

POSTAL MANAGER GROUP

Postal Manager Grade 1	\$76,274	\$80,093	\$83,888
Postal Manager Grade 2	\$86,441	\$90,264	\$94,059
Postal Manager Grade 3	\$100,674	\$104,743	
Postal Manager Grade 4	\$108,811	\$112,879	
Postal Manager Grade 5 (Facility Manager Level 3)	\$116,945	\$121,505	

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% \$
76,274	2924.23	39.79	59.68	79.57	5.97	19.89
80,093	3070.65	41.78	62.67	83.56	6.27	20.89
83,888	3216.17	43.76	65.64	87.51	6.56	21.88
86,441	3314.02	45.09	67.63	90.18	6.76	22.54
90,264	3460.60	47.08	70.62	94.17	7.06	23.54
94,059	3606.08	49.06	73.59	98.12	7.36	24.53
100,674	3859.71	52.51	78.77	105.03	7.88	26.26
104,743	4015.70	54.64	81.95	109.27	8.20	27.32
108,811	4171.68	56.76	85.14	113.52	8.51	28.38
112,879	4327.62	58.88	88.32	117.76	8.83	29.44
116,945	4483.52	61.00	91.50	122.00	9.15	30.50
121,505	4658.34	63.38	95.07	126.76	9.51	31.69

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$46,388		
Postal Services Officer	\$49,584	\$51,619	\$53,898
	\$56,425	\$59,474	
Senior Postal Services Officer Grade 1	\$62,285	\$65,334	
Senior Postal Services Officer Grade 2	\$68,143	\$71,189	\$74,243

JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	50%	\$23,194
At 17 yrs	60%	\$27,833
At 18 yrs	70%	\$32,472
At 19 yrs	81%	\$37,574
At 20 yrs	91%	\$42,213

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

ALLOWANCES

In Charge Allowance - Retail Staff	\$71,189 per annum
Linguistic Allowance	\$1,250 per annum
Overtime Meal Allowance	\$17.69

RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time & Half \$	Double \$	15% \$	50% \$
23,194	889.23	12.10	18.15	24.20	1.81	6.05
27,833	1,067.07	14.52	21.78	29.04	2.18	7.26
32,472	1,244.92	16.94	25.41	33.88	2.54	8.47
37,574	1,440.55	19.60	29.40	39.20	2.94	9.80
42,213	1,618.40	22.02	33.03	44.04	3.30	11.01
46,388	1,778.46	24.20	36.30	48.39	3.63	12.10
49,584	1,900.99	25.86	38.80	51.73	3.88	12.93
51,619	1,979.02	26.93	40.39	53.85	4.04	13.46
53,898	2,066.37	28.11	42.17	56.23	4.22	14.06
56,425	2,163.28	29.43	44.15	58.86	4.41	14.72
59,474	2,280.16	31.02	46.53	62.05	4.65	15.51
62,285	2,387.93	32.49	48.73	64.98	4.87	16.24
65,334	2,504.82	34.08	51.12	68.16	5.11	17.04
68,143	2,612.50	35.54	53.32	71.09	5.33	17.77
71,189	2,729.31	37.13	55.70	74.27	5.57	18.57
74,243	2,846.39	38.73	58.09	77.45	5.81	19.36

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$45,654			
Postal Delivery Officer (Parity)	\$48,807	\$51,119	\$52,218	
	\$53,344	\$54,471		
Senior PDO Grade 1 (Parity)	\$56,422			
Senior PDO Grade 2 (Parity)	\$57,186			
Senior PDO Grade 3 (Parity)	\$59,865			
Postal Delivery Co-ordinator Grade 1	\$61,302	\$62,747		
Postal Delivery Co-ordinator Grade 2	\$66,408	\$68,242	\$70,124	\$72,075
Postal Delivery Co-ordinator Grade 3	\$76,274	\$80,093	\$83,888	

ALLOWANCES

Divide Allowance	\$2,943 <i>p.a.</i> \$11.28 <i>per day</i>
Functional Allowance	\$2,943 <i>p.a.</i> \$11.28 <i>per day</i>
Delivery Duty Allowance	\$22.70 <i>per week</i>
Overtime Meal Allowance	\$17.69

RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
45,654	1,750.30	23.81	35.72	47.63	3.57	7.14	11.91
48,807	1,871.18	25.46	38.19	50.92	3.82	7.64	12.73
51,119	1,959.83	26.66	40.00	53.33	4.00	8.00	13.33
52,218	2,001.96	27.24	40.86	54.48	4.09	8.17	13.62
53,344	2,045.13	27.82	41.74	55.65	4.17	8.35	13.91
54,471	2,088.33	28.41	42.62	56.83	4.26	8.52	14.21
56,422	2,163.16	29.43	44.15	58.86	4.41	8.83	14.72
57,186	2,192.42	29.83	44.74	59.66	4.47	8.95	14.91
59,865	2,295.13	31.23	46.84	62.45	4.68	9.37	15.61
61,302	2,350.25	31.98	47.96	63.95	4.80	9.59	15.99
62,747	2,405.62	32.73	49.09	65.46	4.91	9.82	16.36
66,408	2,546.00	34.64	51.96	69.28	5.20	10.39	17.32
68,242	2,616.29	35.60	53.39	71.19	5.34	10.68	17.80
70,124	2,688.48	36.58	54.87	73.16	5.49	10.97	18.29
72,075	2,763.27	37.60	56.39	75.19	5.64	11.28	18.80
76,274	2,924.23	39.79	59.68	79.57	5.97	11.94	19.89
80,093	3,070.65	41.78	62.67	83.56	6.27	12.53	20.89
83,888	3,216.17	43.76	65.64	87.51	6.56	13.13	21.88

District Allowance effective from 31 August 2021

Grade

With
Dependants

p.a.

Without
Dependants

p.a.

A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$76,274	\$80,093	\$83,888
Delivery Manager Level 2	\$86,441	\$90,264	\$94,059
Delivery Manager Level 3	\$100,674	\$104,743	
Delivery Manager Level 4	\$108,811	\$112,879	

Except with the approval of Australia Post, the occupants of positions of DM Gr.3 and above are not eligible for overtime payments or time off in lieu.

RATES OF PAY TABLE							
		HOURLY RATES			PENALTY RATES		
Annual	Fortnightly	Single	Time & Half	Double	15%	50%	
\$	\$	\$	\$	\$	\$	\$	\$
76,274	2924.23	39.79	59.68	79.57	5.97	19.89	
80,093	3070.65	41.78	62.67	83.56	6.27	20.89	
83,888	3216.17	43.76	65.64	87.51	6.56	21.88	
86,441	3314.02	45.09	67.63	90.18	6.76	22.54	
90,264	3460.60	47.08	70.62	94.17	7.06	23.54	
94,059	3606.08	49.06	73.59	98.12	7.36	24.53	
100,674	3859.71	52.51	78.77	105.03	7.88	26.26	
104,743	4015.70	54.64	81.95	109.27	8.20	27.32	
108,811	4171.68	56.76	85.14	113.52	8.51	28.38	
112,879	4327.62	58.88	88.32	117.76	8.83	29.44	

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

MAIL PROCESSING GROUP

Trainee Mail Officer	\$45,654				
Mail Officer	\$48,807	\$51,119	\$52,218	\$53,344	\$54,471
Mail Officer (Teams)	\$49,892	\$52,205	\$53,304	\$54,431	\$55,556
Senior Mail Officer Grade 1	\$57,186				
Senior Mail Officer Grade 2	\$59,865				
Trainee Mail Processing Co-ordinator	\$55,857				
Mail Processing Co-ordinator Gr.1	\$61,302	\$62,747			
Mail Processing Co-ordinator Gr.2	\$66,408	\$68,242	\$70,124	\$72,075	
Mail Processing Co-ordinator Gr.3	\$74,454	\$76,653	\$78,949	\$81,261	
Mail Processing Co-ordinator Gr.4	\$83,567	\$86,295	\$89,013		

JUNIOR RATES

Trainee Mail Officer:-

Under 17yrs	50%	\$22,827
At 17 yrs	60%	\$27,392
At 18 yrs	70%	\$31,958
At 19 yrs	81%	\$36,980
At 20 yrs	91%	\$41,545

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 \$			
22,827	875.15	11.91	17.86	23.81	1.79	3.57	5.95
27,392	1050.18	14.29	21.43	28.58	2.14	4.29	7.14
31,958	1225.21	16.67	25.00	33.34	2.50	5.00	8.33
36,980	1417.74	19.29	28.93	38.58	2.89	5.79	9.64
41,545	1592.78	21.67	32.51	43.34	3.25	6.50	10.84
45,654	1750.30	23.81	35.72	47.63	3.57	7.14	11.91
48,807	1871.18	25.46	38.19	50.92	3.82	7.64	12.73
49,892	1912.80	26.02	39.04	52.05	3.90	7.81	13.01
51,119	1959.83	26.66	40.00	53.33	4.00	8.00	13.33
52,205	2001.45	27.23	40.85	54.46	4.08	8.17	13.62
52,218	2001.96	27.24	40.86	54.48	4.09	8.17	13.62
53,304	2043.59	27.80	41.71	55.61	4.17	8.34	13.90
53,344	2045.13	27.82	41.74	55.65	4.17	8.35	13.91
54,431	2086.82	28.39	42.59	56.78	4.26	8.52	14.20
54,471	2088.33	28.41	42.62	56.83	4.26	8.52	14.21
55,556	2129.95	28.98	43.47	57.96	4.35	8.69	14.49
55,857	2141.48	29.14	43.70	58.27	4.37	8.74	14.57
57,186	2192.42	29.83	44.74	59.66	4.47	8.95	14.91
59,865	2295.13	31.23	46.84	62.45	4.68	9.37	15.61

61,302	2350.25	31.98	47.96	63.95	4.80	9.59	15.99
62,747	2405.62	32.73	49.09	65.46	4.91	9.82	16.36
66,408	2546.00	34.64	51.96	69.28	5.20	10.39	17.32
68,242	2616.29	35.60	53.39	71.19	5.34	10.68	17.80
70,124	2688.48	36.58	54.87	73.16	5.49	10.97	18.29
72,075	2763.27	37.60	56.39	75.19	5.64	11.28	18.80
74,454	2854.45	38.84	58.25	77.67	5.83	11.65	19.42
76,653	2938.76	39.98	59.97	79.97	6.00	11.99	19.99
78,949	3026.82	41.18	61.77	82.36	6.18	12.35	20.59
81,261	3115.43	42.39	63.58	84.77	6.36	12.72	21.19
83,567	3203.85	43.59	65.38	87.18	6.54	13.08	21.79
86,295	3308.45	45.01	67.52	90.03	6.75	13.50	22.51
89,013	3412.62	46.43	69.65	92.86	6.96	13.93	23.22

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$51,119	\$52,218	\$53,344	\$54,471	
Garage Attendant	\$47,436	\$48,030	\$48,636		
Driver/Sorter	\$50,701	\$51,560	\$52,425	\$53,344	\$54,471
Senior Postal Transport Officer	\$57,140	\$58,164			
Postal Transport Co-ordinator Grade 1	\$60,829	\$61,843	\$62,861		
Postal Transport Co-ordinator Grade 2	\$65,533	\$66,545	\$67,560		
Postal Transport Co-ordinator Grade 3	\$73,795	\$75,245			
Postal Transport Co-ordinator Grade 4	\$78,243	\$79,685			
Postal Transport Co-ordinator Grade 5	\$84,017	\$85,841			

JUNIOR RATES

Under 19 years, (e.g.. PTO)	@70%	\$35,783
At 19 years	@81%	\$41,406
At 20 years	@91%	\$46,518

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

\$4.83
\$9.51
\$16.55
\$22.39

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
35,783	1,371.88	18.67	28.00	37.33	2.80	9.33
41,406	1,587.46	21.60	32.40	43.20	3.24	10.80
46,518	1,783.45	24.26	36.40	48.53	3.64	12.13
47,436	1,818.62	24.74	37.11	49.49	3.71	12.37
48,030	1,841.40	25.05	37.58	50.11	3.76	12.53
48,636	1,864.62	25.37	38.05	50.74	3.81	12.68
50,701	1,943.80	26.45	39.67	52.89	3.97	13.22
51,119	1,959.83	26.66	40.00	53.33	4.00	13.33
51,560	1,976.73	26.89	40.34	53.79	4.03	13.45
52,218	2,001.96	27.24	40.86	54.48	4.09	13.62
52,425	2,009.90	27.35	41.02	54.69	4.10	13.67
53,344	2,045.13	27.82	41.74	55.65	4.17	13.91
54,471	2,088.33	28.41	42.62	56.83	4.26	14.21
57,140	2,190.68	29.81	44.71	59.61	4.47	14.90

