

# AUSTRALIAN SWIM SCHOOLS ASSOCIATION SUBMISSION

Fair Work Commission

**Annual Wage Review 2019-2020**

**Responses to Questions on Notice  
and Submissions**

May 2020



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## **‘An Extraordinary Decision For Extraordinary Circumstances In 2020’.**

### **About ASSA:**

The Australian Swim Schools Association (ASSA) is the only peak industry body in Australia representing operators of Swim Schools, where Swim Schools are the constitutional members, currently with over 300 members operating 400 sites throughout the Commonwealth.

Members employ approximately 10,000 staff nationally;

- Most businesses operate from either municipally owned premises which are leased, facilities located within educational institutions, or within privately owned, purpose-built, aquatic/fitness centres;
- Approximately 80 percent (80%) of employees are engaged as “*regular*” casuals, (engaged on one or more shifts per week, most frequently covering shifts on a Monday to Saturday basis);
- Weekly employees are either engaged as salaried, fulltime weekly, permanent part-time or fixed term seasonal, (with contracts coinciding with the academic calendar in their home State or Territory);
- The primary Modern Award covering employees in the Swim School Sector is the “*Fitness Industry Award 2010*” [MA000094].

Since its establishment in 2016, ASSA has regularly represented its member organisations in all proceedings before the Fair Work Commission, directly relating to the “*Fitness Industry Award 2010*”.

The Board of Directors of ASSA has resolved that the extraordinary circumstances in which the Swim School Sector, as part of the broader Australian Community, finds itself in 2020 warrants the making of its first-time submission to the ‘*Expert Panel for Annual Wage Reviews*’.

### **1. Introduction**

1. The Australian Swim Schools Association (ASSA) (the Association), wishes to address some, but not all of, the questions on notice, which the Expert Panel invited responses from interested parties on 9th April 2020. Further, the Association takes the opportunity to comment on the submissions of other parties to this point.
2. The Swim School Sector has been severely impacted by the series of government imposed operating restrictions that took affect between 13<sup>th</sup> March and 25<sup>th</sup> March; In effect, in lock-down since that date.
3. We as a society, are learning more about the nature of COVID-19 with each passing day; Australia has managed both the health and economic impact of the pandemic better than most comparable countries. However, several expert commentators have warned of:

- The risk of a second or even third wave of contamination as being experienced in Europe and some parts of Asia; or
  - There has never been a vaccine for a coronavirus previously, (research on SARS and MERS dissipated when their pandemics passed); and
  - The possibility that the virus will mutate, making it difficult (if not impossible), to develop effective and affordable vaccines; leading to
  - An ongoing presence of the virus throughout the community, requiring significant changes in the economy generally, and especially, workplaces.
4. The clientele of swim schools are dominated by two distinct demographics, the young (toddlers) and the elderly, many with underlying health conditions, or undergoing rehabilitation programs. Both groups are generally acknowledged as *“being at risk”* during the current health crisis.
  5. Therefore, on behalf of member organisations and within the above framework, the following submissions are made in relation to one section of the wider *Fitness Industry* – operators of Swim Schools and associated Aquatic and Fitness establishments.

## 2. THE IMPACT OF THE COVID-19 PANDEMIC

### Question on Notice 1.1 – Government Responses to COVID-19

*“The Federal and State governments have announced a number of initiatives to provide support for business, individuals and households affected by COVID-19.”*

*“Parties are invited to comment on the initiatives and discuss how the Expert Panel should take these into account.”*

6. ASSA welcomes the implementation of the JobKeeper initiative by the Federal Government, however by the time that registered individuals received their first fortnightly payment the overwhelming majority of the sector workforce had been denied of their employment for between five to six weeks.
  - A significant cohort of employees, at any one time are casuals or fixed-term part-time (seasonal) staff, falling short of the twelve months qualification period, and therefore do not qualify for a benefit;
  - A substantial number of employees qualified as *‘regular casuals’* (with at least twelve months employment with a swim school) had access to a \$1,500 per fortnight benefit, which significantly exceeded their usual income arising from regularly rostered shifts (Note: under sub-clause 13.5 of the *‘Fitness Industry Award 2010’* [MA000094] *“casual employees engaged as ‘instructors’, ‘trainers’, or as a student undertaking practical work involvement may be engaged for a minimum of one hour’s work at the appropriate rate”*. Water Safety and Aqua Aerobic classes are regularly blocked within a work period of between 45 minutes and one and a half hours);
  - A smaller percentage of the workforce are engaged as Juniors, paid a percentage of the appropriate classification, ranging from 55% (16 years of age and under) through to 85% at 19 years of age, and 100% at 20 years (sub-clause 17.2). Whilst the Federal Government moved, prior to the first

scheduled payment, to amend the scheme in relation to *‘fulltime students’*), nevertheless there is potential that many employees will receive payments exceeding their pre-pandemic wages;

7. ASSA notes that JobKeeper will, (as it is intended at the point of writing), cease on 27<sup>th</sup> September; in our view at a point in time which is anticipated that many swim schools will have restored their operations, both in terms of the services provided, and the number of classes delivered. The full impact on the sector and the greater community, can be gleaned from the following media report:

***‘Australasian Leisure Management E-Newsletter of 30<sup>th</sup> April’- (ASSA Raises Concerns Over Future of Swim Schools’):***

*“ASSA spokesperson, Ross Gage told the A.B.C “there is a concern if we can’t get children back in the pool soon, we will see a tragic spike in drownings over summer.”*

*“We estimate 20 - 25% of privately owned swim schools may be unable to re-open. That could be up to 300 swim schools.”*

8. The report went on to examine the circumstances of a family business operated by a husband and wife for the past 16 years;

*“Despite businesses struggling the Victorian Government is refusing to waive or reduce license fees for swim schools on crown land.*

*The Heidelberg Learn To Swim Centre in suburban Melbourne had to lay off 30 staff after it was forced to close its doors.*

The owner is quoted as saying *“for us its been quite dire.....we are predicting we will be operating in the red for close to 2 years.”*

*“At the moment we are losing \$4,000 a week in overhead costs of keeping the pool running, bills and government fees, but receiving zero income – we expect to be in about \$150,000 debt by the end of the year.”*

9. Overall, the ASSA contends the government initiatives, at both federal and state levels, have been inconsistent overall, poorly targeted and will likely require significant redesigning before the crisis passes.

## **Question on Notice 1.2 – Sources of updated information**

*“Since most submissions have not had an opportunity to address the effects of COVID – 19 in the Statement published on 6<sup>th</sup> April 2020 on the timetable variation, the Expert panel has provided a date for submissions and reply submission regarding data from the Australian Bureau of Statistics (ABS), Australian National Accounts data for the march quarter 2020. The Expert Panel has also noted that the ABS were publishing additional data measuring the impact of COVID – 19 on individuals and businesses and that these products would be presented in a Statistical report.*

*Parties are invited to comment on other sources of data or research that provide more timely information on the effects on COVID – 19 to be considered in this Review.”*

10. In order to validate anecdotal evidence conveyed the Board of Directors relating to the nature and extent of the impact of the pandemic and subsequent close-down of the *Swim School Sector*, an on-line survey of the membership nationally was initiated by ASSA, to:

- establish a correlation with data collected and published by the agencies of government, other sporting bodies of similar size and interest, and national employer groups; and
- gain an approximation of the membership’s expectation of the time required to return to anything resembling pre-pandemic conditions;
- determine the extent to which wages and salaries comprise of overall outgoings.

