

**POSTAL MANAGER GROUP**

|                                                   |           |           |          |
|---------------------------------------------------|-----------|-----------|----------|
| Postal Manager Grade 1                            | \$69,437  | \$72,914  | \$76,368 |
| Postal Manager Grade 2                            | \$78,692  | \$82,172  | \$85,628 |
| Postal Manager Grade 3                            | \$91,650  | \$95,355  |          |
| Postal Manager Grade 4                            | \$99,059  | \$102,762 |          |
| Postal Manager Grade 5 (Facility Manager Level 3) | \$106,463 | \$110,615 |          |

*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<br>\$ | Fortnightly<br>\$ | HOURLY RATES |                      |              | PENALTY RATES |           |
|--------------|-------------------|--------------|----------------------|--------------|---------------|-----------|
|              |                   | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 50%<br>\$ |
| 69,437       | 2662.14           | 36.22        | 54.33                | 72.44        | 5.43          | 18.11     |
| 72,914       | 2795.42           | 38.03        | 57.05                | 76.07        | 5.70          | 19.02     |
| 76,368       | 2927.84           | 39.83        | 59.75                | 79.67        | 5.98          | 19.92     |
| 78,692       | 3016.93           | 41.05        | 61.57                | 82.09        | 6.16          | 20.52     |
| 82,172       | 3150.36           | 42.86        | 64.29                | 85.72        | 6.43          | 21.43     |
| 85,628       | 3282.86           | 44.66        | 67.00                | 89.33        | 6.70          | 22.33     |
| 91,650       | 3513.74           | 47.81        | 71.71                | 95.61        | 7.17          | 23.90     |
| 95,355       | 3655.80           | 49.74        | 74.61                | 99.48        | 7.46          | 24.87     |
| 99,059       | 3797.78           | 51.67        | 77.51                | 103.34       | 7.75          | 25.84     |
| 102,762      | 3939.77           | 53.60        | 80.40                | 107.20       | 8.04          | 26.80     |
| 106,463      | 4081.64           | 55.53        | 83.30                | 111.06       | 8.33          | 27.77     |
| 110,615      | 4240.84           | 57.70        | 86.55                | 115.40       | 8.65          | 28.85     |

**District Allowance  
Grade**

|          | <b>With<br/>Dependants<br/>p.a.</b> | <b>Without<br/>Dependants<br/>p.a.</b> |
|----------|-------------------------------------|----------------------------------------|
| <b>A</b> | <b>\$2,250</b>                      | <b>\$1,140</b>                         |
| <b>B</b> | <b>\$5,420</b>                      | <b>\$2,960</b>                         |
| <b>C</b> | <b>\$7,340</b>                      | <b>\$4,170</b>                         |
| <b>D</b> | <b>\$10,800</b>                     | <b>\$6,680</b>                         |

**POSTAL SERVICES GROUP**

|                                        |          |          |          |
|----------------------------------------|----------|----------|----------|
| Trainee Postal Services Officer        | \$42,228 |          |          |
| Postal Services Officer                | \$45,137 | \$46,991 | \$49,066 |
|                                        | \$51,367 | \$54,142 |          |
| Senior Postal Services Officer Grade 1 | \$56,701 | \$59,477 |          |
| Senior Postal Services Officer Grade 2 | \$62,035 | \$64,807 | \$67,587 |

**JUNIOR RATES**

**Trainee Postal Services Officer:-**

|             |     |          |
|-------------|-----|----------|
| Under 17yrs | 50% | \$21,114 |
| At 17 yrs   | 60% | \$25,337 |
| At 18 yrs   | 70% | \$29,560 |
| At 19 yrs   | 81% | \$34,205 |
| At 20 yrs   | 91% | \$38,428 |

*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**

|                                    |                   |
|------------------------------------|-------------------|
| In Charge Allowance - Retail Staff | \$33.80 per hour  |
| Linguistic Allowance               | \$1,135 per annum |
| Overtime Meal Allowance            | \$16.11           |

**RATES OF PAY TABLE**

| Annual<br>\$ | Fortnightly<br>\$ | HOURLY RATES |                      |              | PENALTY RATES |           |
|--------------|-------------------|--------------|----------------------|--------------|---------------|-----------|
|              |                   | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 50%<br>\$ |
| 21,114       | 809.48            | 11.01        | 16.52                | 22.03        | 1.65          | 5.51      |
| 25,337       | 971.38            | 13.22        | 19.82                | 26.43        | 1.98          | 6.61      |
| 29,560       | 1,133.28          | 15.42        | 23.13                | 30.84        | 2.31          | 7.71      |
| 34,205       | 1,311.36          | 17.84        | 26.76                | 35.68        | 2.68          | 8.92      |
| 38,428       | 1,473.26          | 20.04        | 30.07                | 40.09        | 3.01          | 10.02     |
| 42,228       | 1,618.97          | 22.03        | 33.04                | 44.05        | 3.30          | 11.01     |
| 45,137       | 1,730.48          | 23.54        | 35.32                | 47.09        | 3.53          | 11.77     |
| 46,991       | 1,801.56          | 24.51        | 36.77                | 49.02        | 3.68          | 12.26     |
| 49,066       | 1,881.13          | 25.59        | 38.39                | 51.19        | 3.84          | 12.80     |
| 51,367       | 1,969.32          | 26.79        | 40.19                | 53.59        | 4.02          | 13.40     |
| 54,142       | 2,075.75          | 28.24        | 42.36                | 56.48        | 4.24          | 14.12     |
| 56,701       | 2,173.84          | 29.58        | 44.36                | 59.15        | 4.44          | 14.79     |
| 59,477       | 2,280.26          | 31.02        | 46.54                | 62.05        | 4.65          | 15.51     |
| 62,035       | 2,378.32          | 32.36        | 48.54                | 64.72        | 4.85          | 16.18     |
| 64,807       | 2,484.63          | 33.80        | 50.71                | 67.61        | 5.07          | 16.90     |
| 67,587       | 2,591.20          | 35.25        | 52.88                | 70.51        | 5.29          | 17.63     |

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants**

p.a.  
\$2,250  
\$5,420  
\$7,340  
\$10,800

**Without  
Dependants**

p.a.  
\$1,140  
\$2,960  
\$4,170  
\$6,680

**POSTAL DELIVERY GROUP**

|                                      |          |          |          |          |
|--------------------------------------|----------|----------|----------|----------|
| Trainee Postal Delivery Officer      | \$41,562 |          |          |          |
| Postal Delivery Officer              | \$44,431 | \$46,535 | \$47,536 |          |
|                                      | \$48,561 | \$49,588 |          |          |
| Senior PDO Grade 1                   | \$51,364 |          |          |          |
| Senior PDO Grade 2                   | \$52,059 |          |          |          |
| Senior PDO Grade 3                   | \$54,499 |          |          |          |
| Postal Delivery Co-ordinator Grade 1 | \$55,806 | \$57,122 |          |          |
| Postal Delivery Co-ordinator Grade 2 | \$60,455 | \$62,125 | \$63,839 | \$65,614 |
| Postal Delivery Co-ordinator Grade 3 | \$69,437 | \$72,914 | \$76,368 |          |

**ALLOWANCES**

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

|                         |                  |
|-------------------------|------------------|
| Divide Allowance        | \$2,677 p.a.     |
|                         | \$10.26 per day  |
| Functional Allowance    | \$2,677 p.a.     |
|                         | \$10.26 per day  |
| Delivery Duty Allowance | \$22.70 per week |

General Conditions Award - Clause 19.8

|                         |         |
|-------------------------|---------|
| Overtime Meal Allowance | \$16.11 |
|-------------------------|---------|

**RATES OF PAY TABLE**

Hourly Rates

Shift Penalties

| Annual<br>\$ | F'nightly<br>\$ | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$ | 30%<br>\$ | 50%<br>\$ |
|--------------|-----------------|--------------|----------------------|--------------|-----------|-----------|-----------|
| 41,562       | 1,593.42        | 21.68        | 32.52                | 43.36        | 3.25      | 6.50      | 10.84     |
| 44,431       | 1,703.43        | 23.18        | 34.76                | 46.35        | 3.48      | 6.95      | 11.59     |
| 46,535       | 1,784.07        | 24.27        | 36.41                | 48.55        | 3.64      | 7.28      | 12.14     |
| 47,536       | 1,822.49        | 24.80        | 37.19                | 49.59        | 3.72      | 7.44      | 12.40     |
| 48,561       | 1,861.75        | 25.33        | 37.99                | 50.66        | 3.80      | 7.60      | 12.66     |
| 49,588       | 1,901.13        | 25.87        | 38.80                | 51.73        | 3.88      | 7.76      | 12.93     |
| 51,364       | 1,969.21        | 26.79        | 40.19                | 53.58        | 4.02      | 8.04      | 13.40     |
| 52,059       | 1,995.87        | 27.15        | 40.73                | 54.31        | 4.07      | 8.15      | 13.58     |
| 54,499       | 2,089.42        | 28.43        | 42.64                | 56.86        | 4.26      | 8.53      | 14.21     |
| 55,806       | 2,139.51        | 29.11        | 43.66                | 58.22        | 4.37      | 8.73      | 14.55     |
| 57,122       | 2,189.99        | 29.80        | 44.69                | 59.59        | 4.47      | 8.94      | 14.90     |
| 60,455       | 2,317.75        | 31.53        | 47.30                | 63.07        | 4.73      | 9.46      | 15.77     |
| 62,125       | 2,381.79        | 32.41        | 48.61                | 64.81        | 4.86      | 9.72      | 16.20     |
| 63,839       | 2,447.49        | 33.30        | 49.95                | 66.60        | 4.99      | 9.99      | 16.65     |
| 65,614       | 2,515.57        | 34.23        | 51.34                | 68.45        | 5.13      | 10.27     | 17.11     |
| 69,437       | 2,662.14        | 36.22        | 54.33                | 72.44        | 5.43      | 10.87     | 18.11     |
| 72,914       | 2,795.42        | 38.03        | 57.05                | 76.07        | 5.70      | 11.41     | 19.02     |
| 76,368       | 2,927.84        | 39.83        | 59.75                | 79.67        | 5.98      | 11.95     | 19.92     |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

|   |          |         |
|---|----------|---------|
| A | \$2,250  | \$1,140 |
| B | \$5,420  | \$2,960 |
| C | \$7,340  | \$4,170 |
| D | \$10,800 | \$6,680 |

**DELIVERY MANAGER GROUP**

|                          |          |           |          |
|--------------------------|----------|-----------|----------|
| Delivery Manager Level 1 | \$69,437 | \$72,914  | \$76,368 |
| Delivery Manager Level 2 | \$78,692 | \$82,172  | \$85,628 |
| Delivery Manager Level 3 | \$91,650 | \$95,355  |          |
| Delivery Manager Level 4 | \$99,059 | \$102,762 |          |

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<br>\$ | Fortnightly<br>\$ | HOURLY RATES |                      |              | PENALTY RATES |           |
|--------------|-------------------|--------------|----------------------|--------------|---------------|-----------|
|              |                   | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 50%<br>\$ |
| 69,437       | 2662.14           | 36.22        | 54.33                | 72.44        | 5.43          | 18.11     |
| 72,914       | 2795.42           | 38.03        | 57.05                | 76.07        | 5.70          | 19.02     |
| 76,368       | 2927.84           | 39.83        | 59.75                | 79.67        | 5.98          | 19.92     |
| 78,692       | 3016.93           | 41.05        | 61.57                | 82.09        | 6.16          | 20.52     |
| 82,172       | 3150.36           | 42.86        | 64.29                | 85.72        | 6.43          | 21.43     |
| 85,628       | 3282.86           | 44.66        | 67.00                | 89.33        | 6.70          | 22.33     |
| 91,650       | 3513.74           | 47.81        | 71.71                | 95.61        | 7.17          | 23.90     |
| 95,355       | 3655.80           | 49.74        | 74.61                | 99.48        | 7.46          | 24.87     |
| 99,059       | 3797.78           | 51.67        | 77.51                | 103.34       | 7.75          | 25.84     |
| 102,762      | 3939.77           | 53.60        | 80.40                | 107.20       | 8.04          | 26.80     |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

|   |          |         |
|---|----------|---------|
| A | \$2,250  | \$1,140 |
| B | \$5,420  | \$2,960 |
| C | \$7,340  | \$4,170 |
| D | \$10,800 | \$6,680 |

**MAIL PROCESSING GROUP**

|                                      |          |          |          |          |          |
|--------------------------------------|----------|----------|----------|----------|----------|
| Trainee Mail Officer                 | \$41,562 |          |          |          |          |
| Mail Officer                         | \$44,431 | \$46,535 | \$47,536 | \$48,561 | \$49,588 |
| Mail Officer (Teams)                 | \$45,419 | \$47,524 | \$48,525 | \$49,550 | \$50,576 |
| Senior Mail Officer Grade 1          | \$52,059 |          |          |          |          |
| Senior Mail Officer Grade 2          | \$54,499 |          |          |          |          |
| Trainee Mail Processing Co-ordinator | \$50,849 |          |          |          |          |
| Mail Processing Co-ordinator Gr.1    | \$55,806 | \$57,122 |          |          |          |
| Mail Processing Co-ordinator Gr.2    | \$60,455 | \$62,125 | \$63,839 | \$65,614 |          |
| Mail Processing Co-ordinator Gr.3    | \$67,780 | \$69,782 | \$71,872 | \$73,978 |          |
| Mail Processing Co-ordinator Gr.4    | \$76,075 | \$78,559 | \$81,034 |          |          |

**JUNIOR RATES**

**Trainee Mail Officer:-**

|             |     |          |
|-------------|-----|----------|
| Under 17yrs | 50% | \$20,781 |
| At 17 yrs   | 60% | \$24,937 |
| At 18 yrs   | 70% | \$29,093 |
| At 19 yrs   | 81% | \$33,665 |
| At 20 yrs   | 91% | \$37,821 |

