

**POSTAL MANAGER GROUP**

Postal Manager Grade 1	\$70,832	\$74,379	\$77,902
Postal Manager Grade 2	\$80,273	\$83,823	\$87,348
Postal Manager Grade 3	\$93,491	\$97,270	
Postal Manager Grade 4	\$101,048	\$104,826	
Postal Manager Grade 5 (Facility Manager Level 3)	\$108,601	\$112,837	

*Except with the approval of Australia Post, the occupants of positions of DM Gr.3 and above are not eligible for overtime payments or time off in lieu.*

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
70,832	2715.62	36.95	55.42	73.89	5.54	18.47
74,379	2851.59	38.80	58.20	77.59	5.82	19.40
77,902	2986.64	40.63	60.95	81.27	6.10	20.32
80,273	3077.57	41.87	62.81	83.74	6.28	20.94
83,823	3213.66	43.72	65.58	87.45	6.56	21.86
87,348	3348.79	45.56	68.34	91.12	6.83	22.78
93,491	3584.32	48.77	73.15	97.53	7.31	24.38
97,270	3729.20	50.74	76.11	101.47	7.61	25.37
101,048	3874.03	52.71	79.06	105.42	7.91	26.35
104,826	4018.87	54.68	82.02	109.36	8.20	27.34
108,601	4163.63	56.65	84.97	113.30	8.50	28.32
112,837	4326.03	58.86	88.29	117.72	8.83	29.43

**District Allowance**

**Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**POSTAL SERVICES GROUP**

Trainee Postal Services Officer	\$43,077		
Postal Services Officer	\$46,045	\$47,935	\$50,052
	\$52,399	\$55,230	
Senior Postal Services Officer Grade 1	\$57,840	\$60,672	
Senior Postal Services Officer Grade 2	\$63,281	\$66,109	\$68,945

**JUNIOR RATES**

**Trainee Postal Services Officer:-**

Under 17yrs	50%	\$21,539
At 17 yrs	60%	\$25,846
At 18 yrs	70%	\$30,154
At 19 yrs	81%	\$34,893
At 20 yrs	91%	\$39,200

*A Junior Trainee Postal Services Officer under 21 years shall receive the appropriate junior rate according to age and shall be advanced to the minimum adult rate of a Postal Services Officer upon completion of training.*

**ALLOWANCES**

In Charge Allowance - Retail Staff	\$66,109 per annum
Linguistic Allowance	\$1,159 per annum
Overtime Meal Allowance	\$16.43

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
21,539	825.76	11.23	16.85	22.47	1.69	5.62
25,846	990.92	13.48	20.22	26.96	2.02	6.74
30,154	1,156.07	15.73	23.59	31.46	2.36	7.86
34,893	1,337.74	18.20	27.30	36.40	2.73	9.10
39,200	1,502.89	20.45	30.67	40.89	3.07	10.22
43,077	1,651.53	22.47	33.70	44.94	3.37	11.23
46,045	1,765.31	24.02	36.03	48.04	3.60	12.01
47,935	1,837.78	25.00	37.51	50.01	3.75	12.50
50,052	1,918.93	26.11	39.16	52.22	3.92	13.05
52,399	2,008.90	27.33	41.00	54.66	4.10	13.67
55,230	2,117.44	28.81	43.21	57.62	4.32	14.40
57,840	2,217.50	30.17	45.26	60.34	4.53	15.09
60,672	2,326.08	31.65	47.47	63.29	4.75	15.82
63,281	2,426.10	33.01	49.51	66.02	4.95	16.50
66,109	2,534.53	34.48	51.73	68.97	5.17	17.24
68,945	2,643.26	35.96	53.94	71.93	5.39	17.98

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without  
Dependants  
p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800

**POSTAL DELIVERY GROUP**

Trainee Postal Delivery Officer	\$42,397			
Postal Delivery Officer	\$45,324	\$47,471	\$48,492	
	\$49,537	\$50,584		
Senior PDO Grade 1	\$52,396			
Senior PDO Grade 2	\$53,105			
Senior PDO Grade 3	\$55,594			
Postal Delivery Co-ordinator Grade 1	\$56,928	\$58,269		
Postal Delivery Co-ordinator Grade 2	\$61,669	\$63,373	\$65,121	\$66,932
Postal Delivery Co-ordinator Grade 3	\$70,832	\$74,379	\$77,902	

**ALLOWANCES**

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,732 p.a.
	\$10.47 per day
Functional Allowance	\$2,732 p.a.
	\$10.47 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$16.43
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**RATES OF PAY TABLE**

