

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$23,336			
Apprentice Postal Technician - At 18	\$26,739			
Apprentice Postal Technician- At 19	\$36,463			
Apprentice Postal Technician - At 20	\$42,783			
Apprentice Postal Technician - Adult	\$43,654			
Postal Technical Officer Level 1	\$45,097	\$46,164	\$47,223	\$48,838
	\$49,759	\$50,868		
Postal Technical Officer Level 2	\$48,617	\$49,865	\$51,140	\$52,424
Postal Technical Officer Level 3	\$53,849	\$55,349	\$56,851	\$58,367
Postal Technical Officer Level 4	\$60,573	\$61,999	\$63,430	\$65,639
	\$67,838	\$70,262	\$72,685	\$75,111
Postal Technical Officer Level 5	\$77,529	\$80,178		
Postal Technical Officer Level 6	\$82,819			
Postal Technical Officer Level 7	\$86,999			
Postal Technical Officer Level 8	\$92,287			
Postal Technical Officer Level 9	\$94,489			
Postal Technical Officer Level 4 (Teams)	\$61,836	\$63,262	\$64,693	\$67,085
	\$69,284	\$71,708	\$74,131	\$76,650
Postal Technical Officer Level 5 (Teams)	\$79,068	\$81,717		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
23,336	894.67	12.17	18.26	24.34	1.83	6.09
26,739	1,025.14	13.95	20.92	27.89	2.09	6.97
36,463	1,397.96	19.02	28.53	38.04	2.85	9.51
42,783	1,640.24	22.32	33.47	44.63	3.35	11.16
43,654	1,673.64	22.77	34.16	45.54	3.42	11.39
45,097	1,728.97	23.52	35.29	47.05	3.53	11.76
46,164	1,769.85	24.08	36.12	48.16	3.61	12.04
47,223	1,810.46	24.63	36.95	49.26	3.69	12.32
48,617	1,863.91	25.36	38.04	50.72	3.80	12.68
48,838	1,872.38	25.47	38.21	50.95	3.82	12.74
49,759	1,907.68	25.95	38.93	51.91	3.89	12.98
49,865	1,911.76	26.01	39.02	52.02	3.90	13.01
50,868	1,950.21	26.53	39.80	53.07	3.98	13.27
51,140	1,960.66	26.68	40.01	53.35	4.00	13.34
52,424	2,009.86	27.35	41.02	54.69	4.10	13.67
53,849	2,064.49	28.09	42.13	56.18	4.21	14.04
55,349	2,122.02	28.87	43.31	57.74	4.33	14.44
56,851	2,179.58	29.65	44.48	59.31	4.45	14.83
58,367	2,237.73	30.45	45.67	60.89	4.57	15.22
60,573	2,322.30	31.60	47.39	63.19	4.74	15.80
61,999	2,376.98	32.34	48.51	64.68	4.85	16.17
61,836	2,370.70	32.25	48.38	64.51	4.84	16.13
63,262	2,425.37	33.00	49.50	66.00	4.95	16.50
63,430	2,431.80	33.09	49.63	66.17	4.96	16.54
64,693	2,480.24	33.74	50.62	67.49	5.06	16.87
65,639	2,516.49	34.24	51.36	68.48	5.14	17.12
67,085	2,571.94	34.99	52.49	69.98	5.25	17.50
67,838	2,600.80	35.39	53.08	70.77	5.31	17.69
69,284	2,656.24	36.14	54.21	72.28	5.42	18.07
70,262	2,693.73	36.65	54.97	73.30	5.50	18.32
71,708	2,749.18	37.40	56.11	74.81	5.61	18.70

72,685	2,786.63	37.91	56.87	75.83	5.69	18.96
74,131	2,842.08	38.67	58.00	77.34	5.80	19.33
75,111	2,879.64	39.18	58.77	78.36	5.88	19.59
76,650	2,938.67	39.98	59.97	79.96	6.00	19.99
77,529	2,972.35	40.44	60.66	80.88	6.07	20.22
79,068	3,031.38	41.24	61.86	82.49	6.19	20.62
80,178	3,073.91	41.82	62.73	83.64	6.27	20.91
81,717	3,132.90	42.62	63.94	85.25	6.39	21.31
82,819	3,175.17	43.20	64.80	86.40	6.48	21.60
86,999	3,335.42	45.38	68.07	90.76	6.81	22.69
92,287	3,538.17	48.14	72.21	96.28	7.22	24.07
94,489	3,622.59	49.29	73.93	98.57	7.39	24.64

