



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### POSTAL MANAGER GROUP

Postal Manager Grade 1	\$83,285	\$87,455	\$91,598
Postal Manager Grade 2	\$94,386	\$98,559	\$102,704
Postal Manager Grade 3	\$109,927	\$114,370	
Postal Manager Grade 4	\$118,812	\$123,254	
Postal Manager Grade 5 (Facility Manager Level 3)	\$127,692	\$132,672	

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% \$
83,285	3193.04	43.44	65.16	86.89	6.52	21.72
87,455	3352.92	45.62	68.43	91.24	6.84	22.81
91,598	3511.74	47.78	71.67	95.56	7.17	23.89
94,386	3618.62	49.23	73.85	98.47	7.38	24.62
98,559	3778.61	51.41	77.11	102.82	7.71	25.70
102,704	3937.55	53.57	80.36	107.14	8.04	26.79
109,927	4214.46	57.34	86.01	114.68	8.60	28.67
114,370	4384.78	59.66	89.49	119.31	8.95	29.83
118,812	4555.10	61.97	92.96	123.95	9.30	30.99
123,254	4725.38	64.29	96.44	128.58	9.64	32.15
127,692	4895.53	66.61	99.91	133.21	9.99	33.30
132,672	5086.46	69.20	103.81	138.41	10.38	34.60

### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### POSTAL SERVICES GROUP

Trainee Postal Services Officer	\$50,652		
Postal Services Officer	\$54,141	\$56,364	\$58,853
	\$61,611	\$64,940	
Senior Postal Services Officer Grade 1	\$68,009	\$71,340	
Senior Postal Services Officer Grade 2	\$74,406	\$77,732	\$81,066

#### JUNIOR RATES

Trainee Postal Services Officer:-

Under 17yrs	\$23,894
At 17 yrs	\$28,673
At 18 yrs	\$33,452
At 19 yrs	\$38,706
At 20 yrs	\$43,485

*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 @ 7 September 2023

In Charge Allowance - Retail Staff	\$73,325 per annum
Linguistic Allowance	\$1,288 per annum
Overtime Meal Allowance	\$18.22

### RATES OF PAY TABLE

Annual \$	Fortnightly \$	HOURLY RATES			PENALTY RATES	
		Single \$	Time	Double \$	15% \$	50% \$
			& Half \$			
23,894	916.06	12.46	18.70	24.93	1.87	6.23
28,673	1,099.28	14.96	22.43	29.91	2.24	7.48
33,452	1,282.50	17.45	26.17	34.90	2.62	8.72
38,706	1,483.94	20.19	30.28	40.38	3.03	10.09
43,485	1,667.16	22.68	34.02	45.36	3.40	11.34
50,652	1,941.93	26.42	39.63	52.84	3.96	13.21
54,141	2,075.68	28.24	42.36	56.48	4.24	14.12
56,364	2,160.93	29.40	44.10	58.80	4.41	14.70
58,853	2,256.36	30.70	46.05	61.40	4.60	15.35
61,611	2,362.10	32.14	48.21	64.27	4.82	16.07
64,940	2,489.71	33.87	50.81	67.75	5.08	16.94
68,009	2,607.36	35.47	53.21	70.95	5.32	17.74
71,340	2,735.08	37.21	55.82	74.42	5.58	18.61
74,406	2,852.61	38.81	58.22	77.62	5.82	19.41
77,732	2,980.14	40.55	60.82	81.09	6.08	20.27
81,066	3,107.95	42.28	63.43	84.57	6.34	21.14

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### POSTAL DELIVERY GROUP

Trainee Postal Delivery Officer	\$49,850			
Postal Delivery Officer	\$53,293	\$55,818	\$57,018	
	\$58,247	\$59,477		
Senior PDO Grade 1	\$61,608			
Senior PDO Grade 2	\$62,442			
Senior PDO Grade 3	\$65,368			
Postal Delivery Co-ordinator Grade 1	\$66,936	\$68,515		
Postal Delivery Co-ordinator Grade 2	\$72,511	\$74,514	\$76,569	\$78,699
Postal Delivery Co-ordinator Grade 3	\$83,285	\$87,455	\$91,598	

#### ALLOWANCES @ 7 September 2023

Divide Allowance	\$3,032 p.a.
	\$11.62 per day
Functional Allowance	\$3,032 p.a.
	\$11.62 per day
Delivery Duty Allowance	\$22.70 per week
Overtime Meal Allowance	\$18.22

