



POSTAL MANAGER GROUP

Postal Manager Grade 1	\$86,617	\$90,954	\$95,262
Postal Manager Grade 2	\$98,162	\$102,502	\$106,813
Postal Manager Grade 3	\$114,325	\$118,945	
Postal Manager Grade 4	\$123,565	\$128,185	
Postal Manager Grade 5 (Facility Manager Level 3)	\$132,800	\$137,979	

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% \$
86,617	3320.79	45.18	67.77	90.36	6.78	22.59
90,954	3487.06	47.44	71.16	94.89	7.12	23.72
95,262	3652.21	49.69	74.53	99.38	7.45	24.84
98,162	3763.42	51.20	76.80	102.41	7.68	25.60
102,502	3929.80	53.47	80.20	106.93	8.02	26.73
106,813	4095.07	55.72	83.57	111.43	8.36	27.86
114,325	4383.07	59.63	89.45	119.27	8.95	29.82
118,945	4560.18	62.04	93.06	124.09	9.31	31.02
123,565	4737.33	64.45	96.68	128.91	9.67	32.23
128,185	4914.45	66.86	100.29	133.73	10.03	33.43
132,800	5091.36	69.27	103.91	138.54	10.39	34.64
137,979	5289.93	71.97	107.96	143.94	10.80	35.99

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	\$52,679		
Postal Services Officer	\$56,307	\$58,619	\$61,208
	\$64,076	\$67,538	
Senior Postal Services Officer Grade 1	\$70,730	\$74,194	
Senior Postal Services Officer Grade 2	\$77,383	\$80,842	\$84,309

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	\$26,342
At 17 yrs	\$31,610
At 18 yrs	\$36,879
At 19 yrs	\$42,671
At 20 yrs	\$47,939

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 @ 9 September 2024

In Charge Allowance - Retail Staff	\$76,258 per annum
Linguistic Allowance	\$1,288 per annum
Overtime Meal Allowance	\$18.95

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half	Double \$	15% \$	50% \$
			\$			
26,342	1,009.92	13.74	20.61	27.48	2.06	6.87
31,610	1,211.88	16.49	24.73	32.98	2.47	8.24
36,879	1,413.89	19.24	28.85	38.47	2.89	9.62
42,671	1,635.95	22.26	33.39	44.52	3.34	11.13
47,939	1,837.92	25.01	37.51	50.01	3.75	12.50
52,679	2,019.65	27.48	41.22	54.96	4.12	13.74
56,307	2,158.72	29.37	44.06	58.74	4.41	14.69
58,619	2,247.36	30.58	45.86	61.15	4.59	15.29
61,208	2,346.64	31.93	47.89	63.85	4.79	15.96
64,076	2,456.60	33.42	50.13	66.85	5.01	16.71
67,538	2,589.30	35.23	52.84	70.46	5.28	17.61
70,730	2,711.71	36.89	55.34	73.79	5.53	18.45
74,194	2,844.48	38.70	58.05	77.40	5.81	19.35
77,383	2,966.77	40.36	60.55	80.73	6.05	20.18
80,842	3,099.38	42.17	63.25	84.34	6.33	21.08
84,309	3,232.28	43.98	65.96	87.95	6.60	21.99

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	\$51,844			
Postal Delivery Officer	\$55,425	\$58,051	\$59,299	
	\$60,577	\$61,857		
Senior PDO Grade 1	\$64,073			
Senior PDO Grade 2	\$64,940			
Senior PDO Grade 3	\$67,983			
Postal Delivery Co-ordinator Grade 1	\$69,614	\$71,256		
Postal Delivery Co-ordinator Grade 2	\$75,412	\$77,495	\$79,632	\$81,847
Postal Delivery Co-ordinator Grade 3	\$86,617	\$90,954	\$95,262	

ALLOWANCES @ 9 September 2024

Divide Allowance	\$3,152 p.a. \$12.09 per day
Functional Allowance	\$3,154 p.a. \$12.09 per day
Delivery Duty Allowance	\$23.61 per week
Overtime Meal Allowance	\$18.95