58,164	2,229.93	30.34	45.51	60.68	4.55	15.17
60,829	2,332.09	31.73	47.59	63.46	4.76	15.86
61,843	2,370.99	32.26	48.39	64.52	4.84	16.13
62,861	2,410.00	32.79	49.18	65.58	4.92	16.39
65,533	2,512.44	34.18	51.27	68.37	5.13	17.09
66,545	2,551.25	34.71	52.07	69.42	5.21	17.36
67,560	2,590.15	35.24	52.86	70.48	5.29	17.62
73,795	2,829.21	38.49	57.74	76.99	5.77	19.25
75,245	2,884.78	39.25	58.87	78.50	5.89	19.62
78,243	2,999.73	40.81	61.22	81.63	6.12	20.41
79,685	3,055.01	41.56	62.35	83.13	6.23	20.78
84,017	3,221.10	43.82	65.74	87.65	6.57	21.91
85,841	3,291.04	44.78	67.16	89.55	6.72	22.39

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

PARCEL POST GROUP

Trainee Parcel Post Officer	\$45,654			
Parcel Post Officer	\$51,119	\$52,218	\$53,344	\$54,471
Senior Parcel Post Officer Grade 1	\$57,186			
Senior Parcel Post Officer Grade 2	\$59,865			
Parcel Post Co-ordinator Grade 2	\$66,408	\$68,242	\$70,124	\$72,075
Parcel Post Co-ordinator Grade 3	\$74,454	\$76,653	\$78,950	\$81,261

JUNIOR RATES

Under 19 (e.g. Trainee)	70%	\$31,958
At 19	81%	\$36,523
At 20	91%	\$41,088

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% \$
31,958	1225.21	16.67	25.00	33.34	2.50	5.00	8.33
36,523	1400.24	19.05	28.58	38.10	2.86	5.72	9.53
41,088	1575.27	21.43	32.15	42.86	3.21	6.43	10.72
45,654	1750.30	23.81	35.72	47.63	3.57	7.14	11.91
51,119	1959.83	26.66	40.00	53.33	4.00	8.00	13.33
52,218	2001.96	27.24	40.86	54.48	4.09	8.17	13.62
53,344	2045.13	27.82	41.74	55.65	4.17	8.35	13.91
54,471	2088.33	28.41	42.62	56.83	4.26	8.52	14.21
57,186	2192.42	29.83	44.74	59.66	4.47	8.95	14.91
59,865	2295.13	31.23	46.84	62.45	4.68	9.37	15.61
66,408	2546.00	34.64	51.96	69.28	5.20	10.39	17.32
68,242	2616.29	35.60	53.39	71.19	5.34	10.68	17.80
70,124	2688.48	36.58	54.87	73.16	5.49	10.97	18.29
72,075	2763.27	37.60	56.39	75.19	5.64	11.28	18.80
74,454	2854.45	38.84	58.25	77.67	5.83	11.65	19.42
76,653	2938.76	39.98	59.97	79.97	6.00	11.99	19.99
78,950	3026.82	41.18	61.77	82.36	6.18	12.35	20.59
81,261	3115.43	42.39	63.58	84.77	6.36	12.72	21.19

District Allowance effective from 31 August 2021

Grade

With
Dependants

Without
Dependants

A
B
C
D

p.a.
\$2,400
\$5,800
\$7,850
\$11,540

p.a.
\$1,210
\$3,160
\$4,450
\$7,140

EXPRESS COURIER GROUP

Express Courier Senior Service Representative	\$55,089	\$56,120	
Express Courier Co-ordinator Grade 1	\$58,782	\$59,796	\$60,816
Express Courier Co-ordinator Grade 2	\$63,487	\$64,500	\$65,518

RATES OF PAY TABLE								
			Hourly Rates			Penalty Rates		
Annual	F'nightly		Single	Time & Half	Double	15%	30%	50%
\$	\$		\$	\$	\$	\$	\$	\$
55,089	2112.02		28.73	43.10	57.47	4.31	8.62	14.37
56,120	2151.55		29.27	43.91	58.55	4.39	8.78	14.64
58,782	2253.63		30.66	45.99	61.32	4.60	9.20	15.33
59,796	2292.48		31.19	46.79	62.38	4.68	9.36	15.60
60,816	2331.62		31.72	47.58	63.45	4.76	9.52	15.86
63,487	2434.01		33.12	49.67	66.23	4.97	9.93	16.56
64,500	2472.83		33.64	50.47	67.29	5.05	10.09	16.82
65,518	2511.88		34.18	51.26	68.35	5.13	10.25	17.09

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

STORES GROUP

Stores Officer	\$50,237	\$51,261	\$52,377
Senior Stores Officer	\$53,420	\$54,274	\$55,164
Stores Supervisor	\$60,577	\$61,464	\$62,397
Senior Stores Supervisor Grade 1	\$65,236	\$66,511	
Senior Stores Supervisor Grade 2	\$71,319	\$72,941	

RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
50,237	1,926.03	26.20	39.31	52.41
51,261	1,965.28	26.74	40.11	53.48
52,377	2,008.05	27.32	40.98	54.64
53,420	2,048.05	27.86	41.80	55.73
54,274	2,080.78	28.31	42.46	56.62
55,164	2,114.90	28.77	43.16	57.55
60,577	2,322.45	31.60	47.40	63.20
61,464	2,356.45	32.06	48.09	64.12
62,397	2,392.23	32.55	48.82	65.09
65,236	2,501.06	34.03	51.04	68.06
66,511	2,549.95	34.69	52.04	69.39
71,319	2,734.28	37.20	55.80	74.40
72,941	2,796.48	38.05	57.07	76.09

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$46,896	\$48,423
Support Services Officer Grade 2	\$50,129	\$51,743
Support Services Officer Grade 3	\$53,898	\$55,543
Support Services Officer Grade 4	\$58,005	

RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Single \$	Hourly Rate			Penalty Rates		
			Time & Half \$	Double \$		15% \$	30% \$	50% \$
46,896	1,797.93	24.46	36.69	48.92	3.67	7.34	12.23	
48,423	1,856.49	25.26	37.89	50.52	3.79	7.58	12.63	
50,129	1,921.88	26.15	39.22	52.30	3.92	7.84	13.07	
51,743	1,983.76	26.99	40.48	53.98	4.05	8.10	13.49	
53,898	2,066.37	28.11	42.17	56.23	4.22	8.43	14.06	
55,543	2,129.43	28.97	43.46	57.94	4.35	8.69	14.49	
58,005	2,223.85	30.26	45.38	60.51	4.54	9.08	15.13	

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$26,938			
Apprentice Postal Technician - At 18	\$30,867			
Apprentice Postal Technician- At 19	\$42,091			
Apprentice Postal Technician - At 20	\$49,387			
Apprentice Postal Technician - Adult	\$50,390			
Postal Technical Officer Level 1	\$52,057	\$53,289	\$54,511	\$56,375
	\$57,439	\$58,718		
Postal Technical Officer Level 2	\$56,120	\$57,559	\$59,034	\$60,515
Postal Technical Officer Level 3	\$62,158	\$63,890	\$65,625	\$67,375
Postal Technical Officer Level 4	\$69,919	\$71,566	\$73,218	\$75,768
	\$78,305	\$81,104	\$83,899	\$86,699
Postal Technical Officer Level 5	\$89,491	\$92,548		
Postal Technical Officer Level 6	\$95,596			
Postal Technical Officer Level 7	\$100,420			
Postal Technical Officer Level 8	\$106,525			
Postal Technical Officer Level 9	\$109,067			
Postal Technical Officer Level 4 (Teams)	\$71,377	\$73,024	\$74,675	\$77,435
	\$79,976	\$82,773	\$85,568	\$88,475
Postal Technical Officer Level 5 (Teams)	\$91,268	\$94,325		

RATES OF PAY TABLE							
		HOURLY RATES			SHIFT PENALTY		
Annual	Fortnightly	Single	Time & Half	Double	15%	50%	
\$	\$	\$	\$	\$	\$	\$	\$
26,938	1,032.75	14.05	21.08	28.10	2.11	7.03	
30,867	1,183.40	16.10	24.15	32.20	2.42	8.05	
42,091	1,613.71	21.96	32.93	43.91	3.29	10.98	
49,387	1,893.45	25.76	38.64	51.52	3.86	12.88	
50,390	1,931.87	26.28	39.43	52.57	3.94	13.14	
52,057	1,995.80	27.15	40.73	54.31	4.07	13.58	
53,289	2,043.03	27.80	41.69	55.59	4.17	13.90	
54,511	2,089.87	28.43	42.65	56.87	4.27	14.22	
56,120	2,151.55	29.27	43.91	58.55	4.39	14.64	
56,375	2,161.34	29.41	44.11	58.81	4.41	14.70	
57,439	2,202.13	29.96	44.94	59.92	4.49	14.98	
57,559	2,206.75	30.02	45.04	60.05	4.50	15.01	
58,718	2,251.18	30.63	45.94	61.26	4.59	15.31	
59,034	2,263.30	30.79	46.19	61.59	4.62	15.40	
60,515	2,320.05	31.57	47.35	63.13	4.73	15.78	
62,158	2,383.07	32.42	48.63	64.85	4.86	16.21	
63,890	2,449.45	33.33	49.99	66.65	5.00	16.66	
65,625	2,515.99	34.23	51.35	68.46	5.13	17.12	
67,375	2,583.08	35.14	52.72	70.29	5.27	17.57	
69,919	2,680.62	36.47	54.71	72.94	5.47	18.24	
71,566	2,743.76	37.33	56.00	74.66	5.60	18.67	
71,377	2,736.50	37.23	55.85	74.46	5.58	18.62	
73,024	2,799.64	38.09	57.14	76.18	5.71	19.05	
73,218	2,807.06	38.19	57.29	76.38	5.73	19.10	
74,675	2,862.94	38.95	58.43	77.90	5.84	19.48	
75,768	2,904.84	39.52	59.28	79.04	5.93	19.76	
77,435	2,968.77	40.39	60.59	80.78	6.06	20.20	
78,305	3,002.10	40.84	61.27	81.69	6.13	20.42	