### RATES OF PAY TABLE

Hourly Rates

Shift Penalties

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
49,850	1,911.17	26.00	39.00	52.00	3.90	7.80	13.00
53,293	2,043.17	27.80	41.70	55.60	4.17	8.34	13.90
55,818	2,140.01	29.12	43.67	58.23	4.37	8.73	14.56
57,018	2,186.01	29.74	44.61	59.48	4.46	8.92	14.87
58,247	2,233.11	30.38	45.57	60.76	4.56	9.11	15.19
59,477	2,280.25	31.02	46.54	62.05	4.65	9.31	15.51
61,608	2,361.98	32.14	48.20	64.27	4.82	9.64	16.07
62,442	2,393.96	32.57	48.86	65.14	4.89	9.77	16.29
65,368	2,506.12	34.10	51.15	68.19	5.11	10.23	17.05
66,936	2,566.23	34.91	52.37	69.83	5.24	10.47	17.46
68,515	2,626.78	35.74	53.61	71.48	5.36	10.72	17.87
72,511	2,779.99	37.82	56.73	75.65	5.67	11.35	18.91
74,514	2,856.76	38.87	58.30	77.73	5.83	11.66	19.43
76,569	2,935.55	39.94	59.91	79.88	5.99	11.98	19.97
78,699	3,017.20	41.05	61.58	82.10	6.16	12.32	20.53
83,285	3,193.04	43.44	65.16	86.89	6.52	13.03	21.72
87,455	3,352.92	45.62	68.43	91.24	6.84	13.69	22.81
91,598	3,511.74	47.78	71.67	95.56	7.17	14.33	23.89

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023  
(inclusive of 6% CPI increase)

### DELIVERY MANAGER GROUP

Delivery Manager Level 1	\$83,285	\$87,455	\$91,598
Delivery Manager Level 2	\$94,386	\$98,559	\$102,704
Delivery Manager Level 3	\$109,927	\$114,370	
Delivery Manager Level 4	\$118,812	\$123,254	

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% \$
83,285	3193.04	43.44	65.16	86.89	6.52	21.72
87,455	3352.92	45.62	68.43	91.24	6.84	22.81
91,598	3511.74	47.78	71.67	95.56	7.17	23.89
94,386	3618.62	49.23	73.85	98.47	7.38	24.62
98,559	3778.61	51.41	77.11	102.82	7.71	25.70
102,704	3937.55	53.57	80.36	107.14	8.04	26.79
109,927	4214.46	57.34	86.01	114.68	8.60	28.67
114,370	4384.78	59.66	89.49	119.31	8.95	29.83
118,812	4555.10	61.97	92.96	123.95	9.30	30.99
123,254	4725.38	64.29	96.44	128.58	9.64	32.15

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### MAIL PROCESSING GROUP

Trainee Mail Officer	\$49,850				
Mail Officer	\$53,293	\$55,818	\$57,018	\$58,247	\$59,477
Mail Officer (Teams)	\$54,477	\$57,003	\$58,203	\$59,434	\$60,662
Senior Mail Officer Grade 1	\$62,442				
Senior Mail Officer Grade 2	\$65,368				
Trainee Mail Processing Co-ordinator	\$60,992				
Mail Processing Co-ordinator Gr.1	\$66,936	\$68,515			
Mail Processing Co-ordinator Gr.2	\$72,511	\$74,514	\$76,569	\$78,699	
Mail Processing Co-ordinator Gr.3	\$81,297	\$83,698	\$86,205	\$88,730	
Mail Processing Co-ordinator Gr.4	\$91,248	\$94,226	\$97,194		

### JUNIOR RATES

#### Trainee Mail Officer:-

Under 17yrs	\$23,517
At 17 yrs	\$28,220
At 18 yrs	\$32,921
At 19 yrs	\$38,095
At 20 yrs	\$42,797

