



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

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 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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	40,409
Agency Assistant Grade 2	40,873
Customer Contact Centre Group	
Level 1 Customer Service Trainee	42,267
Level 2 Customer Service Consultant	43,660
Level 3 Customer Care Consultant	45,982
Level 4 Business Relationship Consultant	49,002
Level 5 Team Leader Customer Service	50,162

	\$ per annum
Level 6 Team Leader Business Sales	53,877
Level 7 Specialist Manager	58,058
Electronic Mail	
Electronic Mail Operator	43,892
Electronic Mail Co-ordinator	48,305
Food Services	
Senior Attendant	41,802
Cafeteria Manager Grade 2	47,375
Mail Processing Group	
Trainee Mail Officer Level 1	40,409
Mail officer	42,267
Senior Mail Officer Grade 1	46,678
Senior Mail Officer Grade 2	48,073
Trainee Mail Processing Co-ordinator	45,750
Mail Processing Co-ordinator Grade 1	48,770
Mail Processing Co-ordinator Grade 2	51,324
Mail Processing Co-ordinator Grade 3	54,575
Mail Processing Co-ordinator Grade 4	59,221
Mail Room Officer	40,641
Mail Room Supervisor	51,556
Postal Delivery Group – Parity	
Trainee Postal Delivery Officer	40,409
Postal Delivery Officer	42,267
Senior Postal Delivery Officer Grade 1	45,519
Senior Postal Delivery Officer Grade 2	46,678
Senior Postal Delivery Officer Grade 3	47,375
Postal Delivery Co-ordinator Grade 1	48,770
Postal Delivery Co-ordinator Grade 2	51,324
Postal Delivery Co-ordinator Grade 3	54,575
Parcel Post Group	
Trainee Parcel Post Officer Level 1	40,409
Parcel Post Officer	43,427
Senior Parcel Post Officer Grade 1	46,678
Senior Parcel Post Officer Grade 2	48,073
Parcel Post Co-ordinator Grade 2	51,324
Parcel Post Co-ordinator Grade 3	54,575

	\$ per annum
Postal Transport Group (Parity including Driver/Sorter)	
Postal Transport Officer	43,197
Senior Postal Transport Officer	45,286
Postal Transport Co-ordinator Grade 1	47,375
Postal Transport Co-ordinator Grade 2	49,699
Postal Transport Co-ordinator Grade 3	53,647
Postal Transport Co-ordinator Grade 4	55,505
Postal Transport Co-ordinator Grade 5	58,523
Postal Services Group	
Trainee Postal Services Officer	40,873
Postal Services Officer	42,730
Senior Postal Services Officer Grade 1	49,002
Senior Postal Services Officer Grade 2	52,021
Postal Manager Grade 1	55,735
Postal Manager Level 2	60,612
Postal Manager Level 3	67,810
Sprintpak	
Sprintpak Level 1	40,641
Sprintpak Level 2	46,215
Sprintpak Level 3	51,556
Stores	
Stores Officer	42,963
Senior Stores Officer	44,589
Stores Supervisor	48,305
Senior Stores Supervisor Grade 1	50,627
Senior Stores Supervisor Grade 2	53,413
Senior Stores Supervisor Grade 3	57,362
Support Services	
Support Services Officer Grade 1	41,106
Support Services Officer Grade 2	42,963
Support Services Officer Grade 3	44,822
Support Services Officer Grade 4	47,143
Garage Attendant	41,571

	\$ per annum
ADMINISTRATIVE/PROFESSIONAL	
Counsellor	
Counsellor Class 2	60,612
Counsellor Class 3	67,348
Engineer	
Engineer Class 2	60,845
Engineer Class 3	67,581
Librarian	
Librarian Class 1	47,841
Librarian Class 2	57,362
Librarian Class 3	62,703
Postal Administrative	
Administrative Officer – Level 1	42,730
Administrative Officer – Level 2	46,215
Administrative Officer – Level 3	51,556
Administrative Officer – Level 4	58,292
Administrative Officer – Level 5	65,953
Administrative Officer – Level 6	69,902
TECHNICAL	
Apprentice/Assistant	
Apprentice – Adult	42,963
Drafting Assistant Grade 1	43,197
Graphic Design Assistant Grade 1	43,197
Postal Technical Officer	
Postal Technical Officer Level 1	43,892
Postal Technical Officer Level 2	45,982
Postal Technical Officer Level 3	49,002
Postal Technical Officer Level 4	52,719
Postal Technical Officer Level 5	62,238
Postal Technical Officer Level 6	65,257
Postal Technical Officer Level 7	67,581
Postal Technical Officer Level 8	70,832
Postal Technical Officer Level 9	72,224

\$ per annum

Technical Services Officer

Senior Technical Services Officer Grade 1	60,845
Senior Technical Services Officer Grade 2	63,865
Senior Technical Services Officer Grade 3	72,224
Principal Technical Services Officer Grade 1	70,832
Principal Technical Services Officer Grade 2	72,224

2. By deleting the amount "\$45,191" appearing in clause 23.3(c) and inserting "\$45,982".
3. By deleting the amount "\$43,056" appearing in clause 26.1(a) and inserting "\$43,809".
4. By deleting the amount "\$38,558" appearing in clause 26.3(a)(iii) and inserting "\$39,233".
5. By deleting the amount "\$38,558" appearing in clause 26.3(b) and inserting "\$39,233".
6. By deleting the amount "\$54,787" appearing in clause 26.5 and inserting "\$55,746".
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	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

(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	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

(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	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	486.60
Plus 2 years out of school	432.20	486.60	543.70
Plus 3 years out of school	486.60	543.70	605.60
Plus 4 years out of school	543.70	605.60	
Plus 5 or more years out of school	605.60		

(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	715.50	743.20
Wage Level B	690.30	716.70
Wage Level C	628.20	651.90

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	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

(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	11.14	12.28	14.23

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

(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	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.01
Plus 2 years out of school	14.23	16.01	17.88
Plus 3 years out of school	16.01	17.88	19.92
Plus 4 years out of school	17.88	19.92	
Plus 5 or more years out of school	19.92		

(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
\$	\$
11.14	12.28

(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	23.52	24.45
Wage Level B	22.68	23.56
Wage Level C	20.67	21.45

(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 November 2020. 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 November 2020.

PRESIDENT