	UCA Synod of Victoria and Tasmania	**Summary of Ministerial Provisions and Charges effective first pay period of January 2027**

1 General Information

1.1 Purpose

The purpose of this document is to provide information for ministers and treasurers about ministerial entitlements, including supply, for the period January – December 2027.

Please note information regarding payments for lay people in non placement pastor appointments is in a separate document at the end of this document.

More detailed information about ministerial provisions and charges can be found in the UCA Handbook – Ministerial Provisions and Charges, on the following webpage: *https://victas.uca.org.au/minister-hub/.* Ministers and Treasurers are encouraged to check the website for the most recent version of the Handbook. You need to scroll to the bottom of the web page to find the Terms of Placement drop down menu.

1.2 Definitions

1.2.1 Minister

Unless otherwise stated, minister means Ministers of the Word and Deacons, Specified Ministry of Youth Workers, and lay people who are in a Uniting Church placement.

1.2.2 Long Term Supply

Long Term Supply Ministry involves a continuous period of more than three months in one location.

1.2.3 Short Term Supply

Short Term Supply involves a continuous period of more than one month but up to three months in one location.

1.2.4 Occasional Supply

Occasional Supply involves worship service(s) and/or pastoral care days over a continuous period of not more than one month.

1.3 Part-time Placements

The amounts for stipend and allowances which are specified in this document are for full-time placements. Where a minister is in a part-time placement then the stipend and allowances will be calculated *pro rata* accordingly unless otherwise stated.

1.4 Start date

Information in this document on stipend and allowances will apply from the first full pay period in January 2027.

2 Ministers in Placement

2.1 Stipend

From the first full pay period in January 2027 a stipend increase of 3.5% came into effect:

The 2027 minimum stipend payable to ministers in full-time placement is:

$75,083 per annum

2.2 Manse Allowance

The manse allowance for ministers in full-time placement in Victoria and Tasmania, not living in a Church-provided manse, increased by 4% in January. The allowance is:

$22,193.60 per annum (up to) OR $426.80 per week (up to)

Note: See the *Ministerial Provisions and Charges Handbook for* allowances for part-time placements.

2.3 Long Service Leave (LSL) Levy

The Ministers' LSL Fund levy for 2027 is $850. The levy applies pro rata for ministers in part time placements and for ministers in a long-term supply arrangement who are available for placement.

2.4 Superannuation

2.4.1 Ordained Ministers in Placement

Notional Stipend as of July 2026		**$73,240 pa**
Superannuation Contributions (full-time)		
Minister's contribution**	**6%**	**$4,392 pa**
Church Council/ sponsoring body contribution	**15%**	**$10,992 pa**

**This contribution is deducted from the stipend and forwarded to the Beneficiary or other nominated fund.

Contributions to the Beneficiary Fund are calculated as a percentage of the **Notional Stipend**, rounded to the nearest figure divisible by 12. The National Notional Stipend is reviewed annually, with any resulting changes to superannuation contributions generally taking effect from July.

2.4.2 Non-ordained Person in Placement

Contributions are calculated as a percentage of **actual stipend**. Where payment is made at the rate of the Minimum Stipend (see 2.1 above) then the following contributions will apply:

		Full-time
Non-ordained Person's contribution***	6%	**$4,505**
Church Council /sponsoring body contribution	15%	**$11,262**

*** This contribution is deducted from the stipend and forwarded to superannuation fund of choice

2.5 Ministers' Insurance

2.5.1 The Church Council/sponsoring body contributes to both the Ministers Special Assurance Fund which helps to meet the costs of supply during a minister's illness or maternity leave, and the Ministers Awaiting Placement Fund which supports some ministers awaiting placement. (Refer to Appendix B for more detailed information). The contribution for full-time ministers is **$1,475** per annum **(Unchanged from 2026).**

2.5.2 WorkCover Insurance will be invoiced to congregations based on rateable remuneration.

2.6 Supervision Allowance and Education and Resource Allowance

To support and sustain ministers in their ministry practice and reduce financial barriers to seeking a high standard of supervision ministers are provided with two allowances as outlined in the below table. It is important to note that a minister in more than one part-time placement cannot receive more than the full allowance across the placements (or percentage therefore as detailed below).

