

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$70,479	\$74,008	\$77,514
Postal Manager Grade 2	\$79,873	\$83,405	\$86,913
Postal Manager Grade 3	\$93,025	\$96,786	
Postal Manager Grade 4	\$100,545	\$104,304	
Postal Manager Grade 5 (Facility Manager Level 3)	\$108,060	\$112,275	

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% \$
70,479	2702.05	36.76	55.14	73.53	5.51	18.38
74,008	2837.36	38.60	57.91	77.21	5.79	19.30
77,514	2971.76	40.43	60.65	80.86	6.06	20.22
79,873	3062.24	41.66	62.49	83.33	6.25	20.83
83,405	3197.62	43.51	65.26	87.01	6.53	21.75
86,913	3332.14	45.34	68.00	90.67	6.80	22.67
93,025	3566.44	48.52	72.78	97.05	7.28	24.26
96,786	3710.66	50.49	75.73	100.97	7.57	25.24
100,545	3854.76	52.45	78.67	104.89	7.87	26.22
104,304	3998.89	54.41	81.61	108.81	8.16	27.20
108,060	4142.87	56.37	84.55	112.73	8.45	28.18
112,275	4304.48	58.56	87.85	117.13	8.78	29.28

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

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$42,862		
Postal Services Officer	\$45,815	\$47,696	\$49,802
	\$52,138	\$54,955	
Senior Postal Services Officer Grade 1	\$57,552	\$60,370	
Senior Postal Services Officer Grade 2	\$62,966	\$65,780	\$68,601

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$21,431
At 17 yrs	60%	\$25,717
At 18 yrs	70%	\$30,004
At 19 yrs	81%	\$34,719
At 20 yrs	91%	\$39,005

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 - Extended Trading	\$34.31 per hour
Linguistic Allowance	\$1,153 per annum
Overtime Meal Allowance	\$16.35

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half	Double \$	15% \$	50% \$
			\$			
21,431	821.64	11.18	16.77	22.36	1.68	5.59
25,717	985.97	13.41	20.12	26.83	2.01	6.71
30,004	1,150.30	15.65	23.48	31.30	2.35	7.83
34,719	1,331.06	18.11	27.16	36.22	2.72	9.05
39,005	1,495.39	20.35	30.52	40.69	3.05	10.17
42,862	1,643.29	22.36	33.54	44.72	3.35	11.18
45,815	1,756.49	23.90	35.85	47.80	3.58	11.95
47,696	1,828.60	24.88	37.32	49.76	3.73	12.44
49,802	1,909.34	25.98	38.97	51.95	3.90	12.99
52,138	1,998.88	27.20	40.79	54.39	4.08	13.60
54,955	2,106.91	28.67	43.00	57.33	4.30	14.33
57,552	2,206.45	30.02	45.03	60.04	4.50	15.01
60,370	2,314.51	31.49	47.23	62.98	4.72	15.74
62,966	2,414.01	32.84	49.27	65.69	4.93	16.42
65,780	2,521.92	34.31	51.47	68.62	5.15	17.16
68,601	2,630.06	35.78	53.67	71.57	5.37	17.89

**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	\$42,186			
Postal Delivery Officer	\$45,098	\$47,234	\$48,250	
	\$49,290	\$50,332		
Senior PDO Grade 1	\$52,135			
Senior PDO Grade 2	\$52,840			
Senior PDO Grade 3	\$55,317			
Postal Delivery Co-ordinator Grade 1	\$56,644	\$57,979		
Postal Delivery Co-ordinator Grade 2	\$61,362	\$63,057	\$64,797	\$66,599
Postal Delivery Co-ordinator Grade 3	\$70,479	\$74,008	\$77,514	

ALLOWANCES

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,718 p.a.
	\$10.42 per day
Functional Allowance	\$2,718 p.a.
	\$10.42 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$16.35
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RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
42,186	1,617.37	22.01	33.01	44.01	3.30	6.60	11.00
45,098	1,729.01	23.52	35.29	47.05	3.53	7.06	11.76
47,234	1,810.89	24.64	36.96	49.28	3.70	7.39	12.32
48,250	1,849.84	25.17	37.75	50.34	3.78	7.55	12.58
49,290	1,889.73	25.71	38.57	51.42	3.86	7.71	12.86
50,332	1,929.65	26.25	39.38	52.51	3.94	7.88	13.13
52,135	1,998.80	27.19	40.79	54.39	4.08	8.16	13.60
52,840	2,025.81	27.56	41.34	55.12	4.13	8.27	13.78
55,317	2,120.80	28.85	43.28	57.71	4.33	8.66	14.43
56,644	2,171.66	29.55	44.32	59.09	4.43	8.86	14.77
57,979	2,222.83	30.24	45.36	60.49	4.54	9.07	15.12
61,362	2,352.53	32.01	48.01	64.01	4.80	9.60	16.00
63,057	2,417.52	32.89	49.34	65.78	4.93	9.87	16.45
64,797	2,484.21	33.80	50.70	67.60	5.07	10.14	16.90
66,599	2,553.32	34.74	52.11	69.48	5.21	10.42	17.37
70,479	2,702.05	36.76	55.14	73.53	5.51	11.03	18.38
74,008	2,837.36	38.60	57.91	77.21	5.79	11.58	19.30
77,514	2,971.76	40.43	60.65	80.86	6.06	12.13	20.22

**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	\$70,479	\$74,008	\$77,514
Delivery Manager Level 2	\$79,873	\$83,405	\$86,913
Delivery Manager Level 3	\$93,025	\$96,786	
Delivery Manager Level 4	\$100,545	\$104,304	

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% \$
70,479	2702.05	36.76	55.14	73.53	5.51	18.38
74,008	2837.36	38.60	57.91	77.21	5.79	19.30
77,514	2971.76	40.43	60.65	80.86	6.06	20.22
79,873	3062.24	41.66	62.49	83.33	6.25	20.83
83,405	3197.62	43.51	65.26	87.01	6.53	21.75
86,913	3332.14	45.34	68.00	90.67	6.80	22.67
93,025	3566.44	48.52	72.78	97.05	7.28	24.26
96,786	3710.66	50.49	75.73	100.97	7.57	25.24
100,545	3854.76	52.45	78.67	104.89	7.87	26.22
104,304	3998.89	54.41	81.61	108.81	8.16	27.20

**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

MAIL PROCESSING GROUP

Trainee Mail Officer	\$42,186				
Mail Officer	\$45,098	\$47,234	\$48,250	\$49,290	\$50,332
Mail Officer (Teams)	\$46,101	\$48,237	\$49,253	\$50,294	\$51,335
Senior Mail Officer Grade 1	\$52,840				
Senior Mail Officer Grade 2	\$55,317				
Trainee Mail Processing Co-ordinator	\$51,612				
Mail Processing Co-ordinator Gr.1	\$56,644	\$57,979			
Mail Processing Co-ordinator Gr.2	\$61,362	\$63,057	\$64,797	\$66,599	
Mail Processing Co-ordinator Gr.3	\$68,797	\$70,829	\$72,951	\$75,088	
Mail Processing Co-ordinator Gr.4	\$77,217	\$79,738	\$82,250		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$21,093
At 17 yrs	60%	\$25,312
At 18 yrs	70%	\$29,531
At 19 yrs	81%	\$34,171
At 20 yrs	91%	\$38,390

