

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$68,069	\$71,478	\$74,865
Postal Manager Grade 2	\$77,142	\$80,554	\$83,941
Postal Manager Grade 3	\$89,846	\$93,477	
Postal Manager Grade 4	\$97,109	\$100,738	
Postal Manager Grade 5 (Facility Manager Level 3)	\$104,367	\$108,437	

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% \$
68,069	2609.66	35.51	53.26	71.01	5.33	17.75
71,478	2740.36	37.28	55.93	74.57	5.59	18.64
74,865	2870.24	39.05	58.58	78.10	5.86	19.53
77,142	2957.51	40.24	60.36	80.48	6.04	20.12
80,554	3088.32	42.02	63.03	84.04	6.30	21.01
83,941	3218.17	43.78	65.68	87.57	6.57	21.89
89,846	3444.57	46.86	70.30	93.73	7.03	23.43
93,477	3583.78	48.76	73.14	97.52	7.31	24.38
97,109	3723.03	50.65	75.98	101.31	7.60	25.33
100,738	3862.17	52.55	78.82	105.09	7.88	26.27
104,367	4001.30	54.44	81.66	108.88	8.17	27.22
108,437	4157.35	56.56	84.84	113.13	8.48	28.28

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

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$41,396		
Postal Services Officer	\$44,248	\$46,066	\$48,099
	\$50,355	\$53,075	
Senior Postal Services Officer Grade 1	\$55,584	\$58,306	
Senior Postal Services Officer Grade 2	\$60,813	\$63,531	\$66,256

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$20,698
At 17 yrs	60%	\$24,838
At 18 yrs	70%	\$28,977
At 19 yrs	81%	\$33,531
At 20 yrs	91%	\$37,670

A Junior Trainee Postal Services Officer under 21 years shall receive the appropriate junior rate, according to age and shall be advanced to the minimum adult rate of a Postal Services Officer upon completion of training.

ALLOWANCES

In Charge Allowance - Extended Trading	\$33.14 per hour
Linguistic Allowance	\$1,113 per annum
Overtime Meal Allowance	\$15.79

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
20,698	793.53	10.80	16.19	21.59	1.62	5.40
24,838	952.24	12.96	19.43	25.91	1.94	6.48
28,977	1,110.95	15.11	22.67	30.23	2.27	7.56
33,531	1,285.52	17.49	26.24	34.98	2.62	8.75
37,670	1,444.23	19.65	29.47	39.30	2.95	9.82
41,396	1,587.07	21.59	32.39	43.19	3.24	10.80
44,248	1,696.41	23.08	34.62	46.16	3.46	11.54
46,066	1,766.12	24.03	36.04	48.06	3.60	12.01
48,099	1,844.06	25.09	37.63	50.18	3.76	12.54
50,355	1,930.52	26.27	39.40	52.53	3.94	13.13
53,075	2,034.83	27.68	41.53	55.37	4.15	13.84
55,584	2,131.00	28.99	43.49	57.99	4.35	14.50
58,306	2,235.38	30.41	45.62	60.83	4.56	15.21
60,813	2,331.47	31.72	47.58	63.44	4.76	15.86
63,531	2,435.70	33.14	49.71	66.28	4.97	16.57
66,256	2,540.17	34.56	51.84	69.12	5.18	17.28

**District Allowance
Grade**

(Effective from 12 July 2017)

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

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$40,743			
Postal Delivery Officer	\$43,555	\$45,618	\$46,600	
	\$47,604	\$48,611		
Senior PDO Grade 1	\$50,352			
Senior PDO Grade 2	\$51,034			
Senior PDO Grade 3	\$53,425			
Postal Delivery Co-ordinator Grade 1	\$54,707	\$55,997		
Postal Delivery Co-ordinator Grade 2	\$59,265	\$60,901	\$62,582	\$64,322
Postal Delivery Co-ordinator Grade 3	\$68,069	\$71,478	\$74,865	

