



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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	41,419
Agency Assistant Grade 2	41,895
Customer Contact Centre Group	
Level 1 Customer Service Trainee	43,324
Level 2 Customer Service Consultant	44,752
Level 3 Customer Care Consultant	47,132
Level 4 Business Relationship Consultant	50,227
Level 5 Team Leader Customer Service	51,416
Level 6 Team Leader Business Sales	55,224

	\$ per annum
Level 7 Specialist Manager	59,509
Electronic Mail	
Electronic Mail Operator	44,989
Electronic Mail Co-ordinator	49,513
Food Services	
Senior Attendant	42,847
Cafeteria Manager Grade 2	48,559
Mail Processing Group	
Trainee Mail Officer Level 1	41,419
Mail officer	43,324
Senior Mail Officer Grade 1	47,845
Senior Mail Officer Grade 2	49,275
Trainee Mail Processing Co-ordinator	46,894
Mail Processing Co-ordinator Grade 1	49,989
Mail Processing Co-ordinator Grade 2	52,607
Mail Processing Co-ordinator Grade 3	55,939
Mail Processing Co-ordinator Grade 4	60,702
Mail Room Officer	41,657
Mail Room Supervisor	52,845
Postal Delivery Group – Parity	
Trainee Postal Delivery Officer	41,419
Postal Delivery Officer	43,324
Senior Postal Delivery Officer Grade 1	46,657
Senior Postal Delivery Officer Grade 2	47,845
Senior Postal Delivery Officer Grade 3	48,559
Postal Delivery Co-ordinator Grade 1	49,989
Postal Delivery Co-ordinator Grade 2	52,607
Postal Delivery Co-ordinator Grade 3	55,939
Parcel Post Group	
Trainee Parcel Post Officer Level 1	41,419
Parcel Post Officer	44,513
Senior Parcel Post Officer Grade 1	47,845
Senior Parcel Post Officer Grade 2	49,275
Parcel Post Co-ordinator Grade 2	52,607
Parcel Post Co-ordinator Grade 3	55,939

	\$ per annum
Postal Transport Group (Parity including Driver/Sorter)	
Postal Transport Officer	44,277
Senior Postal Transport Officer	46,418
Postal Transport Co-ordinator Grade 1	48,559
Postal Transport Co-ordinator Grade 2	50,941
Postal Transport Co-ordinator Grade 3	54,988
Postal Transport Co-ordinator Grade 4	56,893
Postal Transport Co-ordinator Grade 5	59,986
Postal Services Group	
Trainee Postal Services Officer	41,895
Postal Services Officer	43,798
Senior Postal Services Officer Grade 1	50,227
Senior Postal Services Officer Grade 2	53,322
Postal Manager Grade 1	57,128
Postal Manager Level 2	62,127
Postal Manager Level 3	69,505
Sprintpak	
Sprintpak Level 1	41,657
Sprintpak Level 2	47,370
Sprintpak Level 3	52,845
Stores	
Stores Officer	44,037
Senior Stores Officer	45,704
Stores Supervisor	49,513
Senior Stores Supervisor Grade 1	51,893
Senior Stores Supervisor Grade 2	54,748
Senior Stores Supervisor Grade 3	58,796
Support Services	
Support Services Officer Grade 1	42,134
Support Services Officer Grade 2	44,037
Support Services Officer Grade 3	45,943
Support Services Officer Grade 4	48,322
Garage Attendant	42,610

ADMINISTRATIVE/PROFESSIONAL

	\$ per annum
Counsellor	
Counsellor Class 2	62,127
Counsellor Class 3	69,032
Engineer	
Engineer Class 2	62,366
Engineer Class 3	69,271
Librarian	
Librarian Class 1	49,037
Librarian Class 2	58,796
Librarian Class 3	64,271
Postal Administrative	
Administrative Officer – Level 1	43,798
Administrative Officer – Level 2	47,370
Administrative Officer – Level 3	52,845
Administrative Officer – Level 4	59,749
Administrative Officer – Level 5	67,602
Administrative Officer – Level 6	71,650
TECHNICAL	
Apprentice/Assistant	
Apprentice – Adult	44,037
Drafting Assistant Grade 1	44,277
Graphic Design Assistant Grade 1	44,277
Postal Technical Officer	
Postal Technical Officer Level 1	44,989
Postal Technical Officer Level 2	47,132
Postal Technical Officer Level 3	50,227
Postal Technical Officer Level 4	54,037
Postal Technical Officer Level 5	63,794
Postal Technical Officer Level 6	66,888
Postal Technical Officer Level 7	69,271
Postal Technical Officer Level 8	72,603
Postal Technical Officer Level 9	74,030
Technical Services Officer	
Senior Technical Services Officer Grade 1	62,366
Senior Technical Services Officer Grade 2	65,462

	\$ per annum
Senior Technical Services Officer Grade 3	74,030
Principal Technical Services Officer Grade 1	72,603
Principal Technical Services Officer Grade 2	74,030

2. By deleting the amount “\$45,982” appearing in clause 23.3(c) and inserting “\$47,132”.
3. By deleting the amount “\$43,809” appearing in clause 26.1(a) and inserting “\$44,904”.
4. By deleting the amount “\$39,233” appearing in clause 26.3(a)(iii) and inserting “\$40,214”.
5. By deleting the amount “\$39,233” appearing in clause 26.3(b) and inserting “\$40,214”.
6. By deleting the amount “\$55,746” appearing in clause 26.5 and inserting “\$57,140”.
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 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	
Plus 5 or more years out of school	706.00		

(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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

(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	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	498.80
Plus 2 years out of school	443.00	498.80	557.30
Plus 3 years out of school	498.80	557.30	620.70
Plus 4 years out of school	557.30	620.70	
Plus 5 or more years out of school	620.70		

(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:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
Wage Level A	733.40	761.80
Wage Level B	707.60	734.60
Wage Level C	643.90	668.20

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:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

(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	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 5 or more years out of school	22.45		

(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	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.41
Plus 2 years out of school	14.59	16.41	18.33
Plus 3 years out of school	16.41	18.33	20.42
Plus 4 years out of school	18.33	20.42	
Plus 5 or more years out of school	20.42		

(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
\$	\$
11.42	12.59

(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	24.11	25.06
Wage Level B	23.25	24.15
Wage Level C	21.19	21.99

(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 2021. 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 2021.

PRESIDENT