

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$74,052	\$77,760	\$81,444
Postal Manager Grade 2	\$83,923	\$87,634	\$91,319
Postal Manager Grade 3	\$97,741	\$101,692	
Postal Manager Grade 4	\$105,641	\$109,591	
Postal Manager Grade 5 (Facility Manager Level 3)	\$113,538	\$117,966	

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

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
74,052	2839.05	38.63	57.94	77.25	5.79	19.31
77,760	2981.21	40.56	60.84	81.12	6.08	20.28
81,444	3122.46	42.48	63.72	84.96	6.37	21.24
83,923	3217.51	43.78	65.66	87.55	6.57	21.89
87,634	3359.79	45.71	68.57	91.42	6.86	22.86
91,319	3501.04	47.63	71.45	95.27	7.14	23.82
97,741	3747.25	50.98	76.47	101.97	7.65	25.49
101,692	3898.73	53.04	79.57	106.09	7.96	26.52
105,641	4050.13	55.10	82.66	110.21	8.27	27.55
109,591	4201.57	57.16	85.75	114.33	8.57	28.58
113,538	4352.89	59.22	88.83	118.45	8.88	29.61
117,966	4522.65	61.53	92.30	123.07	9.23	30.77

District Allowance effective from 31 August 2021

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

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$45,036		
Postal Services Officer	\$48,139	\$50,115	\$52,328
	\$54,781	\$57,741	
Senior Postal Services Officer Grade 1	\$60,470	\$63,431	
Senior Postal Services Officer Grade 2	\$66,158	\$69,115	\$72,080

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$22,518
At 17 yrs	60%	\$27,021
At 18 yrs	70%	\$31,525
At 19 yrs	81%	\$36,479
At 20 yrs	91%	\$40,983

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	\$69,115 per annum
Linguistic Allowance	\$1,213 per annum
Overtime Meal Allowance	\$17.18

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
22,518	863.30	11.75	17.62	23.49	1.76	5.87
27,021	1,035.97	14.09	21.14	28.19	2.11	7.05
31,525	1,208.63	16.44	24.67	32.89	2.47	8.22
36,479	1,398.55	19.03	28.54	38.06	2.85	9.51
40,983	1,571.21	21.38	32.07	42.75	3.21	10.69
45,036	1,726.61	23.49	35.24	46.98	3.52	11.75
48,139	1,845.59	25.11	37.67	50.22	3.77	12.56
50,115	1,921.33	26.14	39.21	52.28	3.92	13.07
52,328	2,006.19	27.30	40.94	54.59	4.09	13.65
54,781	2,100.21	28.57	42.86	57.15	4.29	14.29
57,741	2,213.70	30.12	45.18	60.24	4.52	15.06
60,470	2,318.35	31.54	47.31	63.08	4.73	15.77
63,431	2,431.88	33.09	49.63	66.17	4.96	16.54
66,158	2,536.41	34.51	51.76	69.02	5.18	17.25
69,115	2,649.78	36.05	54.08	72.10	5.41	18.03
72,080	2,763.47	37.60	56.40	75.20	5.64	18.80

District Allowance effective from 31 August 2021

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

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$44,324			
Postal Delivery Officer	\$47,385	\$49,630	\$50,697	
	\$51,790	\$52,884		
Senior PDO Grade 1	\$54,778			
Senior PDO Grade 2	\$55,520			
Senior PDO Grade 3	\$58,121			
Postal Delivery Co-ordinator Grade 1	\$59,516	\$60,919		
Postal Delivery Co-ordinator Grade 2	\$64,473	\$66,254	\$68,081	\$69,975
Postal Delivery Co-ordinator Grade 3	\$74,052	\$77,760	\$81,444	

ALLOWANCES

Divide Allowance	\$2,857 p.a. \$10.95 per day
Functional Allowance	\$2,857 p.a. \$10.95 per day
Delivery Duty Allowance	\$22.70 per week
Overtime Meal Allowance	\$17.18

RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
44,324	1,699.32	23.12	34.68	46.24	3.47	6.94	11.56
47,385	1,816.68	24.72	37.08	49.43	3.71	7.42	12.36
49,630	1,902.73	25.89	38.83	51.77	3.88	7.77	12.94
50,697	1,943.64	26.44	39.67	52.89	3.97	7.93	13.22
51,790	1,985.58	27.01	40.52	54.03	4.05	8.10	13.51
52,884	2,027.51	27.59	41.38	55.17	4.14	8.28	13.79
54,778	2,100.13	28.57	42.86	57.15	4.29	8.57	14.29
55,520	2,128.56	28.96	43.44	57.92	4.34	8.69	14.48
58,121	2,228.28	30.32	45.48	60.63	4.55	9.10	15.16
59,516	2,281.78	31.04	46.57	62.09	4.66	9.31	15.52
60,919	2,335.56	31.78	47.66	63.55	4.77	9.53	15.89
64,473	2,471.80	33.63	50.44	67.26	5.04	10.09	16.81
66,254	2,540.08	34.56	51.84	69.12	5.18	10.37	17.28
68,081	2,610.13	35.51	53.27	71.02	5.33	10.65	17.76
69,975	2,682.75	36.50	54.75	73.00	5.48	10.95	18.25
74,052	2,839.05	38.63	57.94	77.25	5.79	11.59	19.31
77,760	2,981.21	40.56	60.84	81.12	6.08	12.17	20.28
81,444	3,122.46	42.48	63.72	84.96	6.37	12.74	21.24

District Allowance effective from 31 August 2021

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

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$74,052	\$77,760	\$81,444
Delivery Manager Level 2	\$83,923	\$87,634	\$91,319
Delivery Manager Level 3	\$97,741	\$101,692	
Delivery Manager Level 4	\$105,641	\$109,591	

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

RATES OF PAY TABLE							
		HOURLY RATES			PENALTY RATES		
Annual	Fortnightly	Single	Time & Half	Double	15%	50%	
\$	\$	\$	\$	\$	\$	\$	\$
74,052	2839.05	38.63	57.94	77.25	5.79	19.31	
77,760	2981.21	40.56	60.84	81.12	6.08	20.28	
81,444	3122.46	42.48	63.72	84.96	6.37	21.24	
83,923	3217.51	43.78	65.66	87.55	6.57	21.89	
87,634	3359.79	45.71	68.57	91.42	6.86	22.86	
91,319	3501.04	47.63	71.45	95.27	7.14	23.82	
97,741	3747.25	50.98	76.47	101.97	7.65	25.49	
101,692	3898.73	53.04	79.57	106.09	7.96	26.52	
105,641	4050.13	55.10	82.66	110.21	8.27	27.55	
109,591	4201.57	57.16	85.75	114.33	8.57	28.58	

District Allowance effective from 31 August 2021

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

MAIL PROCESSING GROUP

Trainee Mail Officer	\$44,324				
Mail Officer	\$47,385	\$49,630	\$50,697	\$51,790	\$52,884
Mail Officer (Teams)	\$48,438	\$50,684	\$51,751	\$52,845	\$53,937
Senior Mail Officer Grade 1	\$55,520				
Senior Mail Officer Grade 2	\$58,121				
Trainee Mail Processing Co-ordinator	\$54,230				
Mail Processing Co-ordinator Gr.1	\$59,516	\$60,919			
Mail Processing Co-ordinator Gr.2	\$64,473	\$66,254	\$68,081	\$69,975	
Mail Processing Co-ordinator Gr.3	\$72,285	\$74,420	\$76,649	\$78,894	
Mail Processing Co-ordinator Gr.4	\$81,133	\$83,781	\$86,420		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$22,162
At 17 yrs	60%	\$26,594
At 18 yrs	70%	\$31,027
At 19 yrs	81%	\$35,902
At 20 yrs	91%	\$40,335

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			
22,162	849.66	11.56	17.34	23.12	1.73	3.47	5.78
26,594	1019.59	13.87	20.81	27.74	2.08	4.16	6.94
31,027	1189.53	16.18	24.28	32.37	2.43	4.86	8.09
35,902	1376.45	18.73	28.09	37.45	2.81	5.62	9.36
40,335	1546.38	21.04	31.56	42.08	3.16	6.31	10.52
44,324	1699.32	23.12	34.68	46.24	3.47	6.94	11.56
47,385	1816.68	24.72	37.08	49.43	3.71	7.42	12.36
48,438	1857.04	25.27	37.90	50.53	3.79	7.58	12.63
49,630	1902.73	25.89	38.83	51.77	3.88	7.77	12.94
50,684	1943.16	26.44	39.66	52.88	3.97	7.93	13.22
50,697	1943.64	26.44	39.67	52.89	3.97	7.93	13.22
51,751	1984.08	26.99	40.49	53.99	4.05	8.10	13.50
51,790	1985.58	27.01	40.52	54.03	4.05	8.10	13.51
52,845	2026.01	27.56	41.35	55.13	4.13	8.27	13.78
52,884	2027.51	27.59	41.38	55.17	4.14	8.28	13.79
53,937	2067.87	28.13	42.20	56.27	4.22	8.44	14.07
54,230	2079.09	28.29	42.43	56.57	4.24	8.49	14.14
55,520	2128.56	28.96	43.44	57.92	4.34	8.69	14.48
58,121	2228.28	30.32	45.48	60.63	4.55	9.10	15.16

