

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$78,570	\$82,504	\$86,413
Postal Manager Grade 2	\$89,043	\$92,980	\$96,890
Postal Manager Grade 3	\$103,704	\$107,896	
Postal Manager Grade 4	\$112,086	\$116,277	
Postal Manager Grade 5 (Facility Manager Level 3)	\$120,464	\$125,162	

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% \$
78,570	3012.27	40.98	61.47	81.97	6.15	20.49
82,504	3163.11	43.04	64.55	86.07	6.46	21.52
86,413	3312.96	45.07	67.61	90.15	6.76	22.54
89,043	3413.80	46.45	69.67	92.89	6.97	23.22
92,980	3564.72	48.50	72.75	97.00	7.27	24.25
96,890	3714.65	50.54	75.81	101.08	7.58	25.27
103,704	3975.88	54.09	81.14	108.19	8.11	27.05
107,896	4136.60	56.28	84.42	112.56	8.44	28.14
112,086	4297.23	58.47	87.70	116.93	8.77	29.23
116,277	4457.91	60.65	90.98	121.30	9.10	30.33
120,464	4618.42	62.84	94.25	125.67	9.43	31.42
125,162	4798.54	65.29	97.93	130.57	9.79	32.64

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$47,784		
Postal Services Officer	\$51,076	\$53,173	\$55,521
	\$58,123	\$61,264	
Senior Postal Services Officer Grade 1	\$64,159	\$67,301	
Senior Postal Services Officer Grade 2	\$70,194	\$73,332	\$76,477

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	\$23,894
At 17 yrs	\$28,673
At 18 yrs	\$33,452
At 19 yrs	\$38,706
At 20 yrs	\$43,485

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	\$71,189 per annum
Linguistic Allowance	\$1,250 per annum
Overtime Meal Allowance	\$17.69

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
23,894	916.06	12.46	18.70	24.93	1.87	6.23
28,673	1,099.28	14.96	22.43	29.91	2.24	7.48
33,452	1,282.50	17.45	26.17	34.90	2.62	8.72
38,706	1,483.94	20.19	30.28	40.38	3.03	10.09
43,485	1,667.16	22.68	34.02	45.36	3.40	11.34
47,784	1,831.98	24.92	37.39	49.85	3.74	12.46
51,076	1,958.20	26.64	39.96	53.28	4.00	13.32
53,173	2,038.58	27.74	41.60	55.47	4.16	13.87
55,521	2,128.60	28.96	43.44	57.92	4.34	14.48
58,123	2,228.34	30.32	45.48	60.64	4.55	15.16
61,264	2,348.79	31.96	47.93	63.91	4.79	15.98
64,159	2,459.76	33.47	50.20	66.93	5.02	16.73
67,301	2,580.24	35.11	52.66	70.21	5.27	17.55
70,194	2,691.13	36.61	54.92	73.23	5.49	18.31
73,332	2,811.45	38.25	57.38	76.50	5.74	19.13
76,477	2,932.02	39.89	59.84	79.78	5.98	19.95

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$47,028			
Postal Delivery Officer	\$50,276	\$52,658	\$53,790	
	\$54,950	\$56,110		
Senior PDO Grade 1	\$58,120			
Senior PDO Grade 2	\$58,907			
Senior PDO Grade 3	\$61,667			
Postal Delivery Co-ordinator Grade 1	\$63,147	\$64,636		
Postal Delivery Co-ordinator Grade 2	\$68,406	\$70,296	\$72,234	\$74,244
Postal Delivery Co-ordinator Grade 3	\$78,570	\$82,504	\$86,413	

ALLOWANCES

Divide Allowance	\$2,943 p.a.
	\$11.28 per day
Functional Allowance	\$2,943 p.a.
	\$11.28 per day
Delivery Duty Allowance	\$22.70 per week
Overtime Meal Allowance	\$17.69

RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
47,028	1,802.98	24.53	36.80	49.06	3.68	7.36	12.27
50,276	1,927.53	26.22	39.34	52.45	3.93	7.87	13.11
52,658	2,018.85	27.47	41.20	54.93	4.12	8.24	13.73
53,790	2,062.22	28.06	42.09	56.11	4.21	8.42	14.03
54,950	2,106.72	28.66	42.99	57.33	4.30	8.60	14.33
56,110	2,151.18	29.27	43.90	58.54	4.39	8.78	14.63
58,120	2,228.26	30.32	45.47	60.63	4.55	9.09	15.16
58,907	2,258.40	30.73	46.09	61.45	4.61	9.22	15.36
61,667	2,364.24	32.17	48.25	64.33	4.82	9.65	16.08
63,147	2,420.99	32.94	49.41	65.88	4.94	9.88	16.47
64,636	2,478.06	33.72	50.57	67.43	5.06	10.11	16.86
68,406	2,622.59	35.68	53.52	71.36	5.35	10.70	17.84
70,296	2,695.07	36.67	55.00	73.34	5.50	11.00	18.33
72,234	2,769.35	37.68	56.52	75.36	5.65	11.30	18.84
74,244	2,846.43	38.73	58.09	77.45	5.81	11.62	19.36
78,570	3,012.27	40.98	61.47	81.97	6.15	12.29	20.49
82,504	3,163.11	43.04	64.55	86.07	6.46	12.91	21.52
86,413	3,312.96	45.07	67.61	90.15	6.76	13.52	22.54

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$78,570	\$82,504	\$86,413
Delivery Manager Level 2	\$89,043	\$92,980	\$96,890
Delivery Manager Level 3	\$103,704	\$107,896	
Delivery Manager Level 4	\$112,086	\$116,277	

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						
		HOURLY RATES			PENALTY RATES	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
78,570	3012.27	40.98	61.47	81.97	6.15	20.49
82,504	3163.11	43.04	64.55	86.07	6.46	21.52
86,413	3312.96	45.07	67.61	90.15	6.76	22.54
89,043	3413.80	46.45	69.67	92.89	6.97	23.22
92,980	3564.72	48.50	72.75	97.00	7.27	24.25
96,890	3714.65	50.54	75.81	101.08	7.58	25.27
103,704	3975.88	54.09	81.14	108.19	8.11	27.05
107,896	4136.60	56.28	84.42	112.56	8.44	28.14
112,086	4297.23	58.47	87.70	116.93	8.77	29.23
116,277	4457.91	60.65	90.98	121.30	9.10	30.33

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

MAIL PROCESSING GROUP

Trainee Mail Officer	\$47,028				
Mail Officer	\$50,276	\$52,658	\$53,790	\$54,950	\$56,110
Mail Officer (Teams)	\$51,393	\$53,776	\$54,908	\$56,069	\$57,228
Senior Mail Officer Grade 1	\$58,907				
Senior Mail Officer Grade 2	\$61,667				
Trainee Mail Processing Co-ordinator	\$57,539				
Mail Processing Co-ordinator Gr.1	\$63,147	\$64,636			
Mail Processing Co-ordinator Gr.2	\$68,406	\$70,296	\$72,234	\$74,244	
Mail Processing Co-ordinator Gr.3	\$76,695	\$78,960	\$81,325	\$83,707	
Mail Processing Co-ordinator Gr.4	\$86,083	\$88,892	\$91,692		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	\$23,517
At 17 yrs	\$28,220
At 18 yrs	\$32,921
At 19 yrs	\$38,095
At 20 yrs	\$42,797

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 \$			
23,517	901.61	12.27	18.40	24.53	1.84	3.68	6.13
28,220	1081.92	14.72	22.08	29.44	2.21	4.42	7.36
32,921	1262.15	17.17	25.76	34.34	2.58	5.15	8.59
38,095	1460.51	19.87	29.81	39.74	2.98	5.96	9.94
42,797	1640.78	22.32	33.49	44.65	3.35	6.70	11.16
47,028	1802.98	24.53	36.80	49.06	3.68	7.36	12.27
50,276	1927.53	26.22	39.34	52.45	3.93	7.87	13.11
51,393	1970.33	26.81	40.21	53.61	4.02	8.04	13.40
52,658	2018.85	27.47	41.20	54.93	4.12	8.24	13.73
53,776	2061.69	28.05	42.08	56.10	4.21	8.42	14.03
53,790	2062.22	28.06	42.09	56.11	4.21	8.42	14.03
54,908	2105.09	28.64	42.96	57.28	4.30	8.59	14.32
54,950	2106.72	28.66	42.99	57.33	4.30	8.60	14.33
56,069	2149.59	29.25	43.87	58.49	4.39	8.77	14.62
56,110	2151.18	29.27	43.90	58.54	4.39	8.78	14.63
57,228	2194.05	29.85	44.78	59.70	4.48	8.96	14.93
57,539	2205.97	30.01	45.02	60.03	4.50	9.00	15.01
58,907	2258.40	30.73	46.09	61.45	4.61	9.22	15.36
61,667	2364.24	32.17	48.25	64.33	4.82	9.65	16.08