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	\$44,035	\$45,097	\$46,164	\$47,223
	\$48,838	\$49,759	\$50,868	
Senior Technical Services Officer Grade 1	\$75,111	\$77,529		
Senior Technical Services Officer Grade 2	\$80,178	\$82,819		
Senior Technical Services Officer Grade 3	\$86,999			
Principal Technical Services Officer Grade 1	\$92,287			
Principal Technical Services Officer Grade 2	\$94,489			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$22,018
At 17	60	\$26,421
At 18	70	\$30,825
At 19	81	\$35,668
At 20	91	\$40,072

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% \$
22,018	844.12	11.48	17.23	22.97	1.72	3.45	5.74
26,421	1012.95	13.78	20.67	27.56	2.07	4.13	6.89
30,825	1181.77	16.08	24.12	32.16	2.41	4.82	8.04
35,668	1367.48	18.61	27.91	37.21	2.79	5.58	9.30
40,072	1536.30	20.90	31.35	41.80	3.14	6.27	10.45
75,111	2879.64	39.18	58.77	78.36	5.88	11.75	19.59
77,529	2972.35	40.44	60.66	80.88	6.07	12.13	20.22
80,178	3073.91	41.82	62.73	83.64	6.27	12.55	20.91
82,819	3175.17	43.20	64.80	86.40	6.48	12.96	21.60
86,999	3335.42	45.38	68.07	90.76	6.81	13.61	22.69
92,287	3538.17	48.14	72.21	96.28	7.22	14.44	24.07
94,489	3622.59	49.29	73.93	98.57	7.39	14.79	24.64

**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	\$41,144	\$42,961	\$44,667	\$46,143	\$47,618
Admin. Officer Level 2	\$49,091	\$50,796	\$52,496	\$54,198	\$55,896
Admin. Officer Level 3	\$57,940	\$60,238	\$62,622	\$65,032	\$67,438
Admin. Officer Level 4	\$70,806	\$73,936	\$77,064	\$80,194	
Admin. Officer Level 5	\$83,969	\$87,151			
Admin. Officer Level 6	\$90,734	\$93,890			
Admin. Officer Level 6 <small>Nominal - Non-shift</small>	\$97,499	\$100,648			
Admin. Officer Level 6 <small>Nominal - Shiftwork</small>	\$96,296	\$99,450			
Admin. Officer Level 7	\$97,471	\$101,058			
Admin. Officer Level 8	\$104,817	\$109,071			

Administrative Officer Qualification Allowance - \$1,819 per annum

**RATES OF PAY TABLE
 HOURLY RATES**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$
41,144	1577.39	21.46	32.19	42.92
42,961	1647.06	22.41	33.61	44.82
44,667	1712.48	23.30	34.95	46.60
46,143	1769.04	24.07	36.10	48.14
47,618	1825.61	24.84	37.26	49.68
49,091	1882.09	25.61	38.41	51.21
50,796	1947.44	26.50	39.74	52.99
52,496	2012.63	27.38	41.07	54.77
54,198	2077.86	28.27	42.41	56.54
55,896	2142.98	29.16	43.73	58.31
57,940	2221.35	30.22	45.33	60.44
60,238	2309.43	31.42	47.13	62.84
62,622	2400.83	32.66	49.00	65.33
65,032	2493.22	33.92	50.88	67.84
67,438	2585.46	35.18	52.76	70.35
70,806	2714.62	36.93	55.40	73.87
73,936	2834.60	38.57	57.85	77.13
77,064	2954.55	40.20	60.30	80.40
80,194	3074.53	41.83	62.75	83.66
83,969	3219.25	43.80	65.70	87.60
87,151	3341.24	45.46	68.19	90.92
90,734	3478.64	47.33	70.99	94.66
93,890	3599.62	48.97	73.46	97.95
96,296	3691.86	50.23	75.34	100.46
97,471	3736.90	50.84	76.26	101.68
97,499	3737.98	50.86	76.29	101.71
99,450	3812.77	51.87	77.81	103.75
100,648	3858.70	52.50	78.75	105.00
101,058	3874.42	52.71	79.07	105.43
104,817	4018.56	54.67	82.01	109.35
109,071	4181.62	56.89	85.34	113.79

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

AGENCY ASSISTANTS GROUP

Agency Assistant Grade 1	\$39,551	\$41,257	\$42,281	\$43,280	\$44,284
Agency Assistant Grade 2	\$40,185	\$42,953	\$46,692	\$48,882	

