



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**FITNESS INDUSTRY AWARD 2020**  
[MA000094]

Health and welfare services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 20 JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWCFCB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

<b>Employee classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	859.30	22.61
Level 2	882.80	23.23
Level 3	945.00	24.87
Level 3A	995.00	26.18
Level 4	1035.90	27.26
Level 4A	1085.60	28.57
Level 5	1144.30	30.11
Level 6	1134.40	29.85

<b>Employee classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
Level 7	1178.60	31.02

2. By deleting the year “2022” in clause 15.5(b) and inserting “2023”.
3. By deleting the table appearing in clause 17.2(a) and inserting the following:

<b>Number of employees</b>	<b>\$ per week</b>
1 to 5	28.35
6 to 10	38.75
More than 10	51.98

4. By deleting the amount “\$15.19” appearing in clause 17.2(b) and inserting “\$16.07”.
5. By deleting the amount “\$2.86” appearing in clause 17.2(c) and inserting “\$3.02”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	22.61	28.26	33.92	56.53
Level 2	23.23	29.04	34.85	58.08
Level 3	24.87	31.09	37.31	62.18
Level 3A	26.18	32.73	39.27	65.45
Level 4	27.26	34.08	40.89	68.15
Level 4A	28.57	35.71	42.86	71.43
Level 5	30.11	37.64	45.17	75.28
Level 6	29.85	37.31	44.78	74.63
Level 7	31.02	38.78	46.53	77.55

7. By deleting the table appearing in clause B.1.2 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.92	45.22	45.22	56.53
Level 2	34.85	46.46	46.46	58.08
Level 3	37.31	49.74	49.74	62.18
Level 3A	39.27	52.36	52.36	65.45
Level 4	40.89	54.52	54.52	68.15
Level 4A	42.86	57.14	57.14	71.43
Level 5	45.17	60.22	60.22	75.28
Level 6	44.78	59.70	59.70	74.63
Level 7	46.53	62.04	62.04	77.55

8. By deleting the table appearing in clause B.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday, Sunday &amp; public holidays</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>130%</b>
	<b>\$</b>	<b>\$</b>
Level 1	28.26	29.39
Level 2	29.04	30.20
Level 3	31.09	32.33
Level 3A	32.73	34.03
Level 4	34.08	35.44
Level 4A	35.71	37.14
Level 5	37.64	39.14
Level 6	37.31	38.81
Level 7	38.78	40.33

9. By deleting the amount “\$893.60” appearing in clause C.1.1 and inserting “\$945.00”.

10. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hands and supervisors, in charge of 1 to 5 employees—Full-time	17.2(a)	3.0	28.35	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.75	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	38.75	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.02	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	51.98	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.37	per hour
Broken shift allowance	17.2(b)	1.7	16.07	per day
First aid allowance	17.2(c)	0.32	3.02	per day

B. This determination comes into operation on 1 July 2023. 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 July 2023.



PRESIDENT

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