

Building our future together



Australia Post Fair Work Agreement 2010

Managing Director's message



The Australia Post Fair Work Agreement builds on the success of past enterprise agreements by guaranteeing regular pay increases and protecting your employment terms and conditions.

When you consider the overall package of this Fair Work Agreement, it is a well balanced agreement that provides security for our people and stability for our corporation – as we adapt to a very unstable business environment

The agreement gives you certainty around your working conditions and it retains the protections of the RRR agreement. Under the RRR process, our priority is always to retrain our people and redeploy them to the growth areas of our business.

For Australia Post, it will give us stability to focus on our customers and win new business – as we seek to return to sustainable profit growth.

I value the contribution you make to our business every day, and I look forward to your support. I encourage you to vote “Yes” for the Australia Post Fair Work Agreement.

Ahmed Fahour
Managing Director and Chief Executive Officer

Let's vote

Steps

Step
1

Read this package and if you have a question talk to your manager. You can also call the FWA hotline on 1800 106 245 or email FWA@auspost.com.au

Step
2

The ballot opens on 22 September and closes on 6 October.

Step
3

Vote "Yes" to the Australia Post Fair Work Agreement.

Step
4

Return your ballot paper in the reply paid envelope provided by the Australian Electoral Commission by the specified date, ensuring you follow the instructions provided for your vote to be counted.



Frequently asked questions

1 Why should I vote “Yes”?

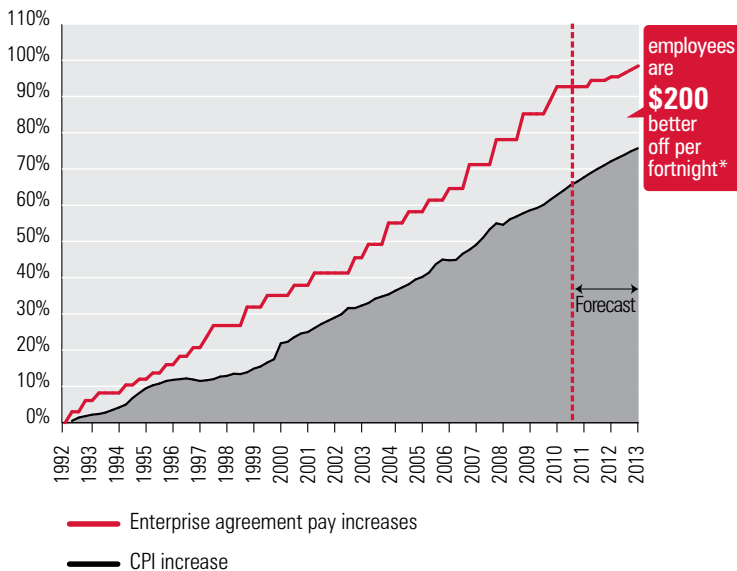
Australia Post and the unions have worked together to reach this agreement – it is an agreement that is fair to people and the business given the current business pressures facing Australia Post. By voting yes, you are choosing job security through our commitment to the RRR Agreement, further pay increases of up to 10 per cent over three years and a stable environment for the business to improve for the future.

2 What employment protections do I have?

Australia Post is committed to the RRR Agreement and will continue to consult with staff and unions on any major changes that impact staff. Affected staff will have full access to retraining and redeployment opportunities generally and in growth areas of the business.

3 How do our pay increases compare to inflation?

Staff have received regular pay increases since Australia Post enterprise agreements were established in 1992. Pay increases have been above inflation over this period.



Forecast Source: Access Economics

*\$200.00 per fortnight is the minimum difference in pay between just receiving CPI increases and receiving the guaranteed Australia Post Fair Work Agreement pay increases, excluding bonus pay increases. The above fortnightly amounts are calculated on maximum salary rates as at July 2009 for base level Mail Officers, Postal Delivery Officers, Postal Transport Officers and Parcel Post Officers.

4 Why are our bonus pay increases being linked to service performance and mail volumes under the Australia Post Fair Work Agreement?

These are incentive payments to encourage a collaborative effort to improve customer service, win new business and ensure future success.

5 How will I know if we have reached our service performance and mail volume targets?

You will receive regular updates on how we are tracking through *Post Journal*.

6 What if there is a “No” vote?

If the ballot is not approved it means there will not be a Fair Work Agreement and its terms and conditions will not be passed on to staff. This will lead to further lengthy delays in reaching a new agreement. We cannot guarantee that the current offer will be back on the table, including the protection of various past practices.

7 What happens to our Awards when the Agreement is approved?

We have included the relevant award clauses in the Agreement to ensure these important terms and conditions are locked in. These clauses include Anti-Discrimination (clause 4), Facilitative Provisions (clause 6), Hours of Duty (clause 16), Overtime (clause 17), Excess Travelling Time (Clause 18), Shift Work (clause 19), Public Holidays (clause 29).