	Full time	Part-Time (<0.8 FTE)
1. Supervision Allowance	$1540	$1230
2. Education and Resource Allowance	$2050	$1640
Total	**$3590**	**$2870**

Supervision Allowance: This is increased by 2.5%. An annual payment of $1,540 be made in 2027 for supervision only. This payment would apply to fulltime or a .8 (30.4 hours a week) ministry. Less than .8 the payment would reduce to 80% of the full allowance, therefore to $1,230.

This allowance will not be provided if the supervision is paid for by the congregation, presbytery and/or the workplace. For example, a number of chaplaincy arrangements include the payment of supervision directly to the supervisor.

Education and Resource Allowance: an annual payment of $2,050 be made in 2027 for general education, equipment and resources required by the minister to sustain and advance their ministry. This payment would apply to fulltime or .8 ministry. Less than .8 the payment would reduce to 80% to $1,640.

Discounted rate by 40% which applies when a minister has equipment provided by the congregation or presbytery. This discounted rate is $2154 per annum.

Together these two allowances equal $3,590 up from the 2026 rate of $3,500. This is an increase of $90.

2.7 Vehicle and Travel Allowance

For travel up to 5,000 km per annum, the allowance is $5,845. For travel above 5,000 km, an additional allowance of $0.91 per kilometre applies to kilometres travelled above 5,000 km. Refer to Appendix A on page 5 for the 2027 travel allowance table.

Travel above 5,000kms must be calculated by applying a combination of the set 5,000kms rate and the ATO mileage rate, as follows:

Annual travel	**Calculation**	**Total**
10,000 km	$5,845 + (5,000 × $0.91)	$10,395
12,000 km	$5,845 + (7,000 × $0.91)	$12,215
15,000 km	$5,845 + (10,000 × $0.91)	$14,945

2.8 Ad hoc travelling allowance

From the 1 January 2027 the ad hoc travelling allowance for ministers' professional duties is:

- $0.91 per kilometre for normal (average total) cost reimbursement for ministers not in placement, theological students and retired ministers; or
- $0.50 per kilometre for marginal cost reimbursement only (which includes 24 cents per kilometre as the fuel cost component) for ministers in placement or other employment; and
- restricted, as a guideline, to a daily limit not exceeding reasonable commercial car rental costs.

2.9 Synod Committee Travel Rate

The figure for Ministers in Placement who are a member of a Synod Committee is **$0.24** per kilometer.

3 Supply Ministry

Note: Ministerial candidates undertaking supply not related to their field education placements are eligible to receive full supply ministry rates.

Supply ministry fees do not apply to lay preachers. See https://victas.uca.org.au/ministry-mission/lay-preachers-association/ for further information.

Supply fees from the first full pay period in 2027 will increase by 3.5% (rounded to the nearest $5.00) with the exception of occasional for one service per day which will increase by $50. This reflects a more contemporary understanding of the level of effort required to prepare and deliver one service.

3.1 Fees

Occasional Supply		Short Term Supply
$235 for one service per day		**$235** for one service per day
$305 for two services per day		**$390** for two services per day
$425 for more than two services on any one Sunday;		**$475** for more than two services on any one Sunday;
$275 per day for pastoral ministry		**$295** per day for pastoral ministry
Long-Term Supply		
Minimum stipend, Personal Resource Development Allowance, Vehicle and Travel Allowance (see 2.7), provision of manse or Manse Allowance.		
Payment		
Supply ministry should be paid through Centralised Stipend and Payroll systems, see https://victas.uca.org.au/resources/central-accounting-and-payroll/ for the relevant forms.		

3.2 Travelling expenses

Reimbursement of actual travelling expenses or as defined in the ad hoc travelling allowance (see 2.8 above).

3.3 Superannuation

Where supply payments are made to ministers, compulsory superannuation of 12% of supply fees and travel allowance applies.