59,516	2281.78	31.04	46.57	62.09	4.66	9.31	15.52
60,919	2335.56	31.78	47.66	63.55	4.77	9.53	15.89
64,473	2471.80	33.63	50.44	67.26	5.04	10.09	16.81
66,254	2540.08	34.56	51.84	69.12	5.18	10.37	17.28
68,081	2610.13	35.51	53.27	71.02	5.33	10.65	17.76
69,975	2682.75	36.50	54.75	73.00	5.48	10.95	18.25
72,285	2771.32	37.71	56.56	75.41	5.66	11.31	18.85
74,420	2853.15	38.82	58.23	77.64	5.82	11.65	19.41
76,649	2938.64	39.98	59.97	79.96	6.00	11.99	19.99
78,894	3024.69	41.15	61.73	82.30	6.17	12.35	20.58
81,133	3110.53	42.32	63.48	84.64	6.35	12.70	21.16
83,781	3212.06	43.70	65.55	87.40	6.56	13.11	21.85
86,420	3313.23	45.08	67.62	90.16	6.76	13.52	22.54

District Allowance effective from 31 August 2021

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

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$49,630	\$50,697	\$51,790	\$52,884	
Garage Attendant	\$46,054	\$46,631	\$47,219		
Driver/Sorter	\$49,224	\$50,058	\$50,898	\$51,790	\$52,884
Senior Postal Transport Officer	\$55,475	\$56,469			
Postal Transport Co-ordinator Grade 1	\$59,057	\$60,041	\$61,030		
Postal Transport Co-ordinator Grade 2	\$63,624	\$64,606	\$65,592		
Postal Transport Co-ordinator Grade 3	\$71,645	\$73,053			
Postal Transport Co-ordinator Grade 4	\$75,964	\$77,364			
Postal Transport Co-ordinator Grade 5	\$81,569	\$83,340			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$34,741
At 19 years	@81%	\$40,200
At 20 years	@91%	\$45,163

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

Column 2

Light Rigid Vehicles (trucks from 4.5-13.9 tonnes GVM)	\$4.69
Heavy Rigid Vehicles (trucks over 13.9 tonnes GVM)	\$9.23
Articulate Vehicles (Linehaul, wharf work, and Heavy Rigid/Dog Trailer combinations)	\$16.07
Road Train (B Double combinations)	\$21.73

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
34,741	1,331.91	18.12	27.18	36.24	2.72	9.06
40,200	1,541.21	20.97	31.45	41.94	3.15	10.48
45,163	1,731.48	23.56	35.34	47.12	3.53	11.78
46,054	1,765.66	24.02	36.03	48.05	3.60	12.01
46,631	1,787.78	24.32	36.49	48.65	3.65	12.16
47,219	1,810.32	24.63	36.95	49.26	3.69	12.32
49,224	1,887.17	25.68	38.51	51.35	3.85	12.84
49,630	1,902.73	25.89	38.83	51.77	3.88	12.94
50,058	1,919.16	26.11	39.17	52.22	3.92	13.06
50,697	1,943.64	26.44	39.67	52.89	3.97	13.22
50,898	1,951.38	26.55	39.82	53.10	3.98	13.27
51,790	1,985.58	27.01	40.52	54.03	4.05	13.51
52,884	2,027.51	27.59	41.38	55.17	4.14	13.79
55,475	2,126.83	28.94	43.40	57.87	4.34	14.47

