

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$71,895	\$75,494	\$79,071
Postal Manager Grade 2	\$81,478	\$85,079	\$88,659
Postal Manager Grade 3	\$94,894	\$98,730	
Postal Manager Grade 4	\$102,564	\$106,399	
Postal Manager Grade 5 (Facility Manager Level 3)	\$110,231	\$114,530	

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% \$
71,895	2756.38	37.50	56.25	75.00	5.63	18.75
75,494	2894.33	39.38	59.07	78.76	5.91	19.69
79,071	3031.46	41.24	61.87	82.49	6.19	20.62
81,478	3123.76	42.50	63.75	85.00	6.38	21.25
85,079	3261.83	44.38	66.57	88.76	6.66	22.19
88,659	3399.08	46.25	69.37	92.49	6.94	23.12
94,894	3638.12	49.50	74.25	99.00	7.42	24.75
98,730	3785.18	51.50	77.25	103.00	7.72	25.75
102,564	3932.16	53.50	80.25	107.00	8.02	26.75
106,399	4079.21	55.50	83.25	111.00	8.32	27.75
110,231	4226.11	57.50	86.25	115.00	8.62	28.75
114,530	4390.91	59.74	89.61	119.48	8.96	29.87

District Allowance

Grade

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$43,724		
Postal Services Officer	\$46,736	\$48,655	\$50,803
	\$53,185	\$56,059	
Senior Postal Services Officer Grade 1	\$58,708	\$61,583	
Senior Postal Services Officer Grade 2	\$64,231	\$67,101	\$69,980

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$21,862
At 17 yrs	60%	\$26,234
At 18 yrs	70%	\$30,607
At 19 yrs	81%	\$35,417
At 20 yrs	91%	\$39,789

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	\$67,101 per annum
Linguistic Allowance	\$1,177 per annum
Overtime Meal Allowance	\$16.68

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time	Double \$	15% \$	50% \$
			& Half \$			
21,862	838.16	11.40	17.11	22.81	1.71	5.70
26,234	1,005.80	13.68	20.53	27.37	2.05	6.84
30,607	1,173.43	15.97	23.95	31.93	2.39	7.98
35,417	1,357.82	18.47	27.71	36.95	2.77	9.24
39,789	1,525.46	20.75	31.13	41.51	3.11	10.38
43,724	1,676.33	22.81	34.21	45.61	3.42	11.40
46,736	1,791.78	24.38	36.57	48.76	3.66	12.19
48,655	1,865.37	25.38	38.07	50.76	3.81	12.69
50,803	1,947.71	26.50	39.75	53.00	3.97	13.25
53,185	2,039.04	27.74	41.61	55.48	4.16	13.87
56,059	2,149.24	29.24	43.86	58.48	4.39	14.62
58,708	2,250.77	30.62	45.93	61.25	4.59	15.31
61,583	2,361.01	32.12	48.18	64.25	4.82	16.06
64,231	2,462.54	33.50	50.26	67.01	5.03	16.75
67,101	2,572.55	35.00	52.50	70.00	5.25	17.50
69,980	2,682.95	36.50	54.75	73.01	5.48	18.25

**District Allowance
Grade**

A
B
C
D

**With
Dependants
p.a.**

\$2,290
\$5,520
\$7,480
\$11,000

**Without
Dependants
p.a.**

\$1,160
\$3,020
\$4,250
\$6,800

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$43,033			
Postal Delivery Officer	\$46,004	\$48,184	\$49,220	
	\$50,281	\$51,343		
Senior PDO Grade 1	\$53,182			
Senior PDO Grade 2	\$53,902			
Senior PDO Grade 3	\$56,428			
Postal Delivery Co-ordinator Grade 1	\$57,782	\$59,144		
Postal Delivery Co-ordinator Grade 2	\$62,595	\$64,324	\$66,098	\$67,936
Postal Delivery Co-ordinator Grade 3	\$71,895	\$75,495	\$79,071	