JUNIOR RATES

	Agency Assist. Gr.1		Agency Assist. Gr.2	
	%		%	
Under 17	50	\$19,776	50	\$20,093
At 17	60	\$23,731	60	\$24,111
At 18	70	\$27,686	70	\$28,130
At 19	81	\$32,036	81	\$32,550
At 20	91	\$35,991	91	\$36,568

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		Double \$	15% \$	30% \$	50% \$
			& Half \$					
19,776	758.20	10.32	15.47		20.63	1.55	3.09	5.16
20,093	770.36	10.48	15.72		20.96	1.57	3.14	5.24
23,731	909.83	12.38	18.57		24.76	1.86	3.71	6.19
24,111	924.38	12.58	18.86		25.15	1.89	3.77	6.29
27,686	1061.43	14.44	21.66		28.88	2.17	4.33	7.22
28,130	1078.48	14.67	22.01		29.35	2.20	4.40	7.34
32,036	1228.22	16.71	25.07		33.42	2.51	5.01	8.36
32,550	1247.92	16.98	25.47		33.96	2.55	5.09	8.49
35,991	1379.85	18.77	28.16		37.55	2.82	5.63	9.39
36,568	1401.98	19.07	28.61		38.15	2.86	5.72	9.54
39,551	1516.32	20.63	30.95		41.26	3.09	6.19	10.32
40,185	1540.64	20.96	31.44		41.92	3.14	6.29	10.48
41,257	1581.75	21.52	32.28		43.04	3.23	6.46	10.76
42,281	1621.01	22.05	33.08		44.11	3.31	6.62	11.03
42,953	1646.75	22.40	33.61		44.81	3.36	6.72	11.20
43,280	1659.31	22.58	33.86		45.15	3.39	6.77	11.29
44,284	1697.80	23.10	34.65		46.20	3.46	6.93	11.55
46,692	1790.12	24.36	36.53		48.71	3.65	7.31	12.18
48,882	1874.08	25.50	38.25		51.00	3.82	7.65	12.75

**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	\$47,724	\$48,617	
Express Courier Co-ordinator Grade 1	\$50,924	\$51,803	\$52,685
Express Courier Co-ordinator Grade 2	\$55,000	\$55,878	\$56,760

RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
47,724	1829.69	24.89	37.34	49.79	3.73	7.47	12.45
48,617	1863.91	25.36	38.04	50.72	3.80	7.61	12.68
50,924	1952.37	26.56	39.84	53.13	3.98	7.97	13.28
51,803	1986.05	27.02	40.53	54.04	4.05	8.11	13.51
52,685	2019.88	27.48	41.22	54.96	4.12	8.24	13.74
55,000	2108.61	28.69	43.03	57.38	4.30	8.61	14.34
55,878	2142.29	29.15	43.72	58.29	4.37	8.74	14.57
56,760	2176.12	29.61	44.41	59.21	4.44	8.88	14.80

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	\$39,551			
Postal Delivery Officer	\$42,281	\$44,284	\$45,237	
	\$46,212	\$47,189		
Senior PDO Grade 1	\$48,879			
Senior PDO Grade 2	\$49,541			
Senior PDO Grade 3	\$51,862			
Postal Delivery Co-ordinator Grade 1	\$53,106	\$54,359		
Postal Delivery Co-ordinator Grade 2	\$57,532	\$59,120	\$60,751	\$62,440
Postal Delivery Co-ordinator Grade 3	\$66,078	\$69,387	\$72,675	

ALLOWANCES

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,545 p.a.
	\$9.76 per day
Functional Allowance	\$2,545 p.a.
	\$9.76 per day
Delivery Duty Allowance	\$22.70 per week