56,469	2,164.93	29.45	44.18	58.91	4.42	14.73
59,057	2,264.17	30.81	46.21	61.61	4.62	15.40
60,041	2,301.88	31.32	46.98	62.64	4.70	15.66
61,030	2,339.79	31.83	47.75	63.67	4.78	15.92
63,624	2,439.26	33.19	49.78	66.37	4.98	16.59
64,606	2,476.90	33.70	50.55	67.40	5.05	16.85
65,592	2,514.73	34.21	51.32	68.43	5.13	17.11
71,645	2,746.76	37.37	56.06	74.74	5.61	18.69
73,053	2,800.74	38.11	57.16	76.21	5.72	19.05
75,964	2,912.34	39.62	59.44	79.25	5.94	19.81
77,364	2,966.04	40.35	60.53	80.71	6.05	20.18
81,569	3,127.24	42.55	63.82	85.09	6.38	21.27
83,340	3,195.16	43.47	65.21	86.94	6.52	21.74

District Allowance effective from 31 August 2021

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

PARCEL POST GROUP

Trainee Parcel Post Officer	\$44,324			
Parcel Post Officer	\$49,630	\$50,697	\$51,790	\$52,884
Senior Parcel Post Officer Grade 1	\$55,520			
Senior Parcel Post Officer Grade 2	\$58,121			
Parcel Post Co-ordinator Grade 2	\$64,473	\$66,254	\$68,081	\$69,975
Parcel Post Co-ordinator Grade 3	\$72,285	\$74,420	\$76,650	\$78,894

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$31,027
At 19	81%	\$35,459
At 20	91%	\$39,892

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% \$
31,027	1189.53	16.18	24.28	32.37	2.43	4.86	8.09
35,459	1359.46	18.50	27.74	36.99	2.77	5.55	9.25
39,892	1529.39	20.81	31.21	41.62	3.12	6.24	10.40
44,324	1699.32	23.12	34.68	46.24	3.47	6.94	11.56
49,630	1902.73	25.89	38.83	51.77	3.88	7.77	12.94
50,697	1943.64	26.44	39.67	52.89	3.97	7.93	13.22
51,790	1985.58	27.01	40.52	54.03	4.05	8.10	13.51
52,884	2027.51	27.59	41.38	55.17	4.14	8.28	13.79
55,520	2128.56	28.96	43.44	57.92	4.34	8.69	14.48
58,121	2228.28	30.32	45.48	60.63	4.55	9.10	15.16
64,473	2471.80	33.63	50.44	67.26	5.04	10.09	16.81
66,254	2540.08	34.56	51.84	69.12	5.18	10.37	17.28
68,081	2610.13	35.51	53.27	71.02	5.33	10.65	17.76
69,975	2682.75	36.50	54.75	73.00	5.48	10.95	18.25
72,285	2771.32	37.71	56.56	75.41	5.66	11.31	18.85
74,420	2853.15	38.82	58.23	77.64	5.82	11.65	19.41
76,650	2938.64	39.98	59.97	79.96	6.00	11.99	19.99
78,894	3024.69	41.15	61.73	82.30	6.17	12.35	20.58

District Allowance effective from 31 August 2021

Grade

With
Dependants
p.a.

Without
Dependants
p.a.

A
B
C
D

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

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

EXPRESS COURIER GROUP

Express Courier Senior Service Representative	\$53,484	\$54,485	
Express Courier Co-ordinator Grade 1	\$57,069	\$58,054	\$59,044
Express Courier Co-ordinator Grade 2	\$61,637	\$62,621	\$63,609

RATES OF PAY TABLE								
			Hourly Rates			Penalty Rates		
Annual	F'nightly		Single	Time & Half	Double	15%	30%	50%
\$	\$		\$	\$	\$	\$	\$	\$
53,484	2050.50		27.90	41.85	55.80	4.18	8.37	13.95
54,485	2088.88		28.42	42.63	56.84	4.26	8.53	14.21
57,069	2187.96		29.77	44.65	59.54	4.47	8.93	14.88
58,054	2225.71		30.28	45.42	60.56	4.54	9.08	15.14
59,044	2263.66		30.80	46.20	61.60	4.62	9.24	15.40
61,637	2363.09		32.15	48.23	64.30	4.82	9.65	16.08
62,621	2400.80		32.66	49.00	65.33	4.90	9.80	16.33
63,609	2438.67		33.18	49.77	66.36	4.98	9.95	16.59

District Allowance effective from 31 August 2021

Grade

A
B
C
D

With
Dependants
p.a.

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

Without
Dependants
p.a.

