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## **CLERGY RELOCATION**

Approved by Diocesan Council

13 July 2017

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### **1 Preamble**

- 1.1 This policy is made pursuant the Clergy Appointments Statute 2021 and concerns the relocation of clergy, their families and their household and personal effects on transferring from one parish to another parish in the diocese, from a parish to a diocesan organisation or vice versa, and the transfer from another diocese to the Diocese of Perth.

### **2 Transfer of Clergy Household and Personal Effects**

- 2.1 The cost for the transfer, within the diocese, or from another diocese within Australia, of household and personal effects to a maximum of 40 m<sup>3</sup> shall be met by the Diocese. The Diocese will then recoup 50% of the cost from the parish. Any costs over 40m<sup>3</sup> will be met by the member of clergy
- 2.2 The cost for the transfer, from overseas, of household and personal effects to a maximum of the capacity of a 20-foot sea container shall be met by the Diocese.
- 2.3 The above costs shall be shared 50% by Diocesan Council and 50% by the parish or, in the case of non-parochial appointments, the full cost will be charged to the department or organisation concerned. However, such costs relating to parochial appointments from other dioceses in Australia or overseas shall be charged in full to the parish, unless the Archbishop at her/his discretion and when her/his prior approval has been given for such a parish appointment, partially exempts a parish from this requirement. In the case where such an exemption is allowed the cost shall be met by the parish being required to meet at least 50% of a typical removal within the Diocese as determined by the Director of Finance, and the Diocesan Council meeting the rest, or such other proportion as agreed to beforehand.
- 2.4 For transfers within Australia, except for the packing of three cartons of glassware and china by the appointed removal firm, the packing of household and personal effects is expected to be carried out by the affected clergy unless in specific circumstances, e.g., health reasons or they are unable to do so.

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- 2.5 The cost, if any, of transporting a motor vehicle into the diocese shall be the responsibility of the member of clergy concerned and is not covered by this policy.
- 2.6 Insurance cover shall be up to \$50,000 maximum, adjusted annually in line with inflation.
- 2.7 Diocesan clergy relocating due to either:
- a. retirement because of age, ill health or death; or
  - b. a reduction in ministry;
- shall be eligible to receive a grant of up to \$5,000 linked to CPI to assist them in transferring their household and personal effects and any other costs relating to relocation – only after having served a minimum of 5 years in the Diocese.
- Please note: In relation to (b) above:
- a. the general provisions of the policy will apply as determined by the appropriate Bishop and Diocesan Secretary;
  - b. this provision will not apply where the clergy person is taking another ministry appointment.
- 2.8 Reimbursement of personal expenses on relocation of clergy at time of transfer, to an appointment within the Diocese of Perth, may be made on request with items of expenditure being identified and approved by the Archdeacon. Items may include but are not limited to white goods etc. This reimbursement will be limited to a maximum of \$3,000 for relocation from overseas.
- 2.9 This expense will be met 50% by Diocesan Council and 50% by the parish or, in the case of non-parish appointments, the full cost will be charged to the department or organisation concerned.

### 3 Air Fares and Immigration Costs

- 3.1 The cost of economy air fares of clergy and their dependents incurred in taking up an appointment in the diocese will be met by the Diocese
- 3.2 Where clergy are recruited from overseas:
- a. the costs of obtaining any temporary residency visas for the clergy member and her/his dependants shall be met by the Diocese.
  - b. 50% of the costs of obtaining permanent residency visas for the clergy member and her/his dependants shall be met by the Diocese (with the relevant clergy member meeting the balance).
- 3.3 These costs will, in the case of non-parochial appointments, be charged to the department or organisation concerned.
- 3.4 Such costs relating to parochial appointments from other dioceses in Australia or overseas shall be charged as follows:
- a. Where the member of clergy is part of general recruitment for the Diocese all costs associated with permanent resident status will be met 50% by the Diocese and 50% by the member of clergy.
  - b. Where the member of clergy is directly recruited by the Cathedral, Parish or Anglican Agency all costs will be met by the Cathedral, Parish or Anglican Agency

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- 3.5 The Archbishop may at her/his discretion and when her/his prior approval has been given for such a parochial appointment in (b) above exempt a parish only from this requirement in whole or part, with Diocesan Council meeting the costs not recovered from the parish

## **4 Reimbursement of Costs**

- 4.1 A member of the clergy taking up an appointment in the Diocese from another diocese or from overseas is required to reimburse a portion of removal, relocation, and airfare, immigration costs and permanent residency visa costs incurred by the Council and/or parish in the event they leave the Diocese before the completion of five years' service. The following shall apply with respect to the repayment of these costs to the Diocese:
- |                                      |                                        |
|--------------------------------------|----------------------------------------|
| a. Within the first-year             | full cost to be repaid                 |
| b. Within the second and third years | two-thirds of the cost of to be repaid |
| c. Within the fourth and fifth years | one third of the cost to be repaid     |