63,147	2420.99	32.94	49.41	65.88	4.94	9.88	16.47
64,636	2478.06	33.72	50.57	67.43	5.06	10.11	16.86
68,406	2622.59	35.68	53.52	71.36	5.35	10.70	17.84
70,296	2695.07	36.67	55.00	73.34	5.50	11.00	18.33
72,234	2769.35	37.68	56.52	75.36	5.65	11.30	18.84
74,244	2846.43	38.73	58.09	77.45	5.81	11.62	19.36
76,695	2940.40	40.01	60.01	80.01	6.00	12.00	20.00
78,960	3027.21	41.19	61.78	82.37	6.18	12.36	20.59
81,325	3117.88	42.42	63.63	84.84	6.36	12.73	21.21
83,707	3209.20	43.66	65.49	87.33	6.55	13.10	21.83
86,083	3300.31	44.90	67.35	89.80	6.74	13.47	22.45
88,892	3407.99	46.37	69.55	92.73	6.96	13.91	23.18
91,692	3515.33	47.83	71.74	95.66	7.17	14.35	23.91

District Allowance effective from 31 August 2021
Grade

	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$52,658	\$53,790	\$54,950	\$56,110	
Garage Attendant	\$48,864	\$49,476	\$50,100		
Driver/Sorter	\$52,227	\$53,112	\$54,003	\$54,950	\$56,110
Senior Postal Transport Officer	\$58,859	\$59,914			
Postal Transport Co-ordinator Grade 1	\$62,660	\$63,704	\$64,753		
Postal Transport Co-ordinator Grade 2	\$67,506	\$68,547	\$69,594		
Postal Transport Co-ordinator Grade 3	\$76,016	\$77,510			
Postal Transport Co-ordinator Grade 4	\$80,598	\$82,084			
Postal Transport Co-ordinator Grade 5	\$86,545	\$88,424			

JUNIOR RATES (Driver/Sorter)

At 18 years	\$36,559
At 19 years	\$42,304
At 20 years	\$47,525

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.

<u>Column 1</u>	<u>Column 2</u>
Light Rigid Vehicles (trucks from 4.5-13.9 tonnes GVM)	\$4.83
Heavy Rigid Vehicles (trucks over 13.9 tonnes GVM)	\$9.51
Articulate Vehicles (Linehaul, wharf work, and Heavy Rigid/Dog Trailer combinations)	\$16.55
Road Train (B Double combinations)	\$22.39

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
36,559	1,401.62	19.07	28.60	38.14	2.86	9.53
42,304	1,621.88	22.07	33.10	44.13	3.31	11.03
47,525	1,822.04	24.79	37.18	49.58	3.72	12.39
48,864	1,873.39	25.49	38.23	50.98	3.82	12.74
49,476	1,896.86	25.81	38.71	51.62	3.87	12.90
50,100	1,920.78	26.13	39.20	52.27	3.92	13.07
52,227	2,002.30	27.24	40.86	54.48	4.09	13.62
52,658	2,018.85	27.47	41.20	54.93	4.12	13.73
53,112	2,036.23	27.70	41.56	55.41	4.16	13.85
53,790	2,062.22	28.06	42.09	56.11	4.21	14.03
54,003	2,070.39	28.17	42.25	56.34	4.23	14.08
54,950	2,106.72	28.66	42.99	57.33	4.30	14.33
56,110	2,151.18	29.27	43.90	58.54	4.39	14.63
58,859	2,256.57	30.70	46.05	61.40	4.61	15.35

