

3.3 REGIONAL LOADINGS

1 BACKGROUND

In the late 1990s it was recognised that many ministers in rural placements were severely disadvantaged by the higher cost of living associated with their placements. A review of the situation was undertaken and it resulted in the use of Western Australian Government regional cost of living tables being used for the setting of variations on a percentage basis of what the additional cost of living in an area would be. In 2006 this was simplified into the current regional loading tables. No region or town ever exceeded the percentage levels that have been applied to the WA synod tables.

2 REGIONAL LOADINGS

Stipends for regional areas are the base WA stipend plus the regional loading and this then becomes the minimum stipend that must be paid for that particular placement. It is not to be considered as a payment beyond the minimum stipend. If congregations believe that this amount is too low they may make a payment beyond their minimum stipend as per Policy 3.2.

The regional loadings are:

Level 1 – 0.0%	Perth Metropolitan Area
Level 2 – 2.5%	Albany Regional Congregations Busselton Parish Geraldton Margaret River/Augusta Wellington Regional Mission
Level 3 – 5.0%	Dongara East Avon Eastern Wheatbelt Esperance Katanning Narrogin Northam Wagin
Level 4 – 7.5%	Central South Eastern Region Eastern Goldfields (Kalgoorlie) North Midlands Shared Ministry (Carnamah)
Level 5 – 10.0%	Karratha Port Hedland