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 \$			
23,517	901.61	12.27	18.40	24.53	1.84	3.68	6.13
28,220	1081.92	14.72	22.08	29.44	2.21	4.42	7.36
32,921	1262.15	17.17	25.76	34.34	2.58	5.15	8.59
38,095	1460.51	19.87	29.81	39.74	2.98	5.96	9.94
42,797	1640.78	22.32	33.49	44.65	3.35	6.70	11.16
49,850	1911.17	26.00	39.00	52.00	3.90	7.80	13.00
53,293	2043.17	27.80	41.70	55.60	4.17	8.34	13.90
54,477	2088.56	28.42	42.62	56.83	4.26	8.52	14.21
55,818	2140.01	29.12	43.67	58.23	4.37	8.73	14.56
57,003	2185.40	29.73	44.60	59.47	4.46	8.92	14.87
57,018	2186.01	29.74	44.61	59.48	4.46	8.92	14.87
58,203	2231.44	30.36	45.54	60.72	4.55	9.11	15.18
58,247	2233.11	30.38	45.57	60.76	4.56	9.11	15.19
59,434	2278.63	31.00	46.50	62.00	4.65	9.30	15.50
59,477	2280.25	31.02	46.54	62.05	4.65	9.31	15.51
60,662	2325.69	31.64	47.46	63.28	4.75	9.49	15.82
60,992	2338.36	31.81	47.72	63.63	4.77	9.54	15.91
62,442	2393.96	32.57	48.86	65.14	4.89	9.77	16.29
65,368	2506.12	34.10	51.15	68.19	5.11	10.23	17.05

66,936	2566.23	34.91	52.37	69.83	5.24	10.47	17.46
68,515	2626.78	35.74	53.61	71.48	5.36	10.72	17.87
72,511	2779.99	37.82	56.73	75.65	5.67	11.35	18.91
74,514	2856.76	38.87	58.30	77.73	5.83	11.66	19.43
76,569	2935.55	39.94	59.91	79.88	5.99	11.98	19.97
78,699	3017.20	41.05	61.58	82.10	6.16	12.32	20.53
81,297	3116.81	42.41	63.61	84.81	6.36	12.72	21.20
83,698	3208.85	43.66	65.49	87.32	6.55	13.10	21.83
86,205	3304.96	44.97	67.45	89.93	6.74	13.49	22.48
88,730	3401.81	46.28	69.42	92.57	6.94	13.88	23.14
91,248	3498.33	47.60	71.39	95.19	7.14	14.28	23.80
94,226	3612.48	49.15	73.72	98.30	7.37	14.74	24.57
97,194	3726.27	50.70	76.05	101.40	7.60	15.21	25.35

**District Allowance effective from 31 August 2021**

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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### TRANSPORT GROUP

(With Parity)

Postal Transport Officer	\$55,818	\$57,018	\$58,247	\$59,477	
Garage Attendant	\$51,796	\$52,445	\$53,106		
Driver/Sorter	\$55,361	\$56,299	\$57,244	\$58,247	\$59,477
Senior Postal Transport Officer	\$62,391	\$63,509			
Postal Transport Co-ordinator Grade 1	\$66,420	\$67,527	\$68,639		
Postal Transport Co-ordinator Grade 2	\$71,557	\$72,660	\$73,770		
Postal Transport Co-ordinator Grade 3	\$80,577	\$82,161			
Postal Transport Co-ordinator Grade 4	\$85,434	\$87,010			
Postal Transport Co-ordinator Grade 5	\$91,738	\$93,730			

#### JUNIOR RATES (Driver/Sorter)

At 18 years	\$36,559
At 19 years	\$42,304
At 20 years	\$47,525

#### ALLOWANCES @ 7 September 2023

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

\$4.98
\$9.80
\$17.05
\$23.06

#### RATES OF PAY TABLE

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$	15% \$	50% \$
36,559	1,401.62	19.07	28.60	38.14	2.86	9.53
42,304	1,621.88	22.07	33.10	44.13	3.31	11.03
47,525	1,822.04	24.79	37.18	49.58	3.72	12.39
51,796	1,985.78	27.02	40.53	54.03	4.05	13.51
52,445	2,010.65	27.36	41.03	54.71	4.10	13.68
53,106	2,036.01	27.70	41.55	55.40	4.16	13.85
55,361	2,122.45	28.88	43.32	57.75	4.33	14.44
55,818	2,140.01	29.12	43.67	58.23	4.37	14.56
56,299	2,158.42	29.37	44.05	58.73	4.40	14.68
57,018	2,186.01	29.74	44.61	59.48	4.46	14.87
57,244	2,194.67	29.86	44.79	59.72	4.48	14.93
58,247	2,233.11	30.38	45.57	60.76	4.56	15.19
59,477	2,280.25	31.02	46.54	62.05	4.65	15.51
62,391	2,391.97	32.54	48.82	65.09	4.88	16.27

63,509	2,434.84	33.13	49.69	66.25	4.97	16.56
66,420	2,546.44	34.65	51.97	69.29	5.20	17.32
67,527	2,588.90	35.22	52.83	70.45	5.28	17.61
68,639	2,631.53	35.80	53.70	71.61	5.37	17.90
71,557	2,743.41	37.33	55.99	74.65	5.60	18.66
72,660	2,785.68	37.90	56.85	75.80	5.69	18.95
73,770	2,828.23	38.48	57.72	76.96	5.77	19.24
80,577	3,089.21	42.03	63.05	84.06	6.30	21.02
82,161	3,149.93	42.86	64.28	85.71	6.43	21.43
85,434	3,275.42	44.56	66.85	89.13	6.68	22.28
87,010	3,335.85	45.39	68.08	90.77	6.81	22.69
91,738	3,517.10	47.85	71.78	95.70	7.18	23.93
93,730	3,593.50	48.89	73.34	97.78	7.33	24.45

**District Allowance effective from 31 August 2021**

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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### PARCEL POST GROUP

Trainee Parcel Post Officer	\$49,850			
Parcel Post Officer	\$55,818	\$57,018	\$58,247	\$59,477
Senior Parcel Post Officer Grade 1	\$62,442			
Senior Parcel Post Officer Grade 2	\$65,368			
Parcel Post Co-ordinator Grade 2	\$72,511	\$74,514	\$76,569	\$78,699
Parcel Post Co-ordinator Grade 3	\$81,297	\$83,698	\$86,206	\$88,730

#### JUNIOR RATES

Under 19 (e.g. Trainee)	\$32,921
At 19	\$38,095
At 20	\$42,797

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% \$
32,921	1262.15	17.17	25.76	34.34	2.58	5.15	8.59
38,095	1460.51	19.87	29.81	39.74	2.98	5.96	9.94
42,797	1640.78	22.32	33.49	44.65	3.35	6.70	11.16
49,850	1911.17	26.00	39.00	52.00	3.90	7.80	13.00
55,818	2140.01	29.12	43.67	58.23	4.37	8.73	14.56
57,018	2186.01	29.74	44.61	59.48	4.46	8.92	14.87
58,247	2233.11	30.38	45.57	60.76	4.56	9.11	15.19
59,477	2280.25	31.02	46.54	62.05	4.65	9.31	15.51
62,442	2393.96	32.57	48.86	65.14	4.89	9.77	16.29
65,368	2506.12	34.10	51.15	68.19	5.11	10.23	17.05
72,511	2779.99	37.82	56.73	75.65	5.67	11.35	18.91
74,514	2856.76	38.87	58.30	77.73	5.83	11.66	19.43
76,569	2935.55	39.94	59.91	79.88	5.99	11.98	19.97
78,699	3017.20	41.05	61.58	82.10	6.16	12.32	20.53
81,297	3116.81	42.41	63.61	84.81	6.36	12.72	21.20
83,698	3208.85	43.66	65.49	87.32	6.55	13.10	21.83
86,206	3305.01	44.97	67.45	89.93	6.74	13.49	22.48
88,730	3401.81	46.28	69.42	92.57	6.94	13.88	23.14

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### EXPRESS COURIER GROUP

Senior Express Courier Service Representative	\$60,152	\$61,278	
Express Courier Co-ordinator Grade 1	\$64,185	\$65,292	\$66,405
Express Courier Co-ordinator Grade 2	\$69,321	\$70,428	\$71,540

### RATES OF PAY TABLE

Annual \$	F'nightly \$	Hourly Rates			Penalty Rates		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
60,152	2306.14	31.38	47.06	62.75	4.71	9.41	15.69
61,278	2349.30	31.96	47.94	63.93	4.79	9.59	15.98
64,185	2460.77	33.48	50.22	66.96	5.02	10.04	16.74
65,292	2503.20	34.06	51.09	68.11	5.11	10.22	17.03
66,405	2545.87	34.64	51.96	69.28	5.20	10.39	17.32
69,321	2657.67	36.16	54.24	72.32	5.42	10.85	18.08
70,428	2700.13	36.74	55.10	73.47	5.51	11.02	18.37
71,540	2742.76	37.32	55.97	74.63	5.60	11.19	18.66

#### District Allowance effective from 31 August 2021

Grade

A  
B  
C  
D

With  
Dependants  
p.a.

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

Without  
Dependants  
p.a.