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
42,397	1,625.44	22.11	33.17	44.23	3.32	6.63	11.06
45,324	1,737.68	23.64	35.46	47.28	3.55	7.09	11.82
47,471	1,819.98	24.76	37.14	49.52	3.71	7.43	12.38
48,492	1,859.13	25.29	37.94	50.59	3.79	7.59	12.65
49,537	1,899.20	25.84	38.76	51.68	3.88	7.75	12.92
50,584	1,939.31	26.39	39.58	52.77	3.96	7.92	13.19
52,396	2,008.78	27.33	41.00	54.66	4.10	8.20	13.67
53,105	2,035.98	27.70	41.55	55.40	4.16	8.31	13.85
55,594	2,131.38	29.00	43.50	58.00	4.35	8.70	14.50
56,928	2,182.55	29.69	44.54	59.39	4.45	8.91	14.85
58,269	2,233.95	30.39	45.59	60.79	4.56	9.12	15.20
61,669	2,364.30	32.17	48.25	64.33	4.83	9.65	16.08
63,373	2,429.65	33.06	49.58	66.11	4.96	9.92	16.53
65,121	2,496.65	33.97	50.95	67.94	5.10	10.19	16.98
66,932	2,566.08	34.91	52.37	69.83	5.24	10.47	17.46
70,832	2,715.62	36.95	55.42	73.89	5.54	11.08	18.47
74,379	2,851.59	38.80	58.20	77.59	5.82	11.64	19.40
77,902	2,986.64	40.63	60.95	81.27	6.10	12.19	20.32

**District Allowance Grade**

**With Dependents**

**Without Dependents**

	<b>p.a.</b>	<b>p.a.</b>
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**DELIVERY MANAGER GROUP**

Delivery Manager Level 1	\$70,832	\$74,379	\$77,902
Delivery Manager Level 2	\$80,273	\$83,823	\$87,348
Delivery Manager Level 3	\$93,491	\$97,270	
Delivery Manager Level 4	\$101,048	\$104,826	

Except with the approval of Australia Post, the occupants of positions of DM Gr.3 and above are not eligible for overtime payments or time off in lieu.

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
70,832	2715.62	36.95	55.42	73.89	5.54	18.47
74,379	2851.59	38.80	58.20	77.59	5.82	19.40
77,902	2986.64	40.63	60.95	81.27	6.10	20.32
80,273	3077.57	41.87	62.81	83.74	6.28	20.94
83,823	3213.66	43.72	65.58	87.45	6.56	21.86
87,348	3348.79	45.56	68.34	91.12	6.83	22.78
93,491	3584.32	48.77	73.15	97.53	7.31	24.38
97,270	3729.20	50.74	76.11	101.47	7.61	25.37
101,048	3874.03	52.71	79.06	105.42	7.91	26.35
104,826	4018.87	54.68	82.02	109.36	8.20	27.34

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without  
Dependants  
p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800

**MAIL PROCESSING GROUP**

Trainee Mail Officer	\$42,397				
Mail Officer	\$45,324	\$47,471	\$48,492	\$49,537	\$50,584
Mail Officer (Teams)	\$46,332	\$48,479	\$49,500	\$50,546	\$51,592
Senior Mail Officer Grade 1	\$53,105				
Senior Mail Officer Grade 2	\$55,594				
Trainee Mail Processing Co-ordinator	\$51,871				
Mail Processing Co-ordinator Gr.1	\$56,928	\$58,269			
Mail Processing Co-ordinator Gr.2	\$61,669	\$63,373	\$65,121	\$66,932	
Mail Processing Co-ordinator Gr.3	\$69,141	\$71,184	\$73,316	\$75,464	
Mail Processing Co-ordinator Gr.4	\$77,604	\$80,137	\$82,662		

**JUNIOR RATES**

**Trainee Mail Officer:-**

Under 17yrs	50%	\$21,198
At 17 yrs	60%	\$25,438
At 18 yrs	70%	\$29,678
At 19 yrs	81%	\$34,342
At 20 yrs	91%	\$38,581

**A Mail Officer under the age of 21 years shall receive the appropriate rate according to age and shall be advanced to the minimum adult rate for a Mail Officer upon:**

\* attaining 21 year of age; or

\* on completion of twelve months service or at 18 1/2 years of age, whichever is the latter.

RATES OF PAY TABLE								
HOURLY RATES					PENALTY RATES			
Annual	Fortnightly	Single	Time		15%	30%	50%	
\$	\$	\$	& Half	Double	\$	\$	\$	
			\$	\$				
21,198	812.72	11.06	16.59	22.11	1.66	3.32	5.53	
25,438	975.26	13.27	19.90	26.54	1.99	3.98	6.63	
29,678	1137.81	15.48	23.22	30.96	2.32	4.64	7.74	
34,342	1316.61	17.91	26.87	35.83	2.69	5.37	8.96	
38,581	1479.15	20.12	30.19	40.25	3.02	6.04	10.06	
42,397	1625.44	22.11	33.17	44.23	3.32	6.63	11.06	
45,324	1737.68	23.64	35.46	47.28	3.55	7.09	11.82	
46,332	1776.29	24.17	36.25	48.33	3.63	7.25	12.08	
47,471	1819.98	24.76	37.14	49.52	3.71	7.43	12.38	
48,479	1858.63	25.29	37.93	50.57	3.79	7.59	12.64	
48,492	1859.13	25.29	37.94	50.59	3.79	7.59	12.65	
49,500	1897.77	25.82	38.73	51.64	3.87	7.75	12.91	
49,537	1899.20	25.84	38.76	51.68	3.88	7.75	12.92	
50,546	1937.88	26.37	39.55	52.73	3.95	7.91	13.18	
50,584	1939.31	26.39	39.58	52.77	3.96	7.92	13.19	
51,592	1977.96	26.91	40.37	53.82	4.04	8.07	13.46	
51,871	1988.67	27.06	40.59	54.11	4.06	8.12	13.53	
53,105	2035.98	27.70	41.55	55.40	4.16	8.31	13.85	
55,594	2131.38	29.00	43.50	58.00	4.35	8.70	14.50	

