



**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.*

<b>RATES OF PAY TABLE</b>						
		<b>HOURLY RATES</b>			<b>PENALTY RATES</b>	
<b>Annual</b>	<b>Fortnightly</b>	<b>Single</b>	<b>Time &amp; Half</b>	<b>Double</b>	<b>15%</b>	<b>50%</b>
<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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**

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



## POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$54,787		
Postal Services Officer	\$58,560	\$60,964	\$63,657
	\$66,640	\$70,240	
Senior Postal Services Officer Grade 1	\$73,560	\$77,162	
Senior Postal Services Officer Grade 2	\$80,479	\$84,076	\$87,682

### JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	\$27,396
At 17 yrs	\$32,875
At 18 yrs	\$38,355
At 19 yrs	\$44,378
At 20 yrs	\$49,857

*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	\$79,309
Linguistic Allowance	\$1,288 per annum
Overtime Meal Allowance	\$19.71

## RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time	Double \$	15% \$	50% \$
			& Half \$			
27,396	1,050.33	14.29	21.44	28.58	2.14	7.15
32,875	1,260.38	17.15	25.72	34.30	2.57	8.57
38,355	1,470.48	20.01	30.01	40.01	3.00	10.00
44,378	1,701.39	23.15	34.72	46.30	3.47	11.57
49,857	1,911.45	26.01	39.01	52.01	3.90	13.00
54,787	2,100.47	28.58	42.87	57.16	4.29	14.29
58,560	2,245.12	30.55	45.82	61.09	4.58	15.27
60,964	2,337.27	31.80	47.70	63.60	4.77	15.90
63,657	2,440.54	33.20	49.81	66.41	4.98	16.60
66,640	2,554.89	34.76	52.14	69.52	5.21	17.38
70,240	2,692.89	36.64	54.96	73.28	5.50	18.32
73,560	2,820.20	38.37	57.56	76.74	5.76	19.19
77,162	2,958.28	40.25	60.37	80.50	6.04	20.12
80,479	3,085.47	41.98	62.97	83.96	6.30	20.99
84,076	3,223.35	43.86	65.78	87.71	6.58	21.93
87,682	3,361.62	45.74	68.60	91.47	6.86	22.87

### 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



**POSTAL DELIVERY GROUP**

Trainee Postal Delivery Officer	\$53,918			
Postal Delivery Officer	\$57,642	\$60,374	\$61,671	
	\$63,001	\$64,332		
Senior PDO Grade 1	\$66,636			
Senior PDO Grade 2	\$67,538			
Senior PDO Grade 3	\$70,703			
Postal Delivery Co-ordinator Grade 1	\$72,399	\$74,107		
Postal Delivery Co-ordinator Grade 2	\$78,429	\$80,595	\$82,818	\$85,121
Postal Delivery Co-ordinator Grade 3	\$90,082	\$94,593	\$99,073	

**ALLOWANCES @ September 2025**

Divide Allowance	\$3,281 <i>p.a.</i>
	\$12.58 <i>per day</i>
Functional Allowance	\$3,281 <i>p.a.</i>
	\$12.58 <i>per day</i>
Delivery Duty Allowance	\$24.56 <i>per week</i>
Overtime Meal Allowance	\$19.71

**RATES OF PAY TABLE**

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
53,918	2,067.13	28.12	42.19	56.25	4.22	8.44	14.06
57,642	2,209.92	30.07	45.10	60.13	4.51	9.02	15.03
60,374	2,314.66	31.49	47.24	62.98	4.72	9.45	15.75
61,671	2,364.38	32.17	48.25	64.34	4.83	9.65	16.08
63,001	2,415.38	32.86	49.29	65.72	4.93	9.86	16.43
64,332	2,466.41	33.56	50.33	67.11	5.03	10.07	16.78
66,636	2,554.73	34.76	52.14	69.52	5.21	10.43	17.38
67,538	2,589.30	35.23	52.84	70.46	5.28	10.57	17.61
70,703	2,710.67	36.88	55.32	73.76	5.53	11.06	18.44
72,399	2,775.66	37.76	56.65	75.53	5.66	11.33	18.88
74,107	2,841.17	38.66	57.98	77.31	5.80	11.60	19.33
78,429	3,006.88	40.91	61.36	81.82	6.14	12.27	20.45
80,595	3,089.90	42.04	63.06	84.08	6.31	12.61	21.02
82,818	3,175.14	43.20	64.80	86.40	6.48	12.96	21.60
85,121	3,263.42	44.40	66.60	88.80	6.66	13.32	22.20
90,082	3,453.61	46.99	70.48	93.98	7.05	14.10	23.49
94,593	3,626.57	49.34	74.01	98.68	7.40	14.80	24.67
99,073	3,798.34	51.68	77.52	103.36	7.75	15.50	25.84

**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	\$90,082	\$94,593	\$99,073
Delivery Manager Level 2	\$102,089	\$106,603	\$111,086
Delivery Manager Level 3	\$118,898	\$123,703	
Delivery Manager Level 4	\$128,508	\$133,313	

*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% \$
90,082	3453.61	46.99	70.48	93.98	7.05	23.49
94,593	3626.57	49.34	74.01	98.68	7.40	24.67
99,073	3798.34	51.68	77.52	103.36	7.75	25.84
102,089	3913.97	53.25	79.88	106.50	7.99	26.63
106,603	4087.02	55.61	83.41	111.21	8.34	27.80
111,086	4258.87	57.94	86.92	115.89	8.69	28.97
118,898	4558.39	62.02	93.03	124.04	9.30	31.01
123,703	4742.60	64.53	96.79	129.05	9.68	32.26
128,508	4926.81	67.03	100.55	134.06	10.05	33.52
133,313	5111.06	69.54	104.31	139.08	10.43	34.77

**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	\$53,918				
Mail Officer	\$57,642	\$60,373	\$61,671	\$63,000	\$64,332
Mail Officer (Teams)	\$58,924	\$61,656	\$62,954	\$64,285	\$65,614
Senior Mail Officer Grade 1	\$67,538				
Senior Mail Officer Grade 2	\$70,702				
Trainee Mail Processing Co-ordinator	\$65,969				
Mail Processing Co-ordinator Gr.1	\$72,400	\$74,106			
Mail Processing Co-ordinator Gr.2	\$78,429	\$80,595	\$82,817	\$85,121	
Mail Processing Co-ordinator Gr.3	\$87,931	\$90,528	\$93,241	\$95,972	
Mail Processing Co-ordinator Gr.4	\$98,694	\$101,917	\$105,125		

**JUNIOR RATES**

**Trainee Mail Officer:-**

Under 17yrs	\$26,965
At 17 yrs	\$32,356
At 18 yrs	\$37,745
At 19 yrs	\$43,677
At 20 yrs	\$49,068

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 \$			
26,965	1033.80	14.07	21.10	28.13	2.11	4.22	7.03
32,356	1240.49	16.88	25.32	33.75	2.53	5.06	8.44
37,745	1447.09	19.69	29.53	39.38	2.95	5.91	9.84
43,677	1674.52	22.78	34.17	45.57	3.42	6.83	11.39
49,068	1881.20	25.59	38.39	51.19	3.84	7.68	12.80
53,918	2067.13	28.12	42.19	56.25	4.22	8.44	14.06
57,642	2209.92	30.07	45.10	60.13	4.51	9.02	15.03
58,924	2259.08	30.74	46.10	61.47	4.61	9.22	15.37
60,373	2314.62	31.49	47.24	62.98	4.72	9.45	15.75
61,656	2363.82	32.16	48.24	64.32	4.82	9.65	16.08
61,671	2364.38	32.17	48.25	64.34	4.83	9.65	16.08
62,954	2413.58	32.84	49.26	65.68	4.93	9.85	16.42
63,000	2415.34	32.86	49.29	65.72	4.93	9.86	16.43
64,285	2464.62	33.53	50.30	67.06	5.03	10.06	16.77
64,332	2466.41	33.56	50.33	67.11	5.03	10.07	16.78
65,614	2515.54	34.22	51.34	68.45	5.13	10.27	17.11
65,969	2529.17	34.41	51.62	68.82	5.16	10.32	17.21
67,538	2589.30	35.23	52.84	70.46	5.28	10.57	17.61
70,702	2710.63	36.88	55.32	73.76	5.53	11.06	18.44

