



human resources

HR Manual

RATES OF PAY

August and December 2015

AUSTRALIA POST

RATES OF PAY

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*Source - Human Resources
August and December 2015*

OCCUPATIONAL GROUP : POSTAL MANAGER
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CLASSIFICATION : POSTAL MANAGER GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	62269	63826	64145	65749
	65388	67023	67358	69042
	68486	70198	70549	72313

CLASSIFICATION : POSTAL MANAGER GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	70570	72334	72696	74513
	73691	75533	75911	77809
	76789	78709	79103	81081

CLASSIFICATION : POSTAL MANAGER GRADE 3

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	82192	84247	84668	86785
	85513	87651	88089	90291

CLASSIFICATION : POSTAL MANAGER GRADE 4

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	88835	91056	91511	93799
	92155	94459	94931	97304

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : POSTAL MANAGER GRADE 5

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	95475	97862	98351	100810
	99198	101678	102186	104741

OCCUPATIONAL GROUP : POSTAL SERVICES**CLASSIFICATION : TRAINEE POSTAL SERVICES OFFICER**

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	18935	19408	19505	19993
At 17	22721	23290	23406	23991
At 18	26508	27171	27307	27990
At 19	30674	31441	31598	32388
At 20	34461	35323	35499	36386
Adult	37869	38816	39010	39985

CLASSIFICATION : POSTAL SERVICES OFFICER

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	40478	41490	41697	42739
	42141	43195	43411	44496
	44001	45101	45327	46460
	46065	47217	47453	48639
	48553	49767	50016	51266

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

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CLASSIFICATION : SENIOR POSTAL SERVICES OFFICER GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	50848	52119	52380	53690
	53338	54671	54944	56318

CLASSIFICATION : SENIOR POSTAL SERVICES OFFICER GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	55631	57022	57307	58740
	58117	59570	59868	61365
	60611	62126	62437	63998

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

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OCCUPATIONAL GROUP : POSTAL DELIVERY

CLASSIFICATION : TRAINEE POSTAL DELIVERY OFFICER

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	18636	19102	19197	19677
At 17	22363	22922	23036	23612
At 18	26090	26742	26876	27548
At 19	30190	30944	31099	31877
At 20	33917	34765	34939	35812
Adult	37271	38203	38394	39354

CLASSIFICATION : POSTAL DELIVERY OFFICER - PARITY

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	39845	40841	41045	42071
	41732	42775	42989	44064
	42630	43696	43914	45012
	43548	44637	44860	45982
	44469	45581	45809	46954

CLASSIFICATION : SENIOR POSTAL DELIVERY OFFICER GRADE 1 - PARITY

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	46062	47214	47450	48636

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : SENIOR POSTAL DELIVERY OFFICER GRADE 2 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	46687	47854	48093	49295

CLASSIFICATION : SENIOR POSTAL DELIVERY OFFICER GRADE 3 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	48873	50095	50345	51604

CLASSIFICATION : POSTAL DELIVERY CO-ORDINATOR GRADE 1 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	50046	51297	51553	52842
	51226	52507	52770	54089

CLASSIFICATION : POSTAL DELIVERY CO-ORDINATOR GRADE 2 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	54217	55572	55850	57246
	55712	57105	57391	58826
	57251	58682	58975	60449
	58841	60312	60614	62129

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CLASSIFICATION : POSTAL DELIVERY CO-ORDINATOR GRADE 3 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	62269	63826	64145	65749
	65388	67023	67358	69042
	68486	70198	70549	72313

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : DELIVERY MANAGER - LEVEL 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	62269	63826	64145	65749
	65388	67023	67358	69042
	68486	70198	70549	72313

CLASSIFICATION : DELIVERY MANAGER - LEVEL 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	70570	72334	72696	74513
	73691	75533	75911	77809
	76789	78709	79103	81081

CLASSIFICATION : DELIVERY MANAGER - LEVEL 3

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	82192	84247	84668	86785
	85513	87651	88089	90291

CLASSIFICATION : DELIVERY MANAGER - LEVEL 4

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	88835	91056	91511	93799
	92155	94459	94931	97304

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OCCUPATIONAL GROUP : MAIL PROCESSING