56,928	2182.55	29.69	44.54	59.39	4.45	8.91	14.85
58,269	2233.95	30.39	45.59	60.79	4.56	9.12	15.20
61,669	2364.30	32.17	48.25	64.33	4.83	9.65	16.08
63,373	2429.65	33.06	49.58	66.11	4.96	9.92	16.53
65,121	2496.65	33.97	50.95	67.94	5.10	10.19	16.98
66,932	2566.08	34.91	52.37	69.83	5.24	10.47	17.46
69,141	2650.77	36.06	54.10	72.13	5.41	10.82	18.03
71,184	2729.10	37.13	55.70	74.26	5.57	11.14	18.57
73,316	2810.83	38.24	57.36	76.49	5.74	11.47	19.12
75,464	2893.21	39.36	59.05	78.73	5.90	11.81	19.68
77,604	2975.24	40.48	60.72	80.96	6.07	12.14	20.24
80,137	3072.33	41.80	62.70	83.60	6.27	12.54	20.90
82,662	3169.16	43.12	64.68	86.24	6.47	12.94	21.56

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

<b>A</b>	<b>\$2,290</b>	<b>\$1,160</b>
<b>B</b>	<b>\$5,520</b>	<b>\$3,020</b>
<b>C</b>	<b>\$7,480</b>	<b>\$4,250</b>
<b>D</b>	<b>\$11,000</b>	<b>\$6,800</b>

**TRANSPORT GROUP**

(With Parity)

Postal Transport Officer	\$47,471	\$48,492	\$49,537	\$50,584	
Garage Attendant	\$44,051	\$44,602	\$45,165		
Driver/Sorter	\$47,083	\$47,881	\$48,684	\$49,537	\$50,584
Senior Postal Transport Officer	\$53,063	\$54,013			
Postal Transport Co-ordinator Grade 1	\$56,488	\$57,430	\$58,376		
Postal Transport Co-ordinator Grade 2	\$60,857	\$61,797	\$62,739		
Postal Transport Co-ordinator Grade 3	\$68,530	\$69,876			
Postal Transport Co-ordinator Grade 4	\$72,661	\$74,000			
Postal Transport Co-ordinator Grade 5	\$78,022	\$79,716			

**JUNIOR RATES**

Under 19 years, (e.g.. PTO)	@70%	\$33,230
At 19 years	@81%	\$38,452
At 20 years	@91%	\$43,199

*A Postal Transport Officer under the age of 20 years shall receive the appropriate junior rate according to age and shall be advanced to the minimum rate for a Postal Transport Officer upon:*

\* attaining 21 years of age; or

\* upon completion of 12 months service or at 18 1/2 years of age, whichever is the later.

**ALLOWANCES**

In addition to the salary range prescribed above a Postal Transport Officer required to drive a motor vehicle shown in Column 1 hereunder shall be paid an allowance at the rate shown in Column 2 for each day or portion thereof whilst so engaged.

**Column 1**

Light Rigid Vehicles (trucks from 4.5-13.9 tonnes GVM)
Heavy Rigid Vehicles (trucks over 13.9 tonnes GVM)
Articulate Vehicles (Linehaul, wharf work, and Heavy Rigid/Dog Trailer combinations)
Road Train (B Double combinations)

**Column 2**

\$4.48
\$8.83
\$15.37
\$20.78

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
33,230	1,273.99	17.33	26.00	34.67	2.60	8.67
38,452	1,474.18	20.06	30.09	40.11	3.01	10.03
43,199	1,656.18	22.53	33.80	45.07	3.38	11.27
44,051	1,688.86	22.98	34.47	45.96	3.45	11.49
44,602	1,709.98	23.26	34.90	46.53	3.49	11.63
45,165	1,731.55	23.56	35.34	47.12	3.53	11.78
47,083	1,805.11	24.56	36.84	49.12	3.68	12.28
47,471	1,819.98	24.76	37.14	49.52	3.71	12.38
47,881	1,835.70	24.98	37.46	49.95	3.75	12.49
48,492	1,859.13	25.29	37.94	50.59	3.79	12.65
48,684	1,866.49	25.39	38.09	50.79	3.81	12.70
49,537	1,899.20	25.84	38.76	51.68	3.88	12.92
50,584	1,939.31	26.39	39.58	52.77	3.96	13.19
53,063	2,034.36	27.68	41.52	55.36	4.15	13.84