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 \$				
21,093	808.69	11.00	16.50	22.01	1.65	3.30	5.50	
25,312	970.42	13.20	19.80	26.41	1.98	3.96	6.60	
29,531	1132.16	15.40	23.11	30.81	2.31	4.62	7.70	
34,171	1310.07	17.82	26.74	35.65	2.67	5.35	8.91	
38,390	1471.81	20.02	30.04	40.05	3.00	6.01	10.01	
42,186	1617.37	22.01	33.01	44.01	3.30	6.60	11.00	
45,098	1729.01	23.52	35.29	47.05	3.53	7.06	11.76	
46,101	1767.46	24.05	36.07	48.09	3.61	7.21	12.02	
47,234	1810.89	24.64	36.96	49.28	3.70	7.39	12.32	
48,237	1849.34	25.16	37.74	50.32	3.77	7.55	12.58	
48,250	1849.84	25.17	37.75	50.34	3.78	7.55	12.58	
49,253	1888.29	25.69	38.54	51.38	3.85	7.71	12.85	
49,290	1889.73	25.71	38.57	51.42	3.86	7.71	12.86	
50,294	1928.21	26.23	39.35	52.47	3.94	7.87	13.12	
50,332	1929.65	26.25	39.38	52.51	3.94	7.88	13.13	
51,335	1968.10	26.78	40.17	53.55	4.02	8.03	13.39	
51,612	1978.72	26.92	40.38	53.84	4.04	8.08	13.46	
52,840	2025.81	27.56	41.34	55.12	4.13	8.27	13.78	
55,317	2120.80	28.85	43.28	57.71	4.33	8.66	14.43	

56,644	2171.66	29.55	44.32	59.09	4.43	8.86	14.77
57,979	2222.83	30.24	45.36	60.49	4.54	9.07	15.12
61,362	2352.53	32.01	48.01	64.01	4.80	9.60	16.00
63,057	2417.52	32.89	49.34	65.78	4.93	9.87	16.45
64,797	2484.21	33.80	50.70	67.60	5.07	10.14	16.90
66,599	2553.32	34.74	52.11	69.48	5.21	10.42	17.37
68,797	2637.57	35.89	53.83	71.77	5.38	10.77	17.94
70,829	2715.48	36.95	55.42	73.89	5.54	11.08	18.47
72,951	2796.85	38.05	57.08	76.10	5.71	11.42	19.03
75,088	2878.76	39.17	58.75	78.33	5.88	11.75	19.58
77,217	2960.40	40.28	60.42	80.56	6.04	12.08	20.14
79,738	3057.06	41.59	62.39	83.19	6.24	12.48	20.80
82,250	3153.34	42.90	64.35	85.81	6.44	12.87	21.45

**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	\$47,234	\$48,250	\$49,290	\$50,332	
Garage Attendant	\$43,831	\$44,380	\$44,940		
Driver/Sorter	\$46,848	\$47,642	\$48,441	\$49,290	\$50,332
Senior Postal Transport Officer	\$52,799	\$53,744			
Postal Transport Co-ordinator Grade 1	\$56,206	\$57,144	\$58,085		
Postal Transport Co-ordinator Grade 2	\$60,554	\$61,489	\$62,426		
Postal Transport Co-ordinator Grade 3	\$68,189	\$69,528			
Postal Transport Co-ordinator Grade 4	\$72,299	\$73,631			
Postal Transport Co-ordinator Grade 5	\$77,633	\$79,319			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$33,064
At 19 years	@81%	\$38,260
At 20 years	@91%	\$42,983

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

\$4.46
\$8.78
\$15.29
\$20.68

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
33,064	1,267.62	17.25	25.87	34.49	2.59	8.62
38,260	1,466.82	19.96	29.94	39.91	2.99	9.98
42,983	1,647.91	22.42	33.63	44.84	3.36	11.21
43,831	1,680.41	22.86	34.29	45.73	3.43	11.43
44,380	1,701.46	23.15	34.72	46.30	3.47	11.57
44,940	1,722.94	23.44	35.16	46.88	3.52	11.72
46,848	1,796.10	24.44	36.66	48.87	3.67	12.22
47,234	1,810.89	24.64	36.96	49.28	3.70	12.32
47,642	1,826.53	24.85	37.28	49.70	3.73	12.43
48,250	1,849.84	25.17	37.75	50.34	3.78	12.58
48,441	1,857.16	25.27	37.90	50.53	3.79	12.63
49,290	1,889.73	25.71	38.57	51.42	3.86	12.86
50,332	1,929.65	26.25	39.38	52.51	3.94	13.13
52,799	2,024.25	27.54	41.31	55.08	4.13	13.77

