Ministry of Pastor and Pastoral Support Worker
Salary and Allowances Guidelines – January 2015

Introduction
This document has been prepared as a resource for congregations to provide recommendations and guidelines for the remuneration of personnel engaged as Pastor under the Uniting Church in Australia *Ministry of Pastor* Regulations. The rates can also apply for Pastoral Support Workers.

Remuneration
As a general principle, Pastors filling an **approved placement** as determined by the Placements Committee, and undertaking duties equivalent to a Minister of the Word shall receive the same stipend and allowances as a Minister of the Word.

For Pastors who are appointed to positions that are **not an approved placement**, remuneration should take into account the responsibilities of the role and the experience of the Pastor. The following grid can be used as a guide.

Scope of responsibility			
High = >90%	**$22.75 per hour**	**$25.15 per hour**	**$27.52 per hour (100% of a Minister's stipend)**
Medium = majority	**$20.40 per hour**	**$22.75 per hour**	**$25.15 per hour**
Low = minimum	**$18.00 per hour (not to go below the minimum adult wage rate)**	**$20.40 per hour**	**$22.75 per hour**
	Low = less than 1 year	**Medium = 1 – 3 years**	**High = greater than 3 yrs**

Experience in number of years

***Grid definition - 'Scope of Responsibility'*:**
This will be determined in consideration of the level of responsibility directly related to the role and the congregation. For example it would be considered that a pastor (Pastor A) fulfilling the responsibilities in the absence of a ministerial placement, would carry greater responsibility than a pastor (Pastor B) working alongside a ministerial placement. It could be also considered that a youth pastor may have less responsibility than Pastor A or Pastor B.

***Grid definition - 'Experience in number of years'*:**
This being experience in a similar role.

Hourly rates are based on:
Low/Low: This is based slightly higher than the current minimum adult wage rate of $16.87 per hour as determined by the Fair Work Australia minimum wage panel. **This grid hourly rate must never go below the *minimum adult hourly wage* rate.**
High/High: This is the **2015** hourly rate of a Uniting Church SA Minister's minimum base stipend.

Allowances and employment cost add-ons:

Compulsory
- Superannuation: paid at current levy of 9.5% on behalf of the employee
- WorkCover: the current levy across the Uniting Church SA averages to 1.04%

Eligible – for Religious Practitioners only
- Fringe Benefit Account (50% of wage payments) if a "religious practitioner" as defined by the ATO

Discretionary
- Housing provision or housing allowance:
- Vehicle provision or vehicle allowance:
- Study allowance: