

**POSTAL MANAGER GROUP**

Postal Manager Grade 1	\$78,563	\$82,496	\$86,405
Postal Manager Grade 2	\$89,035	\$92,972	\$96,881
Postal Manager Grade 3	\$103,695	\$107,886	
Postal Manager Grade 4	\$112,076	\$116,266	
Postal Manager Grade 5 (Facility Manager Level 3)	\$120,454	\$125,151	

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% \$
78,563	3012.01	40.98	61.47	81.96	6.15	20.49
82,496	3162.78	43.03	64.55	86.06	6.45	21.52
86,405	3312.64	45.07	67.60	90.14	6.76	22.53
89,035	3413.49	46.44	69.66	92.88	6.97	23.22
92,972	3564.42	48.50	72.74	96.99	7.27	24.25
96,881	3714.28	50.53	75.80	101.07	7.58	25.27
103,695	3975.54	54.09	81.13	108.18	8.11	27.04
107,886	4136.22	56.28	84.41	112.55	8.44	28.14
112,076	4296.86	58.46	87.69	116.92	8.77	29.23
116,266	4457.50	60.65	90.97	121.29	9.10	30.32
120,454	4618.06	62.83	94.25	125.66	9.42	31.42
125,151	4798.13	65.28	97.92	130.56	9.79	32.64

**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	\$47,780		
Postal Services Officer	\$51,072	\$53,168	\$55,515
	\$58,118	\$61,259	
Senior Postal Services Officer Grade 1	\$64,154	\$67,295	
Senior Postal Services Officer Grade 2	\$70,188	\$73,325	\$76,471

**JUNIOR RATES**

**Trainee Postal Services Officer:-**

Under 17yrs	50%	\$23,890
At 17 yrs	60%	\$28,668
At 18 yrs	70%	\$33,446
At 19 yrs	81%	\$38,702
At 20 yrs	91%	\$43,479

*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	\$73,325 per annum
Linguistic Allowance	\$1,288 per annum
Overtime Meal Allowance	\$18.22

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time	Double \$	15% \$	50% \$
			& Half \$			
23,890	915.90	12.46	18.69	24.92	1.87	6.23
28,668	1,099.08	14.95	22.43	29.91	2.24	7.48
33,446	1,282.27	17.45	26.17	34.89	2.62	8.72
38,702	1,483.76	20.19	30.28	40.37	3.03	10.09
43,479	1,666.94	22.68	34.02	45.36	3.40	11.34
47,780	1,831.81	24.92	37.38	49.85	3.74	12.46
51,072	1,958.01	26.64	39.96	53.28	4.00	13.32
53,168	2,038.37	27.73	41.60	55.47	4.16	13.87
55,515	2,128.37	28.96	43.44	57.91	4.34	14.48
58,118	2,228.16	30.32	45.47	60.63	4.55	15.16
61,259	2,348.60	31.95	47.93	63.91	4.79	15.98
64,154	2,459.56	33.46	50.20	66.93	5.02	16.73
67,295	2,580.00	35.10	52.65	70.20	5.27	17.55
70,188	2,690.92	36.61	54.92	73.22	5.49	18.31
73,325	2,811.17	38.25	57.37	76.49	5.74	19.12
76,471	2,931.81	39.89	59.83	79.78	5.98	19.94

**District Allowance effective from 31 August 2021**

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

**POSTAL DELIVERY GROUP**

Trainee Postal Delivery Officer	\$47,024			
Postal Delivery Officer (Parity)	\$50,272	\$52,653	\$53,785	
	\$54,945	\$56,106		
Senior PDO Grade 1 (Parity)	\$58,115			
Senior PDO Grade 2 (Parity)	\$58,902			
Senior PDO Grade 3 (Parity)	\$61,661			
Postal Delivery Co-ordinator Grade 1	\$63,142	\$64,630		
Postal Delivery Co-ordinator Grade 2	\$68,401	\$70,290	\$72,228	\$74,238
Postal Delivery Co-ordinator Grade 3	\$78,563	\$82,496	\$86,405	

**ALLOWANCES**

Divide Allowance	\$3,032 <i>p.a.</i> \$11.62 <i>per day</i>
Functional Allowance	\$3,032 <i>p.a.</i> \$11.62 <i>per day</i>
Delivery Duty Allowance	\$22.70 <i>per week</i>
Overtime Meal Allowance	\$18.22