ALLOWANCES

AP Operations Award 1999, Clauses 9.1, 9.3 and 9.7

Divide Allowance	\$2,621 p.a.
	\$10.05 per day
Functional Allowance	\$2,621 p.a.
	\$10.05 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% \$
40,743	1,562.02	21.25	31.88	42.50	3.19	6.38	10.63
43,555	1,669.83	22.72	34.08	45.44	3.41	6.82	11.36
45,618	1,748.93	23.79	35.69	47.59	3.57	7.14	11.90
46,600	1,786.58	24.31	36.46	48.61	3.65	7.29	12.15
47,604	1,825.07	24.83	37.25	49.66	3.72	7.45	12.42
48,611	1,863.67	25.36	38.03	50.71	3.80	7.61	12.68
50,352	1,930.41	26.26	39.40	52.53	3.94	7.88	13.13
51,034	1,956.57	26.62	39.93	53.24	3.99	7.99	13.31
53,425	2,048.23	27.87	41.80	55.73	4.18	8.36	13.93
54,707	2,097.40	28.54	42.80	57.07	4.28	8.56	14.27
55,997	2,146.83	29.21	43.81	58.42	4.38	8.76	14.60
59,265	2,272.13	30.91	46.37	61.83	4.64	9.27	15.46
60,901	2,334.86	31.77	47.65	63.53	4.77	9.53	15.88
62,582	2,399.32	32.64	48.97	65.29	4.90	9.79	16.32
64,322	2,466.02	33.55	50.33	67.10	5.03	10.07	16.78
68,069	2,609.66	35.51	53.26	71.01	5.33	10.65	17.75
71,478	2,740.36	37.28	55.93	74.57	5.59	11.19	18.64
74,865	2,870.24	39.05	58.58	78.10	5.86	11.72	19.53

District Allowance Grade

(Effective from 12 July 2017)

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

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$68,069	\$71,478	\$74,865
Delivery Manager Level 2	\$77,142	\$80,554	\$83,941
Delivery Manager Level 3	\$89,846	\$93,477	
Delivery Manager Level 4	\$97,109	\$100,738	

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% \$
68,069	2609.66	35.51	53.26	71.01	5.33	17.75
71,478	2740.36	37.28	55.93	74.57	5.59	18.64
74,865	2870.24	39.05	58.58	78.10	5.86	19.53
77,142	2957.51	40.24	60.36	80.48	6.04	20.12
80,554	3088.32	42.02	63.03	84.04	6.30	21.01
83,941	3218.17	43.78	65.68	87.57	6.57	21.89
89,846	3444.57	46.86	70.30	93.73	7.03	23.43
93,477	3583.78	48.76	73.14	97.52	7.31	24.38
97,109	3723.03	50.65	75.98	101.31	7.60	25.33
100,738	3862.17	52.55	78.82	105.09	7.88	26.27

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

MAIL PROCESSING GROUP

Trainee Mail Officer	\$40,743				
Mail Officer	\$43,555	\$45,618	\$46,600	\$47,604	\$48,611
Mail Officer (Teams)	\$44,525	\$46,588	\$47,569	\$48,574	\$49,580
Senior Mail Officer Grade 1	\$51,034				
Senior Mail Officer Grade 2	\$53,425				
Trainee Mail Processing Co-ordinator	\$49,848				
Mail Processing Co-ordinator Gr.1	\$54,707	\$55,997			
Mail Processing Co-ordinator Gr.2	\$59,265	\$60,901	\$62,582	\$64,322	
Mail Processing Co-ordinator Gr.3	\$66,445	\$68,407	\$70,457	\$72,521	
Mail Processing Co-ordinator Gr.4	\$74,577	\$77,012	\$79,438		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$20,371
At 17 yrs	60%	\$24,446
At 18 yrs	70%	\$28,520
At 19 yrs	81%	\$33,002
At 20 yrs	91%	\$37,076