59,914	2,297.01	31.25	46.88	62.50	4.69	15.63
62,660	2,402.32	32.68	49.03	65.37	4.90	16.34
63,704	2,442.31	33.23	49.84	66.46	4.98	16.61
64,753	2,482.54	33.78	50.66	67.55	5.07	16.89
67,506	2,588.09	35.21	52.82	70.42	5.28	17.61
68,547	2,628.00	35.76	53.63	71.51	5.36	17.88
69,594	2,668.14	36.30	54.45	72.60	5.45	18.15
76,016	2,914.36	39.65	59.48	79.30	5.95	19.83
77,510	2,971.64	40.43	60.65	80.86	6.06	20.22
80,598	3,090.01	42.04	63.06	84.08	6.31	21.02
82,084	3,147.00	42.82	64.22	85.63	6.42	21.41
86,545	3,318.01	45.14	67.71	90.29	6.77	22.57
88,424	3,390.05	46.12	69.18	92.25	6.92	23.06

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

PARCEL POST GROUP

Trainee Parcel Post Officer	\$47,028			
Parcel Post Officer	\$52,658	\$53,790	\$54,950	\$56,110
Senior Parcel Post Officer Grade 1	\$58,907			
Senior Parcel Post Officer Grade 2	\$61,667			
Parcel Post Co-ordinator Grade 2	\$68,406	\$70,296	\$72,234	\$74,244
Parcel Post Co-ordinator Grade 3	\$76,695	\$78,960	\$81,326	\$83,707

JUNIOR RATES

Under 19 (e.g. Trainee)	\$32,921
At 19	\$38,095
At 20	\$42,797

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% \$	
32,921	1262.15	17.17	25.76	34.34	2.58	5.15	8.59	
38,095	1460.51	19.87	29.81	39.74	2.98	5.96	9.94	
42,797	1640.78	22.32	33.49	44.65	3.35	6.70	11.16	
47,028	1802.98	24.53	36.80	49.06	3.68	7.36	12.27	
52,658	2018.85	27.47	41.20	54.93	4.12	8.24	13.73	
53,790	2062.22	28.06	42.09	56.11	4.21	8.42	14.03	
54,950	2106.72	28.66	42.99	57.33	4.30	8.60	14.33	
56,110	2151.18	29.27	43.90	58.54	4.39	8.78	14.63	
58,907	2258.40	30.73	46.09	61.45	4.61	9.22	15.36	
61,667	2364.24	32.17	48.25	64.33	4.82	9.65	16.08	
68,406	2622.59	35.68	53.52	71.36	5.35	10.70	17.84	
70,296	2695.07	36.67	55.00	73.34	5.50	11.00	18.33	
72,234	2769.35	37.68	56.52	75.36	5.65	11.30	18.84	
74,244	2846.43	38.73	58.09	77.45	5.81	11.62	19.36	
76,695	2940.40	40.01	60.01	80.01	6.00	12.00	20.00	
78,960	3027.21	41.19	61.78	82.37	6.18	12.36	20.59	
81,326	3117.92	42.42	63.63	84.84	6.36	12.73	21.21	
83,707	3209.20	43.66	65.49	87.33	6.55	13.10	21.83	

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

EXPRESS COURIER GROUP

Senior Express Courier Service Representative	\$56,747	\$57,809	
Express Courier Co-ordinator Grade 1	\$60,551	\$61,596	\$62,646
Express Courier Co-ordinator Grade 2	\$65,397	\$66,441	\$67,490

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
56,747	2175.59	29.60	44.40	59.20	4.44	8.88	14.80
57,809	2216.30	30.15	45.23	60.31	4.52	9.05	15.08
60,551	2321.45	31.58	47.38	63.17	4.74	9.48	15.79
61,596	2361.52	32.13	48.19	64.26	4.82	9.64	16.06
62,646	2401.75	32.68	49.02	65.35	4.90	9.80	16.34
65,397	2507.23	34.11	51.17	68.22	5.12	10.23	17.06
66,441	2547.25	34.66	51.98	69.31	5.20	10.40	17.33
67,490	2587.48	35.20	52.81	70.41	5.28	10.56	17.60

