

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$69,091	\$72,551	\$75,988
Postal Manager Grade 2	\$78,300	\$81,763	\$85,201
Postal Manager Grade 3	\$91,194	\$94,880	
Postal Manager Grade 4	\$98,566	\$102,250	
Postal Manager Grade 5 (Facility Manager Level 3)	\$105,933	\$110,064	

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% \$
69,091	2648.86	36.04	54.06	72.08	5.41	18.02
72,551	2781.51	37.84	56.77	75.69	5.68	18.92
75,988	2913.28	39.64	59.45	79.27	5.95	19.82
78,300	3001.92	40.84	61.26	81.68	6.13	20.42
81,763	3134.70	42.65	63.97	85.30	6.40	21.32
85,201	3266.50	44.44	66.66	88.88	6.67	22.22
91,194	3496.24	47.57	71.35	95.14	7.14	23.78
94,880	3637.58	49.49	74.24	98.98	7.42	24.75
98,566	3778.87	51.41	77.12	102.83	7.71	25.71
102,250	3920.13	53.34	80.00	106.67	8.00	26.67
105,933	4061.31	55.26	82.88	110.51	8.29	27.63
110,064	4219.69	57.41	86.12	114.82	8.61	28.71

District Allowance Grade	(Effective from 12 July 2017)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$42,017		
Postal Services Officer	\$44,912	\$46,757	\$48,821
	\$51,111	\$53,872	
Senior Postal Services Officer Grade 1	\$56,418	\$59,181	
Senior Postal Services Officer Grade 2	\$61,726	\$64,484	\$67,250

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$21,008
At 17 yrs	60%	\$25,210
At 18 yrs	70%	\$29,412
At 19 yrs	81%	\$34,034
At 20 yrs	91%	\$38,235

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	\$33.63 per hour
Linguistic Allowance	\$1,130 per annum
Overtime Meal Allowance	\$16.03

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
21,008	805.44	10.96	16.44	21.92	1.64	5.48
25,210	966.52	13.15	19.72	26.30	1.97	6.57
29,412	1,127.61	15.34	23.01	30.68	2.30	7.67
34,034	1,304.81	17.75	26.63	35.50	2.66	8.88
38,235	1,465.89	19.94	29.92	39.89	2.99	9.97
42,017	1,610.87	21.92	32.87	43.83	3.29	10.96
44,912	1,721.85	23.43	35.14	46.85	3.51	11.71
46,757	1,792.60	24.39	36.58	48.78	3.66	12.19
48,821	1,871.75	25.47	38.20	50.93	3.82	12.73
51,111	1,959.54	26.66	39.99	53.32	4.00	13.33
53,872	2,065.38	28.10	42.15	56.20	4.22	14.05
56,418	2,162.98	29.43	44.14	58.86	4.41	14.71
59,181	2,268.90	30.87	46.30	61.74	4.63	15.43
61,726	2,366.50	32.20	48.30	64.39	4.83	16.10
64,484	2,472.23	33.64	50.45	67.27	5.05	16.82
67,250	2,578.27	35.08	52.62	70.16	5.26	17.54

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$41,355			
Postal Delivery Officer	\$44,209	\$46,303	\$47,299	
	\$48,319	\$49,341		
Senior PDO Grade 1	\$51,108			
Senior PDO Grade 2	\$51,800			
Senior PDO Grade 3	\$54,227			
Postal Delivery Co-ordinator Grade 1	\$55,528	\$56,837		
Postal Delivery Co-ordinator Grade 2	\$60,154	\$61,815	\$63,521	\$65,287
Postal Delivery Co-ordinator Grade 3	\$69,091	\$72,551	\$75,988	

ALLOWANCES

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,661 p.a.
	\$10.20 per day
Functional Allowance	\$2,661 p.a.
	\$10.20 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$16.03
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RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
41,355	1,585.50	21.57	32.36	43.14	3.24	6.47	10.79
44,209	1,694.93	23.06	34.59	46.12	3.46	6.92	11.53
46,303	1,775.21	24.15	36.23	48.30	3.62	7.25	12.08
47,299	1,813.38	24.67	37.01	49.34	3.70	7.40	12.34
48,319	1,852.49	25.20	37.81	50.41	3.78	7.56	12.60
49,341	1,891.67	25.74	38.61	51.47	3.86	7.72	12.87
51,108	1,959.42	26.66	39.99	53.32	4.00	8.00	13.33
51,800	1,985.92	27.02	40.53	54.04	4.05	8.11	13.51
54,227	2,079.00	28.29	42.43	56.57	4.24	8.49	14.14
55,528	2,128.85	28.96	43.45	57.93	4.34	8.69	14.48
56,837	2,179.05	29.65	44.47	59.29	4.45	8.89	14.82
60,154	2,306.22	31.38	47.07	62.75	4.71	9.41	15.69
61,815	2,369.89	32.24	48.37	64.49	4.84	9.67	16.12
63,521	2,435.30	33.13	49.70	66.27	4.97	9.94	16.57
65,287	2,503.01	34.05	51.08	68.11	5.11	10.22	17.03
69,091	2,648.86	36.04	54.06	72.08	5.41	10.81	18.02
72,551	2,781.51	37.84	56.77	75.69	5.68	11.35	18.92
75,988	2,913.28	39.64	59.45	79.27	5.95	11.89	19.82

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$69,091	\$72,551	\$75,988
Delivery Manager Level 2	\$78,300	\$81,763	\$85,201
Delivery Manager Level 3	\$91,194	\$94,880	
Delivery Manager Level 4	\$98,566	\$102,250	

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%
\$	\$	\$	\$	\$	\$	\$
69,091	2648.86	36.04	54.06	72.08	5.41	18.02
72,551	2781.51	37.84	56.77	75.69	5.68	18.92
75,988	2913.28	39.64	59.45	79.27	5.95	19.82
78,300	3001.92	40.84	61.26	81.68	6.13	20.42
81,763	3134.70	42.65	63.97	85.30	6.40	21.32
85,201	3266.50	44.44	66.66	88.88	6.67	22.22
91,194	3496.24	47.57	71.35	95.14	7.14	23.78
94,880	3637.58	49.49	74.24	98.98	7.42	24.75
98,566	3778.87	51.41	77.12	102.83	7.71	25.71
102,250	3920.13	53.34	80.00	106.67	8.00	26.67

District Allowance Grade	(Effective from 12 July 2017)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

MAIL PROCESSING GROUP

Trainee Mail Officer	\$41,355				
Mail Officer	\$44,209	\$46,303	\$47,299	\$48,319	\$49,341
Mail Officer (Teams)	\$45,193	\$47,287	\$48,283	\$49,303	\$50,324
Senior Mail Officer Grade 1	\$51,800				
Senior Mail Officer Grade 2	\$54,227				
Trainee Mail Processing Co-ordinator	\$50,596				
Mail Processing Co-ordinator Gr.1	\$55,528	\$56,837			
Mail Processing Co-ordinator Gr.2	\$60,154	\$61,815	\$63,521	\$65,287	
Mail Processing Co-ordinator Gr.3	\$67,442	\$69,434	\$71,514	\$73,609	
Mail Processing Co-ordinator Gr.4	\$75,696	\$78,168	\$80,630		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$20,678
At 17 yrs	60%	\$24,813
At 18 yrs	70%	\$28,949
At 19 yrs	81%	\$33,498
At 20 yrs	91%	\$37,633

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	& Half	Double	15%	30%	50%	
\$	\$	\$	Time	\$	\$	\$	\$	\$
20,678	792.75	10.79	16.18	21.57	1.62	3.24	5.39	
24,813	951.30	12.94	19.41	25.89	1.94	3.88	6.47	
28,949	1109.85	15.10	22.65	30.20	2.27	4.53	7.55	
33,498	1284.26	17.47	26.21	34.95	2.62	5.24	8.74	
37,633	1442.81	19.63	29.45	39.26	2.94	5.89	9.82	
41,355	1585.50	21.57	32.36	43.14	3.24	6.47	10.79	
44,209	1694.93	23.06	34.59	46.12	3.46	6.92	11.53	
45,193	1732.63	23.57	35.36	47.15	3.54	7.07	11.79	
46,303	1775.21	24.15	36.23	48.30	3.62	7.25	12.08	
47,287	1812.91	24.67	37.00	49.33	3.70	7.40	12.33	
47,299	1813.38	24.67	37.01	49.34	3.70	7.40	12.34	
48,283	1851.09	25.18	37.78	50.37	3.78	7.56	12.59	
48,319	1852.49	25.20	37.81	50.41	3.78	7.56	12.60	
49,303	1890.20	25.72	38.58	51.43	3.86	7.72	12.86	
49,341	1891.67	25.74	38.61	51.47	3.86	7.72	12.87	
50,324	1929.34	26.25	39.37	52.50	3.94	7.87	13.12	
50,596	1939.77	26.39	39.59	52.78	3.96	7.92	13.20	
51,800	1985.92	27.02	40.53	54.04	4.05	8.11	13.51	
54,227	2079.00	28.29	42.43	56.57	4.24	8.49	14.14	

55,528	2128.85	28.96	43.45	57.93	4.34	8.69	14.48
56,837	2179.05	29.65	44.47	59.29	4.45	8.89	14.82
60,154	2306.22	31.38	47.07	62.75	4.71	9.41	15.69
61,815	2369.89	32.24	48.37	64.49	4.84	9.67	16.12
63,521	2435.30	33.13	49.70	66.27	4.97	9.94	16.57
65,287	2503.01	34.05	51.08	68.11	5.11	10.22	17.03
67,442	2585.62	35.18	52.77	70.36	5.28	10.55	17.59
69,434	2662.01	36.22	54.33	72.44	5.43	10.87	18.11
71,514	2741.75	37.30	55.95	74.61	5.60	11.19	18.65
73,609	2822.06	38.40	57.59	76.79	5.76	11.52	19.20
75,696	2902.07	39.48	59.23	78.97	5.92	11.85	19.74
78,168	2996.86	40.77	61.16	81.55	6.12	12.23	20.39
80,630	3091.23	42.06	63.09	84.12	6.31	12.62	21.03

**District Allowance
Grade**

(Effective from 12 July 2017)

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A

\$2,210

\$1,120

B

\$5,320

\$2,900

C

\$7,200

\$4,090

D

\$10,600

\$6,550

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$46,303	\$47,299	\$48,319	\$49,341	
Garage Attendant	\$42,968	\$43,506	\$44,054		
Driver/Sorter	\$45,925	\$46,703	\$47,487	\$48,319	\$49,341
Senior Postal Transport Officer	\$51,759	\$52,685			
Postal Transport Co-ordinator Grade 1	\$55,099	\$56,018	\$56,941		
Postal Transport Co-ordinator Grade 2	\$59,362	\$60,278	\$61,197		
Postal Transport Co-ordinator Grade 3	\$66,846	\$68,159			
Postal Transport Co-ordinator Grade 4	\$70,875	\$72,181			
Postal Transport Co-ordinator Grade 5	\$76,104	\$77,757			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$32,412
At 19 years	@81%	\$37,506
At 20 years	@91%	\$42,136

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

\$4.37
\$8.59
\$14.98
\$20.26

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
32,412	1,242.64	16.91	25.36	33.81	2.54	8.45
37,506	1,437.92	19.56	29.35	39.13	2.93	9.78
42,136	1,615.44	21.98	32.97	43.96	3.30	10.99
42,968	1,647.34	22.41	33.62	44.83	3.36	11.21
43,506	1,667.96	22.69	34.04	45.39	3.40	11.35
44,054	1,688.97	22.98	34.47	45.96	3.45	11.49
45,925	1,760.69	23.95	35.93	47.91	3.59	11.98
46,303	1,775.21	24.15	36.23	48.30	3.62	12.08
46,703	1,790.54	24.36	36.54	48.72	3.65	12.18
47,299	1,813.38	24.67	37.01	49.34	3.70	12.34
47,487	1,820.58	24.77	37.15	49.54	3.72	12.38
48,319	1,852.49	25.20	37.81	50.41	3.78	12.60
49,341	1,891.67	25.74	38.61	51.47	3.86	12.87
51,759	1,984.37	27.00	40.50	54.00	4.05	13.50

