



CATHOLIC ARCHDIOCESE OF MELBOURNE

**CIRCULAR HR1220 (24 December 2020)
ALL PARISH PRIESTS AND ADMINISTRATORS
IN THE ARCHDIOCESE OF MELBOURNE**

Pastoral Associates rates of pay for 2021

This circular provides advice on the rates of pay recommended for Pastoral Associates from 1 January 2021.

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)

2021 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	\$66,285.30	\$1,274.72	\$33.5452	\$41.93
Mid-point	\$69,774.00	\$1,341.81	\$35.3107	\$44.14
Maximum	\$73,262.70	\$1,408.90	\$37.0763	\$46.35

Senior Pastoral Associates (formerly Pastoral Associates Level 2)

2021 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	\$76,190.00	\$1,465.19	\$38.5577	\$48.20
Mid-point	\$80,200.00	\$1,542.31	\$40.5870	\$50.73
Maximum	\$84,210.00	\$1,619.42	\$42.6164	\$53.27

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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Attachment

Human Resources

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REMUNERATION RANGE MATRIX

	PERFORMANCE CONSIDERATIONS	MARKET CONSIDERATIONS
<p style="color: blue; margin: 0;"><i>RANGE</i></p> <p style="color: blue; margin: 0;"><i>MAXIMUM</i></p> <p>105%</p>	<p>⇐ Outstanding performer</p> <p>⇐ Extensive experience highly promotable</p>	<p>Highly specialised skills, scarce and critical to parish outcomes</p>
<p>100%</p>	<p>⇐ Very experienced superior performer</p> <p>⇐ Competent performer</p>	<p>Need to make a pay offer sufficient for person to move</p>
<p>95%</p>	<p>⇐ Experienced , eg 2 years in the position adequate performance but capable of further development</p> <p>⇐ Inexperienced employee or showing marginal performance</p> <p>⇐ Recent appointee</p>	<p>Able to compete satisfactorily in the market</p>

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