

Pay Guide - Fitness Industry Award

[MA000094]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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Rates of pay

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Level 1	\$812.60	\$21.38	\$26.73	\$32.07	\$53.45
Level 2	\$834.80	\$21.97	\$27.46	\$32.96	\$54.93
Level 3	\$893.60	\$23.52	\$29.40	\$35.28	\$58.80
Level 3A	\$940.90	\$24.76	\$30.95	\$37.14	\$61.90
Level 4	\$979.60	\$25.78	\$32.23	\$38.67	\$64.45
Level 4A	\$1,026.60	\$27.02	\$33.78	\$40.53	\$67.55
Level 5	\$1,082.10	\$28.48	\$35.60	\$42.72	\$71.20
Level 6	\$1,072.70	\$28.23	\$35.29	\$42.35	\$70.58
Level 7	\$1,114.50	\$29.33	\$36.66	\$44.00	\$73.33

Table 2 of 2

Classification	Delayed meal break	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$42.76	\$42.76	\$32.07	\$42.76	\$42.76
Level 2	\$43.94	\$43.94	\$32.96	\$43.94	\$43.94
Level 3	\$47.04	\$47.04	\$35.28	\$47.04	\$47.04
Level 3A	\$49.52	\$49.52	\$37.14	\$49.52	\$49.52
Level 4	\$51.56	\$51.56	\$38.67	\$51.56	\$51.56
Level 4A	\$54.04	\$54.04	\$40.53	\$54.04	\$54.04
Level 5	\$56.96	\$56.96	\$42.72	\$56.96	\$56.96
Level 6	\$56.46	\$56.46	\$42.35	\$56.46	\$56.46
Level 7	\$58.66	\$58.66	\$44.00	\$58.66	\$58.66

Casual

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - Saturday, Sunday or public holiday	Delayed meal break - Monday to Friday	Delayed meal break - Saturday, Sunday or public holiday	Less than 10 hour break between shifts - Monday to Friday
Level 1	\$26.73	\$27.79	\$48.11	\$49.17	\$48.11
Level 2	\$27.46	\$28.56	\$49.43	\$50.53	\$49.43
Level 3	\$29.40	\$30.58	\$52.92	\$54.10	\$52.92
Level 3A	\$30.95	\$32.19	\$55.71	\$56.95	\$55.71
Level 4	\$32.23	\$33.51	\$58.01	\$59.29	\$58.01
Level 4A	\$33.78	\$35.13	\$60.80	\$62.15	\$60.80
Level 5	\$35.60	\$37.02	\$64.08	\$65.50	\$64.08
Level 6	\$35.29	\$36.70	\$63.52	\$64.93	\$63.52
Level 7	\$36.66	\$38.13	\$65.99	\$67.46	\$65.99

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$49.17	\$32.07	\$42.76	\$42.76
Level 2	\$50.53	\$32.96	\$43.94	\$43.94
Level 3	\$54.10	\$35.28	\$47.04	\$47.04
Level 3A	\$56.95	\$37.14	\$49.52	\$49.52
Level 4	\$59.29	\$38.67	\$51.56	\$51.56
Level 4A	\$62.15	\$40.53	\$54.04	\$54.04
Level 5	\$65.50	\$42.72	\$56.96	\$56.96
Level 6	\$64.93	\$42.35	\$56.46	\$56.46
Level 7	\$67.46	\$44.00	\$58.66	\$58.66

Junior - Full-time & part-time - 16 years of age and under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	\$11.76	\$14.70	\$17.64	\$29.40	\$23.52
Level 2	\$12.08	\$15.10	\$18.12	\$30.20	\$24.16
Level 3	\$12.94	\$16.18	\$19.41	\$32.35	\$25.88
Level 3A	\$13.62	\$17.03	\$20.43	\$34.05	\$27.24
Level 4	\$14.18	\$17.73	\$21.27	\$35.45	\$28.36
Level 4A	\$14.86	\$18.58	\$22.29	\$37.15	\$29.72
Level 5	\$15.66	\$19.58	\$23.49	\$39.15	\$31.32
Level 6	\$15.53	\$19.41	\$23.30	\$38.83	\$31.06
Level 7	\$16.13	\$20.16	\$24.20	\$40.33	\$32.26

