The Uniting Church in Australia
Synod of South Australia

Ministry of Pastor and Pastoral Support Worker

Salary and Allowances Guidelines – 1 January 2027

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	Low = less than 1 year (A)	Medium = 1 – 3 years (B)	High = greater than 3 yrs (C)
High = >90% (3)	**Rate A3:** **$31.58 per hour**	**Rate B3:** **$34.14 per hour**	**Rate C3:** **$36.7131 per hour (100% of a Minister's stipend)**
Medi = majority (2)	**Rate A2:** **$29.01 per hour**	**Rate B2:** **$31.58 per hour**	**Rate C2:** **$34.14 per hour**
Low = minimum (1)	**Rate A1:** **$26.44 per hour (this rate is not to go below the Minimum National Adult wage rate)**	**Rate B1:** **$29.01 per hour**	**Rate C1:** **$31.58 per hour**

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 $26.44 per hour based on low experience and low responsibility, and "MoP/PSW Rate C2 is $34.14 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 $26.44 per hour (which took effect July 1st, 2026) as determined by the Fair Work Commission 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 $26.44 per hour rate).**

"MoP/PSW Rate C3": This is the 2027 (effective from 1 January 2027) hourly rate (where applicable to four decimal places) of the Uniting Church Synod of SA Minister's minimum base stipend.

Allowances and employment cost add-ons:

Compulsory

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

Eligible – for eligible 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