**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 |  | \$            | \$   | \$    |
| 20,781             | 796.71      | 10.84  | 16.26  | 21.68  |  | 1.63          | 3.25 | 5.42  |
| 24,937             | 956.05      | 13.01  | 19.51  | 26.02  |  | 1.95          | 3.90 | 6.50  |
| 29,093             | 1115.40     | 15.18  | 22.76  | 30.35  |  | 2.28          | 4.55 | 7.59  |
| 33,665             | 1290.67     | 17.56  | 26.34  | 35.12  |  | 2.63          | 5.27 | 8.78  |
| 37,821             | 1450.01     | 19.73  | 29.59  | 39.46  |  | 2.96          | 5.92 | 9.86  |
| 41,562             | 1593.42     | 21.68  | 32.52  | 43.36  |  | 3.25          | 6.50 | 10.84 |
| 44,431             | 1703.43     | 23.18  | 34.76  | 46.35  |  | 3.48          | 6.95 | 11.59 |
| 45,419             | 1741.30     | 23.69  | 35.54  | 47.38  |  | 3.55          | 7.11 | 11.85 |
| 46,535             | 1784.07     | 24.27  | 36.41  | 48.55  |  | 3.64          | 7.28 | 12.14 |
| 47,524             | 1822.02     | 24.79  | 37.18  | 49.58  |  | 3.72          | 7.44 | 12.39 |
| 47,536             | 1822.49     | 24.80  | 37.19  | 49.59  |  | 3.72          | 7.44 | 12.40 |
| 48,525             | 1860.40     | 25.31  | 37.97  | 50.62  |  | 3.80          | 7.59 | 12.66 |
| 48,561             | 1861.75     | 25.33  | 37.99  | 50.66  |  | 3.80          | 7.60 | 12.66 |
| 49,550             | 1899.66     | 25.85  | 38.77  | 51.69  |  | 3.88          | 7.75 | 12.92 |
| 49,588             | 1901.13     | 25.87  | 38.80  | 51.73  |  | 3.88          | 7.76 | 12.93 |
| 50,576             | 1939.00     | 26.38  | 39.57  | 52.76  |  | 3.96          | 7.91 | 13.19 |
| 50,849             | 1949.48     | 26.52  | 39.79  | 53.05  |  | 3.98          | 7.96 | 13.26 |
| 52,059             | 1995.87     | 27.15  | 40.73  | 54.31  |  | 4.07          | 8.15 | 13.58 |
| 54,499             | 2089.42     | 28.43  | 42.64  | 56.86  |  | 4.26          | 8.53 | 14.21 |

|        |         |       |       |       |      |       |       |
|--------|---------|-------|-------|-------|------|-------|-------|
| 55,806 | 2139.51 | 29.11 | 43.66 | 58.22 | 4.37 | 8.73  | 14.55 |
| 57,122 | 2189.99 | 29.80 | 44.69 | 59.59 | 4.47 | 8.94  | 14.90 |
| 60,455 | 2317.75 | 31.53 | 47.30 | 63.07 | 4.73 | 9.46  | 15.77 |
| 62,125 | 2381.79 | 32.41 | 48.61 | 64.81 | 4.86 | 9.72  | 16.20 |
| 63,839 | 2447.49 | 33.30 | 49.95 | 66.60 | 4.99 | 9.99  | 16.65 |
| 65,614 | 2515.57 | 34.23 | 51.34 | 68.45 | 5.13 | 10.27 | 17.11 |
| 67,780 | 2598.60 | 35.36 | 53.03 | 70.71 | 5.30 | 10.61 | 17.68 |
| 69,782 | 2675.35 | 36.40 | 54.60 | 72.80 | 5.46 | 10.92 | 18.20 |
| 71,872 | 2755.46 | 37.49 | 56.23 | 74.98 | 5.62 | 11.25 | 18.74 |
| 73,978 | 2836.22 | 38.59 | 57.88 | 77.18 | 5.79 | 11.58 | 19.29 |
| 76,075 | 2916.63 | 39.68 | 59.52 | 79.36 | 5.95 | 11.90 | 19.84 |
| 78,559 | 3011.84 | 40.98 | 61.47 | 81.95 | 6.15 | 12.29 | 20.49 |
| 81,034 | 3106.74 | 42.27 | 63.40 | 84.54 | 6.34 | 12.68 | 21.13 |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

**A  
B  
C  
D**

**\$2,250  
\$5,420  
\$7,340  
\$10,800**

**\$1,140  
\$2,960  
\$4,170  
\$6,680**

**TRANSPORT GROUP**

(With Parity)

|                                       |          |          |          |          |          |
|---------------------------------------|----------|----------|----------|----------|----------|
| Postal Transport Officer              | \$46,535 | \$47,536 | \$48,561 | \$49,588 |          |
| Garage Attendant                      | \$43,183 | \$43,724 | \$44,275 |          |          |
| Driver/Sorter                         | \$46,155 | \$46,937 | \$47,725 | \$48,561 | \$49,588 |
| Senior Postal Transport Officer       | \$52,018 | \$52,949 |          |          |          |
| Postal Transport Co-ordinator Grade 1 | \$55,375 | \$56,299 | \$57,226 |          |          |
| Postal Transport Co-ordinator Grade 2 | \$59,659 | \$60,580 | \$61,503 |          |          |
| Postal Transport Co-ordinator Grade 3 | \$67,181 | \$68,500 |          |          |          |
| Postal Transport Co-ordinator Grade 4 | \$71,230 | \$72,542 |          |          |          |
| Postal Transport Co-ordinator Grade 5 | \$76,485 | \$78,146 |          |          |          |

**JUNIOR RATES**

|                             |      |          |
|-----------------------------|------|----------|
| Under 19 years, (e.g.. PTO) | @70% | \$32,574 |
| At 19 years                 | @81% | \$37,693 |
| At 20 years                 | @91% | \$42,346 |

**A Postal Transport Officer under the age of 20 years shall receive the appropriate junior rate according to age and shall be advanced to the minimum rate for a Postal Transport Officer upon:**

- \* attaining 21 years of age; or
- \* upon completion of 12 months service or at 18 1/2 years of age, whichever is the later.

**ALLOWANCES**

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**

|         |
|---------|
| \$4.39  |
| \$8.65  |
| \$15.06 |
| \$20.37 |

**RATES OF PAY TABLE**

| Annual<br>\$ | Fortnightly<br>\$ | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$ | 50%<br>\$ |
|--------------|-------------------|--------------|----------------------|--------------|-----------|-----------|
| 32,574       | 1,248.85          | 16.99        | 25.49                | 33.98        | 2.55      | 8.50      |
| 37,693       | 1,445.10          | 19.66        | 29.49                | 39.32        | 2.95      | 9.83      |
| 42,346       | 1,623.50          | 22.09        | 33.13                | 44.18        | 3.31      | 11.04     |
| 43,183       | 1,655.57          | 22.52        | 33.79                | 45.05        | 3.38      | 11.26     |
| 43,724       | 1,676.30          | 22.81        | 34.21                | 45.61        | 3.42      | 11.40     |
| 44,275       | 1,697.45          | 23.09        | 34.64                | 46.19        | 3.46      | 11.55     |
| 46,155       | 1,769.51          | 24.07        | 36.11                | 48.15        | 3.61      | 12.04     |
| 46,535       | 1,784.07          | 24.27        | 36.41                | 48.55        | 3.64      | 12.14     |
| 46,937       | 1,799.48          | 24.48        | 36.72                | 48.97        | 3.67      | 12.24     |
| 47,536       | 1,822.49          | 24.80        | 37.19                | 49.59        | 3.72      | 12.40     |
| 47,725       | 1,829.73          | 24.89        | 37.34                | 49.79        | 3.73      | 12.45     |
| 48,561       | 1,861.75          | 25.33        | 37.99                | 50.66        | 3.80      | 12.66     |
| 49,588       | 1,901.13          | 25.87        | 38.80                | 51.73        | 3.88      | 12.93     |
| 52,018       | 1,994.29          | 27.13        | 40.70                | 54.27        | 4.07      | 13.57     |

|        |          |       |       |       |      |       |
|--------|----------|-------|-------|-------|------|-------|
| 52,949 | 2,030.01 | 27.62 | 41.43 | 55.24 | 4.14 | 13.81 |
| 55,375 | 2,123.02 | 28.88 | 43.33 | 57.77 | 4.33 | 14.44 |
| 56,299 | 2,158.43 | 29.37 | 44.05 | 58.73 | 4.40 | 14.68 |
| 57,226 | 2,193.96 | 29.85 | 44.77 | 59.70 | 4.48 | 14.92 |
| 59,659 | 2,287.24 | 31.12 | 46.68 | 62.24 | 4.67 | 15.56 |
| 60,580 | 2,322.57 | 31.60 | 47.40 | 63.20 | 4.74 | 15.80 |
| 61,503 | 2,357.94 | 32.08 | 48.12 | 64.16 | 4.81 | 16.04 |
| 67,181 | 2,575.64 | 35.04 | 52.56 | 70.09 | 5.26 | 17.52 |
| 68,500 | 2,626.19 | 35.73 | 53.60 | 71.46 | 5.36 | 17.87 |
| 71,230 | 2,730.88 | 37.15 | 55.73 | 74.31 | 5.57 | 18.58 |
| 72,542 | 2,781.16 | 37.84 | 56.76 | 75.68 | 5.68 | 18.92 |
| 76,485 | 2,932.31 | 39.90 | 59.84 | 79.79 | 5.98 | 19.95 |
| 78,146 | 2,996.00 | 40.76 | 61.14 | 81.52 | 6.11 | 20.38 |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