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Hourly Rates			Shift Penalties		
			Time & Half \$	Double \$	15% \$	30% \$	50% \$	
51,844	1,987.63	27.04	40.56	54.09	4.06	8.11	13.52	
55,425	2,124.91	28.91	43.37	57.82	4.34	8.67	14.46	
58,051	2,225.59	30.28	45.42	60.56	4.54	9.08	15.14	
59,299	2,273.43	30.93	46.40	61.86	4.64	9.28	15.47	
60,577	2,322.44	31.60	47.40	63.20	4.74	9.48	15.80	
61,857	2,371.52	32.27	48.40	64.53	4.84	9.68	16.13	
64,073	2,456.49	33.42	50.13	66.84	5.01	10.03	16.71	
64,940	2,489.70	33.87	50.81	67.75	5.08	10.16	16.94	
67,983	2,606.37	35.46	53.19	70.92	5.32	10.64	17.73	
69,614	2,668.92	36.31	54.47	72.62	5.45	10.89	18.16	
71,256	2,731.84	37.17	55.75	74.34	5.58	11.15	18.58	
75,412	2,891.21	39.34	59.00	78.67	5.90	11.80	19.67	
77,495	2,971.04	40.42	60.63	80.84	6.06	12.13	20.21	
79,632	3,052.97	41.54	62.31	83.07	6.23	12.46	20.77	
81,847	3,137.90	42.69	64.04	85.39	6.40	12.81	21.35	
86,617	3,320.79	45.18	67.77	90.36	6.78	13.55	22.59	
90,954	3,487.06	47.44	71.16	94.89	7.12	14.23	23.72	
95,262	3,652.21	49.69	74.53	99.38	7.45	14.91	24.84	

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	\$86,617	\$90,954	\$95,262
Delivery Manager Level 2	\$98,162	\$102,502	\$106,813
Delivery Manager Level 3	\$114,325	\$118,945	
Delivery Manager Level 4	\$123,565	\$128,185	

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%
\$	\$	\$	\$	\$	\$	\$
86,617	3320.79	45.18	67.77	90.36	6.78	22.59
90,954	3487.06	47.44	71.16	94.89	7.12	23.72
95,262	3652.21	49.69	74.53	99.38	7.45	24.84
98,162	3763.42	51.20	76.80	102.41	7.68	25.60
102,502	3929.80	53.47	80.20	106.93	8.02	26.73
106,813	4095.07	55.72	83.57	111.43	8.36	27.86
114,325	4383.07	59.63	89.45	119.27	8.95	29.82
118,945	4560.18	62.04	93.06	124.09	9.31	31.02
123,565	4737.33	64.45	96.68	128.91	9.67	32.23
128,185	4914.45	66.86	100.29	133.73	10.03	33.43

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	\$51,844				
Mail Officer	\$55,425	\$58,051	\$59,299	\$60,577	\$61,857
Mail Officer (Teams)	\$56,657	\$59,284	\$60,532	\$61,812	\$63,089
Senior Mail Officer Grade 1	\$64,940				
Senior Mail Officer Grade 2	\$67,983				
Trainee Mail Processing Co-ordinator	\$63,432				
Mail Processing Co-ordinator Gr.1	\$69,614	\$71,256			
Mail Processing Co-ordinator Gr.2	\$75,412	\$77,495	\$79,632	\$81,847	
Mail Processing Co-ordinator Gr.3	\$84,549	\$87,046	\$89,654	\$92,280	
Mail Processing Co-ordinator Gr.4	\$94,898	\$97,996	\$101,082		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	\$25,927
At 17 yrs	\$31,111
At 18 yrs	\$36,293
At 19 yrs	\$41,997
At 20 yrs	\$48,180