**RATES OF PAY TABLE**

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
47,024	1,802.82	24.53	36.79	49.06	3.68	7.36	12.26
50,272	1,927.37	26.22	39.33	52.45	3.93	7.87	13.11
52,653	2,018.63	27.46	41.20	54.93	4.12	8.24	13.73
53,785	2,062.03	28.05	42.08	56.11	4.21	8.42	14.03
54,945	2,106.53	28.66	42.99	57.32	4.30	8.60	14.33
56,106	2,151.03	29.27	43.90	58.53	4.39	8.78	14.63
58,115	2,228.04	30.31	45.47	60.63	4.55	9.09	15.16
58,902	2,258.21	30.72	46.09	61.45	4.61	9.22	15.36
61,661	2,364.00	32.16	48.24	64.33	4.82	9.65	16.08
63,142	2,420.78	32.94	49.40	65.87	4.94	9.88	16.47
64,630	2,477.84	33.71	50.57	67.42	5.06	10.11	16.86
68,401	2,622.41	35.68	53.52	71.36	5.35	10.70	17.84
70,290	2,694.83	36.66	55.00	73.33	5.50	11.00	18.33
72,228	2,769.11	37.68	56.51	75.35	5.65	11.30	18.84
74,238	2,846.19	38.72	58.09	77.45	5.81	11.62	19.36
78,563	3,012.01	40.98	61.47	81.96	6.15	12.29	20.49
82,496	3,162.78	43.03	64.55	86.06	6.45	12.91	21.52
86,405	3,312.64	45.07	67.60	90.14	6.76	13.52	22.53

**District Allowance effective from 31 August 2021**

Grade

With  
Dependants

Without  
Dependants

	<b>p.a.</b>	<b>p.a.</b>
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	\$78,563	\$82,496	\$86,405
Delivery Manager Level 2	\$89,035	\$92,972	\$96,881
Delivery Manager Level 3	\$103,695	\$107,886	
Delivery Manager Level 4	\$112,076	\$116,266	

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%
\$	\$	\$	\$	\$	\$	\$
78,563	3012.01	40.98	61.47	81.96	6.15	20.49
82,496	3162.78	43.03	64.55	86.06	6.45	21.52
86,405	3312.64	45.07	67.60	90.14	6.76	22.53
89,035	3413.49	46.44	69.66	92.88	6.97	23.22
92,972	3564.42	48.50	72.74	96.99	7.27	24.25
96,881	3714.28	50.53	75.80	101.07	7.58	25.27
103,695	3975.54	54.09	81.13	108.18	8.11	27.04
107,886	4136.22	56.28	84.41	112.55	8.44	28.14
112,076	4296.86	58.46	87.69	116.92	8.77	29.23
116,266	4457.50	60.65	90.97	121.29	9.10	30.32

**District Allowance effective from 31 August 2021**

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

**MAIL PROCESSING GROUP**

Trainee Mail Officer	\$47,024				
Mail Officer	\$50,272	\$52,653	\$53,785	\$54,944	\$56,106
Mail Officer (Teams)	\$51,389	\$53,772	\$54,904	\$56,064	\$57,223
Senior Mail Officer Grade 1	\$58,902				
Senior Mail Officer Grade 2	\$61,661				
Trainee Mail Processing Co-ordinator	\$57,533				
Mail Processing Co-ordinator Gr.1	\$63,142	\$64,630			
Mail Processing Co-ordinator Gr.2	\$68,401	\$70,290	\$72,228	\$74,238	
Mail Processing Co-ordinator Gr.3	\$76,688	\$78,953	\$81,318	\$83,699	
Mail Processing Co-ordinator Gr.4	\$86,075	\$88,884	\$91,684		

**JUNIOR RATES**

**Trainee Mail Officer:-**

Under 17yrs	50%	\$23,512
At 17 yrs	60%	\$28,214
At 18 yrs	70%	\$32,917
At 19 yrs	81%	\$38,089
At 20 yrs	91%	\$42,791

**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			
23,512	901.41	12.26	18.40	24.53	1.84	3.68	6.13
28,214	1081.69	14.72	22.08	29.43	2.21	4.42	7.36
32,917	1261.98	17.17	25.75	34.34	2.58	5.15	8.58
38,089	1460.29	19.87	29.80	39.74	2.98	5.96	9.93
42,791	1640.57	22.32	33.48	44.64	3.35	6.70	11.16
47,024	1802.82	24.53	36.79	49.06	3.68	7.36	12.26
50,272	1927.37	26.22	39.33	52.45	3.93	7.87	13.11
51,389	1970.18	26.81	40.21	53.61	4.02	8.04	13.40
52,653	2018.63	27.46	41.20	54.93	4.12	8.24	13.73
53,772	2061.55	28.05	42.07	56.10	4.21	8.41	14.02
53,785	2062.03	28.05	42.08	56.11	4.21	8.42	14.03
54,904	2104.95	28.64	42.96	57.28	4.30	8.59	14.32
54,944	2106.49	28.66	42.99	57.32	4.30	8.60	14.33
56,064	2149.42	29.24	43.87	58.49	4.39	8.77	14.62
56,106	2151.03	29.27	43.90	58.53	4.39	8.78	14.63
57,223	2193.84	29.85	44.77	59.70	4.48	8.95	14.92
57,533	2205.73	30.01	45.01	60.02	4.50	9.00	15.00
58,902	2258.21	30.72	46.09	61.45	4.61	9.22	15.36
61,661	2364.00	32.16	48.24	64.33	4.82	9.65	16.08

63,142	2420.78	32.94	49.40	65.87	4.94	9.88	16.47
64,630	2477.84	33.71	50.57	67.42	5.06	10.11	16.86
68,401	2622.41	35.68	53.52	71.36	5.35	10.70	17.84
70,290	2694.83	36.66	55.00	73.33	5.50	11.00	18.33
72,228	2769.11	37.68	56.51	75.35	5.65	11.30	18.84
74,238	2846.19	38.72	58.09	77.45	5.81	11.62	19.36
76,688	2940.10	40.00	60.00	80.00	6.00	12.00	20.00
78,953	3026.94	41.18	61.77	82.37	6.18	12.35	20.59
81,318	3117.64	42.42	63.63	84.83	6.36	12.73	21.21
83,699	3208.90	43.66	65.49	87.32	6.55	13.10	21.83
86,075	3300.00	44.90	67.35	89.80	6.73	13.47	22.45
88,884	3407.69	46.36	69.54	92.73	6.95	13.91	23.18
91,684	3515.06	47.82	71.74	95.65	7.17	14.35	23.91

**District Allowance effective from 31 August 2021**

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

**TRANSPORT GROUP**

(With Parity)

Postal Transport Officer	\$52,653	\$53,785	\$54,945	\$56,106	
Garage Attendant	\$48,860	\$49,471	\$50,096		
Driver/Sorter	\$52,223	\$53,107	\$53,998	\$54,945	\$56,106
Senior Postal Transport Officer	\$58,855	\$59,909			
Postal Transport Co-ordinator Grade 1	\$62,654	\$63,699	\$64,747		
Postal Transport Co-ordinator Grade 2	\$67,499	\$68,542	\$69,587		
Postal Transport Co-ordinator Grade 3	\$76,009	\$77,503			
Postal Transport Co-ordinator Grade 4	\$80,591	\$82,076			
Postal Transport Co-ordinator Grade 5	\$86,538	\$88,417			

**JUNIOR RATES**

Under 19 years, (e.g.. PTO)	@70%	\$36,857
At 19 years	@81%	\$42,649
At 20 years	@91%	\$47,914

**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**

\$4.98
\$9.80
\$17.05
\$23.06

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
36,857	1,413.04	19.23	28.84	38.45	2.88	9.61
42,649	1,635.09	22.25	33.37	44.49	3.34	11.12
47,914	1,836.95	24.99	37.49	49.99	3.75	12.50
48,860	1,873.23	25.49	38.23	50.97	3.82	12.74
49,471	1,896.65	25.80	38.71	51.61	3.87	12.90
50,096	1,920.62	26.13	39.20	52.26	3.92	13.07
52,223	2,002.16	27.24	40.86	54.48	4.09	13.62
52,653	2,018.63	27.46	41.20	54.93	4.12	13.73
53,107	2,036.04	27.70	41.55	55.40	4.16	13.85
53,785	2,062.03	28.05	42.08	56.11	4.21	14.03
53,998	2,070.20	28.17	42.25	56.33	4.22	14.08
54,945	2,106.53	28.66	42.99	57.32	4.30	14.33
56,106	2,151.03	29.27	43.90	58.53	4.39	14.63
58,855	2,256.43	30.70	46.05	61.40	4.60	15.35

59,909	2,296.83	31.25	46.87	62.50	4.69	15.62
62,654	2,402.07	32.68	49.02	65.36	4.90	16.34
63,699	2,442.15	33.23	49.84	66.45	4.98	16.61
64,747	2,482.31	33.77	50.66	67.55	5.07	16.89
67,499	2,587.82	35.21	52.81	70.42	5.28	17.60
68,542	2,627.82	35.75	53.63	71.51	5.36	17.88
69,587	2,667.86	36.30	54.45	72.59	5.44	18.15
76,009	2,914.08	39.65	59.47	79.29	5.95	19.82
77,503	2,971.37	40.43	60.64	80.85	6.06	20.21
80,591	3,089.76	42.04	63.06	84.08	6.31	21.02
82,076	3,146.67	42.81	64.22	85.62	6.42	21.41
86,538	3,317.73	45.14	67.71	90.28	6.77	22.57
88,417	3,389.80	46.12	69.18	92.24	6.92	23.06

**District Allowance effective from 31 August 2021**

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



**PARCEL POST GROUP**

Trainee Parcel Post Officer	\$47,024			
Parcel Post Officer	\$52,653	\$53,785	\$54,945	\$56,106
Senior Parcel Post Officer Grade 1	\$58,902			
Senior Parcel Post Officer Grade 2	\$61,661			
Parcel Post Co-ordinator Grade 2	\$68,401	\$70,290	\$72,228	\$74,238
Parcel Post Co-ordinator Grade 3	\$76,688	\$78,953	\$81,319	\$83,699

**JUNIOR RATES**

Under 19 (e.g. Trainee)	70%	\$32,917
At 19	81%	\$37,619
At 20	91%	\$42,321

*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%
\$	\$	\$	\$	\$	\$	\$	\$
32,917	1261.98	17.17	25.75	34.34	2.58	5.15	8.58
37,619	1442.26	19.62	29.43	39.25	2.94	5.89	9.81
42,321	1622.54	22.08	33.11	44.15	3.31	6.62	11.04
47,024	1802.82	24.53	36.79	49.06	3.68	7.36	12.26
52,653	2018.63	27.46	41.20	54.93	4.12	8.24	13.73
53,785	2062.03	28.05	42.08	56.11	4.21	8.42	14.03
54,945	2106.53	28.66	42.99	57.32	4.30	8.60	14.33
56,106	2151.03	29.27	43.90	58.53	4.39	8.78	14.63
58,902	2258.21	30.72	46.09	61.45	4.61	9.22	15.36
61,661	2364.00	32.16	48.24	64.33	4.82	9.65	16.08
68,401	2622.41	35.68	53.52	71.36	5.35	10.70	17.84
70,290	2694.83	36.66	55.00	73.33	5.50	11.00	18.33
72,228	2769.11	37.68	56.51	75.35	5.65	11.30	18.84
74,238	2846.19	38.72	58.09	77.45	5.81	11.62	19.36
76,688	2940.10	40.00	60.00	80.00	6.00	12.00	20.00
78,953	3026.94	41.18	61.77	82.37	6.18	12.35	20.59
81,319	3117.64	42.42	63.63	84.83	6.36	12.73	21.21
83,699	3208.90	43.66	65.49	87.32	6.55	13.10	21.83

**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	\$56,742	\$57,804	
Express Courier Co-ordinator Grade 1	\$60,546	\$61,590	\$62,641
Express Courier Co-ordinator Grade 2	\$65,392	\$66,435	\$67,484

RATES OF PAY TABLE								
			Hourly Rates			Penalty Rates		
Annual	F'nightly		Single	Time & Half	Double	15%	30%	50%
\$	\$		\$	\$	\$	\$	\$	\$
56,742	2175.40		29.60	44.40	59.19	4.44	8.88	14.80
57,804	2216.11		30.15	45.23	60.30	4.52	9.05	15.08
60,546	2321.27		31.58	47.37	63.16	4.74	9.47	15.79
61,590	2361.27		32.13	48.19	64.25	4.82	9.64	16.06
62,641	2401.59		32.67	49.01	65.35	4.90	9.80	16.34
65,392	2507.03		34.11	51.16	68.22	5.12	10.23	17.05
66,435	2547.03		34.65	51.98	69.31	5.20	10.40	17.33
67,484	2587.23		35.20	52.80	70.40	5.28	10.56	17.60

District Allowance effective from 31 August 2021

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

**STORES GROUP**

Stores Officer	\$51,745	\$52,799	\$53,949
Senior Stores Officer	\$55,023	\$55,903	\$56,819
Stores Supervisor	\$62,395	\$63,308	\$64,269
Senior Stores Supervisor Grade 1	\$67,194	\$68,507	
Senior Stores Supervisor Grade 2	\$73,459	\$75,130	

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
51,745	1,983.84	26.99	40.49	53.98
52,799	2,024.24	27.54	41.31	55.08
53,949	2,068.34	28.14	42.21	56.28
55,023	2,109.49	28.70	43.05	57.40
55,903	2,143.25	29.16	43.74	58.32
56,819	2,178.36	29.64	44.46	59.28
62,395	2,392.15	32.55	48.82	65.09
63,308	2,427.14	33.02	49.53	66.04
64,269	2,463.98	33.52	50.29	67.05
67,194	2,576.13	35.05	52.57	70.10
68,507	2,626.48	35.73	53.60	71.47
73,459	2,816.30	38.32	57.48	76.63
75,130	2,880.39	39.19	58.78	78.38

**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	\$48,303	\$49,876
Support Services Officer Grade 2	\$51,633	\$53,296
Support Services Officer Grade 3	\$55,515	\$57,210
Support Services Officer Grade 4	\$59,746	

**RATES OF PAY TABLE**

Annual \$	Fortn'tly \$	Single \$	Hourly Rate			Penalty Rates		
			Time & Half \$	Double \$	15% \$	30% \$	50% \$	
48,303	1,851.87	25.20	37.79	50.39	3.78	7.56	12.60	
49,876	1,912.17	26.02	39.02	52.03	3.90	7.80	13.01	
51,633	1,979.53	26.93	40.40	53.86	4.04	8.08	13.47	
53,296	2,043.31	27.80	41.70	55.60	4.17	8.34	13.90	
55,515	2,128.37	28.96	43.44	57.91	4.34	8.69	14.48	
57,210	2,193.37	29.84	44.76	59.68	4.48	8.95	14.92	
59,746	2,290.59	31.16	46.75	62.33	4.67	9.35	15.58	

**District Allowance effective from 31 August 2021**

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

**TRADES AND TECHNICAL GROUP**

Apprentice Postal Technician - Under 18	\$27,747			
Apprentice Postal Technician - At 18	\$31,794			
Apprentice Postal Technician- At 19	\$43,354			
Apprentice Postal Technician - At 20	\$50,869			
Apprentice Postal Technician - Adult	\$51,902			
Postal Technical Officer Level 1	\$53,619	\$54,888	\$56,147	\$58,067
	\$59,163	\$60,480		
Postal Technical Officer Level 2	\$57,804	\$59,286	\$60,806	\$62,331
Postal Technical Officer Level 3	\$64,023	\$65,807	\$67,594	\$69,397
Postal Technical Officer Level 4	\$72,017	\$73,713	\$75,415	\$78,042
	\$80,655	\$83,538	\$86,416	\$89,300
Postal Technical Officer Level 5	\$92,176	\$95,325		
Postal Technical Officer Level 6	\$98,464			
Postal Technical Officer Level 7	\$103,433			
Postal Technical Officer Level 8	\$109,721			
Postal Technical Officer Level 9	\$112,340			
Postal Technical Officer Level 4 (Teams)	\$73,519	\$75,215	\$76,916	\$79,759
	\$82,376	\$85,257	\$88,136	\$91,130
Postal Technical Officer Level 5 (Teams)	\$94,007	\$97,155		

RATES OF PAY TABLE							
		HOURLY RATES			SHIFT PENALTY		
Annual	Fortnightly	Single	Time & Half	Double	15%	50%	
\$	\$	\$	\$	\$	\$	\$	\$
27,747	1,063.79	14.47	21.71	28.95	2.17	7.24	
31,794	1,218.94	16.58	24.88	33.17	2.49	8.29	
43,354	1,662.12	22.61	33.92	45.23	3.39	11.31	
50,869	1,950.23	26.53	39.80	53.07	3.98	13.27	
51,902	1,989.84	27.07	40.61	54.15	4.06	13.54	
53,619	2,055.67	27.97	41.95	55.94	4.20	13.98	
54,888	2,104.32	28.63	42.95	57.26	4.29	14.32	
56,147	2,152.61	29.29	43.93	58.57	4.39	14.64	
57,804	2,216.11	30.15	45.23	60.30	4.52	15.08	
58,067	2,226.22	30.29	45.43	60.58	4.54	15.14	
59,163	2,268.24	30.86	46.29	61.72	4.63	15.43	
59,286	2,272.94	30.92	46.39	61.85	4.64	15.46	
60,480	2,318.70	31.55	47.32	63.09	4.73	15.77	
60,806	2,331.22	31.72	47.58	63.43	4.76	15.86	
62,331	2,389.70	32.51	48.77	65.03	4.88	16.26	
64,023	2,454.55	33.40	50.09	66.79	5.01	16.70	
65,807	2,522.94	34.33	51.49	68.65	5.15	17.16	
67,594	2,591.45	35.26	52.89	70.52	5.29	17.63	
69,397	2,660.60	36.20	54.30	72.40	5.43	18.10	
72,017	2,761.02	37.56	56.35	75.13	5.63	18.78	
73,713	2,826.06	38.45	57.67	76.90	5.77	19.22	
73,519	2,818.63	38.35	57.52	76.70	5.75	19.17	
75,215	2,883.63	39.23	58.85	78.47	5.88	19.62	
75,415	2,891.29	39.34	59.01	78.67	5.90	19.67	
76,916	2,948.87	40.12	60.18	80.24	6.02	20.06	
78,042	2,992.03	40.71	61.06	81.42	6.11	20.35	
79,759	3,057.85	41.60	62.41	83.21	6.24	20.80	
80,655	3,092.21	42.07	63.11	84.14	6.31	21.04	

82,376	3,158.20	42.97	64.45	85.94	6.45	21.48
83,538	3,202.74	43.57	65.36	87.15	6.54	21.79
85,257	3,268.65	44.47	66.71	88.94	6.67	22.24
86,416	3,313.07	45.08	67.61	90.15	6.76	22.54
88,136	3,379.02	45.97	68.96	91.95	6.90	22.99
89,300	3,423.64	46.58	69.87	93.16	6.99	23.29
91,130	3,493.81	47.53	71.30	95.07	7.13	23.77
92,176	3,533.89	48.08	72.12	96.16	7.21	24.04
94,007	3,604.10	49.04	73.55	98.07	7.36	24.52
95,325	3,654.65	49.72	74.58	99.45	7.46	24.86
97,155	3,724.78	50.68	76.02	101.35	7.60	25.34
98,464	3,774.97	51.36	77.04	102.72	7.70	25.68
103,433	3,965.47	53.95	80.93	107.90	8.09	26.98
109,721	4,206.55	57.23	85.85	114.46	8.58	28.62
112,340	4,306.97	58.60	87.90	117.20	8.79	29.30

**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	\$52,357	\$53,619	\$54,888	\$56,147
	\$58,067	\$59,163	\$60,480	
Senior Technical Services Officer Grade 1	\$89,300	\$92,176		
Senior Technical Services Officer Grade 2	\$95,325	\$98,464		
Senior Technical Services Officer Grade 3	\$103,433			
Principal Technical Services Officer Grade 1	\$109,721			
Principal Technical Services Officer Grade 2	\$112,340			

**JUNIOR RATES**

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$26,178
At 17	60	\$31,415
At 18	70	\$36,651
At 19	81	\$42,409
At 20	91	\$47,645

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
26,178	1003.65	13.66	20.48	27.31	2.05	4.10	6.83
31,415	1204.42	16.39	24.58	32.77	2.46	4.92	8.19
36,651	1405.15	19.12	28.68	38.24	2.87	5.74	9.56
42,409	1625.91	22.12	33.18	44.24	3.32	6.64	11.06
47,645	1826.64	24.85	37.28	49.70	3.73	7.46	12.43
89,300	3423.64	46.58	69.87	93.16	6.99	13.97	23.29
92,176	3533.89	48.08	72.12	96.16	7.21	14.42	24.04
95,325	3654.65	49.72	74.58	99.45	7.46	14.92	24.86
98,464	3774.97	51.36	77.04	102.72	7.70	15.41	25.68
103,433	3965.47	53.95	80.93	107.90	8.09	16.19	26.98
109,721	4206.55	57.23	85.85	114.46	8.58	17.17	28.62
112,340	4306.97	58.60	87.90	117.20	8.79	17.58	29.30