A  
B  
C  
D

\$2,250  
\$5,420  
\$7,340  
\$10,800

\$1,140  
\$2,960  
\$4,170  
\$6,680



**PARCEL POST GROUP**

|                                    |          |          |          |          |
|------------------------------------|----------|----------|----------|----------|
| Trainee Parcel Post Officer        | \$41,562 |          |          |          |
| Parcel Post Officer                | \$46,535 | \$47,536 | \$48,561 | \$49,588 |
| Senior Parcel Post Officer Grade 1 | \$52,059 |          |          |          |
| Senior Parcel Post Officer Grade 2 | \$54,499 |          |          |          |
| Parcel Post Co-ordinator Grade 2   | \$60,455 | \$62,125 | \$63,839 | \$65,614 |
| Parcel Post Co-ordinator Grade 3   | \$67,780 | \$69,782 | \$71,873 | \$73,978 |

**JUNIOR RATES**

|                         |     |          |
|-------------------------|-----|----------|
| Under 19 (e.g. Trainee) | 70% | \$29,093 |
| At 19                   | 81% | \$33,249 |
| At 20                   | 91% | \$37,406 |

*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%   |
| \$           | \$          | \$     | \$          | \$            | \$   | \$    | \$    |
| 29,093       | 1115.40     | 15.18  | 22.76       | 30.35         | 2.28 | 4.55  | 7.59  |
| 33,249       | 1274.74     | 17.34  | 26.02       | 34.69         | 2.60 | 5.20  | 8.67  |
| 37,406       | 1434.08     | 19.51  | 29.27       | 39.02         | 2.93 | 5.85  | 9.76  |
| 41,562       | 1593.42     | 21.68  | 32.52       | 43.36         | 3.25 | 6.50  | 10.84 |
| 46,535       | 1784.07     | 24.27  | 36.41       | 48.55         | 3.64 | 7.28  | 12.14 |
| 47,536       | 1822.49     | 24.80  | 37.19       | 49.59         | 3.72 | 7.44  | 12.40 |
| 48,561       | 1861.75     | 25.33  | 37.99       | 50.66         | 3.80 | 7.60  | 12.66 |
| 49,588       | 1901.13     | 25.87  | 38.80       | 51.73         | 3.88 | 7.76  | 12.93 |
| 52,059       | 1995.87     | 27.15  | 40.73       | 54.31         | 4.07 | 8.15  | 13.58 |
| 54,499       | 2089.42     | 28.43  | 42.64       | 56.86         | 4.26 | 8.53  | 14.21 |
| 60,455       | 2317.75     | 31.53  | 47.30       | 63.07         | 4.73 | 9.46  | 15.77 |
| 62,125       | 2381.79     | 32.41  | 48.61       | 64.81         | 4.86 | 9.72  | 16.20 |
| 63,839       | 2447.49     | 33.30  | 49.95       | 66.60         | 4.99 | 9.99  | 16.65 |
| 65,614       | 2515.57     | 34.23  | 51.34       | 68.45         | 5.13 | 10.27 | 17.11 |
| 67,780       | 2598.60     | 35.36  | 53.03       | 70.71         | 5.30 | 10.61 | 17.68 |
| 69,782       | 2675.35     | 36.40  | 54.60       | 72.80         | 5.46 | 10.92 | 18.20 |
| 71,873       | 2755.50     | 37.49  | 56.23       | 74.98         | 5.62 | 11.25 | 18.74 |
| 73,978       | 2836.22     | 38.59  | 57.88       | 77.18         | 5.79 | 11.58 | 19.29 |

**District Allowance Grade**

**With Dependants p.a.**

**Without Dependants p.a.**

|   |          |         |
|---|----------|---------|
| A | \$2,250  | \$1,140 |
| B | \$5,420  | \$2,960 |
| C | \$7,340  | \$4,170 |
| D | \$10,800 | \$6,680 |

**EXPRESS COURIER GROUP**

|                                               |          |          |          |
|-----------------------------------------------|----------|----------|----------|
| Express Courier Senior Service Representative | \$50,150 | \$51,089 |          |
| Express Courier Co-ordinator Grade 1          | \$53,512 | \$54,436 | \$55,364 |
| Express Courier Co-ordinator Grade 2          | \$57,795 | \$58,719 | \$59,645 |

**RATES OF PAY TABLE**

| Annual<br>\$ | F'nightly<br>\$ | Hourly Rates |                      |              | Penalty Rates |           |           |
|--------------|-----------------|--------------|----------------------|--------------|---------------|-----------|-----------|
|              |                 | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 30%<br>\$ | 50%<br>\$ |
| 50,150       | 1922.66         | 26.16        | 39.24                | 52.32        | 3.92          | 7.85      | 13.08     |
| 51,089       | 1958.69         | 26.65        | 39.97                | 53.30        | 4.00          | 7.99      | 13.32     |
| 53,512       | 2051.59         | 27.91        | 41.87                | 55.83        | 4.19          | 8.37      | 13.96     |
| 54,436       | 2087.00         | 28.39        | 42.59                | 56.79        | 4.26          | 8.52      | 14.20     |
| 55,364       | 2122.60         | 28.88        | 43.32                | 57.76        | 4.33          | 8.66      | 14.44     |
| 57,795       | 2215.76         | 30.15        | 45.22                | 60.29        | 4.52          | 9.04      | 15.07     |
| 58,719       | 2251.21         | 30.63        | 45.94                | 61.26        | 4.59          | 9.19      | 15.31     |
| 59,645       | 2286.70         | 31.11        | 46.67                | 62.22        | 4.67          | 9.33      | 15.56     |

**District Allowance**

**Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,250  
\$5,420  
\$7,340  
\$10,800

**Without  
Dependants  
p.a.**

\$1,140  
\$2,960  
\$4,170  
\$6,680

**STORES GROUP**

|                                  |          |          |          |
|----------------------------------|----------|----------|----------|
| Stores Officer                   | \$45,733 | \$46,665 | \$47,681 |
| Senior Stores Officer            | \$48,631 | \$49,408 | \$50,219 |
| Stores Supervisor                | \$55,147 | \$55,953 | \$56,802 |
| Senior Stores Supervisor Grade 1 | \$59,388 | \$60,548 |          |
| Senior Stores Supervisor Grade 2 | \$64,926 | \$66,402 |          |