ALLOWANCES

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,773 p.a.
	\$10.63 per day
Functional Allowance	\$2,773 p.a.
	\$10.63 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$16.68
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RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
43,033	1,649.83	22.45	33.67	44.89	3.37	6.73	11.22
46,004	1,763.73	24.00	35.99	47.99	3.60	7.20	12.00
48,184	1,847.31	25.13	37.70	50.27	3.77	7.54	12.57
49,220	1,887.04	25.67	38.51	51.35	3.85	7.70	12.84
50,281	1,927.71	26.23	39.34	52.45	3.93	7.87	13.11
51,343	1,968.41	26.78	40.17	53.56	4.02	8.03	13.39
53,182	2,038.92	27.74	41.61	55.48	4.16	8.32	13.87
53,902	2,066.51	28.12	42.17	56.23	4.22	8.43	14.06
56,428	2,163.37	29.43	44.15	58.87	4.42	8.83	14.72
57,782	2,215.28	30.14	45.21	60.28	4.52	9.04	15.07
59,144	2,267.50	30.85	46.28	61.70	4.63	9.26	15.43
62,595	2,399.81	32.65	48.98	65.30	4.90	9.80	16.33
64,324	2,466.08	33.55	50.33	67.10	5.03	10.07	16.78
66,098	2,534.10	34.48	51.72	68.96	5.17	10.34	17.24
67,936	2,604.57	35.44	53.15	70.87	5.32	10.63	17.72
71,895	2,756.38	37.50	56.25	75.00	5.63	11.25	18.75
75,495	2,894.36	39.38	59.07	78.76	5.91	11.81	19.69
79,071	3,031.46	41.24	61.87	82.49	6.19	12.37	20.62

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$71,895	\$75,495	\$79,071
Delivery Manager Level 2	\$81,478	\$85,081	\$88,659
Delivery Manager Level 3	\$94,894	\$98,730	
Delivery Manager Level 4	\$102,564	\$106,399	

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% \$
71,895	2756.38	37.50	56.25	75.00	5.63	18.75
75,495	2894.36	39.38	59.07	78.76	5.91	19.69
79,071	3031.46	41.24	61.87	82.49	6.19	20.62
81,478	3123.76	42.50	63.75	85.00	6.38	21.25
85,081	3261.90	44.38	66.57	88.76	6.66	22.19
88,659	3399.08	46.25	69.37	92.49	6.94	23.12
94,894	3638.12	49.50	74.25	99.00	7.42	24.75
98,730	3785.18	51.50	77.25	103.00	7.72	25.75
102,564	3932.16	53.50	80.25	107.00	8.02	26.75
106,399	4079.21	55.50	83.25	111.00	8.32	27.75

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

MAIL PROCESSING GROUP

Trainee Mail Officer	\$43,033				
Mail Officer	\$46,004	\$48,184	\$49,220	\$50,281	\$51,343
Mail Officer (Teams)	\$47,027	\$49,207	\$50,243	\$51,305	\$52,366
Senior Mail Officer Grade 1	\$53,902				
Senior Mail Officer Grade 2	\$56,428				
Trainee Mail Processing Co-ordinator	\$52,650				
Mail Processing Co-ordinator Gr.1	\$57,782	\$59,144			
Mail Processing Co-ordinator Gr.2	\$62,595	\$64,324	\$66,098	\$67,936	
Mail Processing Co-ordinator Gr.3	\$70,179	\$72,252	\$74,416	\$76,596	
Mail Processing Co-ordinator Gr.4	\$78,769	\$81,340	\$83,902		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$21,516
At 17 yrs	60%	\$25,820
At 18 yrs	70%	\$30,123
At 19 yrs	81%	\$34,857
At 20 yrs	91%	\$39,160

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 \$				
21,516	824.91	11.22	16.83	22.45	1.68	3.37	5.61	
25,820	989.90	13.47	20.20	26.94	2.02	4.04	6.73	
30,123	1154.88	15.71	23.57	31.43	2.36	4.71	7.86	
34,857	1336.36	18.18	27.27	36.36	2.73	5.45	9.09	
39,160	1501.34	20.43	30.64	40.85	3.06	6.13	10.21	
43,033	1649.83	22.45	33.67	44.89	3.37	6.73	11.22	
46,004	1763.73	24.00	35.99	47.99	3.60	7.20	12.00	
47,027	1802.95	24.53	36.79	49.06	3.68	7.36	12.26	
48,184	1847.31	25.13	37.70	50.27	3.77	7.54	12.57	
49,207	1886.54	25.67	38.50	51.33	3.85	7.70	12.83	
49,220	1887.04	25.67	38.51	51.35	3.85	7.70	12.84	
50,243	1926.23	26.21	39.31	52.41	3.93	7.86	13.10	
50,281	1927.71	26.23	39.34	52.45	3.93	7.87	13.11	
51,305	1966.97	26.76	40.14	53.52	4.01	8.03	13.38	
51,343	1968.41	26.78	40.17	53.56	4.02	8.03	13.39	
52,366	2007.64	27.31	40.97	54.63	4.10	8.19	13.66	
52,650	2018.53	27.46	41.19	54.93	4.12	8.24	13.73	
53,902	2066.51	28.12	42.17	56.23	4.22	8.43	14.06	
56,428	2163.37	29.43	44.15	58.87	4.42	8.83	14.72	