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

STORES GROUP

Stores Officer	\$48,773	\$49,767	\$50,851
Senior Stores Officer	\$51,864	\$52,693	\$53,557
Stores Supervisor	\$58,812	\$59,673	\$60,579
Senior Stores Supervisor Grade 1	\$63,335	\$64,573	
Senior Stores Supervisor Grade 2	\$69,241	\$70,816	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
48,773	1,869.87	25.44	38.16	50.88
49,767	1,907.98	25.96	38.94	51.92
50,851	1,949.56	26.52	39.79	53.05
51,864	1,988.38	27.05	40.58	54.11
52,693	2,020.17	27.49	41.23	54.97
53,557	2,053.30	27.94	41.90	55.87
58,812	2,254.77	30.68	46.02	61.35
59,673	2,287.78	31.13	46.69	62.25
60,579	2,322.53	31.60	47.40	63.20
63,335	2,428.17	33.04	49.55	66.07
64,573	2,475.63	33.68	50.52	67.36
69,241	2,654.60	36.12	54.18	72.23
70,816	2,714.97	36.94	55.41	73.88

District Allowance effective from 31 August 2021

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

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$45,530	\$47,012
Support Services Officer Grade 2	\$48,668	\$50,235
Support Services Officer Grade 3	\$52,328	\$53,925
Support Services Officer Grade 4	\$56,315	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
45,530	1,745.56	23.75	35.62	47.50	3.56	7.12	11.87
47,012	1,802.39	24.52	36.78	49.04	3.68	7.36	12.26
48,668	1,865.85	25.39	38.08	50.77	3.81	7.62	12.69
50,235	1,925.95	26.20	39.31	52.41	3.93	7.86	13.10
52,328	2,006.19	27.30	40.94	54.59	4.09	8.19	13.65
53,925	2,067.40	28.13	42.19	56.26	4.22	8.44	14.06
56,315	2,159.05	29.37	44.06	58.75	4.41	8.81	14.69

District Allowance effective from 31 August 2021

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

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$26,153			
Apprentice Postal Technician - At 18	\$29,967			
Apprentice Postal Technician- At 19	\$40,865			
Apprentice Postal Technician - At 20	\$47,948			
Apprentice Postal Technician - Adult	\$48,922			
Postal Technical Officer Level 1	\$50,540	\$51,736	\$52,923	\$54,733
	\$55,766	\$57,007		
Postal Technical Officer Level 2	\$54,485	\$55,882	\$57,314	\$58,752
Postal Technical Officer Level 3	\$60,347	\$62,029	\$63,713	\$65,412
Postal Technical Officer Level 4	\$67,882	\$69,481	\$71,085	\$73,561
	\$76,024	\$78,741	\$81,455	\$84,173
Postal Technical Officer Level 5	\$86,884	\$89,852		
Postal Technical Officer Level 6	\$92,811			
Postal Technical Officer Level 7	\$97,495			
Postal Technical Officer Level 8	\$103,422			
Postal Technical Officer Level 9	\$105,890			
Postal Technical Officer Level 4 (Teams)	\$69,298	\$70,897	\$72,500	\$75,179
	\$77,646	\$80,362	\$83,075	\$85,898
Postal Technical Officer Level 5 (Teams)	\$88,609	\$91,577		