**RATES OF PAY TABLE**

| Annual<br>\$ | F'nightly<br>\$ | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ |
|--------------|-----------------|--------------|----------------------|--------------|
| 45,733       | 1,753.32        | 23.85        | 35.78                | 47.71        |
| 46,665       | 1,789.08        | 24.34        | 36.51                | 48.68        |
| 47,681       | 1,828.03        | 24.87        | 37.31                | 49.74        |
| 48,631       | 1,864.45        | 25.37        | 38.05                | 50.73        |
| 49,408       | 1,894.23        | 25.77        | 38.66                | 51.54        |
| 50,219       | 1,925.32        | 26.19        | 39.29                | 52.39        |
| 55,147       | 2,114.28        | 28.77        | 43.15                | 57.53        |
| 55,953       | 2,145.18        | 29.19        | 43.78                | 58.37        |
| 56,802       | 2,177.70        | 29.63        | 44.44                | 59.26        |
| 59,388       | 2,276.87        | 30.98        | 46.47                | 61.96        |
| 60,548       | 2,321.34        | 31.58        | 47.37                | 63.17        |
| 64,926       | 2,489.18        | 33.87        | 50.80                | 67.73        |
| 66,402       | 2,545.78        | 34.64        | 51.95                | 69.27        |

**District Allowance  
Grade**

|   | With<br>Dependants<br>p.a. | Without<br>Dependants<br>p.a. |
|---|----------------------------|-------------------------------|
| A | \$2,250                    | \$1,140                       |
| B | \$5,420                    | \$2,960                       |
| C | \$7,340                    | \$4,170                       |
| D | \$10,800                   | \$6,680                       |

**SUPPORT SERVICES GROUP**

|                                  |          |          |
|----------------------------------|----------|----------|
| Support Services Officer Grade 1 | \$42,691 | \$44,081 |
| Support Services Officer Grade 2 | \$45,634 | \$47,103 |
| Support Services Officer Grade 3 | \$49,066 | \$50,564 |
| Support Services Officer Grade 4 | \$52,805 |          |

**RATES OF PAY TABLE**

| Annual<br>\$ | Fortn'tly<br>\$ | Hourly Rate  |                      |              | Penalty Rates |           |           |
|--------------|-----------------|--------------|----------------------|--------------|---------------|-----------|-----------|
|              |                 | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 30%<br>\$ | 50%<br>\$ |
| 42,691       | 1,636.73        | 22.27        | 33.40                | 44.54        | 3.34          | 6.68      | 11.13     |
| 44,081       | 1,690.02        | 22.99        | 34.49                | 45.99        | 3.45          | 6.90      | 11.50     |
| 45,634       | 1,749.55        | 23.80        | 35.71                | 47.61        | 3.57          | 7.14      | 11.90     |
| 47,103       | 1,805.88        | 24.57        | 36.85                | 49.14        | 3.69          | 7.37      | 12.28     |
| 49,066       | 1,881.13        | 25.59        | 38.39                | 51.19        | 3.84          | 7.68      | 12.80     |
| 50,564       | 1,938.54        | 26.37        | 39.56                | 52.75        | 3.96          | 7.91      | 13.19     |
| 52,805       | 2,024.46        | 27.54        | 41.32                | 55.09        | 4.13          | 8.26      | 13.77     |

**District Allowance  
Grade**

|   | <b>With<br/>Dependants<br/>p.a.</b> | <b>Without<br/>Dependants<br/>p.a.</b> |
|---|-------------------------------------|----------------------------------------|
| A | \$2,250                             | \$1,140                                |
| B | \$5,420                             | \$2,960                                |
| C | \$7,340                             | \$4,170                                |
| D | \$10,800                            | \$6,680                                |

**TRADES AND TECHNICAL GROUP**

|                                          |          |          |          |          |
|------------------------------------------|----------|----------|----------|----------|
| Apprentice Postal Technician - Under 18  | \$24,522 |          |          |          |
| Apprentice Postal Technician - At 18     | \$28,099 |          |          |          |
| Apprentice Postal Technician- At 19      | \$38,317 |          |          |          |
| Apprentice Postal Technician - At 20     | \$44,959 |          |          |          |
| Apprentice Postal Technician - Adult     | \$45,873 |          |          |          |
| Postal Technical Officer Level 1         | \$47,389 | \$48,511 | \$49,624 | \$51,321 |
|                                          | \$52,289 | \$53,454 |          |          |
| Postal Technical Officer Level 2         | \$51,089 | \$52,400 | \$53,741 | \$55,090 |
| Postal Technical Officer Level 3         | \$56,586 | \$58,163 | \$59,741 | \$61,334 |
| Postal Technical Officer Level 4         | \$63,651 | \$65,151 | \$66,655 | \$68,976 |
|                                          | \$71,286 | \$73,834 | \$76,379 | \$78,928 |
| Postal Technical Officer Level 5         | \$81,469 | \$84,252 |          |          |
| Postal Technical Officer Level 6         | \$87,027 |          |          |          |
| Postal Technical Officer Level 7         | \$91,420 |          |          |          |
| Postal Technical Officer Level 8         | \$96,977 |          |          |          |
| Postal Technical Officer Level 9         | \$99,291 |          |          |          |
| Postal Technical Officer Level 4 (Teams) | \$64,979 | \$66,478 | \$67,981 | \$70,494 |
|                                          | \$72,806 | \$75,353 | \$77,898 | \$80,545 |
| Postal Technical Officer Level 5 (Teams) | \$83,087 | \$85,870 |          |          |

**RATES OF PAY TABLE**

**HOURLY RATES**

**SHIFT PENALTY**

| Annual<br>\$ | Fortnightly<br>\$ | Single<br>\$ | Time<br>& Half |              | Double<br>\$ | SHIFT PENALTY |           |
|--------------|-------------------|--------------|----------------|--------------|--------------|---------------|-----------|
|              |                   |              | Single<br>\$   | Double<br>\$ |              | 15%<br>\$     | 50%<br>\$ |
| 24,522       | 940.14            | 12.79        | 19.19          | 25.58        | 1.92         | 6.40          |           |
| 28,099       | 1,077.27          | 14.66        | 21.99          | 29.31        | 2.20         | 7.33          |           |
| 38,317       | 1,469.01          | 19.99        | 29.98          | 39.97        | 3.00         | 9.99          |           |
| 44,959       | 1,723.66          | 23.45        | 35.18          | 46.90        | 3.52         | 11.73         |           |
| 45,873       | 1,758.72          | 23.93        | 35.89          | 47.86        | 3.59         | 11.96         |           |
| 47,389       | 1,816.82          | 24.72        | 37.08          | 49.44        | 3.71         | 12.36         |           |
| 48,511       | 1,859.86          | 25.30        | 37.96          | 50.61        | 3.80         | 12.65         |           |
| 49,624       | 1,902.51          | 25.88        | 38.83          | 51.77        | 3.88         | 12.94         |           |
| 51,089       | 1,958.69          | 26.65        | 39.97          | 53.30        | 4.00         | 13.32         |           |
| 51,321       | 1,967.59          | 26.77        | 40.15          | 53.54        | 4.02         | 13.38         |           |
| 52,289       | 2,004.70          | 27.27        | 40.91          | 54.55        | 4.09         | 13.64         |           |
| 52,400       | 2,008.93          | 27.33        | 41.00          | 54.66        | 4.10         | 13.67         |           |
| 53,454       | 2,049.35          | 27.88        | 41.82          | 55.76        | 4.18         | 13.94         |           |
| 53,741       | 2,060.37          | 28.03        | 42.05          | 56.06        | 4.20         | 14.02         |           |
| 55,090       | 2,112.08          | 28.74        | 43.10          | 57.47        | 4.31         | 14.37         |           |
| 56,586       | 2,169.41          | 29.52        | 44.27          | 59.03        | 4.43         | 14.76         |           |
| 58,163       | 2,229.91          | 30.34        | 45.51          | 60.68        | 4.55         | 15.17         |           |
| 59,741       | 2,290.40          | 31.16        | 46.74          | 62.32        | 4.67         | 15.58         |           |
| 61,334       | 2,351.47          | 31.99        | 47.99          | 63.99        | 4.80         | 16.00         |           |
| 63,651       | 2,440.28          | 33.20        | 49.80          | 66.40        | 4.98         | 16.60         |           |
| 65,151       | 2,497.81          | 33.98        | 50.98          | 67.97        | 5.10         | 16.99         |           |
| 64,979       | 2,491.22          | 33.89        | 50.84          | 67.79        | 5.08         | 16.95         |           |
| 66,478       | 2,548.67          | 34.68        | 52.01          | 69.35        | 5.20         | 17.34         |           |
| 66,655       | 2,555.45          | 34.77        | 52.15          | 69.54        | 5.22         | 17.38         |           |
| 67,981       | 2,606.31          | 35.46        | 53.19          | 70.92        | 5.32         | 17.73         |           |
| 68,976       | 2,644.45          | 35.98        | 53.97          | 71.96        | 5.40         | 17.99         |           |
| 70,494       | 2,702.63          | 36.77        | 55.16          | 73.54        | 5.52         | 18.39         |           |
| 71,286       | 2,733.00          | 37.18        | 55.78          | 74.37        | 5.58         | 18.59         |           |

