



human resources

HR Manual

RATES OF PAY

September 2024 to September 2026

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Rates of Pay – Occupational Groups

POSTAL MANAGER

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Postal Manager Grade 1	83,285	86,617	90,082	93,686
	87,455	90,954	94,593	98,377
	91,598	95,262	99,073	103,036
Postal Manager Grade 2	94,386	98,162	102,089	106,173
	98,559	102,502	106,603	110,868
	102,704	106,813	111,086	115,530
Postal Manager Grade 3	109,927	114,325	118,898	123,654
	114,370	118,945	123,703	128,652
Postal Manager Grade 4	118,812	123,565	128,508	133,649
	123,254	128,185	133,313	138,646
Postal Manager Grade 5	127,692	132,800	138,112	143,637
	132,672	137,979	143,499	149,239

POSTAL SERVICES

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Trainee Postal Services Officer	Under 17	25,328	26,342	27,396	28,492
	At 17	30,394	31,610	32,875	34,190
	At 18	35,460	36,879	38,355	39,890
	At 19	41,029	42,671	44,378	46,154
	At 20	46,095	47,939	49,857	51,852
	Adult	50,652	52,679	54,787	56,979
Postal Services Officer		54,141	56,307	58,560	60,903
		56,364	58,619	60,964	63,403
		58,853	61,208	63,657	66,204
		61,611	64,076	66,640	69,306
		64,940	67,538	70,240	73,050
Senior Postal Services Officer Grade 1		68,009	70,730	73,560	76,503
		71,340	74,194	77,162	80,249
Senior Postal Services Officer Grade 2		74,406	77,383	80,479	83,699
		77,732	80,842	84,076	87,440
		81,066	84,309	87,682	91,190

POSTAL DELIVERY

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Trainee Postal Delivery Officer	Under 17	24,929	25,927	26,965	28,044
	At 17	29,914	31,111	32,356	33,651
	At 18	34,897	36,293	37,745	39,255
	At 19	40,381	41,997	43,677	45,425
	At 20	45,365	47,180	49,068	51,031
	Adult	49,850	51,844	53,918	56,075
Postal Delivery Officer - Parity		53,293	55,425	57,642	59,948
		55,818	58,051	60,374	62,789
		57,018	59,299	61,671	64,138
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Senior Postal Delivery Officer Grade 1 - Parity		61,608	64,073	66,636	69,302
Senior Postal Delivery Officer Grade 2 - Parity		62,442	64,940	67,538	70,240
Senior Postal Delivery Officer Grade 3 - Parity		65,368	67,983	70,703	73,532
Postal Delivery Co-Ordinator Grade 1 - Parity		66,936	69,614	72,399	75,295
		68,515	71,256	74,107	77,072
Postal Delivery Co-Ordinator Grade 2 - Parity		72,511	75,412	78,429	81,567
		74,514	77,495	80,595	83,819
		76,569	79,632	82,818	86,131
		78,699	81,847	85,121	88,526
Postal Delivery Co-Ordinator Grade 3 - Parity		83,285	86,617	90,082	93,686
		87,455	90,954	94,593	98,377
		91,598	95,262	99,073	103,036
Delivery Manager Level 1		83,285	86,617	90,082	93,686
		87,455	90,954	94,593	98,377
		91,598	95,262	99,073	103,036
Delivery Manager Level 2		94,386	98,162	102,089	106,173
		98,559	102,502	106,603	110,868
		102,704	106,813	111,086	115,530
Delivery Manager Level 3		109,927	114,325	118,898	123,654
		114,370	118,945	123,703	128,652
Delivery Manager Level 4		118,812	123,565	128,508	133,649
		123,254	128,185	133,313	138,646