52,685	2,019.86	27.48	41.22	54.96	4.12	13.74
55,099	2,112.43	28.74	43.11	57.48	4.31	14.37
56,018	2,147.65	29.22	43.83	58.44	4.38	14.61
56,941	2,183.06	29.70	44.55	59.40	4.46	14.85
59,362	2,275.87	30.96	46.45	61.93	4.64	15.48
60,278	2,310.97	31.44	47.16	62.88	4.72	15.72
61,197	2,346.23	31.92	47.88	63.84	4.79	15.96
66,846	2,562.78	34.87	52.30	69.74	5.23	17.43
68,159	2,613.13	35.55	53.33	71.11	5.33	17.78
70,875	2,717.27	36.97	55.45	73.94	5.55	18.48
72,181	2,767.31	37.65	56.48	75.30	5.65	18.83
76,104	2,917.71	39.70	59.55	79.39	5.95	19.85
77,757	2,981.10	40.56	60.84	81.12	6.08	20.28

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

PARCEL POST GROUP

Trainee Parcel Post Officer	\$41,355			
Parcel Post Officer	\$46,303	\$47,299	\$48,319	\$49,341
Senior Parcel Post Officer Grade 1	\$51,800			
Senior Parcel Post Officer Grade 2	\$54,227			
Parcel Post Co-ordinator Grade 2	\$60,154	\$61,815	\$63,521	\$65,287
Parcel Post Co-ordinator Grade 3	\$67,442	\$69,434	\$71,515	\$73,609

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$28,949
At 19	81%	\$33,084
At 20	91%	\$37,220

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%
\$	\$	\$	\$	\$	\$	\$	\$
28,949	1109.85	15.10	22.65	30.20	2.27	4.53	7.55
33,084	1268.40	17.26	25.89	34.51	2.59	5.18	8.63
37,220	1426.95	19.41	29.12	38.83	2.91	5.82	9.71
41,355	1585.50	21.57	32.36	43.14	3.24	6.47	10.79
46,303	1775.21	24.15	36.23	48.30	3.62	7.25	12.08
47,299	1813.38	24.67	37.01	49.34	3.70	7.40	12.34
48,319	1852.49	25.20	37.81	50.41	3.78	7.56	12.60
49,341	1891.67	25.74	38.61	51.47	3.86	7.72	12.87
51,800	1985.92	27.02	40.53	54.04	4.05	8.11	13.51
54,227	2079.00	28.29	42.43	56.57	4.24	8.49	14.14
60,154	2306.22	31.38	47.07	62.75	4.71	9.41	15.69
61,815	2369.89	32.24	48.37	64.49	4.84	9.67	16.12
63,521	2435.30	33.13	49.70	66.27	4.97	9.94	16.57
65,287	2503.01	34.05	51.08	68.11	5.11	10.22	17.03
67,442	2585.62	35.18	52.77	70.36	5.28	10.55	17.59
69,434	2662.01	36.22	54.33	72.44	5.43	10.87	18.11
71,515	2741.78	37.30	55.95	74.61	5.60	11.19	18.65
73,609	2822.06	38.40	57.59	76.79	5.76	11.52	19.20

District Allowance
Grade

(Effective from 12 July 2017)

A
B
C
D

With
Dependants

p.a.
\$2,210
\$5,320
\$7,200
\$10,600

Without
Dependants

p.a.
\$1,120
\$2,900
\$4,090
\$6,550

EXPRESS COURIER GROUP

Express Courier Senior Service Representative	\$49,900	\$50,834	
Express Courier Co-ordinator Grade 1	\$53,245	\$54,165	\$55,088
Express Courier Co-ordinator Grade 2	\$57,507	\$58,426	\$59,348

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
49,900	1913.12	26.03	39.04	52.06	3.90	7.81	13.01
50,834	1948.92	26.52	39.77	53.03	3.98	7.95	13.26
53,245	2041.34	27.77	41.66	55.55	4.17	8.33	13.89
54,165	2076.63	28.25	42.38	56.51	4.24	8.48	14.13
55,088	2112.00	28.73	43.10	57.47	4.31	8.62	14.37
57,507	2204.74	30.00	44.99	59.99	4.50	9.00	15.00
58,426	2239.99	30.48	45.71	60.95	4.57	9.14	15.24
59,348	2275.32	30.96	46.44	61.91	4.64	9.29	15.48