|        |          |       |       |        |      |       |
|--------|----------|-------|-------|--------|------|-------|
| 72,806 | 2,791.29 | 37.98 | 56.97 | 75.95  | 5.70 | 18.99 |
| 73,834 | 2,830.71 | 38.51 | 57.77 | 77.03  | 5.78 | 19.26 |
| 75,353 | 2,888.93 | 39.31 | 58.96 | 78.61  | 5.90 | 19.65 |
| 76,379 | 2,928.27 | 39.84 | 59.76 | 79.68  | 5.98 | 19.92 |
| 77,898 | 2,986.49 | 40.63 | 60.95 | 81.26  | 6.09 | 20.32 |
| 78,928 | 3,025.98 | 41.17 | 61.75 | 82.34  | 6.18 | 20.58 |
| 80,545 | 3,087.98 | 42.01 | 63.02 | 84.03  | 6.30 | 21.01 |
| 81,469 | 3,123.42 | 42.50 | 63.74 | 84.99  | 6.37 | 21.25 |
| 83,087 | 3,185.46 | 43.34 | 65.01 | 86.68  | 6.50 | 21.67 |
| 84,252 | 3,230.11 | 43.95 | 65.92 | 87.89  | 6.59 | 21.97 |
| 85,870 | 3,292.15 | 44.79 | 67.19 | 89.58  | 6.72 | 22.40 |
| 87,027 | 3,336.50 | 45.39 | 68.09 | 90.79  | 6.81 | 22.70 |
| 91,420 | 3,504.91 | 47.69 | 71.53 | 95.37  | 7.15 | 23.84 |
| 96,977 | 3,717.99 | 50.58 | 75.88 | 101.17 | 7.59 | 25.29 |
| 99,291 | 3,806.68 | 51.79 | 77.69 | 103.58 | 7.77 | 25.90 |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

|          |                 |                |
|----------|-----------------|----------------|
| <b>A</b> | <b>\$2,250</b>  | <b>\$1,140</b> |
| <b>B</b> | <b>\$5,420</b>  | <b>\$2,960</b> |
| <b>C</b> | <b>\$7,340</b>  | <b>\$4,170</b> |
| <b>D</b> | <b>\$10,800</b> | <b>\$6,680</b> |

**TECHNICAL SERVICES GROUP**

|                                                               |          |          |          |          |
|---------------------------------------------------------------|----------|----------|----------|----------|
| Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1 | \$46,274 | \$47,389 | \$48,511 | \$49,624 |
|                                                               | \$51,321 | \$52,289 | \$53,454 |          |
| Senior Technical Services Officer Grade 1                     | \$78,928 | \$81,469 |          |          |
| Senior Technical Services Officer Grade 2                     | \$84,252 | \$87,027 |          |          |
| Senior Technical Services Officer Grade 3                     | \$91,420 |          |          |          |
| Principal Technical Services Officer Grade 1                  | \$96,977 |          |          |          |
| Principal Technical Services Officer Grade 2                  | \$99,291 |          |          |          |

**JUNIOR RATES**

Drafting/Gr. Design Assist. Gr.1

|          | %  |          |
|----------|----|----------|
| Under 17 | 50 | \$23,137 |
| At 17    | 60 | \$27,766 |
| At 18    | 70 | \$32,393 |
| At 19    | 81 | \$37,482 |
| At 20    | 91 | \$42,110 |

**RATES OF PAY TABLE**

|           |              | HOURLY RATES |                |           | PENALTY RATES |        |        |
|-----------|--------------|--------------|----------------|-----------|---------------|--------|--------|
| Annual \$ | F'nightly \$ | Single \$    | Time & Half \$ | Double \$ | 15% \$        | 30% \$ | 50% \$ |
| 23,137    | 887.05       | 12.07        | 18.10          | 24.14     | 1.81          | 3.62   | 6.03   |
| 27,766    | 1064.49      | 14.48        | 21.72          | 28.97     | 2.17          | 4.34   | 7.24   |
| 32,393    | 1241.90      | 16.90        | 25.34          | 33.79     | 2.53          | 5.07   | 8.45   |
| 37,482    | 1437.01      | 19.55        | 29.33          | 39.10     | 2.93          | 5.87   | 9.78   |
| 42,110    | 1614.42      | 21.96        | 32.95          | 43.93     | 3.29          | 6.59   | 10.98  |
| 78,928    | 3025.98      | 41.17        | 61.75          | 82.34     | 6.18          | 12.35  | 20.58  |
| 81,469    | 3123.42      | 42.50        | 63.74          | 84.99     | 6.37          | 12.75  | 21.25  |
| 84,252    | 3230.11      | 43.95        | 65.92          | 87.89     | 6.59          | 13.18  | 21.97  |
| 87,027    | 3336.50      | 45.39        | 68.09          | 90.79     | 6.81          | 13.62  | 22.70  |
| 91,420    | 3504.91      | 47.69        | 71.53          | 95.37     | 7.15          | 14.31  | 23.84  |
| 96,977    | 3717.99      | 50.58        | 75.88          | 101.17    | 7.59          | 15.18  | 25.29  |
| 99,291    | 3806.68      | 51.79        | 77.69          | 103.58    | 7.77          | 15.54  | 25.90  |

**District Allowance Grade**

|   | With Dependants p.a. | Without Dependants p.a. |
|---|----------------------|-------------------------|
| A | \$2,250              | \$1,140                 |
| B | \$5,420              | \$2,960                 |
| C | \$7,340              | \$4,170                 |
| D | \$10,800             | \$6,680                 |

**ADMINISTRATIVE GROUP**

|                                            |           |           |          |          |          |
|--------------------------------------------|-----------|-----------|----------|----------|----------|
| Admin. Officer Level 1                     | \$43,236  | \$45,145  | \$46,938 | \$48,490 | \$50,038 |
| Admin. Officer Level 2                     | \$51,586  | \$53,378  | \$55,165 | \$56,953 | \$58,737 |
| Admin. Officer Level 3                     | \$60,885  | \$63,299  | \$65,805 | \$68,337 | \$70,866 |
| Admin. Officer Level 4                     | \$74,405  | \$77,693  | \$80,980 | \$84,270 |          |
| Admin. Officer Level 5                     | \$88,236  | \$91,580  |          |          |          |
| Admin. Officer Level 6 (Acting)            | \$95,346  | \$98,661  |          |          |          |
| Admin. Officer Level 6 Nominal - Non-shift | \$102,453 | \$105,763 |          |          |          |
| Admin. Officer Level 6 Nominal - Shiftwork | \$101,189 | \$104,503 |          |          |          |
| Admin. Officer Level 7                     | \$102,425 | \$106,193 |          |          |          |
| Admin. Officer Level 8                     | \$110,143 | \$114,614 |          |          |          |