General Conditions Award - Clause 19.8

Overtime Meal Allowance	\$15.40
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RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
39,551	1,516.32	20.63	30.95	41.26	3.09	6.19	10.32
42,281	1,621.01	22.05	33.08	44.11	3.31	6.62	11.03
44,284	1,697.80	23.10	34.65	46.20	3.46	6.93	11.55
45,237	1,734.33	23.60	35.39	47.19	3.54	7.08	11.80
46,212	1,771.70	24.10	36.16	48.21	3.62	7.23	12.05
47,189	1,809.15	24.61	36.92	49.23	3.69	7.38	12.31
48,879	1,873.96	25.50	38.24	50.99	3.82	7.65	12.75
49,541	1,899.35	25.84	38.76	51.68	3.88	7.75	12.92
51,862	1,988.32	27.05	40.58	54.10	4.06	8.12	13.53
53,106	2,036.02	27.70	41.55	55.40	4.16	8.31	13.85
54,359	2,084.07	28.35	42.53	56.71	4.25	8.51	14.18
57,532	2,205.71	30.01	45.01	60.02	4.50	9.00	15.00
59,120	2,266.59	30.84	46.26	61.68	4.63	9.25	15.42
60,751	2,329.12	31.69	47.53	63.38	4.75	9.51	15.84
62,440	2,393.85	32.57	48.85	65.14	4.89	9.77	16.28
66,078	2,533.33	34.47	51.70	68.93	5.17	10.34	17.23
69,387	2,660.21	36.19	54.29	72.39	5.43	10.86	18.10
72,675	2,786.25	37.91	56.86	75.82	5.69	11.37	18.95

**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

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$66,078	\$69,387	\$72,675
Delivery Manager Level 2	\$74,886	\$78,198	\$81,486
Delivery Manager Level 3	\$87,219	\$90,742	
Delivery Manager Level 4	\$94,268	\$97,791	

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% \$
66,078	2533.33	34.47	51.70	68.93	5.17	17.23
69,387	2660.21	36.19	54.29	72.39	5.43	18.10
72,675	2786.25	37.91	56.86	75.82	5.69	18.95
74,886	2871.01	39.06	58.59	78.12	5.86	19.53
78,198	2998.01	40.79	61.18	81.58	6.12	20.39
81,486	3124.08	42.50	63.76	85.01	6.38	21.25
87,219	3343.86	45.49	68.24	90.99	6.82	22.75
90,742	3478.94	47.33	71.00	94.67	7.10	23.67
94,268	3614.11	49.17	73.76	98.34	7.38	24.59
97,791	3749.16	51.01	76.51	102.02	7.65	25.50

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	\$66,078	\$69,387	\$72,675
Postal Manager Grade 2	\$74,886	\$78,198	\$81,486
Postal Manager Grade 3	\$87,219	\$90,742	
Postal Manager Grade 4	\$94,268	\$97,791	
Postal Manager Grade 5 (Facility Manager Level 3)	\$101,314	\$105,265	

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% \$
66,078	2533.33	34.47	51.70	68.93	5.17	17.23
69,387	2660.21	36.19	54.29	72.39	5.43	18.10
72,675	2786.25	37.91	56.86	75.82	5.69	18.95
74,886	2871.01	39.06	58.59	78.12	5.86	19.53
78,198	2998.01	40.79	61.18	81.58	6.12	20.39
81,486	3124.08	42.50	63.76	85.01	6.38	21.25
87,219	3343.86	45.49	68.24	90.99	6.82	22.75
90,742	3478.94	47.33	71.00	94.67	7.10	23.67
94,268	3614.11	49.17	73.76	98.34	7.38	24.59
97,791	3749.16	51.01	76.51	102.02	7.65	25.50
101,314	3884.24	52.85	79.27	105.69	7.93	26.42
105,265	4035.71	54.91	82.36	109.82	8.24	27.45

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	\$87,219	\$90,742
Facility Manager Level 2	\$94,268	\$97,791
Facility Manager Level 3	\$101,314	\$105,265
Facility Manager Level 4	\$109,244	\$113,651
Facility Manager Level 5	\$118,054	\$122,891

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 \$	Single \$	HOURLY RATES		PENALTY RATES	
			Time & Half \$	Double \$	15% \$	50% \$
87,219	3343.86	45.49	68.24	90.99	6.82	22.75
90,742	3478.94	47.33	71.00	94.67	7.10	23.67
94,268	3614.11	49.17	73.76	98.34	7.38	24.59
97,791	3749.16	51.01	76.51	102.02	7.65	25.50
101,314	3884.24	52.85	79.27	105.69	7.93	26.42
105,265	4035.71	54.91	82.36	109.82	8.24	27.45
109,244	4188.25	56.98	85.47	113.97	8.55	28.49
113,651	4357.24	59.28	88.92	118.56	8.89	29.64
118,054	4526.04	61.58	92.37	123.16	9.24	30.79
122,891	4711.49	64.10	96.15	128.20	9.62	32.05

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	\$41,324	\$42,095	\$42,745	
Cafeteria Manager Grade 2	\$50,637	\$51,917	\$53,203	\$54,484