District Allowance effective from 31 August 2021
 Grade

	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

STORES GROUP

Stores Officer	\$51,749	\$52,803	\$53,953
Senior Stores Officer	\$55,028	\$55,908	\$56,824
Stores Supervisor	\$62,400	\$63,314	\$64,275
Senior Stores Supervisor Grade 1	\$67,199	\$68,512	
Senior Stores Supervisor Grade 2	\$73,465	\$75,136	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
51,749	1,983.99	26.99	40.49	53.99
52,803	2,024.39	27.54	41.31	55.09
53,953	2,068.48	28.14	42.21	56.29
55,028	2,109.69	28.70	43.05	57.41
55,908	2,143.45	29.16	43.74	58.33
56,824	2,178.56	29.64	44.46	59.28
62,400	2,392.31	32.55	48.82	65.10
63,314	2,427.38	33.03	49.54	66.05
64,275	2,464.23	33.53	50.29	67.05
67,199	2,576.34	35.05	52.58	70.10
68,512	2,626.66	35.74	53.61	71.47
73,465	2,816.54	38.32	57.48	76.64
75,136	2,880.60	39.19	58.79	78.38

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$48,308	\$49,880
Support Services Officer Grade 2	\$51,637	\$53,300
Support Services Officer Grade 3	\$55,521	\$57,215
Support Services Officer Grade 4	\$59,751	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
48,308	1,852.08	25.20	37.80	50.40	3.78	7.56	12.60
49,880	1,912.32	26.02	39.03	52.04	3.90	7.81	13.01
51,637	1,979.68	26.93	40.40	53.87	4.04	8.08	13.47
53,300	2,043.46	27.80	41.70	55.60	4.17	8.34	13.90
55,521	2,128.60	28.96	43.44	57.92	4.34	8.69	14.48
57,215	2,193.56	29.84	44.77	59.69	4.48	8.95	14.92
59,751	2,290.78	31.17	46.75	62.33	4.68	9.35	15.58

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$27,749			
Apprentice Postal Technician - At 18	\$31,795			
Apprentice Postal Technician- At 19	\$43,358			
Apprentice Postal Technician - At 20	\$50,873			
Apprentice Postal Technician - Adult	\$51,907			
Postal Technical Officer Level 1	\$53,623	\$54,892	\$56,152	\$58,072
	\$59,168	\$60,485		
Postal Technical Officer Level 2	\$57,809	\$59,291	\$60,811	\$62,336
Postal Technical Officer Level 3	\$64,029	\$65,813	\$67,600	\$69,403
Postal Technical Officer Level 4	\$72,023	\$73,720	\$75,422	\$78,049
	\$80,662	\$83,545	\$86,424	\$89,308
Postal Technical Officer Level 5	\$92,184	\$95,333		
Postal Technical Officer Level 6	\$98,473			
Postal Technical Officer Level 7	\$103,443			
Postal Technical Officer Level 8	\$109,731			
Postal Technical Officer Level 9	\$112,350			
Postal Technical Officer Level 4 (Teams)	\$73,526	\$75,222	\$76,923	\$79,765
	\$82,383	\$85,265	\$88,143	\$91,138
Postal Technical Officer Level 5 (Teams)	\$94,015	\$97,164		