53,744	2,060.48	28.03	42.05	56.07	4.21	14.02
56,206	2,154.85	29.32	43.98	58.64	4.40	14.66
57,144	2,190.84	29.81	44.71	59.61	4.47	14.90
58,085	2,226.92	30.30	45.45	60.60	4.54	15.15
60,554	2,321.55	31.59	47.38	63.17	4.74	15.79
61,489	2,357.39	32.07	48.11	64.15	4.81	16.04
62,426	2,393.31	32.56	48.84	65.12	4.88	16.28
68,189	2,614.26	35.57	53.35	71.14	5.34	17.78
69,528	2,665.59	36.27	54.40	72.53	5.44	18.13
72,299	2,771.86	37.71	56.57	75.42	5.66	18.86
73,631	2,822.92	38.41	57.61	76.81	5.76	19.20
77,633	2,976.36	40.49	60.74	80.99	6.07	20.25
79,319	3,040.99	41.37	62.06	82.75	6.21	20.69

**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

PARCEL POST GROUP

Trainee Parcel Post Officer	\$42,186			
Parcel Post Officer	\$47,234	\$48,250	\$49,290	\$50,332
Senior Parcel Post Officer Grade 1	\$52,840			
Senior Parcel Post Officer Grade 2	\$55,317			
Parcel Post Co-ordinator Grade 2	\$61,362	\$63,057	\$64,797	\$66,599
Parcel Post Co-ordinator Grade 3	\$68,797	\$70,829	\$72,952	\$75,088

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$29,531
At 19	81%	\$33,749
At 20	91%	\$37,968

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%
\$	\$	\$	\$	\$	\$	\$	\$
29,531	1132.16	15.40	23.11	30.81	2.31	4.62	7.70
33,749	1293.90	17.60	26.41	35.21	2.64	5.28	8.80
37,968	1455.63	19.80	29.71	39.61	2.97	5.94	9.90
42,186	1617.37	22.01	33.01	44.01	3.30	6.60	11.00
47,234	1810.89	24.64	36.96	49.28	3.70	7.39	12.32
48,250	1849.84	25.17	37.75	50.34	3.78	7.55	12.58
49,290	1889.73	25.71	38.57	51.42	3.86	7.71	12.86
50,332	1929.65	26.25	39.38	52.51	3.94	7.88	13.13
52,840	2025.81	27.56	41.34	55.12	4.13	8.27	13.78
55,317	2120.80	28.85	43.28	57.71	4.33	8.66	14.43
61,362	2352.53	32.01	48.01	64.01	4.80	9.60	16.00
63,057	2417.52	32.89	49.34	65.78	4.93	9.87	16.45
64,797	2484.21	33.80	50.70	67.60	5.07	10.14	16.90
66,599	2553.32	34.74	52.11	69.48	5.21	10.42	17.37
68,797	2637.57	35.89	53.83	71.77	5.38	10.77	17.94
70,829	2715.48	36.95	55.42	73.89	5.54	11.08	18.47
72,952	2796.89	38.05	57.08	76.11	5.71	11.42	19.03
75,088	2878.76	39.17	58.75	78.33	5.88	11.75	19.58

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	\$50,903	\$51,856	
Express Courier Co-ordinator Grade 1	\$54,315	\$55,253	\$56,195
Express Courier Co-ordinator Grade 2	\$58,662	\$59,600	\$60,540

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
50,903	1951.56	26.55	39.83	53.10	3.98	7.97	13.28
51,856	1988.10	27.05	40.57	54.10	4.06	8.11	13.52
54,315	2082.35	28.33	42.50	56.66	4.25	8.50	14.17
55,253	2118.31	28.82	43.23	57.64	4.32	8.65	14.41
56,195	2154.46	29.31	43.97	58.62	4.40	8.79	14.66
58,662	2249.02	30.60	45.90	61.20	4.59	9.18	15.30
59,600	2284.98	31.09	46.63	62.18	4.66	9.33	15.54
60,540	2321.01	31.58	47.37	63.16	4.74	9.47	15.79