Hourly Rates				Penalty Rates			
Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
41,324	1584.29	21.55	32.33	43.11	3.23	6.47	10.78
42,095	1613.88	21.96	32.94	43.92	3.29	6.59	10.98
42,745	1638.77	22.30	33.44	44.59	3.34	6.69	11.15
50,637	1941.35	26.41	39.62	52.83	3.96	7.92	13.21
51,917	1990.44	27.08	40.62	54.16	4.06	8.12	13.54
53,203	2039.72	27.75	41.63	55.50	4.16	8.33	13.88
54,484	2088.85	28.42	42.63	56.84	4.26	8.53	14.21

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	\$39,862	\$40,885	\$41,941	\$42,986	
Mail Room Team Leader	\$49,091	\$50,796	\$52,496	\$54,198	\$55,896
Mail Room Supervisor	\$57,940	\$60,238	\$62,622	\$65,032	\$67,438
Mail Room Network Supervisor	\$70,806	\$73,936	\$77,064	\$80,194	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$19,931
At 17 yrs	60%	\$23,917
At 18 yrs	70%	\$27,904
At 19 yrs	81%	\$32,288
At 20 yrs	91%	\$36,275

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 \$			
19,931	764.13	10.40	15.59	20.79	1.56	3.12	5.20
23,917	916.96	12.48	18.71	24.95	1.87	3.74	6.24
27,904	1069.79	14.55	21.83	29.11	2.18	4.37	7.28
32,288	1237.90	16.84	25.26	33.68	2.53	5.05	8.42
36,275	1390.72	18.92	28.38	37.84	2.84	5.68	9.46
39,862	1528.27	20.79	31.19	41.59	3.12	6.24	10.40
40,885	1567.49	21.33	31.99	42.65	3.20	6.40	10.66
41,941	1607.95	21.88	32.82	43.75	3.28	6.56	10.94
42,986	1648.02	22.42	33.63	44.84	3.36	6.73	11.21
49,091	1882.09	25.61	38.41	51.21	3.84	7.68	12.80
50,796	1947.44	26.50	39.74	52.99	3.97	7.95	13.25
52,496	2012.63	27.38	41.07	54.77	4.11	8.21	13.69
54,198	2077.86	28.27	42.41	56.54	4.24	8.48	14.14
55,896	2142.98	29.16	43.73	58.31	4.37	8.75	14.58
57,940	2221.35	30.22	45.33	60.44	4.53	9.07	15.11
60,238	2309.43	31.42	47.13	62.84	4.71	9.43	15.71
62,622	2400.83	32.66	49.00	65.33	4.90	9.80	16.33
65,032	2493.22	33.92	50.88	67.84	5.09	10.18	16.96
67,438	2585.46	35.18	52.76	70.35	5.28	10.55	17.59
70,806	2714.62	36.93	55.40	73.87	5.54	11.08	18.47
73,936	2834.60	38.57	57.85	77.13	5.78	11.57	19.28
77,064	2954.55	40.20	60.30	80.40	6.03	12.06	20.10
80,194	3074.53	41.83	62.75	83.66	6.27	12.55	20.92

**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	\$39,551				
Mail Officer	\$42,281	\$44,284	\$45,237	\$46,212	\$47,189
Mail Officer (Teams)	\$43,222	\$45,225	\$46,178	\$47,153	\$48,130
Senior Mail Officer Grade 1	\$49,541				
Senior Mail Officer Grade 2	\$51,862				
Trainee Mail Processing Co-ordinator	\$48,390				
Mail Processing Co-ordinator Gr.1	\$53,106	\$54,359			
Mail Processing Co-ordinator Gr.2	\$57,532	\$59,120	\$60,751	\$62,440	
Mail Processing Co-ordinator Gr.3	\$64,501	\$66,406	\$68,396	\$70,400	
Mail Processing Co-ordinator Gr.4	\$72,395	\$74,759	\$77,114		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$19,776
At 17 yrs	60%	\$23,731
At 18 yrs	70%	\$27,686
At 19 yrs	81%	\$32,036
At 20 yrs	91%	\$35,991