Rev Dr Mark Lawrence
General Secretary
January 2027

Appendix A – 2027 Travel Allowance (for details see 2.7 above)

Car Allowance		Additional Travel Allowance	Total
Kilometres pa	**Set km rate**	**Additional allowance at $0.91/km above 5,000 km**	**2027 allowance**
5,000	$5,845	$0	$5,845
6,000	$5,845	$910	$6,755
7,000	$5,845	$1,820	$7,665
8,000	$5,845	$2,730	$8,575
9,000	$5,845	$3,640	$9,485
10,000	$5,845	$4,550	$10,395
11,000	$5,845	$5,460	$11,305
12,000	$5,845	$6,370	$12,215
13,000	$5,845	$7,280	$13,125
14,000	$5,845	$8,190	$14,035
15,000	$5,845	$9,100	$14,945
16,000	$5,845	$10,010	$15,855
17,000	$5,845	$10,920	$16,765
18,000	$5,845	$11,830	$17,675
19,000	$5,845	$12,740	$18,585
20,000	$5,845	$13,650	$19,495
21,000	$5,845	$14,560	$20,405
22,000	$5,845	$15,470	$21,315
23,000	$5,845	$16,380	$22,225
24,000	$5,845	$17,290	$23,135
25,000	$5,845	$18,200	$24,045
26,000	$5,845	$19,110	$24,955
27,000	$5,845	$20,020	$25,865
28,000	$5,845	$20,930	$26,775
29,000	$5,845	$21,840	$27,685
30,000	$5,845	$22,750	$28,595
31,000	$5,845	$23,660	$29,505
32,000	$5,845	$24,570	$30,415
33,000	$5,845	$25,480	$31,325
34,000	$5,845	$26,390	$32,235
35,000	$5,845	$27,300	$33,145

Appendix B – Ministers Awaiting Placement Fund and Ministers Special Assurance Fund

The Ministers Awaiting Placement (MAP) Fund and the Ministers Special Assurance (MSA) Fund are funded from the contributions from congregations and agencies for each minister. The Pastoral Assistance Committee (PAC) administers these funds.

The Synod Standing Committee determines the amount of the annual contribution on the recommendation of the PAC. In 2027 the combined contribution will be **$1,475** for each minister in a full-time placement. This is **$590** for MAP and **$885** for MSA. Pro rata rates apply to part time placements. The contribution from placements has not increased for 2027.

Ministers Awaiting Placement (MAP) fund

The PAC Bylaws state that a Minister may be eligible for a grant for up to 3 months while awaiting placement. Any income received during this time should be reported and offset against the grant. The Placements Committee, upon referral from the Presbytery PRC, determines the eligibility of ministers to receive payments from this fund. When this is resolved, the request is referred to the PAC to determine the level of assistance.

Ministers Special Assurance (MSA) fund

This fund is used to cover the supply costs for a placement while Ministers are on approved sick leave, maternity leave or adoption leave. (Leave is approved by the Presbytery) The placement continues to pay the Minister their relevant entitlements. Supply is paid up to 0.5 of the minister's time fraction.

In cases of extended sick leave, the PAC takes responsibility for the payment of the minister's entitlements after 3 months continuous approved sick leave, or 3 months in past 12 months. The congregation takes responsibility for the cost of supply from that time on.

How to access the Ministers Special Assurance Fund

1. When the minister notifies the Church Council that they require sick leave, please ensure that the presbytery is also notified and provided with a Medical Certificate. The Presbytery PRC will assist in finding suitable supply where necessary.
2. Where supply ministry is used, or where sick leave extends beyond two weeks, please contact the Secretary of the PAC who will provide information about the options available for the payment of the person/s undertaking supply and support the process as necessary.

   Contact Details:

   Secretary — Deb Penaluna
   9116 1422
   pac@victas.uca.org.au

	UCA Synod of Victoria and Tasmania	**Non-Placement Pastor Remuneration Summary of payments for January-December 2027**

Any Uniting Church (member) lay person in pastor roles (not appointed through the placement committee) is appointed on the terms and conditions described below.

These terms are reviewed annually.

The following pay increase will come into effect on 1 January 2027 as follows:

Level 1 and 2 will receive a 2% increase, and Level 3 and 4 will receive a 1.5% increase.

Please note an entry level has been included to offer congregations the opportunity to appoint unqualified adults to roles to support and foster faith development and nurture followers of Christ in life-giving communities.

Non-placement pastor appointment must be endorsed by Presbytery.

- Non-Placement Pastors are often engaged on a part-time, fixed term or casual basis to resource discrete projects, and short-term work tasks.
- A clear position description (PD) clarifying a single nominated manager and clearly defined duties and responsibilities must be included.
- Non-placement pastor appointments must comply with the UCA Regulations regarding UCA membership and /or Members-In-Association, (clause 1.4.1).
- Fixed term contracts cannot exceed two years.