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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### STORES GROUP

Stores Officer	\$54,854	\$55,972	\$57,191
Senior Stores Officer	\$58,330	\$59,263	\$60,234
Stores Supervisor	\$66,144	\$67,113	\$68,132
Senior Stores Supervisor Grade 1	\$71,231	\$72,623	
Senior Stores Supervisor Grade 2	\$77,873	\$79,645	

### RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
54,854	2,103.03	28.61	42.92	57.23
55,972	2,145.90	29.20	43.79	58.39
57,191	2,192.63	29.83	44.75	59.66
58,330	2,236.28	30.43	45.64	60.85
59,263	2,272.08	30.91	46.37	61.83
60,234	2,309.31	31.42	47.13	62.84
66,144	2,535.87	34.50	51.75	69.00
67,113	2,573.02	35.01	52.51	70.01
68,132	2,612.07	35.54	53.31	71.08
71,231	2,730.90	37.16	55.73	74.31
72,623	2,784.26	37.88	56.82	75.76
77,873	2,985.54	40.62	60.93	81.24
79,645	3,053.49	41.54	62.32	83.09

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### SUPPORT SERVICES GROUP

Support Services Officer Grade 1	\$51,207	\$52,873
Support Services Officer Grade 2	\$54,736	\$56,498
Support Services Officer Grade 3	\$58,853	\$60,648
Support Services Officer Grade 4	\$63,337	

### RATES OF PAY TABLE

Annual \$	Fortn'tly \$	Single \$	Hourly Rate Time			Penalty Rates		
			& Half \$	Double \$	15% \$	30% \$	50% \$	
51,207	1,963.23	26.71	40.07	53.42	4.01	8.01	13.36	
52,873	2,027.07	27.58	41.37	55.16	4.14	8.27	13.79	
54,736	2,098.51	28.55	42.83	57.10	4.28	8.57	14.28	
56,498	2,166.06	29.47	44.21	58.94	4.42	8.84	14.74	
58,853	2,256.36	30.70	46.05	61.40	4.60	9.21	15.35	
60,648	2,325.16	31.63	47.45	63.27	4.75	9.49	15.82	
63,337	2,428.26	33.04	49.56	66.08	4.96	9.91	16.52	

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### TRADES AND TECHNICAL GROUP

Apprentice Postal Technician - Under 18	\$29,414			
Apprentice Postal Technician - At 18	\$33,703			
Apprentice Postal Technician- At 19	\$45,960			
Apprentice Postal Technician - At 20	\$53,926			
Apprentice Postal Technician - Adult	\$55,022			
Postal Technical Officer Level 1	\$56,841	\$58,186	\$59,522	\$61,557
	\$62,719	\$64,115		
Postal Technical Officer Level 2	\$61,278	\$62,849	\$64,460	\$66,077
Postal Technical Officer Level 3	\$67,871	\$69,762	\$71,656	\$73,568
Postal Technical Officer Level 4	\$76,345	\$78,144	\$79,948	\$82,732
	\$85,502	\$88,558	\$91,610	\$94,667
Postal Technical Officer Level 5	\$97,716	\$101,053		
Postal Technical Officer Level 6	\$104,382			
Postal Technical Officer Level 7	\$109,650			
Postal Technical Officer Level 8	\$116,315			
Postal Technical Officer Level 9	\$119,091			
Postal Technical Officer Level 4 (Teams)	\$77,938	\$79,736	\$81,539	\$84,551
	\$87,326	\$90,381	\$93,432	\$96,607
Postal Technical Officer Level 5 (Teams)	\$99,656	\$102,994		