MAIL PROCESSING

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Trainee Mail Officer	Under 17	24,929	25,927	26,965	28,044
	At 17	29,914	31,111	32,356	33,651
	At 18	34,897	36,293	37,745	39,255
	At 19	40,381	41,997	43,677	45,425
	At 20	45,365	47,180	49,068	51,031
	Adult	49,850	51,844	53,918	56,075
Trainee Mail Officer (Teams)	Under 17	26,739	27,809	28,922	30,079
	At 17	32,086	33,370	34,705	36,094
	At 18	37,432	38,930	40,488	42,108
	At 19	43,313	45,046	46,848	48,722
	At 20	48,659	50,606	52,631	54,737
	Adult	53,472	55,611	57,836	60,150
Mail Officer	Under 17	26,650	27,716	28,825	29,978
	At 17	31,979	33,259	34,590	35,974
	At 18	37,306	38,799	40,351	41,966
	At 19	43,168	44,895	46,691	48,559
	At 20	48,498	50,438	52,456	54,555
	Adult	53,293	55,425	57,642	59,948
		55,818	58,051	60,374	62,789
		57,018	59,299	61,671	64,138
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Mail Officer (Teams)	Under 17	27,240	28,330	29,464	30,643
	At 17	32,687	33,995	35,355	36,770
	At 18	38,136	39,662	41,249	42,899
	At 19	44,127	45,893	47,729	49,639
	At 20	49,574	51,557	53,620	55,765
	Adult	54,477	56,657	58,924	61,281
		57,003	59,284	61,656	64,123
		58,203	60,532	62,954	65,473
		59,434	61,812	64,285	66,857
		60,662	63,089	65,613	68,238
Senior Mail Officer Grade 1		62,442	64,940	67,538	70,240
Senior Mail Officer Grade 2		65,368	67,983	70,703	73,532

MAIL PROCESSING CO-ORDINATOR

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Trainee Mail Processing Co-Ordinator	60,992	63,432	65,970	68,609
Mail Processing Co-Ordinator Grade 1	66,936	69,614	72,399	75,295
	68,515	71,256	74,107	77,072
Mail Processing Co-Ordinator Grade 2	72,511	75,412	78,429	81,567
	74,514	77,495	80,595	83,819
	76,569	79,632	82,818	86,131
	78,699	81,847	85,121	88,526
Mail Processing Co-Ordinator Grade 3	81,297	84,549	87,931	91,449
	83,698	87,046	90,528	94,150
	86,205	89,654	93,241	96,971
	88,730	92,280	95,972	99,811
Mail Processing Co-Ordinator Grade 4	91,248	94,898	98,694	102,642
	94,226	97,996	101,916	105,993
	97,194	101,082	105,126	109,332

TRANSPORT

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Postal Transport Officer - Parity		55,818	58,051	60,374	62,789
		57,018	59,299	61,671	64,138
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Senior Postal Transport Officer - Parity		62,391	64,887	67,483	70,183
		63,509	66,050	68,692	71,440
Postal Transport Co-Ordinator Grade 1 - Parity		66,420	69,077	71,841	74,715
		67,527	70,229	73,039	75,961
		68,639	71,385	74,241	77,211
Postal Transport Co-Ordinator Grade 2 - Parity		71,557	74,420	77,397	80,493
		72,660	75,567	78,590	81,734
		73,770	76,721	79,790	82,982
Postal Transport Co-Ordinator Grade 3 - Parity		80,577	83,801	87,154	90,641
		82,161	85,448	88,866	92,421
Postal Transport Co-Ordinator Grade 4 - Parity		85,434	88,852	92,407	96,104
		87,010	90,491	94,111	97,876
Postal Transport Co-Ordinator Grade 5 - Parity		91,738	95,408	99,225	103,194
		93,730	97,480	101,380	105,436
Driver / Sorter	At 18	38,753	40,304	41,917	43,594
	At 19	44,843	46,637	48,503	50,444
	At 20	50,377	52,393	54,489	56,669
	Adult	55,361	57,576	59,880	62,276
		56,299	58,551	60,894	63,330
		57,244	59,534	61,916	64,393

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Garage Attendant		51,796	53,868	56,023	58,264
		52,445	54,543	56,725	58,994
		53,106	55,231	57,441	59,739