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 \$			
25,927	994.01	13.52	20.29	27.05	2.03	4.06	6.76
31,111	1192.75	16.23	24.34	32.46	2.43	4.87	8.11
36,293	1391.42	18.93	28.40	37.86	2.84	5.68	9.47
41,997	1610.11	21.91	32.86	43.81	3.29	6.57	10.95
48,180	1847.16	25.13	37.70	50.26	3.77	7.54	12.57
51,844	1987.63	27.04	40.56	54.09	4.06	8.11	13.52
55,425	2124.91	28.91	43.37	57.82	4.34	8.67	14.46
56,657	2172.16	29.55	44.33	59.11	4.43	8.87	14.78
58,051	2225.59	30.28	45.42	60.56	4.54	9.08	15.14
59,284	2272.87	30.92	46.39	61.85	4.64	9.28	15.46
59,299	2273.43	30.93	46.40	61.86	4.64	9.28	15.47
60,532	2320.72	31.57	47.36	63.15	4.74	9.47	15.79
60,577	2322.44	31.60	47.40	63.20	4.74	9.48	15.80
61,812	2369.80	32.24	48.36	64.48	4.84	9.67	16.12
61,857	2371.52	32.27	48.40	64.53	4.84	9.68	16.13
63,089	2418.77	32.91	49.36	65.82	4.94	9.87	16.45
63,432	2431.89	33.09	49.63	66.17	4.96	9.93	16.54
64,940	2489.70	33.87	50.81	67.75	5.08	10.16	16.94
67,983	2606.37	35.46	53.19	70.92	5.32	10.64	17.73

69,614	2668.92	36.31	54.47	72.62	5.45	10.89	18.16
71,256	2731.84	37.17	55.75	74.34	5.58	11.15	18.58
75,412	2891.21	39.34	59.00	78.67	5.90	11.80	19.67
77,495	2971.04	40.42	60.63	80.84	6.06	12.13	20.21
79,632	3052.97	41.54	62.31	83.07	6.23	12.46	20.77
81,847	3137.90	42.69	64.04	85.39	6.40	12.81	21.35
84,549	3241.49	44.10	66.15	88.20	6.62	13.23	22.05
87,046	3337.22	45.40	68.11	90.81	6.81	13.62	22.70
89,654	3437.22	46.76	70.15	93.53	7.01	14.03	23.38
92,280	3537.90	48.13	72.20	96.27	7.22	14.44	24.07
94,898	3638.26	49.50	74.25	99.00	7.43	14.85	24.75
97,996	3757.04	51.12	76.67	102.23	7.67	15.33	25.56
101,082	3875.34	52.73	79.09	105.45	7.91	15.82	26.36

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	\$58,051	\$59,299	\$60,577	\$61,857	
Garage Attendant	\$53,868	\$54,543	\$55,231		
Driver/Sorter	\$57,576	\$58,551	\$59,534	\$60,577	\$61,857
Senior Postal Transport Officer	\$64,887	\$66,050			
Postal Transport Co-ordinator Grade 1	\$69,077	\$70,229	\$71,385		
Postal Transport Co-ordinator Grade 2	\$74,420	\$75,567	\$76,721		
Postal Transport Co-ordinator Grade 3	\$83,801	\$85,448			
Postal Transport Co-ordinator Grade 4	\$88,852	\$90,491			
Postal Transport Co-ordinator Grade 5	\$95,408	\$97,480			

JUNIOR RATES (Driver/Sorter)

At 18 years	\$40,304
At 19 years	\$46,637
At 20 years	\$52,393

ALLOWANCES @ 9 September 2024

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

\$5.18
\$10.20
\$17.74
\$23.99

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
40,304	1,545.20	21.02	31.53	42.05	3.15	10.51
46,637	1,788.00	24.33	36.49	48.65	3.65	12.16
52,393	2,008.68	27.33	40.99	54.66	4.10	13.66
53,868	2,065.22	28.10	42.15	56.20	4.21	14.05
54,543	2,091.10	28.45	42.68	56.90	4.27	14.23
55,231	2,117.49	28.81	43.21	57.62	4.32	14.40
57,576	2,207.40	30.03	45.05	60.07	4.50	15.02
58,051	2,225.59	30.28	45.42	60.56	4.54	15.14
58,551	2,244.77	30.54	45.81	61.08	4.58	15.27
59,299	2,273.43	30.93	46.40	61.86	4.64	15.47
59,534	2,282.44	31.05	46.58	62.11	4.66	15.53
60,577	2,322.44	31.60	47.40	63.20	4.74	15.80
61,857	2,371.52	32.27	48.40	64.53	4.84	16.13
64,887	2,487.67	33.85	50.77	67.69	5.08	16.92