CLASSIFICATION : TRAINEE MAIL OFFICER

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	18636	19102	19197	19677
At 17	22363	22922	23036	23612
At 18	26090	26742	26876	27548
At 19	30190	30944	31099	31877
At 20	33917	34765	34939	35812
Adult	37271	38203	38394	39354

CLASSIFICATION : TRAINEE MAIL OFFICER (TEAMS)

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	19989	20489	20591	21106
At 17	23987	24586	24709	25327
At 18	27985	28684	28827	29548
At 19	32382	33191	33357	34192
At 20	36380	37289	37476	38413
Adult	39978	40977	41182	42212

CLASSIFICATION : MAIL OFFICER

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	19923	20421	20523	21036
At 17	23907	24505	24627	25243
At 18	27892	28589	28732	29450
At 19	32274	33081	33246	34078
At 20	36259	37165	37351	38285
Adult	39845	40841	41045	42071
	41732	42775	42989	44064
	42630	43696	43914	45012
	43548	44637	44860	45982
	44469	45581	45809	46954

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**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : MAIL OFFICER (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17	20366	20875	20979	21504
At 17	24439	25049	25175	25804
At 18	28512	29224	29371	30105
At 19	32992	33817	33986	34836
At 20	37065	37992	38182	39136
Adult	40731	41749	41958	43007
	42618	43683	43902	45000
	43516	44604	44827	45948
	44434	45545	45773	46918
	45355	46489	46722	47890

CLASSIFICATION : SENIOR MAIL OFFICER GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	46687	47854	48093	49295

CLASSIFICATION : SENIOR MAIL OFFICER GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	48873	50095	50345	51604

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : MAIL PROCESSING CO-ORDINATOR
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CLASSIFICATION : TRAINEE MAIL PROCESSING CO-ORDINATOR

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	45601	46741	46975	48149

CLASSIFICATION : MAIL PROCESSING CO-ORDINATOR GRADE 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	50046 51226	51297 52507	51553 52770	52842 54089

CLASSIFICATION : MAIL PROCESSING CO-ORDINATOR GRADE 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	54217 55712 57251 58841	55572 57105 58682 60312	55850 57391 58975 60614	57246 58826 60449 62129

CLASSIFICATION : MAIL PROCESSING CO-ORDINATOR GRADE 3

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	60783 62579 64455 66342	62303 64143 66066 68001	62615 64464 66396 68341	64180 66076 68056 70050

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : MAIL PROCESSING CO-ORDINATOR GRADE 4

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	68222	69928	70278	72035
	70451	72212	72573	74387
	72670	74487	74859	76730

OCCUPATIONAL GROUP : AGENCY ASSISTANT**CLASSIFICATION : AGENCY ASSISTANT GRADE 1**

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	18636	19102	19197	19677
At 17	22363	22922	23036	23612
At 18	26090	26742	26876	27548
At 19	30190	30944	31099	31877
At 20	33917	34765	34939	35812
Adult	37271	38203	38394	39354
	38880	39852	40051	41052
	39845	40841	41045	42071
	40786	41806	42015	43065
	41732	42775	42989	44064

CLASSIFICATION : AGENCY ASSISTANT GRADE 2

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	18935	19408	19505	19993
At 17	22721	23290	23406	23991
At 18	26508	27171	27307	27990
At 19	30674	31441	31598	32388
At 20	34461	35323	35499	36386
Adult	37869	38816	39010	39985
	40478	41490	41697	42739
	44001	45101	45327	46460
	46065	47217	47453	48639

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OCCUPATIONAL GROUP : ELECTRONIC MAIL

CLASSIFICATION : ELECTRONIC MAIL OPERATOR

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	42688	43755	43974	45073
	44434	45545	45773	46917
	46761	47930	48170	49374

CLASSIFICATION : ELECTRONIC MAIL CO-ORDINATOR

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	49522	50760	51014	52289
	51001	52276	52537	53850
	52193	53498	53765	55109

OCCUPATIONAL GROUP : TRANSPORT

CLASSIFICATION : POSTAL TRANSPORT OFFICER - PARITY

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	41732	42775	42989	44064
	42630	43696	43914	45012
	43548	44637	44860	45982
	44469	45581	45809	46954

CLASSIFICATION : SENIOR POSTAL TRANSPORT OFFICER - PARITY

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	46650	47816	48055	49256
	47483	48670	48913	50136

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CLASSIFICATION : POSTAL TRANSPORT CO-ORDINATOR GRADE 1 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	49659	50900	51155	52434
	50488	51750	52009	53309
	51319	52602	52865	54187

CLASSIFICATION : POSTAL TRANSPORT CO-ORDINATOR GRADE 2 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	53502	54840	55114	56492
	54328	55686	55964	57363
	55156	56535	56818	58238

CLASSIFICATION : POSTAL TRANSPORT CO-ORDINATOR GRADE 3 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	60247	61753	62062	63614
	61429	62965	63280	64862

CLASSIFICATION : POSTAL TRANSPORT CO-ORDINATOR GRADE 4 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	63878	65475	65802	67447
	65057	66683	67016	68691

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CLASSIFICATION : POSTAL TRANSPORT CO-ORDINATOR GRADE 5 - PARITY

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	68590	70305	70657	72423
	70080	71832	72191	73996

CLASSIFICATION : DRIVER / SORTER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
At 18	28973	29698	29846	30592
At 19	33526	34364	34536	35399
At 20	37665	38607	38800	39770
Adult	41390	42425	42637	43703
	42092	43144	43360	44444
	42800	43870	44089	45191
	43548	44637	44860	45982
	44469	45581	45809	46954

CLASSIFICATION : GARAGE ATTENDANT

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	38728	39696	39894	40891
	39211	40191	40392	41402
	39704	40697	40900	41923

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : PARCEL POST

CLASSIFICATION : TRAINEE PARCEL POST OFFICER

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 19	26090	26742	26876	27548
At 19	30190	30944	31099	31877
At 20	33917	34765	34939	35812
Adult	37271	38203	38394	39354

CLASSIFICATION : PARCEL POST OFFICER

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 19	29212	29943	30092	30845
At 19	33803	34648	34821	35692
At 20	37976	38925	39120	40098
Adult	41732	42775	42989	44064
	42630	43696	43914	45012
	43548	44637	44860	45982
	44469	45581	45809	46954

CLASSIFICATION : PARCEL POST OFFICER (TEAMS)

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 19	29833	30578	30731	31500
At 19	34521	35383	35561	36450
At 20	38782	39752	39951	40950
Adult	42618	43683	43902	45000
	43516	44604	44827	45948
	44434	45545	45773	46918
	45355	46489	46722	47890

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : SENIOR PARCEL POST OFFICER GRADE 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	46687	47854	48093	49295

CLASSIFICATION : SENIOR PARCEL POST OFFICER GRADE 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	48873	50095	50345	50597

CLASSIFICATION : PARCEL POST CO-ORDINATOR GRADE 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	54217	55572	55850	57246
	55712	57105	57391	58826
	57251	58682	58975	60449
	58841	60312	60614	62129

CLASSIFICATION : PARCEL POST CO-ORDINATOR GRADE 3

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	60783	62303	62615	64180
	62579	64143	64464	66076
	64456	66067	66397	68057
	66342	68001	68341	70050

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : EXPRESS COURIER

CLASSIFICATION : SENIOR EXPRESS COURIER SERVICE REPRESENTATIVE

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	44975	46099	46329	47487
	45815	46960	47195	48375

CLASSIFICATION : EXPRESS COURIER CO-ORDINATOR GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	47989	49189	49435	50671
	48818	50038	50288	51545
	49649	50890	51144	52423

CLASSIFICATION : EXPRESS COURIER CO-ORDINATOR GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	51829	53125	53391	54726
	52658	53974	54244	55600
	53489	54826	55100	56478

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : STORES

CLASSIFICATION : STORES OFFICER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	41012	42037	42247	43303
	41848	42894	43108	44186
	42759	43828	44047	45148

CLASSIFICATION : SENIOR STORES OFFICER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	43611	44701	44925	46048
	44309	45417	45644	46785
	45035	46161	46392	47552

CLASSIFICATION : STORES SUPERVISOR

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	49456	50692	50945	52219
	50179	51433	51690	52982
	50939	52212	52473	53785

CLASSIFICATION : SENIOR STORES SUPERVISOR GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	53258	54589	54862	56234
	54299	55656	55934	57332

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

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CLASSIFICATION : SENIOR STORES SUPERVISOR GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	58225	59681	59979	61478
	59548	61037	61342	62876

