



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2021–22**  
(C2022/1)

**AUSTRALIA POST ENTERPRISE AWARD 2015**  
[MA000137]

Postal services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

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

	<b>\$ per annum</b>
<b>OPERATIONS</b>	
<b>Agency Assistant</b>	
Agency Assistant Grade 1	43,506
Agency Assistant Grade 2	43,982
<b>Customer Contact Centre Group</b>	
Level 1 Customer Service Trainee	45,411
Level 2 Customer Service Consultant	46,839
Level 3 Customer Care Consultant	49,300
Level 4 Business Relationship Consultant	52,537
Level 5 Team Leader Customer Service	53,781
Level 6 Team Leader Business Sales	57,764

	<b>\$ per annum</b>
Level 7 Specialist Manager	62,246
<b>Electronic Mail</b>	
Electronic Mail Operator	47,076
Electronic Mail Co-ordinator	51,791
<b>Food Services</b>	
Senior Attendant	44,934
Cafeteria Manager Grade 2	50,793
<b>Mail Processing Group</b>	
Trainee Mail Officer Level 1	43,506
Mail officer	45,411
Senior Mail Officer Grade 1	50,046
Senior Mail Officer Grade 2	51,542
Trainee Mail Processing Co-ordinator	49,051
Mail Processing Co-ordinator Grade 1	52,288
Mail Processing Co-ordinator Grade 2	55,027
Mail Processing Co-ordinator Grade 3	58,512
Mail Processing Co-ordinator Grade 4	63,494
Mail Room Officer	43,744
Mail Room Supervisor	55,276
<b>Postal Delivery Group – Parity</b>	
Trainee Postal Delivery Officer	43,506
Postal Delivery Officer	45,411
Senior Postal Delivery Officer Grade 1	48,803
Senior Postal Delivery Officer Grade 2	50,046
Senior Postal Delivery Officer Grade 3	50,793
Postal Delivery Co-ordinator Grade 1	52,288
Postal Delivery Co-ordinator Grade 2	55,027
Postal Delivery Co-ordinator Grade 3	58,512
<b>Parcel Post Group</b>	
Trainee Parcel Post Officer Level 1	43,506
Parcel Post Officer	46,600
Senior Parcel Post Officer Grade 1	50,046
Senior Parcel Post Officer Grade 2	51,542
Parcel Post Co-ordinator Grade 2	55,027
Parcel Post Co-ordinator Grade 3	58,512

	<b>\$ per annum</b>
<b>Postal Transport Group (Parity including Driver/Sorter)</b>	
Postal Transport Officer	46,364
Senior Postal Transport Officer	48,553
Postal Transport Co-ordinator Grade 1	50,793
Postal Transport Co-ordinator Grade 2	53,284
Postal Transport Co-ordinator Grade 3	57,517
Postal Transport Co-ordinator Grade 4	59,510
Postal Transport Co-ordinator Grade 5	62,745
<b>Postal Services Group</b>	
Trainee Postal Services Officer	43,982
Postal Services Officer	45,885
Senior Postal Services Officer Grade 1	52,537
Senior Postal Services Officer Grade 2	55,775
Postal Manager Grade 1	59,756
Postal Manager Level 2	64,985
Postal Manager Level 3	72,702
<b>Sprintpak</b>	
Sprintpak Level 1	43,744
Sprintpak Level 2	49,549
Sprintpak Level 3	55,276
<b>Stores</b>	
Stores Officer	46,124
Senior Stores Officer	47,806
Stores Supervisor	51,791
Senior Stores Supervisor Grade 1	54,280
Senior Stores Supervisor Grade 2	57,266
Senior Stores Supervisor Grade 3	61,501
<b>Support Services</b>	
Support Services Officer Grade 1	44,221
Support Services Officer Grade 2	46,124
Support Services Officer Grade 3	48,056
Support Services Officer Grade 4	50,545
Garage Attendant	44,697