66,050	2,532.28	34.45	51.68	68.91	5.17	17.23
69,077	2,648.31	36.03	54.05	72.06	5.40	18.02
70,229	2,692.49	36.63	54.95	73.26	5.49	18.32
71,385	2,736.79	37.24	55.85	74.47	5.59	18.62
74,420	2,853.17	38.82	58.23	77.64	5.82	19.41
75,567	2,897.15	39.42	59.13	78.83	5.91	19.71
76,721	2,941.37	40.02	60.03	80.04	6.00	20.01
83,801	3,212.82	43.71	65.57	87.42	6.56	21.86
85,448	3,275.98	44.57	66.86	89.14	6.69	22.29
88,852	3,406.48	46.35	69.52	92.69	6.95	23.17
90,491	3,469.32	47.20	70.80	94.40	7.08	23.60
95,408	3,657.80	49.77	74.65	99.53	7.46	24.88
97,480	3,737.26	50.85	76.27	101.69	7.63	25.42

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	\$51,844			
Parcel Post Officer	\$58,051	\$59,299	\$60,577	\$61,857
Senior Parcel Post Officer Grade 1	\$64,940			
Senior Parcel Post Officer Grade 2	\$67,983			
Parcel Post Co-ordinator Grade 2	\$75,412	\$77,495	\$79,632	\$81,847
Parcel Post Co-ordinator Grade 3	\$84,549	\$87,046	\$89,655	\$92,280

JUNIOR RATES

Under 19 (e.g. Trainee)	\$36,293
At 19	\$41,997
At 20	\$47,180

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% \$
36,293	1391.42	18.93	28.40	37.86	2.84	5.68	9.47
41,997	1610.11	21.91	32.86	43.81	3.29	6.57	10.95
47,180	1808.82	24.61	36.91	49.22	3.69	7.38	12.30
51,844	1987.63	27.04	40.56	54.09	4.06	8.11	13.52
58,051	2225.59	30.28	45.42	60.56	4.54	9.08	15.14
59,299	2273.43	30.93	46.40	61.86	4.64	9.28	15.47
60,577	2322.44	31.60	47.40	63.20	4.74	9.48	15.80
61,857	2371.52	32.27	48.40	64.53	4.84	9.68	16.13
64,940	2489.70	33.87	50.81	67.75	5.08	10.16	16.94
67,983	2606.37	35.46	53.19	70.92	5.32	10.64	17.73
75,412	2891.21	39.34	59.00	78.67	5.90	11.80	19.67
77,495	2971.04	40.42	60.63	80.84	6.06	12.13	20.21
79,632	3052.97	41.54	62.31	83.07	6.23	12.46	20.77
81,847	3137.90	42.69	64.04	85.39	6.40	12.81	21.35
84,549	3241.49	44.10	66.15	88.20	6.62	13.23	22.05
87,046	3337.22	45.40	68.11	90.81	6.81	13.62	22.70
89,655	3437.26	46.77	70.15	93.53	7.01	14.03	23.38
92,280	3537.90	48.13	72.20	96.27	7.22	14.44	24.07

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	\$62,559	\$63,730	
Express Courier Co-ordinator Grade 1	\$66,753	\$67,904	\$69,062
Express Courier Co-ordinator Grade 2	\$72,094	\$73,246	\$74,402

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
62,559	2398.43	32.63	48.95	65.26	4.89	9.79	16.32
63,730	2443.33	33.24	49.86	66.49	4.99	9.97	16.62
66,753	2559.24	34.82	52.23	69.64	5.22	10.45	17.41
67,904	2603.34	35.42	53.13	70.84	5.31	10.63	17.71
69,062	2647.75	36.02	54.04	72.05	5.40	10.81	18.01
72,094	2763.98	37.61	56.41	75.21	5.64	11.28	18.80
73,246	2808.16	38.21	57.31	76.41	5.73	11.46	19.10
74,402	2852.46	38.81	58.21	77.62	5.82	11.64	19.40

