

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 01 February 2021.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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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	Delayed meal break	Less than 10 hour break between shifts
Level 1	\$753.80	\$19.84	\$24.80	\$29.76	\$49.60	\$39.68	\$39.68
Level 2	\$775.40	\$20.41	\$25.51	\$30.62	\$51.03	\$40.82	\$40.82
Level 3	\$832.80	\$21.92	\$27.40	\$32.88	\$54.80	\$43.84	\$43.84
Level 3A	\$877.60	\$23.09	\$28.86	\$34.64	\$57.73	\$46.18	\$46.18
Level 4	\$913.70	\$24.04	\$30.05	\$36.06	\$60.10	\$48.08	\$48.08
Level 4A	\$957.60	\$25.20	\$31.50	\$37.80	\$63.00	\$50.40	\$50.40
Level 5	\$1,009.30	\$26.56	\$33.20	\$39.84	\$66.40	\$53.12	\$53.12
Level 6	\$1,000.50	\$26.33	\$32.91	\$39.50	\$65.83	\$52.66	\$52.66
Level 7	\$1,039.50	\$27.36	\$34.20	\$41.04	\$68.40	\$54.72	\$54.72

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$29.76	\$39.68	\$39.68
Level 2	\$30.62	\$40.82	\$40.82
Level 3	\$32.88	\$43.84	\$43.84
Level 3A	\$34.64	\$46.18	\$46.18
Level 4	\$36.06	\$48.08	\$48.08
Level 4A	\$37.80	\$50.40	\$50.40
Level 5	\$39.84	\$53.12	\$53.12
Level 6	\$39.50	\$52.66	\$52.66
Level 7	\$41.04	\$54.72	\$54.72

Casual

Table 1 of 2

Classification	Hourly pay rate	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	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours
Level 1	\$24.80	\$25.79	\$44.64	\$45.63	\$44.64	\$45.63	\$29.76
Level 2	\$25.51	\$26.53	\$45.92	\$46.94	\$45.92	\$46.94	\$30.62
Level 3	\$27.40	\$28.50	\$49.32	\$50.42	\$49.32	\$50.42	\$32.88
Level 3A	\$28.86	\$30.02	\$51.95	\$53.11	\$51.95	\$53.11	\$34.64
Level 4	\$30.05	\$31.25	\$54.09	\$55.29	\$54.09	\$55.29	\$36.06
Level 4A	\$31.50	\$32.76	\$56.70	\$57.96	\$56.70	\$57.96	\$37.80
Level 5	\$33.20	\$34.53	\$59.76	\$61.09	\$59.76	\$61.09	\$39.84
Level 6	\$32.91	\$34.23	\$59.24	\$60.56	\$59.24	\$60.56	\$39.50
Level 7	\$34.20	\$35.57	\$61.56	\$62.93	\$61.56	\$62.93	\$41.04

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	\$39.68	\$39.68	\$49.60
Level 2	\$40.82	\$40.82	\$51.03
Level 3	\$43.84	\$43.84	\$54.80
Level 3A	\$46.18	\$46.18	\$57.73
Level 4	\$48.08	\$48.08	\$60.10
Level 4A	\$50.40	\$50.40	\$63.00
Level 5	\$53.12	\$53.12	\$66.40
Level 6	\$52.66	\$52.66	\$65.83
Level 7	\$54.72	\$54.72	\$68.40

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	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours
Level 1	\$10.91	\$13.64	\$16.37	\$27.28	\$21.82	\$21.82	\$16.37
Level 2	\$11.23	\$14.04	\$16.85	\$28.08	\$22.46	\$22.46	\$16.85
Level 3	\$12.06	\$15.08	\$18.09	\$30.15	\$24.12	\$24.12	\$18.09
Level 3A	\$12.70	\$15.88	\$19.05	\$31.75	\$25.40	\$25.40	\$19.05
Level 4	\$13.22	\$16.53	\$19.83	\$33.05	\$26.44	\$26.44	\$19.83
Level 4A	\$13.86	\$17.33	\$20.79	\$34.65	\$27.72	\$27.72	\$20.79
Level 5	\$14.61	\$18.26	\$21.92	\$36.53	\$29.22	\$29.22	\$21.92
Level 6	\$14.48	\$18.10	\$21.72	\$36.20	\$28.96	\$28.96	\$21.72
Level 7	\$15.05	\$18.81	\$22.58	\$37.63	\$30.10	\$30.10	\$22.58

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$21.82	\$21.82
Level 2	\$22.46	\$22.46
Level 3	\$24.12	\$24.12
Level 3A	\$25.40	\$25.40
Level 4	\$26.44	\$26.44
Level 4A	\$27.72	\$27.72
Level 5	\$29.22	\$29.22
Level 6	\$28.96	\$28.96
Level 7	\$30.10	\$30.10