**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	\$46,419	\$47,365	\$48,397
Senior Stores Officer	\$49,361	\$50,150	\$50,973
Stores Supervisor	\$55,975	\$56,793	\$57,655
Senior Stores Supervisor Grade 1	\$60,279	\$61,457	
Senior Stores Supervisor Grade 2	\$65,900	\$67,399	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
46,419	1,779.64	24.21	36.32	48.43
47,365	1,815.91	24.71	37.06	49.41
48,397	1,855.48	25.24	37.87	50.49
49,361	1,892.45	25.75	38.62	51.50
50,150	1,922.69	26.16	39.24	52.32
50,973	1,954.25	26.59	39.88	53.18
55,975	2,146.01	29.20	43.80	58.39
56,793	2,177.38	29.62	44.44	59.25
57,655	2,210.42	30.07	45.11	60.15
60,279	2,311.01	31.44	47.16	62.88
61,457	2,356.19	32.06	48.09	64.11
65,900	2,526.51	34.37	51.56	68.75
67,399	2,583.99	35.16	52.73	70.31

**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

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$43,332	\$44,743
Support Services Officer Grade 2	\$46,319	\$47,810
Support Services Officer Grade 3	\$49,802	\$51,323
Support Services Officer Grade 4	\$53,598	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Single \$	Hourly Rate Time			Penalty Rates		
			& Half \$	Double \$	15% \$	30% \$	50% \$	
43,332	1,661.30	22.60	33.90	45.21	3.39	6.78	11.30	
44,743	1,715.39	23.34	35.01	46.68	3.50	7.00	11.67	
46,319	1,775.79	24.16	36.24	48.32	3.62	7.25	12.08	
47,810	1,832.95	24.94	37.41	49.88	3.74	7.48	12.47	
49,802	1,909.34	25.98	38.97	51.95	3.90	7.79	12.99	
51,323	1,967.67	26.77	40.16	53.54	4.02	8.03	13.39	
53,598	2,054.88	27.96	41.94	55.92	4.19	8.39	13.98	

**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

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$24,890			
Apprentice Postal Technician - At 18	\$28,521			
Apprentice Postal Technician- At 19	\$38,892			
Apprentice Postal Technician - At 20	\$45,634			
Apprentice Postal Technician - Adult	\$46,562			
Postal Technical Officer Level 1	\$48,100	\$49,239	\$50,369	\$52,091
	\$53,074	\$54,256		
Postal Technical Officer Level 2	\$51,856	\$53,186	\$54,548	\$55,917
Postal Technical Officer Level 3	\$57,435	\$59,036	\$60,638	\$62,255
Postal Technical Officer Level 4	\$64,606	\$66,129	\$67,655	\$70,011
	\$72,356	\$74,942	\$77,525	\$80,112
Postal Technical Officer Level 5	\$82,692	\$85,516		
Postal Technical Officer Level 6	\$88,333			
Postal Technical Officer Level 7	\$92,792			
Postal Technical Officer Level 8	\$98,432			
Postal Technical Officer Level 9	\$100,781			
Postal Technical Officer Level 4 (Teams)	\$65,954	\$67,476	\$69,001	\$71,552
	\$73,899	\$76,484	\$79,067	\$81,754
Postal Technical Officer Level 5 (Teams)	\$84,334	\$87,159		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half		Double \$	SHIFT PENALTY	
			Single \$	Double \$		15% \$	50% \$
24,890	954.24	12.98	19.47	25.97	1.95	6.49	
28,521	1,093.48	14.88	22.32	29.75	2.23	7.44	
38,892	1,491.06	20.29	30.43	40.57	3.04	10.14	
45,634	1,749.56	23.80	35.71	47.61	3.57	11.90	
46,562	1,785.13	24.29	36.43	48.57	3.64	12.14	
48,100	1,844.08	25.09	37.63	50.18	3.76	12.54	
49,239	1,887.74	25.68	38.53	51.37	3.85	12.84	
50,369	1,931.09	26.27	39.41	52.55	3.94	13.14	
51,856	1,988.10	27.05	40.57	54.10	4.06	13.52	
52,091	1,997.09	27.17	40.76	54.34	4.08	13.59	
53,074	2,034.80	27.68	41.53	55.37	4.15	13.84	
53,186	2,039.08	27.74	41.61	55.49	4.16	13.87	
54,256	2,080.09	28.30	42.45	56.60	4.25	14.15	
54,548	2,091.30	28.45	42.68	56.91	4.27	14.23	
55,917	2,143.80	29.17	43.75	58.33	4.38	14.58	
57,435	2,201.97	29.96	44.94	59.92	4.49	14.98	
59,036	2,263.38	30.79	46.19	61.59	4.62	15.40	
60,638	2,324.78	31.63	47.44	63.26	4.74	15.81	
62,255	2,386.77	32.47	48.71	64.95	4.87	16.24	
64,606	2,476.90	33.70	50.55	67.40	5.05	16.85	
66,129	2,535.31	34.49	51.74	68.99	5.17	17.25	
65,954	2,528.58	34.40	51.60	68.80	5.16	17.20	
67,476	2,586.95	35.20	52.79	70.39	5.28	17.60	
67,655	2,593.80	35.29	52.93	70.58	5.29	17.64	
69,001	2,645.39	35.99	53.99	71.98	5.40	18.00	
70,011	2,684.11	36.52	54.78	73.04	5.48	18.26	
71,552	2,743.22	37.32	55.98	74.65	5.60	18.66	
72,356	2,774.04	37.74	56.61	75.48	5.66	18.87	