10.1 The survey and the results are attached as ATTACHMENT.1, to these submissions;

- a. The survey was conducted over the first fortnight in May, post the close-down and announcement of the three economic packages put in place by the federal government, and prior to initial moves by the states and territories to re-open their communities;
- b. The survey is intended to be a straw-poll, not part of an ongoing monitoring of the sector, and designed purely to assist in the development of a coherent and focused submission to the Expert Panel;
- c. Responses were received from all jurisdictions, (with the exception of the Northern Territory and Tasmania), 23 in total, with application to approximately 850 – 900 regularly engaged staff. This figure is estimated to be in the order of 5 -10% of the sector workforce in terms of number of individuals, (as opposed to the number of hours of work within the sector over a twelve-month period);
- d. The collection of the data coincided with the release of the ‘*Community Aquatic, Recreation and Sports Industry – COVID – 19 Industry Re-opening Framework*’ (ATTACHMENT. 2 to these submissions). The survey is not intended to be re-enforced by the contents of the *framework document*, save and except to demonstrate the lengths to which the sector generally, and swim schools in particular, are going in order to comprehensively meet community needs and expectations during the current health crisis.

10.2 In order to benchmark the data returned, comparison can, ASSA contends, be made to the ABS surveys referred to at paragraphs 59 - 61, pages 10 & 11, of the ‘*Australian Chamber of Commerce and Industry submission*’ dated 4<sup>th</sup> May; relating to either “ *education and*

*training*” or, likely more accurately to *“arts and recreation services”*. For the record, ASSA supports the comments made in the section of the submissions cited here.

10.3 Based on the data received, and with reference to previous submissions relating to the Four Yearly Review of the *‘Fitness Industry Award 2010’*, the Association submits the following:

- the majority of respondents are reasonably described as *‘small to medium size enterprises’* (in response to Q2 of the survey), within the framework detailed at paragraph 24, page 6, of the *‘Australian Government Submission dated 3<sup>rd</sup> April, 2020’*. Co-incidentally, again with reference to the 3<sup>rd</sup> April document, at paragraph 16, page 4, the sector does rely upon a significant number of collective agreements *“...whose pay is set by collective agreements that are linked to the Annual Wage Review and designed to maintain wage relativities.”*
- There are significant seasonal fluctuations in terms of hours worked (response to Q5), with rostered hours concentrated in the October – December & Post-Christmas/New Year close-down period, peaking in the January March quarter;
- Wage associated costs constitute between 40 & 60% of the total cost structure (response to Q6); and with reference to previous FWC submissions, followed by the costs associated with power and water quality;
- Probably the most valuable insight relates to the *‘operators expectations’* (responses to Q3 & 4); 90% of respondents (as at the beginning of May) **do not see any resumption of services prior to July**, whilst all respondents do not **anticipate a full resumption earlier than August (with 43.48% predicting that full service may not flow until the first half of 2021).**

### **3. INCREASING MINIMUM WAGES AS A STIMULUS.**

#### **Question on Notice 2.2 – response to the ACTU claims for an increase of four percent.**

*“In the ACTU’s view the current situation and uncertainty surrounding how it progresses should not be a deterrent to an increase in the minimum wage and awards. On the contrary the minimum wage increase would both provide a stimulus and offer some long-term certainty in regard to income flows, especially for the low paid. The ACTU notes that the government model of offering stimulus tranches is a recognition that stimulus works. Offering a decent minimum wage increase is particularly efficient in this regard as it both serves the current circumstances and offers better security of income in future. It delivers income particularly to lower paid workers who will spend it all. It improves sales for business. It improves employment.”*

*“Given that many businesses have restrictions on opening, particularly businesses within Retail trade and Accommodation and food services (which are also award-reliant industries), how does increasing the minimum wage improve employment in these circumstances?”*

11. Currently the economic circumstances of Australia are akin to that of a patient afflicted by Covid–19. In order to minimise the harm and to stabilise the patient, the Federal Government has placed it in a deep coma of indeterminant duration, (this is a particularly apt analogy in the case of the Swim School Sector total close-down). In reviving the patient great care must be taken – through incremental steps, to bring the patient back to consciousness. Failure to apply the appropriate response in the right order will cause more harm than the *‘initial infection’*.

12. ASSA concurs with the ACTU’s observation, (paragraph 9, page 4, of the submissions dated 4<sup>th</sup> May):

*“It is clear that the economic conditions brought about by the pandemic are the product of health policy initiatives, rather than market failures or structural changes, with most predictions of recovery being linked to a lifting of social distancing and related restrictions.”*

13. However, we strongly disagree with the sentiment that:

*“The panel must not take the view that all businesses must be kept viable at all costs and accordingly implement that view through wage suppression to a level that permits that goal being achieved.”* (paragraph 7, page 4, ACTU subs of 4<sup>th</sup> May).

14. This Association strongly supports proprietors such as the couple operating the business detailed a paragraph 8 of these submissions. We contend that they be given a fighting chance in order to safeguard their business and the jobs of 30 employees.

15. Based on the responses to the survey (paragraph 10.3, herein), the Swim School Sector will require at least three to six months, after initial re-opening to:

- rebuild contact with existing client-bases and to replace students who, for whatever reasons, do not return to water safety classes or swim coaching;
- recruit and train new staff, and or, upskill existing team members to take on new roles;
- rebuild their capital, and service ongoing obligations (which in many instances may have accumulated/compounded during the period of total closure);
- deal effectively and humanely with the *“real stress and concern both across the Australian community but also for individuals and families.”* Mental anguish, the ASSA fears will be impacting Swim School Proprietors (and the families), Staff (and their families), together with students and their loved ones.



Given these considerations, we are strongly of the view that wage increases of any magnitude in the short-term will not encourage additional employment with the sector, and further, see a steep increase in business failures, as anticipated by Mr. Gage (paragraph 6, herein).

16. We offer the observation, that the ACTU claim and supporting arguments, no matter how passionately held or eloquently presented, relate to both a community and economy pre-dating the pandemic closedown; the likelihood of a return to those prevailing conditions post-pandemic is, in our view, very problematical.

Given the above, ASSA wishes to closely associate itself with the following views:

*“We are facing extraordinary and extreme circumstances, not in living memory have so many jobs and so many businesses been rendered precarious in so short a period. Submissions that don’t account for this, or that assert their core goal without proper engagement with the economic harm and unemployment of the pandemic are of no value to the Panel’s determination.”* (paragraph 172, page 22, ACCI subs 4<sup>th</sup> May).

And further:

*“If ever circumstances dictated a different, more cautious or exceptional approach, guided by job retention, it is 2020.”* (paragraph 90, page 15, ACCI subs 4<sup>th</sup> May).

17. Swim schools provide venues for multi-generation interaction, ranging from parents, grandparents, and even great grandparents, aunts and cousins; where loved ones are entrusted to teachers, trainers and coaches to teach water safety, improve swimming performance, or undertake remedial treatments via aqua aerobics. The emphasis is more on **‘community engagement’**, not necessarily on commercial outcomes.

The Association therefore asks that the Expert Panel, whilst weighing the ‘economic’ imperative, (in accordance with *“The Minimum Wages Objective”* (section 284 of the Fair Work Act), give due consideration to the issue of *“social inclusion”*; being the direct impact on those employed by swim schools, and allied stakeholders, employees of ‘others’, who rely upon the services provided to maintain the safety and wellbeing of those community members for whom they have *‘caring relationships’*.

#### **4. OUTCOMES SOUGHT BY ASSA.**

18. ASSA notes that the Federal Budget has been deferred until October; further, that in its 3<sup>rd</sup> April submission to the Expert Panel, the Australian Government pointed out;

*“Under Part 2-6 of the Fair Work Act 2009 (the ‘Act’), the Fair Work Commission (‘the Commission’) is required to conduct and complete an Annual Wage Review in each financial year.....”*

*“The Act provides the Commission with the discretion to defer the commencement of any order if satisfied that exceptional circumstances justify a later date than 1<sup>st</sup> July...”*

*“This provides the Commission with broad discretion to determine fair minimum wages by ordering an increase, decrease or no change to minimum wages” (paragraphs 1, 2,3 - page 1).*

19. ASSA also is mindful of the sincerely put view of the ACTU:

*“...freezing or reducing labour costs could somehow restore business confidence and preserve employment levels (even as entire sections of the economy effectively shut down); they are reminiscent of similar arguments made by market fundamentalists at the beginning of the 1930s.” (paragraph 18, page 9, ACTU subs 4<sup>th</sup> May 2020).*

20. Given the totality of the arguments submitted and reviewed prior to the completion of this submission, together with the membership feedback through both the on-line survey and by other means to Directors of the Association and media reports (some cited herein); the Association wishes to convey to the Expert Panel the following:

- It strenuously opposes any reduction in minimum rates contained in the ‘Fitness Industry Award 2010’ [MA000094];
- It would welcome a ‘wages freeze’, until 30<sup>th</sup> June 2021.

21. ASSA from the onset has acknowledged ‘*The Extraordinary Circumstances*’, confronting the Australian Community as a whole, ‘*An Extraordinary Decision*’ embracing the core outcomes we seek, will be a major element in overcoming our collective (exceptional) challenges.

## References:

*'Membership Survey May 2020'*, Australian Swim Schools Association  
[www.australianswimschools.org.au](http://www.australianswimschools.org.au)

*'COVID-19 Industry Re-Opening Framework'* - published by 'Community Aquatic, Recreation and Sports Industry Alliance' [www.ausleisure.com.au](http://www.ausleisure.com.au)

*'ASSA Raises Concerns Over Future of Swim Schools'* – Australasian Leisure Management e-newsletter 30<sup>th</sup> April 2020 - [www.ausleisure.com.au](http://www.ausleisure.com.au) email: [leisure@ausleisure.com.au](mailto:leisure@ausleisure.com.au)

*'Australian Government Submission to the Fair Work Commission Annual Wage Review 2020, 3 April 2020'*

*'2019-20 Annual Wage Review – Reply Submission/Answers to Questions on Notice Australian Chamber of Commerce and Industry 4<sup>th</sup> May 2020'* – Australian Chamber of Commerce and Industry – [www.australianchamber.com.au](http://www.australianchamber.com.au) email: [info@australianchamber.com.au](mailto:info@australianchamber.com.au)

*'Reply Submission to the Annual Wage Review 2019-20 4<sup>th</sup> May 2020'* – Australian Council of Trade Unions – [actu.org.au](http://actu.org.au) phone: 1300 486 466.

# AUSTRALIAN SWIM SCHOOLS ASSOCIATION

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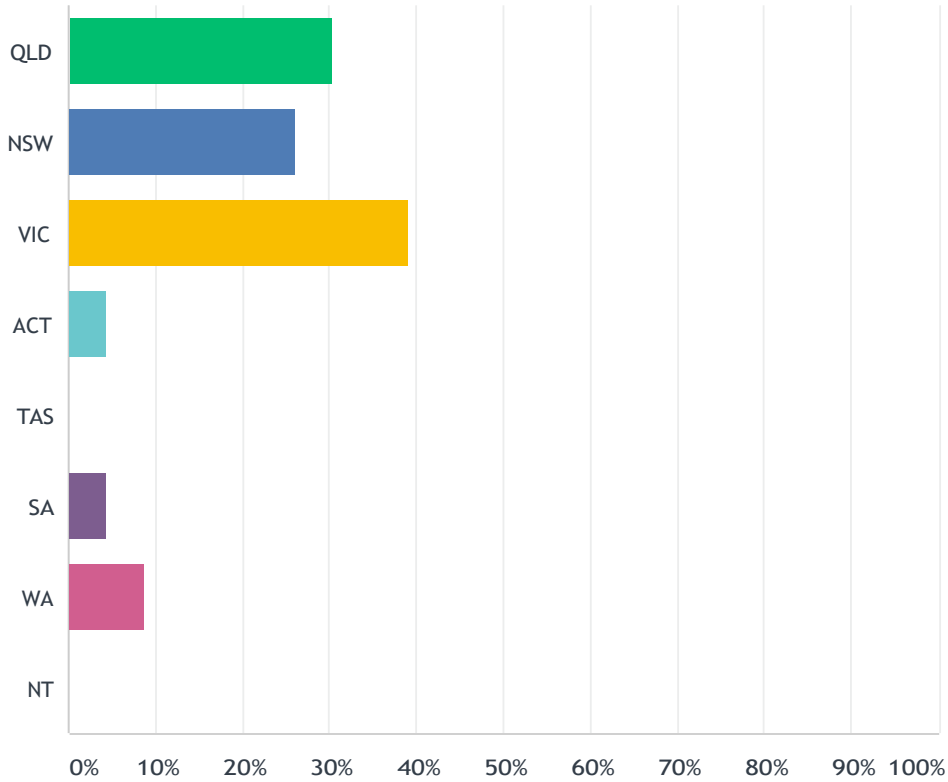
**[www.australianswimschools.org.au](http://www.australianswimschools.org.au)**

# ATTACHMENT.1

## MEMBERSHIP SURVEY MAY 2020.

Q1 Tick what State or Territory your Swim School operates in:

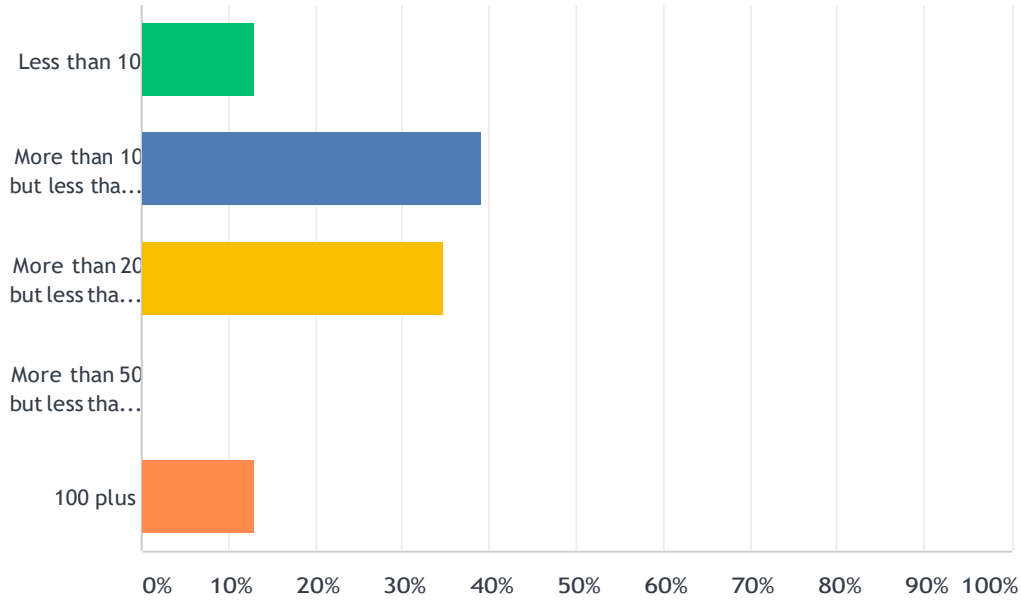
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
QLD	30.43%	7
NSW	26.09%	6
VIC	39.13%	9
ACT	4.35%	1
TAS	0.00%	0
SA	4.35%	1
WA	8.70%	2
NT	0.00%	0
Total Respondents: 23		