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

STORES GROUP

Stores Officer	\$45,505	\$46,432	\$47,443
Senior Stores Officer	\$48,389	\$49,162	\$49,969
Stores Supervisor	\$54,872	\$55,674	\$56,519
Senior Stores Supervisor Grade 1	\$59,092	\$60,246	
Senior Stores Supervisor Grade 2	\$64,602	\$66,071	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
45,505	1,744.62	23.74	35.60	47.47
46,432	1,780.15	24.22	36.33	48.44
47,443	1,818.91	24.75	37.12	49.49
48,389	1,855.17	25.24	37.86	50.48
49,162	1,884.79	25.64	38.47	51.29
49,969	1,915.76	26.06	39.10	52.13
54,872	2,103.72	28.62	42.93	57.24
55,674	2,134.46	29.04	43.56	58.08
56,519	2,166.87	29.48	44.22	58.96
59,092	2,265.52	30.82	46.24	61.65
60,246	2,309.76	31.43	47.14	62.85
64,602	2,476.74	33.70	50.55	67.39
66,071	2,533.09	34.46	51.70	68.93

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$42,478	\$43,861
Support Services Officer Grade 2	\$45,406	\$46,868
Support Services Officer Grade 3	\$48,821	\$50,312
Support Services Officer Grade 4	\$52,542	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
42,478	1,628.54	22.16	33.24	44.31	3.32	6.65	11.08
43,861	1,681.58	22.88	34.32	45.76	3.43	6.86	11.44
45,406	1,740.81	23.68	35.53	47.37	3.55	7.11	11.84
46,868	1,796.84	24.45	36.67	48.89	3.67	7.33	12.22
48,821	1,871.75	25.47	38.20	50.93	3.82	7.64	12.73
50,312	1,928.88	26.24	39.36	52.49	3.94	7.87	13.12
52,542	2,014.41	27.41	41.11	54.81	4.11	8.22	13.70

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$24,400			
Apprentice Postal Technician - At 18	\$27,959			
Apprentice Postal Technician- At 19	\$38,126			
Apprentice Postal Technician - At 20	\$44,735			
Apprentice Postal Technician - Adult	\$45,644			
Postal Technical Officer Level 1	\$47,153	\$48,269	\$49,377	\$51,065
	\$52,028	\$53,188		
Postal Technical Officer Level 2	\$50,834	\$52,139	\$53,473	\$54,815
Postal Technical Officer Level 3	\$56,304	\$57,873	\$59,443	\$61,028
Postal Technical Officer Level 4	\$63,334	\$64,826	\$66,323	\$68,632
	\$70,931	\$73,466	\$75,999	\$78,535
Postal Technical Officer Level 5	\$81,063	\$83,832		
Postal Technical Officer Level 6	\$86,594			
Postal Technical Officer Level 7	\$90,965			
Postal Technical Officer Level 8	\$96,494			
Postal Technical Officer Level 9	\$98,797			
Postal Technical Officer Level 4 (Teams)	\$64,655	\$66,147	\$67,642	\$70,143
	\$72,443	\$74,978	\$77,510	\$80,144
Postal Technical Officer Level 5 (Teams)	\$82,673	\$85,442		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half		Double \$	Shift Penalty	
			Single \$	Double \$		15% \$	50% \$
24,400	935.45	12.73	19.09	25.45	1.91	6.36	
27,959	1,071.92	14.58	21.88	29.17	2.19	7.29	
38,126	1,461.72	19.89	29.83	39.77	2.98	9.94	
44,735	1,715.08	23.33	35.00	46.67	3.50	11.67	
45,644	1,749.91	23.81	35.71	47.62	3.57	11.90	
47,153	1,807.78	24.60	36.89	49.19	3.69	12.30	
48,269	1,850.58	25.18	37.77	50.36	3.78	12.59	
49,377	1,893.04	25.76	38.63	51.51	3.86	12.88	
50,834	1,948.92	26.52	39.77	53.03	3.98	13.26	
51,065	1,957.75	26.64	39.95	53.27	4.00	13.32	
52,028	1,994.68	27.14	40.71	54.28	4.07	13.57	
52,139	1,998.92	27.20	40.79	54.39	4.08	13.60	
53,188	2,039.16	27.74	41.62	55.49	4.16	13.87	
53,473	2,050.09	27.89	41.84	55.78	4.18	13.95	
54,815	2,101.54	28.59	42.89	57.18	4.29	14.30	
56,304	2,158.62	29.37	44.05	58.74	4.41	14.68	
57,873	2,218.78	30.19	45.28	60.38	4.53	15.09	
59,443	2,278.98	31.01	46.51	62.01	4.65	15.50	
61,028	2,339.73	31.83	47.75	63.67	4.77	15.92	
63,334	2,428.14	33.04	49.55	66.07	4.96	16.52	
64,826	2,485.34	33.81	50.72	67.63	5.07	16.91	
64,655	2,478.80	33.73	50.59	67.45	5.06	16.86	
66,147	2,535.97	34.50	51.75	69.01	5.18	17.25	
66,323	2,542.74	34.60	51.89	69.19	5.19	17.30	
67,642	2,593.29	35.28	52.92	70.57	5.29	17.64	
68,632	2,631.27	35.80	53.70	71.60	5.37	17.90	
70,143	2,689.17	36.59	54.88	73.17	5.49	18.29	
70,931	2,719.41	37.00	55.50	74.00	5.55	18.50	