73,899	2,833.19	38.55	57.82	77.09	5.78	19.27
74,942	2,873.16	39.09	58.64	78.18	5.86	19.55
76,484	2,932.31	39.90	59.84	79.79	5.98	19.95
77,525	2,972.19	40.44	60.66	80.88	6.07	20.22
79,067	3,031.34	41.24	61.86	82.49	6.19	20.62
80,112	3,071.38	41.79	62.68	83.58	6.27	20.89
81,754	3,134.35	42.64	63.97	85.29	6.40	21.32
82,692	3,170.30	43.13	64.70	86.27	6.47	21.57
84,334	3,233.26	43.99	65.98	87.98	6.60	21.99
85,516	3,278.56	44.61	66.91	89.21	6.69	22.30
87,159	3,341.56	45.46	68.20	90.93	6.82	22.73
88,333	3,386.58	46.08	69.11	92.15	6.91	23.04
92,792	3,557.53	48.40	72.60	96.80	7.26	24.20
98,432	3,773.74	51.34	77.02	102.69	7.70	25.67
100,781	3,863.82	52.57	78.85	105.14	7.89	26.28

**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

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$46,969	\$48,100	\$49,239	\$50,369
	\$52,091	\$53,074	\$54,256	
Senior Technical Services Officer Grade 1	\$80,112	\$82,692		
Senior Technical Services Officer Grade 2	\$85,516	\$88,333		
Senior Technical Services Officer Grade 3	\$92,792			
Principal Technical Services Officer Grade 1	\$98,432			
Principal Technical Services Officer Grade 2	\$100,781			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$23,485
At 17	60	\$28,182
At 18	70	\$32,879
At 19	81	\$38,045
At 20	91	\$42,742

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES		
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
23,485	900.37	12.25	18.37	24.50	1.84	3.67	6.12
28,182	1080.48	14.70	22.05	29.40	2.21	4.41	7.35
32,879	1260.55	17.15	25.73	34.30	2.57	5.15	8.58
38,045	1458.59	19.84	29.77	39.69	2.98	5.95	9.92
42,742	1638.67	22.29	33.44	44.59	3.34	6.69	11.15
80,112	3071.38	41.79	62.68	83.58	6.27	12.54	20.89
82,692	3170.30	43.13	64.70	86.27	6.47	12.94	21.57
85,516	3278.56	44.61	66.91	89.21	6.69	13.38	22.30
88,333	3386.58	46.08	69.11	92.15	6.91	13.82	23.04
92,792	3557.53	48.40	72.60	96.80	7.26	14.52	24.20
98,432	3773.74	51.34	77.02	102.69	7.70	15.40	25.67
100,781	3863.82	52.57	78.85	105.14	7.89	15.77	26.28

