



## Ministry of Pastor and Pastoral Support Worker

### Salary and Allowances Guidelines – 1 July 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%<br>(3)  | Rate A3:<br>\$30.19 per hour                                                                        | Rate B3:<br>\$32.82 per hour | Rate C3:<br>\$35.4376 per hour<br>(100% of a Minister's stipend) |
|                         | Medi = majority (2) | Rate A2:<br>\$27.57per hour                                                                         | Rate B2:<br>\$30.19 per hour | Rate C2:<br>\$32.82 per hour                                     |
|                         | Low = minimum (1)   | Rate A1:<br>\$26.44 per hour<br>(this rate is not to go below the Minimum National Adult wage rate) | Rate B1:<br>\$27.57 per hour | Rate C1:<br>\$30.19 per hour                                     |
|                         |                     | Low = less than 1 year<br>(A)                                                                       | Medium = 1 – 3 years<br>(B)  | High = greater than 3 yrs<br>(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 \$26.44 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 \$26.44 per hour (which took effect July 1<sup>st</sup>, 2026) 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 \$26.44 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