### RATES OF PAY TABLE

#### HOURLY RATES

#### SHIFT PENALTY

Annual \$	Fortnightly \$	Single \$	Time & Half \$		Double \$	Shift Penalty \$	
			15%	50%			
29,414	1,127.69	15.34	23.01	30.69	2.30	7.67	
33,703	1,292.11	17.58	26.37	35.16	2.64	8.79	
45,960	1,762.05	23.97	35.96	47.95	3.60	11.99	
53,926	2,067.47	28.13	42.19	56.26	4.22	14.06	
55,022	2,109.49	28.70	43.05	57.40	4.31	14.35	
56,841	2,179.22	29.65	44.47	59.30	4.45	14.82	
58,186	2,230.75	30.35	45.53	60.70	4.55	15.18	
59,522	2,282.00	31.05	46.57	62.10	4.66	15.52	
61,278	2,349.30	31.96	47.94	63.93	4.79	15.98	
61,557	2,360.03	32.11	48.16	64.22	4.82	16.05	
62,719	2,404.57	32.72	49.07	65.43	4.91	16.36	
62,849	2,409.56	32.78	49.17	65.57	4.92	16.39	
64,115	2,458.09	33.44	50.17	66.89	5.02	16.72	
64,460	2,471.30	33.62	50.43	67.25	5.04	16.81	
66,077	2,533.31	34.47	51.70	68.93	5.17	17.23	
67,871	2,602.07	35.40	53.10	70.80	5.31	17.70	
69,762	2,674.57	36.39	54.58	72.78	5.46	18.19	
71,656	2,747.19	37.38	56.07	74.75	5.61	18.69	
73,568	2,820.51	38.37	57.56	76.75	5.76	19.19	
76,345	2,926.98	39.82	59.73	79.65	5.97	19.91	
78,144	2,995.94	40.76	61.14	81.52	6.11	20.38	
77,938	2,988.02	40.65	60.98	81.31	6.10	20.33	
79,736	3,056.98	41.59	62.39	83.18	6.24	20.80	
79,948	3,065.11	41.70	62.55	83.40	6.26	20.85	
81,539	3,126.11	42.53	63.80	85.06	6.38	21.27	
82,732	3,171.83	43.15	64.73	86.31	6.47	21.58	
84,551	3,241.57	44.10	66.15	88.21	6.62	22.05	
85,502	3,278.02	44.60	66.90	89.20	6.69	22.30	

87,326	3,347.96	45.55	68.33	91.10	6.83	22.78
88,558	3,395.18	46.19	69.29	92.39	6.93	23.10
90,381	3,465.08	47.14	70.72	94.29	7.07	23.57
91,610	3,512.22	47.79	71.68	95.57	7.17	23.89
93,432	3,582.04	48.74	73.10	97.47	7.31	24.37
94,667	3,629.42	49.38	74.07	98.76	7.41	24.69
96,607	3,703.79	50.39	75.59	100.78	7.56	25.20
97,716	3,746.30	50.97	76.46	101.94	7.65	25.49
99,656	3,820.67	51.98	77.97	103.96	7.80	25.99
101,053	3,874.24	52.71	79.07	105.42	7.91	26.36
102,994	3,948.65	53.72	80.58	107.45	8.06	26.86
104,382	4,001.88	54.45	81.67	108.89	8.17	27.22
109,650	4,203.82	57.19	85.79	114.39	8.58	28.60
116,315	4,459.36	60.67	91.01	121.34	9.10	30.34
119,091	4,565.79	62.12	93.18	124.24	9.32	31.06

**District Allowance effective from 31 August 2021**

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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### TECHNICAL SERVICES GROUP

Drafting Assistant Grade 1 / Graphic Design Assistant Grade 1	\$55,504	\$56,841	\$58,186	\$59,522
	\$61,557	\$62,719	\$64,115	
Senior Technical Services Officer Grade 1	\$94,667	\$97,716		
Senior Technical Services Officer Grade 2	\$101,053	\$104,382		
Senior Technical Services Officer Grade 3	\$109,650			
Principal Technical Services Officer Grade 1	\$116,315			
Principal Technical Services Officer Grade 2	\$119,091			

#### JUNIOR RATES

##### Drafting/Gr. Design Assist. Gr.1

Under 17	\$27,755
At 17	\$33,304
At 18	\$38,854
At 19	\$44,958
At 20	\$50,508

### RATES OF PAY TABLE

Annual \$	F'nightly \$	HOURLY RATES			PENALTY RATES			
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$	
27,755	1064.08	14.48	21.72	28.95	2.17	4.34	7.24	
33,304	1276.84	17.37	26.06	34.74	2.61	5.21	8.69	
38,854	1489.60	20.27	30.40	40.53	3.04	6.08	10.13	
44,958	1723.63	23.45	35.18	46.90	3.52	7.04	11.73	
50,508	1936.42	26.35	39.52	52.69	3.95	7.90	13.17	
94,667	3629.42	49.38	74.07	98.76	7.41	14.81	24.69	
97,716	3746.30	50.97	76.46	101.94	7.65	15.29	25.49	
101,053	3874.24	52.71	79.07	105.42	7.91	15.81	26.36	
104,382	4001.88	54.45	81.67	108.89	8.17	16.33	27.22	
109,650	4203.82	57.19	85.79	114.39	8.58	17.16	28.60	
116,315	4459.36	60.67	91.01	121.34	9.10	18.20	30.34	
119,091	4565.79	62.12	93.18	124.24	9.32	18.64	31.06	