57,782	2215.28	30.14	45.21	60.28	4.52	9.04	15.07
59,144	2267.50	30.85	46.28	61.70	4.63	9.26	15.43
62,595	2399.81	32.65	48.98	65.30	4.90	9.80	16.33
64,324	2466.08	33.55	50.33	67.10	5.03	10.07	16.78
66,098	2534.10	34.48	51.72	68.96	5.17	10.34	17.24
67,936	2604.57	35.44	53.15	70.87	5.32	10.63	17.72
70,179	2690.57	36.61	54.91	73.21	5.49	10.98	18.30
72,252	2770.04	37.69	56.53	75.38	5.65	11.31	18.84
74,416	2853.00	38.82	58.22	77.63	5.82	11.64	19.41
76,596	2936.59	39.95	59.93	79.91	5.99	11.99	19.98
78,769	3019.90	41.09	61.63	82.17	6.16	12.33	20.54
81,340	3118.47	42.43	63.64	84.86	6.36	12.73	21.21
83,902	3216.69	43.76	65.65	87.53	6.56	13.13	21.88

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

**A
B
C
D**

**\$2,290
\$5,520
\$7,480
\$11,000**

**\$1,160
\$3,020
\$4,250
\$6,800**

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$48,184	\$49,220	\$50,281	\$51,343	
Garage Attendant	\$44,712	\$45,272	\$45,843		
Driver/Sorter	\$47,790	\$48,600	\$49,415	\$50,281	\$51,343
Senior Postal Transport Officer	\$53,859	\$54,824			
Postal Transport Co-ordinator Grade 1	\$57,336	\$58,292	\$59,252		
Postal Transport Co-ordinator Grade 2	\$61,770	\$62,724	\$63,681		
Postal Transport Co-ordinator Grade 3	\$69,558	\$70,925			
Postal Transport Co-ordinator Grade 4	\$73,751	\$75,110			
Postal Transport Co-ordinator Grade 5	\$79,193	\$80,912			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$33,729
At 19 years	@81%	\$39,029
At 20 years	@91%	\$43,847

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

\$4.55
\$8.96
\$15.60
\$21.09

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
33,729	1,293.12	17.59	26.39	35.19	2.64	8.80
39,029	1,496.32	20.36	30.54	40.72	3.05	10.18
43,847	1,681.05	22.87	34.31	45.74	3.43	11.44
44,712	1,714.19	23.32	34.98	46.64	3.50	11.66
45,272	1,735.67	23.61	35.42	47.23	3.54	11.81
45,843	1,757.58	23.91	35.87	47.83	3.59	11.96
47,790	1,832.21	24.93	37.39	49.86	3.74	12.46
48,184	1,847.31	25.13	37.70	50.27	3.77	12.57
48,600	1,863.27	25.35	38.03	50.70	3.80	12.68
49,220	1,887.04	25.67	38.51	51.35	3.85	12.84
49,415	1,894.51	25.78	38.66	51.55	3.87	12.89
50,281	1,927.71	26.23	39.34	52.45	3.93	13.11
51,343	1,968.41	26.78	40.17	53.56	4.02	13.39
53,859	2,064.88	28.09	42.14	56.19	4.21	14.05

54,824	2,101.89	28.60	42.90	57.19	4.29	14.30
57,336	2,198.20	29.91	44.86	59.81	4.49	14.95
58,292	2,234.85	30.41	45.61	60.81	4.56	15.20
59,252	2,271.63	30.91	46.36	61.81	4.64	15.45
61,770	2,368.17	32.22	48.33	64.44	4.83	16.11
62,724	2,404.75	32.72	49.08	65.44	4.91	16.36
63,681	2,441.45	33.22	49.83	66.43	4.98	16.61
69,558	2,666.76	36.28	54.42	72.56	5.44	18.14
70,925	2,719.17	37.00	55.49	73.99	5.55	18.50
73,751	2,827.51	38.47	57.70	76.94	5.77	19.23
75,110	2,879.62	39.18	58.77	78.36	5.88	19.59
79,193	3,036.17	41.31	61.96	82.62	6.20	20.65
80,912	3,102.05	42.20	63.31	84.41	6.33	21.10

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A
B
C
D

\$2,290
\$5,520
\$7,480
\$11,000

\$1,160
\$3,020
\$4,250
\$6,800

PARCEL POST GROUP

Trainee Parcel Post Officer	\$43,033			
Parcel Post Officer	\$48,184	\$49,220	\$50,281	\$51,343
Senior Parcel Post Officer Grade 1	\$53,902			
Senior Parcel Post Officer Grade 2	\$56,428			
Parcel Post Co-ordinator Grade 2	\$62,595	\$64,324	\$66,098	\$67,936
Parcel Post Co-ordinator Grade 3	\$70,179	\$72,252	\$74,417	\$76,596

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$30,123
At 19	81%	\$34,426
At 20	91%	\$38,730

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% \$
30,123	1154.88	15.71	23.57	31.43	2.36	4.71	7.86
34,426	1319.86	17.96	26.94	35.91	2.69	5.39	8.98
38,730	1484.84	20.20	30.30	40.40	3.03	6.06	10.10
43,033	1649.83	22.45	33.67	44.89	3.37	6.73	11.22
48,184	1847.31	25.13	37.70	50.27	3.77	7.54	12.57
49,220	1887.04	25.67	38.51	51.35	3.85	7.70	12.84
50,281	1927.71	26.23	39.34	52.45	3.93	7.87	13.11
51,343	1968.41	26.78	40.17	53.56	4.02	8.03	13.39
53,902	2066.51	28.12	42.17	56.23	4.22	8.43	14.06
56,428	2163.37	29.43	44.15	58.87	4.42	8.83	14.72
62,595	2399.81	32.65	48.98	65.30	4.90	9.80	16.33
64,324	2466.08	33.55	50.33	67.10	5.03	10.07	16.78
66,098	2534.10	34.48	51.72	68.96	5.17	10.34	17.24
67,936	2604.57	35.44	53.15	70.87	5.32	10.63	17.72
70,179	2690.57	36.61	54.91	73.21	5.49	10.98	18.30
72,252	2770.04	37.69	56.53	75.38	5.65	11.31	18.84
74,417	2853.04	38.82	58.23	77.63	5.82	11.65	19.41
76,596	2936.59	39.95	59.93	79.91	5.99	11.99	19.98

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

EXPRESS COURIER GROUP

Express Courier Senior Service Representative	\$51,926	\$52,898	
Express Courier Co-ordinator Grade 1	\$55,406	\$56,363	\$57,324
Express Courier Co-ordinator Grade 2	\$59,841	\$60,797	\$61,756

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
51,926	1990.79	27.09	40.63	54.17	4.06	8.13	13.54
52,898	2028.03	27.59	41.39	55.18	4.14	8.28	13.80
55,406	2124.18	28.90	43.35	57.80	4.34	8.67	14.45
56,363	2160.88	29.40	44.10	58.80	4.41	8.82	14.70
57,324	2197.73	29.90	44.85	59.80	4.49	8.97	14.95
59,841	2294.24	31.21	46.82	62.43	4.68	9.36	15.61
60,797	2330.89	31.71	47.57	63.43	4.76	9.51	15.86
61,756	2367.63	32.21	48.32	64.43	4.83	9.66	16.11

