



POSTAL MANAGER GROUP

Postal Manager Grade 1	\$90,082	\$94,593	\$99,073
Postal Manager Grade 2	\$102,089	\$106,603	\$111,086
Postal Manager Grade 3	\$118,898	\$123,703	
Postal Manager Grade 4	\$128,508	\$133,313	
Postal Manager Grade 5 (Facility Manager Level 3)	\$138,112	\$143,499	

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
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

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	\$56,979		
Postal Services Officer	\$60,903	\$63,403	\$66,204
	\$69,306	\$73,050	
Senior Postal Services Officer Grade 1	\$76,503	\$80,249	
Senior Postal Services Officer Grade 2	\$83,699	\$87,440	\$91,190

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	\$28,492
At 17 yrs	\$34,190
At 18 yrs	\$39,890
At 19 yrs	\$46,154
At 20 yrs	\$51,852

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 @ September 2026

In Charge Allowance - Retail Staff	\$82,482
Linguistic Allowance	\$1,288 per annum
Overtime Meal Allowance	\$20.50

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
28,492	1,092.35	14.86	22.29	29.72	2.23	7.43
34,190	1,310.80	17.83	26.75	35.67	2.68	8.92
39,890	1,529.33	20.81	31.21	41.61	3.12	10.40
46,154	1,769.48	24.07	36.11	48.15	3.61	12.04
51,852	1,987.94	27.05	40.57	54.09	4.06	13.52
56,979	2,184.52	29.72	44.58	59.44	4.46	14.86
60,903	2,334.95	31.77	47.65	63.54	4.77	15.88
63,403	2,430.77	33.07	49.61	66.14	4.96	16.54
66,204	2,538.18	34.53	51.80	69.07	5.18	17.27
69,306	2,657.08	36.15	54.23	72.30	5.42	18.08
73,050	2,800.62	38.10	57.16	76.21	5.72	19.05
76,503	2,933.04	39.91	59.86	79.81	5.99	19.95
80,249	3,076.66	41.86	62.79	83.72	6.28	20.93
83,699	3,208.91	43.66	65.49	87.32	6.55	21.83
87,440	3,352.33	45.61	68.41	91.22	6.84	22.80
91,190	3,496.11	47.57	71.35	95.13	7.13	23.78

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	\$56,075			
Postal Delivery Officer	\$59,948	\$62,789	\$64,138	
	\$65,522	\$66,906		
Senior PDO Grade 1	\$69,302			
Senior PDO Grade 2	\$70,240			
Senior PDO Grade 3	\$73,532			
Postal Delivery Co-ordinator Grade 1	\$75,295	\$77,072		
Postal Delivery Co-ordinator Grade 2	\$81,567	\$83,819	\$86,131	\$88,526
Postal Delivery Co-ordinator Grade 3	\$93,686	\$98,377	\$103,036	

ALLOWANCES @ September 2026

Divide Allowance	\$3,413 p.a.
	\$13.09 per day
Functional Allowance	\$3,413 p.a.
	\$13.09 per day
Delivery Duty Allowance	\$25.55 per week
Overtime Meal Allowance	\$20.50