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours
Level 1	\$12.90	\$16.13	\$19.35	\$32.25	\$25.80	\$25.80	\$19.35
Level 2	\$13.27	\$16.59	\$19.91	\$33.18	\$26.54	\$26.54	\$19.91
Level 3	\$14.25	\$17.81	\$21.38	\$35.63	\$28.50	\$28.50	\$21.38
Level 3A	\$15.01	\$18.76	\$22.52	\$37.53	\$30.02	\$30.02	\$22.52
Level 4	\$15.63	\$19.54	\$23.45	\$39.08	\$31.26	\$31.26	\$23.45
Level 4A	\$16.38	\$20.48	\$24.57	\$40.95	\$32.76	\$32.76	\$24.57
Level 5	\$17.26	\$21.58	\$25.89	\$43.15	\$34.52	\$34.52	\$25.89
Level 6	\$17.11	\$21.39	\$25.67	\$42.78	\$34.22	\$34.22	\$25.67
Level 7	\$17.78	\$22.23	\$26.67	\$44.45	\$35.56	\$35.56	\$26.67

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$25.80	\$25.80
Level 2	\$26.54	\$26.54
Level 3	\$28.50	\$28.50
Level 3A	\$30.02	\$30.02
Level 4	\$31.26	\$31.26
Level 4A	\$32.76	\$32.76
Level 5	\$34.52	\$34.52
Level 6	\$34.22	\$34.22
Level 7	\$35.56	\$35.56

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours
Level 1	\$14.88	\$18.60	\$22.32	\$37.20	\$29.76	\$29.76	\$22.32
Level 2	\$15.31	\$19.14	\$22.97	\$38.28	\$30.62	\$30.62	\$22.97
Level 3	\$16.44	\$20.55	\$24.66	\$41.10	\$32.88	\$32.88	\$24.66
Level 3A	\$17.32	\$21.65	\$25.98	\$43.30	\$34.64	\$34.64	\$25.98
Level 4	\$18.03	\$22.54	\$27.05	\$45.08	\$36.06	\$36.06	\$27.05
Level 4A	\$18.90	\$23.63	\$28.35	\$47.25	\$37.80	\$37.80	\$28.35
Level 5	\$19.92	\$24.90	\$29.88	\$49.80	\$39.84	\$39.84	\$29.88
Level 6	\$19.75	\$24.69	\$29.63	\$49.38	\$39.50	\$39.50	\$29.63
Level 7	\$20.52	\$25.65	\$30.78	\$51.30	\$41.04	\$41.04	\$30.78

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$29.76	\$29.76
Level 2	\$30.62	\$30.62
Level 3	\$32.88	\$32.88
Level 3A	\$34.64	\$34.64
Level 4	\$36.06	\$36.06
Level 4A	\$37.80	\$37.80
Level 5	\$39.84	\$39.84
Level 6	\$39.50	\$39.50
Level 7	\$41.04	\$41.04

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours
Level 1	\$16.86	\$21.08	\$25.29	\$42.15	\$33.72	\$33.72	\$25.29
Level 2	\$17.35	\$21.69	\$26.03	\$43.38	\$34.70	\$34.70	\$26.03
Level 3	\$18.63	\$23.29	\$27.95	\$46.58	\$37.26	\$37.26	\$27.95
Level 3A	\$19.63	\$24.54	\$29.45	\$49.08	\$39.26	\$39.26	\$29.45
Level 4	\$20.43	\$25.54	\$30.65	\$51.08	\$40.86	\$40.86	\$30.65
Level 4A	\$21.42	\$26.78	\$32.13	\$53.55	\$42.84	\$42.84	\$32.13
Level 5	\$22.58	\$28.23	\$33.87	\$56.45	\$45.16	\$45.16	\$33.87
Level 6	\$22.38	\$27.98	\$33.57	\$55.95	\$44.76	\$44.76	\$33.57
Level 7	\$23.26	\$29.08	\$34.89	\$58.15	\$46.52	\$46.52	\$34.89

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	\$33.72	\$33.72
Level 2	\$34.70	\$34.70
Level 3	\$37.26	\$37.26
Level 3A	\$39.26	\$39.26
Level 4	\$40.86	\$40.86
Level 4A	\$42.84	\$42.84
Level 5	\$45.16	\$45.16
Level 6	\$44.76	\$44.76
Level 7	\$46.52	\$46.52