## Q2 How many people does your Swim School usually employ? (Excluding proprietors).

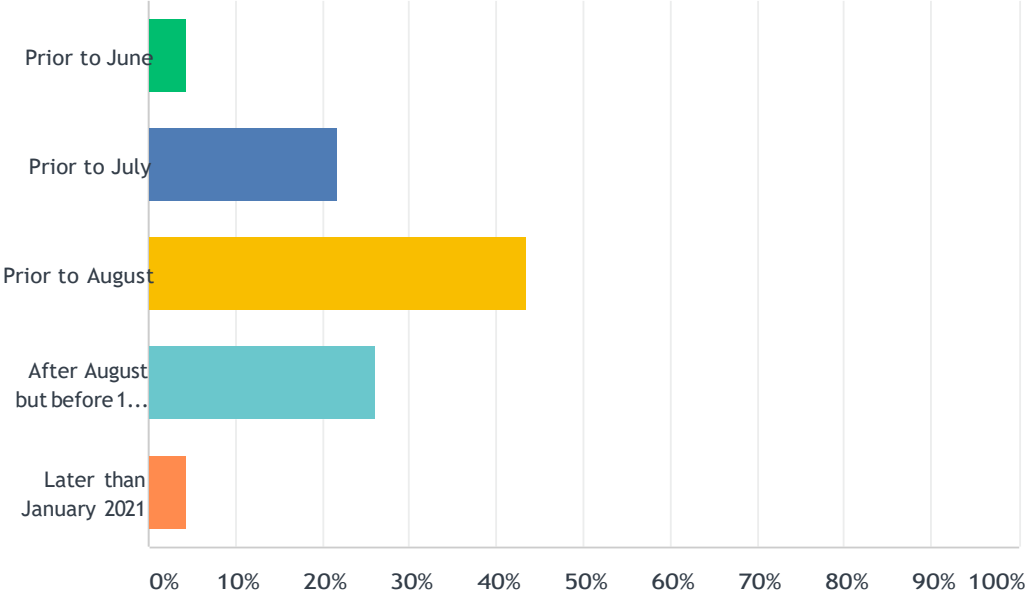
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 10	13.04%	3
More than 10 but less than 20	39.13%	9
More than 20 but less than 50	34.78%	8
More than 50 but less than 100	0.00%	0
100 plus	13.04%	3
<b>TOTAL</b>		<b>23</b>

### Q3 Knowing what you currently do about the social consequences of the COVID-19 Pandemic when do you anticipate the earliest re-opening of some, if not all of your Swim School's activities?

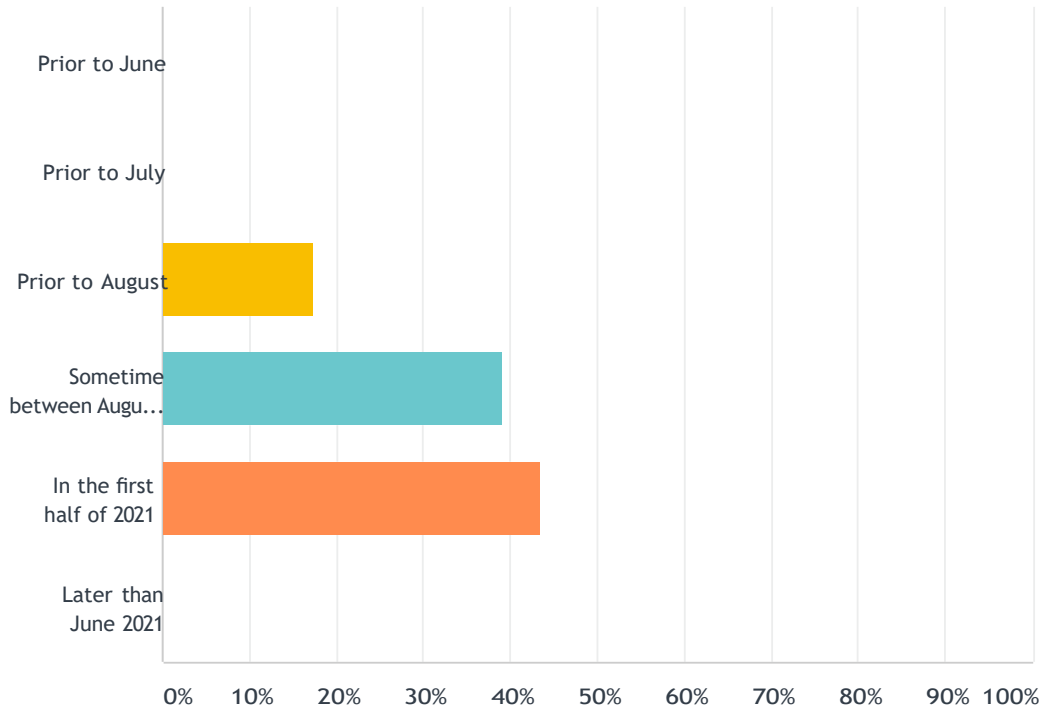
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Prior to June	4.35%	1
Prior to July	21.74%	5
Prior to August	43.48%	10
After August but before 1st January 2021	26.09%	6
Later than January 2021	4.35%	1
<b>TOTAL</b>		<b>23</b>

# Q4 Given your responses to the previous question, and again working with the information to hand at the point of completing this survey, when do you anticipate your business being able to provide all usual services?

Answered: 23 Skipped: 0

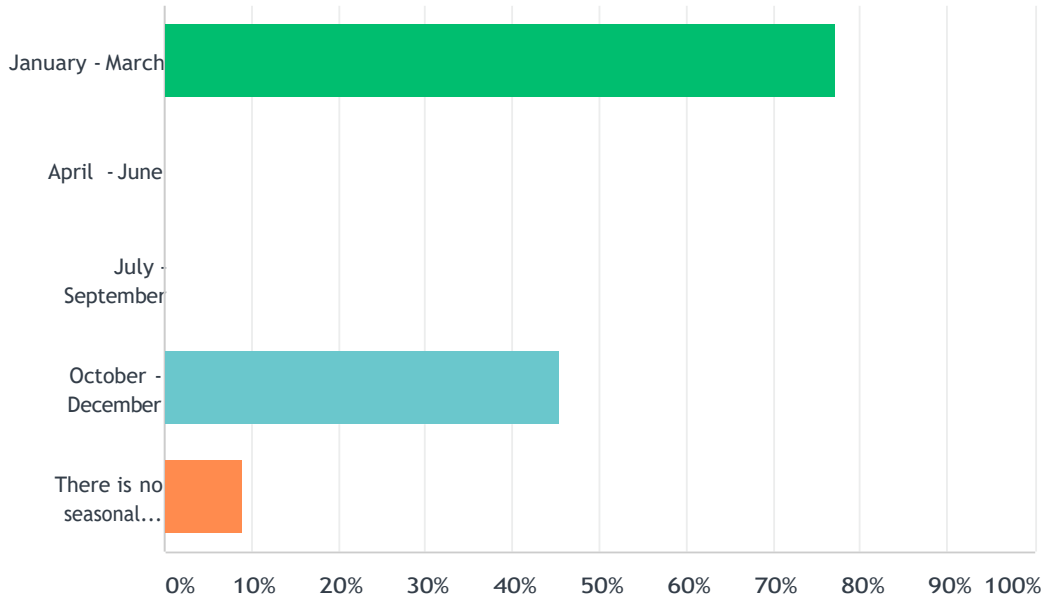


ANSWER CHOICES	RESPONSES	
Prior to June	0.00%	0
Prior to July	0.00%	0
Prior to August	17.39%	4
Sometime between August and December	39.13%	9
In the first half of 2021	43.48%	10
Later than June 2021	0.00%	0
<b>TOTAL</b>		<b>23</b>



Q5 With reference to the past three financial years trading please state which months see the highest levels of employment in terms of the number of paid hours rostered across the organisation. Your best guesstimate is fine.

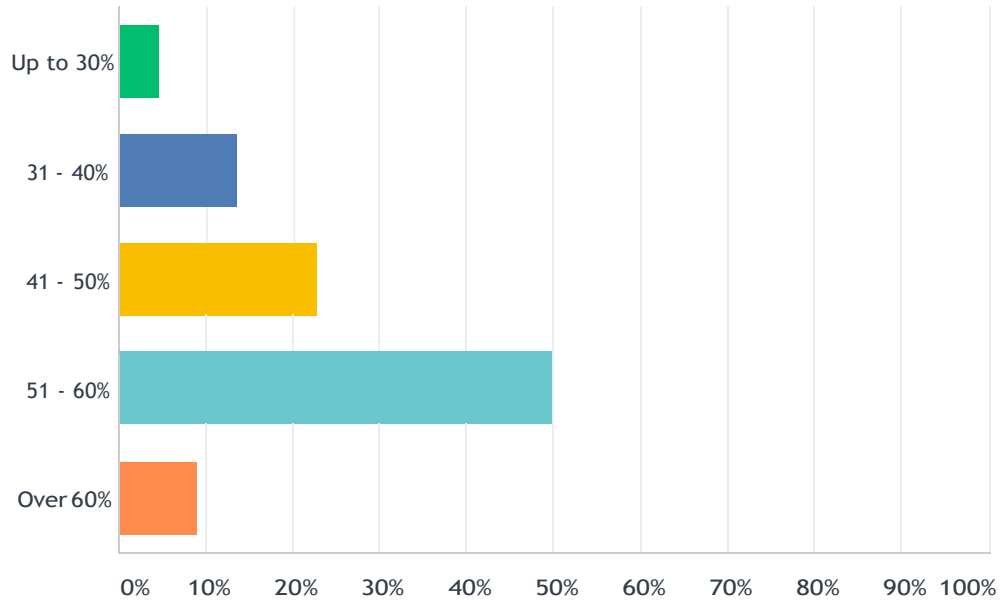
Answered: 22 Skipped: 1



ANSWER CHOICES	RESPONSES	
January - March	77.27%	17
April - June	0.00%	0
July - September	0.00%	0
October - December	45.45%	10
There is no seasonal variation	9.09%	2
Total Respondents: 22		

Q6 Again, on average, with reference to the previous three financial years, what percentage, approximately, would wages constitute as part of your total cost structure.

