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.

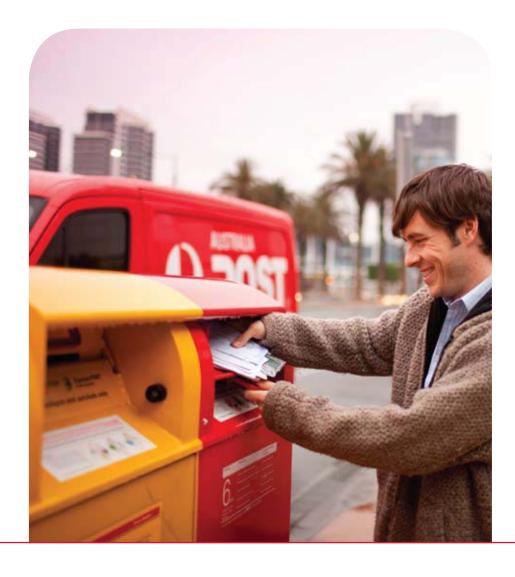
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Ahmed Fahour Managing Director and Chief Executive Officer

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.





1 Why should I vote "Yes"?

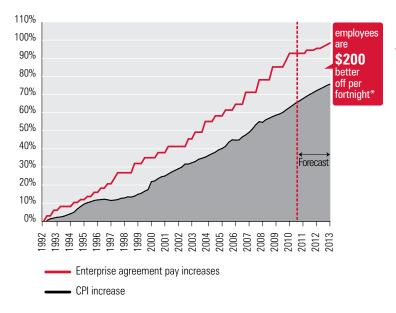
Australia Post and the unions have worked together to reach this agreement — it is an agreement that is fair to people and the business given the current business pressures facing Australia Post. By voting yes, you are choosing job security through our commitment to the RRR Agreement, further pay increases 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

Designations

Postal Delivery Group - Parity

Senior Postal Delivery Officer Grade 1

Senior Postal Delivery Officer Grade 2

Senior Postal Delivery Officer Grade 3

Postal Delivery Co-ordinator Grade 1

Postal Delivery Co-ordinator Grade 2

Postal Delivery Co-ordinator Grade 3

Mail Processing Co-ordinator Grade 1

Mail Processing Co-ordinator Grade 2

Mail Processing Co-ordinator Grade 3

Mail Processing Co-ordinator Grade 4

Senior Parcel Post Officer Grade 1

Senior Parcel Post Officer Grade 2

Parcel Post Co-ordinator Grade 2

Parcel Post Co-ordinator Grade 3

Senior Postal Transport Officer

Postal Transport Co-ordinator Grade 1

Postal Transport Co-ordinator Grade 2

Postal Transport Co-ordinator Grade 3

Postal Transport Co-ordinator Grade 4

Postal Transport Co-ordinator Grade 5

Postal Trades/Technical Group Postal Technical Officer Level 1

Postal Technical Officer Level 2

Postal Technical Officer Level 3

Postal Technical Officer Level 4

Postal Technical Officer Level 5

Postal Technical Officer Level 6

Postal Technical Officer Level 7

Postal Technical Officer Level 8

Postal Technical Officer Level 9

Senior Postal Services Officer Grade 1

Senior Postal Services Officer Grade 2

Customer Contact Centre Group

Level 1 Customer Service Trainee

Level 3 Customer Care Consultant

Level 4 Sales & Support Consultant

Level 6 Team Leader Business Sales

Level 7 Specialist Manager

Administrative Officer - Level 1

Administrative Officer - Level 2

Administrative Officer - Level 3

Administrative Officer - Level 4

Administrative Officer - Level 5

Administrative Officer - Level 6 (Non-shift)

Administrative Officer - Level 6 (Shiftwork)

Administrative Group

Level 5 Team Leader Customer Service

Level 2 Customer Service Consultant

Postal Services Group Postal Services Officer

Postal Manager 1

Postal Manager 2

Postal Manager 3

Postal Transport Officer

Postal Transport Group (Parity including Driver/Sorter)