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 \$			
20,371	781.01	10.63	15.94	21.25	1.59	3.19	5.31
24,446	937.21	12.75	19.13	25.50	1.91	3.83	6.38
28,520	1093.41	14.88	22.31	29.75	2.23	4.46	7.44
33,002	1265.24	17.21	25.82	34.43	2.58	5.16	8.61
37,076	1421.44	19.34	29.01	38.68	2.90	5.80	9.67
40,743	1562.02	21.25	31.88	42.50	3.19	6.38	10.63
43,555	1669.83	22.72	34.08	45.44	3.41	6.82	11.36
44,525	1707.01	23.22	34.84	46.45	3.48	6.97	11.61
45,618	1748.93	23.79	35.69	47.59	3.57	7.14	11.90
46,588	1786.11	24.30	36.45	48.60	3.65	7.29	12.15
46,600	1786.58	24.31	36.46	48.61	3.65	7.29	12.15
47,569	1823.72	24.81	37.22	49.62	3.72	7.44	12.41
47,604	1825.07	24.83	37.25	49.66	3.72	7.45	12.42
48,574	1862.25	25.34	38.01	50.67	3.80	7.60	12.67
48,611	1863.67	25.36	38.03	50.71	3.80	7.61	12.68
49,580	1900.82	25.86	38.79	51.72	3.88	7.76	12.93
49,848	1911.11	26.00	39.00	52.00	3.90	7.80	13.00
51,034	1956.57	26.62	39.93	53.24	3.99	7.99	13.31
53,425	2048.23	27.87	41.80	55.73	4.18	8.36	13.93
54,707	2097.40	28.54	42.80	57.07	4.28	8.56	14.27
55,997	2146.83	29.21	43.81	58.42	4.38	8.76	14.60
59,265	2272.13	30.91	46.37	61.83	4.64	9.27	15.46

60,901	2334.86	31.77	47.65	63.53	4.77	9.53	15.88
62,582	2399.32	32.64	48.97	65.29	4.90	9.79	16.32
64,322	2466.02	33.55	50.33	67.10	5.03	10.07	16.78
66,445	2547.40	34.66	51.99	69.32	5.20	10.40	17.33
68,407	2622.65	35.68	53.52	71.36	5.35	10.70	17.84
70,457	2701.21	36.75	55.13	73.50	5.51	11.03	18.38
72,521	2780.35	37.83	56.74	75.66	5.67	11.35	18.91
74,577	2859.18	38.90	58.35	77.80	5.84	11.67	19.45
77,012	2952.54	40.17	60.26	80.34	6.03	12.05	20.09
79,438	3045.55	41.44	62.15	82.87	6.22	12.43	20.72

**District Allowance
Grade**

(Effective from 12 July 2017)

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

**A
B
C
D**

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$45,618	\$46,600	\$47,604	\$48,611	
Garage Attendant	\$42,333	\$42,863	\$43,402		
Driver/Sorter	\$45,246	\$46,012	\$46,785	\$47,604	\$48,611
Senior Postal Transport Officer	\$50,994	\$51,906			
Postal Transport Co-ordinator Grade 1	\$54,284	\$55,190	\$56,099		
Postal Transport Co-ordinator Grade 2	\$58,484	\$59,387	\$60,292		
Postal Transport Co-ordinator Grade 3	\$65,858	\$67,151			
Postal Transport Co-ordinator Grade 4	\$69,827	\$71,114			
Postal Transport Co-ordinator Grade 5	\$74,979	\$76,607			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$31,933
At 19 years	@81%	\$36,951
At 20 years	@91%	\$41,512

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

\$4.31
\$8.47
\$14.76
\$19.96

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
31,933	1,224.25	16.66	24.98	33.31	2.50	8.33
36,951	1,416.63	19.27	28.91	38.55	2.89	9.64
41,512	1,591.53	21.65	32.48	43.31	3.25	10.83
42,333	1,622.98	22.08	33.12	44.16	3.31	11.04
42,863	1,643.32	22.36	33.54	44.72	3.35	11.18
43,402	1,663.97	22.64	33.96	45.28	3.40	11.32
45,246	1,734.67	23.60	35.40	47.20	3.54	11.80
45,618	1,748.93	23.79	35.69	47.59	3.57	11.90
46,012	1,764.04	24.00	36.00	48.00	3.60	12.00
46,600	1,786.58	24.31	36.46	48.61	3.65	12.15
46,785	1,793.66	24.40	36.61	48.81	3.66	12.20
47,604	1,825.07	24.83	37.25	49.66	3.72	12.42