For information and advice contact: People&Culture@victas.uca.org.au

Regulations regarding Pastors

The Regulations that apply to lay ministries are found between 2.2.2 and 2.10.2. Guidelines for appointment are provided by the Assembly at: Lay Ministry Standards Hub | UCA Assembly

Wage table

Level	Annual Salary [1]	Hourly rate – Full-time/Part-time	Hourly Rate – Casual
1	$71,497	$36.18	$45.23
2	$79,055	$40.01	$50.01
3	$87,890	$44.48	$55.60
4[2]	$100,073	$50.64	N/A

[1]Incl Inclusive of the housing allowance figure from previous years.
[2]Roles that are equivalent in scope and responsibility to Ministerial placements.
[3]This is the minimum. Government parental leave scheme may apply.

Provisions and conditions

Provision	Condition	Applies to
Leave Entitlements		
Annual leave	4 weeks paid	Full-time Part-time (pro rata)
Personal leave	10 paid days sick / carers' leave	Full-time Part-time (pro rata)
Compassionate leave	2 paid days per occasion	Full-time/Part-time (Casuals unpaid)
Normal weekly hours	38 hours	Full-time
Domestic violence leave	10 days paid leave	All Pastors in Non-Placement
Study leave	Negotiated with congregation; 2 weeks paid leave per year is recommended for pastors at level 4 or if training is required for the role.	Full-time Part-time (pro rata)
Parental leave	Up to 12 months unpaid. Extra 12 months unpaid leave available on negotiation.[3]	All with continuous service over 12 months (casuals only if regular hours)
Long Service Leave	**Victoria:** After completing a minimum of 7 years 'continuous employment' with 'one employer', a pastor is entitled to an amount of long service leave on ordinary pay equal to 1/60th of the period of employment (approx. 6.1 weeks after 7 years), less any period taken during that period, which continues to accrue at the same rate thereafter. [4] **Tasmania:** After completing a minimum of 10 years 'continuous employment', a pastor is entitled to eight and two third weeks of paid leave, equal to 1/60th of the period of employment (approx. 8.667 weeks after 10 years). [5]	All Non-Placement Pastors
Other Provisions		
Allowances	**Travel allowance:** If travel is required for the role, actual kms travelled are to be reimbursed in alignment with the ad-hoc travelling allowances for ministers' professional duties. ($0.91 per km) **Phone allowance:** If a phone is required for the role, then provision should be made.	All Non-Placement Pastors

[4] http://www.business.vic.gov.au/hiring-and-managing-staff/long-service-leave-victoria/long-service-leave-an-overview

[5] https://worksafe.tas.gov.au/laws/long_service_leave

	Housing allowance: this allowance is structured into the salary amounts in Table 1, so no housing allowance should be paid. **Supervision Allowance:** Should be paid if the Non-Placement Pastor is expected to have supervision. **Education Resource Allowance:** By negotiation, shouldn't be expected.	
Ministers' Benefit Account (MBA)	Salary packaging as approved by MBA office as fitting ATO criteria.	Only if the position meets the ATO criteria Not guaranteed.
Termination	Notice periods as per the National Employment Standards (NES).	All Non-Placement Pastors
Superannuation	As per the Superannuation Guarantee.	All Non-Placement Pastors

Level Descriptors

To assist with salary evaluation a description of the qualifications, skills and abilities and the common duties (commensurate with each level) are outlined below.

For more information, or help determining at which level a position should be classified, please contact the Synod People and Culture team People&Culture@victas.uca.org.au

Level 1	
Indicative role	• Faith development program co-ordination, developing resources and providing copies of lessons and necessary equipment. • Communicating with families and ensure others have copies of education resources and necessary equipment. • Provide pastoral care and making visits to members of the congregation. • Supervise and coordinate volunteers to support congregation members in times of need and in Christian discipleship.
Accountabilities	• Work with limited supervision. • Make seek guidance on more complex or sensitive situations and/or tasks. • Work is usually performed within established routines and procedures although a degree of initiative is required. • Some discretion and judgement required. • May be responsible for co-ordinating the work of others including volunteers. • Works under supervision and guidance. • Work is usually performed within established routines, protocols and procedures. • Required reliability and sound understanding and compliance with established processes • May assist and/or organise volunteers.