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	\$48,920	\$51,080	\$53,109	\$54,864	\$56,614
Admin. Officer Level 2	\$58,366	\$60,394	\$62,415	\$64,440	\$66,458
Admin. Officer Level 3	\$68,887	\$71,619	\$74,454	\$77,318	\$80,180
Admin. Officer Level 4	\$84,184	\$87,904	\$91,622	\$95,346	
Admin. Officer Level 5	\$99,831	\$103,614			
Admin. Officer Level 6 (Acting)	\$107,875	\$111,626			
Admin. Officer Level 6 Nominal - Non-shift	\$115,916	\$119,662			
Admin. Officer Level 6 Nominal - Shiftwork	\$114,487	\$118,237			
Admin. Officer Level 7	\$115,885	\$120,147			
Admin. Officer Level 8	\$124,617	\$129,675			

*Administrative Officer Qualification Allowance - \$2,168 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>
48,920	1875.52	25.52	38.28	51.03
51,080	1958.33	26.64	39.97	53.29
53,109	2036.12	27.70	41.55	55.40
54,864	2103.41	28.62	42.93	57.24
56,614	2170.50	29.53	44.30	59.06
58,366	2237.67	30.44	45.67	60.89
60,394	2315.43	31.50	47.25	63.00
62,415	2392.90	32.56	48.83	65.11
64,440	2470.54	33.61	50.42	67.23
66,458	2547.90	34.67	52.00	69.33
68,887	2641.05	35.93	53.90	71.87
71,619	2745.78	37.36	56.04	74.71
74,454	2854.45	38.84	58.25	77.67
77,318	2964.27	40.33	60.50	80.66
80,180	3074.01	41.82	62.73	83.65
84,184	3227.50	43.91	65.87	87.82
87,904	3370.13	45.85	68.78	91.70
91,622	3512.65	47.79	71.69	95.58
95,346	3655.44	49.73	74.60	99.47
99,831	3827.37	52.07	78.11	104.15
103,614	3972.42	54.05	81.07	108.09
107,875	4135.78	56.27	84.40	112.54
111,626	4279.60	58.23	87.34	116.45
114,487	4389.26	59.72	89.58	119.44
115,885	4442.89	60.45	90.67	120.89
115,916	4444.07	60.46	90.70	120.93
118,237	4533.04	61.67	92.51	123.35
119,662	4587.69	62.42	93.63	124.84
120,147	4606.29	62.67	94.01	125.34
124,617	4777.63	65.00	97.50	130.00
129,675	4971.56	67.64	101.46	135.28



**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	\$103,695	\$107,886
Facility Manager Level 2	\$112,076	\$116,266
Facility Manager Level 3	\$120,454	\$125,151
Facility Manager Level 4	\$129,880	\$135,121
Facility Manager Level 5	\$140,356	\$146,105

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

**RATES OF PAY TABLE**

		HOURLY RATES			PENALTY RATES	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
103,695	3975.54	54.09	81.13	108.18	8.11	27.04
107,886	4136.22	56.28	84.41	112.55	8.44	28.14
112,076	4296.86	58.46	87.69	116.92	8.77	29.23
116,266	4457.50	60.65	90.97	121.29	9.10	30.32
120,454	4618.06	62.83	94.25	125.66	9.42	31.42
125,151	4798.13	65.28	97.92	130.56	9.79	32.64
129,880	4979.42	67.75	101.62	135.49	10.16	33.87
135,121	5180.34	70.48	105.72	140.96	10.57	35.24

**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

**SPRINTPAK GROUP**

Sprintpak Operator Level 1	\$50,272	\$52,653	\$53,785	\$54,945	\$56,106
Sprintpak Operator Level 2	\$58,366	\$60,394	\$62,415	\$64,440	\$66,458
Sprintpak Operator Level 3	\$68,887	\$71,619	\$74,454	\$77,318	\$80,180