72,400	2775.70	37.76	56.65	75.53	5.66	11.33	18.88
74,106	2841.13	38.65	57.98	77.31	5.80	11.60	19.33
78,429	3006.88	40.91	61.36	81.82	6.14	12.27	20.45
80,595	3089.90	42.04	63.06	84.08	6.31	12.61	21.02
82,817	3175.10	43.20	64.80	86.40	6.48	12.96	21.60
85,121	3263.42	44.40	66.60	88.80	6.66	13.32	22.20
87,931	3371.16	45.87	68.80	91.73	6.88	13.76	22.93
90,528	3470.72	47.22	70.83	94.44	7.08	14.17	23.61
93,241	3574.74	48.64	72.95	97.27	7.30	14.59	24.32
95,972	3679.45	50.06	75.09	100.12	7.51	15.02	25.03
98,694	3783.79	51.48	77.22	102.96	7.72	15.44	25.74
101,917	3907.35	53.16	79.74	106.32	7.97	15.95	26.58
105,125	4030.36	54.83	82.25	109.67	8.23	16.45	27.42

**District Allowance effective from 31 August 2021**

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



**TRANSPORT GROUP**

(With Parity)

Postal Transport Officer	\$60,374	\$61,671	\$63,001	\$64,332	
Garage Attendant	\$56,023	\$56,725	\$57,441		
Driver/Sorter	\$59,880	\$60,894	\$61,916	\$63,001	\$64,332
Senior Postal Transport Officer	\$67,483	\$68,692			
Postal Transport Co-ordinator Grade 1	\$71,841	\$73,039	\$74,241		
Postal Transport Co-ordinator Grade 2	\$77,397	\$78,590	\$79,790		
Postal Transport Co-ordinator Grade 3	\$87,154	\$88,866			
Postal Transport Co-ordinator Grade 4	\$92,407	\$94,111			
Postal Transport Co-ordinator Grade 5	\$99,225	\$101,380			

**JUNIOR RATES (Driver/Sorter)**

At 18 years	\$41,917
At 19 years	\$48,503
At 20 years	\$54,489

**ALLOWANCES @ 7 September 2023**

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**

**Column 2**

Light Rigid Vehicles (trucks from 4.5-13.9 tonnes GVM)	\$5.39
Heavy Rigid Vehicles (trucks over 13.9 tonnes GVM)	\$10.61
Articulate Vehicles (Linehaul, wharf work, and Heavy Rigid/Dog Trailer combinations)	\$18.45
Road Train (B Double combinations)	\$24.95

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
41,917	1,607.04	21.86	32.80	43.73	3.28	10.93
48,503	1,859.54	25.30	37.95	50.60	3.79	12.65
54,489	2,089.04	28.42	42.63	56.84	4.26	14.21
56,023	2,147.84	29.22	43.83	58.44	4.38	14.61
56,725	2,174.75	29.59	44.38	59.18	4.44	14.79
57,441	2,202.22	29.96	44.94	59.92	4.49	14.98
59,880	2,295.72	31.23	46.85	62.47	4.69	15.62
60,374	2,314.66	31.49	47.24	62.98	4.72	15.75
60,894	2,334.60	31.76	47.64	63.53	4.76	15.88
61,671	2,364.38	32.17	48.25	64.34	4.83	16.08
61,916	2,373.79	32.30	48.44	64.59	4.84	16.15
63,001	2,415.38	32.86	49.29	65.72	4.93	16.43
64,332	2,466.41	33.56	50.33	67.11	5.03	16.78
67,483	2,587.23	35.20	52.80	70.40	5.28	17.60