*Administrative Officer Qualification Allowance - \$1,913 per annum*

| <b>RATES OF PAY TABLE</b> |                    |               |                        |               |
|---------------------------|--------------------|---------------|------------------------|---------------|
| <b>HOURLY RATES</b>       |                    |               |                        |               |
| <b>Annual</b>             | <b>Fortnightly</b> | <b>Single</b> | <b>Time &amp; Half</b> | <b>Double</b> |
| <b>\$</b>                 | <b>\$</b>          | <b>\$</b>     | <b>\$</b>              | <b>\$</b>     |
| 43,236                    | 1657.61            | 22.55         | 33.83                  | 45.11         |
| 45,145                    | 1730.78            | 23.55         | 35.32                  | 47.10         |
| 46,938                    | 1799.52            | 24.48         | 36.72                  | 48.97         |
| 48,490                    | 1859.05            | 25.29         | 37.94                  | 50.59         |
| 50,038                    | 1918.39            | 26.10         | 39.15                  | 52.20         |
| 51,586                    | 1977.72            | 26.91         | 40.36                  | 53.82         |
| 53,378                    | 2046.42            | 27.84         | 41.76                  | 55.69         |
| 55,165                    | 2114.97            | 28.78         | 43.16                  | 57.55         |
| 56,953                    | 2183.51            | 29.71         | 44.56                  | 59.42         |
| 58,737                    | 2251.91            | 30.64         | 45.96                  | 61.28         |
| 60,885                    | 2334.25            | 31.76         | 47.64                  | 63.52         |
| 63,299                    | 2426.80            | 33.02         | 49.53                  | 66.04         |
| 65,805                    | 2522.89            | 34.33         | 51.49                  | 68.65         |
| 68,337                    | 2619.95            | 35.65         | 53.47                  | 71.29         |
| 70,866                    | 2716.89            | 36.96         | 55.45                  | 73.93         |
| 74,405                    | 2852.59            | 38.81         | 58.22                  | 77.62         |
| 77,693                    | 2978.63            | 40.53         | 60.79                  | 81.05         |
| 80,980                    | 3104.66            | 42.24         | 63.36                  | 84.48         |
| 84,270                    | 3230.81            | 43.96         | 65.93                  | 87.91         |
| 88,236                    | 3382.85            | 46.03         | 69.04                  | 92.05         |
| 91,580                    | 3511.04            | 47.77         | 71.65                  | 95.54         |
| 95,346                    | 3655.45            | 49.73         | 74.60                  | 99.47         |
| 98,661                    | 3782.52            | 51.46         | 77.19                  | 102.93        |
| 101,189                   | 3879.47            | 52.78         | 79.17                  | 105.56        |
| 102,425                   | 3926.82            | 53.43         | 80.14                  | 106.85        |
| 102,453                   | 3927.90            | 53.44         | 80.16                  | 106.88        |
| 104,503                   | 4006.50            | 54.51         | 81.77                  | 109.02        |
| 105,763                   | 4054.82            | 55.17         | 82.75                  | 110.34        |
| 106,193                   | 4071.31            | 55.39         | 83.09                  | 110.78        |
| 110,143                   | 4222.73            | 57.45         | 86.18                  | 114.90        |
| 114,614                   | 4394.16            | 59.78         | 89.68                  | 119.57        |



| <b>District Allowance<br/>Grade</b> | <b>With<br/>Dependants<br/>p.a.</b> | <b>Without<br/>Dependants<br/>p.a.</b> |
|-------------------------------------|-------------------------------------|----------------------------------------|
| <b>A</b>                            | <b>\$2,250</b>                      | <b>\$1,140</b>                         |
| <b>B</b>                            | <b>\$5,420</b>                      | <b>\$2,960</b>                         |
| <b>C</b>                            | <b>\$7,340</b>                      | <b>\$4,170</b>                         |
| <b>D</b>                            | <b>\$10,800</b>                     | <b>\$6,680</b>                         |

**FACILITY MANAGER GROUP**

|                          |           |           |
|--------------------------|-----------|-----------|
| Facility Manager Level 1 | \$91,650  | \$95,355  |
| Facility Manager Level 2 | \$99,059  | \$102,762 |
| Facility Manager Level 3 | \$106,463 | \$110,615 |
| Facility Manager Level 4 | \$114,796 | \$119,427 |
| Facility Manager Level 5 | \$124,054 | \$129,135 |

Except with the approval of Australia Post, the occupants of positions of PM Gr.3 and above are not eligible for overtime payments or time off in lieu.

**RATES OF PAY TABLE**

| Annual<br>\$ | Fortnightly<br>\$ | HOURLY RATES |                      |              | PENALTY RATES |           |
|--------------|-------------------|--------------|----------------------|--------------|---------------|-----------|
|              |                   | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ | 15%<br>\$     | 50%<br>\$ |
| 91,650       | 3513.74           | 47.81        | 71.71                | 95.61        | 7.17          | 23.90     |
| 95,355       | 3655.80           | 49.74        | 74.61                | 99.48        | 7.46          | 24.87     |
| 99,059       | 3797.78           | 51.67        | 77.51                | 103.34       | 7.75          | 25.84     |
| 102,762      | 3939.77           | 53.60        | 80.40                | 107.20       | 8.04          | 26.80     |
| 106,463      | 4081.64           | 55.53        | 83.30                | 111.06       | 8.33          | 27.77     |
| 110,615      | 4240.84           | 57.70        | 86.55                | 115.40       | 8.65          | 28.85     |
| 114,796      | 4401.13           | 59.88        | 89.82                | 119.76       | 8.98          | 29.94     |
| 119,427      | 4578.68           | 62.29        | 93.44                | 124.59       | 9.34          | 31.15     |

**District Allowance  
Grade**

|          | <b>With<br/>Dependants<br/>p.a.</b> | <b>Without<br/>Dependants<br/>p.a.</b> |
|----------|-------------------------------------|----------------------------------------|
| <b>A</b> | <b>\$2,250</b>                      | <b>\$1,140</b>                         |
| <b>B</b> | <b>\$5,420</b>                      | <b>\$2,960</b>                         |
| <b>C</b> | <b>\$7,340</b>                      | <b>\$4,170</b>                         |
| <b>D</b> | <b>\$10,800</b>                     | <b>\$6,680</b>                         |

**SPRINTPAK GROUP**

|                            |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|
| Sprintpak Operator Level 1 | \$44,431 | \$46,535 | \$47,536 | \$48,561 | \$49,588 |
| Sprintpak Operator Level 2 | \$51,586 | \$53,378 | \$55,165 | \$56,953 | \$58,737 |
| Sprintpak Operator Level 3 | \$60,885 | \$63,299 | \$65,805 | \$68,337 | \$70,866 |

**ALLOWANCE**

|                              |         |
|------------------------------|---------|
| Fork Lift Allowance          | \$13.07 |
| Machine Adjustment Allowance | \$13.35 |

| Annual<br>\$ | F'nightly<br>\$ | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$ |
|--------------|-----------------|--------------|----------------------|--------------|
| 44,431       | 1,703.42        | 23.18        | 34.76                | 46.35        |
| 46,535       | 1,784.09        | 24.27        | 36.41                | 48.55        |
| 47,536       | 1,822.47        | 24.80        | 37.19                | 49.59        |
| 48,561       | 1,861.76        | 25.33        | 38.00                | 50.66        |
| 51,586       | 1,977.72        | 26.91        | 40.36                | 53.82        |
| 53,378       | 2,046.42        | 27.84        | 41.76                | 55.69        |
| 55,165       | 2,114.97        | 28.78        | 43.16                | 57.55        |
| 56,953       | 2,183.51        | 29.71        | 44.56                | 59.42        |
| 58,737       | 2,251.91        | 30.64        | 45.96                | 61.28        |
| 60,885       | 2,334.25        | 31.76        | 47.64                | 63.52        |
| 63,299       | 2,426.80        | 33.02        | 49.53                | 66.04        |
| 65,805       | 2,522.89        | 34.33        | 51.49                | 68.65        |
| 68,337       | 2,619.95        | 35.65        | 53.47                | 71.29        |
| 70,866       | 2,716.89        | 36.96        | 55.45                | 73.93        |