Answered: 22 Skipped: 1



ANSWER CHOICES	RESPONSES	
Up to 30%	4.55%	1
31 - 40%	13.64%	3
41 - 50%	22.73%	5
51 - 60%	50.00%	11
Over 60%	9.09%	2
<b>TOTAL</b>		<b>22</b>

# Q7 Optional

Answered: 10 Skipped: 13

ANSWER CHOICES	RESPONSES	
Name	100.00%	10
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	10
Phone Number	100.00%	10

## ATTACHMENT.2

# COVID-19 Industry Re-Opening Framework

### Commitment

We represent Australian industry peak bodies, facility operators and program and activity providers who collectively provide the opportunities to encourage Australians to be more physically active, to recreate and participate in community sport, including: **Industry National Peak bodies and** (Royal Life Saving Australia, Austswim, Australian Leisure Facilities Association, Aquatics and Recreation Victoria, **State Peak Bodies** Aquatics and Recreation Victoria (ARV), Aquatics and Recreation Institute (NSW), ALFAQ, Leisure Institute of Western Australia (LIWA); **Facility and Program Providers**; Aligned Leisure, Belgravia Leisure; BlueFit; Club Links; State Sports Centres – NSW and the YMCA (Aus & NSW) and supported by Smart Connection Consultancy.

With an estimated 150,000 thousand people employed in the sector and providing participation opportunities to many millions of Australians the industry is keen to work with all levels of government to re-open the facilities and restart the provision of programs and activities to support the physical, mental and community health of all Australians. The industry represents a \$2.5 billion annually benefit to the Australian economy and provides more than 130 million hours of vigorous exercise each year at public aquatic facilities.

The unique position and value of the physical activity sector – and its workforce – to our nation's health and economy must not be underestimated. Physical inactivity contributes to 20% of the burden of heart and blood vessel disease in Australia<sup>1</sup> and costing the economy billions of dollars annually. Our community aquatic, recreation and sport facilities are on the frontline of the prevention agenda, contributing hugely to both our national wellbeing and productivity. We cannot allow the facilities at the heart of our communities to close and worse disappear.

The Community Aquatic, Recreation and Sports Industry welcomes and supports the direction of the Federal and State/Territory Governments on the activities in combatting the pandemic COVID -19 and the impacts on society in general. We also recognise and thank the governments for the economic stimulus packages that have been already been injected into the community.

As one of only four reasons provided to leave people houses we appreciate that the governments understand the benefits of exercise to the physical, mental and community health and this Position Paper aims to show how as an industry we are ready to re-open the facilities to continue the health benefits while managing the continued challenge of limiting the spread of COVID -19.

**THE HEALTH AND SAFETY OF OUR EMPLOYEES AND CUSTOMERS IS OUR TOP PRIORITY**

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<sup>1</sup>Heart Foundation – Blueprint for an Active Australia, third edition

## Background

We have developed an Industry Re-opening Framework response, which is proportionate and is committed to providing safe environments for its employees and the community who are keen to exercise, recreate and participate in community sport within our managed facilities and space.

This industry framework has been developed by benchmarking key global<sup>234</sup> and national organisations<sup>567</sup> framework and approaches to activities and sports that include social interaction while respecting the need for social distancing is critical for the containment of the spread of COVID -19. It aims to provide operators and local government have confidence in the areas that they need to explore for their facilities re-opening. The Framework should be used by the operators and local governments to jointly agree the best possible way of re-opening the facilities.

## Expected Staged Re-Opening

With the anticipated relaxation of the social isolation guidelines it is time for the industry to assist all levels of Government in appreciating that we are ready to do our part to continue to manage the spread of COVID -19 by embracing risk mitigation strategies in the way we manage and provide opportunities for the community to be active in a safe environment. This **Re-Opening Framework** aims to provide local government and the industry service providers and facility managers with a Roadmap on how to re-open the industry facilities and start providing greater opportunities to the community to be more active

The Alliance encourages all service providers to consider a standardised approach for re-opening across all States and Territories to be recognised and implemented through local government and with the support of the industry sector. To realise this the Alliance has drawn up the following Framework and this should be read in conjunction with the Federal Governments advice on Rebooting Sport, with the AIS Framework for Rebooting Sport, which we recommend that all local governments, operators and providers embrace.

We believe that this will provide confidence to the public to return to the facilities and program providers. The Plan has embraced the Australian Business Excellence Framework and used the ISO Risk Assessment Principles (ISO 31,000) in its development which can be seen the General Principles below.

## General Principals

### I. Leadership

The local government, facility management organisations and service providers (e.g. sport, program coaches, schools etc) will collaborate together and with Industry Peak Bodies to continue to embrace the Governments

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<sup>2</sup> IAKS – the International Association for Sport and leisure facilities (<https://iaks.sport/news/easing-covid-19-restrictions-sport>)

<sup>3</sup> Sport New Zealand (<https://sportnz.org.nz/covid-19/alert-level-information/>)

<sup>4</sup> UK Active (<https://www.ukactive.com/covid-19/>)

<sup>5</sup> Fitness Australia Reopening Framework (<https://fitness.org.au/articles/most-recent/fitness-industry-ready-and-committed-to-strict-reopening-framework/50/2026/184>)

<sup>6</sup> AIS Framework for Rebooting Sport ( [https://ais.gov.au/health-wellbeing/covid-19#ais\\_framework\\_for\\_rebooting\\_sport](https://ais.gov.au/health-wellbeing/covid-19#ais_framework_for_rebooting_sport))

<sup>7</sup> LSV COVID -19 Pandemic and Case for Reopening Aquatic and Swim Schools ([https://www.royallifesaving.com.au/data/assets/pdf\\_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf](https://www.royallifesaving.com.au/data/assets/pdf_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf))

guidelines on COVID -19 and Industry Guides to ensure that the environments are safe to embrace the community, employees and service providers back once re-opened.

## **II. Customer and Market Focus**

The organisations will have Policy and systems in place that minimise the physical interaction of customers and patrons to reduce the probability of spread of COVID -19. In addition, there needs to be a system in place, either embracing technology or manual (E.g. the COVIDsafe App, Membership and POS systems or collection of name and phone number for contact) that can track users that come into contact with other COVID cases unknowingly) that can be used by authorities for alerting customers and patrons if there is an outbreak of COVID in the environment or facility.

## **III. Strategy and Planning**

The organisations shall develop Strategies, policy and plans to mitigate risk against the spread of COVID – 19 recognising the guidance from Governments and industry peak bodies and reflect them in the way they do business. This may include specific policy regarding numbers in key parts of centre, social distancing, risk assessment and business continuity plans.

## **IV. People**

Our industry people are critical to the experience of the community and so their health and wellbeing is critical to the success of the industry. The industry is committed to reducing the risk to them of contracting COVID – 19 and need to work locally for practical solutions and have policy in place to ensure their safety.