RATES OF PAY TABLE						
		HOURLY RATES			SHIFT PENALTY	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
27,749	1,063.87	14.47	21.71	28.95	2.17	7.24
31,795	1,218.98	16.58	24.88	33.17	2.49	8.29
43,358	1,662.28	22.62	33.92	45.23	3.39	11.31
50,873	1,950.40	26.54	39.80	53.07	3.98	13.27
51,907	1,990.05	27.08	40.61	54.15	4.06	13.54
53,623	2,055.83	27.97	41.96	55.94	4.20	13.99
54,892	2,104.48	28.63	42.95	57.26	4.29	14.32
56,152	2,152.80	29.29	43.93	58.58	4.39	14.64
57,809	2,216.30	30.15	45.23	60.31	4.52	15.08
58,072	2,226.39	30.29	45.44	60.58	4.54	15.15
59,168	2,268.41	30.86	46.29	61.73	4.63	15.43
59,291	2,273.13	30.93	46.39	61.85	4.64	15.46
60,485	2,318.93	31.55	47.33	63.10	4.73	15.78
60,811	2,331.42	31.72	47.58	63.44	4.76	15.86
62,336	2,389.87	32.52	48.77	65.03	4.88	16.26
64,029	2,454.79	33.40	50.10	66.80	5.01	16.70
65,813	2,523.17	34.33	51.49	68.66	5.15	17.16
67,600	2,591.71	35.26	52.89	70.52	5.29	17.63
69,403	2,660.82	36.20	54.30	72.40	5.43	18.10
72,023	2,761.26	37.57	56.35	75.14	5.64	18.78
73,720	2,826.34	38.45	57.68	76.91	5.77	19.23
73,526	2,818.90	38.35	57.53	76.70	5.75	19.18
75,222	2,883.90	39.24	58.86	78.47	5.89	19.62
75,422	2,891.59	39.34	59.01	78.68	5.90	19.67
76,923	2,949.11	40.12	60.19	80.25	6.02	20.06
78,049	2,992.30	40.71	61.07	81.42	6.11	20.36
79,765	3,058.08	41.61	62.41	83.21	6.24	20.80
80,662	3,092.49	42.07	63.11	84.15	6.31	21.04

82,383	3,158.47	42.97	64.46	85.94	6.45	21.49
83,545	3,203.01	43.58	65.37	87.16	6.54	21.79
85,265	3,268.95	44.48	66.71	88.95	6.67	22.24
86,424	3,313.37	45.08	67.62	90.16	6.76	22.54
88,143	3,379.27	45.98	68.96	91.95	6.90	22.99
89,308	3,423.93	46.58	69.88	93.17	6.99	23.29
91,138	3,494.10	47.54	71.31	95.08	7.13	23.77
92,184	3,534.21	48.08	72.13	96.17	7.21	24.04
94,015	3,604.41	49.04	73.56	98.08	7.36	24.52
95,333	3,654.94	49.73	74.59	99.45	7.46	24.86
97,164	3,725.14	50.68	76.02	101.36	7.60	25.34
98,473	3,775.34	51.37	77.05	102.73	7.70	25.68
103,443	3,965.87	53.96	80.94	107.91	8.09	26.98
109,731	4,206.93	57.24	85.86	114.47	8.59	28.62
112,350	4,307.36	58.60	87.91	117.21	8.79	29.30

District Allowance effective from 31 August 2021

Grade

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

**A
B
C
D**

**\$2,400
\$5,800
\$7,850
\$11,540**

**\$1,210
\$3,160
\$4,450
\$7,140**

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$52,362	\$53,623	\$54,892	\$56,152
	\$58,072	\$59,168	\$60,485	
Senior Technical Services Officer Grade 1	\$89,308	\$92,184		
Senior Technical Services Officer Grade 2	\$95,333	\$98,473		
Senior Technical Services Officer Grade 3	\$103,443			
Principal Technical Services Officer Grade 1	\$109,731			
Principal Technical Services Officer Grade 2	\$112,350			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

Under 17	\$26,184
At 17	\$31,419
At 18	\$36,655
At 19	\$42,414
At 20	\$47,650

RATES OF PAY TABLE

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
26,184	1003.87	13.66	20.49	27.32	2.05	4.10	6.83
31,419	1204.58	16.39	24.58	32.78	2.46	4.92	8.19
36,655	1405.29	19.12	28.68	38.24	2.87	5.74	9.56
42,414	1626.08	22.12	33.19	44.25	3.32	6.64	11.06
47,650	1826.83	24.85	37.28	49.71	3.73	7.46	12.43
89,308	3423.93	46.58	69.88	93.17	6.99	13.98	23.29
92,184	3534.21	48.08	72.13	96.17	7.21	14.43	24.04
95,333	3654.94	49.73	74.59	99.45	7.46	14.92	24.86
98,473	3775.34	51.37	77.05	102.73	7.70	15.41	25.68
103,443	3965.87	53.96	80.94	107.91	8.09	16.19	26.98
109,731	4206.93	57.24	85.86	114.47	8.59	17.17	28.62
112,350	4307.36	58.60	87.91	117.21	8.79	17.58	29.30