RATES OF PAY TABLE							
		HOURLY RATES			SHIFT PENALTY		
Annual	Fortnightly	Single	Time & Half	Double	15%	50%	
\$	\$	\$	\$	\$	\$	\$	\$
26,153	1,002.66	13.64	20.46	27.28	2.05	6.82	
29,967	1,148.89	15.63	23.45	31.26	2.34	7.82	
40,865	1,566.72	21.32	31.97	42.63	3.20	10.66	
47,948	1,838.24	25.01	37.52	50.02	3.75	12.51	
48,922	1,875.60	25.52	38.28	51.04	3.83	12.76	
50,540	1,937.64	26.36	39.54	52.72	3.95	13.18	
51,736	1,983.48	26.99	40.48	53.97	4.05	13.49	
52,923	2,029.01	27.61	41.41	55.21	4.14	13.80	
54,485	2,088.88	28.42	42.63	56.84	4.26	14.21	
54,733	2,098.40	28.55	42.82	57.10	4.28	14.27	
55,766	2,138.00	29.09	43.63	58.18	4.36	14.54	
55,882	2,142.43	29.15	43.72	58.30	4.37	14.57	
57,007	2,185.59	29.74	44.60	59.47	4.46	14.87	
57,314	2,197.35	29.90	44.84	59.79	4.48	14.95	
58,752	2,252.48	30.65	45.97	61.29	4.60	15.32	
60,347	2,313.61	31.48	47.22	62.96	4.72	15.74	
62,029	2,378.10	32.36	48.53	64.71	4.85	16.18	
63,713	2,442.66	33.23	49.85	66.47	4.99	16.62	
65,412	2,507.82	34.12	51.18	68.24	5.12	17.06	
67,882	2,602.51	35.41	53.11	70.82	5.31	17.70	
69,481	2,663.80	36.24	54.36	72.48	5.44	18.12	
69,298	2,656.81	36.15	54.22	72.29	5.42	18.07	
70,897	2,718.09	36.98	55.47	73.96	5.55	18.49	
71,085	2,725.32	37.08	55.62	74.16	5.56	18.54	
72,500	2,779.54	37.82	56.73	75.63	5.67	18.91	
73,561	2,820.21	38.37	57.56	76.74	5.76	19.19	
75,179	2,882.25	39.21	58.82	78.43	5.88	19.61	
76,024	2,914.67	39.66	59.48	79.31	5.95	19.83	

77,646	2,976.83	40.50	60.75	81.00	6.08	20.25
78,741	3,018.84	41.07	61.61	82.15	6.16	20.54
80,362	3,080.96	41.92	62.88	83.84	6.29	20.96
81,455	3,122.89	42.49	63.73	84.98	6.37	21.24
83,075	3,184.97	43.33	65.00	86.67	6.50	21.67
84,173	3,227.07	43.91	65.86	87.81	6.59	21.95
85,898	3,293.21	44.81	67.21	89.61	6.72	22.40
86,884	3,331.00	45.32	67.98	90.64	6.80	22.66
88,609	3,397.14	46.22	69.33	92.44	6.93	23.11
89,852	3,444.81	46.87	70.30	93.74	7.03	23.43
91,577	3,510.95	47.77	71.65	95.54	7.17	23.88
92,811	3,558.26	48.41	72.62	96.82	7.26	24.21
97,495	3,737.81	50.85	76.28	101.71	7.63	25.43
103,422	3,965.07	53.95	80.92	107.89	8.09	26.97
105,890	4,059.69	55.23	82.85	110.47	8.29	27.62

District Allowance effective from 31 August 2021

Grade

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

**A
B
C
D**

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

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

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$49,351	\$50,540	\$51,736	\$52,923
	\$54,733	\$55,766	\$57,007	
Senior Technical Services Officer Grade 1	\$84,173	\$86,884		
Senior Technical Services Officer Grade 2	\$89,852	\$92,811		
Senior Technical Services Officer Grade 3	\$97,495			
Principal Technical Services Officer Grade 1	\$103,422			
Principal Technical Services Officer Grade 2	\$105,890			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$24,676
At 17	60	\$29,612
At 18	70	\$34,547
At 19	81	\$39,975
At 20	91	\$44,910

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$	
24,676	946.03	12.87	19.31	25.74	1.93	3.86	6.44	
29,612	1135.28	15.45	23.17	30.89	2.32	4.63	7.72	
34,547	1324.48	18.02	27.03	36.04	2.70	5.41	9.01	
39,975	1532.57	20.85	31.28	41.70	3.13	6.26	10.43	
44,910	1721.78	23.43	35.14	46.85	3.51	7.03	11.71	
84,173	3227.07	43.91	65.86	87.81	6.59	13.17	21.95	
86,884	3331.00	45.32	67.98	90.64	6.80	13.60	22.66	
89,852	3444.81	46.87	70.30	93.74	7.03	14.06	23.43	
92,811	3558.26	48.41	72.62	96.82	7.26	14.52	24.21	
97,495	3737.81	50.85	76.28	101.71	7.63	15.26	25.43	
103,422	3965.07	53.95	80.92	107.89	8.09	16.18	26.97	
105,890	4059.69	55.23	82.85	110.47	8.29	16.57	27.62	

