



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AUSTRALIA POST ENTERPRISE AWARD 2015
[MA000137]

Postal services

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

	\$ per annum
OPERATIONS	
Agency Assistant	
Agency Assistant Grade 1	46,008
Agency Assistant Grade 2	46,511
Customer Contact Centre Group	
Level 1 Customer Service Trainee	48,022
Level 2 Customer Service Consultant	49,532
Level 3 Customer Care Consultant	52,135
Level 4 Business Relationship Consultant	55,558
Level 5 Team Leader Customer Service	56,873
Level 6 Team Leader Business Sales	61,085

	\$ per annum
Level 7 Specialist Manager	65,825
Electronic Mail	
Electronic Mail Operator	49,783
Electronic Mail Co-ordinator	54,769
Food Services	
Senior Attendant	47,518
Cafeteria Manager Grade 2	53,714
Mail Processing Group	
Trainee Mail Officer Level 1	46,008
Mail officer	48,022
Senior Mail Officer Grade 1	52,924
Senior Mail Officer Grade 2	54,506
Trainee Mail Processing Co-ordinator	51,871
Mail Processing Co-ordinator Grade 1	55,295
Mail Processing Co-ordinator Grade 2	58,191
Mail Processing Co-ordinator Grade 3	61,876
Mail Processing Co-ordinator Grade 4	67,145
Mail Room Officer	46,259
Mail Room Supervisor	58,454
Postal Delivery Group – Parity	
Trainee Postal Delivery Officer	46,008
Postal Delivery Officer	48,022
Senior Postal Delivery Officer Grade 1	51,609
Senior Postal Delivery Officer Grade 2	52,924
Senior Postal Delivery Officer Grade 3	53,714
Postal Delivery Co-ordinator Grade 1	55,295
Postal Delivery Co-ordinator Grade 2	58,191
Postal Delivery Co-ordinator Grade 3	61,876
Parcel Post Group	
Trainee Parcel Post Officer Level 1	46,008
Parcel Post Officer	49,280
Senior Parcel Post Officer Grade 1	52,924
Senior Parcel Post Officer Grade 2	54,506
Parcel Post Co-ordinator Grade 2	58,191
Parcel Post Co-ordinator Grade 3	61,876

	\$ per annum
Postal Transport Group (Parity including Driver/Sorter)	
Postal Transport Officer	49,030
Senior Postal Transport Officer	51,345
Postal Transport Co-ordinator Grade 1	53,714
Postal Transport Co-ordinator Grade 2	56,348
Postal Transport Co-ordinator Grade 3	60,824
Postal Transport Co-ordinator Grade 4	62,932
Postal Transport Co-ordinator Grade 5	66,353
Postal Services Group	
Trainee Postal Services Officer	46,511
Postal Services Officer	48,523
Senior Postal Services Officer Grade 1	55,558
Senior Postal Services Officer Grade 2	58,982
Postal Manager Grade 1	63,192
Postal Manager Level 2	68,722
Postal Manager Level 3	76,882
Sprintpak	
Sprintpak Level 1	46,259
Sprintpak Level 2	52,398
Sprintpak Level 3	58,454
Stores	
Stores Officer	48,776
Senior Stores Officer	50,555
Stores Supervisor	54,769
Senior Stores Supervisor Grade 1	57,401
Senior Stores Supervisor Grade 2	60,559
Senior Stores Supervisor Grade 3	65,037
Support Services	
Support Services Officer Grade 1	46,764
Support Services Officer Grade 2	48,776
Support Services Officer Grade 3	50,819
Support Services Officer Grade 4	53,451
Garage Attendant	47,267

	\$ per annum
ADMINISTRATIVE/PROFESSIONAL	
Counsellor	
Counsellor Class 2	68,722
Counsellor Class 3	76,359
Engineer	
Engineer Class 2	68,986
Engineer Class 3	76,623
Librarian	
Librarian Class 1	54,242
Librarian Class 2	65,037
Librarian Class 3	71,093
Postal Administrative	
Administrative Officer – Level 1	48,523
Administrative Officer – Level 2	52,398
Administrative Officer – Level 3	58,454
Administrative Officer – Level 4	66,091
Administrative Officer – Level 5	74,778
Administrative Officer – Level 6	79,255
TECHNICAL	
Apprentice/Assistant	
Apprentice – Adult	48,776
Drafting Assistant Grade 1	49,030
Graphic Design Assistant Grade 1	49,030
Postal Technical Officer	
Postal Technical Officer Level 1	49,783
Postal Technical Officer Level 2	52,135
Postal Technical Officer Level 3	55,558
Postal Technical Officer Level 4	59,773
Postal Technical Officer Level 5	70,566
Postal Technical Officer Level 6	73,988
Postal Technical Officer Level 7	76,623
Postal Technical Officer Level 8	80,310
Postal Technical Officer Level 9	81,888

	\$ per annum
Technical Services Officer	
Senior Technical Services Officer Grade 1	68,986
Senior Technical Services Officer Grade 2	72,410
Senior Technical Services Officer Grade 3	81,888
Principal Technical Services Officer Grade 1	80,310
Principal Technical Services Officer Grade 2	81,888

2. By deleting the amount “\$49,300” appearing in clause 23.3(c) and inserting “\$52,135”.
3. By deleting the amount “\$46,991” appearing in clause 26.1(a) and inserting “\$49,693”.
4. By deleting the amount “\$42,301” appearing in clause 26.3(a)(iii) and inserting “\$44,733”.
5. By deleting the amount “\$42,301” appearing in clause 26.3(b) and inserting “\$44,733”.
6. By deleting the amount “\$59,768” appearing in clause 26.5 and inserting “\$63,205”.
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	384.30	423.10	503.30
Plus 1 year out of school	423.10	503.30	585.70
Plus 2 years out of school	503.30	585.70	681.60
Plus 3 years out of school	585.70	681.60	780.40
Plus 4 years out of school	681.60	780.40	
Plus 5 or more years out of school	780.40		

(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	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	
Plus 5 or more years out of school	754.70		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	554.70
Plus 2 years out of school	490.50	554.70	619.70
Plus 3 years out of school	554.70	619.70	690.20
Plus 4 years out of school	619.70	690.20	
Plus 5 or more years out of school	690.20		

(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	810.00	840.80
Wage Level B	783.40	813.20
Wage Level C	716.50	743.60

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	12.64	13.92	16.55
Plus 1 year out of school	13.92	16.55	19.27
Plus 2 years out of school	16.55	19.27	22.42
Plus 3 years out of school	19.27	22.42	25.68
Plus 4 years out of school	22.42	25.68	
Plus 5 or more years out of school	25.68		

(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	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	
Plus 5 or more years out of school	24.83		

(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	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.24
Plus 2 years out of school	16.14	18.24	20.39
Plus 3 years out of school	18.24	20.39	22.70
Plus 4 years out of school	20.39	22.70	
Plus 5 or more years out of school	22.70		

(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
\$	\$
12.64	13.92

(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	26.65	27.65
Wage Level B	25.77	26.75
Wage Level C	23.57	24.46

(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 2023. 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 2023.

PRESIDENT