the WPI over the applicable 12 month period up to September 2018 was 2.3%, the following schedule of clergy stipends will be effective from **1 January 2019**.

Clergy role	Current annual stipend	Current monthly stipend	New annual stipend from 1 January 2019	New monthly stipend from 1 January 2019
Rector ¹	\$64,550.40	\$5,379.20	\$66,035.10	\$5,502.92
Priest Associate ²	\$63,913.10	\$5,326.09	\$65,383.10	\$5,448.59
Assistant Priest ³ or Deacon ⁴	\$61,045.70	\$5,087.14	\$62,449.80	\$5,204.15

(Notes: ¹ includes Priests-in-Charge and Locums; ² typically a senior priest in a challenging role; ³ typically a priest in a curacy or training stage; ⁴ Stipendiary deacons only)

Superannuation

The rate of superannuation for clergy will remain at 10.5% of the stipend. (Superannuation will not be applied to the payment of allowances.)

Future changes to Stipend

As mentioned above, the Wage Price Index (WPI) statistic provided by the Australian Bureau of Statistics will guide future increases in clergy stipend. The stipend will change on 1 January of each year depending on the annual change in the WPI reported in the previous September Quarter. The September Quarter statistic is usually published in mid-November of each year.

LEGISLATION CHANGE FOR WORKING WITH CHILDREN

Earlier this year, the Office of the Children's Commissioner communicated some important changes in connection with the Working With Children's Check (WWCC). The main changes were:

- A requirement for people to keep their personal details up to date or risk a penalty;
- Employers are required to verify that their child-related workers have a WWCC and keep records or risk a fine; and
- A WWCC is required for all parent volunteers attending overnight kids camps with their own child.

Could you please communicate with all WWCC holders in your parish or organisation informing them about the requirement to keep personal details up to date?

Could all parishes ensure that Maree Collett in the Bishop's Registry receives the WWCC details of all those in the parish who are required to have this check whether that is under the legislation or as a requirement of the Diocese of Grafton?

In the planning of kids camps or any overnight event involving children, please consider WWCC as part of the planning of the event.

The full details of the changes can be found at www.kidsguardian.nsw.gov.au

NEW DIRECTOR OF PROFESSIONAL STANDARDS

The Diocese of Grafton has appointed Ms Amanda Hickey as Acting Director of Professional Standards (DPS). This means that there are changed contact details for the DPS who can now be contacted on 1800 370 757 or dps@graftondiocese.org.au

Each parish should have recently received a number of laminated A4 size posters with the contact details of the Director of Professional Standards. Please ensure that the outdated posters are removed and the new posters are displayed prominently in churches and church halls.

RENEWAL OF INSURANCE

The insurance policies for the Anglican Diocese of Grafton, its parishes and organisations run from 1 November through to 31 October. The arrangements for insurance cover from 1 November 2018 are being finalised and we expect that during December we will be adding the certificates of currency to the Diocese's website and invoicing parishes and organisations for their share of the insurance costs.

EMPLOYMENT PRACTICES INSURANCE COVER

As part of the insurance renewal, there will be a change to the Employment Practices Insurance Cover. The new arrangements mean that the organisations covered by the policy are required to get appropriate legal advice before the termination of any employee.

Failure to get appropriate legal advice would mean that the excess on a claim is \$25,000; but where advice is obtained prior to termination, the excess will be \$5,000.

Parish officeholders are reminded that whenever termination of an employee is being considered, the matter should be referred to the Registrar for advice and the Registrar will source legal advice where necessary.

EMPLOYMENT

Many complications in an employment relationship can arise because a person was employed without a detailed letter of appointment or a clear job description. All paid employment within the Diocese of Grafton, including casual employment, must have a signed and agreed letter of appointment as part of the offer of work.

Please contact the Registrar to discuss this matter prior to any advertising any position and before making any offer of employment.

COPYRIGHT AND LIVE STREAMING

It is exciting to see that a number of parishes have been using live streaming (particularly on Facebook) as a way of connecting more broadly with society. Where parishes decide to include music (e.g. as background music; congregational singing; performance) or video in their live stream, please make sure that you have appropriate copyright in place.

The standard copyright licence that most parishes have with CCLI does not include the right to live stream the copyrighted material. CCLI has another level of licence that permits live streaming of material.

IMPORTANT DATES

Bishop-in-Council

21st February 2019

11th April 2019

16th May 2019

15th August 2019

17th October 2019

19th December 2019

Corporate Trustees

13th December 2018

14th March 2019

23rd May 2019

18th July 2019

19th September 2019

7th November 2019

Buildings and Property Committee

7th March 2019

1st May 2019

3rd July 2019

28th August 2019

30th October 2019

11th December 2019

If you have any submission to a meeting of Bishop-in-Council, the Corporate Trustees or the Buildings and Property Committee, please provide these to the Registrar at least 10 days prior to a meeting to ensure that your submission can be included in the business of that meeting.

Registry Christmas Closure

The Bishop's Registry will close on the afternoon of Friday 21st December for the Christmas-New Year period and re-open at 9am Monday 7th January 2019.

AFGD will be providing a part-time operation during that period with the exception of weekends and Public Holidays.

Synod

The 2019 Synod of the Diocese of Grafton will be held on 21st, 22nd and 23rd June in Grafton.

The 8th, 12th and 15th June are reserved for pre-synod meetings in various locations around the diocese. Details will be communicated when the program has been finalised.

Yours in Christ's service,

Chris Nelson
Registrar/General Manager
Anglican Diocese of Grafton