

**TRADES AND TECHNICAL GROUP**

Apprentice Postal Technician - Under 18	\$23,919			
Apprentice Postal Technician - At 18	\$27,407			
Apprentice Postal Technician- At 19	\$37,375			
Apprentice Postal Technician - At 20	\$43,853			
Apprentice Postal Technician - Adult	\$44,745			
Postal Technical Officer Level 1	\$46,224	\$47,318	\$48,404	\$50,059
	\$51,003	\$52,140		
Postal Technical Officer Level 2	\$49,832	\$51,112	\$52,419	\$53,735
Postal Technical Officer Level 3	\$55,195	\$56,733	\$58,272	\$59,826
Postal Technical Officer Level 4	\$62,087	\$63,549	\$65,016	\$67,280
	\$69,534	\$72,019	\$74,502	\$76,989
Postal Technical Officer Level 5	\$79,467	\$82,182		
Postal Technical Officer Level 6	\$84,889			
Postal Technical Officer Level 7	\$89,174			
Postal Technical Officer Level 8	\$94,594			
Postal Technical Officer Level 9	\$96,851			
Postal Technical Officer Level 4 (Teams)	\$63,382	\$64,844	\$66,310	\$68,762
	\$71,016	\$73,501	\$75,984	\$78,566
Postal Technical Officer Level 5 (Teams)	\$81,045	\$83,760		

**RATES OF PAY TABLE**

**HOURLY RATES**

**SHIFT PENALTY**

Annual \$	Fortnightly \$	Single \$	Time & Half		Double \$	SHIFT PENALTY	
			Single \$	Double \$		15% \$	50% \$
23,919	917.04	12.48	18.72	24.95	1.87	6.24	
27,407	1,050.77	14.30	21.44	28.59	2.14	7.15	
37,375	1,432.89	19.50	29.24	38.99	2.92	9.75	
43,853	1,681.25	22.87	34.31	45.75	3.43	11.44	
44,745	1,715.48	23.34	35.01	46.68	3.50	11.67	
46,224	1,772.18	24.11	36.17	48.22	3.62	12.06	
47,318	1,814.11	24.68	37.02	49.36	3.70	12.34	
48,404	1,855.73	25.25	37.87	50.50	3.79	12.62	
49,832	1,910.51	25.99	38.99	51.99	3.90	13.00	
50,059	1,919.19	26.11	39.17	52.22	3.92	13.06	
51,003	1,955.39	26.60	39.91	53.21	3.99	13.30	
51,112	1,959.55	26.66	39.99	53.32	4.00	13.33	
52,140	1,998.97	27.20	40.80	54.39	4.08	13.60	
52,419	2,009.65	27.34	41.01	54.68	4.10	13.67	
53,735	2,060.11	28.03	42.04	56.06	4.20	14.01	
55,195	2,116.11	28.79	43.19	57.58	4.32	14.40	
56,733	2,175.06	29.59	44.39	59.19	4.44	14.80	
58,272	2,234.08	30.40	45.59	60.79	4.56	15.20	
59,826	2,293.66	31.21	46.81	62.41	4.68	15.60	
62,087	2,380.34	32.39	48.58	64.77	4.86	16.19	
63,549	2,436.38	33.15	49.72	66.30	4.97	16.57	
63,382	2,429.98	33.06	49.59	66.12	4.96	16.53	
64,844	2,486.02	33.82	50.74	67.65	5.07	16.91	
65,016	2,492.62	33.91	50.87	67.83	5.09	16.96	
66,310	2,542.25	34.59	51.88	69.18	5.19	17.29	
67,280	2,579.42	35.09	52.64	70.19	5.26	17.55	
68,762	2,636.25	35.87	53.80	71.73	5.38	17.93	
69,534	2,665.84	36.27	54.40	72.54	5.44	18.13	
71,016	2,722.66	37.04	55.56	74.09	5.56	18.52	
72,019	2,761.09	37.57	56.35	75.13	5.63	18.78	
73,501	2,817.92	38.34	57.51	76.68	5.75	19.17	

74,502	2,856.31	38.86	58.29	77.72	5.83	19.43
75,984	2,913.14	39.63	59.45	79.27	5.95	19.82
76,989	2,951.65	40.16	60.24	80.32	6.02	20.08
78,566	3,012.12	40.98	61.47	81.96	6.15	20.49
79,467	3,046.67	41.45	62.18	82.90	6.22	20.73
81,045	3,107.14	42.27	63.41	84.55	6.34	21.14
82,182	3,150.76	42.87	64.30	85.74	6.43	21.43
83,760	3,211.24	43.69	65.54	87.38	6.55	21.85
84,889	3,254.55	44.28	66.42	88.56	6.64	22.14
89,174	3,418.81	46.51	69.77	93.03	6.98	23.26
94,594	3,626.61	49.34	74.01	98.68	7.40	24.67
96,851	3,713.15	50.52	75.78	101.04	7.58	25.26

District Allowance Grade	(Effective from 14 July 2016) With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**TECHNICAL SERVICES GROUP**

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$45,136	\$46,224	\$47,318	\$48,404
	\$50,059	\$51,003	\$52,140	
Senior Technical Services Officer Grade 1	\$76,989	\$79,467		
Senior Technical Services Officer Grade 2	\$82,182	\$84,889		
Senior Technical Services Officer Grade 3	\$89,174			
Principal Technical Services Officer Grade 1	\$94,594			
Principal Technical Services Officer Grade 2	\$96,851			

**JUNIOR RATES**

**Drafting/Gr. Design Assist. Gr.1**

	%	
Under 17	50	\$22,568
At 17	60	\$27,082
At 18	70	\$31,596
At 19	81	\$36,560
At 20	91	\$41,074

Agency Assistants in receipt of junior rates shall be advanced to the minimum adult rate upon attaining 21 years of age or upon attaining 12 months service plus 18 1/2 year of age

**RATES OF PAY TABLE**

HOURLY RATES				PENALTY RATES			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
22,568	865.22	11.77	17.66	23.54	1.77	3.53	5.89
27,082	1038.27	14.13	21.19	28.25	2.12	4.24	7.06
31,596	1211.35	16.48	24.72	32.96	2.47	4.94	8.24
36,560	1401.66	19.07	28.61	38.14	2.86	5.72	9.54
41,074	1574.71	21.42	32.14	42.85	3.21	6.43	10.71
76,989	2951.65	40.16	60.24	80.32	6.02	12.05	20.08
79,467	3046.67	41.45	62.18	82.90	6.22	12.44	20.73
82,182	3150.76	42.87	64.30	85.74	6.43	12.86	21.43
84,889	3254.55	44.28	66.42	88.56	6.64	13.28	22.14
89,174	3418.81	46.51	69.77	93.03	6.98	13.95	23.26
94,594	3626.61	49.34	74.01	98.68	7.40	14.80	24.67
96,851	3713.15	50.52	75.78	101.04	7.58	15.16	25.26

**District Allowance Grade**

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**ADMINISTRATIVE GROUP**

Admin. Officer Level 1	\$42,173	\$44,035	\$45,784	\$47,297	\$48,808
Admin. Officer Level 2	\$50,318	\$52,066	\$53,808	\$55,553	\$57,293
Admin. Officer Level 3	\$59,389	\$61,744	\$64,188	\$66,658	\$69,124
Admin. Officer Level 4	\$72,576	\$75,784	\$78,991	\$82,199	
Admin. Officer Level 5	\$86,068	\$89,330			
Admin. Officer Level 6	\$93,002	\$96,237			
Admin. Officer Level 6 <small>Nominal - Non-shift</small>	\$99,936	\$103,164			
Admin. Officer Level 6 <small>Nominal - Shiftwork</small>	\$98,703	\$101,936			
Admin. Officer Level 7	\$99,908	\$103,584			
Admin. Officer Level 8	\$107,437	\$111,798			

*Administrative Officer Qualification Allowance - \$1,864 per annum*

**RATES OF PAY TABLE  
 HOURLY RATES**

<b>Annual</b> \$	<b>Fortnightly</b> \$	<b>Single</b> \$	<b>Time &amp; Half</b> \$	<b>Double</b> \$
42,173	1616.84	22.00	33.00	44.00
44,035	1688.24	22.97	34.45	45.94
45,784	1755.28	23.88	35.82	47.76
47,297	1813.29	24.67	37.01	49.34
48,808	1871.25	25.46	38.19	50.92
50,318	1929.14	26.25	39.37	52.49
52,066	1996.14	27.16	40.74	54.32
53,808	2062.94	28.07	42.10	56.13
55,553	2129.83	28.98	43.47	57.95
57,293	2196.55	29.89	44.83	59.77
59,389	2276.88	30.98	46.47	61.96
61,744	2367.18	32.21	48.31	64.41
64,188	2460.86	33.48	50.22	66.96
66,658	2555.57	34.77	52.15	69.54
69,124	2650.12	36.06	54.08	72.11
72,576	2782.47	37.86	56.79	75.71
75,784	2905.47	39.53	59.30	79.06
78,991	3028.39	41.20	61.80	82.41
82,199	3151.39	42.88	64.31	85.75
86,068	3299.74	44.89	67.34	89.79
89,330	3424.78	46.60	69.89	93.19
93,002	3565.59	48.51	72.77	97.02
96,237	3689.61	50.20	75.30	100.40
98,703	3784.16	51.49	77.23	102.97
99,908	3830.33	52.11	78.17	104.23
99,936	3831.43	52.13	78.19	104.26
101,936	3908.10	53.17	79.76	106.34
103,164	3955.18	53.81	80.72	107.62
103,584	3971.29	54.03	81.05	108.06
107,437	4119.01	56.04	84.06	112.08
111,798	4286.18	58.32	87.47	116.63

<b>District Allowance Grade</b>	<b>(Effective from 14 July 2016) With Dependants p.a.</b>	<b>Without Dependants p.a.</b>
<b>A</b>	<b>\$2,160</b>	<b>\$1,090</b>
<b>B</b>	<b>\$5,210</b>	<b>\$2,840</b>
<b>C</b>	<b>\$7,050</b>	<b>\$4,000</b>
<b>D</b>	<b>\$10,370</b>	<b>\$6,410</b>