**District Allowance
Grade**

A
B
C
D

**With
Dependants
p.a.**

\$2,290
\$5,520
\$7,480
\$11,000

**Without
Dependants
p.a.**

\$1,160
\$3,020
\$4,250
\$6,800

STORES GROUP

Stores Officer	\$47,352	\$48,317	\$49,369
Senior Stores Officer	\$50,353	\$51,158	\$51,997
Stores Supervisor	\$57,099	\$57,934	\$58,814
Senior Stores Supervisor Grade 1	\$61,490	\$62,692	
Senior Stores Supervisor Grade 2	\$67,224	\$68,753	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
47,352	1,815.40	24.70	37.05	49.40
48,317	1,852.41	25.20	37.80	50.41
49,369	1,892.73	25.75	38.63	51.50
50,353	1,930.47	26.26	39.40	52.53
51,158	1,961.33	26.68	40.03	53.37
51,997	1,993.51	27.12	40.68	54.25
57,099	2,189.09	29.78	44.68	59.57
57,934	2,221.12	30.22	45.33	60.44
58,814	2,254.86	30.68	46.02	61.36
61,490	2,357.43	32.07	48.11	64.15
62,692	2,403.55	32.70	49.05	65.40
67,224	2,577.30	35.07	52.60	70.13
68,753	2,635.90	35.86	53.79	71.73

**District Allowance
Grade**

	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$44,203	\$45,642
Support Services Officer Grade 2	\$47,250	\$48,771
Support Services Officer Grade 3	\$50,803	\$52,354
Support Services Officer Grade 4	\$54,674	

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
44,203	1,694.69	23.06	34.59	46.11	3.46	6.92	11.53
45,642	1,749.83	23.81	35.71	47.61	3.57	7.14	11.90
47,250	1,811.51	24.65	36.97	49.29	3.70	7.39	12.32
48,771	1,869.81	25.44	38.16	50.88	3.82	7.63	12.72
50,803	1,947.71	26.50	39.75	53.00	3.97	7.95	13.25
52,354	2,007.17	27.31	40.96	54.62	4.10	8.19	13.65
54,674	2,096.13	28.52	42.78	57.04	4.28	8.56	14.26

**District Allowance
Grade**

	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$25,391			
Apprentice Postal Technician - At 18	\$29,094			
Apprentice Postal Technician- At 19	\$39,674			
Apprentice Postal Technician - At 20	\$46,551			
Apprentice Postal Technician - Adult	\$47,497			
Postal Technical Officer Level 1	\$49,067	\$50,229	\$51,381	\$53,138
	\$54,141	\$55,346		
Postal Technical Officer Level 2	\$52,898	\$54,254	\$55,644	\$57,040
Postal Technical Officer Level 3	\$58,589	\$60,222	\$61,857	\$63,506
Postal Technical Officer Level 4	\$65,904	\$67,457	\$69,014	\$71,418
	\$73,809	\$76,447	\$79,082	\$81,721
Postal Technical Officer Level 5	\$84,353	\$87,234		
Postal Technical Officer Level 6	\$90,107			
Postal Technical Officer Level 7	\$94,655			
Postal Technical Officer Level 8	\$100,409			
Postal Technical Officer Level 9	\$102,805			
Postal Technical Officer Level 4 (Teams)	\$67,279	\$68,832	\$70,388	\$72,989
	\$75,384	\$78,021	\$80,655	\$83,396
Postal Technical Officer Level 5 (Teams)	\$86,028	\$88,909		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half		Double \$	Shift Penalty	
			Single \$	Double \$		15% \$	50% \$
25,391	973.47	13.24	19.87	26.49	1.99	6.62	
29,094	1,115.42	15.18	22.76	30.35	2.28	7.59	
39,674	1,521.06	20.69	31.04	41.39	3.10	10.35	
46,551	1,784.70	24.28	36.42	48.56	3.64	12.14	
47,497	1,820.97	24.78	37.16	49.55	3.72	12.39	
49,067	1,881.17	25.59	38.39	51.19	3.84	12.80	
50,229	1,925.72	26.20	39.30	52.40	3.93	13.10	
51,381	1,969.89	26.80	40.20	53.60	4.02	13.40	
52,898	2,028.03	27.59	41.39	55.18	4.14	13.80	
53,138	2,037.25	27.72	41.58	55.44	4.16	13.86	
54,141	2,075.70	28.24	42.36	56.48	4.24	14.12	
54,254	2,080.02	28.30	42.45	56.60	4.24	14.15	
55,346	2,121.89	28.87	43.30	57.74	4.33	14.43	
55,644	2,133.33	29.02	43.54	58.05	4.35	14.51	
57,040	2,186.84	29.75	44.63	59.51	4.46	14.88	
58,589	2,246.22	30.56	45.84	61.12	4.58	15.28	
60,222	2,308.83	31.41	47.12	62.83	4.71	15.71	
61,857	2,371.52	32.27	48.40	64.53	4.84	16.13	
63,506	2,434.72	33.13	49.69	66.25	4.97	16.56	
65,904	2,526.67	34.38	51.56	68.75	5.16	17.19	
67,457	2,586.21	35.19	52.78	70.37	5.28	17.59	
67,279	2,579.40	35.09	52.64	70.19	5.26	17.55	
68,832	2,638.93	35.90	53.86	71.81	5.39	17.95	
69,014	2,645.90	36.00	54.00	72.00	5.40	18.00	
70,388	2,698.59	36.72	55.07	73.43	5.51	18.36	
71,418	2,738.09	37.25	55.88	74.51	5.59	18.63	
72,989	2,798.29	38.07	57.11	76.14	5.71	19.04	
73,809	2,829.73	38.50	57.75	77.00	5.77	19.25	