72,443	2,777.35	37.79	56.68	75.57	5.67	18.89
73,466	2,816.58	38.32	57.48	76.64	5.75	19.16
74,978	2,874.56	39.11	58.66	78.22	5.87	19.55
75,999	2,913.70	39.64	59.46	79.28	5.95	19.82
77,510	2,971.65	40.43	60.65	80.86	6.06	20.22
78,535	3,010.91	40.96	61.45	81.93	6.14	20.48
80,144	3,072.63	41.80	62.71	83.61	6.27	20.90
81,063	3,107.85	42.28	63.43	84.57	6.34	21.14
82,673	3,169.56	43.12	64.68	86.25	6.47	21.56
83,832	3,214.00	43.73	65.59	87.46	6.56	21.86
85,442	3,275.72	44.57	66.85	89.14	6.69	22.28
86,594	3,319.89	45.17	67.75	90.34	6.78	22.58
90,965	3,487.49	47.45	71.17	94.90	7.12	23.72
96,494	3,699.45	50.33	75.50	100.67	7.55	25.17
98,797	3,787.75	51.53	77.30	103.07	7.73	25.77

**District Allowance
Grade**

**(Effective from 12 July 2017)
With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$46,043	\$47,153	\$48,269	\$49,377
	\$51,065	\$52,028	\$53,188	
Senior Technical Services Officer Grade 1	\$78,535	\$81,063		
Senior Technical Services Officer Grade 2	\$83,832	\$86,594		
Senior Technical Services Officer Grade 3	\$90,965			
Principal Technical Services Officer Grade 1	\$96,494			
Principal Technical Services Officer Grade 2	\$98,797			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$23,022
At 17	60	\$27,627
At 18	70	\$32,231
At 19	81	\$37,295
At 20	91	\$41,900

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$	
23,022	882.62	12.01	18.01	24.02	1.80	3.60	6.00	
27,627	1059.18	14.41	21.62	28.82	2.16	4.32	7.21	
32,231	1235.71	16.81	25.22	33.62	2.52	5.04	8.41	
37,295	1429.85	19.45	29.18	38.91	2.92	5.84	9.73	
41,900	1606.37	21.86	32.78	43.71	3.28	6.56	10.93	
78,535	3010.91	40.96	61.45	81.93	6.14	12.29	20.48	
81,063	3107.85	42.28	63.43	84.57	6.34	12.69	21.14	
83,832	3214.00	43.73	65.59	87.46	6.56	13.12	21.86	
86,594	3319.89	45.17	67.75	90.34	6.78	13.55	22.58	
90,965	3487.49	47.45	71.17	94.90	7.12	14.23	23.72	
96,494	3699.45	50.33	75.50	100.67	7.55	15.10	25.17	
98,797	3787.75	51.53	77.30	103.07	7.73	15.46	25.77	