PARCEL POST

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Trainee Parcel Post Officer	Under 19	34,897	36,293	37,745	39,255
	At 19	40,381	41,997	43,677	45,425
	At 20	45,365	47,180	49,068	51,031
	Adult	49,850	51,844	53,918	56,075
Parcel Post Officer	Under 19	39,073	40,636	42,262	43,953
	At 19	45,213	47,022	48,903	50,860
	At 20	50,791	52,823	54,936	57,134
	Adult	55,818	58,051	60,374	62,789
		57,018	59,299	61,671	64,138
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Parcel Post Officer (Teams)	Under 19	39,905	41,502	43,163	44,890
	At 19	46,174	48,021	49,942	51,940
	At 20	51,873	53,948	56,106	58,351
	Adult	57,003	59,284	61,656	64,123
		58,203	60,532	62,954	65,473
		59,434	61,812	64,285	66,857
		60,662	63,089	65,613	68,238
Senior Parcel Post Officer Grade 1		62,442	64,940	67,538	70,240
Senior Parcel Post Officer Grade 2		65,368	67,983	70,703	73,532
Parcel Post Co-Ordinator Grade 2		72,511	75,412	78,429	81,567
		74,514	77,495	80,595	83,819
		76,569	79,632	82,818	86,131
		78,699	81,847	85,121	88,526
Parcel Post Co-Ordinator Grade 3		81,297	84,549	87,931	91,449
		83,698	87,046	90,528	94,150
		86,206	89,655	93,242	96,972
		88,730	92,280	95,972	99,811

EXPRESS COURIER

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Senior Express Courier Service Representative	60,152	62,559	65,062	67,665
	61,278	63,730	66,280	68,932
Express Courier Co-Ordinator Grade 1	64,185	66,753	69,424	72,201
	65,292	67,904	70,621	73,446
	66,405	69,062	71,825	74,698
Express Courier Co-Ordinator Grade 2	69,321	72,094	74,978	77,978
	70,428	73,246	76,176	79,224
	71,540	74,402	77,379	80,475

STORES

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Stores Officer	54,854	57,049	59,331	61,705
	55,972	58,211	60,540	62,962
	57,191	59,479	61,859	64,334
Senior Stores Officer	58,330	60,664	63,091	65,615
	59,263	61,634	64,100	66,664
	60,234	62,644	65,150	67,756
Stores Supervisor	66,144	68,790	71,542	74,404
	67,113	69,798	72,590	75,494
	68,132	70,858	73,693	76,641
Senior Stores Supervisor Grade 1	71,231	74,081	77,045	80,127
	72,623	75,528	78,550	81,692
Senior Stores Supervisor Grade 2	77,873	80,988	84,228	87,598
	79,645	82,831	86,145	89,591

SUPPORT SERVICES

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Support Services Officer Grade 1	51,207	53,256	55,387	57,603
	52,873	54,988	57,188	59,476
Support Services Officer Grade 2	54,736	56,926	59,204	61,573
	56,498	58,758	61,109	63,554
Support Services Officer Grade 3	58,853	61,208	63,657	66,204
	60,648	63,074	65,597	68,221
Support Services Officer Grade 4	63,337	65,871	68,506	71,247

TRADES TECHNICAL

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Apprentice Postal Technical Officer	Under 18	29,414	30,591	31,815	33,088
	At 18	33,703	35,052	36,455	37,914
	At 19	45,960	47,799	49,711	51,700
	At 20	53,926	56,084	58,328	60,662
	Adult	55,022	57,223	59,512	61,893
Postal Technical Officer Level 1	Under 17	28,424	29,561	30,744	31,974
	At 17	34,107	35,472	36,891	38,367
	At 18	39,791	41,383	43,039	44,761
	At 19	46,043	47,885	49,801	51,794
	At 20	51,725	53,794	55,946	58,184
	Adult	56,841	59,115	61,480	63,940
		58,186	60,514	62,935	65,453
		59,522	61,903	64,380	66,956
		61,557	64,020	66,581	69,245
		62,719	65,228	67,838	70,552
		64,115	66,680	69,348	72,122
Postal Technical Officer Level 2		61,278	63,730	66,280	68,932
		62,849	65,363	67,978	70,698
		64,460	67,039	69,721	72,510
		66,077	68,721	71,470	74,329
Postal Technical Officer Level 3		67,871	70,586	73,410	76,347
		69,762	72,553	75,456	78,475
		71,656	74,523	77,504	80,605
		73,568	76,511	79,572	82,755
Postal Technical Officer Level 4		76,345	79,399	82,575	85,878
		78,144	81,270	84,521	87,902
		79,948	83,146	86,472	89,931
		82,732	86,042	89,484	93,064
		85,502	88,923	92,480	96,180
		88,558	92,101	95,786	99,618
		91,610	95,275	99,086	103,050
		94,667	98,454	102,393	106,489
Postal Technical Officer Level 5		97,716	101,625	105,690	109,918
		101,053	105,096	109,300	113,672
Postal Technical Officer Level 6		104,382	108,558	112,901	117,418
Postal Technical Officer Level 7		109,650	114,036	118,598	123,342
Postal Technical Officer Level 8		116,315	120,968	125,807	130,840
Postal Technical Officer Level 9		119,091	123,855	128,810	133,963

TRADES TECHNICAL

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Postal Technical Officer Level 1 (Teams)	Under 17	29,050	30,212	31,421	32,678
	At 17	34,855	36,250	37,700	39,208
	At 18	40,666	42,293	43,985	45,745
	At 19	47,056	48,939	50,897	52,933
	At 20	52,866	54,981	57,181	59,469
	Adult	58,092	60,416	62,833	65,347
		59,437	61,815	64,288	66,860
		60,773	63,204	65,733	68,363
		62,807	65,320	67,933	70,651
		63,968	66,527	69,189	71,957
	65,365	67,980	70,700	73,528	
Postal Technical Officer Level 2 (Teams)		62,569	65,072	67,675	70,382
		64,142	66,708	69,377	72,153
		65,749	68,379	71,115	73,960
		67,366	70,061	72,864	75,779
Postal Technical Officer Level 3 (Teams)		69,309	72,082	74,966	77,965
		71,199	74,047	77,009	80,090
		73,094	76,018	79,059	82,222
		75,002	78,003	81,124	84,369
Postal Technical Officer Level 4 (Teams)		77,938	81,056	84,299	87,671
		79,736	82,926	86,244	89,694
		81,539	84,801	88,194	91,722
		84,551	87,934	91,452	95,111
		87,326	90,820	94,453	98,232
		90,381	93,997	97,757	101,668
		93,432	97,170	101,057	105,100
		96,607	100,472	104,491	108,671
Postal Technical Officer Level 5 (Teams)		99,656	103,643	107,789	112,101
		102,994	107,114	111,399	115,855

TECHNICAL SERVICES

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Drafting Assistant Grade 1 Graphic Design Assistant Grade 1	Under 17	27,756	28,867	30,022	31,223
	At 17	33,305	34,638	36,024	37,465
	At 18	38,855	40,410	42,027	43,709
	At 19	44,959	46,758	48,629	50,575
	At 20	50,509	52,530	54,632	56,818
	Adult	55,504	57,725	60,034	62,436
		56,841	59,115	61,480	63,940
		58,186	60,514	62,935	65,453
		59,522	61,903	64,380	66,956

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
		61,557	64,020	66,581	69,245
		62,719	65,228	67,838	70,552
		64,115	66,680	69,348	72,122
Senior Technical Services Officer Grade 1		94,667	98,454	102,393	106,489
		97,716	101,625	105,690	109,918
Senior Technical Services Officer Grade 2		101,053	105,096	109,300	113,672
		104,382	108,558	112,901	117,418
Senior Technical Services Officer Grade 3		109,650	114,036	118,598	123,342
Principal Technical Services Officer Grade 1		116,315	120,968	125,807	130,840
Principal Technical Services Officer Grade 2		119,091	123,855	128,810	133,963