OCCUPATIONAL GROUP : FOOD SERVICES**CLASSIFICATION : SENIOR ATTENDANT**

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	38941	39915	40115	41118
	39669	40661	40864	41886
	40282	41289	41495	42532

CLASSIFICATION : CAFETERIA MANAGER GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	47718	48911	49156	50385
	48925	50148	50399	51659
	50137	51390	51647	52938
	51344	52628	52891	54213

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : SUPPORT SERVICES
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CLASSIFICATION : SUPPORT SERVICES OFFICER GRADE 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	38284	39241	39437	40423
	39530	40518	40721	41739

CLASSIFICATION : SUPPORT SERVICES OFFICER GRADE 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	40922	41945	42155	43209
	42241	43297	43513	44601

CLASSIFICATION : SUPPORT SERVICES OFFICER GRADE 3

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	44001	45101	45327	46460
	45345	46479	46711	47879

CLASSIFICATION : SUPPORT SERVICES OFFICER GRADE 4

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	47354	48538	48781	50001

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : TRADES / TECHNICAL
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CLASSIFICATION : APPRENTICE POSTAL TECHNICAL OFFICER

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 18	21991	22541	22654	23220
At 18	25198	25828	25957	26606
At 19	34361	35220	35396	36281
At 20	40317	41325	41532	42570
Adult	41139	42167	42378	43437

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 1

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17	21250	21781	21890	22437
At 17	25499	26137	26267	26924
At 18	29749	30493	30645	31411
At 19	34424	35284	35461	36347
At 20	38674	39641	39839	40834
Adult	42499	43561	43779	44873
	43503	44591	44814	45934
	44501	45614	45842	46988
	46023	47174	47410	48595
	46891	48063	48303	49511
	47936	49134	49380	50615

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 2

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	45815	46960	47195	48375
	46991	48166	48407	49617
	48193	49398	49645	50886
	49403	50638	50891	52163

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 3

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	50745	52014	52274	53581
	52160	53464	53731	55074
	53574	54913	55188	56568
	55003	56378	56660	58077

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 4

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	57082	58509	58802	60272
	58426	59887	60186	61691
	59775	61269	61575	63114
	61856	63402	63719	65312
	63928	65526	65854	67500
	66213	67868	68207	69912
	68496	70208	70559	72323
	70781	72551	72914	74737

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 5

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	73060	74887	75261	77143
	75557	77446	77833	79779

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 6

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	78046	79997	80397	82407

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 7

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	81985	84035	84455	86566

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 8

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	86968	89142	89588	91828

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 9

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	89044	91270	91726	94019

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 1 (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17	21717	22260	22371	22930
At 17	26060	26711	26845	27516
At 18	30404	31163	31319	32102
At 19	35182	36060	36241	37147
At 20	39525	40512	40715	41733
Adult	43434	44519	44742	45860
	44438	45549	45777	46921
	45436	46572	46805	47975
	46958	48132	48373	49582
	47826	49021	49266	50498
	48871	50092	50343	51602

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 2 (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	46780	47949	48189	49394
	47956	49155	49401	50636
	49158	50387	50639	51905
	50368	51627	51885	53182

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 3 (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	51818	53114	53380	54715
	53233	54564	54837	56208
	54647	56013	56294	57702
	56076	57478	57766	59211

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 4 (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	58272	59729	60028	61529
	59616	61107	61412	62948
	60965	62489	62801	64371
	63219	64799	65123	66751
	65291	66923	67258	68939
	67576	69265	69611	71351
	69859	71605	71963	73762
	72232	74038	74408	76268

CLASSIFICATION : POSTAL TECHNICAL OFFICER LEVEL 5 (TEAMS)

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	74511	76374	76755	78674
	77008	78933	79327	81310

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

OCCUPATIONAL GROUP : TECHNICAL SERVICES
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CLASSIFICATION : DRAFTING ASSISTANT GRADE 1
CLASSIFICATION : GRAPHIC DESIGN ASSISTANT GRADE 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17	20749	21267	21374	21908
At 17	24898	25520	25648	26290
At 18	29048	29774	29923	30671
At 19	33613	34453	34625	35491
At 20	37762	38706	38900	39873
Adult	41497	42534	42747	43816
	42499	43561	43779	44873
	43503	44591	44814	45934
	44501	45614	45842	46988
	46023	47174	47410	48595
	46891	48063	48303	49511
	47936	49134	49380	50615

CLASSIFICATION : SENIOR TECHNICAL SERVICES OFFICER GRADE 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	70781	72551	72914	74737
	73060	74887	75261	77143

CLASSIFICATION : SENIOR TECHNICAL SERVICES OFFICER GRADE 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	75557	77446	77833	79779
	78046	79997	80397	82407

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : SENIOR TECHNICAL SERVICES OFFICER GRADE 3

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	81985	84035	84455	86566

CLASSIFICATION : PRINCIPAL TECHNICAL SERVICES OFFICER GRADE 1

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	86968	89142	89588	91828

CLASSIFICATION : PRINCIPAL TECHNICAL SERVICES OFFICER GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	89044	91270	91726	94019

***Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay**

****Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay**

OCCUPATIONAL GROUP : ENGINEER

CLASSIFICATION : ENGINEER CLASS 1

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14 0.5%	04.12.14 2.5%	13.08.15 0.5%	03.12.15 2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	49989	51239	51495	52782
	51997	53297	53563	54902
	55029	56405	56687	58104
	58567	60031	60331	61839
	62686	64253	64574	66188
	66836	68507	68850	70571

CLASSIFICATION : ENGINEER CLASS 2

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14 0.5%	04.12.14 2.5%	13.08.15 0.5%	03.12.15 2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	70693	72460	72822	74643
	73045	74871	75245	77126
	75412	77297	77683	79625
	77766	79710	80109	82112

CLASSIFICATION : ENGINEER CLASS 3

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14 0.5%	04.12.14 2.5%	13.08.15 0.5%	03.12.15 2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	81829	83875	84294	86401
	84610	86725	87159	89338
	87398	89583	90031	92282
	90180	92435	92897	95219

CLASSIFICATION : ENGINEER CLASS 4

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14 0.5%	04.12.14 2.5%	13.08.15 0.5%	03.12.15 2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	94273	96630	97113	99541
	97135	99563	100061	102563
	100008	102508	103021	105597

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay

CLASSIFICATION : ENGINEER CLASS 5

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	104300	106908	107443	110129
	107340	110024	110574	113338
	110370	113129	113695	116537

OCCUPATIONAL GROUP : COUNSELLOR

CLASSIFICATION : COUNSELLOR GRADE 2

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	70615	72380	72742	74561
	72899	74721	75095	76972
	75193	77073	77458	79394
	77478	79415	79812	81807

CLASSIFICATION : COUNSELLOR GRADE 3

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	81624	83665	84083	86185
	83974	86073	86503	88666
	86315	88473	88915	91138
	88439	90650	91103	93381

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OCCUPATIONAL GROUP : ADMINISTRATIVE OFFICER
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CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 1

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17 years	19386	19871	19970	20470
At 17	23263	23845	23964	24563
At 18	27140	27819	27958	28657
At 19	31405	32190	32351	33161
At 20	35283	36164	36345	37254
Adult	38772	39741	39940	40939
	40485	41497	41704	42747
	42093	43145	43361	44445
	43483	44570	44793	45913
	44873	45995	46225	47381

**CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 1
+ QUALIFICATION ALLOWANCE**

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17 years	21100	21628	21736	22280
At 17	24977	25602	25730	26373
At 18	28854	29576	29724	30467
At 19	33119	33947	34117	34971
At 20	36997	37921	38111	39064
Adult	40485	41497	41704	42747
	42093	43145	43361	44445
	43483	44570	44793	45913
	44873	45995	46225	47381

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 2

C No. Date of Effect Adjusted By	EBA	EBA	*EBA	**EBA
	14.08.14	04.12.14	13.08.15	03.12.15
	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	46262	47419	47656	48847
	47868	49065	49310	50543
	49470	50707	50961	52235
	51074	52351	52613	53928
	52674	53991	54261	55618

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CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 3

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	54601	55966	56246	57652
	56766	58185	58476	59938
	59013	60488	60790	62310
	61284	62816	63130	64708
	63550	65139	65465	67102

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 4

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	66726	68394	68736	70454
	69675	71417	71774	73568
	72623	74439	74811	76681
	75573	77462	77849	79795

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 5

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	79129	81107	81513	83551
	82128	84181	84602	86717

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 6

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	85505	87643	88081	90283
	88479	90691	91144	93423