54,013	2,070.78	28.17	42.26	56.35	4.23	14.09
56,488	2,165.68	29.46	44.20	58.93	4.42	14.73
57,430	2,201.78	29.96	44.93	59.91	4.49	14.98
58,376	2,238.07	30.45	45.67	60.90	4.57	15.22
60,857	2,333.17	31.74	47.62	63.49	4.76	15.87
61,797	2,369.23	32.23	48.35	64.47	4.84	16.12
62,739	2,405.33	32.73	49.09	65.45	4.91	16.36
68,530	2,627.35	35.75	53.62	71.49	5.36	17.87
69,876	2,678.94	36.45	54.67	72.90	5.47	18.22
72,661	2,785.74	37.90	56.85	75.80	5.69	18.95
74,000	2,837.07	38.60	57.90	77.20	5.79	19.30
78,022	2,991.27	40.70	61.05	81.39	6.10	20.35
79,716	3,056.19	41.58	62.37	83.16	6.24	20.79

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without  
Dependants  
p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800



**PARCEL POST GROUP**

Trainee Parcel Post Officer	\$42,397			
Parcel Post Officer	\$47,471	\$48,492	\$49,537	\$50,584
Senior Parcel Post Officer Grade 1	\$53,105			
Senior Parcel Post Officer Grade 2	\$55,594			
Parcel Post Co-ordinator Grade 2	\$61,669	\$63,373	\$65,121	\$66,932
Parcel Post Co-ordinator Grade 3	\$69,141	\$71,184	\$73,317	\$75,464

**JUNIOR RATES**

Under 19 (e.g. Trainee)	70%	\$29,678
At 19	81%	\$33,918
At 20	91%	\$38,157

A Parcel Post Officer under the age of 21 years shall receive the appropriate junior rate according to age and shall be advanced to the minimum adult rate for a Parcel Post Officer upon:

- \* attaining 21 years of age; or
- \* on completion of twelve months service or at 18 1/2 years of age, whichever is the later.

**RATES OF PAY TABLE**

HOURLY RATES				SHIFT PENALTY			
Annual	Fortnightly	Single	Time & Half	Double	15%	30%	50%
\$	\$	\$	\$	\$	\$	\$	\$
29,678	1137.81	15.48	23.22	30.96	2.32	4.64	7.74
33,918	1300.35	17.69	26.54	35.38	2.65	5.31	8.85
38,157	1462.90	19.90	29.86	39.81	2.99	5.97	9.95
42,397	1625.44	22.11	33.17	44.23	3.32	6.63	11.06
47,471	1819.98	24.76	37.14	49.52	3.71	7.43	12.38
48,492	1859.13	25.29	37.94	50.59	3.79	7.59	12.65
49,537	1899.20	25.84	38.76	51.68	3.88	7.75	12.92
50,584	1939.31	26.39	39.58	52.77	3.96	7.92	13.19
53,105	2035.98	27.70	41.55	55.40	4.16	8.31	13.85
55,594	2131.38	29.00	43.50	58.00	4.35	8.70	14.50
61,669	2364.30	32.17	48.25	64.33	4.83	9.65	16.08
63,373	2429.65	33.06	49.58	66.11	4.96	9.92	16.53
65,121	2496.65	33.97	50.95	67.94	5.10	10.19	16.98
66,932	2566.08	34.91	52.37	69.83	5.24	10.47	17.46
69,141	2650.77	36.06	54.10	72.13	5.41	10.82	18.03
71,184	2729.10	37.13	55.70	74.26	5.57	11.14	18.57
73,317	2810.87	38.24	57.36	76.49	5.74	11.47	19.12
75,464	2893.21	39.36	59.05	78.73	5.90	11.81	19.68

**District Allowance Grade**

A  
B  
C  
D

**With Dependants p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without Dependants p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800

**EXPRESS COURIER GROUP**

Express Courier Senior Service Representative	\$51,158	\$52,116	
Express Courier Co-ordinator Grade 1	\$54,587	\$55,530	\$56,476
Express Courier Co-ordinator Grade 2	\$58,956	\$59,898	\$60,843

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
51,158	1961.31	26.68	40.03	53.37	4.00	8.01	13.34
52,116	1998.07	27.18	40.78	54.37	4.08	8.16	13.59
54,587	2092.78	28.47	42.71	56.95	4.27	8.54	14.24
55,530	2128.96	28.97	43.45	57.93	4.34	8.69	14.48
56,476	2165.21	29.46	44.19	58.92	4.42	8.84	14.73
58,956	2260.31	30.75	46.13	61.50	4.61	9.23	15.38
59,898	2296.41	31.24	46.87	62.49	4.69	9.37	15.62
60,843	2332.63	31.74	47.60	63.47	4.76	9.52	15.87

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without  
Dependants  
p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800