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$23.52	\$17.64	\$23.52	\$23.52
Level 2	\$24.16	\$18.12	\$24.16	\$24.16
Level 3	\$25.88	\$19.41	\$25.88	\$25.88
Level 3A	\$27.24	\$20.43	\$27.24	\$27.24
Level 4	\$28.36	\$21.27	\$28.36	\$28.36
Level 4A	\$29.72	\$22.29	\$29.72	\$29.72
Level 5	\$31.32	\$23.49	\$31.32	\$31.32
Level 6	\$31.06	\$23.30	\$31.06	\$31.06
Level 7	\$32.26	\$24.20	\$32.26	\$32.26

Junior - Full-time & part-time - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	\$13.90	\$17.38	\$20.85	\$34.75	\$27.80
Level 2	\$14.28	\$17.85	\$21.42	\$35.70	\$28.56
Level 3	\$15.29	\$19.11	\$22.94	\$38.23	\$30.58
Level 3A	\$16.09	\$20.11	\$24.14	\$40.23	\$32.18
Level 4	\$16.76	\$20.95	\$25.14	\$41.90	\$33.52
Level 4A	\$17.56	\$21.95	\$26.34	\$43.90	\$35.12
Level 5	\$18.51	\$23.14	\$27.77	\$46.28	\$37.02
Level 6	\$18.35	\$22.94	\$27.53	\$45.88	\$36.70
Level 7	\$19.06	\$23.83	\$28.59	\$47.65	\$38.12

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$27.80	\$20.85	\$27.80	\$27.80
Level 2	\$28.56	\$21.42	\$28.56	\$28.56
Level 3	\$30.58	\$22.94	\$30.58	\$30.58
Level 3A	\$32.18	\$24.14	\$32.18	\$32.18
Level 4	\$33.52	\$25.14	\$33.52	\$33.52
Level 4A	\$35.12	\$26.34	\$35.12	\$35.12
Level 5	\$37.02	\$27.77	\$37.02	\$37.02
Level 6	\$36.70	\$27.53	\$36.70	\$36.70
Level 7	\$38.12	\$28.59	\$38.12	\$38.12

Junior - Full-time & part-time - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	\$16.04	\$20.05	\$24.06	\$40.10	\$32.08
Level 2	\$16.48	\$20.60	\$24.72	\$41.20	\$32.96
Level 3	\$17.64	\$22.05	\$26.46	\$44.10	\$35.28
Level 3A	\$18.57	\$23.21	\$27.86	\$46.43	\$37.14
Level 4	\$19.34	\$24.18	\$29.01	\$48.35	\$38.68
Level 4A	\$20.27	\$25.34	\$30.41	\$50.68	\$40.54
Level 5	\$21.36	\$26.70	\$32.04	\$53.40	\$42.72
Level 6	\$21.17	\$26.46	\$31.76	\$52.93	\$42.34
Level 7	\$22.00	\$27.50	\$33.00	\$55.00	\$44.00

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$32.08	\$24.06	\$32.08	\$32.08
Level 2	\$32.96	\$24.72	\$32.96	\$32.96
Level 3	\$35.28	\$26.46	\$35.28	\$35.28
Level 3A	\$37.14	\$27.86	\$37.14	\$37.14
Level 4	\$38.68	\$29.01	\$38.68	\$38.68
Level 4A	\$40.54	\$30.41	\$40.54	\$40.54
Level 5	\$42.72	\$32.04	\$42.72	\$42.72
Level 6	\$42.34	\$31.76	\$42.34	\$42.34
Level 7	\$44.00	\$33.00	\$44.00	\$44.00

Junior - Full-time & part-time - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	\$18.17	\$22.71	\$27.26	\$45.43	\$36.34
Level 2	\$18.67	\$23.34	\$28.01	\$46.68	\$37.34
Level 3	\$19.99	\$24.99	\$29.99	\$49.98	\$39.98
Level 3A	\$21.05	\$26.31	\$31.58	\$52.63	\$42.10
Level 4	\$21.91	\$27.39	\$32.87	\$54.78	\$43.82
Level 4A	\$22.97	\$28.71	\$34.46	\$57.43	\$45.94
Level 5	\$24.21	\$30.26	\$36.32	\$60.53	\$48.42
Level 6	\$24.00	\$30.00	\$36.00	\$60.00	\$48.00
Level 7	\$24.93	\$31.16	\$37.40	\$62.33	\$49.86