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	\$57,049	\$58,211	\$59,479
Senior Stores Officer	\$60,664	\$61,634	\$62,644
Stores Supervisor	\$68,790	\$69,798	\$70,858
Senior Stores Supervisor Grade 1	\$74,081	\$75,528	
Senior Stores Supervisor Grade 2	\$80,988	\$82,831	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
57,049	2,187.19	29.76	44.64	59.52
58,211	2,231.73	30.36	45.55	60.73
59,479	2,280.33	31.02	46.54	62.05
60,664	2,325.78	31.64	47.46	63.29
61,634	2,362.95	32.15	48.22	64.30
62,644	2,401.70	32.68	49.01	65.35
68,790	2,637.31	35.88	53.82	71.76
69,798	2,675.94	36.41	54.61	72.81
70,858	2,716.61	36.96	55.44	73.92
74,081	2,840.18	38.64	57.96	77.28
75,528	2,895.64	39.40	59.09	78.79
80,988	3,104.97	42.24	63.37	84.49
82,831	3,175.62	43.21	64.81	86.41

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	\$53,256	\$54,988
Support Services Officer Grade 2	\$56,926	\$58,758
Support Services Officer Grade 3	\$61,208	\$63,074
Support Services Officer Grade 4	\$65,871	

Annual \$	Fortn'tly \$	Single \$	Hourly Rate			Penalty Rates		
			Time & Half \$	Double \$	15% \$	30% \$	50% \$	
53,256	2,041.77	27.78	41.67	55.56	4.17	8.33	13.89	
54,988	2,108.16	28.68	43.02	57.36	4.30	8.60	14.34	
56,926	2,182.48	29.69	44.54	59.39	4.45	8.91	14.85	
58,758	2,252.70	30.65	45.97	61.30	4.60	9.19	15.32	
61,208	2,346.64	31.93	47.89	63.85	4.79	9.58	15.96	
63,074	2,418.17	32.90	49.35	65.80	4.94	9.87	16.45	
65,871	2,525.42	34.36	51.54	68.72	5.15	10.31	17.18	

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	\$30,591			
Apprentice Postal Technician - At 18	\$35,052			
Apprentice Postal Technician- At 19	\$47,799			
Apprentice Postal Technician - At 20	\$56,084			
Apprentice Postal Technician - Adult	\$57,223			
Postal Technical Officer Level 1	\$59,115	\$60,514	\$61,903	\$64,020
	\$65,228	\$66,680		
Postal Technical Officer Level 2	\$63,730	\$65,363	\$67,039	\$68,721
Postal Technical Officer Level 3	\$70,586	\$72,553	\$74,523	\$76,511
Postal Technical Officer Level 4	\$79,399	\$81,270	\$83,146	\$86,042
	\$88,923	\$92,101	\$95,275	\$98,454
Postal Technical Officer Level 5	\$101,625	\$105,096		
Postal Technical Officer Level 6	\$108,558			
Postal Technical Officer Level 7	\$114,036			
Postal Technical Officer Level 8	\$120,968			
Postal Technical Officer Level 9	\$123,855			
Postal Technical Officer Level 4 (Teams)	\$81,056	\$82,926	\$84,801	\$87,934
	\$90,820	\$93,997	\$97,170	\$100,472
Postal Technical Officer Level 5 (Teams)	\$103,643	\$107,114		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
30,591	1,172.80	15.96	23.93	31.91	2.39	7.98
35,052	1,343.85	18.28	27.43	36.57	2.74	9.14
47,799	1,832.56	24.93	37.40	49.87	3.74	12.47
56,084	2,150.19	29.25	43.88	58.51	4.39	14.63
57,223	2,193.85	29.85	44.77	59.70	4.48	14.92
59,115	2,266.38	30.84	46.25	61.67	4.63	15.42
60,514	2,320.04	31.57	47.35	63.13	4.73	15.78
61,903	2,373.27	32.29	48.43	64.58	4.84	16.14
63,730	2,443.33	33.24	49.86	66.49	4.99	16.62
64,020	2,454.45	33.39	50.09	66.79	5.01	16.70
65,228	2,500.74	34.02	51.04	68.05	5.10	17.01
65,363	2,505.93	34.09	51.14	68.19	5.11	17.05
66,680	2,556.41	34.78	52.17	69.56	5.22	17.39
67,039	2,570.20	34.97	52.45	69.94	5.25	17.48
68,721	2,634.67	35.85	53.77	71.69	5.38	17.92
70,586	2,706.17	36.82	55.23	73.64	5.52	18.41
72,553	2,781.60	37.84	56.77	75.69	5.68	18.92
74,523	2,857.12	38.87	58.31	77.74	5.83	19.44
76,511	2,933.32	39.91	59.86	79.82	5.99	19.95
79,399	3,044.04	41.42	62.12	82.83	6.21	20.71
81,270	3,115.77	42.39	63.59	84.78	6.36	21.20
81,056	3,107.56	42.28	63.42	84.56	6.34	21.14
82,926	3,179.29	43.26	64.88	86.51	6.49	21.63
83,146	3,187.70	43.37	65.06	86.74	6.51	21.69
84,801	3,251.14	44.23	66.35	88.47	6.63	22.12
86,042	3,298.75	44.88	67.32	89.76	6.73	22.44
87,934	3,371.27	45.87	68.80	91.74	6.88	22.93
88,923	3,409.19	46.38	69.58	92.77	6.96	23.19