48,611	1,863.67	25.36	38.03	50.71	3.80	12.68
50,994	1,955.03	26.60	39.90	53.20	3.99	13.30
51,906	1,990.02	27.08	40.61	54.15	4.06	13.54
54,284	2,081.18	28.32	42.47	56.63	4.25	14.16
55,190	2,115.89	28.79	43.18	57.58	4.32	14.39
56,099	2,150.76	29.26	43.89	58.52	4.39	14.63
58,484	2,242.20	30.51	45.76	61.01	4.58	15.25
59,387	2,276.84	30.98	46.47	61.95	4.65	15.49
60,292	2,311.51	31.45	47.17	62.90	4.72	15.72
65,858	2,524.89	34.35	51.53	68.70	5.15	17.18
67,151	2,574.48	35.03	52.54	70.05	5.25	17.51
69,827	2,677.09	36.42	54.63	72.85	5.46	18.21
71,114	2,726.41	37.09	55.64	74.19	5.56	18.55
74,979	2,874.60	39.11	58.67	78.22	5.87	19.56
76,607	2,937.01	39.96	59.94	79.92	5.99	19.98

**District Allowance
Grade**

(Effective from 12 July 2017)

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

PARCEL POST GROUP

Trainee Parcel Post Officer	\$40,743			
Parcel Post Officer	\$45,618	\$46,600	\$47,604	\$48,611
Senior Parcel Post Officer Grade 1	\$51,034			
Senior Parcel Post Officer Grade 2	\$53,425			
Parcel Post Co-ordinator Grade 2	\$59,265	\$60,901	\$62,582	\$64,322
Parcel Post Co-ordinator Grade 3	\$66,445	\$68,407	\$70,458	\$72,521

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$28,520
At 19	80%	\$32,594
At 20	90%	\$36,668

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% \$
28,520	1093.41	14.88	22.31	29.75	2.23	4.46	7.44
32,594	1249.62	17.00	25.50	34.00	2.55	5.10	8.50
36,668	1405.82	19.13	28.69	38.25	2.87	5.74	9.56
40,743	1562.02	21.25	31.88	42.50	3.19	6.38	10.63
45,618	1748.93	23.79	35.69	47.59	3.57	7.14	11.90
46,600	1786.58	24.31	36.46	48.61	3.65	7.29	12.15
47,604	1825.07	24.83	37.25	49.66	3.72	7.45	12.42
48,611	1863.67	25.36	38.03	50.71	3.80	7.61	12.68
51,034	1956.57	26.62	39.93	53.24	3.99	7.99	13.31
53,425	2048.23	27.87	41.80	55.73	4.18	8.36	13.93
59,265	2272.13	30.91	46.37	61.83	4.64	9.27	15.46
60,901	2334.86	31.77	47.65	63.53	4.77	9.53	15.88
62,582	2399.32	32.64	48.97	65.29	4.90	9.79	16.32
64,322	2466.02	33.55	50.33	67.10	5.03	10.07	16.78
66,445	2547.40	34.66	51.99	69.32	5.20	10.40	17.33
68,407	2622.65	35.68	53.52	71.36	5.35	10.70	17.84
70,458	2701.25	36.75	55.13	73.50	5.51	11.03	18.38
72,521	2780.35	37.83	56.74	75.66	5.67	11.35	18.91

**District Allowance
Grade**

(Effective from 12 July 2017)

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

EXPRESS COURIER GROUP

Express Courier Senior Service Representative	\$49,162	\$50,082	
Express Courier Co-ordinator Grade 1	\$52,458	\$53,364	\$54,273
Express Courier Co-ordinator Grade 2	\$56,657	\$57,562	\$58,470

RATES OF PAY TABLE

Hourly Rates

Penalty Rates

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
49,162	1884.79	25.64	38.47	51.29	3.85	7.69	12.82
50,082	1920.08	26.12	39.19	52.25	3.92	7.84	13.06
52,458	2011.17	27.36	41.04	54.73	4.10	8.21	13.68
53,364	2045.92	27.84	41.75	55.67	4.18	8.35	13.92
54,273	2080.75	28.31	42.46	56.62	4.25	8.49	14.15
56,657	2172.15	29.55	44.33	59.11	4.43	8.87	14.78
57,562	2206.86	30.03	45.04	60.05	4.50	9.01	15.01
58,470	2241.66	30.50	45.75	61.00	4.57	9.15	15.25

District Allowance
Grade

(Effective from 12 July 2017)

With
Dependants
p.a.