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$36.34	\$27.26	\$36.34	\$36.34
Level 2	\$37.34	\$28.01	\$37.34	\$37.34
Level 3	\$39.98	\$29.99	\$39.98	\$39.98
Level 3A	\$42.10	\$31.58	\$42.10	\$42.10
Level 4	\$43.82	\$32.87	\$43.82	\$43.82
Level 4A	\$45.94	\$34.46	\$45.94	\$45.94
Level 5	\$48.42	\$36.32	\$48.42	\$48.42
Level 6	\$48.00	\$36.00	\$48.00	\$48.00
Level 7	\$49.86	\$37.40	\$49.86	\$49.86

Junior - Casual - 16 years of age and under

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - Saturday, Sunday or public holiday	Delayed meal break - Monday to Friday	Delayed meal break - Saturday, Sunday or public holiday	Less than 10 hour break between shifts - Monday to Friday
Level 1	\$14.70	\$15.29	\$26.46	\$27.05	\$26.46
Level 2	\$15.10	\$15.70	\$27.18	\$27.78	\$27.18
Level 3	\$16.18	\$16.82	\$29.12	\$29.76	\$29.12
Level 3A	\$17.03	\$17.71	\$30.65	\$31.33	\$30.65
Level 4	\$17.73	\$18.43	\$31.91	\$32.61	\$31.91
Level 4A	\$18.58	\$19.32	\$33.44	\$34.18	\$33.44
Level 5	\$19.58	\$20.36	\$35.24	\$36.02	\$35.24
Level 6	\$19.41	\$20.19	\$34.94	\$35.72	\$34.94
Level 7	\$20.16	\$20.97	\$36.29	\$37.10	\$36.29

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$27.05	\$17.64	\$23.52	\$23.52
Level 2	\$27.78	\$18.12	\$24.16	\$24.16
Level 3	\$29.76	\$19.41	\$25.88	\$25.88
Level 3A	\$31.33	\$20.43	\$27.24	\$27.24
Level 4	\$32.61	\$21.27	\$28.36	\$28.36
Level 4A	\$34.18	\$22.29	\$29.72	\$29.72
Level 5	\$36.02	\$23.49	\$31.32	\$31.32
Level 6	\$35.72	\$23.30	\$31.06	\$31.06
Level 7	\$37.10	\$24.20	\$32.26	\$32.26

Junior - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - Saturday, Sunday or public holiday	Delayed meal break - Monday to Friday	Delayed meal break - Saturday, Sunday or public holiday	Less than 10 hour break between shifts - Monday to Friday
Level 1	\$17.38	\$18.07	\$31.28	\$31.97	\$31.28
Level 2	\$17.85	\$18.56	\$32.13	\$32.84	\$32.13
Level 3	\$19.11	\$19.88	\$34.40	\$35.17	\$34.40
Level 3A	\$20.11	\$20.92	\$36.20	\$37.01	\$36.20
Level 4	\$20.95	\$21.79	\$37.71	\$38.55	\$37.71
Level 4A	\$21.95	\$22.83	\$39.51	\$40.39	\$39.51
Level 5	\$23.14	\$24.06	\$41.65	\$42.57	\$41.65
Level 6	\$22.94	\$23.86	\$41.29	\$42.21	\$41.29
Level 7	\$23.83	\$24.78	\$42.89	\$43.84	\$42.89

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$31.97	\$20.85	\$27.80	\$27.80
Level 2	\$32.84	\$21.42	\$28.56	\$28.56
Level 3	\$35.17	\$22.94	\$30.58	\$30.58
Level 3A	\$37.01	\$24.14	\$32.18	\$32.18
Level 4	\$38.55	\$25.14	\$33.52	\$33.52
Level 4A	\$40.39	\$26.34	\$35.12	\$35.12
Level 5	\$42.57	\$27.77	\$37.02	\$37.02
Level 6	\$42.21	\$27.53	\$36.70	\$36.70
Level 7	\$43.84	\$28.59	\$38.12	\$38.12