79,976	3,066.19	41.72	62.58	83.43	6.26	20.86
81,104	3,109.43	42.31	63.46	84.61	6.35	21.15
82,773	3,173.40	43.18	64.76	86.35	6.48	21.59
83,899	3,216.56	43.76	65.64	87.53	6.56	21.88
85,568	3,280.57	44.63	66.95	89.27	6.70	22.32
86,699	3,323.93	45.22	67.84	90.45	6.78	22.61
88,475	3,392.01	46.15	69.22	92.30	6.92	23.07
89,491	3,430.95	46.68	70.02	93.36	7.00	23.34
91,268	3,499.10	47.61	71.41	95.21	7.14	23.80
92,548	3,548.15	48.27	72.41	96.55	7.24	24.14
94,325	3,616.31	49.20	73.80	98.40	7.38	24.60
95,596	3,665.04	49.86	74.80	99.73	7.48	24.93
100,420	3,849.96	52.38	78.57	104.76	7.86	26.19
106,525	4,084.01	55.56	83.35	111.13	8.33	27.78
109,067	4,181.47	56.89	85.34	113.78	8.53	28.45

District Allowance effective from 31 August 2021

Grade

**With
Dependants
p.a.**

**Without
Dependants
p.a.**

**A
B
C
D**

**\$2,400
\$5,800
\$7,850
\$11,540**

**\$1,210
\$3,160
\$4,450
\$7,140**

TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$50,832	\$52,057	\$53,289	\$54,511
	\$56,375	\$57,439	\$58,718	
Senior Technical Services Officer Grade 1	\$86,699	\$89,491		
Senior Technical Services Officer Grade 2	\$92,548	\$95,596		
Senior Technical Services Officer Grade 3	\$100,420			
Principal Technical Services Officer Grade 1	\$106,525			
Principal Technical Services Officer Grade 2	\$109,067			

JUNIOR RATES

Drafting/Gr. Design Assist. Gr.1

	%	
Under 17	50	\$25,416
At 17	60	\$30,500
At 18	70	\$35,583
At 19	81	\$41,174
At 20	91	\$46,257

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES		
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
25,416	974.41	13.26	19.89	26.51	1.99	3.98	6.63
30,500	1169.33	15.91	23.86	31.82	2.39	4.77	7.95
35,583	1364.21	18.56	27.84	37.12	2.78	5.57	9.28
41,174	1578.54	21.48	32.22	42.95	3.22	6.44	10.74
46,257	1773.42	24.13	36.19	48.26	3.62	7.24	12.06
86,699	3323.93	45.22	67.84	90.45	6.78	13.57	22.61
89,491	3430.95	46.68	70.02	93.36	7.00	14.00	23.34
92,548	3548.15	48.27	72.41	96.55	7.24	14.48	24.14
95,596	3665.04	49.86	74.80	99.73	7.48	14.96	24.93
100,420	3849.96	52.38	78.57	104.76	7.86	15.71	26.19
106,525	4084.01	55.56	83.35	111.13	8.33	16.67	27.78
109,067	4181.47	56.89	85.34	113.78	8.53	17.07	28.45