Without
Dependants
p.a.

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

STORES GROUP

Stores Officer	\$44,832	\$45,745	\$46,741
Senior Stores Officer	\$47,673	\$48,435	\$49,230
Stores Supervisor	\$54,061	\$54,851	\$55,683
Senior Stores Supervisor Grade 1	\$58,218	\$59,355	
Senior Stores Supervisor Grade 2	\$63,647	\$65,094	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
44,832	1,718.80	23.39	35.08	46.77
45,745	1,753.79	23.86	35.79	47.72
46,741	1,791.97	24.38	36.57	48.76
47,673	1,827.73	24.87	37.30	49.73
48,435	1,856.93	25.26	37.90	50.53
49,230	1,887.41	25.68	38.52	51.36
54,061	2,072.62	28.20	42.30	56.40
54,851	2,102.91	28.61	42.92	57.22
55,683	2,134.81	29.05	43.57	58.09
58,218	2,231.99	30.37	45.55	60.73
59,355	2,275.60	30.96	46.44	61.92
63,647	2,440.13	33.20	49.80	66.40
65,094	2,495.61	33.95	50.93	67.91

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

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$41,850	\$43,212
Support Services Officer Grade 2	\$44,734	\$46,175
Support Services Officer Grade 3	\$48,099	\$49,568
Support Services Officer Grade 4	\$51,765	

Annual \$	Fortn'tly \$	Hourly Rate			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
41,850	1,604.48	21.83	32.74	43.66	3.27	6.55	10.91
43,212	1,656.69	22.54	33.81	45.08	3.38	6.76	11.27
44,734	1,715.02	23.33	35.00	46.67	3.50	7.00	11.67
46,175	1,770.28	24.09	36.13	48.17	3.61	7.23	12.04
48,099	1,844.06	25.09	37.63	50.18	3.76	7.53	12.54
49,568	1,900.36	25.86	38.78	51.71	3.88	7.76	12.93
51,765	1,984.58	27.00	40.50	54.00	4.05	8.10	13.50

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

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$24,039			
Apprentice Postal Technician - At 18	\$27,545			
Apprentice Postal Technician- At 19	\$37,562			
Apprentice Postal Technician - At 20	\$44,073			
Apprentice Postal Technician - Adult	\$44,969			
Postal Technical Officer Level 1	\$46,456	\$47,555	\$48,647	\$50,310
	\$51,259	\$52,401		
Postal Technical Officer Level 2	\$50,082	\$51,368	\$52,682	\$54,004
Postal Technical Officer Level 3	\$55,471	\$57,017	\$58,564	\$60,126
Postal Technical Officer Level 4	\$62,398	\$63,867	\$65,342	\$67,617
	\$69,882	\$72,380	\$74,875	\$77,374
Postal Technical Officer Level 5	\$79,865	\$82,593		
Postal Technical Officer Level 6	\$85,314			
Postal Technical Officer Level 7	\$89,620			
Postal Technical Officer Level 8	\$95,067			
Postal Technical Officer Level 9	\$97,336			
Postal Technical Officer Level 4 (Teams)	\$63,699	\$65,169	\$66,642	\$69,106
	\$71,372	\$73,869	\$76,364	\$78,959
Postal Technical Officer Level 5 (Teams)	\$81,451	\$84,179		