**AGENCY ASSISTANTS GROUP**

Agency Assistant Grade 1	\$40,540	\$42,288	\$43,338	\$44,362	\$45,391
Agency Assistant Grade 2	\$41,190	\$44,027	\$47,859	\$50,104	

**JUNIOR RATES**

	Agency Assist. Gr.1		Agency Assist. Gr.2	
	%		%	
Under 17	50	\$20,270	50	\$20,595
At 17	60	\$24,324	60	\$24,714
At 18	70	\$28,378	70	\$28,833
At 19	81	\$32,837	81	\$33,364
At 20	91	\$36,891	91	\$37,482

Agency Assistants in receipt of junior rates shall be advanced to the minimum adult rate upon attaining 21 years of age or upon attaining 12 months service plus 18 1/2 years of age.

**RATES OF PAY TABLE**

**HOURLY RATES**

**PENALTY RATES**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
20,270	777.12	10.57	15.86	21.15	1.59	3.17	5.29
20,595	789.58	10.74	16.11	21.49	1.61	3.22	5.37
24,324	932.54	12.69	19.03	25.38	1.90	3.81	6.34
24,714	947.49	12.89	19.34	25.78	1.93	3.87	6.45
28,378	1087.97	14.80	22.20	29.60	2.22	4.44	7.40
28,833	1105.41	15.04	22.56	30.08	2.26	4.51	7.52
32,837	1258.93	17.13	25.69	34.26	2.57	5.14	8.56
33,364	1279.12	17.40	26.10	34.81	2.61	5.22	8.70
36,891	1414.36	19.24	28.86	38.49	2.89	5.77	9.62
37,482	1436.99	19.55	29.33	39.10	2.93	5.87	9.78
40,540	1554.24	21.15	31.72	42.29	3.17	6.34	10.57
41,190	1579.15	21.49	32.23	42.97	3.22	6.45	10.74
42,288	1621.28	22.06	33.09	44.12	3.31	6.62	11.03
43,338	1661.52	22.61	33.91	45.21	3.39	6.78	11.30
44,027	1687.93	22.97	34.45	45.93	3.44	6.89	11.48
44,362	1700.78	23.14	34.71	46.28	3.47	6.94	11.57
45,391	1740.23	23.68	35.51	47.35	3.55	7.10	11.84
47,859	1834.86	24.96	37.45	49.93	3.74	7.49	12.48
50,104	1920.92	26.13	39.20	52.27	3.92	7.84	13.07

**District Allowance  
Grade**

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**EXPRESS COURIER GROUP**

Express Courier Senior Service Representative	\$48,917	\$49,832	
Express Courier Co-ordinator Grade 1	\$52,197	\$53,098	\$54,002
Express Courier Co-ordinator Grade 2	\$56,375	\$57,275	\$58,179

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
48,917	1875.42	25.52	38.27	51.03	3.83	7.65	12.76
49,832	1910.51	25.99	38.99	51.99	3.90	7.80	13.00
52,197	2001.17	27.23	40.84	54.45	4.08	8.17	13.61
53,098	2035.71	27.70	41.55	55.39	4.15	8.31	13.85
54,002	2070.37	28.17	42.25	56.34	4.23	8.45	14.08
56,375	2161.34	29.41	44.11	58.81	4.41	8.82	14.70
57,275	2195.84	29.88	44.81	59.75	4.48	8.96	14.94
58,179	2230.50	30.35	45.52	60.69	4.55	9.10	15.17

**District Allowance**

Grade

(Effective from 14 July 2016)

With  
Dependants  
p.a.

Without  
Dependants  
p.a.

A  
B  
C  
D

\$2,160  
\$5,210  
\$7,050  
\$10,370

\$1,090  
\$2,840  
\$4,000  
\$6,410

**DELIVERY GROUP**

Trainee Postal Delivery Officer	\$40,540			
Postal Delivery Officer	\$43,338	\$45,391	\$46,368	
	\$47,367	\$48,369		
Senior PDO Grade 1	\$50,101			
Senior PDO Grade 2	\$50,780			
Senior PDO Grade 3	\$53,159			
Postal Delivery Co-ordinator Grade 1	\$54,434	\$55,718		
Postal Delivery Co-ordinator Grade 2	\$58,970	\$60,598	\$62,270	\$64,001
Postal Delivery Co-ordinator Grade 3	\$67,730	\$71,122	\$74,492	

**ALLOWANCES**

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,609 p.a.
	\$10.00 per day
Functional Allowance	\$2,609 p.a.
	\$10.00 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$15.79
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**RATES OF PAY TABLE**