68,692	2,633.56	35.83	53.75	71.66	5.37	17.92
71,841	2,754.29	37.47	56.21	74.95	5.62	18.74
73,039	2,800.22	38.10	57.15	76.20	5.71	19.05
74,241	2,846.32	38.73	58.09	77.45	5.81	19.36
77,397	2,967.29	40.37	60.56	80.74	6.06	20.19
78,590	3,013.02	40.99	61.49	81.99	6.15	20.50
79,790	3,059.04	41.62	62.43	83.24	6.24	20.81
87,154	3,341.37	45.46	68.19	90.92	6.82	22.73
88,866	3,407.00	46.35	69.53	92.71	6.95	23.18
92,407	3,542.76	48.20	72.30	96.40	7.23	24.10
94,111	3,608.08	49.09	73.63	98.18	7.36	24.54
99,225	3,804.17	51.76	77.64	103.51	7.76	25.88
101,380	3,886.78	52.88	79.32	105.76	7.93	26.44

**District Allowance effective from 31 August 2021**

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





**PARCEL POST GROUP**

Trainee Parcel Post Officer	\$53,918			
Parcel Post Officer	\$60,374	\$61,671	\$63,001	\$64,332
Senior Parcel Post Officer Grade 1	\$67,538			
Senior Parcel Post Officer Grade 2	\$70,703			
Parcel Post Co-ordinator Grade 2	\$78,429	\$80,595	\$82,818	\$85,121
Parcel Post Co-ordinator Grade 3	\$87,931	\$90,528	\$93,242	\$95,972

**JUNIOR RATES**

Under 19 (e.g. Trainee)	\$37,745
At 19	\$43,677
At 20	\$49,068

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% \$
37,745	1447.09	19.69	29.53	39.38	2.95	5.91	9.84
43,677	1674.52	22.78	34.17	45.57	3.42	6.83	11.39
49,068	1881.20	25.59	38.39	51.19	3.84	7.68	12.80
53,918	2067.13	28.12	42.19	56.25	4.22	8.44	14.06
60,374	2314.66	31.49	47.24	62.98	4.72	9.45	15.75
61,671	2364.38	32.17	48.25	64.34	4.83	9.65	16.08
63,001	2415.38	32.86	49.29	65.72	4.93	9.86	16.43
64,332	2466.41	33.56	50.33	67.11	5.03	10.07	16.78
67,538	2589.30	35.23	52.84	70.46	5.28	10.57	17.61
70,703	2710.67	36.88	55.32	73.76	5.53	11.06	18.44
78,429	3006.88	40.91	61.36	81.82	6.14	12.27	20.45
80,595	3089.90	42.04	63.06	84.08	6.31	12.61	21.02
82,818	3175.14	43.20	64.80	86.40	6.48	12.96	21.60
85,121	3263.42	44.40	66.60	88.80	6.66	13.32	22.20
87,931	3371.16	45.87	68.80	91.73	6.88	13.76	22.93
90,528	3470.72	47.22	70.83	94.44	7.08	14.17	23.61
93,242	3574.78	48.64	72.95	97.27	7.30	14.59	24.32
95,972	3679.45	50.06	75.09	100.12	7.51	15.02	25.03

**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	\$65,062	\$66,280	
Express Courier Co-ordinator Grade 1	\$69,424	\$70,621	\$71,825
Express Courier Co-ordinator Grade 2	\$74,978	\$76,176	\$77,379

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
65,062	2494.40	33.94	50.91	67.87	5.09	10.18	16.97
66,280	2541.09	34.57	51.86	69.15	5.19	10.37	17.29
69,424	2661.63	36.21	54.32	72.43	5.43	10.86	18.11
70,621	2707.52	36.84	55.26	73.67	5.53	11.05	18.42
71,825	2753.69	37.47	56.20	74.93	5.62	11.24	18.73
74,978	2874.55	39.11	58.66	78.22	5.87	11.73	19.55
76,176	2920.48	39.73	59.60	79.47	5.96	11.92	19.87
77,379	2966.61	40.36	60.54	80.72	6.05	12.11	20.18

**District Allowance effective from 31 August 2021**

**Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

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

**Without  
Dependants  
p.a.**

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



## STORES GROUP

Stores Officer	\$59,331	\$60,540	\$61,859
Senior Stores Officer	\$63,091	\$64,100	\$65,150
Stores Supervisor	\$71,542	\$72,590	\$73,693
Senior Stores Supervisor Grade 1	\$77,045	\$78,550	
Senior Stores Supervisor Grade 2	\$84,228	\$86,145	

## RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
59,331	2,274.67	30.95	46.42	61.90
60,540	2,321.04	31.58	47.37	63.16
61,859	2,371.60	32.27	48.40	64.53
63,091	2,418.81	32.91	49.36	65.82
64,100	2,457.52	33.44	50.15	66.87
65,150	2,497.75	33.98	50.97	67.97
71,542	2,742.81	37.32	55.98	74.63
72,590	2,783.00	37.86	56.80	75.73
73,693	2,825.30	38.44	57.66	76.88
77,045	2,953.81	40.19	60.28	80.38
78,550	3,011.51	40.97	61.46	81.95
84,228	3,229.17	43.93	65.90	87.87
86,145	3,302.69	44.93	67.40	89.87

### 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



## SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$55,387	\$57,188
Support Services Officer Grade 2	\$59,204	\$61,109
Support Services Officer Grade 3	\$63,657	\$65,597
Support Services Officer Grade 4	\$68,506	

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
55,387	2,123.47	28.89	43.34	57.78	4.33	8.67	14.45
57,188	2,192.49	29.83	44.74	59.66	4.47	8.95	14.91
59,204	2,269.80	30.88	46.32	61.76	4.63	9.26	15.44
61,109	2,342.85	31.88	47.81	63.75	4.78	9.56	15.94
63,657	2,440.54	33.20	49.81	66.41	4.98	9.96	16.60
65,597	2,514.90	34.22	51.32	68.43	5.13	10.26	17.11
68,506	2,626.42	35.73	53.60	71.47	5.36	10.72	17.87

### 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



**TRADES AND TECHNICAL GROUP**

Apprentice Postal Technician - Under 18	\$31,815			
Apprentice Postal Technician - At 18	\$36,455			
Apprentice Postal Technician- At 19	\$49,711			
Apprentice Postal Technician - At 20	\$58,328			
Apprentice Postal Technician - Adult	\$59,512			
Postal Technical Officer Level 1	\$61,480	\$62,935	\$64,380	\$66,581
	\$67,838	\$69,348		
Postal Technical Officer Level 2	\$66,280	\$67,978	\$69,721	\$71,470
Postal Technical Officer Level 3	\$73,410	\$75,456	\$77,504	\$79,572
Postal Technical Officer Level 4	\$82,575	\$84,521	\$86,472	\$89,484
	\$92,480	\$95,786	\$99,086	\$102,393
Postal Technical Officer Level 5	\$105,690	\$109,300		
Postal Technical Officer Level 6	\$112,901			
Postal Technical Officer Level 7	\$118,598			
Postal Technical Officer Level 8	\$125,807			
Postal Technical Officer Level 9	\$128,810			
Postal Technical Officer Level 4 (Teams)	\$84,299	\$86,244	\$88,194	\$91,452
	\$94,453	\$97,757	\$101,057	\$104,491
Postal Technical Officer Level 5 (Teams)	\$107,789	\$111,399		