In addition, the industry will encourage community to take responsibility and self-manage their health and interaction with other patrons if there is any doubt regarding their health.

## **V. Information and Knowledge**

Understanding the containment strategies that government has developed, each facility and program delivery provider needs to have the ability to quickly identify the individuals who have been in contact with all other patrons. The embracement of the governments COVIDsafe App or use of the membership database will be critical to this

## **VI. Program, Environment and Experience**

Recognising the need for physical distancing to reduce the spread of COVID – 19 will need to ensure that any physical activity, recreation and participation programs are reviewed and aligned with the government guidelines (e.g. contact v non-contact programs) to encourage a gradual re-opening. This will include different approaches for different program opportunities and distinguishing between contact sports (those that come within 2m of each other, e.g. basketball, football codes, netball etc) and non-contact sports (e.g. running, golf, fitness and exercise classes, lap swimming etc)

The environments that people exercise, recreate, and participate in will need to achieve high cleanliness levels that were not the norm prior to the close down. The industry accepts that there will be parts of the facilities or outdoor environments that logistically will have to evolve to embrace the physical distancing that will be needed.

## VII. Success and Sustainability

The sustainability of the industry is dependent on all partners in collaborating to share the risk and reward of engaging with the community and government support for the changed management levels and environmental changes will be needed in the short to medium term. This could include additional investment from local government and economic packages from Federal and State/Territory governments.

## Industry Framework

To achieve these principles the industry Framework a checklist has been developed to assist the industry in navigating the opportunities and has combined ideas from other individual checklists and approaches.

This Framework has been developed by benchmarking key global<sup>8910</sup> and national organisations<sup>111213</sup> approaches to activities and sports that include social interaction while respecting the need for social distancing is critical for the containment of the spread of COVID -19.

The Re-Opening Framework is based around the Australian Business Excellence Framework and has embraced key principles and provided suggested areas that need to be adopted as a minimum

## Re-opening Framework

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<b>1. Leadership</b> The local government, facility management organisations and service providers (e.g. sport, program coaches, schools etc) will collaborate together and with Industry Peak Bodies to continue to embrace the Governments guidelines on COVID -19 and Industry Guides to ensure that the environments are safe to embrace the community, employees and service providers back once re-opened.			
<ul style="list-style-type: none"> <li>For Local Government owned facilities, a joint agreement on how the funding and new scope is supported by both parties to meet the Government recommendations are adhered to</li> </ul>			
<ul style="list-style-type: none"> <li>Organisational statement on commitment to community health and employee safety which then explains the 'new way' of operation to the users.</li> </ul>			
<ul style="list-style-type: none"> <li>Re-define service offering to align with:</li> </ul>			

<sup>8</sup> IAKS – the International Association for Sport and leisure facilities (<https://iaks.sport/news/easing-covid-19-restrictions-sport>)

<sup>9</sup> Sport New Zealand (<https://sportnz.org.nz/covid-19/alert-level-information/>)

<sup>10</sup> UK Active (<https://www.ukactive.com/covid-19/>)

<sup>11</sup> Fitness Australia Reopening Framework (<https://fitness.org.au/articles/most-recent/fitness-industry-ready-and-committed-to-strict-reopening-framework/50/2026/184>)

<sup>12</sup> LSV COVID -19 Pandemic and Case for Reopening Aquatic and Swim Schools ([https://www.royallifesaving.com.au/data/assets/pdf\\_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf](https://www.royallifesaving.com.au/data/assets/pdf_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf))

<sup>13</sup> AIS Framework for Rebooting Sport ([https://ais.gov.au/health-wellbeing/covid-19#ais\\_framework\\_for\\_rebooting\\_sport](https://ais.gov.au/health-wellbeing/covid-19#ais_framework_for_rebooting_sport))



Key Principle and Strategies to be Deployed	External links	Resp.	By date
<ul style="list-style-type: none"> <li>○ COVID - 19 restrictions</li> <li>○ Economic affordability of service provider and Local Government</li> <li>○ Review off-peak usage to explore if need to be open or provide virtual offerings instead</li> <li>○ Targeting of specific programs for specific community cohorts</li> </ul>			
<ul style="list-style-type: none"> <li>● Review this Framework with industry specific guidelines and develop a joint Framework with you own service provider and facility owner (e.g. local government)</li> </ul>	<p>IAKS – the International Association for Sport and leisure facilities  <a href="https://iaks.sport/news/easing-covid-19-restrictions-sport">https://iaks.sport/news/easing-covid-19-restrictions-sport</a></p> <p><sup>1</sup>Sport New Zealand  <a href="https://sportnz.org.nz/covid-19/alert-level-information/">https://sportnz.org.nz/covid-19/alert-level-information/</a></p> <p>UK Active  <a href="https://www.ukactive.com/covid-19/">https://www.ukactive.com/covid-19/</a></p> <p><sup>1</sup> Fitness Australia Reopening Framework  <a href="https://fitness.org.au/articles/most-recent/fitness-industry-ready-and-committed-to-strict-reopening-framework/50/2026/184">https://fitness.org.au/articles/most-recent/fitness-industry-ready-and-committed-to-strict-reopening-framework/50/2026/184</a></p> <p>AIS Framework for Rebooting Sport (  <a href="https://ais.gov.au/health-wellbeing/covid-19#ais_framework_for_rebooting_sport">https://ais.gov.au/health-wellbeing/covid-19#ais_framework_for_rebooting_sport</a>)</p> <p>LSV COVID -19 Pandemic and Case for Reopening Aquatic and Swim Schools  <a href="https://www.royallifesaving.com.au/data/assets/pdf_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf">https://www.royallifesaving.com.au/data/assets/pdf_file/0007/27943/Royal-Life-Saving-CEO-Note-on-COVID-19-and-Aquatics-Recovery-V300420-FINAL-VERSION.pdf</a></p>		
<ul style="list-style-type: none"> <li>● Alignment of opening of facilities will be guided by the State/Territory Government which need to be aligned with reference to the ability to open up and also the number of people in the facility or key areas of a facility.</li> </ul>	Refer to your State / Territory notifications		
<p><b>2. Customer and Market Focus</b></p>			
<p>The organisations will have Policy and systems in place that minimise the physical interaction of customers and patrons to reduce the probability of spread of COVID -19. In addition, there needs be a technology system in place (E.g. the COVIDsafe App, and or Membership and POS systems that can track users that come into contact with other COVID cases unknowingly) that can be used by authorities for alerting customers and patrons if there is an outbreak of COVID in the environment or facility</p>			
<p><b>2.1 Entrance and Interaction with Customers</b></p>			
<ul style="list-style-type: none"> <li>● Introduce App or web-based reservation and payment systems to reduce length of time in reception</li> </ul>			
<ul style="list-style-type: none"> <li>● Improve opportunities for cashless and non-contact payments where possible</li> </ul>			
<ul style="list-style-type: none"> <li>● Additional signage and notices at the entrances and flyers for patrons with instructions on the changed rules of conduct when visiting the facilities and their responsibility</li> </ul>	<a href="https://www.safeworkaustralia.gov.au/covid-19-information-workplaces">https://www.safeworkaustralia.gov.au/covid-19-information-workplaces</a>		

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<ul style="list-style-type: none"> <li>Distance markers (1.5m) on the ground for queue in front of reception, key points around the facility and, if necessary, use barricade tape</li> </ul>			
<ul style="list-style-type: none"> <li>Reception points where possible to be fitted with cough protection made plastic glass, or reception staff to have PPE in place</li> </ul>	<a href="https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/coronavirus-covid-19-advice-for-the-health-and-aged-care-sector#using-personal-protective-equipment-ppe">https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/coronavirus-covid-19-advice-for-the-health-and-aged-care-sector#using-personal-protective-equipment-ppe</a>		
<ul style="list-style-type: none"> <li>Hand sanitiser at key points around reception and key areas of facility</li> </ul>			
<ul style="list-style-type: none"> <li>Reduce the number of seats and the distance between them</li> </ul>			
<ul style="list-style-type: none"> <li>Close café areas and only offer take away service</li> </ul>			
<b>2.2 Managing Customer Experience</b>			
<ul style="list-style-type: none"> <li>Encourage patrons not to attend if they show any symptoms of COVID -19</li> </ul>	<a href="https://www.dhhs.vic.gov.au/sites/default/files/documents/202003/2001628_COVID-19%20Self%20assessment%20for%20risk.pdf">https://www.dhhs.vic.gov.au/sites/default/files/documents/202003/2001628_COVID-19%20Self%20assessment%20for%20risk.pdf</a>		
<ul style="list-style-type: none"> <li>Provide clear and transparent explanation of any changes that have had to be made prior to them taking part to allow easier management of their expectations</li> </ul>			
<ul style="list-style-type: none"> <li>Establish clear protocols and reporting procedures for suspicious or suspected cases including guidelines for patrons, reporting to authorities, and informing other users and staff</li> </ul>			
<ul style="list-style-type: none"> <li>Deactivate mouth-based drinking fountains and advise patrons to bring along an adequate supply of water or continue to operate drinking fountains but only for filling up water bottles and not for mouth usage. Provide disinfectant wipes and signage near the fountains asking patrons to disinfect all surfaces of the fountain before and after each use</li> </ul>			
<ul style="list-style-type: none"> <li>Recommend personal sweat towels and water bottles for all facility users</li> </ul>			
<ul style="list-style-type: none"> <li>Explain that all patrons need to disinfect their equipment that they have used</li> </ul>			
<ul style="list-style-type: none"> <li>Mandate the need for all patrons to take showers prior to and post aquatic activities and provide guidance on duration</li> </ul>			
<ul style="list-style-type: none"> <li>With group exercise indoors practice social distancing and disinfecting afterwards</li> </ul>			
<ul style="list-style-type: none"> <li>Include Virtual offerings to members – especially the at-risk groups (older, chronic diseases etc)</li> </ul>	<a href="https://www.health.gov.au/resources/publications/management-and-operational-plan-for-people-with-disability">https://www.health.gov.au/resources/publications/management-and-operational-plan-for-people-with-disability</a> <a href="https://www.health.gov.au/resources/apps-and-tools/healthdirect-coronavirus-covid-19-symptom-checker">https://www.health.gov.au/resources/apps-and-tools/healthdirect-coronavirus-covid-19-symptom-checker</a>		
<b>3. Strategy and Planning</b>			

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<p>The organisations shall develop Strategies, policy and plans to mitigate risk against the spread of COVID – 19 recognising the guidance from Governments and industry peak bodies and reflect them in the way they do business. This may include specific policy regarding numbers in key parts of centre, social distancing, risk assessment and business continuity plans.</p>			
<ul style="list-style-type: none"> <li>A risk assessment is conducted of the facility or program identifying all possible risk, and embrace industry guidance in developing the mitigation strategies</li> </ul>			
<ul style="list-style-type: none"> <li>Work with Local Government if under contract to re-position the facility offering to achieve government recommendations and meet economic and community expectations</li> </ul>			
<ul style="list-style-type: none"> <li>Development of staff policy to guide interaction with patrons, customers and members and have readily available</li> </ul>			
<ul style="list-style-type: none"> <li>Develop Business Continuity Plan with clients addressing re-opening and contract commitments</li> </ul>	<a href="https://www.health.gov.au/sites/default/files/documents/2020/05/coronavirus-covid-19-information-for-employers_0.pdf">https://www.health.gov.au/sites/default/files/documents/2020/05/coronavirus-covid-19-information-for-employers_0.pdf</a>		
<ul style="list-style-type: none"> <li>Develop strategy with landlord and re-negotiate funding to ensure sustainability for 2020/21</li> </ul>			
<ul style="list-style-type: none"> <li>Development of a Re-opening plan for each areas of the facility that will re-open in stages</li> </ul>			
<ul style="list-style-type: none"> <li>Collaborate with the bodies that award operating grants (City Council, Committees, Shareholders' Meeting, Supervisory Boards) about the current situation and, if necessary, request for an increase in the operating grant, based on the adjusted economic plan</li> </ul>			
<ul style="list-style-type: none"> <li>Adjustments to emergency management plans / evacuation plans to enable the safe implementation if required</li> </ul>			
<ul style="list-style-type: none"> <li>If service under contract or lease request review of contract to ascertain new expectation (temporary or permanent)</li> </ul>			
<p><b>4. People</b></p> <p>Our industry people are critical to the experience of the community and so their health and wellbeing is critical to the success of the industry. The industry is committed to reducing the risk to them of contracting COVID – 19 and need to work locally for practical solutions and have policy in place to ensure their safety.</p> <p>In addition, the industry will encourage community to take responsibility and self-manage their health and interaction with other patrons if there is any doubt regarding their health.</p>			
<ul style="list-style-type: none"> <li>PPE equipment available to appropriate staff in risk situations as part of complete risk assessment that will need to be completed for each venue.</li> </ul>			
<ul style="list-style-type: none"> <li>Ensure First Responders who are providing emergency medical response are to prioritise their own safety</li> </ul>	<a href="https://lsv.com.au/wp-content/uploads/First-Responder-Checklist-V11-1504202011.pdf">https://lsv.com.au/wp-content/uploads/First-Responder-Checklist-V11-1504202011.pdf</a>		
<ul style="list-style-type: none"> <li>Additional disinfection and cleaning products in all staff areas of the facility</li> </ul>	<a href="https://www.health.gov.au/resources/publications/coronavirus-covid-19-environmental-cleaning-and-disinfection-principles-for-health-and-residential-care-facilities">https://www.health.gov.au/resources/publications/coronavirus-covid-19-environmental-cleaning-and-disinfection-principles-for-health-and-residential-care-facilities</a>		

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<ul style="list-style-type: none"> <li>Hand hygiene (washing or using alcohol-based hand sanitiser) is performed by staff at certain intervals throughout the workday (e.g. every 30 minutes) and after certain tasks (e.g. cleaning, touching a patron's credit card, etc)</li> </ul>			
<ul style="list-style-type: none"> <li>Additional cleaning of staff facilities between shift changes</li> </ul>	<a href="https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/general-industry-information/cleaning">https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/general-industry-information/cleaning</a>		
<ul style="list-style-type: none"> <li>Clear understanding and ability to show the facilities pandemic policy</li> </ul>			
<ul style="list-style-type: none"> <li>Identify how many staff and additional staff will be needed to prepare for reopening and then re-opening</li> </ul>			
<ul style="list-style-type: none"> <li>Identify any additional and ongoing training and support that will need to be in place for staff once re-opened</li> </ul>	<a href="https://www.health.gov.au/resources/apps-and-tools/covid-19-infection-control-training">https://www.health.gov.au/resources/apps-and-tools/covid-19-infection-control-training</a>		
<ul style="list-style-type: none"> <li>Amend work plan and review with works council/staff council</li> </ul>	<a href="#">Australian Health Protection Principal Committee Recommendations for Managing Vulnerable Workers</a>		
<p><b>5. Information and Knowledge</b></p>			
<p>Understanding the containment strategies that government has developed, each facility and program delivery provider needs to have the ability to quickly identify the individuals who have been in contact with all other patrons. The embracement of the governments COVIDsafe App or use of the membership database will be critical to this</p>			
<ul style="list-style-type: none"> <li>To align with the governments 'traceability and contact' strategy all patrons of the facility should be either recorded or utilising the COVIDsafe App</li> </ul>			
<ul style="list-style-type: none"> <li>Membership and Point of Sale system to be reviewed to ensure that the key information is available in a manner to be able to quickly contact all users if needed.</li> </ul>			
<ul style="list-style-type: none"> <li>Regular meetings with Council to monitor finances, patronage and usage, key operational issues and integrate findings into following meetings Action Plans</li> </ul>			
<ul style="list-style-type: none"> <li>Bookings and usage by third parties (e.g. sports clubs) who would normally offer either contact or non-contact activities need to be monitored by the centre management team to ensure government measures are adhered to</li> </ul>			
<ul style="list-style-type: none"> <li>Record all measures and complete review at and of each shift to identify any trends across the facility</li> </ul>			
<p><b>6. Program, Environment and Experience</b></p>			
<p>Recognising the need for physical distancing to reduce the spread of COVID – 19 will need to ensure that any physical activity, recreation and participation programs are screened to encourage a gradual re-opening. This will include different approaches for different program opportunities and distinguishing between contact sports (those that come within 2m of each other, e.g. basketball, football codes, netball etc) and non-contact sports (e.g. running, golf, fitness and exercise classes, lap swimming etc)</p>			