Postal Delivery Officer

Mail Processing Group

Senior Mail Officer Grade 1

Senior Mail Officer Grade 2

Parcel Post Group Parcel Post Officer

Mail Officer

Current salary (max)

\$40,670

\$42,127

\$42,699

\$44,697

\$46,849

\$53,814

\$62,634

\$40,670

\$42,699

\$44,697

\$46,849

\$53,814

\$60,674 \$66,461

\$40,670

\$42,699

\$44,697

\$53,814

\$60,674

\$40,670

\$43,425

\$46,935

\$50,445

\$56,180

\$59,498

\$64,093

\$43,842

\$45,181

\$50,303

\$64,734

\$69,102

\$71,377

\$74,979

\$79,537

\$81,437

\$44,405

\$48,782

\$55,432

\$62,634

\$70,228

\$78,208

\$38,959

\$42,990

\$46,350

\$49,710

\$59,110

\$61,798

\$64,485

\$41,040

\$48,174

\$58,121

\$69,116

\$75,111

\$86,743

\$85,711

Additional salary after 2.00% pay increase	Additional salary after 2.00% pay increase	Additional salary after 1.00% pay increase	Additional salary afte 1.00% pay increase
Aug-2010	Dec-2010	Dec-2011	Dec-2012
\$813	\$830	\$423	\$427
\$843	\$859	\$438	\$443
\$854	\$871 \$012	\$444	\$449 \$470
\$894 \$937	\$912 \$956	\$465 \$487	\$470 \$492
\$1,076	\$1,098	\$560	\$565
\$1,253	\$1,278	\$652	\$658
\$813	\$830	\$423	\$427
\$854	\$871	\$444	\$449
\$894	\$912	\$465	\$470
\$937	\$956	\$487	\$492 ¢505
\$1,076 \$1,213	\$1,098 \$1,238	\$560 \$631	\$565 \$638
\$1,329	\$1,238 \$1,356	\$691	\$698
\$813	\$830	\$423	\$427
\$854	\$871	\$444	\$449
\$894	\$912	\$465	\$470
\$1,076	\$1,098	\$560	\$565
\$1,213	\$1,238	\$631	\$638
\$813	\$830	\$423	\$427
\$869	\$886	\$452	\$456
\$939 \$1,009	\$957 \$1,029	\$488 \$525	\$493 \$530
\$1,124	\$1,029	\$584	\$590
\$1,190	\$1,214	\$619	\$625
\$1,282	\$1,307	\$667	\$673
\$877	\$894	\$456	\$461
\$904	\$922	\$470	\$475
\$1,006	\$1,026	\$523	\$529
\$1,295 \$1,382	\$1,321 \$1,410	\$673 \$719	\$680 \$726
\$1,302 \$1,428	\$1,410	\$743	\$720
\$1,500	\$1,530	\$780	\$788
\$1,591	\$1,623	\$828	\$836
\$1,629	\$1,661	\$847	\$856
\$888	\$906	\$462	\$467
\$976	\$995	\$508	\$513
\$1,109	\$1,131	\$577	\$582
\$1,253 \$1,405	\$1,278	\$652 \$721	\$658
\$1,405 \$1,564	\$1,433 \$1,595	\$731 \$814	\$738 \$822
\$779	\$795	\$405	\$409
\$779 \$860	\$795 \$877	\$405 \$447	\$409 \$452
\$927	\$946	\$482	\$487
\$994	\$1,014	\$517	\$522
\$1,182	\$1,206	\$615	\$621
\$1,236	\$1,261	\$643	\$649
\$1,290	\$1,315	\$671	\$678
	\$837	\$427	\$431
\$821		A = 0 -	
\$963	\$983	\$501	\$506
\$963 \$1,162	\$983 \$1,186	\$605	\$611
\$963 \$1,162 \$1,382	\$983 \$1,186 \$1,410	\$605 \$719	\$611 \$726
\$963 \$1,162	\$983 \$1,186	\$605	\$611

- * 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.

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Vote "Yes" for:

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- job security RRR retained
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