District Allowance effective from 31 August 2021

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

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$46,111	\$48,147	\$50,060	\$51,714	\$53,364
Admin. Officer Level 2	\$55,015	\$56,926	\$58,832	\$60,740	\$62,642
Admin. Officer Level 3	\$64,932	\$67,507	\$70,179	\$72,879	\$75,576
Admin. Officer Level 4	\$79,351	\$82,857	\$86,362	\$89,871	
Admin. Officer Level 5	\$94,100	\$97,666			
Admin. Officer Level 6 (Acting)	\$101,682	\$105,217			
Admin. Officer Level 6 Nominal - Non-shift	\$109,261	\$112,792			
Admin. Officer Level 6 Nominal - Shiftwork	\$107,914	\$111,449			
Admin. Officer Level 7	\$109,232	\$113,249			
Admin. Officer Level 8	\$117,463	\$122,231			

Administrative Officer Qualification Allowance - \$2,042 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
46,111	1767.83	24.05	36.08	48.10
48,147	1845.90	25.11	37.67	50.23
50,060	1919.23	26.11	39.17	52.22
51,714	1982.65	26.97	40.46	53.95
53,364	2045.91	27.84	41.75	55.67
55,015	2109.22	28.70	43.05	57.39
56,926	2182.47	29.69	44.54	59.39
58,832	2255.52	30.69	46.03	61.37
60,740	2328.69	31.68	47.52	63.37
62,642	2401.59	32.67	49.01	65.35
64,932	2489.41	33.87	50.80	67.74
67,507	2588.14	35.21	52.82	70.43
70,179	2690.57	36.61	54.91	73.21
72,879	2794.07	38.01	57.02	76.03
75,576	2897.49	39.42	59.13	78.84
79,351	3042.22	41.39	62.09	82.78
82,857	3176.64	43.22	64.83	86.44
86,362	3311.02	45.05	67.57	90.10
89,871	3445.52	46.88	70.32	93.76
94,100	3607.66	49.08	73.63	98.17
97,666	3744.37	50.94	76.42	101.89
101,682	3898.34	53.04	79.56	106.08
105,217	4033.86	54.88	82.32	109.76
107,914	4137.28	56.29	84.43	112.58
109,232	4187.79	56.98	85.47	113.95
109,261	4188.93	56.99	85.49	113.98
111,449	4272.81	58.13	87.20	116.27
112,792	4324.30	58.83	88.25	117.67
113,249	4341.80	59.07	88.61	118.14
117,463	4503.38	61.27	91.91	122.54
122,231	4686.18	63.76	95.64	127.52

District Allowance effective from 31 August 2021

Grade

**With
Dependants**

p.a.

**Without
Dependants**

p.a.

A

\$2,400

\$1,210

B

\$5,800

\$3,160

C

\$7,850

\$4,450

D

\$11,540

\$7,140

FACILITY MANAGER GROUP

Facility Manager Level 1	\$97,741	\$101,692
Facility Manager Level 2	\$105,641	\$109,591
Facility Manager Level 3	\$113,538	\$117,966
Facility Manager Level 4	\$122,424	\$127,364
Facility Manager Level 5	\$132,298	\$137,717

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

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
97,741	3747.25	50.98	76.47	101.97	7.65	25.49
101,692	3898.73	53.04	79.57	106.09	7.96	26.52
105,641	4050.13	55.10	82.66	110.21	8.27	27.55
109,591	4201.57	57.16	85.75	114.33	8.57	28.58
113,538	4352.89	59.22	88.83	118.45	8.88	29.61
117,966	4522.65	61.53	92.30	123.07	9.23	30.77
122,424	4693.56	63.86	95.79	127.72	9.58	31.93
127,364	4882.95	66.43	99.65	132.87	9.97	33.22

District Allowance effective from 31 August 2021

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

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$47,385	\$49,630	\$50,697	\$51,790	\$52,884
Sprintpak Operator Level 2	\$55,015	\$56,926	\$58,832	\$60,740	\$62,642
Sprintpak Operator Level 3	\$64,932	\$67,507	\$70,179	\$72,879	\$75,576

ALLOWANCE

Fork Lift Allowance	\$13.95
Machine Adjustment Allowance	\$14.25

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
47,385	1,816.68	24.72	37.08	49.43
49,630	1,902.73	25.89	38.83	51.77
50,697	1,943.64	26.44	39.67	52.89
51,790	1,985.58	27.01	40.52	54.03
52,884	2,027.51	27.59	41.38	55.17
55,015	2,109.22	28.70	43.05	57.39
56,926	2,182.47	29.69	44.54	59.39
58,832	2,255.52	30.69	46.03	61.37
60,740	2,328.69	31.68	47.52	63.37
62,642	2,401.59	32.67	49.01	65.35
64,932	2,489.41	33.87	50.80	67.74
67,507	2,588.14	35.21	52.82	70.43
70,179	2,690.57	36.61	54.91	73.21
72,879	2,794.07	38.01	57.02	76.03
75,576	2,897.49	39.42	59.13	78.84