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CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 6 (NOMINAL) - NON SHIFT
CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 6 (CISD OT) - NON SHIFT

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	91880	94177	94648	97014
	94847	97218	97704	100147

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 6 (NOMINAL) - SHIFTWORK
CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 6 (CISD OT) - SHIFTWORK

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	90746	93015	93480	95817
	93718	96061	96541	98955

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 7

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	91853	94149	94620	96986
	95233	97614	98102	100555

CLASSIFICATION : ADMINISTRATIVE OFFICER LEVEL 8

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	98777	101246	101752	104296
	102784	105354	105881	108528

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OCCUPATIONAL GROUP : FACILITY MANAGER
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CLASSIFICATION : FACILITY MANAGER LEVEL 1

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	82192	84247	84668	86785
	85513	87651	88089	90291

CLASSIFICATION : FACILITY MANAGER LEVEL 2

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	88835	91056	91511	93799
	92155	94459	94931	97304

CLASSIFICATION : FACILITY MANAGER LEVEL 3

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	95475	97862	98351	100810
	99198	101678	102186	104741

CLASSIFICATION : FACILITY MANAGER LEVEL 4

C No.	EBA 14.08.14	EBA 04.12.14	*EBA 13.08.15	**EBA 03.12.15
Date of Effect	0.5%	2.5%	0.5%	2.5%
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	102947	105521	106049	108700
	107101	109779	110328	113086

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CLASSIFICATION : FACILITY MANAGER LEVEL 5				
C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	111251	114032	114602	117467
	115809	118704	119298	122280

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****Please ensure these rates are applied from 3 December 2015 when verifying the rate of pay**

OCCUPATIONAL GROUP : SPRINTPAK

CLASSIFICATION : SPRINTPAK OPERATOR LEVEL 1

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
Under 17 years	18783	19252	19349	19832
At 17	22539	23102	23218	23798
At 18	26296	26953	27088	27765
At 19	30428	31188	31345	32128
At 20	34184	35039	35214	36094
Adult	37565	38504	38697	39664
	38530	39493	39690	40682
	39523	40511	40714	41732
	40508	41521	41729	42772

CLASSIFICATION : SPRINTPAK OPERATOR LEVEL 2

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	46262	47419	47656	48847
	47868	49065	49310	50543
	49470	50707	50961	52235
	51074	52351	52613	53928
	52674	53991	54261	55618

CLASSIFICATION : SPRINTPAK OPERATOR LEVEL 3

C No. Date of Effect Adjusted By	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	54601	55966	56246	57652
	56766	58185	58476	59938
	59013	60488	60790	62310
	61284	62816	63130	64708
	63550	65139	65465	67102

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OCCUPATIONAL GROUP : MAILROOM SOLUTIONS
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CLASSIFICATION : MAIL ROOM OFFICER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
Under 17 years	18783	19252	19349	19832
At 17	22539	23102	23218	23798
At 18	26296	26953	27088	27765
At 19	30428	31188	31345	32128
At 20	34184	35039	35214	36094
Adult	37565	38504	38697	39664
	38530	39493	39690	40682
	39523	40511	40714	41732
	40508	41521	41729	42772

CLASSIFICATION : MAIL ROOM TEAM LEADER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	46262	47419	47656	48847
	47868	49065	49310	50543
	49470	50707	50961	52235
	51074	52351	52613	53928
	52674	53991	54261	55618

CLASSIFICATION : MAIL ROOM SUPERVISOR

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	54601	55966	56246	57652
	56766	58185	58476	59938
	59013	60488	60790	62310
	61284	62816	63130	64708
	63550	65139	65465	67102

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CLASSIFICATION : MAIL ROOM NETWORK SUPERVISOR

C No.	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
Date of Effect				
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	66726	68394	68736	70454
	69675	71417	71774	73568
	72623	74439	74811	76681
	75573	77462	77849	79795

OCCUPATIONAL GROUP : CUSTOMER CONTACT CENTRE

CLASSIFICATION : LEVEL 1 CUSTOMER SERVICE TRAINEE

C No.	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
Date of Effect				
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	42599	43664	43882	44979

CLASSIFICATION : LEVEL 2 CUSTOMER SERVICE CONSULTANT

C No.	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
Date of Effect				
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	47006	48181	48422	49633

