



Uniting Church in Australia Synod of WA

**Ministerial Stipend and Allowances  
Effective from 1 January 2024 to 30 June 2024**

<b>Minimum Stipend Level/ congregation placement</b>	<b>From - 1 January 2024</b>	
	<b>Per Annum</b>	<b>Per Month</b>
<b>Zone 1 – 0%</b> Perth Metropolitan	\$67,881	\$5,656.75
<b>Zone 2 – 2.5%</b> Albany Regional Congregations Busselton Margaret River/Augusta Wellington Regional Mission	\$69,579	\$5,798.25
<b>Zone 3 – 5.0%</b> Dongara East Avon Eastern Wheatbelt Esperance Katanning Narrogin Northam Wagin	\$71,275	\$5,939.58
<b>Zone 4 – 7.5%</b> Central South Eastern Region Eastern Goldfields (Kalgoorlie) North Midlands Shared Ministry (Carnamah)	\$72,972	\$6,081.00
<b>Zone 5 – 10%</b> Karratha Port Hedland Carnavon	\$74,669	\$6,222.41
<b>2024 Base stipend increase of 3%</b>		
<b>Note: “Fairwork Australia” minimum wage rise – 5.75%. Commerce WA – 5.2%</b>		
<b>Note: Part Time (PT) placements and supply receive pro-rata amount of the FTE stipend based on percentage. (Refer Ministerial Benefits Handbook)</b>		
<b>Beneficiary Fund Contributions or Superannuation Contributions</b>		
<b>UCA Beneficiary Fund - FTE</b>		
Congregation/Placement Contribution (1 July 2023 to 30 June 2024)		\$818.00
Ministers Contribution (1 July 2023 – 30 June 2024)		\$327.00
<b>Superannuation Guarantee (SGC)</b>		
<b>11.0%</b> (1 July 2023 – 30 June 2024)		
<b>11.5%</b> (1 July 2024 – 30 June 2025)		
(Please contact Payroll for Congregation/Placement and Ministers contribution amounts)		

Allowances	1 January 2024	
	Per Annum	Per Month
<b>Housing Allowance</b> (PT placements – Refer to Ministry Handbook)	\$19,623	\$1,635.21
<b>Personal Resources &amp; Development Grant</b> (PT placements – pro-rata of FTE)	\$2,051	\$170.91
<b>Vehicle Standing Costs</b> (Previously known as Motor Vehicle Depreciation Fund and Motor Vehicle Fixed Cost Payment) (Optional Co-op Loan Fund contribution – 80% of VSC)	\$7,800	\$650.00
Travel Allowance per Zone		
Based on <i>Fuel Watch</i> - rates are calculated at 20% of the average price of fuel by Zone and includes fuel excise discount. (As at 30 July 2023) <b>May be reviewed during the year.</b>		
Zone (As per Stipend Zoning)	Placement Travel Rate per km	Travel Rate for Others as per ATO – per km
1	35.4c	85c
2	36.7c	
3	37.1c	
4	37.3c	
5	39.7c	
Travel Allowance may be updated in July 2024 – rates will be revised inline with Fuel Watch and ATO.		
<b>Placement rate:</b> This is the Travel Reimbursement Rate for those who are receiving Vehicle Standing Costs.		
<b>Others:</b> This Travel Reimbursement Rate is for any person who does not receive Depreciation and Fixed Cost payment. For example: Church Volunteers, Regional Pastors, Supply Ministers, Theological Students, Accredited Lay Preachers and those required to travel for Casual Preaching.		

Levies (not paid directly to the minister)		
	Per Annum	Per Month
<b>Long service leave levy</b> (Pro-rata for PT placements)	\$1,920	\$160
<b>Ministers Insurance</b> (Workers compensation and Wellness Benefit Scheme)	\$1,368	\$114

Preaching Supply Fees	
These fees are to be offered to Accredited Lay Preachers and Retired Ministers for casual preaching. In addition payment of travelling allowance may be applicable.	
One service per day	\$170.00
Each additional service provided on the same day	\$90.00

## Ministry of Pastor – *Minimum* Stipend and Allowances Effective from 1 January 2024 to 30 June 2024

Classification	Per Annum	Per Month	LSL Levy 2% Per year
Level 1	\$44,538	\$3,711.50	\$890.76
Level 2	\$49,486	\$4,123.83	\$989.72
Level 3	\$54,984	\$4,582.00	\$1,099.68
Level 4	\$61,093	\$5,091.08	\$1,221.86
Level 5	\$67,881	\$5,656.75	\$1,357.62

Superannuation Guarantee (SGC)
<b>11.0%</b> (1 July 2023 – 30 June 2024)
<b>11.5%</b> (1 July 2024 – 30 June 2025)
(Please contact Payroll for Congregation/Placement and Ministers contribution amounts)

Allowances	1 January 2024	
	Per Annum	Per month
<b>Personal Resources &amp; Development Grant</b> (PT placements – pro-rata of FTE)	\$2,051	\$170.91
<b>Vehicle Standing Costs</b> (May not be applicable for MoP – ATO travel rate may be applicable) (Previously known as Motor Vehicle Depreciation Fund and Motor Vehicle Fixed Cost Payment)	\$7,800	\$650.00

Travel Allowance per Zone		
Based on <i>Fuel Watch</i> - rates are calculated at 20% of the average price of fuel by Zone and includes fuel excise discount. (As at 30 July 2023) <b>May be reviewed during the year.</b>		
Zone (As per Stipend Zoning)	Placement Travel Rate per km	Travel Rate for Others as per ATO – per km
1	35.4c	85c
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Travel Allowance may be updated in July 2024 – rates will be revised inline with Fuel Watch and ATO.		
<b>Placement rate:</b> This is the Travel Reimbursement Rate for those who are receiving Vehicle Standing Costs.		
<b>Others:</b> This Travel Reimbursement Rate is for any person who does not receive Vehicle Standing Costs. For example: Church Volunteers, Regional Pastors, Supply Ministers, Theological Students, Accredited Lay Preachers and those required to travel for Casual Preaching.		

Levies (not paid directly to the minister)		
	Per Annum	Per Month
<b>Ministers Insurance</b> (Workers compensation and Wellness Benefit Scheme)	\$1,368	\$114

**Please note:** Housing may be negotiated and will be at the discretion of the congregation and Presbytery.