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<p>The environments that people exercise, recreate and participate in will need to achieve high cleanliest levels that where not the norm prior to the close down. The industry accepts that there will be parts of the facilities or outdoor environments that logistically will have to evolve to embrace the physical distancing that will be needed.</p>			
<p><b>6.1 Aquatic, Pool and Sports Facility Areas</b></p>			
<ul style="list-style-type: none"> <li>Review RLSS GSPO and impacts on any changes will be needed</li> </ul>	<a href="https://www.royallifesaving.com.au/aquatic-centres/managers/guidelines-for-safe-aquatic-venues/guidelines-for-safe-pool-operations">https://www.royallifesaving.com.au/aquatic-centres/managers/guidelines-for-safe-aquatic-venues/guidelines-for-safe-pool-operations</a>		
<ul style="list-style-type: none"> <li>Consider the number of lifeguards supervising the pool and water, and if necessary, determination of the maximum number of users in the pool with access control by the staff</li> </ul>			
<ul style="list-style-type: none"> <li>In relaxation and informal areas reduce the number of loungers and seating options and maintain a clear distance (1.5 m); place distance markings on connected-seating areas</li> </ul>			
<ul style="list-style-type: none"> <li>In front of attractions (slides, diving towers, etc.), place distance markers on the ground for the queue</li> </ul>			
<ul style="list-style-type: none"> <li>Modify the width of the lanes to meet the AIS guidelines for lap swimming</li> </ul>			
<ul style="list-style-type: none"> <li>In the case of air bubble benches and whirlpools, mark distances between the lying areas or take these attractions out of service</li> </ul>			
<ul style="list-style-type: none"> <li>Regular disinfection of the surfaces including handrails, tabletops, sports equipment frequently used etc</li> </ul>			
<ul style="list-style-type: none"> <li>Encourage patrons to shower before and after swimming and preferably at home</li> </ul>			
<ul style="list-style-type: none"> <li>Additional hygiene supplies and instructional signage around the facility where it can be seen and used freely by patrons without asking for access to them</li> </ul>			
<ul style="list-style-type: none"> <li>Identify maximum number of people allowed in each area of the facility and manage that number</li> </ul>			
<ul style="list-style-type: none"> <li>Review maintenance program to reflect part opening and usage of the facility</li> </ul>			
<ul style="list-style-type: none"> <li>Increase Free Chlorine levels, to the top end of the regulation parameters</li> </ul>			
<ul style="list-style-type: none"> <li>Consider increased sample frequency of pool water testing if manually testing is carried out.</li> </ul>			
<p><b>6.2 Contact Sports Facilities</b></p>			
<ul style="list-style-type: none"> <li>No-contact sports allowed to be played, but skill and fitness training encouraged until government guidelines expanded</li> </ul>			
<ul style="list-style-type: none"> <li>Ensure that sports hiring agree to non-contact use</li> </ul>			
<ul style="list-style-type: none"> <li>Group size to be within the government guidelines</li> </ul>			

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<ul style="list-style-type: none"> <li>Any skill development drills should ensure that physical distancing guidelines are adhered to and that the participants are not to be within 1.5m</li> </ul>			
<ul style="list-style-type: none"> <li>Sharing equipment not allowed (e.g. balls, weights etc)</li> </ul>			
<ul style="list-style-type: none"> <li>Identify maximum number of people allowed in each area of the facility and manage that number</li> </ul>			
<b>6.3 Non-contact Sport Facilities</b>			
<ul style="list-style-type: none"> <li>Any activity that can be enjoyed without people coming within 1.5m of each of each other. Certain activities may need additional space between participants and should be assessed program by program</li> </ul>			
<ul style="list-style-type: none"> <li>Reduction of people in swimming pool lanes – and manage overtaking</li> </ul>			
<ul style="list-style-type: none"> <li>Golf -courses to have distancing guidelines identified and adhered to especially at peak points of course / facility</li> </ul>			
<b>6.4 Changing Rooms and Washrooms</b>			
<ul style="list-style-type: none"> <li>Notices on the changed rules of conduct in all changing rooms</li> </ul>			
<ul style="list-style-type: none"> <li>Identify distances between the users by marking on the floor or the communal benches</li> </ul>			
<ul style="list-style-type: none"> <li>Increase regular cleaning and increase scope of cleaning to be more disinfection focused and align to the intensity of patrons and health guidelines of probably length that COVID -19 can last on each surface type</li> </ul>	<a href="https://www.health.gov.au/sites/default/files/documents/2020/04/coronavirus-covid-19-information-about-routine-environmental-cleaning-and-disinfection-in-the-community_0.pdf">https://www.health.gov.au/sites/default/files/documents/2020/04/coronavirus-covid-19-information-about-routine-environmental-cleaning-and-disinfection-in-the-community_0.pdf</a>		
<ul style="list-style-type: none"> <li>Ensure that the soap dispensers are checked regularly and introduce hand sanitisers</li> </ul>			
<ul style="list-style-type: none"> <li>Identify maximum number of people allowed in each area of the facility and manage that number</li> </ul>			
<b>6.5 Fitness Facilities</b>			
<ul style="list-style-type: none"> <li>Distances between the devices according to the COVID -19 protection specifications (1.5m)</li> </ul>			
<ul style="list-style-type: none"> <li>Notice on each device requesting disinfection of the touched surfaces before and after use</li> </ul>			
<ul style="list-style-type: none"> <li>Group exercise classes to have appropriate distance between participants that is proportional to the likelihood of them touching each other.</li> </ul>			
<ul style="list-style-type: none"> <li>Repositioning or disabling of fixed equipment (eg treadmills, squat racks) to allow for minimum of 4 square metres between each individual whilst operating the equipment in its intended fashion</li> </ul>			
<ul style="list-style-type: none"> <li>Identify maximum number of people allowed in each area of the facility and manage that number</li> </ul>			

Key Principle and Strategies to be Deployed	External links	Resp.	By date
<p>Review of all classes and alterations made where necessary. Must include the following alterations and restrictions:</p> <ol style="list-style-type: none"> <li>1. No shared equipment</li> <li>2. Positioning of fixed equipment to maintain 4 square metres of distance throughout class</li> <li>3. Number of square metres per person per room, e.g. one person per 4 square metres.</li> <li>4. Distance between individuals, e.g. a minimum of 1.5m</li> </ol>			
<ul style="list-style-type: none"> <li>• Minimum of 15mins between classes for cleaning and safe member transfer</li> </ul>			
<ul style="list-style-type: none"> <li>• Thorough cleaning and disinfecting of all equipment by both members and staff following conclusion of class</li> </ul>			
<ul style="list-style-type: none"> <li>• Facility supervision to ensure adequate staff to manage the safety of the patrons and assist with additional cleaning responsibilities</li> </ul>			
<p><b>7. Success and Sustainability</b></p> <p>The sustainability of the industry is dependent on all partners in collaborating to share the risk and reward of engaging with the community and government support for the changed management levels and environmental changes will be needed in the short to medium term. This could include additional investment from local government and economic packages from Federal and State/Territory governments</p>			
<ul style="list-style-type: none"> <li>• Agree performance measures prior to opening to include: <ul style="list-style-type: none"> <li>○ Economic performance</li> <li>○ Usage of each area / program</li> <li>○ Qualitative feedback from users and staff</li> <li>○ Number of outbreaks of COVID -19 or people that have come into contact</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>• Measure weekly and monthly performance against the annual performance targets to ensure that sustainability can be achieved</li> </ul>			