



Ministry of Pastor and Pastoral Support Worker

Salary and Allowances Guidelines – 1 Jan 2026

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 may 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% (3)	Rate A3: \$30.19 per hour	Rate B3: \$32.82 per hour	Rate C3: \$35.4376 per hour (100% of a Minister's stipend)
	Medi = majority (2)	Rate A2: \$27.57per hour	Rate B2: \$30.19 per hour	Rate C2: \$32.82 per hour
	Low = minimum (1)	Rate A1: \$24.95 per hour (this rate is not to go below the Minimum National Adult wage rate)	Rate B1: \$27.57 per hour	Rate C1: \$30.19 per hour
		Low = less than 1 year (A)	Medium = 1 – 3 years (B)	High = greater than 3 yrs (C)
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 Yyy) fulfilling the responsibilities in the absence of a ministerial placement, would carry greater responsibility than a pastor (Pastor Zzz) working alongside a ministerial placement. It could be also considered that a youth pastor may have less responsibility than Pastor Yyy or Pastor Zzz. For payroll purposes, the three criteria are labelled 1,2 or 3.



‘Experience in number of years:

This being experienced in a similar role. For payroll purposes, the three criteria are labelled A, B or C.

Labelling of Hourly Rates:

For payroll and review purposes, hourly rates will also be labelled as “MoP/PSW Rate” according to their position on the above matrix. For example, “MoP/PSW Rate A1” is \$24.95 per hour based on low experience and low responsibility, and “MoP/PSW Rate C2 is \$35.4376 per hour based on high experience and medium responsibility.

Hourly rates are based on:

“MoP/PSW Rate A1”: This is the current minimum adult wage rate of \$24.95 per hour (which took effect July 1st, 2025) as determined by the Fair Work Australia minimum wage panel. **This grid hourly rate must never go below the *minimum adult hourly wage rate*. (Please note: Superannuation is in addition to the \$24.95 per hour rate).**

“MoP/PSW Rate C3”: This is the 2026 (effective from 1 January 2026) hourly rate (where applicable to four decimal places) of the Uniting Church Synod of SA Minister’s minimum base stipend.

Please refer below for other cost add-ons.

Allowances and employment cost add-ons:

Compulsory

Superannuation: paid on behalf of the employee at the current levy of 12%, which was effective from 1 July 2025.

Eligible – for religious practitioners only

- Fringe Benefit Account for up to **an amount equal to** the maximum of 50% of the full-time ministerial stipend, for a “religious practitioner” as defined by the ATO (which requires approval from the UCA SA Synod Office).

Discretionary

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