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
40,540	1,554.24	21.15	31.72	42.29	3.17	6.34	10.57
43,338	1,661.52	22.61	33.91	45.21	3.39	6.78	11.30
45,391	1,740.23	23.68	35.51	47.35	3.55	7.10	11.84
46,368	1,777.68	24.19	36.28	48.37	3.63	7.26	12.09
47,367	1,816.00	24.71	37.06	49.41	3.71	7.41	12.35
48,369	1,854.39	25.23	37.84	50.46	3.78	7.57	12.61
50,101	1,920.80	26.13	39.20	52.27	3.92	7.84	13.07
50,780	1,946.82	26.49	39.73	52.97	3.97	7.95	13.24
53,159	2,038.03	27.73	41.59	55.46	4.16	8.32	13.86
54,434	2,086.91	28.39	42.59	56.79	4.26	8.52	14.20
55,718	2,136.15	29.06	43.59	58.13	4.36	8.72	14.53
58,970	2,260.84	30.76	46.14	61.52	4.61	9.23	15.38
60,598	2,323.25	31.61	47.41	63.22	4.74	9.48	15.80
62,270	2,387.34	32.48	48.72	64.96	4.87	9.74	16.24
64,001	2,453.71	33.38	50.08	66.77	5.01	10.02	16.69
67,730	2,596.68	35.33	52.99	70.66	5.30	10.60	17.66
71,122	2,726.71	37.10	55.65	74.20	5.56	11.13	18.55
74,492	2,855.92	38.86	58.28	77.71	5.83	11.66	19.43

**District Allowance  
Grade**

**(Effective from 14 July 2016)**

**With  
Dependants**

**Without  
Dependants**

	<b>p.a.</b>	<b>p.a.</b>
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410



**DELIVERY MANAGER GROUP**

Delivery Manager Level 1	\$67,730	\$71,122	\$74,492
Delivery Manager Level 2	\$76,758	\$80,153	\$83,523
Delivery Manager Level 3	\$89,399	\$93,011	
Delivery Manager Level 4	\$96,625	\$100,236	

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% \$
67,730	2596.68	35.33	52.99	70.66	5.30	17.66
71,122	2726.71	37.10	55.65	74.20	5.56	18.55
74,492	2855.92	38.86	58.28	77.71	5.83	19.43
76,758	2942.80	40.04	60.06	80.08	6.01	20.02
80,153	3072.96	41.81	62.71	83.62	6.27	20.90
83,523	3202.17	43.57	65.35	87.13	6.54	21.78
89,399	3427.46	46.63	69.95	93.26	6.99	23.32
93,011	3565.90	48.52	72.77	97.03	7.28	24.26
96,625	3704.46	50.40	75.60	100.80	7.56	25.20
100,236	3842.91	52.28	78.43	104.57	7.84	26.14

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**POSTAL MANAGER GROUP**

Postal Manager Grade 1	\$67,730	\$71,122	\$74,492
Postal Manager Grade 2	\$76,758	\$80,153	\$83,523
Postal Manager Grade 3	\$89,399	\$93,011	
Postal Manager Grade 4	\$96,625	\$100,236	
Postal Manager Grade 5 (Facility Manager Level 3)	\$103,847	\$107,897	

*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% \$
67,730	2596.68	35.33	52.99	70.66	5.30	17.66
71,122	2726.71	37.10	55.65	74.20	5.56	18.55
74,492	2855.92	38.86	58.28	77.71	5.83	19.43
76,758	2942.80	40.04	60.06	80.08	6.01	20.02
80,153	3072.96	41.81	62.71	83.62	6.27	20.90
83,523	3202.17	43.57	65.35	87.13	6.54	21.78
89,399	3427.46	46.63	69.95	93.26	6.99	23.32
93,011	3565.90	48.52	72.77	97.03	7.28	24.26
96,625	3704.46	50.40	75.60	100.80	7.56	25.20
100,236	3842.91	52.28	78.43	104.57	7.84	26.14
103,847	3981.35	54.17	81.25	108.34	8.13	27.08
107,897	4136.61	56.28	84.42	112.56	8.44	28.14

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**FACILITY MANAGER GROUP**

Facility Manager Level 1	\$89,399	\$93,011
Facility Manager Level 2	\$96,625	\$100,236
Facility Manager Level 3	\$103,847	\$107,897
Facility Manager Level 4	\$111,975	\$116,492
Facility Manager Level 5	\$121,005	\$125,963

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% \$
89,399	3427.46	46.63	69.95	93.26	6.99	23.32
93,011	3565.90	48.52	72.77	97.03	7.28	24.26
96,625	3704.46	50.40	75.60	100.80	7.56	25.20
100,236	3842.91	52.28	78.43	104.57	7.84	26.14
103,847	3981.35	54.17	81.25	108.34	8.13	27.08
107,897	4136.61	56.28	84.42	112.56	8.44	28.14
111,975	4292.98	58.41	87.61	116.82	8.76	29.20
116,492	4466.16	60.76	91.15	121.53	9.11	30.38

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**FOOD SERVICES GROUP**

Senior Attendant	\$42,357	\$43,147	\$43,814	
Cafeteria Manager Grade 2	\$51,903	\$53,215	\$54,533	\$55,846

Hourly Rates				Penalty Rates			
Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
42,357	1623.91	22.09	33.14	44.19	3.31	6.63	11.05
43,147	1654.21	22.51	33.76	45.01	3.38	6.75	11.25
43,814	1679.76	22.85	34.28	45.71	3.43	6.86	11.43
51,903	1989.89	27.07	40.61	54.15	4.06	8.12	13.54
53,215	2040.19	27.76	41.64	55.52	4.16	8.33	13.88
54,533	2090.72	28.45	42.67	56.89	4.27	8.53	14.22
55,846	2141.06	29.13	43.70	58.26	4.37	8.74	14.57

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**MAIL ROOM SOLUTIONS**

Mail Room Officer	\$40,859	\$41,907	\$42,990	\$44,061	
Mail Room Team Leader	\$50,318	\$52,066	\$53,808	\$55,553	\$57,293
Mail Room Supervisor	\$59,389	\$61,744	\$64,188	\$66,658	\$69,124
Mail Room Network Supervisor	\$72,576	\$75,784	\$78,991	\$82,199	

**JUNIOR RATES**

Mail Room Officer:-

Under 17yrs	50%	\$20,429
At 17 yrs	60%	\$24,515
At 18 yrs	70%	\$28,601
At 19 yrs	81%	\$33,095
At 20 yrs	91%	\$37,181

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 \$			
20,429	783.23	10.66	15.98	21.31	1.60	3.20	5.33
24,515	939.88	12.79	19.18	25.57	1.92	3.84	6.39
28,601	1096.52	14.92	22.38	29.84	2.24	4.48	7.46
33,095	1268.83	17.26	25.89	34.53	2.59	5.18	8.63
37,181	1425.48	19.39	29.09	38.79	2.91	5.82	9.70
40,859	1566.46	21.31	31.97	42.62	3.20	6.39	10.66
41,907	1606.66	21.86	32.79	43.72	3.28	6.56	10.93
42,990	1648.16	22.42	33.64	44.85	3.36	6.73	11.21
44,061	1689.23	22.98	34.47	45.97	3.45	6.89	11.49
50,318	1929.14	26.25	39.37	52.49	3.94	7.87	13.12
52,066	1996.14	27.16	40.74	54.32	4.07	8.15	13.58
53,808	2062.94	28.07	42.10	56.13	4.21	8.42	14.03
55,553	2129.83	28.98	43.47	57.95	4.35	8.69	14.49
57,293	2196.55	29.89	44.83	59.77	4.48	8.97	14.94
59,389	2276.88	30.98	46.47	61.96	4.65	9.29	15.49
61,744	2367.18	32.21	48.31	64.41	4.83	9.66	16.10
64,188	2460.86	33.48	50.22	66.96	5.02	10.04	16.74
66,658	2555.57	34.77	52.15	69.54	5.22	10.43	17.38
69,124	2650.12	36.06	54.08	72.11	5.41	10.82	18.03
72,576	2782.47	37.86	56.79	75.71	5.68	11.36	18.93
75,784	2905.47	39.53	59.30	79.06	5.93	11.86	19.77
78,991	3028.39	41.20	61.80	82.41	6.18	12.36	20.60
82,199	3151.39	42.88	64.31	85.75	6.43	12.86	21.44

**District Allowance  
Grade**

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**MAIL PROCESSING GROUP**

Trainee Mail Officer	\$43,484				
Mail Officer	\$43,338	\$45,391	\$46,368	\$47,367	\$48,369
Mail Officer (Teams)	\$44,303	\$46,356	\$47,332	\$48,332	\$49,333
Senior Mail Officer Grade 1	\$50,780				
Senior Mail Officer Grade 2	\$53,159				
Trainee Mail Processing Co-ordinator	\$49,600				
Mail Processing Co-ordinator Gr.1	\$54,434	\$55,718			
Mail Processing Co-ordinator Gr.2	\$58,970	\$60,598	\$62,270	\$64,001	
Mail Processing Co-ordinator Gr.3	\$66,114	\$68,066	\$70,106	\$72,160	
Mail Processing Co-ordinator Gr.4	\$74,205	\$76,628	\$79,042		

**JUNIOR RATES**

Trainee Mail Officer:-

Under 17yrs	50%	\$21,742
At 17 yrs	60%	\$26,090
At 18 yrs	70%	\$30,438
At 19 yrs	81%	\$35,222
At 20 yrs	91%	\$39,570

*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 \$			
21,742	833.55	11.34	17.01	22.68	1.70	3.40	5.67
26,090	1000.26	13.61	20.41	27.22	2.04	4.08	6.80
30,438	1166.93	15.88	23.81	31.75	2.38	4.76	7.94
35,222	1350.35	18.37	27.56	36.74	2.76	5.51	9.19
39,570	1517.06	20.64	30.96	41.28	3.10	6.19	10.32
43,484	1667.10	22.68	34.02	45.36	3.40	6.80	11.34
43,338	1661.52	22.61	33.91	45.21	3.39	6.78	11.30
44,303	1698.50	23.11	34.66	46.22	3.47	6.93	11.55
45,391	1740.23	23.68	35.51	47.35	3.55	7.10	11.84
46,356	1777.21	24.18	36.27	48.36	3.63	7.25	12.09
46,368	1777.68	24.19	36.28	48.37	3.63	7.26	12.09
47,332	1814.66	24.69	37.03	49.38	3.70	7.41	12.34
47,367	1816.00	24.71	37.06	49.41	3.71	7.41	12.35
48,332	1852.98	25.21	37.82	50.42	3.78	7.56	12.61
48,369	1854.39	25.23	37.84	50.46	3.78	7.57	12.61
49,333	1891.37	25.73	38.60	51.47	3.86	7.72	12.87
49,600	1901.59	25.87	38.81	51.74	3.88	7.76	12.94
50,780	1946.82	26.49	39.73	52.97	3.97	7.95	13.24
53,159	2038.03	27.73	41.59	55.46	4.16	8.32	13.86
54,434	2086.91	28.39	42.59	56.79	4.26	8.52	14.20
55,718	2136.15	29.06	43.59	58.13	4.36	8.72	14.53
58,970	2260.84	30.76	46.14	61.52	4.61	9.23	15.38

60,598	2323.25	31.61	47.41	63.22	4.74	9.48	15.80
62,270	2387.34	32.48	48.72	64.96	4.87	9.74	16.24
64,001	2453.71	33.38	50.08	66.77	5.01	10.02	16.69
66,114	2534.70	34.49	51.73	68.97	5.17	10.35	17.24
68,066	2609.56	35.50	53.26	71.01	5.33	10.65	17.75
70,106	2687.77	36.57	54.85	73.14	5.49	10.97	18.28
72,160	2766.52	37.64	56.46	75.28	5.65	11.29	18.82
74,205	2844.92	38.71	58.06	77.41	5.81	11.61	19.35
76,628	2937.81	39.97	59.96	79.94	6.00	11.99	19.99
79,042	3030.36	41.23	61.84	82.46	6.18	12.37	20.61

**District Allowance  
Grade**

	<b>(Effective from 14 July 2016)</b>	
	<b>With Dependants p.a.</b>	<b>Without Dependants p.a.</b>
<b>A</b>	<b>\$2,160</b>	<b>\$1,090</b>
<b>B</b>	<b>\$5,210</b>	<b>\$2,840</b>
<b>C</b>	<b>\$7,050</b>	<b>\$4,000</b>
<b>D</b>	<b>\$10,370</b>	<b>\$6,410</b>

**PARCEL POST GROUP**

Trainee Parcel Post Officer	\$40,540			
Parcel Post Officer	\$45,391	\$46,368	\$47,367	\$48,369
Senior Parcel Post Officer Grade 1	\$50,780			
Senior Parcel Post Officer Grade 2	\$53,159			
Parcel Post Co-ordinator Grade 2	\$58,970	\$60,598	\$62,270	\$64,001
Parcel Post Co-ordinator Grade 3	\$66,114	\$68,066	\$70,107	\$72,160

**JUNIOR RATES**

Under 19 (e.g. Trainee)	@ 70%	\$28,378
At 19	@ 80%	\$32,837
At 20	@ 90%	\$36,891

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% \$
28,378	1087.97	14.80	22.20	29.60	2.22	4.44	7.40
32,837	1258.93	17.13	25.69	34.26	2.57	5.14	8.56
36,891	1414.36	19.24	28.86	38.49	2.89	5.77	9.62
40,540	1554.24	21.15	31.72	42.29	3.17	6.34	10.57
45,391	1740.23	23.68	35.51	47.35	3.55	7.10	11.84
46,368	1777.68	24.19	36.28	48.37	3.63	7.26	12.09
47,367	1816.00	24.71	37.06	49.41	3.71	7.41	12.35
48,369	1854.39	25.23	37.84	50.46	3.78	7.57	12.61
50,780	1946.82	26.49	39.73	52.97	3.97	7.95	13.24
53,159	2038.03	27.73	41.59	55.46	4.16	8.32	13.86
58,970	2260.84	30.76	46.14	61.52	4.61	9.23	15.38
60,598	2323.25	31.61	47.41	63.22	4.74	9.48	15.80
62,270	2387.34	32.48	48.72	64.96	4.87	9.74	16.24
64,001	2453.71	33.38	50.08	66.77	5.01	10.02	16.69
66,114	2534.70	34.49	51.73	68.97	5.17	10.35	17.24
68,066	2609.56	35.50	53.26	71.01	5.33	10.65	17.75
70,107	2687.81	36.57	54.85	73.14	5.49	10.97	18.28
72,160	2766.52	37.64	56.46	75.28	5.65	11.29	18.82

**District Allowance  
Grade**

(Effective from 14 July 2016)

**With  
Dependants  
p.a.**

**Without  
Dependants  
p.a.**

A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410



**POSTAL SERVICES GROUP**

Trainee Postal Services Officer	\$41,190		
Postal Services Officer	\$44,027	\$45,836	\$47,859
	\$50,104	\$52,810	
Senior Postal Services Officer Grade 1	\$55,307	\$58,015	
Senior Postal Services Officer Grade 2	\$60,510	\$63,214	\$65,926