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 \$			
19,776	758.20	10.32	15.47	20.63	1.55	3.09	5.16
23,731	909.83	12.38	18.57	24.76	1.86	3.71	6.19
27,686	1061.43	14.44	21.66	28.88	2.17	4.33	7.22
32,036	1228.22	16.71	25.07	33.42	2.51	5.01	8.36
35,991	1379.85	18.77	28.16	37.55	2.82	5.63	9.39
39,551	1516.32	20.63	30.95	41.26	3.09	6.19	10.32
42,281	1621.01	22.05	33.08	44.11	3.31	6.62	11.03
43,222	1657.07	22.55	33.82	45.09	3.38	6.76	11.27
44,284	1697.80	23.10	34.65	46.20	3.46	6.93	11.55
45,225	1733.87	23.59	35.39	47.18	3.54	7.08	11.80
45,237	1734.33	23.60	35.39	47.19	3.54	7.08	11.80
46,178	1770.39	24.09	36.13	48.17	3.61	7.23	12.04
46,212	1771.70	24.10	36.16	48.21	3.62	7.23	12.05
47,153	1807.77	24.60	36.89	49.19	3.69	7.38	12.30
47,189	1809.15	24.61	36.92	49.23	3.69	7.38	12.31
48,130	1845.26	25.11	37.66	50.21	3.77	7.53	12.55
48,390	1855.20	25.24	37.86	50.48	3.79	7.57	12.62
49,541	1899.35	25.84	38.76	51.68	3.88	7.75	12.92
51,862	1988.32	27.05	40.58	54.10	4.06	8.12	13.53
53,106	2036.02	27.70	41.55	55.40	4.16	8.31	13.85
54,359	2084.07	28.35	42.53	56.71	4.25	8.51	14.18
57,532	2205.71	30.01	45.01	60.02	4.50	9.00	15.00

59,120	2266.59	30.84	46.26	61.68	4.63	9.25	15.42
60,751	2329.12	31.69	47.53	63.38	4.75	9.51	15.84
62,440	2393.85	32.57	48.85	65.14	4.89	9.77	16.28
64,501	2472.88	33.64	50.47	67.29	5.05	10.09	16.82
66,406	2545.93	34.64	51.96	69.28	5.20	10.39	17.32
68,396	2622.22	35.68	53.51	71.35	5.35	10.70	17.84
70,400	2699.05	36.72	55.08	73.44	5.51	11.02	18.36
72,395	2775.53	37.76	56.64	75.52	5.66	11.33	18.88
74,759	2866.16	39.00	58.49	77.99	5.85	11.70	19.50
77,114	2956.43	40.22	60.34	80.45	6.03	12.07	20.11

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

PARCEL POST GROUP

Trainee Parcel Post Officer	\$39,551			
Parcel Post Officer	\$44,284	\$45,237	\$46,212	\$47,189
Senior Parcel Post Officer Grade 1	\$49,541			
Senior Parcel Post Officer Grade 2	\$51,862			
Parcel Post Co-ordinator Grade 2	\$57,532	\$59,120	\$60,751	\$62,440
Parcel Post Co-ordinator Grade 3	\$64,501	\$66,406	\$68,397	\$70,400

JUNIOR RATES

Under 19 (e.g. Trainee)	@ 70%	\$27,686
At 19	@ 80%	\$32,036
At 20	@ 90%	\$35,991

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% \$
27,686	1061.43	14.44	21.66	28.88	2.17	4.33	7.22
32,036	1228.22	16.71	25.07	33.42	2.51	5.01	8.36
35,991	1379.85	18.77	28.16	37.55	2.82	5.63	9.39
39,551	1516.32	20.63	30.95	41.26	3.09	6.19	10.32
44,284	1697.80	23.10	34.65	46.20	3.46	6.93	11.55
45,237	1734.33	23.60	35.39	47.19	3.54	7.08	11.80
46,212	1771.70	24.10	36.16	48.21	3.62	7.23	12.05
47,189	1809.15	24.61	36.92	49.23	3.69	7.38	12.31
49,541	1899.35	25.84	38.76	51.68	3.88	7.75	12.92
51,862	1988.32	27.05	40.58	54.10	4.06	8.12	13.53
57,532	2205.71	30.01	45.01	60.02	4.50	9.00	15.00
59,120	2266.59	30.84	46.26	61.68	4.63	9.25	15.42
60,751	2329.12	31.69	47.53	63.38	4.75	9.51	15.84
62,440	2393.85	32.57	48.85	65.14	4.89	9.77	16.28
64,501	2472.88	33.64	50.47	67.29	5.05	10.09	16.82
66,406	2545.93	34.64	51.96	69.28	5.20	10.39	17.32
68,397	2622.26	35.68	53.52	71.35	5.35	10.70	17.84
70,400	2699.05	36.72	55.08	73.44	5.51	11.02	18.36

