



Fair Work  
OMBUDSMAN

## 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 November 2021.

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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	\$772.60	\$20.33	\$25.41	\$30.50	\$50.83
Level 2	\$794.80	\$20.92	\$26.15	\$31.38	\$52.30
Level 3	\$853.60	\$22.46	\$28.08	\$33.69	\$56.15
Level 3A	\$899.50	\$23.67	\$29.59	\$35.51	\$59.18
Level 4	\$936.50	\$24.64	\$30.80	\$36.96	\$61.60
Level 4A	\$981.50	\$25.83	\$32.29	\$38.75	\$64.58
Level 5	\$1,034.50	\$27.22	\$34.03	\$40.83	\$68.05
Level 6	\$1,025.50	\$26.99	\$33.74	\$40.49	\$67.48
Level 7	\$1,065.50	\$28.04	\$35.05	\$42.06	\$70.10

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	\$40.66	\$40.66	\$30.50	\$40.66	\$40.66
Level 2	\$41.84	\$41.84	\$31.38	\$41.84	\$41.84
Level 3	\$44.92	\$44.92	\$33.69	\$44.92	\$44.92
Level 3A	\$47.34	\$47.34	\$35.51	\$47.34	\$47.34
Level 4	\$49.28	\$49.28	\$36.96	\$49.28	\$49.28
Level 4A	\$51.66	\$51.66	\$38.75	\$51.66	\$51.66
Level 5	\$54.44	\$54.44	\$40.83	\$54.44	\$54.44
Level 6	\$53.98	\$53.98	\$40.49	\$53.98	\$53.98
Level 7	\$56.08	\$56.08	\$42.06	\$56.08	\$56.08

## 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	\$25.41	\$26.43	\$45.74	\$46.76	\$45.74
Level 2	\$26.15	\$27.20	\$47.07	\$48.12	\$47.07
Level 3	\$28.08	\$29.20	\$50.54	\$51.66	\$50.54
Level 3A	\$29.59	\$30.77	\$53.26	\$54.44	\$53.26
Level 4	\$30.80	\$32.03	\$55.44	\$56.67	\$55.44
Level 4A	\$32.29	\$33.58	\$58.12	\$59.41	\$58.12
Level 5	\$34.03	\$35.39	\$61.25	\$62.61	\$61.25
Level 6	\$33.74	\$35.09	\$60.73	\$62.08	\$60.73
Level 7	\$35.05	\$36.45	\$63.09	\$64.49	\$63.09

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	\$46.76	\$30.50	\$40.66	\$40.66
Level 2	\$48.12	\$31.38	\$41.84	\$41.84
Level 3	\$51.66	\$33.69	\$44.92	\$44.92
Level 3A	\$54.44	\$35.51	\$47.34	\$47.34
Level 4	\$56.67	\$36.96	\$49.28	\$49.28
Level 4A	\$59.41	\$38.75	\$51.66	\$51.66
Level 5	\$62.61	\$40.83	\$54.44	\$54.44
Level 6	\$62.08	\$40.49	\$53.98	\$53.98
Level 7	\$64.49	\$42.06	\$56.08	\$56.08

## 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	\$11.18	\$13.98	\$16.77	\$27.95	\$22.36
Level 2	\$11.51	\$14.39	\$17.27	\$28.78	\$23.02
Level 3	\$12.35	\$15.44	\$18.53	\$30.88	\$24.70
Level 3A	\$13.02	\$16.28	\$19.53	\$32.55	\$26.04
Level 4	\$13.55	\$16.94	\$20.33	\$33.88	\$27.10
Level 4A	\$14.21	\$17.76	\$21.32	\$35.53	\$28.42
Level 5	\$14.97	\$18.71	\$22.46	\$37.43	\$29.94
Level 6	\$14.84	\$18.55	\$22.26	\$37.10	\$29.68
Level 7	\$15.42	\$19.28	\$23.13	\$38.55	\$30.84

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	\$22.36	\$16.77	\$22.36	\$22.36
Level 2	\$23.02	\$17.27	\$23.02	\$23.02
Level 3	\$24.70	\$18.53	\$24.70	\$24.70
Level 3A	\$26.04	\$19.53	\$26.04	\$26.04
Level 4	\$27.10	\$20.33	\$27.10	\$27.10
Level 4A	\$28.42	\$21.32	\$28.42	\$28.42
Level 5	\$29.94	\$22.46	\$29.94	\$29.94
Level 6	\$29.68	\$22.26	\$29.68	\$29.68
Level 7	\$30.84	\$23.13	\$30.84	\$30.84

## 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	\$13.21	\$16.51	\$19.82	\$33.03	\$26.42
Level 2	\$13.60	\$17.00	\$20.40	\$34.00	\$27.20
Level 3	\$14.60	\$18.25	\$21.90	\$36.50	\$29.20
Level 3A	\$15.39	\$19.24	\$23.09	\$38.48	\$30.78
Level 4	\$16.02	\$20.03	\$24.03	\$40.05	\$32.04
Level 4A	\$16.79	\$20.99	\$25.19	\$41.98	\$33.58
Level 5	\$17.69	\$22.11	\$26.54	\$44.23	\$35.38
Level 6	\$17.54	\$21.93	\$26.31	\$43.85	\$35.08
Level 7	\$18.23	\$22.79	\$27.35	\$45.58	\$36.46

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	\$26.42	\$19.82	\$26.42	\$26.42
Level 2	\$27.20	\$20.40	\$27.20	\$27.20
Level 3	\$29.20	\$21.90	\$29.20	\$29.20
Level 3A	\$30.78	\$23.09	\$30.78	\$30.78
Level 4	\$32.04	\$24.03	\$32.04	\$32.04
Level 4A	\$33.58	\$25.19	\$33.58	\$33.58
Level 5	\$35.38	\$26.54	\$35.38	\$35.38
Level 6	\$35.08	\$26.31	\$35.08	\$35.08
Level 7	\$36.46	\$27.35	\$36.46	\$36.46

## 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	\$15.25	\$19.06	\$22.88	\$38.13	\$30.50
Level 2	\$15.69	\$19.61	\$23.54	\$39.23	\$31.38
Level 3	\$16.85	\$21.06	\$25.28	\$42.13	\$33.70
Level 3A	\$17.75	\$22.19	\$26.63	\$44.38	\$35.50
Level 4	\$18.48	\$23.10	\$27.72	\$46.20	\$36.96
Level 4A	\$19.37	\$24.21	\$29.06	\$48.43	\$38.74
Level 5	\$20.42	\$25.53	\$30.63	\$51.05	\$40.84
Level 6	\$20.24	\$25.30	\$30.36	\$50.60	\$40.48
Level 7	\$21.03	\$26.29	\$31.55	\$52.58	\$42.06

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	\$30.50	\$22.88	\$30.50	\$30.50
Level 2	\$31.38	\$23.54	\$31.38	\$31.38
Level 3	\$33.70	\$25.28	\$33.70	\$33.70
Level 3A	\$35.50	\$26.63	\$35.50	\$35.50
Level 4	\$36.96	\$27.72	\$36.96	\$36.96
Level 4A	\$38.74	\$29.06	\$38.74	\$38.74
Level 5	\$40.84	\$30.63	\$40.84	\$40.84
Level 6	\$40.48	\$30.36	\$40.48	\$40.48
Level 7	\$42.06	\$31.55	\$42.06	\$42.06

## 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	\$17.28	\$21.60	\$25.92	\$43.20	\$34.56
Level 2	\$17.78	\$22.23	\$26.67	\$44.45	\$35.56
Level 3	\$19.09	\$23.86	\$28.64	\$47.73	\$38.18
Level 3A	\$20.12	\$25.15	\$30.18	\$50.30	\$40.24
Level 4	\$20.94	\$26.18	\$31.41	\$52.35	\$41.88
Level 4A	\$21.96	\$27.45	\$32.94	\$54.90	\$43.92
Level 5	\$23.14	\$28.93	\$34.71	\$57.85	\$46.28
Level 6	\$22.94	\$28.68	\$34.41	\$57.35	\$45.88
Level 7	\$23.83	\$29.79	\$35.75	\$59.58	\$47.66

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	\$34.56	\$25.92	\$34.56	\$34.56
Level 2	\$35.56	\$26.67	\$35.56	\$35.56
Level 3	\$38.18	\$28.64	\$38.18	\$38.18
Level 3A	\$40.24	\$30.18	\$40.24	\$40.24
Level 4	\$41.88	\$31.41	\$41.88	\$41.88
Level 4A	\$43.92	\$32.94	\$43.92	\$43.92
Level 5	\$46.28	\$34.71	\$46.28	\$46.28
Level 6	\$45.88	\$34.41	\$45.88	\$45.88
Level 7	\$47.66	\$35.75	\$47.66	\$47.66

## 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	\$13.98	\$14.53	\$25.16	\$25.71	\$25.16
Level 2	\$14.39	\$14.96	\$25.90	\$26.47	\$25.90
Level 3	\$15.44	\$16.06	\$27.79	\$28.41	\$27.79
Level 3A	\$16.28	\$16.93	\$29.30	\$29.95	\$29.30
Level 4	\$16.94	\$17.62	\$30.49	\$31.17	\$30.49
Level 4A	\$17.76	\$18.47	\$31.97	\$32.68	\$31.97
Level 5	\$18.71	\$19.46	\$33.68	\$34.43	\$33.68
Level 6	\$18.55	\$19.29	\$33.39	\$34.13	\$33.39
Level 7	\$19.28	\$20.05	\$34.70	\$35.47	\$34.70

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	\$25.71	\$16.77	\$22.36	\$22.36
Level 2	\$26.47	\$17.27	\$23.02	\$23.02
Level 3	\$28.41	\$18.53	\$24.70	\$24.70
Level 3A	\$29.95	\$19.53	\$26.04	\$26.04
Level 4	\$31.17	\$20.33	\$27.10	\$27.10
Level 4A	\$32.68	\$21.32	\$28.42	\$28.42
Level 5	\$34.43	\$22.46	\$29.94	\$29.94
Level 6	\$34.13	\$22.26	\$29.68	\$29.68
Level 7	\$35.47	\$23.13	\$30.84	\$30.84