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$47,495	\$49,592	\$51,562	\$53,266	\$54,965
Admin. Officer Level 2	\$56,666	\$58,634	\$60,597	\$62,563	\$64,522
Admin. Officer Level 3	\$66,880	\$69,533	\$72,285	\$75,066	\$77,844
Admin. Officer Level 4	\$81,732	\$85,343	\$88,953	\$92,568	
Admin. Officer Level 5	\$96,923	\$100,596			
Admin. Officer Level 6 (Acting)	\$104,733	\$108,374			
Admin. Officer Level 6 Nominal - Non-shift	\$112,539	\$116,176			
Admin. Officer Level 6 Nominal - Shiftwork	\$111,152	\$114,793			
Admin. Officer Level 7	\$112,509	\$116,647			
Admin. Officer Level 8	\$120,987	\$125,899			

Administrative Officer Qualification Allowance - \$2,104 per annum

RATES OF PAY TABLE				
HOURLY RATES				
Annual	Fortnightly	Single	Time & Half	Double
\$	\$	\$	\$	\$
47,495	1820.91	24.77	37.16	49.55
49,592	1901.31	25.87	38.80	51.74
51,562	1976.81	26.90	40.34	53.79
53,266	2042.16	27.78	41.68	55.57
54,965	2107.28	28.67	43.01	57.34
56,666	2172.52	29.56	44.34	59.12
58,634	2247.94	30.58	45.88	61.17
60,597	2323.21	31.61	47.41	63.22
62,563	2398.59	32.63	48.95	65.27
64,522	2473.70	33.66	50.48	67.31
66,880	2564.09	34.89	52.33	69.77
69,533	2665.81	36.27	54.40	72.54
72,285	2771.32	37.71	56.56	75.41
75,066	2877.94	39.16	58.73	78.31
77,844	2984.45	40.60	60.91	81.21
81,732	3133.48	42.63	63.95	85.26
85,343	3271.92	44.52	66.77	89.03
88,953	3410.33	46.40	69.60	92.80
92,568	3548.94	48.28	72.43	96.57
96,923	3715.90	50.56	75.83	101.11
100,596	3856.71	52.47	78.71	104.94
104,733	4015.34	54.63	81.95	109.26
108,374	4154.89	56.53	84.79	113.06
111,152	4261.43	57.98	86.97	115.96
112,509	4313.44	58.69	88.03	117.37
112,539	4314.59	58.70	88.05	117.40
114,793	4401.03	59.88	89.82	119.76
116,176	4454.02	60.60	90.90	121.20
116,647	4472.11	60.84	91.27	121.69
120,987	4638.48	63.11	94.66	126.22
125,899	4826.80	65.67	98.51	131.34

District Allowance effective from 31 August 2021

Grade

**With
Dependants**

p.a.

**Without
Dependants**

p.a.

A

\$2,400

\$1,210

B

\$5,800

\$3,160

C

\$7,850

\$4,450

D

\$11,540

\$7,140

FACILITY MANAGER GROUP

Facility Manager Level 1	\$100,674	\$104,743
Facility Manager Level 2	\$108,811	\$112,879
Facility Manager Level 3	\$116,945	\$121,505
Facility Manager Level 4	\$126,097	\$131,185
Facility Manager Level 5	\$136,267	\$141,849

Except with the approval of Australia Post, the occupants of positions of PM Gr.3 and above are not eligible for overtime payments or time off in lieu.

RATES OF PAY TABLE

		HOURLY RATES			PENALTY RATES	
Annual	Fortnightly	Single	Time & Half	Double	15%	50%
\$	\$	\$	\$	\$	\$	\$
100,674	3859.71	52.51	78.77	105.03	7.88	26.26
104,743	4015.70	54.64	81.95	109.27	8.20	27.32
108,811	4171.68	56.76	85.14	113.52	8.51	28.38
112,879	4327.62	58.88	88.32	117.76	8.83	29.44
116,945	4483.52	61.00	91.50	122.00	9.15	30.50
121,505	4658.34	63.38	95.07	126.76	9.51	31.69
126,097	4834.38	65.77	98.66	131.55	9.87	32.89
131,185	5029.45	68.43	102.64	136.86	10.26	34.21

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

SPRINTPAK GROUP

Sprintpak Operator Level 1	\$48,807	\$51,119	\$52,218	\$53,344	\$54,471
Sprintpak Operator Level 2	\$56,666	\$58,634	\$60,597	\$62,563	\$64,522
Sprintpak Operator Level 3	\$66,880	\$69,533	\$72,285	\$75,066	\$77,844