ENGINEER

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Engineer Class 1	66,859	69,534	72,316	75,209
	69,545	72,327	75,221	78,230
	73,603	76,548	79,610	82,795
	78,331	81,465	84,724	88,113
	83,839	87,193	90,681	94,309
	89,390	92,966	96,685	100,553
Engineer Class 2	94,550	98,332	102,266	106,357
	97,695	101,603	105,668	109,895
	100,861	104,896	109,092	113,456
	104,010	108,171	112,498	116,998
Engineer Class 3	109,442	113,820	118,373	123,108
	113,163	117,690	122,398	127,294
	116,891	121,567	126,430	131,488
	120,610	125,435	130,453	135,672
Engineer Class 4	126,084	131,128	136,374	141,829
	129,913	135,110	140,515	146,136
	133,753	139,104	144,669	150,456
Engineer Class 5	139,498	145,078	150,882	156,918
	143,562	149,305	155,278	161,490
	147,614	153,519	159,660	166,047

ADMINISTRATIVE OFFICER

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Administrative Officer Level 1	Under 17	25,931	26,969	28,048	29,170
	At 17	31,117	32,362	33,657	35,004
	At 18	36,304	37,757	39,268	40,839
	At 19	42,006	43,687	45,435	47,253
	At 20	47,193	49,081	51,045	53,087
	Adult	51,860	53,935	56,093	58,337
		54,150	56,316	58,569	60,912
		56,301	58,554	60,897	63,333
		58,162	60,489	62,909	65,426
	60,018	62,419	64,916	67,513	
Administrative Officer Level 1 + Qualification Allowance	Under 17	28,224	29,353	30,528	31,750
	At 17	33,411	34,748	36,138	37,584
	At 18	38,597	40,141	41,747	43,417
	At 19	44,302	46,075	47,918	49,835
	At 20	49,486	51,466	53,525	55,666
	Adult	54,150	56,316	58,569	60,912
		56,301	58,554	60,897	63,333
		58,162	60,489	62,909	65,426
		60,018	62,419	64,916	67,513
Administrative Officer Level 2		61,874	64,349	66,923	69,600
		64,023	66,584	69,248	72,018
		66,167	68,814	71,567	74,430
		68,313	71,046	73,888	76,844
		70,452	73,271	76,202	79,251
Administrative Officer Level 3		73,027	75,949	78,987	82,147
		75,923	78,960	82,119	85,404
		78,928	82,086	85,370	88,785
		81,965	85,244	88,654	92,201
		84,999	88,399	91,935	95,613
Administrative Officer Level 4		89,244	92,814	96,527	100,389
		93,187	96,915	100,792	104,824
		97,129	101,015	105,056	109,259
		101,076	105,120	109,325	113,698
Administrative Officer Level 5		105,832	110,066	114,469	119,048
		109,842	114,236	118,806	123,559

ADMINISTRATIVE OFFICER cont..

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Administrative Officer Level 6 (Acting) <i>These rates are only applicable to employees who are acting in an A06 role ie. higher duties</i>		114,359	118,934	123,692	128,640
		118,335	123,069	127,992	133,112
Administrative Officer Level 6 – Non Shift (Nominal) Administrative Officer Level 6 (CISD OT) – Non Shift (Nominal) <i>These rates are only applicable to employees who are nominally appointed to an A06 role</i>		122,882	127,798	132,910	138,227
		126,854	131,929	137,207	142,696
Administrative Officer Level 6 – Shift Work (Nominal) Administrative Officer Level 6 (CISD OT) – Shift Work (Nominal) <i>These rates are only applicable to employees who are nominally appointed to an A06 role</i>		121,367	126,222	131,271	136,522
		125,343	130,357	135,572	140,995

ADMINISTRATIVE OFFICER A06 Simplified Remuneration Framework

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Administrative Officer Level 6 – Non Shift (Nominal) Administrative Officer Level 6 (CISD OT) – Non Shift (Nominal) <i>These rates are only applicable to employees who are nominally appointed to an A06 role</i>	128,043	133,165	138,492	144,032
	132,182	137,470	142,969	148,688
Administrative Officer Level 6 – Shift Work (Nominal) Administrative Officer Level 6 (CISD OT) – Shift Work (Nominal) <i>These rates are only applicable to employees who are nominally appointed to an A06 role</i>	126,465	131,524	136,785	142,257
	130,608	135,833	141,267	146,918