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Hourly Rates		Shift Penalties		
			Time & Half \$	Double \$	15% \$	30% \$	50% \$
56,075	2,149.83	29.25	43.87	58.50	4.39	8.77	14.62
59,948	2,298.31	31.27	46.90	62.54	4.69	9.38	15.63
62,789	2,407.24	32.75	49.13	65.50	4.91	9.83	16.38
64,138	2,458.96	33.46	50.18	66.91	5.02	10.04	16.73
65,522	2,512.03	34.18	51.27	68.35	5.13	10.25	17.09
66,906	2,565.10	34.90	52.35	69.80	5.23	10.47	17.45
69,302	2,656.96	36.15	54.22	72.30	5.42	10.84	18.07
70,240	2,692.89	36.64	54.96	73.28	5.50	10.99	18.32
73,532	2,819.12	38.36	57.53	76.71	5.75	11.51	19.18
75,295	2,886.71	39.27	58.91	78.55	5.89	11.78	19.64
77,072	2,954.85	40.20	60.30	80.40	6.03	12.06	20.10
81,567	3,127.18	42.55	63.82	85.09	6.38	12.76	21.27
83,819	3,213.50	43.72	65.58	87.44	6.56	13.12	21.86
86,131	3,302.14	44.93	67.39	89.85	6.74	13.48	22.46
88,526	3,393.96	46.18	69.26	92.35	6.93	13.85	23.09
93,686	3,591.81	48.87	73.30	97.74	7.33	14.66	24.43
98,377	3,771.63	51.31	76.97	102.63	7.70	15.39	25.66
103,036	3,950.26	53.75	80.62	107.49	8.06	16.12	26.87

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



DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$93,686	\$98,377	\$103,036
Delivery Manager Level 2	\$106,173	\$110,868	\$115,530
Delivery Manager Level 3	\$123,654	\$128,652	
Delivery Manager Level 4	\$133,649	\$138,646	

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%
\$	\$	\$	\$	\$	\$	\$
93,686	3591.81	48.87	73.30	97.74	7.33	24.43
98,377	3771.63	51.31	76.97	102.63	7.70	25.66
103,036	3950.26	53.75	80.62	107.49	8.06	26.87
106,173	4070.51	55.38	83.07	110.76	8.31	27.69
110,868	4250.53	57.83	86.75	115.66	8.67	28.92
115,530	4429.28	60.26	90.39	120.52	9.04	30.13
123,654	4740.73	64.50	96.75	129.00	9.67	32.25
128,652	4932.35	67.11	100.66	134.21	10.07	33.55
133,649	5123.94	69.71	104.57	139.43	10.46	34.86
138,646	5315.48	72.32	108.48	144.64	10.85	36.16

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	\$56,075				
Mail Officer	\$59,948	\$62,789	\$64,138	\$65,522	\$66,906
Mail Officer (Teams)	\$61,281	\$64,123	\$65,473	\$66,857	\$68,238
Senior Mail Officer Grade 1	\$70,240				
Senior Mail Officer Grade 2	\$73,532				
Trainee Mail Processing Co-ordinator	\$68,609				
Mail Processing Co-ordinator Gr.1	\$75,295	\$77,072			
Mail Processing Co-ordinator Gr.2	\$81,567	\$83,819	\$86,131	\$88,526	
Mail Processing Co-ordinator Gr.3	\$91,449	\$94,150	\$96,971	\$99,811	
Mail Processing Co-ordinator Gr.4	\$102,642	\$105,993	\$109,332		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	\$28,044
At 17 yrs	\$33,651
At 18 yrs	\$39,255
At 19 yrs	\$45,425
At 20 yrs	\$51,031

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 \$			
28,044	1075.17	14.63	21.94	29.26	2.19	4.39	7.31
33,651	1290.13	17.55	26.33	35.11	2.63	5.27	8.78
39,255	1504.98	20.48	30.71	40.95	3.07	6.14	10.24
45,425	1741.53	23.69	35.54	47.39	3.55	7.11	11.85
51,031	1956.46	26.62	39.93	53.24	3.99	7.99	13.31
56,075	2149.83	29.25	43.87	58.50	4.39	8.77	14.62
59,948	2298.31	31.27	46.90	62.54	4.69	9.38	15.63
61,281	2349.43	31.97	47.95	63.93	4.79	9.59	15.98
62,789	2407.24	32.75	49.13	65.50	4.91	9.83	16.38
64,123	2458.40	33.45	50.17	66.90	5.02	10.03	16.72
64,138	2458.96	33.46	50.18	66.91	5.02	10.04	16.73
65,473	2510.15	34.15	51.23	68.30	5.12	10.25	17.08
65,522	2512.03	34.18	51.27	68.35	5.13	10.25	17.09
66,857	2563.22	34.87	52.31	69.75	5.23	10.46	17.44
66,906	2565.10	34.90	52.35	69.80	5.23	10.47	17.45
68,238	2616.13	35.59	53.39	71.19	5.34	10.68	17.80
68,609	2630.37	35.79	53.68	71.57	5.37	10.74	17.89
70,240	2692.89	36.64	54.96	73.28	5.50	10.99	18.32
73,532	2819.12	38.36	57.53	76.71	5.75	11.51	19.18

