



# DRAFT DETERMINATION

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

## **Annual Wage Review 2018–19** (C2019/1)

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

Postal services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

MELBOURNE, XX JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

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

	<b>\$ per annum</b>
<b>OPERATIONS</b>	
<b>Agency Assistant</b>	
Agency Assistant Grade 1	39,714
Agency Assistant Grade 2	40,170
<b>Customer Contact Centre Group</b>	
Level 1 Customer Service Trainee	41,540
Level 2 Customer Service Consultant	42,909
Level 3 Customer Care Consultant	45,191
Level 4 Business Relationship Consultant	48,159
Level 5 Team Leader Customer Service	49,299
Level 6 Team Leader Business Sales	52,950
Level 7 Specialist Manager	57,059

	<b>\$ per annum</b>
<b>Electronic Mail</b>	
Electronic Mail Operator	43,137
Electronic Mail Co-ordinator	47,474
<b>Food Services</b>	
Senior Attendant	41,083
Cafeteria Manager Grade 2	46,560
<b>Mail Processing Group</b>	
Trainee Mail Officer Level 1	39,714
Mail officer	41,540
Senior Mail Officer Grade 1	45,875
Senior Mail Officer Grade 2	47,246
Trainee Mail Processing Co-ordinator	44,963
Mail Processing Co-ordinator Grade 1	47,931
Mail Processing Co-ordinator Grade 2	50,441
Mail Processing Co-ordinator Grade 3	53,636
Mail Processing Co-ordinator Grade 4	58,202
Mail Room Officer	39,942
Mail Room Supervisor	50,669
<b>Postal Delivery Group – Parity</b>	
Trainee Postal Delivery Officer	39,714
Postal Delivery Officer	41,540
Senior Postal Delivery Officer Grade 1	44,736
Senior Postal Delivery Officer Grade 2	45,875
Senior Postal Delivery Officer Grade 3	46,560
Postal Delivery Co-ordinator Grade 1	47,931
Postal Delivery Co-ordinator Grade 2	50,441
Postal Delivery Co-ordinator Grade 3	53,636
<b>Parcel Post Group</b>	
Trainee Parcel Post Officer Level 1	39,714
Parcel Post Officer	42,680
Senior Parcel Post Officer Grade 1	45,875
Senior Parcel Post Officer Grade 2	47,246
Parcel Post Co-ordinator Grade 2	50,441
Parcel Post Co-ordinator Grade 3	53,636

	<b>\$ per annum</b>
<b>Postal Transport Group (Parity including Driver/Sorter)</b>	
Postal Transport Officer	42,454
Senior Postal Transport Officer	44,507
Postal Transport Co-ordinator Grade 1	46,560
Postal Transport Co-ordinator Grade 2	48,844
Postal Transport Co-ordinator Grade 3	52,724
Postal Transport Co-ordinator Grade 4	54,550
Postal Transport Co-ordinator Grade 5	57,516
<b>Postal Services Group</b>	
Trainee Postal Services Officer	40,170
Postal Services Officer	41,995
Senior Postal Services Officer Grade 1	48,159
Senior Postal Services Officer Grade 2	51,126
Postal Manager Grade 1	54,776
Postal Manager Level 2	59,570
Postal Manager Level 3	66,644
<b>Sprintpak</b>	
Sprintpak Level 1	39,942
Sprintpak Level 2	45,420
Sprintpak Level 3	50,669
<b>Stores</b>	
Stores Officer	42,224
Senior Stores Officer	43,822
Stores Supervisor	47,474
Senior Stores Supervisor Grade 1	49,756
Senior Stores Supervisor Grade 2	52,494
Senior Stores Supervisor Grade 3	56,375
<b>Support Services</b>	
Support Services Officer Grade 1	40,399
Support Services Officer Grade 2	42,224
Support Services Officer Grade 3	44,051
Support Services Officer Grade 4	46,332
Garage Attendant	40,856

	<b>\$ per annum</b>
<b>ADMINISTRATIVE/PROFESSIONAL</b>	
<b>Counsellor</b>	
Counsellor Class 2	59,570
Counsellor Class 3	66,190
<b>Engineer</b>	
Engineer Class 2	59,799
Engineer Class 3	66,419
<b>Librarian</b>	
Librarian Class 1	47,018
Librarian Class 2	56,375
Librarian Class 3	61,625
<b>Postal Administrative</b>	
Administrative Officer – Level 1	41,995
Administrative Officer – Level 2	45,420
Administrative Officer – Level 3	50,669
Administrative Officer – Level 4	57,289
Administrative Officer – Level 5	64,819
Administrative Officer – Level 6	68,700
<b>TECHNICAL</b>	
<b>Apprentice/Assistant</b>	
Apprentice – Adult	42,224
Drafting Assistant Grade 1	42,454
Graphic Design Assistant Grade 1	42,454
<b>Postal Technical Officer</b>	
Postal Technical Officer Level 1	43,137
Postal Technical Officer Level 2	45,191
Postal Technical Officer Level 3	48,159
Postal Technical Officer Level 4	51,812
Postal Technical Officer Level 5	61,168
Postal Technical Officer Level 6	64,135
Postal Technical Officer Level 7	66,419
Postal Technical Officer Level 8	69,614
Postal Technical Officer Level 9	70,982
<b>Technical Services Officer</b>	
Senior Technical Services Officer Grade 1	59,799

	<b>\$ per annum</b>
Senior Technical Services Officer Grade 2	62,767
Senior Technical Services Officer Grade 3	70,982
Principal Technical Services Officer Grade 1	69,614
Principal Technical Services Officer Grade 2	70,982

2. By deleting the amount “\$43,875” appearing in 23.3(c) and inserting “\$45,191”.
3. By deleting the amount “\$41,802” appearing in 26.1(a) and inserting “\$43,056”.
4. By deleting the amount “\$37,435” appearing in 26.3(a)(iii) and inserting “\$38,558”.
5. By deleting the amount “\$37,435” appearing in 26.3(b) and inserting “\$38,558”.
6. By deleting the amount “\$53,191” appearing in 26.5 and inserting “\$54,787”.
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>
School leaver	332.80	366.50	436.60
Plus 1 year out of school	366.50	436.60	508.10
Plus 2 years out of school	436.60	508.10	591.30
Plus 3 years out of school	508.10	591.30	677.00
Plus 4 years out of school	591.30	677.00	
Plus 5 or more years out of school	677.00		

**(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	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	
Plus 5 or more years out of school	653.70		

**(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	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	478.20
Plus 2 years out of school	424.80	478.20	534.30
Plus 3 years out of school	478.20	534.30	595.20
Plus 4 years out of school	534.30	595.20	
Plus 5 or more years out of school	595.20		

**(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	703.20	730.40
Wage Level B	678.40	704.40
Wage Level C	617.40	640.70

### 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	10.95	12.07	14.37
Plus 1 year out of school	12.07	14.37	16.73
Plus 2 years out of school	14.37	16.73	19.45
Plus 3 years out of school	16.73	19.45	22.26
Plus 4 years out of school	19.45	22.26	
Plus 5 or more years out of school	22.26		

#### (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	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08

	<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	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	
Plus 5 or more years out of school	21.52		

**(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	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	15.73
Plus 2 years out of school	13.99	15.73	17.57
Plus 3 years out of school	15.73	17.57	19.58
Plus 4 years out of school	17.57	19.58	
Plus 5 or more years out of school	19.58		

**(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>
10.95	12.07

**(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:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
Wage Level A	23.12	24.03
Wage Level B	22.29	23.15
Wage Level C	20.31	21.08

**(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 from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT