



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

AUSTRALIA POST ENTERPRISE AWARD 2015
[MA000137]

Postal services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 23.1 and inserting the following:

	\$ per annum
OPERATIONS	
Agency Assistant	
Agency Assistant Grade 1	47,733
Agency Assistant Grade 2	48,255
Customer Contact Centre Group	
Level 1 Customer Service Trainee	49,823
Level 2 Customer Service Consultant	51,389
Level 3 Customer Care Consultant	54,090
Level 4 Business Relationship Consultant	57,641
Level 5 Team Leader Customer Service	59,006
Level 6 Team Leader Business Sales	63,376

	\$ per annum
Level 7 Specialist Manager	68,293
Electronic Mail	
Electronic Mail Operator	51,650
Electronic Mail Co-ordinator	56,823
Food Services	
Senior Attendant	49,300
Cafeteria Manager Grade 2	55,728
Mail Processing Group	
Trainee Mail Officer Level 1	47,733
Mail officer	49,823
Senior Mail Officer Grade 1	54,909
Senior Mail Officer Grade 2	56,550
Trainee Mail Processing Co-ordinator	53,816
Mail Processing Co-ordinator Grade 1	57,369
Mail Processing Co-ordinator Grade 2	60,373
Mail Processing Co-ordinator Grade 3	64,196
Mail Processing Co-ordinator Grade 4	69,663
Mail Room Officer	47,994
Mail Room Supervisor	60,646
Postal Delivery Group – Parity	
Trainee Postal Delivery Officer	47,733
Postal Delivery Officer	49,823
Senior Postal Delivery Officer Grade 1	53,544
Senior Postal Delivery Officer Grade 2	54,909
Senior Postal Delivery Officer Grade 3	55,728
Postal Delivery Co-ordinator Grade 1	57,369
Postal Delivery Co-ordinator Grade 2	60,373
Postal Delivery Co-ordinator Grade 3	64,196
Parcel Post Group	
Trainee Parcel Post Officer Level 1	47,733
Parcel Post Officer	51,128
Senior Parcel Post Officer Grade 1	54,909
Senior Parcel Post Officer Grade 2	56,550
Parcel Post Co-ordinator Grade 2	60,373
Parcel Post Co-ordinator Grade 3	64,196

	\$ per annum
Postal Transport Group (Parity including Driver/Sorter)	
Postal Transport Officer	50,869
Senior Postal Transport Officer	53,270
Postal Transport Co-ordinator Grade 1	55,728
Postal Transport Co-ordinator Grade 2	58,461
Postal Transport Co-ordinator Grade 3	63,105
Postal Transport Co-ordinator Grade 4	65,292
Postal Transport Co-ordinator Grade 5	68,841
Postal Services Group	
Trainee Postal Services Officer	48,255
Postal Services Officer	50,343
Senior Postal Services Officer Grade 1	57,641
Senior Postal Services Officer Grade 2	61,194
Postal Manager Grade 1	65,562
Postal Manager Level 2	71,299
Postal Manager Level 3	79,765
Sprintpak	
Sprintpak Level 1	47,994
Sprintpak Level 2	54,363
Sprintpak Level 3	60,646
Stores	
Stores Officer	50,605
Senior Stores Officer	52,451
Stores Supervisor	56,823
Senior Stores Supervisor Grade 1	59,554
Senior Stores Supervisor Grade 2	62,830
Senior Stores Supervisor Grade 3	67,476
Support Services	
Support Services Officer Grade 1	48,518
Support Services Officer Grade 2	50,605
Support Services Officer Grade 3	52,725
Support Services Officer Grade 4	55,455
Garage Attendant	49,040