RATES OF PAY TABLE

HOURLY RATES

SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
24,039	921.61	12.54	18.81	25.08	1.88	6.27
27,545	1,056.04	14.37	21.55	28.74	2.16	7.18
37,562	1,440.07	19.59	29.39	39.19	2.94	9.80
44,073	1,689.71	22.99	34.48	45.98	3.45	11.49
44,969	1,724.04	23.46	35.18	46.91	3.52	11.73
46,456	1,781.07	24.23	36.35	48.46	3.63	12.12
47,555	1,823.18	24.81	37.21	49.61	3.72	12.40
48,647	1,865.06	25.37	38.06	50.75	3.81	12.69
50,082	1,920.08	26.12	39.19	52.25	3.92	13.06
50,310	1,928.83	26.24	39.36	52.49	3.94	13.12
51,259	1,965.20	26.74	40.11	53.47	4.01	13.37
51,368	1,969.36	26.79	40.19	53.59	4.02	13.40
52,401	2,008.97	27.33	41.00	54.67	4.10	13.67
52,682	2,019.76	27.48	41.22	54.96	4.12	13.74
54,004	2,070.43	28.17	42.25	56.34	4.23	14.08
55,471	2,126.68	28.93	43.40	57.87	4.34	14.47
57,017	2,185.94	29.74	44.61	59.48	4.46	14.87
58,564	2,245.28	30.55	45.82	61.10	4.58	15.27
60,126	2,305.16	31.36	47.04	62.73	4.70	15.68
62,398	2,392.27	32.55	48.82	65.10	4.88	16.27
63,867	2,448.57	33.31	49.97	66.63	5.00	16.66
63,699	2,442.13	33.23	49.84	66.45	4.98	16.61
65,169	2,498.50	33.99	50.99	67.99	5.10	17.00
65,342	2,505.13	34.08	51.13	68.17	5.11	17.04
66,642	2,554.95	34.76	52.14	69.52	5.21	17.38
67,617	2,592.36	35.27	52.91	70.54	5.29	17.64
69,106	2,649.42	36.05	54.07	72.09	5.41	18.02

69,882	2,679.17	36.45	54.68	72.90	5.47	18.23
71,372	2,736.31	37.23	55.84	74.46	5.58	18.61
72,380	2,774.96	37.75	56.63	75.51	5.66	18.88
73,869	2,832.02	38.53	57.80	77.06	5.78	19.27
74,875	2,870.59	39.06	58.58	78.11	5.86	19.53
76,364	2,927.69	39.83	59.75	79.67	5.97	19.92
77,374	2,966.41	40.36	60.54	80.72	6.05	20.18
78,959	3,027.18	41.19	61.78	82.37	6.18	20.59
79,865	3,061.93	41.66	62.49	83.32	6.25	20.83
81,451	3,122.73	42.49	63.73	84.97	6.37	21.24
82,593	3,166.50	43.08	64.62	86.16	6.46	21.54
84,179	3,227.30	43.91	65.86	87.82	6.59	21.95
85,314	3,270.84	44.50	66.75	89.00	6.68	22.25
89,620	3,435.91	46.75	70.12	93.49	7.01	23.37
95,067	3,644.74	49.59	74.38	99.18	7.44	24.79
97,336	3,731.74	50.77	76.16	101.54	7.62	25.39

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

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$45,362	\$46,456	\$47,555	\$48,647
	\$50,310	\$51,259	\$52,401	
Senior Technical Services Officer Grade 1	\$77,374	\$79,865		
Senior Technical Services Officer Grade 2	\$82,593	\$85,314		
Senior Technical Services Officer Grade 3	\$89,620			
Principal Technical Services Officer Grade 1	\$95,067			
Principal Technical Services Officer Grade 2	\$97,336			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$22,681
At 17	60	\$27,217
At 18	70	\$31,754
At 19	81	\$36,743
At 20	91	\$41,279

RATES OF PAY TABLE

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
22,681	869.55	11.83	17.75	23.66	1.77	3.55	5.92
27,217	1043.46	14.20	21.30	28.39	2.13	4.26	7.10
31,754	1217.41	16.56	24.85	33.13	2.48	4.97	8.28
36,743	1408.68	19.17	28.75	38.33	2.87	5.75	9.58
41,279	1582.59	21.53	32.30	43.06	3.23	6.46	10.77
77,374	2966.41	40.36	60.54	80.72	6.05	12.11	20.18
79,865	3061.93	41.66	62.49	83.32	6.25	12.50	20.83
82,593	3166.50	43.08	64.62	86.16	6.46	12.92	21.54
85,314	3270.84	44.50	66.75	89.00	6.68	13.35	22.25
89,620	3435.91	46.75	70.12	93.49	7.01	14.02	23.37
95,067	3644.74	49.59	74.38	99.18	7.44	14.88	24.79
97,336	3731.74	50.77	76.16	101.54	7.62	15.23	25.39