**District Allowance**

| Grade | With<br>Dependants<br>p.a. | Without<br>Dependants<br>p.a. |
|-------|----------------------------|-------------------------------|
| A     | \$2,250                    | \$1,140                       |
| B     | \$5,420                    | \$2,960                       |
| C     | \$7,340                    | \$4,170                       |
| D     | \$10,800                   | \$6,680                       |

**MAIL ROOM SOLUTIONS**

|                              |          |          |          |          |          |
|------------------------------|----------|----------|----------|----------|----------|
| Mail Room Officer            | \$41,889 | \$42,963 | \$44,074 | \$45,172 |          |
| Mail Room Team Leader        | \$51,586 | \$53,378 | \$55,165 | \$56,953 | \$58,737 |
| Mail Room Supervisor         | \$60,885 | \$63,299 | \$65,805 | \$68,337 | \$70,866 |
| Mail Room Network Supervisor | \$74,405 | \$77,693 | \$80,980 | \$84,270 |          |

**JUNIOR RATES**

**Mail Room Officer:-**

|             |     |          |
|-------------|-----|----------|
| Under 17yrs | 50% | \$20,945 |
| At 17 yrs   | 60% | \$25,134 |
| At 18 yrs   | 70% | \$29,323 |
| At 19 yrs   | 81% | \$33,930 |
| At 20 yrs   | 91% | \$38,119 |

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<br>\$ | Fortnightly<br>\$ | Single<br>\$ | Time         |              | 15%<br>\$ | 30%<br>\$ | 50%<br>\$ |
|--------------|-------------------|--------------|--------------|--------------|-----------|-----------|-----------|
|              |                   |              | & Half<br>\$ | Double<br>\$ |           |           |           |
| 20,945       | 802.99            | 10.93        | 16.39        | 21.85        | 1.64      | 3.28      | 5.46      |
| 25,134       | 963.59            | 13.11        | 19.67        | 26.22        | 1.97      | 3.93      | 6.56      |
| 29,323       | 1124.19           | 15.30        | 22.94        | 30.59        | 2.29      | 4.59      | 7.65      |
| 33,930       | 1300.85           | 17.70        | 26.55        | 35.40        | 2.65      | 5.31      | 8.85      |
| 38,119       | 1461.44           | 19.88        | 29.83        | 39.77        | 2.98      | 5.97      | 9.94      |
| 41,889       | 1605.98           | 21.85        | 32.78        | 43.70        | 3.28      | 6.56      | 10.93     |
| 42,963       | 1647.13           | 22.41        | 33.61        | 44.82        | 3.36      | 6.72      | 11.20     |
| 44,074       | 1689.75           | 22.99        | 34.48        | 45.98        | 3.45      | 6.90      | 11.49     |
| 45,172       | 1731.82           | 23.56        | 35.34        | 47.12        | 3.53      | 7.07      | 11.78     |
| 51,586       | 1977.72           | 26.91        | 40.36        | 53.82        | 4.04      | 8.07      | 13.45     |
| 53,378       | 2046.42           | 27.84        | 41.76        | 55.69        | 4.18      | 8.35      | 13.92     |
| 55,165       | 2114.97           | 28.78        | 43.16        | 57.55        | 4.32      | 8.63      | 14.39     |
| 56,953       | 2183.51           | 29.71        | 44.56        | 59.42        | 4.46      | 8.91      | 14.85     |
| 58,737       | 2251.91           | 30.64        | 45.96        | 61.28        | 4.60      | 9.19      | 15.32     |
| 60,885       | 2334.25           | 31.76        | 47.64        | 63.52        | 4.76      | 9.53      | 15.88     |
| 63,299       | 2426.80           | 33.02        | 49.53        | 66.04        | 4.95      | 9.91      | 16.51     |
| 65,805       | 2522.89           | 34.33        | 51.49        | 68.65        | 5.15      | 10.30     | 17.16     |
| 68,337       | 2619.95           | 35.65        | 53.47        | 71.29        | 5.35      | 10.69     | 17.82     |
| 70,866       | 2716.89           | 36.96        | 55.45        | 73.93        | 5.54      | 11.09     | 18.48     |
| 74,405       | 2852.59           | 38.81        | 58.22        | 77.62        | 5.82      | 11.64     | 19.41     |
| 77,693       | 2978.63           | 40.53        | 60.79        | 81.05        | 6.08      | 12.16     | 20.26     |
| 80,980       | 3104.66           | 42.24        | 63.36        | 84.48        | 6.34      | 12.67     | 21.12     |
| 84,270       | 3230.81           | 43.96        | 65.93        | 87.91        | 6.59      | 13.19     | 21.98     |

**District Allowance  
Grade**

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

|   |          |         |
|---|----------|---------|
| A | \$2,250  | \$1,140 |
| B | \$5,420  | \$2,960 |
| C | \$7,340  | \$4,170 |
| D | \$10,800 | \$6,680 |

**CUSTOMER CONTACT CENTRES**

|                                          |          |
|------------------------------------------|----------|
| Level 1 Customer Service Trainee         | \$47,502 |
| Level 2 Customer Service Consultant      | \$52,416 |
| Level 3 Customer Care Consultant         | \$56,512 |
| Level 4 Business Relationship Consultant | \$60,609 |
| Level 5 Team Leader Customer Service     | \$72,070 |
| Level 6 Team Manager                     | \$75,347 |
| Level 7 Supervisor Customer Service      | \$78,626 |

| RATES OF PAY TABLE |                 |              |                      |               |           |           |           |
|--------------------|-----------------|--------------|----------------------|---------------|-----------|-----------|-----------|
| Hourly Rates       |                 |              |                      | Penalty Rates |           |           |           |
| Annual<br>\$       | F'nightly<br>\$ | Single<br>\$ | Time<br>& Half<br>\$ | Double<br>\$  | 15%<br>\$ | 30%<br>\$ | 50%<br>\$ |
| 47,502             | 1821.18         | 24.78        | 37.17                | 49.56         | 3.72      | 7.43      | 12.39     |
| 52,416             | 2009.55         | 27.34        | 41.01                | 54.68         | 4.10      | 8.20      | 13.67     |
| 56,512             | 2166.60         | 29.48        | 44.22                | 58.96         | 4.42      | 8.84      | 14.74     |
| 60,609             | 2323.65         | 31.61        | 47.42                | 63.23         | 4.74      | 9.48      | 15.81     |
| 72,070             | 2763.05         | 37.59        | 56.39                | 75.19         | 5.64      | 11.28     | 18.80     |
| 75,347             | 2888.70         | 39.30        | 58.95                | 78.60         | 5.90      | 11.79     | 19.65     |
| 78,626             | 3014.42         | 41.01        | 61.52                | 82.03         | 6.15      | 12.30     | 20.51     |

**District Allowance  
Grade**

A  
B  
C  
D

**With  
Dependants  
p.a.**

\$2,250  
\$5,420  
\$7,340  
\$10,800

**Without  
Dependants  
p.a.**

\$1,140  
\$2,960  
\$4,170  
\$6,680