**STORES GROUP**

Stores Officer	\$46,652	\$47,602	\$48,639
Senior Stores Officer	\$49,608	\$50,401	\$51,228
Stores Supervisor	\$56,255	\$57,077	\$57,944
Senior Stores Supervisor Grade 1	\$60,581	\$61,765	
Senior Stores Supervisor Grade 2	\$66,230	\$67,736	

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
46,652	1,788.58	24.33	36.50	48.67
47,602	1,824.99	24.83	37.24	49.66
48,639	1,864.75	25.37	38.06	50.74
49,608	1,901.90	25.88	38.81	51.75
50,401	1,932.30	26.29	39.43	52.58
51,228	1,964.01	26.72	40.08	53.44
56,255	2,156.74	29.34	44.02	58.69
57,077	2,188.25	29.77	44.66	59.54
57,944	2,221.51	30.22	45.34	60.45
60,581	2,322.61	31.60	47.40	63.20
61,765	2,368.00	32.22	48.33	64.44
66,230	2,539.15	34.55	51.82	69.09
67,736	2,596.91	35.33	53.00	70.66

**District Allowance  
Grade**

	<b>With Dependants p.a.</b>	<b>Without Dependants p.a.</b>
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**SUPPORT SERVICES GROUP**

Support Services Officer Grade 1	\$43,549	\$44,967
Support Services Officer Grade 2	\$46,551	\$48,050
Support Services Officer Grade 3	\$50,052	\$51,580
Support Services Officer Grade 4	\$53,866	

**RATES OF PAY TABLE**

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
43,549	1,669.60	22.72	34.07	45.43	3.41	6.81	11.36
44,967	1,723.96	23.46	35.18	46.91	3.52	7.04	11.73
46,551	1,784.69	24.28	36.42	48.56	3.64	7.28	12.14
48,050	1,842.17	25.06	37.60	50.13	3.76	7.52	12.53
50,052	1,918.93	26.11	39.16	52.22	3.92	7.83	13.05
51,580	1,977.49	26.90	40.36	53.81	4.04	8.07	13.45
53,866	2,065.15	28.10	42.15	56.19	4.21	8.43	14.05

**District Allowance  
Grade**

	<b>With Dependants p.a.</b>	<b>Without Dependants p.a.</b>
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**TRADES AND TECHNICAL GROUP**

Apprentice Postal Technician - Under 18	\$25,015			
Apprentice Postal Technician - At 18	\$28,664			
Apprentice Postal Technician- At 19	\$39,087			
Apprentice Postal Technician - At 20	\$45,863			
Apprentice Postal Technician - Adult	\$46,795			
Postal Technical Officer Level 1	\$48,341	\$49,486	\$50,621	\$52,352
	\$53,340	\$54,528		
Postal Technical Officer Level 2	\$52,116	\$53,452	\$54,821	\$56,197
Postal Technical Officer Level 3	\$57,723	\$59,332	\$60,942	\$62,567
Postal Technical Officer Level 4	\$64,930	\$66,460	\$67,994	\$70,362
	\$72,718	\$75,317	\$77,913	\$80,513
Postal Technical Officer Level 5	\$83,106	\$85,944		
Postal Technical Officer Level 6	\$88,775			
Postal Technical Officer Level 7	\$93,256			
Postal Technical Officer Level 8	\$98,925			
Postal Technical Officer Level 9	\$101,285			
Postal Technical Officer Level 4 (Teams)	\$66,284	\$67,814	\$69,347	\$71,910
	\$74,269	\$76,867	\$79,463	\$82,163
Postal Technical Officer Level 5 (Teams)	\$84,756	\$87,595		

**RATES OF PAY TABLE**

**HOURLY RATES**

**SHIFT PENALTY**

Annual \$	Fortnightly \$	Single \$	Time & Half \$		Double \$	SHIFT PENALTY \$	
			15%	50%			
25,015	959.06	13.05	19.57	26.10	1.96	6.52	
28,664	1,098.92	14.95	22.43	29.90	2.24	7.48	
39,087	1,498.56	20.39	30.58	40.78	3.06	10.19	
45,863	1,758.33	23.92	35.88	47.85	3.59	11.96	
46,795	1,794.05	24.41	36.61	48.82	3.66	12.20	
48,341	1,853.31	25.22	37.82	50.43	3.78	12.61	
49,486	1,897.23	25.81	38.72	51.63	3.87	12.91	
50,621	1,940.74	26.40	39.61	52.81	3.96	13.20	
52,116	1,998.07	27.18	40.78	54.37	4.08	13.59	
52,352	2,007.12	27.31	40.96	54.62	4.10	13.65	
53,340	2,045.00	27.82	41.73	55.65	4.17	13.91	
53,452	2,049.28	27.88	41.82	55.76	4.18	13.94	
54,528	2,090.54	28.44	42.66	56.89	4.27	14.22	
54,821	2,101.75	28.60	42.89	57.19	4.29	14.30	
56,197	2,154.50	29.31	43.97	58.63	4.40	14.66	
57,723	2,213.03	30.11	45.16	60.22	4.52	15.05	
59,332	2,274.72	30.95	46.42	61.90	4.64	15.47	
60,942	2,336.44	31.79	47.68	63.58	4.77	15.89	
62,567	2,398.75	32.64	48.95	65.27	4.90	16.32	
64,930	2,489.33	33.87	50.80	67.74	5.08	16.93	
66,460	2,547.97	34.67	52.00	69.33	5.20	17.33	
66,284	2,541.23	34.57	51.86	69.15	5.19	17.29	
67,814	2,599.91	35.37	53.06	70.75	5.31	17.69	
67,994	2,606.81	35.47	53.20	70.93	5.32	17.73	
69,347	2,658.67	36.17	54.26	72.34	5.43	18.09	
70,362	2,697.59	36.70	55.05	73.40	5.51	18.35	
71,910	2,756.92	37.51	56.26	75.02	5.63	18.75	
72,718	2,787.90	37.93	56.90	75.86	5.69	18.97	

