



CATHOLIC ARCHDIOCESE OF MELBOURNE

**CIRCULAR HR0519 (3 December 2019)  
ALL PARISH PRIESTS AND ADMINISTRATORS  
IN THE ARCHDIOCESE OF MELBOURNE**

**Pastoral Associates rates of pay**

This circular provides advice on the rates of pay recommended for Pastoral Associates from 1 January 2020.

The category of Pastoral Associate covers those employees with Pastoral Associate accreditation undertaking roles as set out in the document *PA Position and Accreditation Standards* which can be located at <http://www.cam.org.au/policies>

**Pastoral Associates (formerly Pastoral Associates Level 1)**

2020 Base Salary rates	Annual base salary rate 38 hr week	Weekly base salary rate 38 hr week	Part-time per hr	Casual (25% loading per hr)
Minimum	\$64,797.60	\$1,246.11	\$32.79	\$40.99
Mid-point	\$68,208.00	\$1,311.69	\$34.51	\$43.15
Maximum	\$71,618.40	\$1,377.28	\$36.24	\$45.31

**Senior Pastoral Associates (formerly Pastoral Associates Level 2)**

2020 Base Salary rates	Annual base salary rate 38 hr week	Weekly base salary rate 38 hr week	Part-time per hr	Casual (25% loading per hr)
Minimum	\$74,480.00	\$1,432.31	\$37.69	\$47.12
Mid-point	\$78,400.00	\$1,507.69	\$39.67	\$49.60
Maximum	\$82,320.00	\$1,583.08	\$41.65	\$52.07

Salaries should be reviewed annually at the end of each year having regard to performance and market factors with any uplift taking effects from 1 January the following year.

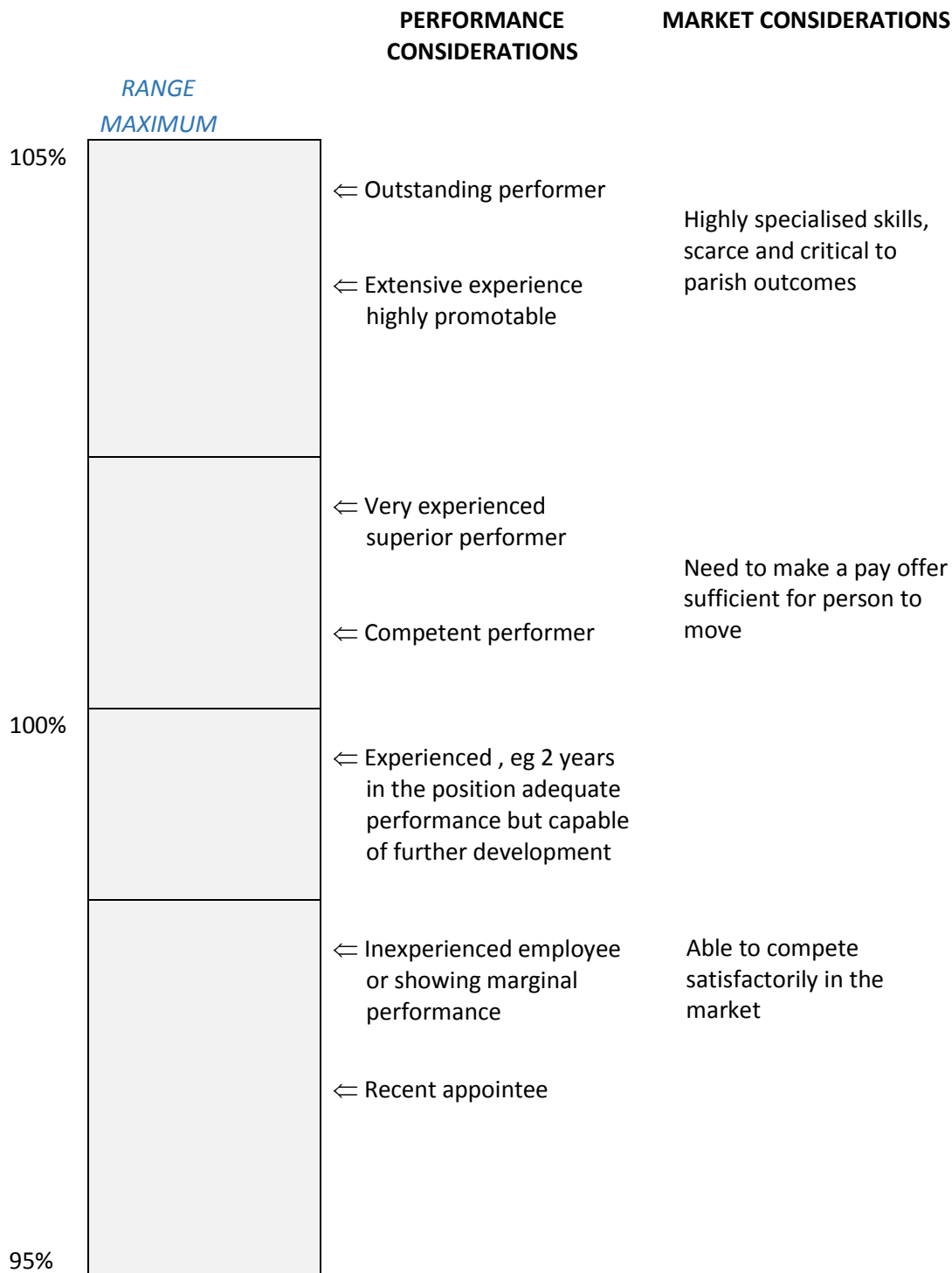
The attached remuneration matrix may be helpful.

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**Human Resources**

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Remuneration range matrix



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