CLASSIFICATION : LEVEL 3 CUSTOMER CARE CONSULTANT

C No.	EBA 14.08.14 0.5%	EBA 04.12.14 2.5%	*EBA 13.08.15 0.5%	**EBA 03.12.15 2.5%
Date of Effect				
Adjusted By				
	\$ per annum	\$ per annum	\$ per annum	\$ per annum
	50679	51946	52206	53511

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CLASSIFICATION : LEVEL 4 BUSINESS RELATIONSHIP CONSULTANT

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	54352	55711	55990	57390

CLASSIFICATION : LEVEL 5 TEAM LEADER CUSTOMER SERVICE

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	64632	66248	66579	68243

CLASSIFICATION : LEVEL 6 TEAM MANAGER

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	67571	69260	69606	71346

CLASSIFICATION : LEVEL 7 SUPERVISOR CUSTOMER SERVICE**CLASSIFICATION : LEVEL 7 MANAGER CUSTOMER SERVICE****CLASSIFICATION : LEVEL 7 SUPERVISOR BUSINESS SALES & SUPPORT****CLASSIFICATION : LEVEL 7 MANAGER BUSINESS SALES & SUPPORT****CLASSIFICATION : LEVEL 7 RESOURCE PLANNER / SCHEDULER****CLASSIFICATION : LEVEL 7 MANAGER LEARNING & DEVELOPMENT**

C No.	EBA	EBA	*EBA	**EBA
Date of Effect	14.08.14	04.12.14	13.08.15	03.12.15
Adjusted By	0.5%	2.5%	0.5%	2.5%
	\$	\$	\$	\$
	per annum	per annum	per annum	per annum
	70510	72273	72634	74450

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ALLOWANCES

Enterprise Agreement Allowances

<u>Clause</u>	<u>Allowance</u>	Amount (from 04.12.2014)	*Amount (from 13.8.2015)	**Amount (from 03.12.2015)	
14.1	Dirty Cleaning Work Allowance	\$2.73	\$2.74	\$2.81	per day
14.2	Divide Allowance	\$9.42 \$2,458	\$9.47 \$2,470	\$9.71 \$2,532	per day per annum
14.4	First Aid Allowance				
	Certificate Standard A	\$10.10	\$10.20	\$10.50	per week
	Standard B	\$12.70	\$12.80	\$13.10	per week
	Medallion Standard C	\$15.20	\$15.30	\$15.70	per week
14.5	Gladstone Locality Allowance -				
	with dependants	\$729	\$729	\$747	per annum
	without dependents	\$375	\$375	\$384	per annum
14.7.5	In-Charge Allowance - Retail Staff	\$59,570	\$59,868	\$61,365	per annum
14.8	Industry Allowance	\$32.80	\$33.00	\$33.80	per week
14.9.1	Custody of Stock	\$1,949	\$1,959	\$2,008	per annum
	Postal Technical Officer Level 2 (Item 5)	\$50,638	\$50,891	\$52,163	per annum
	Postal Technical Officer Level 3 (Item 6)	\$56,378	\$56,660	\$58,077	per annum
	Item 7	\$1,949	\$1,959	\$2,008	per annum
14.10	Overtime Meal Allowance	\$15.02	\$15.02	\$15.40	
		from 04.12.2014	from 04.12.2014	from 03.12.2015	
14.11	PDO Functional Allowance	\$9.42 \$2,458	\$9.47 \$2,470	\$9.71 \$2,532	per day per annum
14.13	Administrative Officer - Qualification Allowance	\$1,757	\$1,766	\$1,810	per annum
14.14	Shoe Allowance - Retail Staff	\$88	\$88	\$90	per annum
		from 04.12.2014	from 04.12.2014	from 03.12.2015	
14.15.1 (a)	Disability Allowance 1	\$0.74	\$0.74	\$0.76	per hour
14.15.1 (b)	Disability Allowance 2	\$0.88	\$0.88	\$0.90	per hour

