



# DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

**FITNESS INDUSTRY AWARD 2020**  
[MA000094]

Health and welfare services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, 30 JANUARY 2021

*Annual Wage Review 2019–20 – Fitness Industry Award – correction.*

A. The determination issued by the Expert Panel in the Annual Wage Review 2019–20 on 26 June 2020 [PR718912] is corrected as follows:

1. By deleting the year “2010” in the Award title of the preamble of the determination and inserting “2020”.

2. By deleting item A.1 and inserting the following:

“1. 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	753.80	19.84
Level 2	775.40	20.41
Level 3	832.80	21.92
Level 3A	877.60	23.09
Level 4	913.70	24.04

<b>Employee classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 4A	957.60	25.20
Level 5	1009.30	26.56
Level 6	1000.50	26.33
Level 7	1039.50	27.36”

3. By deleting the words “clause 17.4(b)” in item A.2 and inserting “clause 15.5(b)”.
4. By inserting items A.3 to A.10 as follows:
- “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	24.98
6 to 10	34.14
More than 10	45.80

4. By deleting the amount “\$13.91” appearing in clause 17.2(b) and inserting “\$14.16”.
5. By deleting the amount “\$2.62” appearing in clause 17.2(c) and inserting “\$2.66”.
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	19.84	24.80	29.76	49.60
Level 2	20.41	25.51	30.62	51.03
Level 3	21.92	27.40	32.88	54.80
Level 3A	23.09	28.86	34.64	57.73
Level 4	24.04	30.05	36.06	60.10
Level 4A	25.20	31.50	37.80	63.00
Level 5	26.56	33.20	39.84	66.40
Level 6	26.33	32.91	39.50	65.83
Level 7	27.36	34.20	41.04	68.40

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	29.76	39.68	39.68	49.60
Level 2	30.62	40.82	40.82	51.03
Level 3	32.88	43.84	43.84	54.80
Level 3A	34.64	46.18	46.18	57.73
Level 4	36.06	48.08	48.08	60.10
Level 4A	37.80	50.40	50.40	63.00
Level 5	39.84	53.12	53.12	66.40
Level 6	39.50	52.66	52.66	65.83
Level 7	41.04	54.72	54.72	68.40

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	24.80	25.79
Level 2	25.51	26.53
Level 3	27.40	28.50
Level 3A	28.86	30.02
Level 4	30.05	31.25
Level 4A	31.50	32.76
Level 5	33.20	34.53
Level 6	32.91	34.23
Level 7	34.20	35.57

9. By deleting the amount “\$818.50” appearing in clause C.1.1 and inserting “\$832.80”.

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	24.98	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance /38	0.66	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	34.14	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance /38	0.90	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	45.80	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance /38	1.21	per hour
Broken shift allowance	17.2(b)	1.7	14.16	per day
First aid allowance	17.2(c)	0.32	2.66	per day”

B. This determination comes into operation on 1 February 2021. 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 February 2021.

PRESIDENT

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