Junior - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - Saturday, Sunday or public holiday	Delayed meal break - Monday to Friday	Delayed meal break - Saturday, Sunday or public holiday	Less than 10 hour break between shifts - Monday to Friday
Level 1	\$20.05	\$20.85	\$36.09	\$36.89	\$36.09
Level 2	\$20.60	\$21.42	\$37.08	\$37.90	\$37.08
Level 3	\$22.05	\$22.93	\$39.69	\$40.57	\$39.69
Level 3A	\$23.21	\$24.14	\$41.78	\$42.71	\$41.78
Level 4	\$24.18	\$25.14	\$43.52	\$44.48	\$43.52
Level 4A	\$25.34	\$26.35	\$45.61	\$46.62	\$45.61
Level 5	\$26.70	\$27.77	\$48.06	\$49.13	\$48.06
Level 6	\$26.46	\$27.52	\$47.63	\$48.69	\$47.63
Level 7	\$27.50	\$28.60	\$49.50	\$50.60	\$49.50

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$36.89	\$24.06	\$32.08	\$32.08
Level 2	\$37.90	\$24.72	\$32.96	\$32.96
Level 3	\$40.57	\$26.46	\$35.28	\$35.28
Level 3A	\$42.71	\$27.86	\$37.14	\$37.14
Level 4	\$44.48	\$29.01	\$38.68	\$38.68
Level 4A	\$46.62	\$30.41	\$40.54	\$40.54
Level 5	\$49.13	\$32.04	\$42.72	\$42.72
Level 6	\$48.69	\$31.76	\$42.34	\$42.34
Level 7	\$50.60	\$33.00	\$44.00	\$44.00

Junior - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - Saturday, Sunday or public holiday	Delayed meal break - Monday to Friday	Delayed meal break - Saturday, Sunday or public holiday	Less than 10 hour break between shifts - Monday to Friday
Level 1	\$22.71	\$23.62	\$40.88	\$41.79	\$40.88
Level 2	\$23.34	\$24.27	\$42.01	\$42.94	\$42.01
Level 3	\$24.99	\$25.99	\$44.98	\$45.98	\$44.98
Level 3A	\$26.31	\$27.37	\$47.36	\$48.42	\$47.36
Level 4	\$27.39	\$28.48	\$49.30	\$50.39	\$49.30
Level 4A	\$28.71	\$29.86	\$51.68	\$52.83	\$51.68
Level 5	\$30.26	\$31.47	\$54.47	\$55.68	\$54.47
Level 6	\$30.00	\$31.20	\$54.00	\$55.20	\$54.00
Level 7	\$31.16	\$32.41	\$56.09	\$57.34	\$56.09

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$41.79	\$27.26	\$36.34	\$36.34
Level 2	\$42.94	\$28.01	\$37.34	\$37.34
Level 3	\$45.98	\$29.99	\$39.98	\$39.98
Level 3A	\$48.42	\$31.58	\$42.10	\$42.10
Level 4	\$50.39	\$32.87	\$43.82	\$43.82
Level 4A	\$52.83	\$34.46	\$45.94	\$45.94
Level 5	\$55.68	\$36.32	\$48.42	\$48.42
Level 6	\$55.20	\$36.00	\$48.00	\$48.00
Level 7	\$57.34	\$37.40	\$49.86	\$49.86

Allowances

Allowances	Rate
Broken shift allowance	\$15.19 per day and an additional \$1.98 per day for excess fares
Fares reimbursement - travel for work	reimbursement for the cost of all necessary fares
First aid allowance	\$2.86 per day
Laundry reimbursement	reimbursement for the reasonable cost of cleaning the required clothing
Leading hand allowance - level 4A or below in charge of 1 to 5 employees	\$26.81 per week
Leading hand allowance - level 4A or below in charge of 6 to 10 employees	\$36.64 per week
Leading hand allowance - level 4A or below in charge of more than 10 employees	\$49.15 per week
Meal allowance - overtime	\$12.70 per meal
Sleepover allowance	3 hours payment at the employee's minimum hourly rate of pay
Special clothing reimbursement	reimbursement for the reasonable cost of purchasing required clothing
Vehicle allowance - car	\$0.91 per km
Vehicle allowance - motorcycle	\$0.30 per km

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