District Allowance effective from 31 August 2021

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

MAIL ROOM SOLUTIONS

Mail Room Officer	\$44,674	\$45,820	\$47,005	\$48,176	
Mail Room Team Leader	\$55,015	\$56,926	\$58,832	\$60,740	\$62,642
Mail Room Supervisor	\$64,932	\$67,507	\$70,179	\$72,879	\$75,576
Mail Room Network Supervisor	\$79,351	\$82,857	\$86,362	\$89,871	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$22,337
At 17 yrs	60%	\$26,804
At 18 yrs	70%	\$31,272
At 19 yrs	81%	\$36,186
At 20 yrs	91%	\$40,653

A Mail Room Officer under the age of 21 years shall receive the appropriate rate according to age and shall be advanced to the minimum adult rate for a Mail Room Officer upon:

* attaining 21 year of age; or

* on completion of twelve months service or at 18 1/2 years of age, whichever is the latter.

RATES OF PAY TABLE

HOURLY RATES

PENALTY RATES

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
22,337	856.37	11.65	17.48	23.30	1.75	3.50	5.83
26,804	1027.65	13.98	20.97	27.96	2.10	4.19	6.99
31,272	1198.92	16.31	24.47	32.62	2.45	4.89	8.16
36,186	1387.33	18.88	28.31	37.75	2.83	5.66	9.44
40,653	1558.60	21.21	31.81	42.41	3.18	6.36	10.60
44,674	1712.75	23.30	34.95	46.61	3.50	6.99	11.65
45,820	1756.66	23.90	35.85	47.80	3.59	7.17	11.95
47,005	1802.11	24.52	36.78	49.04	3.68	7.36	12.26
48,176	1847.01	25.13	37.69	50.26	3.77	7.54	12.56
55,015	2109.22	28.70	43.05	57.39	4.30	8.61	14.35
56,926	2182.47	29.69	44.54	59.39	4.45	8.91	14.85
58,832	2255.52	30.69	46.03	61.37	4.60	9.21	15.34
60,740	2328.69	31.68	47.52	63.37	4.75	9.50	15.84
62,642	2401.59	32.67	49.01	65.35	4.90	9.80	16.34
64,932	2489.41	33.87	50.80	67.74	5.08	10.16	16.93
67,507	2588.14	35.21	52.82	70.43	5.28	10.56	17.61
70,179	2690.57	36.61	54.91	73.21	5.49	10.98	18.30
72,879	2794.07	38.01	57.02	76.03	5.70	11.40	19.01
75,576	2897.49	39.42	59.13	78.84	5.91	11.83	19.71
79,351	3042.22	41.39	62.09	82.78	6.21	12.42	20.70
82,857	3176.64	43.22	64.83	86.44	6.48	12.97	21.61
86,362	3311.02	45.05	67.57	90.10	6.76	13.51	22.52
89,871	3445.52	46.88	70.32	93.76	7.03	14.06	23.44

District Allowance effective from 31 August 2021

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

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$50,660
Level 2 Customer Service Consultant	\$55,902
Level 3 Customer Care Consultant	\$60,268
Level 4 Business Relationship Consultant	\$64,638
Level 5 Team Leader Customer Service	\$76,860
Level 6 Team Manager	\$80,355
Level 7 Supervisor Customer Service	\$83,853

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
50,660	1942.22	26.42	39.64	52.85	3.96	7.93	13.21
55,902	2143.21	29.16	43.74	58.32	4.37	8.75	14.58
60,268	2310.61	31.44	47.16	62.87	4.72	9.43	15.72
64,638	2478.12	33.72	50.57	67.43	5.06	10.11	16.86
76,860	2946.70	40.09	60.14	80.18	6.01	12.03	20.05
80,355	3080.72	41.91	62.87	83.83	6.29	12.57	20.96
83,853	3214.82	43.74	65.61	87.48	6.56	13.12	21.87

District Allowance effective from 31 August 2021

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