**JUNIOR RATES**

Trainee Postal Services Officer:-

Under 17yrs	50%	\$20,595
At 17 yrs	60%	\$24,714
At 18 yrs	70%	\$28,833
At 19 yrs	81%	\$33,364
At 20 yrs	91%	\$37,483

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	\$32.97 per hour
Linguistic Allowance	\$1,106 per annum
Overtime Meal Allowance	\$15.79

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	Single \$	HOURLY RATES			PENALTY RATES	
			Time & Half \$	Double \$	15% \$	50% \$	
20,595	789.58	10.74	16.11	21.49	1.61	5.37	
24,714	947.49	12.89	19.34	25.78	1.93	6.45	
28,833	1,105.41	15.04	22.56	30.08	2.26	7.52	
33,364	1,279.12	17.40	26.10	34.81	2.61	8.70	
37,483	1,437.03	19.55	29.33	39.10	2.93	9.78	
41,190	1,579.15	21.49	32.23	42.97	3.22	10.74	
44,027	1,687.93	22.97	34.45	45.93	3.44	11.48	
45,836	1,757.29	23.91	35.86	47.82	3.59	11.95	
47,859	1,834.86	24.96	37.45	49.93	3.74	12.48	
50,104	1,920.92	26.13	39.20	52.27	3.92	13.07	
52,810	2,024.67	27.55	41.32	55.09	4.13	13.77	
55,307	2,120.39	28.85	43.27	57.70	4.33	14.42	
58,015	2,224.22	30.26	45.39	60.52	4.54	15.13	
60,510	2,319.87	31.56	47.34	63.13	4.73	15.78	
63,214	2,423.53	32.97	49.46	65.95	4.95	16.49	
65,926	2,527.51	34.39	51.58	68.78	5.16	17.19	

District Allowance  
Grade

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**SPRINTPAK GROUP**

Sprintpak Operator Level 1	\$40,859	\$41,907	\$42,990	\$44,061	
Sprintpak Operator Level 2	\$50,318	\$52,066	\$53,808	\$55,553	\$57,293
Sprintpak Operator Level 3	\$59,389	\$61,744	\$64,188	\$66,658	\$69,124

**Allowance**

Fork Lift Allowance	\$12.75 per day
Machine Adjustment Allowance	\$13.01 per day

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
40,859	1,566.46	21.31	31.97	42.62
41,907	1,606.66	21.86	32.79	43.72
42,990	1,648.16	22.42	33.64	44.85
44,061	1,689.23	22.98	34.47	45.97
50,318	1,929.14	26.25	39.37	52.49
52,066	1,996.14	27.16	40.74	54.32
53,808	2,062.94	28.07	42.10	56.13
55,553	2,129.83	28.98	43.47	57.95
57,293	2,196.55	29.89	44.83	59.77
59,389	2,276.88	30.98	46.47	61.96
61,744	2,367.18	32.21	48.31	64.41
64,188	2,460.86	33.48	50.22	66.96
66,658	2,555.57	34.77	52.15	69.54
69,124	2,650.12	36.06	54.08	72.11

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**STORES GROUP**

Stores Officer	\$44,608	\$45,517	\$46,508
Senior Stores Officer	\$47,435	\$48,194	\$48,985
Stores Supervisor	\$53,792	\$54,578	\$55,405
Senior Stores Supervisor Grade 1	\$57,928	\$59,059	
Senior Stores Supervisor Grade 2	\$63,330	\$64,770	

**RATES OF PAY TABLE**

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
44,608	1,710.21	23.27	34.90	46.54
45,517	1,745.07	23.74	35.61	47.48
46,508	1,783.07	24.26	36.39	48.52
47,435	1,818.59	24.74	37.11	49.49
48,194	1,847.71	25.14	37.71	50.28
48,985	1,878.01	25.55	38.33	51.10
53,792	2,062.31	28.06	42.09	56.12
54,578	2,092.45	28.47	42.70	56.94
55,405	2,124.17	28.90	43.35	57.80
57,928	2,220.88	30.22	45.32	60.43
59,059	2,264.26	30.81	46.21	61.61
63,330	2,427.97	33.03	49.55	66.07
64,770	2,483.19	33.78	50.68	67.57

**District Allowance  
Grade**

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**SUPPORT SERVICES OFFICERS**

Support Services Officer Grade 1	\$41,641	\$42,997
Support Services Officer Grade 2	\$44,511	\$45,945
Support Services Officer Grade 3	\$47,859	\$49,321
Support Services Officer Grade 4	\$51,507	

**RATES OF PAY TABLE**

Annual \$	Fortn'tly \$	Single \$	Hourly Rate			Penalty Rates		
			Time & Half \$	Double \$		15% \$	30% \$	50% \$
41,641	1,596.45	21.72	32.58	43.44		3.26	6.52	10.86
42,997	1,648.44	22.43	33.64	44.86		3.36	6.73	11.21
44,511	1,706.48	23.22	34.83	46.43		3.48	6.97	11.61
45,945	1,761.45	23.97	35.95	47.93		3.59	7.19	11.98
47,859	1,834.86	24.96	37.45	49.93		3.74	7.49	12.48
49,321	1,890.90	25.73	38.59	51.45		3.86	7.72	12.86
51,507	1,974.72	26.87	40.30	53.73		4.03	8.06	13.43