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ALLOWANCES

Principal Determination Allowances

<u>Clause</u>	<u>Allowance</u>	Amount (from 04.12.2014)	*Amount (from 13.8.2015)	**Amount (from 03.12.2015)	
14 (a)	Linguistic Allowance Performance Availability	\$1,043	\$1,048	\$1,074	per annum
14 (b)	Apprentices - Proficiency Allowance	\$93 (from 04.12.2014)	\$93 from 04.12.2014	\$95 from 03.12.2015	per annum
15 (a)	Hosiery Reimbursement Allowance	\$290 (from 04.12.2014)	\$290 from 04.12.2014	\$297 from 03.12.2015	per annum
15 (i)-(k)	Footwear Subsidy	\$58 (from 04.12.2014)	\$58 from 04.12.2014	\$59 from 03.12.2015	per annum
18 (d)	Broken Hill Allowance				
	Employee over 21 years old with dependant	\$12.80	\$12.80	\$13.10	per week
	Any other case	\$6.40 (from 04.12.2014)	\$6.40 from 04.12.2014	\$6.60 from 03.12.2015	per week
18 (e)	Snowy Mountains Allowance				
	with dependants	\$43.60	\$43.60	\$44.70	per week
	without dependents	\$34.10 (from 04.12.2014)	\$34.10 from 04.12.2014	\$35.00 from 03.12.2015	per week

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ALLOWANCES

<u>Clause</u>	<u>Allowance</u>	Amount (from 04.12.2014)	*Amount (from 13.8.2015)	**Amount (from 03.12.2015)	
14.17	Teams Skill Loading				
	Mail Officer	\$908	\$913	\$936	
	Technical Structure				
	Level 1	\$958	\$963	\$987	
	Level 2	\$989	\$994	\$1,019	
	Level 3	\$1,100	\$1,106	\$1,134	
	Level 4 (1-3 Level 4)	\$1,220	\$1,226	\$1,257	
	Level 5 (4-7 Level 4)	\$1,397	\$1,404	\$1,439	
	Level 6 (8 Level 4) (1-2 Level 5)	\$1,487	\$1,494	\$1,531	
14.20	Tonnage Allowance				
	Vehicle Type				
	1. Light Rigid Vehicle (trucks from 4.5 to 13.9 tonnes Gross Vehicle Mass)	\$4.04	\$4.06	\$4.16	per day
	2. Heavy Rigid Vehicle (trucks exceeding 13.9 tonnes Gross Vehicle Mass)	\$7.94	\$7.98	\$8.18	per day
	3. Articulated Vehicles (linehaul, wharf work and heavy rigid/dog trailer combinations)	\$13.84	\$13.91	\$14.26	per day
	4. Road Train (B Double combinations)	\$18.72	\$18.81	\$19.28	per day
	Sprintpak Agreement				
5.1	Drive and operate Forklift	\$3,133	\$3,149	\$3,228	per annum
		\$12.02	\$12.08	\$12.38	per day
5.2	Machine Adjustment	\$3,201	\$3,217	\$3,297	per annum
		\$12.26	\$12.32	\$12.63	per day
	Linehaul Allowances				
Item No.	Linehaul Service				
1	Sydney - Hay (Mon - Fri)	\$3.56	\$2.17	\$0.00	per trip
2	Adelaide - Hay (Mon - Fri)	\$7.58	\$6.24	\$0.00	per trip
	Miscellaneous Allowances				
Deleted	Delivery Duty Allowance	\$22.70	\$22.70	\$22.70	per week
		(from 04.01.2001)	(from 04.01.2001)	(from 04.01.2001)	

*Please ensure these rates are applied from 13 August 2015 when verifying the rate of pay

**Please ensure these rates are applied from 3 Dec 2015 when verifying the rate of pay

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The document provides a detailed explanation of how to categorize these transactions and how to use a double-entry system to maintain the accounting equation.

Next, the document covers the process of reconciling bank statements. It explains that this is a crucial step to identify any discrepancies between the company's records and the bank's records. The document outlines the steps for comparing the two statements, identifying errors, and correcting them. It also discusses the importance of keeping a record of all reconciliations for future reference.

The third section of the document focuses on the preparation of financial statements. It describes how to calculate the net income or loss for a period and how to prepare the income statement, balance sheet, and statement of cash flows. The document provides a step-by-step guide to ensure that all necessary information is included and that the statements are presented in a clear and concise manner.

Finally, the document discusses the importance of internal controls and the role of the accounting department in ensuring the accuracy and reliability of the financial information. It highlights the need for a strong internal control system to prevent errors and fraud, and it provides some examples of effective internal controls that can be implemented in a business.