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### ADMINISTRATIVE GROUP

Admin. Officer Level 1	\$51,860	\$54,150	\$56,301	\$58,162	\$60,018
Admin. Officer Level 2	\$61,874	\$64,023	\$66,167	\$68,313	\$70,452
Admin. Officer Level 3	\$73,027	\$75,923	\$78,928	\$81,965	\$84,999
Admin. Officer Level 4	\$89,244	\$93,187	\$97,129	\$101,076	
Admin. Officer Level 5	\$105,832	\$109,842			
Admin. Officer Level 6 (Acting)	\$114,359	\$118,335			
Admin. Officer Level 6 Nominal - Non-shift	\$122,882	\$126,854			
Admin. Officer Level 6 Nominal - Shiftwork	\$121,367	\$125,343			
Admin. Officer Level 7	\$122,850	\$127,368			
Admin. Officer Level 8	\$132,107	\$137,470			

*Administrative Officer Qualification Allowance @ 7 September 2023 - \$2,168 per annum*

### RATES OF PAY TABLE HOURLY RATES

Annual \$	Fortnightly \$	Single \$	Time & Half \$	Double \$
51,860	1988.26	27.05	40.58	54.10
54,150	2076.04	28.25	42.37	56.49
56,301	2158.50	29.37	44.05	58.73
58,162	2229.86	30.34	45.51	60.68
60,018	2301.02	31.31	46.96	62.61
61,874	2372.18	32.27	48.41	64.55
64,023	2454.55	33.40	50.09	66.79
66,167	2536.76	34.51	51.77	69.03
68,313	2619.02	35.63	53.45	71.27
70,452	2701.03	36.75	55.12	73.50
73,027	2799.74	38.09	57.14	76.18
75,923	2910.77	39.60	59.40	79.20
78,928	3025.98	41.17	61.75	82.34
81,965	3142.41	42.75	64.13	85.51
84,999	3258.76	44.34	66.51	88.67
89,244	3421.48	46.55	69.83	93.10
93,187	3572.65	48.61	72.91	97.22
97,129	3723.79	50.66	76.00	101.33
101,076	3875.13	52.72	79.08	105.45
105,832	4057.47	55.20	82.81	110.41
109,842	4211.21	57.30	85.94	114.59
114,359	4384.37	59.65	89.48	119.30
118,335	4536.81	61.73	92.59	123.45
121,367	4653.04	63.31	94.96	126.61
122,850	4709.89	64.08	96.12	128.16
122,882	4711.11	64.10	96.15	128.19
125,343	4805.48	65.38	98.07	130.76
126,854	4863.43	66.17	99.25	132.34
127,368	4883.14	66.44	99.66	132.87
132,107	5064.80	68.91	103.36	137.82
137,470	5270.43	71.71	107.56	143.41

**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**



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023  
(inclusive of 6% CPI increase)

### FACILITY MANAGER GROUP

Facility Manager Level 1	\$109,927	\$114,370
Facility Manager Level 2	\$118,812	\$123,254
Facility Manager Level 3	\$127,692	\$132,672
Facility Manager Level 4	\$137,686	\$143,243
Facility Manager Level 5	\$148,792	\$154,886

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% \$
109,927	4214.46	57.34	86.01	114.68	8.60	28.67
114,370	4384.78	59.66	89.49	119.31	8.95	29.83
118,812	4555.10	61.97	92.96	123.95	9.30	30.99
123,254	4725.38	64.29	96.44	128.58	9.64	32.15
127,692	4895.53	66.61	99.91	133.21	9.99	33.30
132,672	5086.46	69.20	103.81	138.41	10.38	34.60
137,686	5278.68	71.82	107.73	143.64	10.77	35.91
143,243	5491.75	74.72	112.08	149.44	11.21	37.36

#### 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



### SPRINTPAK GROUP

Sprintpak Operator Level 1	\$53,293	\$55,818	\$57,018	\$58,247	\$59,477
Sprintpak Operator Level 2	\$61,874	\$64,023	\$66,167	\$68,313	\$70,452
Sprintpak Operator Level 3	\$73,027	\$75,923	\$78,928	\$81,965	\$84,999