**ALLOWANCE**

Fork Lift Allowance	\$14.81
Machine Adjustment Allowance	\$15.12

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
50,272	1,927.37	26.22	39.33	52.45
52,653	2,018.63	27.46	41.20	54.93
53,785	2,062.03	28.05	42.08	56.11
54,945	2,106.53	28.66	42.99	57.32
56,106	2,151.03	29.27	43.90	58.53
58,366	2,237.67	30.44	45.67	60.89
60,394	2,315.43	31.50	47.25	63.00
62,415	2,392.90	32.56	48.83	65.11
64,440	2,470.54	33.61	50.42	67.23
66,458	2,547.90	34.67	52.00	69.33
68,887	2,641.05	35.93	53.90	71.87
71,619	2,745.78	37.36	56.04	74.71
74,454	2,854.45	38.84	58.25	77.67
77,318	2,964.27	40.33	60.50	80.66
80,180	3,074.01	41.82	62.73	83.65

**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	\$47,396	\$48,611	\$49,869	\$51,111	
Mail Room Team Leader	\$58,366	\$60,394	\$62,415	\$64,440	\$66,458
Mail Room Supervisor	\$68,887	\$71,619	\$74,454	\$77,318	\$80,180
Mail Room Network Supervisor	\$84,184	\$87,904	\$91,622	\$95,346	

**JUNIOR RATES**

**Mail Room Officer:-**

Under 17yrs	50%	\$23,698
At 17 yrs	60%	\$28,438
At 18 yrs	70%	\$33,178
At 19 yrs	81%	\$38,391
At 20 yrs	91%	\$43,131

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% \$
23,698	908.56	12.36	18.54	24.72	1.85	3.71	6.18
28,438	1090.27	14.83	22.25	29.67	2.23	4.45	7.42
33,178	1271.98	17.31	25.96	34.61	2.60	5.19	8.65
38,391	1471.86	20.03	30.04	40.05	3.00	6.01	10.01
43,131	1653.58	22.50	33.75	45.00	3.37	6.75	11.25
47,396	1817.12	24.72	37.08	49.45	3.71	7.42	12.36
48,611	1863.67	25.36	38.03	50.71	3.80	7.61	12.68
49,869	1911.93	26.01	39.02	52.03	3.90	7.80	13.01
51,111	1959.51	26.66	39.99	53.32	4.00	8.00	13.33
58,366	2237.67	30.44	45.67	60.89	4.57	9.13	15.22
60,394	2315.43	31.50	47.25	63.00	4.73	9.45	15.75
62,415	2392.90	32.56	48.83	65.11	4.88	9.77	16.28
64,440	2470.54	33.61	50.42	67.23	5.04	10.08	16.81
66,458	2547.90	34.67	52.00	69.33	5.20	10.40	17.33
68,887	2641.05	35.93	53.90	71.87	5.39	10.78	17.97
71,619	2745.78	37.36	56.04	74.71	5.60	11.21	18.68
74,454	2854.45	38.84	58.25	77.67	5.83	11.65	19.42
77,318	2964.27	40.33	60.50	80.66	6.05	12.10	20.17
80,180	3074.01	41.82	62.73	83.65	6.27	12.55	20.91
84,184	3227.50	43.91	65.87	87.82	6.59	13.17	21.96
87,904	3370.13	45.85	68.78	91.70	6.88	13.76	22.93
91,622	3512.65	47.79	71.69	95.58	7.17	14.34	23.90
95,346	3655.44	49.73	74.60	99.47	7.46	14.92	24.87

**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

**CUSTOMER CONTACT CENTRES**

Level 1 Customer Service Trainee	\$53,746
Level 2 Customer Service Consultant	\$59,308
Level 3 Customer Care Consultant	\$63,940
Level 4 Business Relationship Consultant	\$68,576
Level 5 Team Leader Customer Service	\$81,541
Level 6 Team Manager	\$85,249
Level 7 Supervisor Customer Service	\$88,961

<b>RATES OF PAY TABLE</b>							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
53,746	2060.56	28.03	42.05	56.07	4.21	8.41	14.02
59,308	2273.80	30.94	46.40	61.87	4.64	9.28	15.47
63,940	2451.39	33.35	50.03	66.70	5.00	10.01	16.68
68,576	2629.12	35.77	53.66	71.54	5.37	10.73	17.89
81,541	3126.17	42.53	63.80	85.07	6.38	12.76	21.27
85,249	3268.33	44.47	66.70	88.93	6.67	13.34	22.23
88,961	3410.65	46.40	69.61	92.81	6.96	13.92	23.20

**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