90,820	3,481.92	47.37	71.06	94.75	7.11	23.69
92,101	3,531.04	48.04	72.06	96.08	7.21	24.02
93,997	3,603.73	49.03	73.55	98.06	7.35	24.52
95,275	3,652.73	49.70	74.55	99.39	7.45	24.85
97,170	3,725.38	50.69	76.03	101.37	7.60	25.34
98,454	3,774.58	51.35	77.03	102.71	7.70	25.68
100,472	3,851.97	52.41	78.61	104.82	7.86	26.20
101,625	3,896.15	53.01	79.51	106.02	7.95	26.50
103,643	3,973.54	54.06	81.09	108.12	8.11	27.03
105,096	4,029.24	54.82	82.23	109.64	8.22	27.41
107,114	4,106.60	55.87	83.81	111.74	8.38	27.94
108,558	4,161.98	56.63	84.94	113.25	8.49	28.31
114,036	4,371.99	59.48	89.22	118.97	8.92	29.74
120,968	4,637.74	63.10	94.65	126.20	9.46	31.55
123,855	4,748.42	64.60	96.91	129.21	9.69	32.30

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



TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$57,725	\$59,115	\$60,514	\$61,903
	\$64,020	\$65,228	\$66,680	
Senior Technical Services Officer Grade 1	\$98,454	\$101,625		
Senior Technical Services Officer Grade 2	\$105,096	\$108,558		
Senior Technical Services Officer Grade 3	\$114,036			
Principal Technical Services Officer Grade 1	\$120,968			
Principal Technical Services Officer Grade 2	\$123,855			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

Under 17	\$28,867
At 17	\$34,638
At 18	\$40,410
At 19	\$46,758
At 20	\$52,530

RATES OF PAY TABLE

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
28,867	1106.72	15.06	22.59	30.11	2.26	4.52	7.53
34,638	1327.97	18.07	27.10	36.14	2.71	5.42	9.03
40,410	1549.27	21.08	31.62	42.16	3.16	6.32	10.54
46,758	1792.64	24.39	36.58	48.78	3.66	7.32	12.19
52,530	2013.93	27.40	41.10	54.80	4.11	8.22	13.70
98,454	3774.58	51.35	77.03	102.71	7.70	15.41	25.68
101,625	3896.15	53.01	79.51	106.02	7.95	15.90	26.50
105,096	4029.24	54.82	82.23	109.64	8.22	16.45	27.41
108,558	4161.98	56.63	84.94	113.25	8.49	16.99	28.31
114,036	4371.99	59.48	89.22	118.97	8.92	17.84	29.74
120,968	4637.74	63.10	94.65	126.20	9.46	18.93	31.55
123,855	4748.42	64.60	96.91	129.21	9.69	19.38	32.30