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$48,924	\$51,084	\$53,114	\$54,869	\$56,620
Admin. Officer Level 2	\$58,371	\$60,399	\$62,421	\$64,446	\$66,464
Admin. Officer Level 3	\$68,893	\$71,625	\$74,460	\$77,325	\$80,187
Admin. Officer Level 4	\$84,192	\$87,912	\$91,631	\$95,354	
Admin. Officer Level 5	\$99,841	\$103,624			
Admin. Officer Level 6 (Acting)	\$107,885	\$111,636			
Admin. Officer Level 6 Nominal - Non-shift	\$115,926	\$119,673			
Admin. Officer Level 6 Nominal - Shiftwork	\$114,497	\$118,248			
Admin. Officer Level 7	\$115,896	\$120,158			
Admin. Officer Level 8	\$124,629	\$129,688			

Administrative Officer Qualification Allowance - \$2,104 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
48,924	1875.67	25.52	38.28	51.04
51,084	1958.49	26.65	39.97	53.29
53,114	2036.31	27.70	41.56	55.41
54,869	2103.59	28.62	42.93	57.24
56,620	2170.74	29.53	44.30	59.07
58,371	2237.86	30.45	45.67	60.89
60,399	2315.64	31.51	47.26	63.01
62,421	2393.13	32.56	48.84	65.12
64,446	2470.78	33.62	50.42	67.23
66,464	2548.15	34.67	52.00	69.34
68,893	2641.26	35.94	53.90	71.87
71,625	2746.00	37.36	56.04	74.72
74,460	2854.69	38.84	58.26	77.68
77,325	2964.52	40.33	60.50	80.67
80,187	3074.27	41.83	62.74	83.65
84,192	3227.82	43.92	65.87	87.83
87,912	3370.44	45.86	68.78	91.71
91,631	3513.01	47.80	71.69	95.59
95,354	3655.75	49.74	74.61	99.48
99,841	3827.77	52.08	78.12	104.16
103,624	3972.79	54.05	81.08	108.10
107,885	4136.15	56.27	84.41	112.55
111,636	4279.98	58.23	87.35	116.46
114,497	4389.65	59.72	89.58	119.45
115,896	4443.30	60.45	90.68	120.91
115,926	4444.44	60.47	90.70	120.94
118,248	4533.48	61.68	92.52	123.36
119,673	4588.11	62.42	93.63	124.85
120,158	4606.70	62.68	94.01	125.35
124,629	4778.12	65.01	97.51	130.02
129,688	4972.07	67.65	101.47	135.29

District Allowance effective from 31 August 2021
Grade

	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

FACILITY MANAGER GROUP

Facility Manager Level 1	\$103,704	\$107,896
Facility Manager Level 2	\$112,086	\$116,277
Facility Manager Level 3	\$120,464	\$125,162
Facility Manager Level 4	\$129,892	\$135,134
Facility Manager Level 5	\$140,369	\$146,118

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.

RATES OF PAY TABLE						
Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
103,704	3975.88	54.09	81.14	108.19	8.11	27.05
107,896	4136.60	56.28	84.42	112.56	8.44	28.14
112,086	4297.23	58.47	87.70	116.93	8.77	29.23
116,277	4457.91	60.65	90.98	121.30	9.10	30.33
120,464	4618.42	62.84	94.25	125.67	9.43	31.42
125,162	4798.54	65.29	97.93	130.57	9.79	32.64
129,892	4979.88	67.75	101.63	135.51	10.16	33.88
135,134	5180.86	70.49	105.73	140.98	10.57	35.24

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$50,276	\$52,658	\$53,790	\$54,950	\$56,110
Sprintpak Operator Level 2	\$58,371	\$60,399	\$62,421	\$64,446	\$66,464
Sprintpak Operator Level 3	\$68,893	\$71,625	\$74,460	\$77,325	\$80,187