	\$ per annum
ADMINISTRATIVE/PROFESSIONAL	
Counsellor	
Counsellor Class 2	71,299
Counsellor Class 3	79,222
Engineer	
Engineer Class 2	71,573
Engineer Class 3	79,496
Librarian	
Librarian Class 1	56,276
Librarian Class 2	67,476
Librarian Class 3	73,759
Postal Administrative	
Administrative Officer – Level 1	50,343
Administrative Officer – Level 2	54,363
Administrative Officer – Level 3	60,646
Administrative Officer – Level 4	68,569
Administrative Officer – Level 5	77,582
Administrative Officer – Level 6	82,227
TECHNICAL	
Apprentice/Assistant	
Apprentice – Adult	50,605
Drafting Assistant Grade 1	50,869
Graphic Design Assistant Grade 1	50,869
Postal Technical Officer	
Postal Technical Officer Level 1	51,650
Postal Technical Officer Level 2	54,090
Postal Technical Officer Level 3	57,641
Postal Technical Officer Level 4	62,014
Postal Technical Officer Level 5	73,212
Postal Technical Officer Level 6	76,763
Postal Technical Officer Level 7	79,496
Postal Technical Officer Level 8	83,322
Postal Technical Officer Level 9	84,959

	\$ per annum
Technical Services Officer	
Senior Technical Services Officer Grade 1	71,573
Senior Technical Services Officer Grade 2	75,125
Senior Technical Services Officer Grade 3	84,959
Principal Technical Services Officer Grade 1	83,322
Principal Technical Services Officer Grade 2	84,959

2. By deleting the amount “\$52,135” appearing in clause 23.3(c) and inserting “\$54,090”.
3. By deleting the amount “\$49,693” appearing in clause 26.1(a) and inserting “\$51,556”.
4. By deleting the amount “\$44,733” appearing in clause 26.3(a)(iii) and inserting “\$46,410”.
5. By deleting the amount “\$44,733” appearing in clause 26.3(b) and inserting “\$46,410”.
6. By deleting the amount “\$63,205” appearing in clause 26.5 and inserting “\$65,575”.
7. By deleting clause B.5 and inserting the following:

B.5 Minimum Wages

B.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause B.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

(b) Wage Level B

Subject to clause B.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	585.40
Plus 2 years out of school	508.90	585.40	686.60
Plus 3 years out of school	585.40	686.60	783.00
Plus 4 years out of school	686.60	783.00	
Plus 5 or more years out of school	783.00		

(c) Wage Level C

Subject to clause B.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	398.70	439.00	508.90
Plus 1 year out of school	439.00	508.90	575.50
Plus 2 years out of school	508.90	575.50	642.90
Plus 3 years out of school	575.50	642.90	716.10
Plus 4 years out of school	642.90	716.10	
Plus 5 or more years out of school	716.10		

(d) AQF Certificate Level IV traineeships

(i) Subject to clause B.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clause B.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are

as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	840.40	872.30
Wage Level B	812.80	843.70
Wage Level C	743.40	771.50

B.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	17.17
Plus 1 year out of school	14.44	17.17	19.99
Plus 2 years out of school	17.17	19.99	23.26
Plus 3 years out of school	19.99	23.26	26.64
Plus 4 years out of school	23.26	26.64	
Plus 5 or more years out of school	26.64		

(b) Wage Level B

Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 1 year out of school	14.44	16.75	19.26
Plus 2 years out of school	16.75	19.26	22.59
Plus 3 years out of school	19.26	22.59	25.76
Plus 4 years out of school	22.59	25.76	
Plus 5 or more years out of school	25.76		

(c) Wage Level C

Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix B1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.11	14.44	16.75
Plus 1 year out of school	14.44	16.75	18.92
Plus 2 years out of school	16.75	18.92	21.15
Plus 3 years out of school	18.92	21.15	23.55
Plus 4 years out of school	21.15	23.55	
Plus 5 or more years out of school	23.55		

(d) School-based traineeships

Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix B1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.11	14.44

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses B.5.2(f) and B.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage Level A	27.65	28.69
Wage Level B	26.74	27.75
Wage Level C	24.45	25.38

(f) Calculating the actual minimum wage

- (i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses B.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses B.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses B.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

B.5.3 Other minimum wage provisions

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF

Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

B.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix B1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.

PRESIDENT