75,295	2886.71	39.27	58.91	78.55	5.89	11.78	19.64
77,072	2954.85	40.20	60.30	80.40	6.03	12.06	20.10
81,567	3127.18	42.55	63.82	85.09	6.38	12.76	21.27
83,819	3213.50	43.72	65.58	87.44	6.56	13.12	21.86
86,131	3302.13	44.93	67.39	89.85	6.74	13.48	22.46
88,526	3393.96	46.18	69.26	92.35	6.93	13.85	23.09
91,449	3506.04	47.70	71.55	95.40	7.16	14.31	23.85
94,150	3609.59	49.11	73.67	98.22	7.37	14.73	24.56
96,971	3717.72	50.58	75.87	101.16	7.59	15.17	25.29
99,811	3826.62	52.06	78.09	104.13	7.81	15.62	26.03
102,642	3935.15	53.54	80.31	107.08	8.03	16.06	26.77
105,993	4063.62	55.29	82.93	110.57	8.29	16.59	27.64
109,332	4191.64	57.03	85.54	114.06	8.55	17.11	28.51

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	\$62,789	\$64,138	\$65,522	\$66,906	
Garage Attendant	\$58,264	\$58,994	\$59,739		
Driver/Sorter	\$62,276	\$63,330	\$64,393	\$65,522	\$66,906
Senior Postal Transport Officer	\$70,183	\$71,440			
Postal Transport Co-ordinator Grade 1	\$74,715	\$75,961	\$77,211		
Postal Transport Co-ordinator Grade 2	\$80,493	\$81,734	\$82,982		
Postal Transport Co-ordinator Grade 3	\$90,641	\$92,421			
Postal Transport Co-ordinator Grade 4	\$96,104	\$97,876			
Postal Transport Co-ordinator Grade 5	\$103,194	\$105,436			

JUNIOR RATES (Driver/Sorter)

At 18 years	\$43,594
At 19 years	\$50,444
At 20 years	\$56,669

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

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

\$5.61
\$11.04
\$19.19
\$25.95

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
43,594	1,671.34	22.74	34.11	45.48	3.41	11.37
50,444	1,933.96	26.31	39.47	52.62	3.95	13.16
56,669	2,172.61	29.56	44.34	59.12	4.43	14.78
58,264	2,233.76	30.39	45.59	60.78	4.56	15.20
58,994	2,261.75	30.77	46.16	61.54	4.62	15.39
59,739	2,290.30	31.16	46.74	62.32	4.67	15.58
62,276	2,387.59	32.48	48.73	64.97	4.87	16.24
62,789	2,407.24	32.75	49.13	65.50	4.91	16.38
63,330	2,427.98	33.03	49.55	66.07	4.96	16.52
64,138	2,458.96	33.46	50.18	66.91	5.02	16.73
64,393	2,468.73	33.59	50.38	67.18	5.04	16.79
65,522	2,512.03	34.18	51.27	68.35	5.13	17.09
66,906	2,565.10	34.90	52.35	69.80	5.23	17.45
70,183	2,690.73	36.61	54.91	73.22	5.49	18.30