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	\$43,885	\$45,823	\$47,643	\$49,218	\$50,789
Admin. Officer Level 2	\$52,360	\$54,179	\$55,993	\$57,808	\$59,619
Admin. Officer Level 3	\$61,799	\$64,249	\$66,793	\$69,363	\$71,929
Admin. Officer Level 4	\$75,522	\$78,859	\$82,195	\$85,535	
Admin. Officer Level 5	\$89,560	\$92,954			
Admin. Officer Level 6 (Acting)	\$96,777	\$100,141			
Admin. Officer Level 6 Nominal - Non-shift	\$103,990	\$107,350			
Admin. Officer Level 6 Nominal - Shiftwork	\$102,707	\$106,071			
Admin. Officer Level 7	\$103,962	\$107,786			
Admin. Officer Level 8	\$111,796	\$116,334			

Administrative Officer Qualification Allowance - \$1,942 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
43,885	1682.47	22.89	34.34	45.78
45,823	1756.80	23.90	35.85	47.80
47,643	1826.57	24.85	37.28	49.70
49,218	1886.97	25.67	38.51	51.35
50,789	1947.17	26.49	39.74	52.98
52,360	2007.40	27.31	40.97	54.62
54,179	2077.14	28.26	42.39	56.52
55,993	2146.71	29.21	43.81	58.41
57,808	2216.29	30.15	45.23	60.31
59,619	2285.71	31.10	46.65	62.20
61,799	2369.30	32.24	48.35	64.47
64,249	2463.24	33.51	50.27	67.03
66,793	2560.76	34.84	52.26	69.68
69,363	2659.29	36.18	54.27	72.36
71,929	2757.66	37.52	56.28	75.04
75,522	2895.42	39.39	59.09	78.79
78,859	3023.36	41.13	61.70	82.27
82,195	3151.23	42.87	64.31	85.75
85,535	3279.30	44.62	66.92	89.23
89,560	3433.59	46.72	70.07	93.43
92,954	3563.72	48.49	72.73	96.97
96,777	3710.31	50.48	75.72	100.96
100,141	3839.27	52.23	78.35	104.47
102,707	3937.64	53.57	80.36	107.15
103,962	3985.78	54.23	81.34	108.46
103,990	3986.83	54.24	81.36	108.49
106,071	4066.60	55.33	82.99	110.66
107,350	4115.67	56.00	83.99	111.99
107,786	4132.37	56.22	84.33	112.45
111,796	4286.11	58.31	87.47	116.63
116,334	4460.10	60.68	91.02	121.36

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

FACILITY MANAGER GROUP

Facility Manager Level 1	\$93,025	\$96,786
Facility Manager Level 2	\$100,545	\$104,304
Facility Manager Level 3	\$108,060	\$112,275
Facility Manager Level 4	\$116,518	\$121,219
Facility Manager Level 5	\$125,915	\$131,073

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%
\$	\$	\$	\$	\$	\$	\$
93,025	3566.44	48.52	72.78	97.05	7.28	24.26
96,786	3710.66	50.49	75.73	100.97	7.57	25.24
100,545	3854.76	52.45	78.67	104.89	7.87	26.22
104,304	3998.89	54.41	81.61	108.81	8.16	27.20
108,060	4142.87	56.37	84.55	112.73	8.45	28.18
112,275	4304.48	58.56	87.85	117.13	8.78	29.28
116,518	4467.14	60.78	91.17	121.55	9.12	30.39
121,219	4647.39	63.23	94.84	126.46	9.48	31.61

**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

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$45,098	\$47,234	\$48,250	\$49,290	\$50,332
Sprintpak Operator Level 2	\$52,360	\$54,179	\$55,993	\$57,808	\$59,619
Sprintpak Operator Level 3	\$61,799	\$64,249	\$66,793	\$69,363	\$71,929