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	\$53,935	\$56,316	\$58,554	\$60,489	\$62,419
Admin. Officer Level 2	\$64,349	\$66,584	\$68,814	\$71,046	\$73,271
Admin. Officer Level 3	\$75,949	\$78,960	\$82,086	\$85,244	\$88,399
Admin. Officer Level 4	\$92,814	\$96,915	\$101,015	\$105,120	
Admin. Officer Level 5	\$110,066	\$114,236			
Admin. Officer Level 6 (Acting)	\$118,934	\$123,069			
Admin. Officer Level 6 Nominal - Non-shift	\$127,798	\$131,929			
Admin. Officer Level 6 Nominal - Shiftwork	\$126,222	\$130,357			

Administrative Officer Qualification Allowance @ 9 September 2024 - \$2,255 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
53,935	2067.81	28.13	42.20	56.27
56,316	2159.08	29.38	44.06	58.75
58,554	2244.88	30.54	45.81	61.09
60,489	2319.09	31.55	47.33	63.10
62,419	2393.05	32.56	48.84	65.12
64,349	2467.05	33.57	50.35	67.13
66,584	2552.74	34.73	52.10	69.46
68,814	2638.22	35.89	53.84	71.79
71,046	2723.79	37.06	55.59	74.12
73,271	2809.11	38.22	57.33	76.44
75,949	2911.79	39.62	59.42	79.23
78,960	3027.22	41.19	61.78	82.37
82,086	3147.07	42.82	64.23	85.63
85,244	3268.13	44.46	66.70	88.93
88,399	3389.10	46.11	69.17	92.22
92,814	3558.36	48.41	72.62	96.83
96,915	3715.61	50.55	75.83	101.11
101,015	3872.79	52.69	79.04	105.38
105,120	4030.16	54.83	82.25	109.66
110,066	4219.79	57.41	86.12	114.82
114,236	4379.64	59.59	89.38	119.17
118,934	4559.78	62.04	93.06	124.08
123,069	4718.32	64.19	96.29	128.39
126,222	4839.17	65.84	98.76	131.68
127,798	4899.61	66.66	99.99	133.32
130,357	4997.70	68.00	101.99	135.99
131,929	5057.99	68.82	103.22	137.63

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**



FACILITY MANAGER GROUP

Facility Manager Level 1	\$114,325	\$118,945
Facility Manager Level 2	\$123,565	\$128,185
Facility Manager Level 3	\$132,800	\$137,979
Facility Manager Level 4	\$143,194	\$148,973
Facility Manager Level 5	\$154,744	\$161,082

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						
		HOURLY RATES			PENALTY RATES	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
114,325	4383.07	59.63	89.45	119.27	8.95	29.82
118,945	4560.18	62.04	93.06	124.09	9.31	31.02
123,565	4737.33	64.45	96.68	128.91	9.67	32.23
128,185	4914.45	66.86	100.29	133.73	10.03	33.43
132,800	5091.36	69.27	103.91	138.54	10.39	34.64
137,979	5289.93	71.97	107.96	143.94	10.80	35.99
143,194	5489.88	74.69	112.04	149.38	11.20	37.35
148,973	5711.41	77.71	116.56	155.41	11.66	38.85

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	\$55,425	\$58,051	\$59,299	\$60,577	\$61,857
Sprintpak Operator Level 2	\$64,349	\$66,584	\$68,814	\$71,046	\$73,271
Sprintpak Operator Level 3	\$75,949	\$78,960	\$82,086	\$85,244	\$88,399