	<b>\$ per annum</b>
<b>ADMINISTRATIVE/PROFESSIONAL</b>	
<b>Counsellor</b>	
Counsellor Class 2	64,985
Counsellor Class 3	72,207
<b>Engineer</b>	
Engineer Class 2	65,235
Engineer Class 3	72,457
<b>Librarian</b>	
Librarian Class 1	51,293
Librarian Class 2	61,501
Librarian Class 3	67,227
<b>Postal Administrative</b>	
Administrative Officer – Level 1	45,885
Administrative Officer – Level 2	49,549
Administrative Officer – Level 3	55,276
Administrative Officer – Level 4	62,497
Administrative Officer – Level 5	70,712
Administrative Officer – Level 6	74,946
<b>TECHNICAL</b>	
<b>Apprentice/Assistant</b>	
Apprentice – Adult	46,124
Drafting Assistant Grade 1	46,364
Graphic Design Assistant Grade 1	46,364
<b>Postal Technical Officer</b>	
Postal Technical Officer Level 1	47,076
Postal Technical Officer Level 2	49,300
Postal Technical Officer Level 3	52,537
Postal Technical Officer Level 4	56,523
Postal Technical Officer Level 5	66,729
Postal Technical Officer Level 6	69,965
Postal Technical Officer Level 7	72,457
Postal Technical Officer Level 8	75,943
Postal Technical Officer Level 9	77,435

**\$ per annum**

**Technical Services Officer**

Senior Technical Services Officer Grade 1	65,235
Senior Technical Services Officer Grade 2	68,473
Senior Technical Services Officer Grade 3	77,435
Principal Technical Services Officer Grade 1	75,943
Principal Technical Services Officer Grade 2	77,435

2. By deleting the amount “\$47,132” appearing in clause 23.3(c) and inserting “\$49,300”.
3. By deleting the amount “\$44,904” appearing in clause 26.1(a) and inserting “\$46,991”.
4. By deleting the amount “\$40,214” appearing in clause 26.3(a)(iii) and inserting “\$42,301”.
5. By deleting the amount “\$40,214” appearing in clause 26.3(b) and inserting “\$42,301”.
6. By deleting the amount “\$57,140” appearing in clause 26.5 and inserting “\$59,768”.
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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10 per week</b>	<b>Year 11 per week</b>	<b>Year 12 per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	475.90
Plus 1 year out of school	400.10	475.90	553.90
Plus 2 years out of school	475.90	553.90	644.50
Plus 3 years out of school	553.90	644.50	738.00
Plus 4 years out of school	644.50	738.00	
Plus 5 or more years out of school	738.00		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	533.50
Plus 2 years out of school	463.80	533.50	625.80
Plus 3 years out of school	533.50	625.80	713.70
Plus 4 years out of school	625.80	713.70	
Plus 5 or more years out of school	713.70		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	363.40	400.10	463.80
Plus 1 year out of school	400.10	463.80	524.50
Plus 2 years out of school	463.80	524.50	586.00
Plus 3 years out of school	524.50	586.00	652.70
Plus 4 years out of school	586.00	652.70	
Plus 5 or more years out of school	652.70		

**(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:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
Wage Level A	766.00	795.10
Wage Level B	740.80	769.00
Wage Level C	677.50	703.20

### **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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.65
Plus 1 year out of school	13.16	15.65	18.22
Plus 2 years out of school	15.65	18.22	21.20
Plus 3 years out of school	18.22	21.20	24.28
Plus 4 years out of school	21.20	24.28	
Plus 5 or more years out of school	24.28		

#### **(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.55

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 2 years out of school	15.26	17.55	20.59
Plus 3 years out of school	17.55	20.59	23.48
Plus 4 years out of school	20.59	23.48	
Plus 5 or more years out of school	23.48		

**(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:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.95	13.16	15.26
Plus 1 year out of school	13.16	15.26	17.25
Plus 2 years out of school	15.26	17.25	19.28
Plus 3 years out of school	17.25	19.28	21.47
Plus 4 years out of school	19.28	21.47	
Plus 5 or more years out of school	21.47		

**(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:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
11.95	13.16

**(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	25.20	26.15
Wage Level B	24.37	25.30
Wage Level C	22.29	23.13

**(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 2022. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2022.

PRESIDENT