ALLOWANCE

Fork Lift Allowance	\$14.37
Machine Adjustment Allowance	\$14.68

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
48,807	1,871.18	25.46	38.19	50.92
51,119	1,959.83	26.66	40.00	53.33
52,218	2,001.96	27.24	40.86	54.48
53,344	2,045.13	27.82	41.74	55.65
54,471	2,088.33	28.41	42.62	56.83
56,666	2,172.52	29.56	44.34	59.12
58,634	2,247.94	30.58	45.88	61.17
60,597	2,323.21	31.61	47.41	63.22
62,563	2,398.59	32.63	48.95	65.27
64,522	2,473.70	33.66	50.48	67.31
66,880	2,564.09	34.89	52.33	69.77
69,533	2,665.81	36.27	54.40	72.54
72,285	2,771.32	37.71	56.56	75.41
75,066	2,877.94	39.16	58.73	78.31
77,844	2,984.45	40.60	60.91	81.21

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

MAIL ROOM SOLUTIONS

Mail Room Officer	\$46,015	\$47,195	\$48,416	\$49,622	
Mail Room Team Leader	\$56,666	\$58,634	\$60,597	\$62,563	\$64,522
Mail Room Supervisor	\$66,880	\$69,533	\$72,285	\$75,066	\$77,844
Mail Room Network Supervisor	\$81,732	\$85,343	\$88,953	\$92,568	

JUNIOR RATES

Mail Room Officer:-

Under 17yrs	50%	\$23,008
At 17 yrs	60%	\$27,609
At 18 yrs	70%	\$32,211
At 19 yrs	81%	\$37,272
At 20 yrs	91%	\$41,874

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 & Half \$	Double \$	15% \$	30% \$	50% \$
23,008	882.08	12.00	18.00	24.00	1.80	3.60	6.00
27,609	1058.50	14.40	21.60	28.80	2.16	4.32	7.20
32,211	1234.91	16.80	25.20	33.60	2.52	5.04	8.40
37,272	1428.97	19.44	29.16	38.88	2.92	5.83	9.72
41,874	1605.39	21.84	32.76	43.68	3.28	6.55	10.92
46,015	1764.16	24.00	36.00	48.00	3.60	7.20	12.00
47,195	1809.38	24.62	36.93	49.23	3.69	7.39	12.31
48,416	1856.21	25.25	37.88	50.51	3.79	7.58	12.63
49,622	1902.45	25.88	38.83	51.77	3.88	7.77	12.94
56,666	2172.52	29.56	44.34	59.12	4.43	8.87	14.78
58,634	2247.94	30.58	45.88	61.17	4.59	9.18	15.29
60,597	2323.21	31.61	47.41	63.22	4.74	9.48	15.80
62,563	2398.59	32.63	48.95	65.27	4.90	9.79	16.32
64,522	2473.70	33.66	50.48	67.31	5.05	10.10	16.83
66,880	2564.09	34.89	52.33	69.77	5.23	10.47	17.44
69,533	2665.81	36.27	54.40	72.54	5.44	10.88	18.13
72,285	2771.32	37.71	56.56	75.41	5.66	11.31	18.85
75,066	2877.94	39.16	58.73	78.31	5.87	11.75	19.58
77,844	2984.45	40.60	60.91	81.21	6.09	12.18	20.30
81,732	3133.48	42.63	63.95	85.26	6.39	12.79	21.32
85,343	3271.92	44.52	66.77	89.03	6.68	13.35	22.26
88,953	3410.33	46.40	69.60	92.80	6.96	13.92	23.20
92,568	3548.94	48.28	72.43	96.57	7.24	14.49	24.14

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140

CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$52,180
Level 2 Customer Service Consultant	\$57,580
Level 3 Customer Care Consultant	\$62,077
Level 4 Business Relationship Consultant	\$66,578
Level 5 Team Leader Customer Service	\$79,166
Level 6 Team Manager	\$82,766
Level 7 Supervisor Customer Service	\$86,369

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
52,180	2000.50	27.22	40.83	54.44	4.08	8.17	13.61
57,580	2207.54	30.03	45.05	60.07	4.51	9.01	15.02
62,077	2379.95	32.38	48.57	64.76	4.86	9.71	16.19
66,578	2552.52	34.73	52.09	69.46	5.21	10.42	17.36
79,166	3035.11	41.29	61.94	82.59	6.19	12.39	20.65
82,766	3173.12	43.17	64.76	86.34	6.48	12.95	21.59
86,369	3311.26	45.05	67.58	90.10	6.76	13.52	22.53

District Allowance effective from 31 August 2021

Grade	With Dependants p.a.	Without Dependants p.a.
A	\$2,400	\$1,210
B	\$5,800	\$3,160
C	\$7,850	\$4,450
D	\$11,540	\$7,140