71,440	2,738.90	37.26	55.90	74.53	5.59	18.63
74,715	2,864.46	38.97	58.46	77.94	5.85	19.49
75,961	2,912.23	39.62	59.43	79.24	5.94	19.81
77,211	2,960.15	40.27	60.41	80.55	6.04	20.14
80,493	3,085.99	41.99	62.98	83.97	6.30	20.99
81,734	3,133.56	42.63	63.95	85.27	6.40	21.32
82,982	3,181.40	43.28	64.93	86.57	6.49	21.64
90,641	3,475.06	47.28	70.92	94.56	7.09	23.64
92,421	3,543.28	48.21	72.31	96.42	7.23	24.10
96,104	3,684.51	50.13	75.19	100.26	7.52	25.06
97,876	3,752.45	51.05	76.58	102.11	7.66	25.53
103,194	3,956.32	53.83	80.74	107.65	8.07	26.91
105,436	4,042.28	55.00	82.50	109.99	8.25	27.50

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	\$56,075			
Parcel Post Officer	\$62,789	\$64,138	\$65,522	\$66,906
Senior Parcel Post Officer Grade 1	\$70,240			
Senior Parcel Post Officer Grade 2	\$73,532			
Parcel Post Co-ordinator Grade 2	\$81,567	\$83,819	\$86,131	\$88,526
Parcel Post Co-ordinator Grade 3	\$91,449	\$94,150	\$96,972	\$99,811

JUNIOR RATES

Under 19 (e.g. Trainee)	\$39,255
At 19	\$45,425
At 20	\$51,031

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% \$
39,255	1504.98	20.48	30.71	40.95	3.07	6.14	10.24
45,425	1741.53	23.69	35.54	47.39	3.55	7.11	11.85
51,031	1956.46	26.62	39.93	53.24	3.99	7.99	13.31
56,075	2149.83	29.25	43.87	58.50	4.39	8.77	14.62
62,789	2407.24	32.75	49.13	65.50	4.91	9.83	16.38
64,138	2458.96	33.46	50.18	66.91	5.02	10.04	16.73
65,522	2512.03	34.18	51.27	68.35	5.13	10.25	17.09
66,906	2565.10	34.90	52.35	69.80	5.23	10.47	17.45
70,240	2692.89	36.64	54.96	73.28	5.50	10.99	18.32
73,532	2819.12	38.36	57.53	76.71	5.75	11.51	19.18
81,567	3127.18	42.55	63.82	85.09	6.38	12.76	21.27
83,819	3213.50	43.72	65.58	87.44	6.56	13.12	21.86
86,131	3302.14	44.93	67.39	89.85	6.74	13.48	22.46
88,526	3393.96	46.18	69.26	92.35	6.93	13.85	23.09
91,449	3506.04	47.70	71.55	95.40	7.16	14.31	23.85
94,150	3609.59	49.11	73.67	98.22	7.37	14.73	24.56
96,972	3717.76	50.58	75.87	101.16	7.59	15.17	25.29
99,811	3826.62	52.06	78.09	104.13	7.81	15.62	26.03

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	\$67,665	\$68,932	
Express Courier Co-ordinator Grade 1	\$72,201	\$73,446	\$74,698
Express Courier Co-ordinator Grade 2	\$77,978	\$79,224	\$80,475

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
67,665	2594.20	35.30	52.94	70.59	5.29	10.59	17.65
68,932	2642.77	35.96	53.93	71.91	5.39	10.79	17.98
72,201	2768.09	37.66	56.49	75.32	5.65	11.30	18.83
73,446	2815.81	38.31	57.47	76.62	5.75	11.49	19.16
74,698	2863.82	38.96	58.45	77.93	5.84	11.69	19.48
77,978	2989.58	40.67	61.01	81.35	6.10	12.20	20.34
79,224	3037.34	41.32	61.99	82.65	6.20	12.40	20.66
80,475	3085.31	41.98	62.97	83.95	6.30	12.59	20.99