District Allowance
Grade

(Effective from 12 July 2017)

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

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$42,384	\$44,256	\$46,013	\$47,534	\$49,053
Admin. Officer Level 2	\$50,570	\$52,327	\$54,078	\$55,831	\$57,580
Admin. Officer Level 3	\$59,686	\$62,053	\$64,509	\$66,992	\$69,470
Admin. Officer Level 4	\$72,939	\$76,163	\$79,386	\$82,610	
Admin. Officer Level 5	\$86,499	\$89,777			
Admin. Officer Level 6	\$93,468	\$96,719			
Admin. Officer Level 6 Nominal - Non-shift	\$100,436	\$103,680			
Admin. Officer Level 6 Nominal - Shiftwork	\$99,197	\$102,446			
Admin. Officer Level 7	\$100,408	\$104,102			
Admin. Officer Level 8	\$107,975	\$112,357			

Administrative Officer Qualification Allowance - \$1,873 per annum

**RATES OF PAY TABLE
 HOURLY RATES**

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$
42,384	1624.94	22.11	33.16	44.22
44,256	1696.72	23.08	34.63	46.17
46,013	1764.07	24.00	36.00	48.00
47,534	1822.41	24.79	37.19	49.59
49,053	1880.63	25.59	38.38	51.17
50,570	1938.77	26.38	39.57	52.76
52,327	2006.16	27.29	40.94	54.59
54,078	2073.28	28.21	42.31	56.42
55,831	2140.48	29.12	43.68	58.24
57,580	2207.56	30.03	45.05	60.07
59,686	2288.28	31.13	46.70	62.27
62,053	2379.02	32.37	48.55	64.74
64,509	2473.19	33.65	50.47	67.30
66,992	2568.39	34.94	52.42	69.89
69,470	2663.37	36.24	54.35	72.47
72,939	2796.38	38.05	57.07	76.09
76,163	2919.98	39.73	59.59	79.46
79,386	3043.55	41.41	62.11	82.82
82,610	3167.16	43.09	64.64	86.18
86,499	3316.27	45.12	67.68	90.24
89,777	3441.92	46.83	70.24	93.66
93,468	3583.44	48.75	73.13	97.51
96,719	3708.08	50.45	75.68	100.90
99,197	3803.06	51.74	77.61	103.48
100,408	3849.49	52.37	78.56	104.75
100,436	3850.57	52.39	78.58	104.78
102,446	3927.63	53.44	80.16	106.87
103,680	3974.95	54.08	81.12	108.16
104,102	3991.13	54.30	81.45	108.60
107,975	4139.62	56.32	84.48	112.64
112,357	4307.62	58.61	87.91	117.21

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

FACILITY MANAGER GROUP

Facility Manager Level 1	\$89,846	\$93,477
Facility Manager Level 2	\$97,109	\$100,738
Facility Manager Level 3	\$104,367	\$108,437
Facility Manager Level 4	\$112,535	\$117,075
Facility Manager Level 5	\$121,611	\$126,593

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% \$
89,846	3444.57	46.86	70.30	93.73	7.03	23.43
93,477	3583.78	48.76	73.14	97.52	7.31	24.38
97,109	3723.03	50.65	75.98	101.31	7.60	25.33
100,738	3862.17	52.55	78.82	105.09	7.88	26.27
104,367	4001.30	54.44	81.66	108.88	8.17	27.22
108,437	4157.35	56.56	84.84	113.13	8.48	28.28
112,535	4314.44	58.70	88.05	117.40	8.80	29.35
117,075	4488.52	61.07	91.60	122.14	9.16	30.53

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

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$41,064	\$42,117	\$43,205	\$44,282	
Sprintpak Operator Level 2	\$50,570	\$52,327	\$54,078	\$55,831	\$57,580
Sprintpak Operator Level 3	\$59,686	\$62,053	\$64,509	\$66,992	\$69,470