74,269	2,847.39	38.74	58.11	77.48	5.81	19.37
75,317	2,887.54	39.29	58.93	78.57	5.89	19.64
76,867	2,946.99	40.10	60.14	80.19	6.01	20.05
77,913	2,987.07	40.64	60.96	81.28	6.10	20.32
79,463	3,046.52	41.45	62.17	82.90	6.22	20.72
80,513	3,086.74	42.00	62.99	83.99	6.30	21.00
82,163	3,150.01	42.86	64.29	85.71	6.43	21.43
83,106	3,186.19	43.35	65.02	86.70	6.50	21.67
84,756	3,249.42	44.21	66.31	88.42	6.63	22.10
85,944	3,294.96	44.83	67.24	89.66	6.72	22.41
87,595	3,358.27	45.69	68.54	91.38	6.85	22.85
88,775	3,403.50	46.31	69.46	92.61	6.95	23.15
93,256	3,575.31	48.64	72.97	97.29	7.30	24.32
98,925	3,792.66	51.60	77.40	103.20	7.74	25.80
101,285	3,883.13	52.83	79.25	105.66	7.92	26.42

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

<b>A</b>	<b>\$2,290</b>	<b>\$1,160</b>
<b>B</b>	<b>\$5,520</b>	<b>\$3,020</b>
<b>C</b>	<b>\$7,480</b>	<b>\$4,250</b>
<b>D</b>	<b>\$11,000</b>	<b>\$6,800</b>

**TECHNICAL SERVICES GROUP**

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$47,204	\$48,341	\$49,486	\$50,621
	\$52,352	\$53,340	\$54,528	
Senior Technical Services Officer Grade 1	\$80,513	\$83,106		
Senior Technical Services Officer Grade 2	\$85,944	\$88,775		
Senior Technical Services Officer Grade 3	\$93,256			
Principal Technical Services Officer Grade 1	\$98,925			
Principal Technical Services Officer Grade 2	\$101,285			

**JUNIOR RATES**

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$23,602
At 17	60	\$28,323
At 18	70	\$33,044
At 19	81	\$38,235
At 20	91	\$42,955

**RATES OF PAY TABLE**

		HOURLY RATES			PENALTY RATES		
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
23,602	904.87	12.31	18.47	24.62	1.85	3.69	6.16
28,323	1085.88	14.77	22.16	29.55	2.22	4.43	7.39
33,044	1266.85	17.24	25.85	34.47	2.59	5.17	8.62
38,235	1465.88	19.94	29.92	39.89	2.99	5.98	9.97
42,955	1646.86	22.41	33.61	44.81	3.36	6.72	11.20
80,513	3086.74	42.00	62.99	83.99	6.30	12.60	21.00
83,106	3186.19	43.35	65.02	86.70	6.50	13.00	21.67
85,944	3294.96	44.83	67.24	89.66	6.72	13.45	22.41
88,775	3403.50	46.31	69.46	92.61	6.95	13.89	23.15
93,256	3575.31	48.64	72.97	97.29	7.30	14.59	24.32
98,925	3792.66	51.60	77.40	103.20	7.74	15.48	25.80
101,285	3883.13	52.83	79.25	105.66	7.92	15.85	26.42

**District Allowance Grade**

	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**ADMINISTRATIVE GROUP**

Admin. Officer Level 1	\$44,105	\$46,053	\$47,882	\$49,465	\$51,043
Admin. Officer Level 2	\$52,622	\$54,450	\$56,273	\$58,098	\$59,918
Admin. Officer Level 3	\$62,108	\$64,571	\$67,127	\$69,710	\$72,289
Admin. Officer Level 4	\$75,900	\$79,254	\$82,606	\$85,963	
Admin. Officer Level 5	\$90,008	\$93,419			
Admin. Officer Level 6 (Acting)	\$97,261	\$100,642			
Admin. Officer Level 6 Nominal - Non-shift	\$104,510	\$107,887			
Admin. Officer Level 6 Nominal - Shiftwork	\$103,221	\$106,602			
Admin. Officer Level 7 (Acting)	\$104,482	\$108,325			
Admin. Officer Level 8 (Acting)	\$112,355	\$116,916			

*Administrative Officer Qualification Allowance - \$1,952 per annum*

<b>RATES OF PAY TABLE</b>				
<b>HOURLY RATES</b>				
<b>Annual</b>	<b>Fortnightly</b>	<b>Single</b>	<b>Time &amp; Half</b>	<b>Double</b>
<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
44,105	1690.94	23.01	34.51	46.01
46,053	1765.61	24.02	36.03	48.04
47,882	1835.74	24.98	37.46	49.95
49,465	1896.43	25.80	38.70	51.60
51,043	1956.92	26.62	39.94	53.25
52,622	2017.45	27.45	41.17	54.90
54,450	2087.54	28.40	42.60	56.80
56,273	2157.43	29.35	44.03	58.71
58,098	2227.40	30.30	45.46	60.61
59,918	2297.18	31.25	46.88	62.51
62,108	2381.14	32.40	48.59	64.79
64,571	2475.57	33.68	50.52	67.36
67,127	2573.56	35.01	52.52	70.03
69,710	2672.58	36.36	54.54	72.72
72,289	2771.45	37.71	56.56	75.41
75,900	2909.89	39.59	59.39	79.18
79,254	3038.50	41.34	62.01	82.68
82,606	3167.00	43.09	64.63	86.18
85,963	3295.69	44.84	67.26	89.68
90,008	3450.78	46.95	70.42	93.90
93,419	3581.55	48.73	73.09	97.46
97,261	3728.85	50.73	76.10	101.47
100,642	3858.47	52.50	78.74	104.99
103,221	3957.34	53.84	80.76	107.68
104,482	4005.69	54.50	81.75	109.00
104,510	4006.77	54.51	81.77	109.03
106,602	4086.99	55.61	83.41	111.21
107,887	4136.23	56.28	84.41	112.55
108,325	4153.03	56.50	84.76	113.01
112,355	4307.54	58.61	87.91	117.21
116,916	4482.39	60.98	91.48	121.97



<b>District Allowance Grade</b>	<b>With Dependants p.a.</b>	<b>Without Dependants p.a.</b>
<b>A</b>	<b>\$2,290</b>	<b>\$1,160</b>
<b>B</b>	<b>\$5,520</b>	<b>\$3,020</b>
<b>C</b>	<b>\$7,480</b>	<b>\$4,250</b>
<b>D</b>	<b>\$11,000</b>	<b>\$6,800</b>

**FACILITY MANAGER GROUP**

Facility Manager Level 1	\$93,491	\$97,270
Facility Manager Level 2	\$101,048	\$104,826
Facility Manager Level 3	\$108,601	\$112,837
Facility Manager Level 4	\$117,101	\$121,826
Facility Manager Level 5	\$126,545	\$131,729

Except with the approval of Australia Post, the occupants of positions of PM Gr.3 and above are not eligible for overtime payments or time off in lieu.

<b>RATES OF PAY TABLE</b>						
		HOURLY RATES			PENALTY RATES	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
93,491	3584.32	48.77	73.15	97.53	7.31	24.38
97,270	3729.20	50.74	76.11	101.47	7.61	25.37
101,048	3874.03	52.71	79.06	105.42	7.91	26.35
104,826	4018.87	54.68	82.02	109.36	8.20	27.34
108,601	4163.63	56.65	84.97	113.30	8.50	28.32
112,837	4326.03	58.86	88.29	117.72	8.83	29.43
117,101	4489.48	61.08	91.62	122.16	9.16	30.54
121,826	4670.65	63.55	95.32	127.09	9.53	31.77

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,290  
\$5,520  
\$7,480  
\$11,000

**Without  
Dependants  
p.a.**

\$1,160  
\$3,020  
\$4,250  
\$6,800

**SPRINTPAK GROUP**

Sprintpak Operator Level 1	\$45,324	\$47,471	\$48,492	\$49,537	\$50,584
Sprintpak Operator Level 2	\$52,622	\$54,450	\$56,273	\$58,098	\$59,918
Sprintpak Operator Level 3	\$62,108	\$64,571	\$67,127	\$69,710	\$72,289

**ALLOWANCE**

Fork Lift Allowance	\$13.34
Machine Adjustment Allowance	\$13.63

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
45,324	1,737.68	23.64	35.46	47.28
47,471	1,819.98	24.76	37.14	49.52
48,492	1,859.13	25.29	37.94	50.59
49,537	1,899.20	25.84	38.76	51.68
50,584	1,939.31	26.39	39.58	52.77
52,622	2,017.45	27.45	41.17	54.90
54,450	2,087.54	28.40	42.60	56.80
56,273	2,157.43	29.35	44.03	58.71
58,098	2,227.40	30.30	45.46	60.61
59,918	2,297.18	31.25	46.88	62.51
62,108	2,381.14	32.40	48.59	64.79
64,571	2,475.57	33.68	50.52	67.36
67,127	2,573.56	35.01	52.52	70.03
69,710	2,672.58	36.36	54.54	72.72
72,289	2,771.45	37.71	56.56	75.41