#### ALLOWANCE @ 7 September 2023

Fork Lift Allowance	\$14.81
Machine Adjustment Allowance	\$15.12

#### RATES OF PAY TABLE

Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$
53,293	2,043.17	27.80	41.70	55.60
55,818	2,140.01	29.12	43.67	58.23
57,018	2,186.01	29.74	44.61	59.48
58,247	2,233.11	30.38	45.57	60.76
59,477	2,280.25	31.02	46.54	62.05
61,874	2,372.18	32.27	48.41	64.55
64,023	2,454.55	33.40	50.09	66.79
66,167	2,536.76	34.51	51.77	69.03
68,313	2,619.02	35.63	53.45	71.27
70,452	2,701.03	36.75	55.12	73.50
73,027	2,799.74	38.09	57.14	76.18
75,923	2,910.77	39.60	59.40	79.20
78,928	3,025.98	41.17	61.75	82.34
81,965	3,142.41	42.75	64.13	85.51
84,999	3,258.76	44.34	66.51	88.67

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023  
(inclusive of 6% CPI increase)

### MAIL ROOM SOLUTIONS

Mail Room Officer	\$50,244	\$51,533	\$52,866	\$54,182	
Mail Room Team Leader	\$61,874	\$64,023	\$66,167	\$68,313	\$70,452
Mail Room Supervisor	\$73,027	\$75,923	\$78,928	\$81,965	\$84,999
Mail Room Network Supervisor	\$89,244	\$93,187	\$97,129	\$101,076	

#### JUNIOR RATES

##### Mail Room Officer:-

Under 17yrs	\$25,124
At 17 yrs	\$30,148
At 18 yrs	\$35,171
At 19 yrs	\$40,697
At 20 yrs	\$45,721

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% \$
25,124	963.22	13.11	19.66	26.21	1.97	3.93	6.55
30,148	1155.85	15.73	23.59	31.45	2.36	4.72	7.86
35,171	1348.40	18.35	27.52	36.69	2.75	5.50	9.17
40,697	1560.25	21.23	31.84	42.46	3.18	6.37	10.61
45,721	1752.88	23.85	35.77	47.70	3.58	7.15	11.92
50,244	1926.29	26.21	39.31	52.42	3.93	7.86	13.10
51,533	1975.70	26.88	40.32	53.76	4.03	8.06	13.44
52,866	2026.83	27.58	41.36	55.15	4.14	8.27	13.79
54,182	2077.26	28.26	42.39	56.52	4.24	8.48	14.13
61,874	2372.18	32.27	48.41	64.55	4.84	9.68	16.14
64,023	2454.55	33.40	50.09	66.79	5.01	10.02	16.70
66,167	2536.76	34.51	51.77	69.03	5.18	10.35	17.26
68,313	2619.02	35.63	53.45	71.27	5.34	10.69	17.82
70,452	2701.03	36.75	55.12	73.50	5.51	11.02	18.37
73,027	2799.74	38.09	57.14	76.18	5.71	11.43	19.05
75,923	2910.77	39.60	59.40	79.20	5.94	11.88	19.80
78,928	3025.98	41.17	61.75	82.34	6.18	12.35	20.58
81,965	3142.41	42.75	64.13	85.51	6.41	12.83	21.38
84,999	3258.76	44.34	66.51	88.67	6.65	13.30	22.17
89,244	3421.48	46.55	69.83	93.10	6.98	13.97	23.28
93,187	3572.65	48.61	72.91	97.22	7.29	14.58	24.30
97,129	3723.79	50.66	76.00	101.33	7.60	15.20	25.33
101,076	3875.13	52.72	79.08	105.45	7.91	15.82	26.36

#### 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



## RATES OF PAY - AUSTRALIA POST

Effective as at 10 September 2023

(inclusive of 6% CPI increase)

### CUSTOMER CONTACT CENTRES

Level 1 Customer Service Trainee	\$56,977
Level 2 Customer Service Consultant	\$62,872
Level 3 Customer Care Consultant	\$67,782
Level 4 Business Relationship Consultant	\$72,696
Level 5 Team Leader Customer Service	\$86,442
Level 6 Team Manager	\$90,373
Level 7 Supervisor Customer Service	\$94,308

RATES OF PAY TABLE							
Hourly Rates				Penalty Rates			
Annual \$	F'nightly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
56,977	2184.42	29.72	44.58	59.44	4.46	8.92	14.86
62,872	2410.42	32.79	49.19	65.59	4.92	9.84	16.40
67,782	2598.66	35.36	53.03	70.71	5.30	10.61	17.68
72,696	2787.06	37.92	56.88	75.84	5.69	11.38	18.96
86,442	3314.07	45.09	67.63	90.18	6.76	13.53	22.54
90,373	3464.80	47.14	70.71	94.28	7.07	14.14	23.57
94,308	3615.65	49.19	73.79	98.38	7.38	14.76	24.60

#### 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