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



STORES GROUP

Stores Officer	\$61,705	\$62,962	\$64,334
Senior Stores Officer	\$65,615	\$66,664	\$67,756
Stores Supervisor	\$74,404	\$75,494	\$76,641
Senior Stores Supervisor Grade 1	\$80,127	\$81,692	
Senior Stores Supervisor Grade 2	\$87,598	\$89,591	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
61,705	2,365.70	32.19	48.28	64.37
62,962	2,413.86	32.84	49.26	65.68
64,334	2,466.49	33.56	50.34	67.12
65,615	2,515.58	34.23	51.34	68.45
66,664	2,555.81	34.77	52.16	69.55
67,756	2,597.67	35.34	53.01	70.69
74,404	2,852.54	38.81	58.22	77.62
75,494	2,894.32	39.38	59.07	78.76
76,641	2,938.30	39.98	59.97	79.95
80,127	3,071.95	41.80	62.69	83.59
81,692	3,131.96	42.61	63.92	85.22
87,598	3,358.39	45.69	68.54	91.38
89,591	3,434.79	46.73	70.10	93.46

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	\$57,603	\$59,476
Support Services Officer Grade 2	\$61,573	\$63,554
Support Services Officer Grade 3	\$66,204	\$68,221
Support Services Officer Grade 4	\$71,247	

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
57,603	2,208.44	30.05	45.07	60.09	4.51	9.01	15.02
59,476	2,280.21	31.02	46.53	62.05	4.65	9.31	15.51
61,573	2,360.63	32.12	48.18	64.23	4.82	9.64	16.06
63,554	2,436.59	33.15	49.73	66.30	4.97	9.95	16.58
66,204	2,538.18	34.53	51.80	69.07	5.18	10.36	17.27
68,221	2,615.50	35.58	53.38	71.17	5.34	10.68	17.79
71,247	2,731.52	37.16	55.75	74.33	5.57	11.15	18.58

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	\$33,088			
Apprentice Postal Technician - At 18	\$37,914			
Apprentice Postal Technician- At 19	\$51,700			
Apprentice Postal Technician - At 20	\$60,662			
Apprentice Postal Technician - Adult	\$61,893			
Postal Technical Officer Level 1	\$63,940	\$65,453	\$66,956	\$69,245
	\$70,552	\$72,122		
Postal Technical Officer Level 2	\$68,932	\$70,698	\$72,510	\$74,329
Postal Technical Officer Level 3	\$76,347	\$78,475	\$80,605	\$82,755
Postal Technical Officer Level 4	\$85,878	\$87,902	\$89,931	\$93,064
	\$96,180	\$99,618	\$103,050	\$106,489
Postal Technical Officer Level 5	\$109,918	\$113,672		
Postal Technical Officer Level 6	\$117,418			
Postal Technical Officer Level 7	\$123,342			
Postal Technical Officer Level 8	\$130,840			
Postal Technical Officer Level 9	\$133,963			
Postal Technical Officer Level 4 (Teams)	\$87,671	\$89,694	\$91,722	\$95,111
	\$98,232	\$101,667	\$105,100	\$108,671
Postal Technical Officer Level 5 (Teams)	\$112,101	\$115,855		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
33,088	1,268.53	17.26	25.89	34.52	2.59	8.63
37,914	1,453.58	19.78	29.66	39.55	2.97	9.89
51,700	1,982.13	26.97	40.45	53.94	4.05	13.48
60,662	2,325.70	31.64	47.46	63.28	4.75	15.82
61,893	2,372.91	32.28	48.43	64.57	4.84	16.14
63,940	2,451.38	33.35	50.03	66.70	5.00	16.68
65,453	2,509.40	34.14	51.21	68.28	5.12	17.07
66,956	2,567.01	34.93	52.39	69.85	5.24	17.46
68,932	2,642.77	35.96	53.93	71.91	5.39	17.98
69,245	2,654.77	36.12	54.18	72.24	5.42	18.06
70,552	2,704.85	36.80	55.20	73.60	5.52	18.40
70,698	2,710.47	36.88	55.32	73.75	5.53	18.44
72,122	2,765.06	37.62	56.43	75.24	5.64	18.81
72,510	2,779.93	37.82	56.73	75.64	5.67	18.91
74,329	2,849.67	38.77	58.16	77.54	5.82	19.39
76,347	2,927.06	39.82	59.74	79.65	5.97	19.91
78,475	3,008.64	40.93	61.40	81.87	6.14	20.47
80,605	3,090.29	42.04	63.07	84.09	6.31	21.02
82,755	3,172.71	43.17	64.75	86.33	6.47	21.58
85,878	3,292.45	44.80	67.19	89.59	6.72	22.40
87,902	3,370.04	45.85	68.78	91.70	6.88	22.93
87,671	3,361.19	45.73	68.60	91.46	6.86	22.87
89,694	3,438.74	46.79	70.18	93.57	7.02	23.39
89,931	3,447.83	46.91	70.36	93.82	7.04	23.45
91,722	3,516.49	47.84	71.77	95.69	7.18	23.92
93,064	3,567.96	48.54	72.82	97.09	7.28	24.27
95,111	3,646.43	49.61	74.42	99.22	7.44	24.81
96,180	3,687.42	50.17	75.25	100.34	7.53	25.08

