



CEPU Telecommunications & Services Branch
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fact sheet

Telstra – Pay Rates

CFW (Communications Technician)

	Hourly Rates					Penalty Rates	
	Annual	Fortnight	Hourly	Half	Double	15%	30%
Band 1	\$36,241	\$1,389.43	\$18.90	\$28.36	\$37.81	\$21.74	\$24.57
Band 2	\$43,695	\$1,675.21	\$22.79	\$34.19	\$45.58	\$26.21	\$29.63
Band 3	\$46,915	\$1,798.66	\$24.47	\$36.71	\$48.94	\$28.14	\$31.81
Band 4	\$51,241	\$1,964.51	\$26.73	\$40.09	\$53.46	\$30.74	\$34.75
Band 5	\$58,028	\$2,224.72	\$30.27	\$45.40	\$60.54	\$34.81	\$39.35
Band 6	\$60,593	\$2,323.05	\$31.61	\$47.41	\$63.21	\$36.35	\$41.09
Band 7	\$63,218	\$2,423.69	\$32.98	\$49.46	\$65.95	\$37.92	\$42.87
Band 8	\$69,874	\$2,678.88	\$36.45	\$54.67	\$72.89	\$41.91	\$47.38
Band 9	\$75,463	\$2,893.15	\$39.36	\$59.04	\$78.73	\$45.27	\$51.17
Band 10	\$79,855	\$3,061.53	\$41.65	\$62.48	\$83.31	\$47.90	\$54.15

CSSW - Consultants, Sales etc

	Hourly Rates					Penalty Rates	
	Annual	Fortnight	Hourly	Half	Double	15%	30%
Band 1	\$36,191	\$1,387.51	\$18.88	\$28.32	\$37.76	\$21.71	\$24.54
Band 2	\$38,001	\$1,456.91	\$19.82	\$29.73	\$39.64	\$22.80	\$25.77
Band 3	\$40,414	\$1,549.42	\$21.08	\$31.62	\$42.16	\$24.24	\$27.40
Band 4	\$41,619	\$1,595.62	\$21.71	\$32.56	\$43.42	\$24.97	\$28.22
Band 5	\$43,429	\$1,665.01	\$22.65	\$33.98	\$45.31	\$26.05	\$29.45
Band 6	\$53,081	\$2,035.05	\$27.69	\$41.53	\$55.38	\$31.84	\$35.99
Band 7	\$57,906	\$2,220.04	\$30.20	\$45.31	\$60.41	\$34.74	\$39.27
Band 8	\$62,732	\$2,405.06	\$32.72	\$49.08	\$65.44	\$37.63	\$42.54

SW - Admin Support

	Hourly Rates					Penalty Rates	
	Annual	Fortnight	Hourly	Half	Double	15%	30%
Band 1	\$37,012	\$1,418.99	\$19.31	\$28.96	\$38.61	\$22.20	\$25.10
Band 2	\$39,970	\$1,532.40	\$20.85	\$31.27	\$41.70	\$23.98	\$27.10
Band 3	\$41,486	\$1,590.52	\$21.64	\$32.46	\$43.28	\$24.89	\$28.13
Band 4	\$43,285	\$1,659.49	\$22.58	\$33.87	\$45.16	\$25.96	\$29.35
Band 5	\$47,167	\$1,808.32	\$24.60	\$36.90	\$49.21	\$28.29	\$31.98
Band 6	\$52,046	\$1,995.37	\$27.15	\$40.72	\$54.30	\$31.22	\$35.29
Band 7	\$57,085	\$2,188.56	\$29.78	\$44.66	\$59.55	\$34.24	\$38.71
Band 8	\$63,525	\$2,435.46	\$33.14	\$49.70	\$66.27	\$38.11	\$43.08
Band 9	\$69,822	\$2,676.88	\$36.42	\$54.63	\$72.84	\$41.88	\$47.35
Band 10	\$80,982	\$3,104.74	\$42.24	\$63.36	\$84.48	\$48.58	\$54.91
Band 11	\$85,315	\$3,270.86	\$44.50	\$66.75	\$89.00	\$51.18	\$57.85

TW - Technical Workforce

	Hourly Rates					Penalty Rates	
	Annual	Fortnight	Hourly	Time & Half	Double	15%	30%
Band 1	\$36,241	\$1,389.43	\$18.90	\$28.36	\$37.81	\$21.74	\$24.57
Band 2	\$43,695	\$1,675.21	\$22.79	\$34.19	\$45.58	\$26.21	\$29.63
Band 3	\$46,915	\$1,798.66	\$24.47	\$36.71	\$48.94	\$28.14	\$31.81
Band 4	\$51,241	\$1,964.51	\$26.73	\$40.09	\$53.46	\$30.74	\$34.75
Band 5	\$58,028	\$2,224.72	\$30.27	\$45.40	\$60.54	\$34.81	\$39.35
Band 6	\$60,593	\$2,323.05	\$31.61	\$47.41	\$63.21	\$36.35	\$41.09
Band 7	\$63,218	\$2,423.69	\$32.98	\$49.46	\$65.95	\$37.92	\$42.87
Band 8	\$69,874	\$2,678.88	\$36.45	\$54.67	\$72.89	\$41.91	\$47.38
Band 9	\$78,564	\$3,012.04	\$40.98	\$61.47	\$81.96	\$47.13	\$53.27
Band 10	\$84,291	\$3,231.60	\$43.97	\$65.95	\$87.93	\$50.56	\$57.16

TPW - Professional Workforce

	Hourly Rates					Penalty Rates	
	Annual	Fortnight	Hourly	Time & Half	Double	15%	30%
Band 8	\$69,874	\$2,678.88	\$36.45	\$54.67	\$72.89	\$41.91	\$47.38
Band 9	\$78,564	\$3,012.04	\$40.98	\$61.47	\$81.96	\$47.13	\$53.27
Band 10	\$94,097	\$3,607.55	\$49.08	\$73.62	\$98.16	\$56.44	\$63.81
Band 11	\$98,923	\$3,792.58	\$51.60	\$77.40	\$103.20	\$59.34	\$67.08
Band 12	\$100,249	\$3,843.41	\$52.29	\$78.44	\$104.58	\$60.14	\$67.98