



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

AUSTRALIA POST ENTERPRISE AWARD 2015

[MA000137]

Postal services

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

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] 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 | 49,426 |
| Agency Assistant Grade 2 | 49,944 |
| Customer Contact Centre Group | |
| Level 1 Customer Service Trainee | 51,567 |
| Level 2 Customer Service Consultant | 53,188 |
| Level 3 Customer Care Consultant | 55,983 |
| Level 4 Business Relationship Consultant | 59,658 |
| Level 5 Team Leader Customer Service | 61,071 |
| Level 6 Team Leader Business Sales | 65,594 |

| | \$ per annum |
|--|---------------------|
| Level 7 Specialist Manager | 70,683 |
| Electronic Mail | |
| Electronic Mail Operator | 53,458 |
| Electronic Mail Co-ordinator | 58,812 |
| Food Services | |
| Senior Attendant | 51,026 |
| Cafeteria Manager Grade 2 | 57,678 |
| Mail Processing Group | |
| Trainee Mail Officer Level 1 | 49,426 |
| Mail officer | 51,567 |
| Senior Mail Officer Grade 1 | 56,831 |
| Senior Mail Officer Grade 2 | 58,529 |
| Trainee Mail Processing Co-ordinator | 55,700 |
| Mail Processing Co-ordinator Grade 1 | 59,377 |
| Mail Processing Co-ordinator Grade 2 | 62,486 |
| Mail Processing Co-ordinator Grade 3 | 66,443 |
| Mail Processing Co-ordinator Grade 4 | 72,101 |
| Mail Room Officer | 49,674 |
| Mail Room Supervisor | 62,769 |
| Postal Delivery Group – Parity | |
| Trainee Postal Delivery Officer | 49,426 |
| Postal Delivery Officer | 51,567 |
| Senior Postal Delivery Officer Grade 1 | 55,418 |
| Senior Postal Delivery Officer Grade 2 | 56,831 |
| Senior Postal Delivery Officer Grade 3 | 57,678 |
| Postal Delivery Co-ordinator Grade 1 | 59,377 |
| Postal Delivery Co-ordinator Grade 2 | 62,486 |
| Postal Delivery Co-ordinator Grade 3 | 66,443 |
| Parcel Post Group | |
| Trainee Parcel Post Officer Level 1 | 49,426 |
| Parcel Post Officer | 52,917 |
| Senior Parcel Post Officer Grade 1 | 56,831 |
| Senior Parcel Post Officer Grade 2 | 58,529 |
| Parcel Post Co-ordinator Grade 2 | 62,486 |
| Parcel Post Co-ordinator Grade 3 | 66,443 |

| | \$ per annum |
|--|---------------------|
| Postal Transport Group (Parity including Driver/Sorter) | |
| Postal Transport Officer | 52,649 |
| Senior Postal Transport Officer | 55,134 |
| Postal Transport Co-ordinator Grade 1 | 57,678 |
| Postal Transport Co-ordinator Grade 2 | 60,507 |
| Postal Transport Co-ordinator Grade 3 | 65,314 |
| Postal Transport Co-ordinator Grade 4 | 67,577 |
| Postal Transport Co-ordinator Grade 5 | 71,250 |
| Postal Services Group | |
| Trainee Postal Services Officer | 49,944 |
| Postal Services Officer | 52,105 |
| Senior Postal Services Officer Grade 1 | 59,658 |
| Senior Postal Services Officer Grade 2 | 63,336 |
| Postal Manager Grade 1 | 67,857 |
| Postal Manager Level 2 | 73,794 |
| Postal Manager Level 3 | 82,557 |
| Sprintpak | |
| Sprintpak Level 1 | 49,674 |
| Sprintpak Level 2 | 56,266 |
| Sprintpak Level 3 | 62,769 |
| Stores | |
| Stores Officer | 52,376 |
| Senior Stores Officer | 54,287 |
| Stores Supervisor | 58,812 |
| Senior Stores Supervisor Grade 1 | 61,638 |
| Senior Stores Supervisor Grade 2 | 65,029 |
| Senior Stores Supervisor Grade 3 | 69,838 |
| Support Services | |
| Support Services Officer Grade 1 | 50,216 |
| Support Services Officer Grade 2 | 52,376 |
| Support Services Officer Grade 3 | 54,570 |
| Support Services Officer Grade 4 | 57,396 |
| Garage Attendant | 50,756 |
| | |