75,384	2,890.12	39.32	58.98	78.64	5.90	19.66
76,447	2,930.87	39.88	59.81	79.75	5.98	19.94
78,021	2,991.22	40.70	61.05	81.39	6.10	20.35
79,082	3,031.89	41.25	61.88	82.50	6.19	20.63
80,655	3,092.20	42.07	63.11	84.14	6.31	21.04
81,721	3,133.06	42.63	63.94	85.25	6.39	21.31
83,396	3,197.31	43.50	65.25	87.00	6.53	21.75
84,353	3,233.97	44.00	66.00	88.00	6.60	22.00
86,028	3,298.21	44.87	67.31	89.75	6.73	22.44
87,234	3,344.44	45.50	68.25	91.01	6.83	22.75
88,909	3,408.65	46.38	69.56	92.75	6.96	23.19
90,107	3,454.57	47.00	70.50	94.00	7.05	23.50
94,655	3,628.94	49.37	74.06	98.75	7.41	24.69
100,409	3,849.54	52.37	78.56	104.75	7.86	26.19
102,805	3,941.42	53.62	80.44	107.25	8.04	26.81

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$47,913	\$49,067	\$50,229	\$51,381
	\$53,138	\$54,141	\$55,346	
Senior Technical Services Officer Grade 1	\$81,721	\$84,353		
Senior Technical Services Officer Grade 2	\$87,234	\$90,107		
Senior Technical Services Officer Grade 3	\$94,655			
Principal Technical Services Officer Grade 1	\$100,409			
Principal Technical Services Officer Grade 2	\$102,805			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$23,957
At 17	60	\$28,749
At 18	70	\$33,540
At 19	81	\$38,810
At 20	91	\$43,601

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES		
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
23,957	918.46	12.50	18.74	24.99	1.87	3.75	6.25
28,749	1102.19	15.00	22.49	29.99	2.25	4.50	7.50
33,540	1285.88	17.50	26.24	34.99	2.62	5.25	8.75
38,810	1487.91	20.24	30.37	40.49	3.04	6.07	10.12
43,601	1671.60	22.74	34.11	45.49	3.41	6.82	11.37
81,721	3133.06	42.63	63.94	85.25	6.39	12.79	21.31
84,353	3233.97	44.00	66.00	88.00	6.60	13.20	22.00
87,234	3344.44	45.50	68.25	91.01	6.83	13.65	22.75
90,107	3454.57	47.00	70.50	94.00	7.05	14.10	23.50
94,655	3628.94	49.37	74.06	98.75	7.41	14.81	24.69
100,409	3849.54	52.37	78.56	104.75	7.86	15.71	26.19
102,805	3941.42	53.62	80.44	107.25	8.04	16.09	26.81