FACILITY MANAGER

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Facility Manager Level 1	109,927	114,325	118,898	123,654
	114,370	118,945	123,703	128,652
Facility Manager Level 2	118,812	123,565	128,508	133,649
	123,254	128,185	133,313	138,646
Facility Manager Level 3	127,692	132,800	138,112	143,637
	132,672	137,979	143,499	149,239
Facility Manager Level 4	137,686	143,194	148,922	154,879
	143,243	148,973	154,932	161,130
Facility Manager Level 5	148,792	154,744	160,934	167,372
	154,886	161,082	167,526	174,228

SPRINTPAK

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Sprintpak Operator Level 1	Under 17	26,650	27,716	28,825	29,978
	At 17	31,979	33,259	34,590	35,974
	At 18	37,306	38,799	40,351	41,966
	At 19	43,168	44,895	46,691	48,559
	At 20	48,498	50,438	52,456	54,555
	Adult	53,293	55,425	57,642	59,948
		55,818	58,051	60,374	62,789
		57,018	59,299	61,671	64,138
		58,247	60,577	63,001	65,522
		59,477	61,857	64,332	66,906
Sprintpak Operator Level 2		61,874	64,349	66,923	69,600
		64,023	66,584	69,248	72,018
		66,167	68,814	71,567	74,430
		68,313	71,046	73,888	76,844
		70,452	73,271	76,202	79,251
Sprintpak Operator Level 3		73,027	75,949	78,987	82,147
		75,923	78,960	82,119	85,404
		78,928	82,086	85,370	88,785
		81,965	85,244	88,654	92,201
		84,999	88,399	91,935	95,613

MAIL ROOM SOLUTIONS

Classification		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Mail Room Officer	Under 17	25,125	26,130	27,176	28,264
	At 17	30,149	31,355	32,610	33,915
	At 18	35,171	36,578	38,042	39,564
	At 19	40,697	42,325	44,018	45,779
	At 20	45,721	47,550	49,452	51,431
	Adult	50,244	52,254	54,345	56,519
		51,533	53,595	55,739	57,969
		52,866	54,981	57,181	59,469
Mail Room Team Leader		54,182	56,350	58,604	60,949
		61,874	64,349	66,923	69,600
		64,023	66,584	69,248	72,018
		66,167	68,814	71,567	74,430
		68,313	71,046	73,888	76,844
Mail Room Supervisor		70,452	73,271	76,202	79,251
		73,027	75,949	78,987	82,147
		75,923	78,960	82,119	85,404
		78,928	82,086	85,370	88,785
		81,965	85,244	88,654	92,201
Mail Room Network Supervisor		84,999	88,399	91,935	95,613
		89,244	92,814	96,527	100,389
		93,187	96,915	100,792	104,824
		97,129	101,015	105,056	109,259
	101,076	105,120	109,325	113,698	

CUSTOMER CONTACT CENTRE

Classification	Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
Level 1 Customer Service Trainee	56,977	59,257	61,628	64,094
Level 2 Customer Service Consultant	62,872	65,387	68,003	70,724
Level 3 Customer Care Consultant	67,782	70,494	73,314	76,247
Level 4 Customer Care Specialist	72,696	75,604	78,629	81,775
Level 5 Team Leader Customer Service	86,442	89,900	93,496	97,236
Level 6 Team Manager Customer Service	90,373	93,988	97,748	101,658
Level 6 Learning & Development Consultant				
Level 7 Supervisor Customer Service	94,308	98,081	102,005	106,086
Level 7 Manager Customer Service				
Level 7 Supervisor Business Sales & Support				
Level 7 Manager Business Sales & Support				
Level 7 Resource Planner / Scheduler				
Level 7 Manager Learning & Development				

