

Pay Scale Summary

PAY SCALE SUMMARY

derived from the

Postal Services Industry Award 2003 [AP830245 – Fed]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary applies to those employees in the specified classifications set out in the 26 March 2006 version of the award who are engaged by a business in or in connection to the postal services industry throughout Australia.

This pay scale summary has common rule application in Victoria, which means that all employers that fall within the industry description are bound by its terms (subject to exceptions)¹.

For detail of the coverage provisions see the 26 March 2006 version of the award.

Wages

Classification	Basic hourly rate
Postal Services Stream	
Postal services officer trainee	\$15.34
Postal services officer level 1	\$15.86
Postal services officer level 2	\$16.79
Postal services manager level 1	\$18.37
Postal services manager level 2	\$19.75
Postal Delivery Stream	
Postal delivery officer trainee	\$15.34
Postal delivery officer level 1	\$15.86
Postal delivery officer level 2	\$16.79
Postal delivery officer level 3	\$18.37

¹ Note that a pay scale derived from a common rule is separate to the pay scale derived from the underlying award. This summary consolidates both for convenience. For the detail of the pay scale derived from the common rule, see the relevant common rule declaration of the Australian Industrial Relations Commission, as that declaration applied on 26 March 2006.

Casual Rates

Loading for Casual employees	Loading
Based on relevant basic hourly rate	20%

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Juniors

Year/Stage	Rate of %	Rate based on
15 years	50%	Appropriate adult rate
16 years	60%	Appropriate adult rate
17 years	70%	Appropriate adult rate
18 years and over	100%	Appropriate adult rate

Note: Junior rates of pay apply to employees in the classifications of Postal services officer trainee, Postal services officer level 1, Postal delivery officer trainee and Postal delivery officer level 1.

Trainees

This pay scale summary incorporates trainee rates derived from the [National Training Wage Award 2000](#), as adjusted from time to time.

Apprentices

Year/Stage	Rate	Rate based on
Pre apprenticeship	45% (\$7.56)	Postal Services Officer/ Postal Delivery Officer Level 2
1 st year	55% (\$9.23)	Postal Services Officer/ Postal Delivery Officer Level 2
2 nd year	77.5% (\$13.01)	Postal Services Officer/ Postal Delivery Officer Level 2
3 rd year	90% (\$15.11)	Postal Services Officer/ Postal Delivery Officer Level 2

Note: Apprentice hourly rates take account of the fact that they spend some of their time in off-the-job training (defined as structured training delivered by a Registered Training Organisation separate from normal work duties or general supervised practice undertaken on the job). Where an apprentice is a full-time school student, the time spent in off-the-job training for which the apprentice is paid is deemed to be 25% of the actual hours each week worked on-the-job.

Frequency of payment

All wages are payable weekly or fortnightly. Any change from weekly to fortnightly pay may be introduced after a period of six months notice, or lesser period by mutual agreement.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.