ALLOWANCE

Fork Lift Allowance	\$12.82 per day
Machine Adjustment Allowance	\$13.07 per day

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
41,064	1,574.35	21.42	32.13	42.84
42,117	1,614.69	21.97	32.95	43.94
43,205	1,656.42	22.54	33.80	45.07
44,282	1,697.72	23.10	34.65	46.20
50,570	1,938.77	26.38	39.57	52.76
52,327	2,006.16	27.29	40.94	54.59
54,078	2,073.28	28.21	42.31	56.42
55,831	2,140.48	29.12	43.68	58.24
57,580	2,207.56	30.03	45.05	60.07
59,686	2,288.28	31.13	46.70	62.27
62,053	2,379.02	32.37	48.55	64.74
64,509	2,473.19	33.65	50.47	67.30
66,992	2,568.39	34.94	52.42	69.89
69,470	2,663.37	36.24	54.35	72.47

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

MAIL ROOM SOLUTIONS

Mail Room Officer	\$41,064	\$42,117	\$43,205	\$44,282	
Mail Room Team Leader	\$50,570	\$52,327	\$54,078	\$55,831	\$57,580
Mail Room Supervisor	\$59,686	\$62,053	\$64,509	\$66,992	\$69,470
Mail Room Network Supervisor	\$72,939	\$76,163	\$79,386	\$82,610	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$20,532
At 17 yrs	60%	\$24,639
At 18 yrs	70%	\$28,745
At 19 yrs	81%	\$33,262
At 20 yrs	91%	\$37,369

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 \$			
20,532	787.17	10.71	16.06	21.42	1.61	3.21	5.35
24,639	944.61	12.85	19.28	25.70	1.93	3.86	6.43
28,745	1102.04	14.99	22.49	29.99	2.25	4.50	7.50
33,262	1275.22	17.35	26.02	34.70	2.60	5.20	8.67
37,369	1432.66	19.49	29.24	38.98	2.92	5.85	9.75
41,064	1574.35	21.42	32.13	42.84	3.21	6.43	10.71
42,117	1614.69	21.97	32.95	43.94	3.30	6.59	10.98
43,205	1656.42	22.54	33.80	45.07	3.38	6.76	11.27
44,282	1697.72	23.10	34.65	46.20	3.46	6.93	11.55
50,570	1938.77	26.38	39.57	52.76	3.96	7.91	13.19
52,327	2006.16	27.29	40.94	54.59	4.09	8.19	13.65
54,078	2073.28	28.21	42.31	56.42	4.23	8.46	14.10
55,831	2140.48	29.12	43.68	58.24	4.37	8.74	14.56
57,580	2207.56	30.03	45.05	60.07	4.51	9.01	15.02
59,686	2288.28	31.13	46.70	62.27	4.67	9.34	15.57
62,053	2379.02	32.37	48.55	64.74	4.86	9.71	16.18
64,509	2473.19	33.65	50.47	67.30	5.05	10.09	16.82
66,992	2568.39	34.94	52.42	69.89	5.24	10.48	17.47
69,470	2663.37	36.24	54.35	72.47	5.44	10.87	18.12
72,939	2796.38	38.05	57.07	76.09	5.71	11.41	19.02
76,163	2919.98	39.73	59.59	79.46	5.96	11.92	19.86
79,386	3043.55	41.41	62.11	82.82	6.21	12.42	20.70
82,610	3167.16	43.09	64.64	86.18	6.46	12.93	21.55

**District Allowance
Grade**

(Effective from 12 July 2017)

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

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$46,566
Level 2 Customer Service Consultant	\$51,384
Level 3 Customer Care Consultant	\$55,399
Level 4 Business Relationship Consultant	\$59,415
Level 5 Team Leader Customer Service	\$70,651
Level 6 Team Manager	\$73,864
Level 7 Supervisor Customer Service	\$77,077

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
46,566	1785.27	24.29	36.43	48.58	3.64	7.29	12.14
51,384	1969.98	26.80	40.20	53.60	4.02	8.04	13.40
55,399	2123.91	28.90	43.35	57.79	4.33	8.67	14.45
59,415	2277.88	30.99	46.49	61.98	4.65	9.30	15.50
70,651	2708.68	36.85	55.28	73.71	5.53	11.06	18.43
73,864	2831.87	38.53	57.79	77.06	5.78	11.56	19.26
77,077	2955.05	40.20	60.31	80.41	6.03	12.06	20.10

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