ALLOWANCE

Fork Lift Allowance	\$13.27
Machine Adjustment Allowance	\$13.56

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
45,098	1,729.01	23.52	35.29	47.05
47,234	1,810.89	24.64	36.96	49.28
48,250	1,849.84	25.17	37.75	50.34
49,290	1,889.73	25.71	38.57	51.42
50,332	1,929.65	26.25	39.38	52.51
52,360	2,007.40	27.31	40.97	54.62
54,179	2,077.14	28.26	42.39	56.52
55,993	2,146.71	29.21	43.81	58.41
57,808	2,216.29	30.15	45.23	60.31
59,619	2,285.71	31.10	46.65	62.20
61,799	2,369.30	32.24	48.35	64.47
64,249	2,463.24	33.51	50.27	67.03
66,793	2,560.76	34.84	52.26	69.68
69,363	2,659.29	36.18	54.27	72.36
71,929	2,757.66	37.52	56.28	75.04

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 ROOM SOLUTIONS

Mail Room Officer	\$42,518	\$43,608	\$44,736	\$45,850	
Mail Room Team Leader	\$52,360	\$54,179	\$55,993	\$57,808	\$59,619
Mail Room Supervisor	\$61,799	\$64,249	\$66,793	\$69,363	\$71,929
Mail Room Network Supervisor	\$75,522	\$78,859	\$82,195	\$85,535	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$21,259
At 17 yrs	60%	\$25,511
At 18 yrs	70%	\$29,763
At 19 yrs	81%	\$34,440
At 20 yrs	91%	\$38,692

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		15% \$	30% \$	50% \$
			& Half \$	Double \$			
21,259	815.05	11.09	16.63	22.18	1.66	3.33	5.54
25,511	978.06	13.31	19.96	26.61	2.00	3.99	6.65
29,763	1141.07	15.52	23.29	31.05	2.33	4.66	7.76
34,440	1320.38	17.96	26.95	35.93	2.69	5.39	8.98
38,692	1483.39	20.18	30.27	40.36	3.03	6.05	10.09
42,518	1630.10	22.18	33.27	44.36	3.33	6.65	11.09
43,608	1671.89	22.75	34.12	45.49	3.41	6.82	11.37
44,736	1715.12	23.33	35.00	46.67	3.50	7.00	11.67
45,850	1757.81	23.92	35.87	47.83	3.59	7.17	11.96
52,360	2007.40	27.31	40.97	54.62	4.10	8.19	13.66
54,179	2077.14	28.26	42.39	56.52	4.24	8.48	14.13
55,993	2146.71	29.21	43.81	58.41	4.38	8.76	14.60
57,808	2216.29	30.15	45.23	60.31	4.52	9.05	15.08
59,619	2285.71	31.10	46.65	62.20	4.66	9.33	15.55
61,799	2369.30	32.24	48.35	64.47	4.84	9.67	16.12
64,249	2463.24	33.51	50.27	67.03	5.03	10.05	16.76
66,793	2560.76	34.84	52.26	69.68	5.23	10.45	17.42
69,363	2659.29	36.18	54.27	72.36	5.43	10.85	18.09
71,929	2757.66	37.52	56.28	75.04	5.63	11.26	18.76
75,522	2895.42	39.39	59.09	78.79	5.91	11.82	19.70
78,859	3023.36	41.13	61.70	82.27	6.17	12.34	20.57
82,195	3151.23	42.87	64.31	85.75	6.43	12.86	21.44
85,535	3279.30	44.62	66.92	89.23	6.69	13.38	22.31

**District Allowance
Grade**

**With
Dependants**

**Without
Dependants**

	p.a.	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	\$48,215
Level 2 Customer Service Consultant	\$53,203
Level 3 Customer Care Consultant	\$57,360
Level 4 Business Relationship Consultant	\$61,519
Level 5 Team Leader Customer Service	\$73,152
Level 6 Team Manager	\$76,478
Level 7 Supervisor Customer Service	\$79,806

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
48,215	1848.48	25.15	37.72	50.30	3.77	7.54	12.57
53,203	2039.74	27.75	41.63	55.50	4.16	8.33	13.88
57,360	2199.09	29.92	44.88	59.84	4.49	8.98	14.96
61,519	2358.56	32.09	48.13	64.18	4.81	9.63	16.04
73,152	2804.55	38.16	57.24	76.31	5.72	11.45	19.08
76,478	2932.07	39.89	59.84	79.78	5.98	11.97	19.95
79,806	3059.67	41.63	62.44	83.26	6.24	12.49	20.81

**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