Uniting Church. **Uniting People.**

MINISTRY OF PASTOR AND PASTORAL SUPPORT WORKER
Salary and Allowances Guidelines – June 2019

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 Responsibilty		A	B	C
	3 HIGH = >90%	A 3 $24.81 per hour	B 3 $27.50 per hour	C 3 $30.05 ** per hour
	2 MED = majority	A 2 $22.24 per hour	B 2 $24.81 per hour	C 2 $27.50 per hour
	1 LOW = minimum	A 1 $19.61 * per hour	B 1 $22.24 per hour	C 1 $24.81 per hour
		A LOW = less than 1 year	B MED = 1-3 years	C HIGH = greater than 3 years
		Experience in number of years		

* Not to go below the minimum adult wage rate
** 100% of a Minister's stipend

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 experience 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 $19.61 per hour based on low experience and low responsibility, and "MoP/PSW Rate C2" is $27.05 per hour based on high experience and medium responsibility.

HOURLY RATES ARE BASED ON:

"MoP/PSW Rate A1": This is based slightly higher than the current (1 July 2019) minimum adult wage rate of $19.49 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. (N.B. superannuation in addition to the $19.61 per hour rate).**

"MoP/PSW Rate C3": This is the **2019** hourly rate of a UC SA Minister's minimum base stipend.

Please refer below for other cost add-ons.

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 0.72%
- **Eligible – for Religious Practitioners only**
  - Fringe Benefit Account (up to 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