Pay schedule

	Current salary (max)	Additional salary after 2.00% pay increase Aug-2010	Additional salary after 2.00% pay increase Dec-2010	Additional salary after 1.00% pay increase Dec-2011	Additional salary after 1.00% pay increase Dec-2012
Designations					
Postal Delivery Group - Parity					
Postal Delivery Officer	\$40,670	\$813	\$830	\$423	\$427
Senior Postal Delivery Officer Grade 1	\$42,127	\$843	\$859	\$438	\$443
Senior Postal Delivery Officer Grade 2	\$42,699	\$854	\$871	\$444	\$449
Senior Postal Delivery Officer Grade 3	\$44,697	\$894	\$912	\$465	\$470
Postal Delivery Co-ordinator Grade 1	\$46,849	\$937	\$956	\$487	\$492
Postal Delivery Co-ordinator Grade 2	\$53,814	\$1,076	\$1,098	\$560	\$565
Postal Delivery Co-ordinator Grade 3	\$62,634	\$1,253	\$1,278	\$652	\$658
Mail Processing Group					
Mail Officer	\$40,670	\$813	\$830	\$423	\$427
Senior Mail Officer Grade 1	\$42,699	\$854	\$871	\$444	\$449
Senior Mail Officer Grade 2	\$44,697	\$894	\$912	\$465	\$470
Mail Processing Co-ordinator Grade 1	\$46,849	\$937	\$956	\$487	\$492
Mail Processing Co-ordinator Grade 2	\$53,814	\$1,076	\$1,098	\$560	\$565
Mail Processing Co-ordinator Grade 3	\$60,674	\$1,213	\$1,238	\$631	\$638
Mail Processing Co-ordinator Grade 4	\$66,461	\$1,329	\$1,356	\$691	\$698
Parcel Post Group					
Parcel Post Officer	\$40,670	\$813	\$830	\$423	\$427
Senior Parcel Post Officer Grade 1	\$42,699	\$854	\$871	\$444	\$449
Senior Parcel Post Officer Grade 2	\$44,697	\$894	\$912	\$465	\$470
Parcel Post Co-ordinator Grade 2	\$53,814	\$1,076	\$1,098	\$560	\$565
Parcel Post Co-ordinator Grade 3	\$60,674	\$1,213	\$1,238	\$631	\$638
Postal Transport Group (Parity including Driver/Sorter)					
Postal Transport Officer	\$40,670	\$813	\$830	\$423	\$427
Senior Postal Transport Officer	\$43,425	\$869	\$886	\$452	\$456
Postal Transport Co-ordinator Grade 1	\$46,935	\$939	\$957	\$488	\$493
Postal Transport Co-ordinator Grade 2	\$50,445	\$1,009	\$1,029	\$525	\$530
Postal Transport Co-ordinator Grade 3	\$56,180	\$1,124	\$1,146	\$584	\$590
Postal Transport Co-ordinator Grade 4	\$59,498	\$1,190	\$1,214	\$619	\$625
Postal Transport Co-ordinator Grade 5	\$64,093	\$1,282	\$1,307	\$667	\$673
Postal Trades/Technical Group					
Postal Technical Officer Level 1	\$43,842	\$877	\$894	\$456	\$461
Postal Technical Officer Level 2	\$45,181	\$904	\$922	\$470	\$475
Postal Technical Officer Level 3	\$50,303	\$1,006	\$1,026	\$523	\$529
Postal Technical Officer Level 4	\$64,734	\$1,295	\$1,321	\$673	\$680
Postal Technical Officer Level 5	\$69,102	\$1,382	\$1,410	\$719	\$726
Postal Technical Officer Level 6	\$71,377	\$1,428	\$1,456	\$743	\$750
Postal Technical Officer Level 7	\$74,979	\$1,500	\$1,530	\$780	\$788
Postal Technical Officer Level 8	\$79,537	\$1,591	\$1,623	\$828	\$836
Postal Technical Officer Level 9	\$81,437	\$1,629	\$1,661	\$847	\$856
Postal Services Group					
Postal Services Officer	\$44,405	\$888	\$906	\$462	\$467
Senior Postal Services Officer Grade 1	\$48,782	\$976	\$995	\$508	\$513
Senior Postal Services Officer Grade 2	\$55,432	\$1,109	\$1,131	\$577	\$582
Postal Manager 1	\$62,634	\$1,253	\$1,278	\$652	\$658
Postal Manager 2	\$70,228	\$1,405	\$1,433	\$731	\$738
Postal Manager 3	\$78,208	\$1,564	\$1,595	\$814	\$822
Customer Contact Centre Group					
Level 1 Customer Service Trainee	\$38,959	\$779	\$795	\$405	\$409
Level 2 Customer Service Consultant	\$42,990	\$860	\$877	\$447	\$452
Level 3 Customer Care Consultant	\$46,350	\$927	\$946	\$482	\$487
Level 4 Sales & Support Consultant	\$49,710	\$994	\$1,014	\$517	\$522
Level 5 Team Leader Customer Service	\$59,110	\$1,182	\$1,206	\$615	\$621
Level 6 Team Leader Business Sales	\$61,798	\$1,236	\$1,261	\$643	\$649
Level 7 Specialist Manager	\$64,485	\$1,290	\$1,315	\$671	\$678
Administrative Group					
Administrative Officer - Level 1	\$41,040	\$821	\$837	\$427	\$431
Administrative Officer - Level 2	\$48,174	\$963	\$983	\$501	\$506
Administrative Officer - Level 3	\$58,121	\$1,162	\$1,186	\$605	\$611
Administrative Officer - Level 4	\$69,116	\$1,382	\$1,410	\$719	\$726
Administrative Officer - Level 5	\$75,111	\$1,502	\$1,532	\$781	\$789
Administrative Officer - Level 6 (Non-shift)	\$86,743	\$1,735	\$1,770	\$902	\$911
Administrative Officer - Level 6 (Shiftwork)	\$85,711	\$1,714	\$1,749	\$892	\$901

* The additional total bonus pay increases assume the achievement of both service performance standards (comprising of a 0.5 per cent bonus in each year) and mail volume (comprising of a 0.5 per cent bonus in each year) targets in 2011, 2012 and 2013, as outlined in the Agreement (refer to Clause 41).

^ Note: the salary rates indicated may vary slightly based on payroll system rounding methodology.

Building our future together



Vote "Yes" for:

- pay increases of up to 10 per cent over three years
- job security – RRR retained
- protection of your employment terms and conditions
- stability for staff and customers.



Supporting our
Fair Work Agreement





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