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$43,020	\$44,920	\$46,704	\$48,248	\$49,789
Admin. Officer Level 2	\$51,329	\$53,112	\$54,890	\$56,669	\$58,444
Admin. Officer Level 3	\$60,582	\$62,984	\$65,477	\$67,997	\$70,513
Admin. Officer Level 4	\$74,034	\$77,306	\$80,577	\$83,850	
Admin. Officer Level 5	\$87,797	\$91,124			
Admin. Officer Level 6	\$94,871	\$98,170			
Admin. Officer Level 6 Nominal - Non-shift	\$101,943	\$105,236			
Admin. Officer Level 6 Nominal - Shiftwork	\$100,685	\$103,983			
Admin. Officer Level 7	\$101,915	\$105,664			
Admin. Officer Level 8	\$109,595	\$114,043			

Administrative Officer Qualification Allowance - \$1,902 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
43,020	1649.32	22.44	33.66	44.88
44,920	1722.17	23.43	35.15	46.86
46,704	1790.58	24.36	36.54	48.72
48,248	1849.76	25.17	37.75	50.33
49,789	1908.84	25.97	38.96	51.94
51,329	1967.87	26.77	40.16	53.55
53,112	2036.24	27.70	41.56	55.41
54,890	2104.42	28.63	42.95	57.26
56,669	2172.63	29.56	44.34	59.12
58,444	2240.65	30.49	45.73	60.97
60,582	2322.64	31.60	47.40	63.20
62,984	2414.71	32.85	49.28	65.71
65,477	2510.29	34.15	51.23	68.31
67,997	2606.91	35.47	53.20	70.94
70,513	2703.38	36.78	55.17	73.56
74,034	2838.37	38.62	57.93	77.23
77,306	2963.83	40.32	60.49	80.65
80,577	3089.21	42.03	63.05	84.06
83,850	3214.70	43.74	65.61	87.47
87,797	3366.04	45.80	68.69	91.59
91,124	3493.56	47.53	71.30	95.06
94,871	3637.23	49.49	74.23	98.97
98,170	3763.70	51.21	76.81	102.41
100,685	3860.13	52.52	78.78	105.04
101,915	3907.29	53.16	79.74	106.32
101,943	3908.34	53.17	79.76	106.35
103,983	3986.56	54.24	81.36	108.48
105,236	4034.61	54.89	82.34	109.79
105,664	4051.00	55.12	82.67	110.23
109,595	4201.71	57.17	85.75	114.33
114,043	4372.27	59.49	89.23	118.97

District Allowance Grade	(Effective from 12 July 2017) With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

FACILITY MANAGER GROUP

Facility Manager Level 1	\$91,194	\$94,880
Facility Manager Level 2	\$98,566	\$102,250
Facility Manager Level 3	\$105,933	\$110,064
Facility Manager Level 4	\$114,224	\$118,832
Facility Manager Level 5	\$123,436	\$128,492

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% \$
91,194	3496.24	47.57	71.35	95.14	7.14	23.78
94,880	3637.58	49.49	74.24	98.98	7.42	24.75
98,566	3778.87	51.41	77.12	102.83	7.71	25.71
102,250	3920.13	53.34	80.00	106.67	8.00	26.67
105,933	4061.31	55.26	82.88	110.51	8.29	27.63
110,064	4219.69	57.41	86.12	114.82	8.61	28.71
114,224	4379.20	59.58	89.37	119.16	8.94	29.79
118,832	4555.86	61.98	92.98	123.97	9.30	30.99

**District Allowance
Grade**

(Effective from 12 July 2017)
 With
 Dependants
 p.a.

Without
 Dependants
 p.a.

A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$41,680	\$42,749	\$43,854	\$44,947	
Sprintpak Operator Level 2	\$51,329	\$53,112	\$54,890	\$56,669	\$58,444
Sprintpak Operator Level 3	\$60,582	\$62,984	\$65,477	\$67,997	\$70,513

ALLOWANCE

Fork Lift Allowance	\$13.01
Machine Adjustment Allowance	\$13.27

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
41,680	1,597.95	21.74	32.61	43.48
42,749	1,638.93	22.30	33.45	44.60
43,854	1,681.31	22.87	34.31	45.75
44,947	1,723.22	23.45	35.17	46.89
51,329	1,967.87	26.77	40.16	53.55
53,112	2,036.24	27.70	41.56	55.41
54,890	2,104.42	28.63	42.95	57.26
56,669	2,172.63	29.56	44.34	59.12
58,444	2,240.65	30.49	45.73	60.97
60,582	2,322.64	31.60	47.40	63.20
62,984	2,414.71	32.85	49.28	65.71
65,477	2,510.29	34.15	51.23	68.31
67,997	2,606.91	35.47	53.20	70.94
70,513	2,703.38	36.78	55.17	73.56