98,232	3,766.09	51.24	76.86	102.48	7.69	25.62
99,618	3,819.24	51.96	77.94	103.92	7.79	25.98
101,667	3,897.79	53.03	79.55	106.06	7.95	26.52
103,050	3,950.82	53.75	80.63	107.51	8.06	26.88
105,100	4,029.40	54.82	82.23	109.64	8.22	27.41
106,489	4,082.63	55.55	83.32	111.09	8.33	27.77
108,671	4,166.29	56.68	85.03	113.37	8.50	28.34
109,918	4,214.09	57.33	86.00	114.67	8.60	28.67
112,101	4,297.79	58.47	87.71	116.95	8.77	29.24
113,672	4,358.03	59.29	88.94	118.59	8.89	29.65
115,855	4,441.72	60.43	90.65	120.86	9.06	30.22
117,418	4,501.65	61.25	91.87	122.49	9.19	30.62
123,342	4,728.76	64.34	96.51	128.67	9.65	32.17
130,840	5,016.24	68.25	102.37	136.50	10.24	34.12
133,963	5,135.98	69.88	104.82	139.75	10.48	34.94

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	\$62,436	\$63,940	\$65,453	\$66,956
	\$69,245	\$70,552	\$72,122	
Senior Technical Services Officer Grade 1	\$106,489	\$109,918		
Senior Technical Services Officer Grade 2	\$113,672	\$117,418		
Senior Technical Services Officer Grade 3	\$123,342			
Principal Technical Services Officer Grade 1	\$130,840			
Principal Technical Services Officer Grade 2	\$133,963			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

Under 17	\$31,223
At 17	\$37,465
At 18	\$43,709
At 19	\$50,575
At 20	\$56,818

RATES OF PAY TABLE

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
31,223	1197.05	16.29	24.43	32.57	2.44	4.89	8.14
37,465	1436.36	19.54	29.31	39.08	2.93	5.86	9.77
43,709	1675.74	22.80	34.20	45.60	3.42	6.84	11.40
50,575	1938.98	26.38	39.57	52.76	3.96	7.91	13.19
56,818	2178.33	29.64	44.46	59.27	4.45	8.89	14.82
106,489	4082.63	55.55	83.32	111.09	8.33	16.66	27.77
109,918	4214.09	57.33	86.00	114.67	8.60	17.20	28.67
113,672	4358.03	59.29	88.94	118.59	8.89	17.79	29.65
117,418	4501.65	61.25	91.87	122.49	9.19	18.37	30.62
123,342	4728.76	64.34	96.51	128.67	9.65	19.30	32.17
130,840	5016.24	68.25	102.37	136.50	10.24	20.47	34.12
133,963	5135.98	69.88	104.82	139.75	10.48	20.96	34.94

