



CATHOLIC ARCHDIOCESE OF MELBOURNE

CIRCULAR HR1222 (21 December 2022)

ALL PARISH PRIESTS AND ADMINISTRATORS IN THE ARCHDIOCESE OF MELBOURNE

PASTORAL ASSOCIATES RATES OF PAY FOR 2023

This circular advises on the rates of pay recommended for Pastoral Associates from 1 January 2023.

The category of Pastoral Associate covers those employees with Pastoral Associate accreditation.

Pastoral Associates (formerly Pastoral Associates Level 1)

2023 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	\$69,508.65	\$1,336.70	\$35.1764	\$43.97
Mid-point	\$73,167.00	\$1,407.06	\$37.0278	\$46.28
Maximum	\$76,825.35	\$1,477.41	\$38.8792	\$48.60

Senior Pastoral Associates (formerly Pastoral Associates Level 2)

2023 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	\$79,895.00	\$1,536.44	\$40.4327	\$50.54
Mid-point	\$84,100.00	\$1,617.31	\$42.5607	\$53.20
Maximum	\$88,305.00	\$1,698.17	\$44.6888	\$55.86

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 matrix may be helpful in determining the position of a Pastoral Associate in the remuneration range.

Sussan McNamara
Director, Human Resources

Human Resources

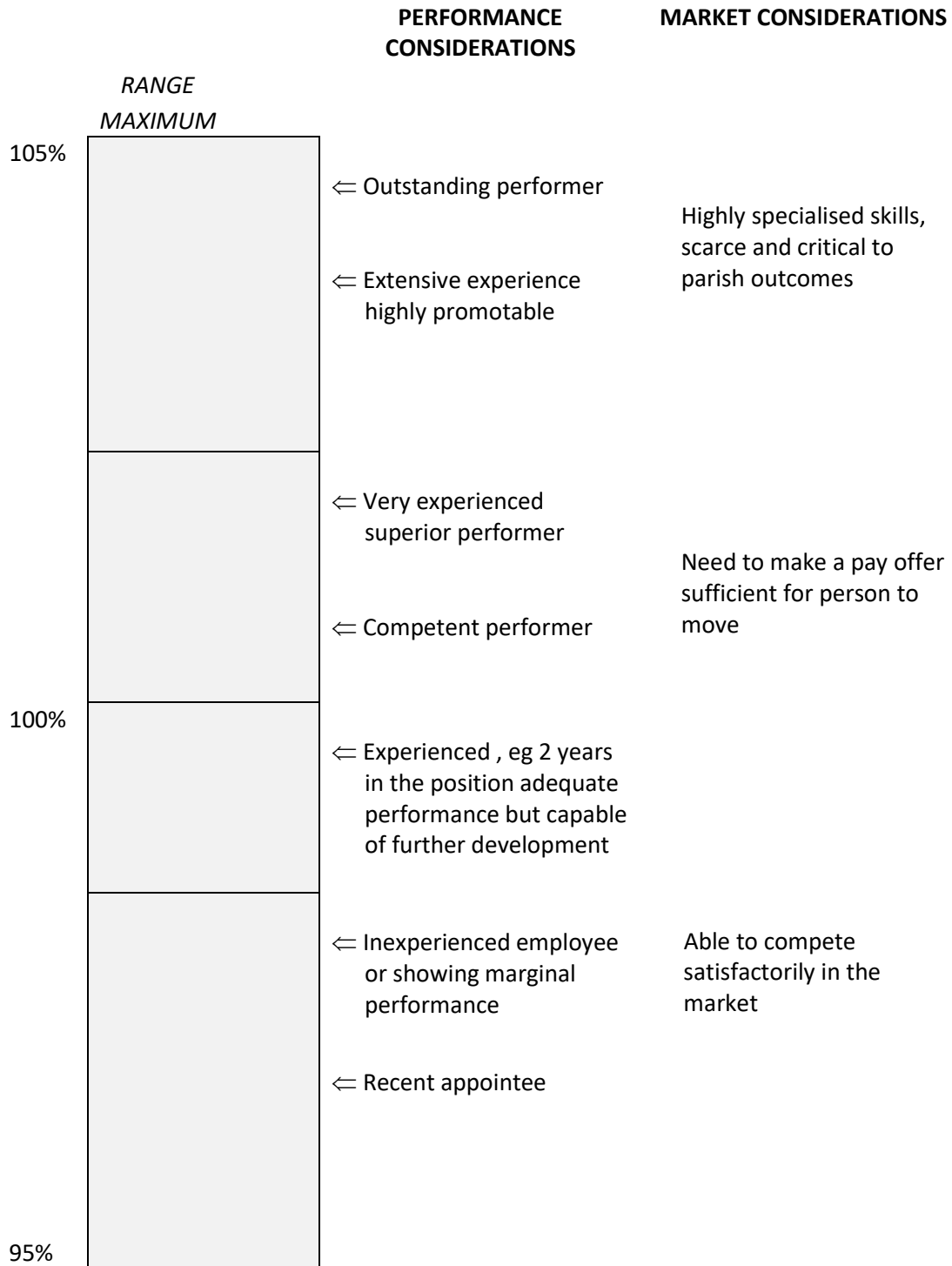
St Patrick's Centre, 486 Albert Street, East Melbourne VIC 3002 Australia. PO Box 146, East Melbourne VIC 8002 Australia

Telephone: (03) 9926 5629 Email: hadmin@cam.org.au

www.cam.org.au

Attachment

REMUNERATION RANGE MATRIX



Human Resources

St Patrick’s Centre, 486 Albert Street, East Melbourne VIC 3002 Australia. PO Box 146, East Melbourne VIC 8002 Australia
 Telephone: (03) 9926 5629 Email: hadmin@cam.org.au
www.cam.org.au