District Allowance Grade

	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$44,767	\$46,744	\$48,601	\$50,207	\$51,809
Admin. Officer Level 2	\$53,412	\$55,267	\$57,118	\$58,970	\$60,817
Admin. Officer Level 3	\$63,040	\$65,540	\$68,134	\$70,756	\$73,374
Admin. Officer Level 4	\$77,039	\$80,443	\$83,846	\$87,253	
Admin. Officer Level 5	\$91,359	\$94,821			
Admin. Officer Level 6 (Acting)	\$98,720	\$102,152			
Admin. Officer Level 6 Nominal - Non-shift	\$106,078	\$109,506			
Admin. Officer Level 6 Nominal - Shiftwork	\$104,770	\$108,202			
Admin. Officer Level 7	\$106,050	\$109,950			
Admin. Officer Level 8	\$114,041	\$118,670			

Administrative Officer Qualification Allowance - \$1,982 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
44,767	1716.29	23.35	35.03	46.70
46,744	1792.09	24.38	36.57	48.76
48,601	1863.31	25.35	38.03	50.70
50,207	1924.87	26.19	39.28	52.38
51,809	1986.27	27.02	40.54	54.05
53,412	2047.76	27.86	41.79	55.72
55,267	2118.85	28.83	43.24	57.66
57,118	2189.83	29.79	44.69	59.59
58,970	2260.85	30.76	46.14	61.52
60,817	2331.63	31.72	47.58	63.45
63,040	2416.85	32.88	49.32	65.76
65,540	2512.70	34.19	51.28	68.37
68,134	2612.16	35.54	53.31	71.08
70,756	2712.68	36.91	55.36	73.81
73,374	2813.07	38.27	57.41	76.55
77,039	2953.55	40.18	60.28	80.37
80,443	3084.07	41.96	62.94	83.92
83,846	3214.55	43.74	65.60	87.47
87,253	3345.18	45.51	68.27	91.03
91,359	3502.59	47.65	71.48	95.31
94,821	3635.32	49.46	74.19	98.92
98,720	3784.79	51.49	77.24	102.99
102,152	3916.36	53.28	79.93	106.57
104,770	4016.75	54.65	81.97	109.30
106,050	4065.82	55.32	82.98	110.63
106,078	4066.87	55.33	83.00	110.66
108,202	4148.32	56.44	84.66	112.88
109,506	4198.32	57.12	85.68	114.24
109,950	4215.33	57.35	86.03	114.70
114,041	4372.19	59.49	89.23	118.97
118,670	4549.64	61.90	92.85	123.80

District Allowance Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

FACILITY MANAGER GROUP

Facility Manager Level 1	\$94,894	\$98,730
Facility Manager Level 2	\$102,564	\$106,399
Facility Manager Level 3	\$110,231	\$114,530
Facility Manager Level 4	\$118,858	\$123,654
Facility Manager Level 5	\$128,444	\$133,705

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%
\$	\$	\$	\$	\$	\$	\$
94,894	3638.12	49.50	74.25	99.00	7.42	24.75
98,730	3785.18	51.50	77.25	103.00	7.72	25.75
102,564	3932.16	53.50	80.25	107.00	8.02	26.75
106,399	4079.21	55.50	83.25	111.00	8.32	27.75
110,231	4226.11	57.50	86.25	115.00	8.62	28.75
114,530	4390.91	59.74	89.61	119.48	8.96	29.87
118,858	4556.84	62.00	93.00	124.00	9.30	31.00
123,654	4740.74	64.50	96.75	129.00	9.67	32.25

District Allowance Grade

	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$46,004	\$48,184	\$49,220	\$50,281	\$51,343
Sprintpak Operator Level 2	\$53,412	\$55,267	\$57,118	\$58,970	\$60,817
Sprintpak Operator Level 3	\$63,040	\$65,540	\$68,134	\$70,756	\$73,374

ALLOWANCE

Fork Lift Allowance	\$13.55
Machine Adjustment Allowance	\$13.83

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
46,004	1,763.73	24.00	35.99	47.99
48,184	1,847.31	25.13	37.70	50.27
49,220	1,887.04	25.67	38.51	51.35
50,281	1,927.71	26.23	39.34	52.45
51,343	1,968.41	26.78	40.17	53.56
53,412	2,047.76	27.86	41.79	55.72
55,267	2,118.85	28.83	43.24	57.66
57,118	2,189.83	29.79	44.69	59.59
58,970	2,260.85	30.76	46.14	61.52
60,817	2,331.63	31.72	47.58	63.45
63,040	2,416.85	32.88	49.32	65.76
65,540	2,512.70	34.19	51.28	68.37
68,134	2,612.16	35.54	53.31	71.08
70,756	2,712.68	36.91	55.36	73.81
73,374	2,813.07	38.27	57.41	76.55