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	\$58,337	\$60,912	\$63,333	\$65,426	\$67,513
Admin. Officer Level 2	\$69,600	\$72,018	\$74,430	\$76,844	\$79,251
Admin. Officer Level 3	\$82,147	\$85,404	\$88,785	\$92,201	\$95,613
Admin. Officer Level 4	\$100,389	\$104,824	\$109,259	\$113,698	
Admin. Officer Level 5	\$119,048	\$123,559			
Admin. Officer Level 6 (Acting)	\$128,640	\$133,112			
Admin. Officer Level 6 Nominal - Non-shift	\$138,227	\$142,696			
Admin. Officer Level 6 Nominal - Shiftwork	\$136,522	\$140,995			

Administrative Officer Qualification Allowance @ September 2026 - \$2,440 per annum

RATES OF PAY TABLE HOURLY RATES				
Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$
58,337	2236.55	30.43	45.64	60.86
60,912	2335.28	31.77	47.66	63.54
63,333	2428.10	33.04	49.55	66.07
65,426	2508.36	34.13	51.19	68.25
67,513	2588.34	35.22	52.82	70.43
69,600	2668.37	36.30	54.46	72.61
72,018	2761.07	37.57	56.35	75.13
74,430	2853.53	38.82	58.24	77.65
76,844	2946.08	40.08	60.12	80.17
79,251	3038.38	41.34	62.01	82.68
82,147	3149.42	42.85	64.27	85.70
85,404	3274.27	44.55	66.82	89.10
88,785	3403.89	46.31	69.47	92.62
92,201	3534.87	48.09	72.14	96.19
95,613	3665.69	49.87	74.81	99.75
100,389	3848.78	52.36	78.55	104.73
104,824	4018.80	54.68	82.02	109.36
109,259	4188.85	56.99	85.49	113.98
113,698	4359.03	59.31	88.96	118.61
119,048	4564.13	62.10	93.15	124.19
123,559	4737.10	64.45	96.68	128.90
128,640	4931.87	67.10	100.65	134.20
133,112	5103.32	69.43	104.15	138.87
136,522	5234.06	71.21	106.82	142.42
138,227	5299.45	72.10	108.15	144.20
140,995	5405.55	73.54	110.32	147.09
142,696	5470.78	74.43	111.65	148.86

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	\$123,654	\$128,652
Facility Manager Level 2	\$133,649	\$138,646
Facility Manager Level 3	\$143,637	\$149,239
Facility Manager Level 4	\$154,879	\$161,130
Facility Manager Level 5	\$167,372	\$174,228

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%
\$	\$	\$	\$	\$	\$	\$
123,654	4740.73	64.50	96.75	129.00	9.67	32.25
128,652	4932.35	67.11	100.66	134.21	10.07	33.55
133,649	5123.94	69.71	104.57	139.43	10.46	34.86
138,646	5315.48	72.32	108.48	144.64	10.85	36.16
143,637	5506.87	74.92	112.39	149.85	11.24	37.46
149,239	5721.62	77.85	116.77	155.69	11.68	38.92
154,879	5937.85	80.79	121.18	161.57	12.12	40.39
161,130	6177.52	84.05	126.07	168.10	12.61	42.02

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	\$59,948	\$62,789	\$64,138	\$65,522	\$66,906
Sprintpak Operator Level 2	\$69,600	\$72,018	\$74,430	\$76,844	\$79,251
Sprintpak Operator Level 3	\$82,147	\$85,404	\$88,785	\$92,201	\$95,613

ALLOWANCE @ 7 September 2023

Fork Lift Allowance	\$16.68
Machine Adjustment Allowance	\$17.02

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
59,948	2,298.31	31.27	46.90	62.54
62,789	2,407.24	32.75	49.13	65.50
64,138	2,458.96	33.46	50.18	66.91
65,522	2,512.03	34.18	51.27	68.35
66,906	2,565.10	34.90	52.35	69.80
69,600	2,668.37	36.30	54.46	72.61
72,018	2,761.07	37.57	56.35	75.13
74,430	2,853.53	38.82	58.24	77.65
76,844	2,946.08	40.08	60.12	80.17
79,251	3,038.38	41.34	62.01	82.68
82,147	3,149.42	42.85	64.27	85.70
85,404	3,274.27	44.55	66.82	89.10
88,785	3,403.89	46.31	69.47	92.62
92,201	3,534.87	48.09	72.14	96.19
95,613	3,665.69	49.87	74.81	99.75

