



CATHOLIC ARCHDIOCESE OF MELBOURNE

**Stipends Principles 2020**

**4 December 2019**

## **Purpose**

To promulgate the stipends principles applicable to the Province of Melbourne for 2020 as approved by the Bishops of the Province and the Victorian Leaders of Religious Institutes.

The Bishops have approved these principles, with the right for further negotiation for those in parish ministry in view of the impossibility of many parishes to meet the recommendations.

## **Principles**

The Standing Committee on Religious Stipends has considered recommendations in respect of the level of stipends applicable from 1 January 2020 and makes the following recommendations.

- a. That from 1 January 2020, the stipend payment shall be \$57,977 pa, being 85% of the mid-point of the Melbourne Archdiocesan recommended rate of pay for a lay Pastoral Associate Grade 1 as adjusted for 2020.
- b. The 10% allowance to Religious Primary School Principals shall remain unchanged.
- c. Pro rata payments shall be based on the full recommended stipend.
- d. Where a fully maintained vehicle with usage for other purposes is provided, the paying entity shall be free to negotiate a discount of the stipend payment.
- e. Parties shall be free to negotiate reduced rates when financial circumstances do not allow the payment of a full stipend. Two thirds of the full stipend (\$38,647 pa) shall be the minimum starting point for such negotiations.

### History of stipend levels since 2000

Year	Stipend (FTE)	Recommended minimum
2002	\$25,014	\$16,660
2003	\$26,225	\$17,466
2004	\$27,117	\$18,078
2005	\$28,012	\$18,675
2006	\$31,687	\$21,125
2007	\$37,589	\$24,809
2008	\$38,812	\$25,874
2009	\$40,861	\$27,240
2010	\$41,811	\$27,874
2011	\$43,124	\$28,749
2012	\$45,503	\$30,355
2013	\$47,407	\$31,605
2014	\$49,180	\$32,787
2015	\$51,296	\$34,198
2016	\$52,579	\$35,053
2017	\$53,999	\$35,999
2018	\$55,618	\$37,079
2019	\$57,284	\$38,189
2020	57,977	\$38,651