



CATHOLIC ARCHDIOCESE OF MELBOURNE

Stipends Principles 2023

20 December 2022

Purpose

To promulgate the stipends principles applicable to the Province of Melbourne for 2023 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 2023 and makes the following recommendations.

- a. That the stipend payment shall be \$62,192 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 2023.
- b. The 10% allowance to Religious Primary School Principals shall remain unchanged.
- c. Pro rata payments shall be applicable and calculated based on the full 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 an agreed rate if financial circumstances inhibit the payment of the full stipend. The minimum stipend to be paid is two thirds of the 2023 stipend (\$41,461).

History of stipend levels

Year	Stipend (FTE)	Recommended minimum
2023	\$62,192	\$41,461
2022	\$60,515	\$40,343
2021	\$59,308	\$39,539
2020	\$57,977	\$38,651
2019	\$57,284	\$38,189
2018	\$55,618	\$37,079
2017	\$53,999	\$35,999
2016	\$52,579	\$35,053
2015	\$51,296	\$34,198
2014	\$49,180	\$32,787
2013	\$47,407	\$31,605
2012	\$45,503	\$30,355

2011	\$43,124	\$28,749
2010	\$41,811	\$27,874
2009	\$40,861	\$27,240
2008	\$38,812	\$25,874
2007	\$37,589	\$24,809
2006	\$31,687	\$21,125
2005	\$28,012	\$18,675
2004	\$27,117	\$18,078
2003	\$26,225	\$17,466
2002	\$25,014	\$16,660