**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	\$40,185		
Postal Services Officer	\$42,953	\$44,718	\$46,692
	\$48,882	\$51,522	
Senior Postal Services Officer Grade 1	\$53,958	\$56,600	
Senior Postal Services Officer Grade 2	\$59,034	\$61,672	\$64,318

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$20,093
At 17 yrs	60%	\$24,111
At 18 yrs	70%	\$28,130
At 19 yrs	81%	\$32,550
At 20 yrs	91%	\$36,568

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	\$32.17 per hour
Linguistic Allowance	\$1,079 per annum
Overtime Meal Allowance	\$15.40

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
20,093	770.36	10.48	15.72	20.96	1.57	5.24
24,111	924.38	12.58	18.86	25.15	1.89	6.29
28,130	1,078.48	14.67	22.01	29.35	2.20	7.34
32,550	1,247.92	16.98	25.47	33.96	2.55	8.49
36,568	1,401.98	19.07	28.61	38.15	2.86	9.54
40,185	1,540.64	20.96	31.44	41.92	3.14	10.48
42,953	1,646.75	22.40	33.61	44.81	3.36	11.20
44,718	1,714.45	23.33	34.99	46.65	3.50	11.66
46,692	1,790.12	24.36	36.53	48.71	3.65	12.18
48,882	1,874.08	25.50	38.25	51.00	3.82	12.75
51,522	1,975.30	26.87	40.31	53.75	4.03	13.44
53,958	2,068.69	28.15	42.22	56.29	4.22	14.07
56,600	2,169.95	29.52	44.28	59.05	4.43	14.76
59,034	2,263.27	30.79	46.19	61.59	4.62	15.40
61,672	2,364.42	32.17	48.25	64.34	4.83	16.08
64,318	2,465.87	33.55	50.32	67.10	5.03	16.77

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	\$39,862	\$40,885	\$41,941	\$42,986	
Sprintpak Operator Level 2	\$49,091	\$50,796	\$52,496	\$54,198	\$55,896
Sprintpak Operator Level 3	\$57,940	\$60,238	\$62,622	\$65,032	\$67,438

Allowance

Fork Lift Allowance	\$12.44 per day
Machine Adjustment Allowance	\$12.69 per day

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
39,862	1,528.27	20.79	31.19	41.59
40,885	1,567.49	21.33	31.99	42.65
41,941	1,607.95	21.88	32.82	43.75
42,986	1,648.02	22.42	33.63	44.84
49,091	1,882.09	25.61	38.41	51.21
50,796	1,947.44	26.50	39.74	52.99
52,496	2,012.63	27.38	41.07	54.77
54,198	2,077.86	28.27	42.41	56.54
55,896	2,142.98	29.16	43.73	58.31
57,940	2,221.35	30.22	45.33	60.44
60,238	2,309.43	31.42	47.13	62.84
62,622	2,400.83	32.66	49.00	65.33
65,032	2,493.22	33.92	50.88	67.84
67,438	2,585.46	35.18	52.76	70.35

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	\$43,520	\$44,407	\$45,374
Senior Stores Officer	\$46,278	\$47,019	\$47,790
Stores Supervisor	\$52,480	\$53,247	\$54,054
Senior Stores Supervisor Grade 1	\$56,515	\$57,619	
Senior Stores Supervisor Grade 2	\$61,785	\$63,190	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
43,520	1,668.48	22.70	34.05	45.40
44,407	1,702.50	23.16	34.74	46.33
45,374	1,739.57	23.67	35.50	47.34
46,278	1,774.25	24.14	36.21	48.28
47,019	1,802.64	24.53	36.79	49.05
47,790	1,832.20	24.93	37.39	49.86
52,480	2,012.02	27.37	41.06	54.75
53,247	2,041.42	27.77	41.66	55.55
54,054	2,072.35	28.20	42.29	56.39
56,515	2,166.72	29.48	44.22	58.96
57,619	2,209.02	30.05	45.08	60.11
61,785	2,368.77	32.23	48.34	64.46
63,190	2,422.63	32.96	49.44	65.92

**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	\$40,625	\$41,948
Support Services Officer Grade 2	\$43,425	\$44,824
Support Services Officer Grade 3	\$46,692	\$48,118
Support Services Officer Grade 4	\$50,251	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Single \$	Hourly Rate Time			Penalty Rates		
			& Half \$	Double \$	15% \$	30% \$	50% \$	
40,625	1,557.51	21.19	31.79	42.38	3.18	6.36	10.60	
41,948	1,608.22	21.88	32.82	43.76	3.28	6.56	10.94	
43,425	1,664.86	22.65	33.98	45.30	3.40	6.80	11.33	
44,824	1,718.49	23.38	35.07	46.76	3.51	7.01	11.69	
46,692	1,790.12	24.36	36.53	48.71	3.65	7.31	12.18	
48,118	1,844.79	25.10	37.65	50.20	3.76	7.53	12.55	
50,251	1,926.56	26.21	39.32	52.42	3.93	7.86	13.11	