District Allowance

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

MAIL ROOM SOLUTIONS

Mail Room Officer	\$43,372	\$44,485	\$45,635	\$46,772	
Mail Room Team Leader	\$53,412	\$55,267	\$57,118	\$58,970	\$60,817
Mail Room Supervisor	\$63,040	\$65,540	\$68,134	\$70,756	\$73,374
Mail Room Network Supervisor	\$77,039	\$80,443	\$83,846	\$87,253	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$21,686
At 17 yrs	60%	\$26,023
At 18 yrs	70%	\$30,360
At 19 yrs	81%	\$35,131
At 20 yrs	91%	\$39,468

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 \$			
21,686	831.41	11.31	16.97	22.62	1.70	3.39	5.66
26,023	997.69	13.57	20.36	27.15	2.04	4.07	6.79
30,360	1163.98	15.84	23.75	31.67	2.38	4.75	7.92
35,131	1346.89	18.32	27.49	36.65	2.75	5.50	9.16
39,468	1513.17	20.59	30.88	41.17	3.09	6.18	10.29
43,372	1662.82	22.62	33.94	45.25	3.39	6.79	11.31
44,485	1705.51	23.20	34.81	46.41	3.48	6.96	11.60
45,635	1749.60	23.80	35.71	47.61	3.57	7.14	11.90
46,772	1793.18	24.40	36.60	48.79	3.66	7.32	12.20
53,412	2047.76	27.86	41.79	55.72	4.18	8.36	13.93
55,267	2118.85	28.83	43.24	57.66	4.32	8.65	14.41
57,118	2189.83	29.79	44.69	59.59	4.47	8.94	14.90
58,970	2260.85	30.76	46.14	61.52	4.61	9.23	15.38
60,817	2331.63	31.72	47.58	63.45	4.76	9.52	15.86
63,040	2416.85	32.88	49.32	65.76	4.93	9.86	16.44
65,540	2512.70	34.19	51.28	68.37	5.13	10.26	17.09
68,134	2612.16	35.54	53.31	71.08	5.33	10.66	17.77
70,756	2712.68	36.91	55.36	73.81	5.54	11.07	18.45
73,374	2813.07	38.27	57.41	76.55	5.74	11.48	19.14
77,039	2953.55	40.18	60.28	80.37	6.03	12.06	20.09
80,443	3084.07	41.96	62.94	83.92	6.29	12.59	20.98
83,846	3214.55	43.74	65.60	87.47	6.56	13.12	21.87
87,253	3345.18	45.51	68.27	91.03	6.83	13.65	22.76

**District Allowance
Grade**

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

A	\$2,290	\$1,160
B	\$5,520	\$3,020
C	\$7,480	\$4,250
D	\$11,000	\$6,800

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$49,184
Level 2 Customer Service Consultant	\$54,273
Level 3 Customer Care Consultant	\$58,512
Level 4 Business Relationship Consultant	\$62,755
Level 5 Team Leader Customer Service	\$74,621
Level 6 Team Manager	\$78,014
Level 7 Supervisor Customer Service	\$81,410

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual	F'nightly	Single	Time	Double	15%	30%	50%
\$	\$	\$	& Half	\$	\$	\$	\$
			\$				
49,184	1885.64	25.66	38.48	51.31	3.85	7.70	12.83
54,273	2080.76	28.31	42.46	56.62	4.25	8.49	14.15
58,512	2243.26	30.52	45.78	61.04	4.58	9.16	15.26
62,755	2405.96	32.73	49.10	65.47	4.91	9.82	16.37
74,621	2860.86	38.92	58.38	77.85	5.84	11.68	19.46
78,014	2990.95	40.69	61.04	81.39	6.10	12.21	20.35
81,410	3121.15	42.46	63.70	84.93	6.37	12.74	21.23

**District Allowance
Grade**

A
B
C
D

**With
Dependants
p.a.**

\$2,290
\$5,520
\$7,480
\$11,000

**Without
Dependants
p.a.**

\$1,160
\$3,020
\$4,250
\$6,800