Allowances

ENTERPRISE AGREEMENT ALLOWANCES

Clause	Allowance		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
13.1	Dirty Cleaning Work Allowance	per day	3.37	3.51	3.66	3.81
13.2	Divide Allowance	per day	11.62	12.09	12.58	13.09
		per annum	3,032	3,154	3,281	3,413
13.4	First Aid Allowance					
	Certificate Standard A	per week	12.71	13.22	13.75	14.30
	Standard B	per week	15.74	16.37	17.03	17.72
	Medallion Standard C	per week	18.90	19.66	20.45	21.27
13.5	Gladstone Locality Allowance					
	With Dependants	per annum	892	928	966	1,005
	Without Dependants	per annum	463	482	502	523
13.7.5	In-Charge Allowance – Retail Staff	per annum	73,325	76,258	79,309	82,482
13.8	Industry Allowance	per week	40.58	42.21	43.90	45.66
13.10	Overtime Meal Allowance		18.22	18.95	19.71	20.50
13.11	PDO Functional Allowance	per day	11.62	12.09	12.58	13.09
		per annum	3,032	3,154	3,281	3,413
13.13	Administrative Officer – Qualification Allowance	per annum	2,168	2,255	2,346	2,440
13.14	Shoe Allowance – Retail Staff	per annum	141	147	153	160
13.15.1 (a)	Disability Allowance 1	per hour	0.91	0.95	0.99	1.03
13.15.1 (b)	Disability Allowance 2	per hour	1.09	1.14	1.19	1.24
13.17	Team Skills Loading					
	Mail Officer	per annum	1,117	1,162	1,209	1,258
	Technical Structure					
	Level 1	per annum	1,179	1,227	1,277	1,329
	Level 2	per annum	1,218	1,267	1,318	1,371
	Level 3	per annum	1,356	1,411	1,468	1,527
	Level 4 (1-3 : Level 4)	per annum	1,502	1,563	1,626	1,692
	Level 5 (4-7 : Level 4)	per annum	1,720	1,789	1,861	1,936
Level 6 (8 : Level 4) (1-2 : Level 5)	per annum	1,830	1,904	1,981	2,061	
13.20	Tonnage Allowance					
	Light Rigid Vehicle (Trucks from 4.5 to 13.9 tonnes Gross Vehicle Mass)	per day	4.98	5.18	5.39	5.61
	Heavy Rigid Vehicle (Trucks exceeding 13.9 tonnes Gross Vehicle Mass)	per day	9.80	10.20	10.61	11.04
	Articulated Vehicles (linehaul, wharf work and heavy rigid/dog trailer combinations)	per day	17.05	17.74	18.45	19.19
	Road Train (B Double combinations)	per day	23.06	23.99	24.95	25.95

SPRINTPAK AGREEMENT

Clause	Allowance		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
5.1	Drive and operate a forklift	per annum	3,862	4,017	4,178	4,346
		per day	14.81	15.41	16.03	16.68
5.2	Machine adjustment	per annum	3,944	4,102	4,267	4,438
		per day	15.12	15.73	16.36	17.02

MISCELLANEOUS ALLOWANCES

	Allowance		Current rate as at September 2023	4% as at 9 September 2024	4% as at First Full Pay Period September 2025	4% as at First Full Pay Period September 2026
	Delivery duty allowance	per week	22.70	23.61	24.56	25.55
	A-Double Road Train Additional Allowance	per shift	8.49	8.83	9.19	9.56

PRINCIPAL DETERMINATION ALLOWANCES

Clause	Allowance		Current rate
14 (a)	Linguistic allowance Performance availability	per annum	1,288
14 (b)	Apprentices – Proficiency allowance	per annum	116
15 (a)	Hosiery reimbursement allowance	per annum	354
15 (i) – (k)	Footwear subsidy	6 monthly	74
18 (d)	Broken Hill allowance		
	Employee over 21 years old with dependants	per week	15.53
	Any other case	per week	7.94
18 (e)	Snowy Mountains allowance		
	With dependants	per week	52.93
	Without dependants	per week	41.50

Updated 15 July 2024