| | \$ per annum |
|------------------------------------|---------------------|
| ADMINISTRATIVE/PROFESSIONAL | |
| Counsellor | |
| Counsellor Class 2 | 73,794 |
| Counsellor Class 3 | 81,995 |
| Engineer | |
| Engineer Class 2 | 74,078 |
| Engineer Class 3 | 82,278 |
| Librarian | |
| Librarian Class 1 | 58,246 |
| Librarian Class 2 | 69,838 |
| Librarian Class 3 | 76,341 |
| Postal Administrative | |
| Administrative Officer – Level 1 | 52,105 |
| Administrative Officer – Level 2 | 56,266 |
| Administrative Officer – Level 3 | 62,769 |
| Administrative Officer – Level 4 | 70,969 |
| Administrative Officer – Level 5 | 80,297 |
| Administrative Officer – Level 6 | 85,105 |
| | |
| TECHNICAL | |
| Apprentice/Assistant | |
| Apprentice – Adult | 52,376 |
| Drafting Assistant Grade 1 | 52,649 |
| Graphic Design Assistant Grade 1 | 52,649 |
| Postal Technical Officer | |
| Postal Technical Officer Level 1 | 53,458 |
| Postal Technical Officer Level 2 | 55,983 |
| Postal Technical Officer Level 3 | 59,658 |
| Postal Technical Officer Level 4 | 64,184 |
| Postal Technical Officer Level 5 | 75,774 |
| Postal Technical Officer Level 6 | 79,450 |
| Postal Technical Officer Level 7 | 82,278 |
| Postal Technical Officer Level 8 | 86,238 |
| Postal Technical Officer Level 9 | 87,933 |

| | \$ per annum |
|--|---------------------|
| Technical Services Officer | |
| Senior Technical Services Officer Grade 1 | 74,078 |
| Senior Technical Services Officer Grade 2 | 77,754 |
| Senior Technical Services Officer Grade 3 | 87,933 |
| Principal Technical Services Officer Grade 1 | 86,238 |
| Principal Technical Services Officer Grade 2 | 87,933 |

2. By deleting the amount “\$54,090” appearing in clause 23.3(c) and inserting “\$55,983”.
3. By deleting the amount “\$51,556” appearing in clause 26.1(a) and inserting “\$53,360”.
4. By deleting the amount “\$46,410” appearing in clause 26.3(a)(iii) and inserting “\$48,034”.
5. By deleting the amount “\$46,410” appearing in clause 26.3(b) and inserting “\$48,034”.
6. By deleting the amount “\$65,575” appearing in clause 26.5 and inserting “\$67,870”.
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 | 412.70 | 454.40 | 540.50 |
| Plus 1 year out of school | 454.40 | 540.50 | 629.00 |
| Plus 2 years out of school | 540.50 | 629.00 | 732.00 |
| Plus 3 years out of school | 629.00 | 732.00 | 838.00 |
| Plus 4 years out of school | 732.00 | 838.00 | |
| Plus 5 or more years out of school | 838.00 | | |

(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 | 412.70 | 454.40 | 526.70 |
| Plus 1 year out of school | 454.40 | 526.70 | 605.90 |
| Plus 2 years out of school | 526.70 | 605.90 | 710.60 |
| Plus 3 years out of school | 605.90 | 710.60 | 810.40 |
| Plus 4 years out of school | 710.60 | 810.40 | |
| Plus 5 or more years out of school | 810.40 | | |

(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 | 412.70 | 454.40 | 526.70 |
| Plus 1 year out of school | 454.40 | 526.70 | 595.60 |
| Plus 2 years out of school | 526.70 | 595.60 | 665.40 |
| Plus 3 years out of school | 595.60 | 665.40 | 741.20 |
| Plus 4 years out of school | 665.40 | 741.20 | |
| Plus 5 or more years out of school | 741.20 | | |

(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 | 869.80 | 902.80 |
| Wage Level B | 841.20 | 873.20 |
| Wage Level C | 769.40 | 798.50 |

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 | 13.57 | 14.95 | 17.77 |
| Plus 1 year out of school | 14.95 | 17.77 | 20.69 |
| Plus 2 years out of school | 17.77 | 20.69 | 24.07 |
| Plus 3 years out of school | 20.69 | 24.07 | 27.57 |
| Plus 4 years out of school | 24.07 | 27.57 | |
| Plus 5 or more years out of school | 27.57 | | |

(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 | 13.57 | 14.95 | 17.34 |
| Plus 1 year out of school | 14.95 | 17.34 | 19.93 |
| Plus 2 years out of school | 17.34 | 19.93 | 23.38 |
| Plus 3 years out of school | 19.93 | 23.38 | 26.66 |
| Plus 4 years out of school | 23.38 | 26.66 | |
| Plus 5 or more years out of school | 26.66 | | |

(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 | 13.57 | 14.95 | 17.34 |
| Plus 1 year out of school | 14.95 | 17.34 | 19.58 |
| Plus 2 years out of school | 17.34 | 19.58 | 21.89 |
| Plus 3 years out of school | 19.58 | 21.89 | 24.37 |
| Plus 4 years out of school | 21.89 | 24.37 | |
| Plus 5 or more years out of school | 24.37 | | |

(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 |
| \$ | \$ |
| 13.57 | 14.95 |

(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 | 28.62 | 29.69 |
| Wage Level B | 27.68 | 28.72 |
| Wage Level C | 25.31 | 26.27 |

(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 2025. 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 2025.

PRESIDENT