ALLOWANCE

Fork Lift Allowance	\$14.37
Machine Adjustment Allowance	\$14.68

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
50,276	1,927.53	26.22	39.34	52.45
52,658	2,018.85	27.47	41.20	54.93
53,790	2,062.22	28.06	42.09	56.11
54,950	2,106.72	28.66	42.99	57.33
56,110	2,151.18	29.27	43.90	58.54
58,371	2,237.86	30.45	45.67	60.89
60,399	2,315.64	31.51	47.26	63.01
62,421	2,393.13	32.56	48.84	65.12
64,446	2,470.78	33.62	50.42	67.23
66,464	2,548.15	34.67	52.00	69.34
68,893	2,641.26	35.94	53.90	71.87
71,625	2,746.00	37.36	56.04	74.72
74,460	2,854.69	38.84	58.26	77.68
77,325	2,964.52	40.33	60.50	80.67
80,187	3,074.27	41.83	62.74	83.65

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

MAIL ROOM SOLUTIONS

Mail Room Officer	\$47,400	\$48,616	\$49,873	\$51,115	
Mail Room Team Leader	\$58,371	\$60,399	\$62,421	\$64,446	\$66,464
Mail Room Supervisor	\$68,893	\$71,625	\$74,460	\$77,325	\$80,187
Mail Room Network Supervisor	\$84,192	\$87,912	\$91,631	\$95,354	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	\$23,702
At 17 yrs	\$28,442
At 18 yrs	\$33,180
At 19 yrs	\$38,393
At 20 yrs	\$43,133

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 & Half	Double	15%	30%	50%
\$	\$	\$	\$	\$	\$	\$	\$
23,702	908.71	12.36	18.55	24.73	1.85	3.71	6.18
28,442	1090.43	14.84	22.25	29.67	2.23	4.45	7.42
33,180	1272.08	17.31	25.96	34.61	2.60	5.19	8.65
38,393	1471.94	20.03	30.04	40.05	3.00	6.01	10.01
43,133	1653.67	22.50	33.75	45.00	3.37	6.75	11.25
47,400	1817.26	24.72	37.09	49.45	3.71	7.42	12.36
48,616	1863.87	25.36	38.04	50.72	3.80	7.61	12.68
49,873	1912.08	26.01	39.02	52.03	3.90	7.80	13.01
51,115	1959.67	26.66	39.99	53.32	4.00	8.00	13.33
58,371	2237.86	30.45	45.67	60.89	4.57	9.13	15.22
60,399	2315.64	31.51	47.26	63.01	4.73	9.45	15.75
62,421	2393.13	32.56	48.84	65.12	4.88	9.77	16.28
64,446	2470.78	33.62	50.42	67.23	5.04	10.08	16.81
66,464	2548.15	34.67	52.00	69.34	5.20	10.40	17.33
68,893	2641.26	35.94	53.90	71.87	5.39	10.78	17.97
71,625	2746.00	37.36	56.04	74.72	5.60	11.21	18.68
74,460	2854.69	38.84	58.26	77.68	5.83	11.65	19.42
77,325	2964.52	40.33	60.50	80.67	6.05	12.10	20.17
80,187	3074.27	41.83	62.74	83.65	6.27	12.55	20.91
84,192	3227.82	43.92	65.87	87.83	6.59	13.17	21.96
87,912	3370.44	45.86	68.78	91.71	6.88	13.76	22.93
91,631	3513.01	47.80	71.69	95.59	7.17	14.34	23.90
95,354	3655.75	49.74	74.61	99.48	7.46	14.92	24.87

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$53,751
Level 2 Customer Service Consultant	\$59,313
Level 3 Customer Care Consultant	\$63,945
Level 4 Business Relationship Consultant	\$68,581
Level 5 Team Leader Customer Service	\$81,549
Level 6 Team Manager	\$85,257
Level 7 Supervisor Customer Service	\$88,969

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
53,751	2060.75	28.04	42.06	56.07	4.21	8.41	14.02
59,313	2273.98	30.94	46.41	61.88	4.64	9.28	15.47
63,945	2451.58	33.35	50.03	66.71	5.00	10.01	16.68
68,581	2629.30	35.77	53.66	71.55	5.37	10.73	17.89
81,549	3126.50	42.54	63.81	85.07	6.38	12.76	21.27
85,257	3268.63	44.47	66.71	88.94	6.67	13.34	22.24
88,969	3410.95	46.41	69.61	92.82	6.96	13.92	23.20

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140