## 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	\$16.51	\$17.17	\$29.72	\$30.38	\$29.72
Level 2	\$17.00	\$17.68	\$30.60	\$31.28	\$30.60
Level 3	\$18.25	\$18.98	\$32.85	\$33.58	\$32.85
Level 3A	\$19.24	\$20.01	\$34.63	\$35.40	\$34.63
Level 4	\$20.03	\$20.83	\$36.05	\$36.85	\$36.05
Level 4A	\$20.99	\$21.83	\$37.78	\$38.62	\$37.78
Level 5	\$22.11	\$23.00	\$39.80	\$40.69	\$39.80
Level 6	\$21.93	\$22.80	\$39.47	\$40.34	\$39.47
Level 7	\$22.79	\$23.70	\$41.02	\$41.93	\$41.02

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	\$30.38	\$19.82	\$26.42	\$26.42
Level 2	\$31.28	\$20.40	\$27.20	\$27.20
Level 3	\$33.58	\$21.90	\$29.20	\$29.20
Level 3A	\$35.40	\$23.09	\$30.78	\$30.78
Level 4	\$36.85	\$24.03	\$32.04	\$32.04
Level 4A	\$38.62	\$25.19	\$33.58	\$33.58
Level 5	\$40.69	\$26.54	\$35.38	\$35.38
Level 6	\$40.34	\$26.31	\$35.08	\$35.08
Level 7	\$41.93	\$27.35	\$36.46	\$36.46

## 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	\$19.06	\$19.83	\$34.31	\$35.08	\$34.31
Level 2	\$19.61	\$20.40	\$35.30	\$36.09	\$35.30
Level 3	\$21.06	\$21.91	\$37.91	\$38.76	\$37.91
Level 3A	\$22.19	\$23.08	\$39.94	\$40.83	\$39.94
Level 4	\$23.10	\$24.02	\$41.58	\$42.50	\$41.58
Level 4A	\$24.21	\$25.18	\$43.58	\$44.55	\$43.58
Level 5	\$25.53	\$26.55	\$45.95	\$46.97	\$45.95
Level 6	\$25.30	\$26.31	\$45.54	\$46.55	\$45.54
Level 7	\$26.29	\$27.34	\$47.32	\$48.37	\$47.32

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	\$35.08	\$22.88	\$30.50	\$30.50
Level 2	\$36.09	\$23.54	\$31.38	\$31.38
Level 3	\$38.76	\$25.28	\$33.70	\$33.70
Level 3A	\$40.83	\$26.63	\$35.50	\$35.50
Level 4	\$42.50	\$27.72	\$36.96	\$36.96
Level 4A	\$44.55	\$29.06	\$38.74	\$38.74
Level 5	\$46.97	\$30.63	\$40.84	\$40.84
Level 6	\$46.55	\$30.36	\$40.48	\$40.48
Level 7	\$48.37	\$31.55	\$42.06	\$42.06

## 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	\$21.60	\$22.46	\$38.88	\$39.74	\$38.88
Level 2	\$22.23	\$23.11	\$40.01	\$40.89	\$40.01
Level 3	\$23.86	\$24.82	\$42.95	\$43.91	\$42.95
Level 3A	\$25.15	\$26.16	\$45.27	\$46.28	\$45.27
Level 4	\$26.18	\$27.22	\$47.12	\$48.16	\$47.12
Level 4A	\$27.45	\$28.55	\$49.41	\$50.51	\$49.41
Level 5	\$28.93	\$30.08	\$52.07	\$53.22	\$52.07
Level 6	\$28.68	\$29.82	\$51.62	\$52.76	\$51.62
Level 7	\$29.79	\$30.98	\$53.62	\$54.81	\$53.62

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	\$39.74	\$25.92	\$34.56	\$34.56
Level 2	\$40.89	\$26.67	\$35.56	\$35.56
Level 3	\$43.91	\$28.64	\$38.18	\$38.18
Level 3A	\$46.28	\$30.18	\$40.24	\$40.24
Level 4	\$48.16	\$31.41	\$41.88	\$41.88
Level 4A	\$50.51	\$32.94	\$43.92	\$43.92
Level 5	\$53.22	\$34.71	\$46.28	\$46.28
Level 6	\$52.76	\$34.41	\$45.88	\$45.88
Level 7	\$54.81	\$35.75	\$47.66	\$47.66

## Allowances

Allowances	Rate
Broken shift allowance	\$14.51 per day and an additional \$1.97 per day for excess fares
Fares reimbursement	reimbursement for the cost of all necessary fares
First aid allowance	\$2.73 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	\$25.61 per week
Leading hand allowance - level 4A or below in charge of 6 to 10 employees	\$35.00 per week
Leading hand allowance - level 4A or below in charge of more than 10 employees	\$46.95 per week
Meal allowance - overtime	\$12.49 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	\$0.85 per km
Vehicle allowance - motorcycle	\$0.28 per km

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