**RATES OF PAY TABLE**

**HOURLY RATES**

**SHIFT PENALTY**

Annual \$	Fortnightly \$	Time			Shift Penalty	
		Single \$	& Half \$	Double \$	15% \$	50% \$
31,815	1,219.73	16.59	24.89	33.19	2.49	8.30
36,455	1,397.64	19.02	28.52	38.03	2.85	9.51
49,711	1,905.85	25.93	38.89	51.86	3.89	12.96
58,328	2,236.23	30.42	45.64	60.85	4.56	15.21
59,512	2,281.61	31.04	46.56	62.08	4.66	15.52
61,480	2,357.05	32.07	48.10	64.14	4.81	16.03
62,935	2,412.83	32.83	49.24	65.66	4.92	16.41
64,380	2,468.25	33.58	50.37	67.16	5.04	16.79
66,280	2,541.09	34.57	51.86	69.15	5.19	17.29
66,581	2,552.62	34.73	52.09	69.46	5.21	17.36
67,838	2,600.82	35.39	53.08	70.77	5.31	17.69
67,978	2,606.17	35.46	53.19	70.92	5.32	17.73
69,348	2,658.72	36.17	54.26	72.35	5.43	18.09
69,721	2,672.99	36.37	54.55	72.73	5.46	18.18
71,470	2,740.06	37.28	55.92	74.56	5.59	18.64
73,410	2,814.46	38.29	57.44	76.58	5.74	19.15
75,456	2,892.89	39.36	59.04	78.72	5.90	19.68
77,504	2,971.40	40.43	60.64	80.85	6.06	20.21
79,572	3,050.70	41.51	62.26	83.01	6.23	20.75
82,575	3,165.81	43.07	64.61	86.14	6.46	21.54
84,521	3,240.41	44.09	66.13	88.17	6.61	22.04
84,299	3,231.92	43.97	65.96	87.94	6.60	21.99
86,244	3,306.48	44.99	67.48	89.97	6.75	22.49
86,472	3,315.21	45.10	67.66	90.21	6.77	22.55
88,194	3,381.24	46.00	69.00	92.01	6.90	23.00
89,484	3,430.68	46.68	70.01	93.35	7.00	23.34
91,452	3,506.16	47.70	71.55	95.41	7.16	23.85
92,480	3,545.56	48.24	72.36	96.48	7.24	24.12

94,453	3,621.19	49.27	73.90	98.54	7.39	24.63
95,786	3,672.31	49.96	74.95	99.93	7.49	24.98
97,757	3,747.87	50.99	76.49	101.98	7.65	25.50
99,086	3,798.82	51.68	77.53	103.37	7.75	25.84
101,057	3,874.38	52.71	79.07	105.43	7.91	26.36
102,393	3,925.62	53.41	80.11	106.82	8.01	26.70
104,491	4,006.04	54.50	81.76	109.01	8.18	27.25
105,690	4,052.01	55.13	82.69	110.26	8.27	27.56
107,789	4,132.47	56.22	84.34	112.45	8.43	28.11
109,300	4,190.41	57.01	85.52	114.02	8.55	28.51
111,399	4,270.87	58.11	87.16	116.21	8.72	29.05
112,901	4,328.49	58.89	88.34	117.78	8.83	29.45
118,598	4,546.91	61.86	92.79	123.73	9.28	30.93
125,807	4,823.26	65.62	98.43	131.25	9.84	32.81
128,810	4,938.41	67.19	100.78	134.38	10.08	33.59

**District Allowance effective from 31 August 2021**

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



**TECHNICAL SERVICES GROUP**

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$60,034	\$61,480	\$62,935	\$64,379
	\$66,581	\$67,838	\$69,348	
Senior Technical Services Officer Grade 1	\$102,393	\$105,690		
Senior Technical Services Officer Grade 2	\$109,300	\$112,901		
Senior Technical Services Officer Grade 3	\$118,598			
Principal Technical Services Officer Grade 1	\$125,807			
Principal Technical Services Officer Grade 2	\$128,810			

**JUNIOR RATES**

Drafting/Gr. Design Assist. Gr.1

Under 17	\$30,022
At 17	\$36,024
At 18	\$42,027
At 19	\$48,629
At 20	\$54,632

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
30,022	1151.00	15.66	23.49	31.32	2.35	4.70	7.83
36,024	1381.11	18.79	28.19	37.58	2.82	5.64	9.40
42,027	1611.26	21.92	32.88	43.84	3.29	6.58	10.96
48,629	1864.37	25.37	38.05	50.73	3.80	7.61	12.68
54,632	2094.52	28.50	42.75	56.99	4.27	8.55	14.25
102,393	3925.62	53.41	80.11	106.82	8.01	16.02	26.70
105,690	4052.01	55.13	82.69	110.26	8.27	16.54	27.56
109,300	4190.41	57.01	85.52	114.02	8.55	17.10	28.51
112,901	4328.49	58.89	88.34	117.78	8.83	17.67	29.45
118,598	4546.91	61.86	92.79	123.73	9.28	18.56	30.93
125,807	4823.26	65.62	98.43	131.25	9.84	19.69	32.81
128,810	4938.41	67.19	100.78	134.38	10.08	20.16	33.59

**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	\$56,093	\$58,569	\$60,897	\$62,909	\$64,916
Admin. Officer Level 2	\$66,923	\$69,248	\$71,567	\$73,888	\$76,202
Admin. Officer Level 3	\$78,987	\$82,119	\$85,370	\$88,654	\$91,935
Admin. Officer Level 4	\$96,527	\$100,792	\$105,056	\$109,325	
Admin. Officer Level 5	\$114,469	\$118,806			
Admin. Officer Level 6 (Acting)	\$123,692	\$127,992			
Admin. Officer Level 6 Nominal - Non-shift	\$132,910	\$137,207			
Admin. Officer Level 6 Nominal - Shiftwork	\$131,271	\$135,572			

*Administrative Officer Qualification Allowance @ September 2025 - \$2,346 per annum*

<b>RATES OF PAY TABLE 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>
56,093	2150.55	29.26	43.89	58.52
58,569	2245.44	30.55	45.83	61.10
60,897	2334.72	31.76	47.65	63.53
62,909	2411.83	32.81	49.22	65.63
64,916	2488.78	33.86	50.79	67.72
66,923	2565.74	34.91	52.36	69.82
69,248	2654.89	36.12	54.18	72.24
71,567	2743.77	37.33	56.00	74.66
73,888	2832.76	38.54	57.81	77.08
76,202	2921.48	39.75	59.62	79.50
78,987	3028.25	41.20	61.80	82.40
82,119	3148.35	42.83	64.25	85.67
85,370	3272.99	44.53	66.80	89.06
88,654	3398.87	46.24	69.36	92.49
91,935	3524.66	47.95	71.93	95.91
96,527	3700.70	50.35	75.52	100.70
100,792	3864.21	52.57	78.86	105.15
105,056	4027.69	54.80	82.20	109.60
109,325	4191.37	57.03	85.54	114.05
114,469	4388.57	59.71	89.56	119.42
118,806	4554.88	61.97	92.96	123.94
123,692	4742.20	64.52	96.78	129.04
127,992	4907.03	66.76	100.14	133.52
131,271	5032.75	68.47	102.71	136.95
132,910	5095.59	69.33	103.99	138.66
135,572	5197.66	70.72	106.07	141.43
137,207	5260.34	71.57	107.35	143.14

**District Allowance effective from 31 August 2021**

<b>Grade</b>	<b>With Dependents p.a.</b>	<b>Without Dependents p.a.</b>
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	\$118,898	\$123,703
Facility Manager Level 2	\$128,508	\$133,313
Facility Manager Level 3	\$138,112	\$143,499
Facility Manager Level 4	\$148,922	\$154,932
Facility Manager Level 5	\$160,934	\$167,526

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% \$
118,898	4558.39	62.02	93.03	124.04	9.30	31.01
123,703	4742.60	64.53	96.79	129.05	9.68	32.26
128,508	4926.81	67.03	100.55	134.06	10.05	33.52
133,313	5111.06	69.54	104.31	139.08	10.43	34.77
138,112	5295.03	72.04	108.06	144.08	10.81	36.02
143,499	5501.57	74.85	112.28	149.70	11.23	37.43
148,922	5709.46	77.68	116.52	155.36	11.65	38.84
154,932	5939.88	80.81	121.22	161.63	12.12	40.41

### 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



## SPRINTPAK GROUP

Sprintpak Operator Level 1	\$57,642	\$60,374	\$61,671	\$63,001	\$64,332
Sprintpak Operator Level 2	\$66,923	\$69,248	\$71,567	\$73,888	\$76,202
Sprintpak Operator Level 3	\$78,987	\$82,119	\$85,370	\$88,654	\$91,935

### ALLOWANCE @ 7 September 2023

Fork Lift Allowance	\$16.03
Machine Adjustment Allowance	\$16.36

### RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
57,642	2,209.92	30.07	45.10	60.13
60,374	2,314.66	31.49	47.24	62.98
61,671	2,364.38	32.17	48.25	64.34
63,001	2,415.38	32.86	49.29	65.72
64,332	2,466.41	33.56	50.33	67.11
66,923	2,565.74	34.91	52.36	69.82
69,248	2,654.89	36.12	54.18	72.24
71,567	2,743.77	37.33	56.00	74.66
73,888	2,832.76	38.54	57.81	77.08
76,202	2,921.48	39.75	59.62	79.50
78,987	3,028.25	41.20	61.80	82.40
82,119	3,148.35	42.83	64.25	85.67
85,370	3,272.99	44.53	66.80	89.06
88,654	3,398.87	46.24	69.36	92.49
91,935	3,524.66	47.95	71.93	95.91