**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

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$44,284	\$45,237	\$46,212	\$47,189	
Garage Attendant	\$41,095	\$41,609	\$42,133		
Driver/Sorter	\$43,922	\$44,666	\$45,417	\$46,212	\$47,189
Senior Postal Transport Officer	\$49,502	\$50,387			
Postal Transport Co-ordinator Grade 1	\$52,696	\$53,576	\$54,458		
Postal Transport Co-ordinator Grade 2	\$56,774	\$57,650	\$58,529		
Postal Transport Co-ordinator Grade 3	\$63,932	\$65,186			
Postal Transport Co-ordinator Grade 4	\$67,784	\$69,034			
Postal Transport Co-ordinator Grade 5	\$72,785	\$74,366			

Junior Rates

Under 19 years, (e.g.. PTO)	@70%	\$30,999
At 19 years	@81%	\$35,870
At 20 years	@91%	\$40,299

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

\$4.18
 \$8.22
 \$14.33
 \$19.38

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
30,999	1,188.46	16.17	24.25	32.34	2.43	8.08
35,870	1,375.22	18.71	28.07	37.42	2.81	9.36
40,299	1,545.00	21.02	31.53	42.04	3.15	10.51
41,095	1,575.54	21.44	32.15	42.87	3.22	10.72
41,609	1,595.23	21.70	32.56	43.41	3.26	10.85
42,133	1,615.31	21.98	32.97	43.95	3.30	10.99
43,922	1,683.89	22.91	34.37	45.82	3.44	11.46
44,284	1,697.80	23.10	34.65	46.20	3.46	11.55
44,666	1,712.44	23.30	34.95	46.60	3.49	11.65
45,237	1,734.33	23.60	35.39	47.19	3.54	11.80
45,417	1,741.23	23.69	35.54	47.38	3.55	11.85
46,212	1,771.70	24.10	36.16	48.21	3.62	12.05
47,189	1,809.15	24.61	36.92	49.23	3.69	12.31
49,502	1,897.85	25.82	38.73	51.64	3.87	12.91
50,387	1,931.76	26.28	39.42	52.56	3.94	13.14
52,696	2,020.30	27.49	41.23	54.97	4.12	13.74
53,576	2,054.01	27.95	41.92	55.89	4.19	13.97

54,458	2,087.84	28.41	42.61	56.81	4.26	14.20
56,774	2,176.66	29.61	44.42	59.23	4.44	14.81
57,650	2,210.22	30.07	45.11	60.14	4.51	15.04
58,529	2,243.93	30.53	45.79	61.06	4.58	15.26
63,932	2,451.07	33.35	50.02	66.70	5.00	16.67
65,186	2,499.16	34.00	51.00	68.00	5.10	17.00
67,784	2,598.76	35.36	53.04	70.71	5.30	17.68
69,034	2,646.69	36.01	54.01	72.02	5.40	18.00
72,785	2,790.48	37.97	56.95	75.93	5.69	18.98
74,366	2,851.09	38.79	58.19	77.58	5.82	19.40

**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	\$45,204
Level 2 Customer Service Consultant	\$49,881
Level 3 Customer Care Consultant	\$53,779
Level 4 Business Relationship Consultant	\$57,677
Level 5 Team Leader Customer Service	\$68,584
Level 6 Team Manager	\$71,703
Level 7 Supervisor Customer Service	\$74,822

RATES OF PAY TABLE

Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
45,204	1733.06	23.58	35.37	47.16	3.54	7.07	11.79
49,881	1912.38	26.02	39.03	52.04	3.90	7.81	13.01
53,779	2061.80	28.05	42.08	56.10	4.21	8.42	14.03
57,677	2211.26	30.09	45.13	60.17	4.51	9.03	15.04
68,584	2629.43	35.77	53.66	71.55	5.37	10.73	17.89
71,703	2748.99	37.40	56.10	74.80	5.61	11.22	18.70
74,822	2868.58	39.03	58.54	78.06	5.85	11.71	19.51

District Allowance (Effective from 14 July 2016)

Grade	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