ALLOWANCE @ 7 September 2023

Fork Lift Allowance	\$15.41
Machine Adjustment Allowance	\$15.73

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
55,425	2,124.91	28.91	43.37	57.82
58,051	2,225.59	30.28	45.42	60.56
59,299	2,273.43	30.93	46.40	61.86
60,577	2,322.44	31.60	47.40	63.20
61,857	2,371.52	32.27	48.40	64.53
64,349	2,467.05	33.57	50.35	67.13
66,584	2,552.74	34.73	52.10	69.46
68,814	2,638.22	35.89	53.84	71.79
71,046	2,723.79	37.06	55.59	74.12
73,271	2,809.11	38.22	57.33	76.44
75,949	2,911.79	39.62	59.42	79.23
78,960	3,027.22	41.19	61.78	82.37
82,086	3,147.07	42.82	64.23	85.63
85,244	3,268.13	44.46	66.70	88.93
88,399	3,389.10	46.11	69.17	92.22

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	\$52,254	\$53,595	\$54,981	\$56,350	
Mail Room Team Leader	\$64,349	\$66,584	\$68,814	\$71,046	\$73,271
Mail Room Supervisor	\$75,949	\$78,960	\$82,086	\$85,244	\$88,399
Mail Room Network Supervisor	\$92,814	\$96,915	\$101,015	\$105,120	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	\$26,130
At 17 yrs	\$31,355
At 18 yrs	\$36,578
At 19 yrs	\$42,325
At 20 yrs	\$47,550

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% \$
26,130	1001.79	13.63	20.44	27.26	2.04	4.09	6.81
31,355	1202.11	16.36	24.53	32.71	2.45	4.91	8.18
36,578	1402.35	19.08	28.62	38.16	2.86	5.72	9.54
42,325	1622.68	22.08	33.12	44.15	3.31	6.62	11.04
47,550	1823.00	24.80	37.20	49.61	3.72	7.44	12.40
52,254	2003.34	27.26	40.88	54.51	4.09	8.18	13.63
53,595	2054.77	27.96	41.93	55.91	4.19	8.39	13.98
54,981	2107.88	28.68	43.02	57.36	4.30	8.60	14.34
56,350	2160.39	29.39	44.09	58.79	4.41	8.82	14.70
64,349	2467.05	33.57	50.35	67.13	5.03	10.07	16.78
66,584	2552.74	34.73	52.10	69.46	5.21	10.42	17.37
68,814	2638.22	35.89	53.84	71.79	5.38	10.77	17.95
71,046	2723.79	37.06	55.59	74.12	5.56	11.12	18.53
73,271	2809.11	38.22	57.33	76.44	5.73	11.47	19.11
75,949	2911.79	39.62	59.42	79.23	5.94	11.88	19.81
78,960	3027.22	41.19	61.78	82.37	6.18	12.36	20.59
82,086	3147.07	42.82	64.23	85.63	6.42	12.85	21.41
85,244	3268.13	44.46	66.70	88.93	6.67	13.34	22.23
88,399	3389.10	46.11	69.17	92.22	6.92	13.83	23.06
92,814	3558.36	48.41	72.62	96.83	7.26	14.52	24.21
96,915	3715.61	50.55	75.83	101.11	7.58	15.17	25.28
101,015	3872.79	52.69	79.04	105.38	7.90	15.81	26.35
105,120	4030.16	54.83	82.25	109.66	8.22	16.45	27.42

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



RATES OF PAY - AUSTRALIA POST

Effective as at 9 September 2024

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$59,257
Level 2 Customer Service Consultant	\$65,387
Level 3 Customer Care Consultant	\$70,494
Level 4 Business Relationship Consultant	\$75,604
Level 5 Team Leader Customer Service	\$89,900
Level 6 Team Manager	\$93,988
Level 7 Supervisor Customer Service	\$98,081

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
59,257	2271.84	30.91	46.36	61.82	4.64	9.27	15.45
65,387	2506.85	34.11	51.16	68.21	5.12	10.23	17.05
70,494	2702.66	36.77	55.16	73.54	5.52	11.03	18.39
75,604	2898.55	39.44	59.15	78.87	5.92	11.83	19.72
89,900	3446.63	46.89	70.34	93.79	7.03	14.07	23.45
93,988	3603.37	49.03	73.54	98.05	7.35	14.71	24.51
98,081	3760.31	51.16	76.74	102.32	7.67	15.35	25.58

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