### 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



**MAIL ROOM SOLUTIONS**

Mail Room Officer	\$54,345	\$55,739	\$57,181	\$58,604	
Mail Room Team Leader	\$66,923	\$69,248	\$71,567	\$73,888	\$76,202
Mail Room Supervisor	\$78,988	\$82,118	\$85,370	\$88,654	\$91,935
Mail Room Network Supervisor	\$96,527	\$100,792	\$105,056	\$109,325	

**JUNIOR RATES**

**Mail Room Officer:-**

Under 17yrs	\$27,176
At 17 yrs	\$42,610
At 18 yrs	\$38,042
At 19 yrs	\$44,018
At 20 yrs	\$49,452

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 \$			
27,176	1041.89	14.18	21.26	28.35	2.13	4.25	7.09
42,610	1633.61	22.23	33.34	44.45	3.33	6.67	11.11
38,042	1458.48	19.84	29.76	39.69	2.98	5.95	9.92
44,018	1687.59	22.96	34.44	45.92	3.44	6.89	11.48
49,452	1895.92	25.79	38.69	51.59	3.87	7.74	12.90
54,345	2083.52	28.35	42.52	56.69	4.25	8.50	14.17
55,739	2136.95	29.07	43.61	58.15	4.36	8.72	14.54
57,181	2192.25	29.83	44.74	59.65	4.47	8.95	14.91
58,604	2246.80	30.57	45.85	61.14	4.59	9.17	15.28
66,923	2565.74	34.91	52.36	69.82	5.24	10.47	17.45
69,248	2654.89	36.12	54.18	72.24	5.42	10.84	18.06
71,567	2743.77	37.33	56.00	74.66	5.60	11.20	18.67
73,888	2832.76	38.54	57.81	77.08	5.78	11.56	19.27
76,202	2921.48	39.75	59.62	79.50	5.96	11.92	19.87
78,988	3028.29	41.20	61.80	82.40	6.18	12.36	20.60
82,118	3148.31	42.83	64.25	85.67	6.43	12.85	21.42
85,370	3272.99	44.53	66.80	89.06	6.68	13.36	22.27
88,654	3398.87	46.24	69.36	92.49	6.94	13.87	23.12
91,935	3524.66	47.95	71.93	95.91	7.19	14.39	23.98
96,527	3700.70	50.35	75.52	100.70	7.55	15.10	25.17
100,792	3864.21	52.57	78.86	105.15	7.89	15.77	26.29
105,056	4027.69	54.80	82.20	109.60	8.22	16.44	27.40
109,325	4191.37	57.03	85.54	114.05	8.55	17.11	28.51

**District Allowance effective from 31 August 2021**

Grade	With	Without
	Dependants	Dependants
	p.a.	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 September 2025

### CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$61,628
Level 2 Customer Service Consultant	\$68,003
Level 3 Customer Care Consultant	\$73,314
Level 4 Business Relationship Consultant	\$78,629
Level 5 Team Leader Customer Service	\$93,496
Level 6 Team Manager	\$97,748
Level 7 Supervisor Customer Service	\$102,005

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
61,628	2362.75	32.15	48.22	64.29	4.82	9.64	16.07
68,003	2607.16	35.47	53.21	70.94	5.32	10.64	17.74
73,314	2810.75	38.24	57.36	76.48	5.74	11.47	19.12
78,629	3014.54	41.01	61.52	82.03	6.15	12.30	20.51
93,496	3584.51	48.77	73.15	97.54	7.32	14.63	24.38
97,748	3747.51	50.99	76.48	101.97	7.65	15.30	25.49
102,005	3910.74	53.21	79.81	106.41	7.98	15.96	26.60

#### 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