



**UCA Synod of
Victoria and Tasmania**

**Non-Placement Pastors appointed before July 2019
who have not transitioned to the Non-Placement
Pastor remuneration arrangements
Summary of payments for 2024**

Figures here apply only to Non-Placement Pastors who commenced their role before 2019 and have not yet transitioned to the newer arrangements. Transition to current Non-Placement Pastor remuneration arrangements is recommended and is by negotiation between the employee and employing body. The Presbytery must be informed of the discussions and decisions.

Effective from the first pay period in 2024 salary figures will increase by 4%, the PRDA allowance will increase by 4%, manse allowance (if applicable) by 5.25% and travel allowance by 5%.

1) 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: <https://assembly.uca.org.au/education-for-ministry/resources/ministry-pastor>

2) Terms of Employment

The terms and conditions for non-placement pastors will be in accordance with the UCA Handbook of Ministerial Provisions and Charges and the National Employment Standards.

3) Salary Packaging

Non-placement pastors may be eligible to apply for a Ministers Benefit Account (MBA). Contact Synod Financial Services for further information.

4) Remuneration

Remuneration for non-placement pastors is paid according to the rates below along with appropriate allowances. Superannuation is paid in accordance with the Superannuation Guarantee Act.

The base rate is Level 4 and equivalent to the ministers' stipend. Each level is calculated at 10% below its next higher level.

Classification	Annual Salary	Full time weekly rate	Part time rate per hour	Casual rate per hour*
Level 1	\$49,369.84	\$949.42	\$24.98	\$31.23
Level 2	\$54,854.80	\$1,054.90	\$27.76	\$34.70
Level 3	\$60,949.20	\$1,172.10	\$30.84	\$38.55
Level 4	\$67,721.68	\$1,302.34	\$34.27	N/A

Note: Casual rates include an additional 25% loading to compensate for the absence of paid leave provisions.

Please see Page 10 for guidance as to the appropriate Levels.

Mark Lawrence

General Secretary
November 2023