



CATHOLIC ARCHDIOCESE OF MELBOURNE

**CIRCULAR HR0515 (25 AUGUST 2015)
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 accredited Pastoral Associates from 1 January 2016.

Grade 1 Pastoral Associates

2016 rates	Annual rate 38 hr week	Weekly rate 38 hr week	Part-time per hr	Casual per hr
Minimum	\$58,765	\$1,130.09	\$29.74	\$37.17
Mid point	\$61,857	\$1,189.57	\$31.30	\$39.13
Maximum	\$64,950	\$1,249.04	\$32.87	\$41.09

Grade 2/Senior Pastoral Associates

2016 rates	Annual rate 38 hr week	Weekly rate 38 hr week	Part-time per hr	Casual per hr
Minimum	\$67,545	\$1,298.95	\$34.18	\$42.73
Midpoint	\$71,100	\$1,367.32	\$35.98	\$44.98
Maximum	\$74,656	\$1,435.68	\$37.78	\$47.23

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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Remuneration range matrix

	PERFORMANCE CONSIDERATIONS	MARKET CONSIDERATIONS
105% RANGE MAXIMUM	<ul style="list-style-type: none"> ⇐ Outstanding performer ⇐ Extensive experience highly promotable 	Highly specialised skills, scarce and critical to parish outcomes
	<ul style="list-style-type: none"> ⇐ Very experienced superior performer ⇐ Competent performer 	Need to make a pay offer sufficient for person to move
100%	<ul style="list-style-type: none"> ⇐ Experienced , eg 2 years in the position adequate performance but capable of further development 	
	<ul style="list-style-type: none"> ⇐ Inexperienced employee or showing marginal performance ⇐ Recent appointee 	Able to compete satisfactorily in the market
95% RANGE MINIMUM		