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	\$56,519	\$57,969	\$59,469	\$60,949	
Mail Room Team Leader	\$69,600	\$72,018	\$74,430	\$76,844	\$79,251
Mail Room Supervisor	\$82,147	\$85,404	\$88,785	\$92,201	\$95,613
Mail Room Network Supervisor	\$100,389	\$104,824	\$109,259	\$113,698	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	\$28,264
At 17 yrs	\$33,915
At 18 yrs	\$39,564
At 19 yrs	\$45,779
At 20 yrs	\$51,431

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% \$
28,264	1083.60	14.74	22.11	29.49	2.21	4.42	7.37
33,915	1300.26	17.69	26.54	35.38	2.65	5.31	8.85
39,564	1516.83	20.64	30.96	41.27	3.10	6.19	10.32
45,779	1755.11	23.88	35.82	47.76	3.58	7.16	11.94
51,431	1971.80	26.83	40.24	53.65	4.02	8.05	13.41
56,519	2166.85	29.48	44.22	58.96	4.42	8.84	14.74
57,969	2222.44	30.24	45.36	60.47	4.54	9.07	15.12
59,469	2279.97	31.02	46.53	62.04	4.65	9.31	15.51
60,949	2336.71	31.79	47.69	63.58	4.77	9.54	15.90
69,600	2668.37	36.30	54.46	72.61	5.45	10.89	18.15
72,018	2761.07	37.57	56.35	75.13	5.63	11.27	18.78
74,430	2853.53	38.82	58.24	77.65	5.82	11.65	19.41
76,844	2946.08	40.08	60.12	80.17	6.01	12.02	20.04
79,251	3038.38	41.34	62.01	82.68	6.20	12.40	20.67
82,147	3149.42	42.85	64.27	85.70	6.43	12.85	21.42
85,404	3274.27	44.55	66.82	89.10	6.68	13.36	22.27
88,785	3403.89	46.31	69.47	92.62	6.95	13.89	23.16
92,201	3534.87	48.09	72.14	96.19	7.21	14.43	24.05
95,613	3665.69	49.87	74.81	99.75	7.48	14.96	24.94
100,389	3848.78	52.36	78.55	104.73	7.85	15.71	26.18
104,824	4018.80	54.68	82.02	109.36	8.20	16.40	27.34
109,259	4188.85	56.99	85.49	113.98	8.55	17.10	28.50
113,698	4359.03	59.31	88.96	118.61	8.90	17.79	29.65

District Allowance effective from 31 August 2021

Grade

**With
Dependants**

**Without
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 2026

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$64,094
Level 2 Customer Service Consultant	\$70,724
Level 3 Customer Care Consultant	\$76,247
Level 4 Business Relationship Consultant	\$81,775
Level 5 Team Leader Customer Service	\$97,236
Level 6 Team Manager	\$101,658
Level 7 Supervisor Customer Service	\$106,086

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
64,094	2457.28	33.43	50.15	66.86	5.01	10.03	16.72
70,724	2711.47	36.89	55.34	73.78	5.53	11.07	18.45
76,247	2923.19	39.77	59.66	79.54	5.97	11.93	19.89
81,775	3135.15	42.66	63.98	85.31	6.40	12.80	21.33
97,236	3727.89	50.72	76.08	101.44	7.61	15.22	25.36
101,658	3897.43	53.03	79.54	106.05	7.95	15.91	26.51
106,086	4067.20	55.34	83.00	110.67	8.30	16.60	27.67

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