Qualifications	• Has knowledge of the UCA ministry functions and awareness of the Uniting Church in Australia mission, ministry and Synod wide strategic direction. • Limited or no formal/tertiary qualifications required. Certificate qualifications would be an advantage and/or work experience, expertise and training considered relevant by the congregation.

Level 2	
Indicative role	• Youth Leader – Planning a program, leading a youth group, and coordinating volunteers. Ensuring the provision of pastoral care to young people. • Pastoral care coordinator. Providing pastoral care, developing a pastoral care plan, managing volunteers, defining pastoral priorities. • Taking responsibility for holiday programs – recruiting, preparing and coordinating volunteers, maintaining records.
Accountabilities	• Employee works without supervision but under general guidance on progress and desired outcomes. • Work is occasionally performed within routines and procedures but can also involve significant level of initiative. • Discretion and judgement is required. • May be responsible for the work of others, including ordained ministers. • Employee possesses considerable knowledge in many areas with a range of skills that enables many detailed tasks to be managed.
Qualifications	• Has knowledge of the UCA ministry functions and awareness of the Uniting Church in Australia mission, ministry and Synod wide strategies. • Certificate qualifications and/or diploma/degree **with minimum experience, Experience in a relevant role essential

Level 3	
Indicative role	• Children and Families Coordinator – developing and implementing programs/ initiatives for engaging with families and communities in the Church and community groups. Organising family camps, developing discipleship resources attending and coordinating deepening discipleship gatherings. • Aged Care / Prison Chaplain providing worship and/or pastoral care, • Community worker - responsible for assessing and administering emergency relief. Hosting the church drop-in centre, training volunteers, offering crisis pastoral care.
Accountabilities	• Decision making with broad direction on more complex or sensitive issues.

	• Applies considerable knowledge and skills independently. Operates in non-routine circumstances. • High levels of judgement and initiative. • May be responsible for planning, co-ordinating and managing the work of other individuals or teams.
Qualifications	• Graduate qualification** of three or more full-time years or equivalent. • Relevant experience and/or education and training.

Level 4	
Indicative role	• Program leadership - developing study guides, community youth engagement strategy, pastoral care, training youth leaders, managing budgets and administration, liaison with external local / regional / state-wide entities; input into broad planning and strategy. • Provision of information and advice about pastoral care programs, advocacy to government departments, liaison with external organisations, higher levels, budget/financial and/or stakeholder management. • Developing techniques to evaluate programs, analyse data, present and report. • Administration Team Leaders – property management oversight, change leadership, provide operational and/or governance advice.
Accountabilities	• Employee works independently under broad direction. • Exercises a high level of initiative. • Applies skills and knowledge with a high degree of independence. • Routinely exercises judgement at critical levels. • Is capable of program development and implementation. • Provides leadership, strategic support and advice to teams. • Able to formulate policy recommendations and implement policies involving change that may impact on the broader community. • Relevant to accountabilities of an ordained UCA minister.
Qualifications	• Has comprehensive knowledge of the UCA ministry functions, UCA theology and awareness of the Uniting Church mission, ministry and Synod wide strategic direction. • At minimum, a bachelor's degree ** • At least 5 years of relevant experience in a similar role, pastoral and/or management experience and expertise. • Qualifications in more than one discipline is desirable.

**Relevant certificate and/or qualifications may include courses in theology, pastoral ministry, biblical studies, moral theology, sacraments, church history, The Basis of Union, Church teachings, and adult education/formation.

Additional tertiary qualifications deemed relevant include studies in the human wellbeing, counselling, psychology, philosophy, creative expressions, education, sociology and /or anthropology and/or communications.

Study and on-going education

It is required that a Uniting Church member (or member in association) in a pastor role will continue to develop general competencies for pastors in the UCA.

The Synod's Coordinator for Lay Leadership Development, who can be contacted through eLM, will help the pastor and the employing body to understand what ongoing education is required, and how it should be completed.

The Presbytery has oversight of the pastor's progress in this process*. (Regulations 2.4.6, and 2.4.3)*

Lay people appointed to pastor roles are required to have undertaken core competency training within three months of the appointment.



Rev Dr Mark Lawrence
General Secretary
January 2027