District Allowance Grade	(Effective from 12 July 2017)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

MAIL ROOM SOLUTIONS

Mail Room Officer	\$41,680	\$42,749	\$43,854	\$44,947	
Mail Room Team Leader	\$51,329	\$53,112	\$54,890	\$56,669	\$58,444
Mail Room Supervisor	\$60,582	\$62,984	\$65,477	\$67,997	\$70,513
Mail Room Network Supervisor	\$74,034	\$77,306	\$80,577	\$83,850	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$20,840
At 17 yrs	60%	\$25,008
At 18 yrs	70%	\$29,176
At 19 yrs	81%	\$33,761
At 20 yrs	91%	\$37,929

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 \$			
20,840	798.98	10.87	16.31	21.74	1.63	3.26	5.44
25,008	958.77	13.04	19.57	26.09	1.96	3.91	6.52
29,176	1118.57	15.22	22.83	30.44	2.28	4.57	7.61
33,761	1294.34	17.61	26.42	35.22	2.64	5.28	8.81
37,929	1454.14	19.78	29.68	39.57	2.97	5.94	9.89
41,680	1597.95	21.74	32.61	43.48	3.26	6.52	10.87
42,749	1638.93	22.30	33.45	44.60	3.34	6.69	11.15
43,854	1681.31	22.87	34.31	45.75	3.43	6.86	11.44
44,947	1723.22	23.45	35.17	46.89	3.52	7.03	11.72
51,329	1967.87	26.77	40.16	53.55	4.02	8.03	13.39
53,112	2036.24	27.70	41.56	55.41	4.16	8.31	13.85
54,890	2104.42	28.63	42.95	57.26	4.29	8.59	14.32
56,669	2172.63	29.56	44.34	59.12	4.43	8.87	14.78
58,444	2240.65	30.49	45.73	60.97	4.57	9.15	15.24
60,582	2322.64	31.60	47.40	63.20	4.74	9.48	15.80
62,984	2414.71	32.85	49.28	65.71	4.93	9.86	16.43
65,477	2510.29	34.15	51.23	68.31	5.12	10.25	17.08
67,997	2606.91	35.47	53.20	70.94	5.32	10.64	17.73
70,513	2703.38	36.78	55.17	73.56	5.52	11.03	18.39
74,034	2838.37	38.62	57.93	77.23	5.79	11.59	19.31
77,306	2963.83	40.32	60.49	80.65	6.05	12.10	20.16
80,577	3089.21	42.03	63.05	84.06	6.30	12.61	21.02
83,850	3214.70	43.74	65.61	87.47	6.56	13.12	21.87

**District Allowance
Grade**

(Effective from 12 July 2017)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,210	\$1,120
B	\$5,320	\$2,900
C	\$7,200	\$4,090
D	\$10,600	\$6,550

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$47,265
Level 2 Customer Service Consultant	\$52,155
Level 3 Customer Care Consultant	\$56,230
Level 4 Business Relationship Consultant	\$60,307
Level 5 Team Leader Customer Service	\$71,711
Level 6 Team Manager	\$74,972
Level 7 Supervisor Customer Service	\$78,234

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
47,265	1812.10	24.65	36.98	49.31	3.70	7.40	12.33
52,155	1999.54	27.20	40.81	54.41	4.08	8.16	13.60
56,230	2155.78	29.33	44.00	58.66	4.40	8.80	14.67
60,307	2312.10	31.46	47.19	62.91	4.72	9.44	15.73
71,711	2749.29	37.41	56.11	74.81	5.61	11.22	18.70
74,972	2874.32	39.11	58.66	78.21	5.87	11.73	19.55
78,234	2999.39	40.81	61.21	81.62	6.12	12.24	20.40

District Allowance
Grade

(Effective from 12 July 2017)

With
Dependants
p.a.

Without
Dependants
p.a.

A
B
C
D

\$2,210
\$5,320
\$7,200
\$10,600

\$1,120
\$2,900
\$4,090
\$6,550