**District Allowance**

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

**MAIL ROOM SOLUTIONS**

Mail Room Officer	\$42,731	\$43,827	\$44,960	\$46,080	
Mail Room Team Leader	\$52,622	\$54,450	\$56,273	\$58,098	\$59,918
Mail Room Supervisor	\$62,108	\$64,571	\$67,127	\$69,710	\$72,289
Mail Room Network Supervisor	\$75,900	\$79,254	\$82,606	\$85,963	

**JUNIOR RATES**

**Mail Room Officer:-**

Under 17yrs	50%	\$21,365
At 17 yrs	60%	\$25,638
At 18 yrs	70%	\$29,911
At 19 yrs	81%	\$34,612
At 20 yrs	91%	\$38,885

A Mail Room Officer under the age of 21 years shall receive the appropriate rate according to age and shall be advanced to the minimum adult rate for a Mail Room Officer upon:

\* attaining 21 year of age; or

\* on completion of twelve months service or at 18 1/2 years of age, whichever is the latter.

**RATES OF PAY TABLE**  
**HOURLY RATES**

**PENALTY RATES**

Annual \$	Fortnightly \$	Single \$	Time		15% \$	30% \$	50% \$
			& Half \$	Double \$			
21,365	819.12	11.14	16.72	22.29	1.67	3.34	5.57
25,638	982.94	13.37	20.06	26.75	2.01	4.01	6.69
29,911	1146.76	15.60	23.40	31.20	2.34	4.68	7.80
34,612	1326.97	18.05	27.08	36.11	2.71	5.42	9.03
38,885	1490.79	20.28	30.42	40.57	3.04	6.08	10.14
42,731	1638.23	22.29	33.43	44.58	3.34	6.69	11.14
43,827	1680.27	22.86	34.29	45.72	3.43	6.86	11.43
44,960	1723.69	23.45	35.18	46.90	3.52	7.04	11.73
46,080	1766.65	24.04	36.05	48.07	3.61	7.21	12.02
52,622	2017.45	27.45	41.17	54.90	4.12	8.23	13.72
54,450	2087.54	28.40	42.60	56.80	4.26	8.52	14.20
56,273	2157.43	29.35	44.03	58.71	4.40	8.81	14.68
58,098	2227.40	30.30	45.46	60.61	4.55	9.09	15.15
59,918	2297.18	31.25	46.88	62.51	4.69	9.38	15.63
62,108	2381.14	32.40	48.59	64.79	4.86	9.72	16.20
64,571	2475.57	33.68	50.52	67.36	5.05	10.10	16.84
67,127	2573.56	35.01	52.52	70.03	5.25	10.50	17.51
69,710	2672.58	36.36	54.54	72.72	5.45	10.91	18.18
72,289	2771.45	37.71	56.56	75.41	5.66	11.31	18.85
75,900	2909.89	39.59	59.39	79.18	5.94	11.88	19.80
79,254	3038.50	41.34	62.01	82.68	6.20	12.40	20.67
82,606	3167.00	43.09	64.63	86.18	6.46	12.93	21.54
85,963	3295.69	44.84	67.26	89.68	6.73	13.45	22.42

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

<b>A</b>	<b>\$2,290</b>	<b>\$1,160</b>
<b>B</b>	<b>\$5,520</b>	<b>\$3,020</b>
<b>C</b>	<b>\$7,480</b>	<b>\$4,250</b>
<b>D</b>	<b>\$11,000</b>	<b>\$6,800</b>

**CUSTOMER CONTACT CENTRES**

Level 1 Customer Service Trainee	\$48,457
Level 2 Customer Service Consultant	\$53,470
Level 3 Customer Care Consultant	\$57,647
Level 4 Business Relationship Consultant	\$61,827
Level 5 Team Leader Customer Service	\$73,518
Level 6 Team Manager	\$76,861
Level 7 Supervisor Customer Service	\$80,206

<b>RATES OF PAY TABLE</b>							
<b>Hourly Rates</b>				<b>Penalty Rates</b>			
<b>Annual</b>	<b>F'nightly</b>	<b>Single</b>	<b>Time</b>	<b>Double</b>	<b>15%</b>	<b>30%</b>	<b>50%</b>
<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>&amp; Half</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
			<b>\$</b>				
48,457	1857.78	25.28	37.91	50.55	3.79	7.58	12.64
53,470	2049.97	27.89	41.84	55.78	4.18	8.37	13.95
57,647	2210.10	30.07	45.10	60.14	4.51	9.02	15.03
61,827	2370.35	32.25	48.37	64.50	4.84	9.67	16.12
73,518	2818.57	38.35	57.52	76.70	5.75	11.50	19.17
76,861	2946.76	40.09	60.14	80.18	6.01	12.03	20.05
80,206	3074.99	41.84	62.75	83.67	6.28	12.55	20.92

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800