**District Allowance  
Grade**

(Effective from 14 July 2016)

	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410

**TRANSPORT GROUP**

(With Parity)

Postal Transport Officer	\$45,391	\$46,368	\$47,367	\$48,369	
Garage Attendant	\$42,122	\$42,649	\$43,186		
Driver/Sorter	\$45,020	\$45,783	\$46,552	\$47,367	\$48,369
Senior Postal Transport Officer	\$50,740	\$51,647			
Postal Transport Co-ordinator Grade 1	\$54,013	\$54,915	\$55,819		
Postal Transport Co-ordinator Grade 2	\$58,193	\$59,091	\$59,992		
Postal Transport Co-ordinator Grade 3	\$65,530	\$66,816			
Postal Transport Co-ordinator Grade 4	\$69,479	\$70,760			
Postal Transport Co-ordinator Grade 5	\$74,605	\$76,225			

Junior Rates

Under 19 years, (e.g.. PTO)	@70%	\$31,774
At 19 years	@81%	\$36,767
At 20 years	@91%	\$41,306

*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

\$4.28  
\$8.43  
\$14.69  
\$19.86

**RATES OF PAY TABLE**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
31,774	1,218.16	16.57	24.86	33.15	2.49	8.29
36,767	1,409.59	19.18	28.77	38.36	2.88	9.59
41,306	1,583.61	21.55	32.32	43.09	3.23	10.77
42,122	1,614.92	21.97	32.96	43.94	3.30	10.99
42,649	1,635.11	22.25	33.37	44.49	3.34	11.12
43,186	1,655.71	22.53	33.79	45.05	3.38	11.26
45,020	1,726.01	23.48	35.22	46.97	3.52	11.74
45,391	1,740.23	23.68	35.51	47.35	3.55	11.84
45,783	1,755.25	23.88	35.82	47.76	3.58	11.94
46,368	1,777.68	24.19	36.28	48.37	3.63	12.09
46,552	1,784.76	24.28	36.42	48.56	3.64	12.14
47,367	1,816.00	24.71	37.06	49.41	3.71	12.35
48,369	1,854.39	25.23	37.84	50.46	3.78	12.61
50,740	1,945.29	26.47	39.70	52.93	3.97	13.23
51,647	1,980.06	26.94	40.41	53.88	4.04	13.47
54,013	2,070.80	28.17	42.26	56.35	4.23	14.09
54,915	2,105.38	28.64	42.97	57.29	4.30	14.32

55,819	2,140.04	29.12	43.67	58.23	4.37	14.56
58,193	2,231.05	30.35	45.53	60.71	4.55	15.18
59,091	2,265.48	30.82	46.23	61.65	4.62	15.41
59,992	2,300.02	31.29	46.94	62.59	4.69	15.65
65,530	2,512.34	34.18	51.27	68.36	5.13	17.09
66,816	2,561.62	34.85	52.28	69.70	5.23	17.43
69,479	2,663.72	36.24	54.36	72.48	5.44	18.12
70,760	2,712.84	36.91	55.36	73.82	5.54	18.45
74,605	2,860.24	38.91	58.37	77.83	5.84	19.46
76,225	2,922.37	39.76	59.64	79.52	5.96	19.88

**District Allowance  
Grade**

**(Effective from 14 July 2016)**

- A**
- B**
- C**
- D**

**With  
Dependants  
p.a.**

- \$2,160**
- \$5,210**
- \$7,050**
- \$10,370**

**Without  
Dependants  
p.a.**

- \$1,090**
- \$2,840**
- \$4,000**
- \$6,410**

**CUSTOMER CONTACT CENTRES**

Level 1 Customer Service Trainee	\$46,334
Level 2 Customer Service Consultant	\$51,128
Level 3 Customer Care Consultant	\$55,123
Level 4 Business Relationship Consultant	\$59,119
Level 5 Team Leader Customer Service	\$70,299
Level 6 Team Manager	\$73,496
Level 7 Supervisor Customer Service	\$76,693

**RATES OF PAY TABLE**

Annual \$	Hourly Rates			Time & Half \$	Penalty Rates		
	F'nightly \$	Single \$	Double \$		15% \$	30% \$	50% \$
46,334	1776.39	24.17	36.25	48.34	3.63	7.25	12.08
51,128	1960.18	26.67	40.00	53.34	4.00	8.00	13.33
55,123	2113.36	28.75	43.13	57.51	4.31	8.63	14.38
59,119	2266.54	30.84	46.26	61.67	4.63	9.25	15.42
70,299	2695.15	36.67	55.00	73.34	5.50	11.00	18.33
73,496	2817.72	38.34	57.50	76.67	5.75	11.50	19.17
76,693	2940.29	40.00	60.01	80.01	6.00	12.00	20.00

District Allowance Grade	(Effective from 14 July 2016)	
	With Dependants p.a.	Without Dependants p.a.
A	\$2,160	\$1,090
B	\$5,210	\$2,840
C	\$7,050	\$4,000
D	\$10,370	\$6,410