Junior - Casual - 16 years of age and under

Table 1 of 2

Classification	Hourly pay rate	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	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours
Level 1	\$13.64	\$14.18	\$24.55	\$25.09	\$24.55	\$25.09	\$16.37
Level 2	\$14.04	\$14.60	\$25.27	\$25.83	\$25.27	\$25.83	\$16.85
Level 3	\$15.08	\$15.68	\$27.14	\$27.74	\$27.14	\$27.74	\$18.09
Level 3A	\$15.88	\$16.51	\$28.58	\$29.21	\$28.58	\$29.21	\$19.05
Level 4	\$16.53	\$17.19	\$29.75	\$30.41	\$29.75	\$30.41	\$19.83
Level 4A	\$17.33	\$18.02	\$31.19	\$31.88	\$31.19	\$31.88	\$20.79
Level 5	\$18.26	\$18.99	\$32.87	\$33.60	\$32.87	\$33.60	\$21.92
Level 6	\$18.10	\$18.82	\$32.58	\$33.30	\$32.58	\$33.30	\$21.72
Level 7	\$18.81	\$19.57	\$33.86	\$34.62	\$33.86	\$34.62	\$22.58

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	\$21.82	\$21.82	\$27.28
Level 2	\$22.46	\$22.46	\$28.08
Level 3	\$24.12	\$24.12	\$30.15
Level 3A	\$25.40	\$25.40	\$31.75
Level 4	\$26.44	\$26.44	\$33.05
Level 4A	\$27.72	\$27.72	\$34.65
Level 5	\$29.22	\$29.22	\$36.53
Level 6	\$28.96	\$28.96	\$36.20
Level 7	\$30.10	\$30.10	\$37.63

Junior - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	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	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours
Level 1	\$16.13	\$16.77	\$29.03	\$29.67	\$29.03	\$29.67	\$19.35
Level 2	\$16.59	\$17.25	\$29.86	\$30.52	\$29.86	\$30.52	\$19.91
Level 3	\$17.81	\$18.53	\$32.06	\$32.78	\$32.06	\$32.78	\$21.38
Level 3A	\$18.76	\$19.51	\$33.77	\$34.52	\$33.77	\$34.52	\$22.52
Level 4	\$19.54	\$20.32	\$35.17	\$35.95	\$35.17	\$35.95	\$23.45
Level 4A	\$20.48	\$21.29	\$36.86	\$37.67	\$36.86	\$37.67	\$24.57
Level 5	\$21.58	\$22.44	\$38.84	\$39.70	\$38.84	\$39.70	\$25.89
Level 6	\$21.39	\$22.24	\$38.50	\$39.35	\$38.50	\$39.35	\$25.67
Level 7	\$22.23	\$23.11	\$40.01	\$40.89	\$40.01	\$40.89	\$26.67

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	\$25.80	\$25.80	\$32.25
Level 2	\$26.54	\$26.54	\$33.18
Level 3	\$28.50	\$28.50	\$35.63
Level 3A	\$30.02	\$30.02	\$37.53
Level 4	\$31.26	\$31.26	\$39.08
Level 4A	\$32.76	\$32.76	\$40.95
Level 5	\$34.52	\$34.52	\$43.15
Level 6	\$34.22	\$34.22	\$42.78
Level 7	\$35.56	\$35.56	\$44.45

Junior - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	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	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours
Level 1	\$18.60	\$19.34	\$33.48	\$34.22	\$33.48	\$34.22	\$22.32
Level 2	\$19.14	\$19.90	\$34.45	\$35.21	\$34.45	\$35.21	\$22.97
Level 3	\$20.55	\$21.37	\$36.99	\$37.81	\$36.99	\$37.81	\$24.66
Level 3A	\$21.65	\$22.52	\$38.97	\$39.84	\$38.97	\$39.84	\$25.98
Level 4	\$22.54	\$23.44	\$40.57	\$41.47	\$40.57	\$41.47	\$27.05
Level 4A	\$23.63	\$24.57	\$42.53	\$43.47	\$42.53	\$43.47	\$28.35
Level 5	\$24.90	\$25.90	\$44.82	\$45.82	\$44.82	\$45.82	\$29.88
Level 6	\$24.69	\$25.68	\$44.44	\$45.43	\$44.44	\$45.43	\$29.63
Level 7	\$25.65	\$26.68	\$46.17	\$47.20	\$46.17	\$47.20	\$30.78

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	\$29.76	\$29.76	\$37.20
Level 2	\$30.62	\$30.62	\$38.28
Level 3	\$32.88	\$32.88	\$41.10
Level 3A	\$34.64	\$34.64	\$43.30
Level 4	\$36.06	\$36.06	\$45.08
Level 4A	\$37.80	\$37.80	\$47.25
Level 5	\$39.84	\$39.84	\$49.80
Level 6	\$39.50	\$39.50	\$49.38
Level 7	\$41.04	\$41.04	\$51.30

Junior - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	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	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours
Level 1	\$21.08	\$21.92	\$37.94	\$38.78	\$37.94	\$38.78	\$25.29
Level 2	\$21.69	\$22.56	\$39.04	\$39.91	\$39.04	\$39.91	\$26.03
Level 3	\$23.29	\$24.22	\$41.92	\$42.85	\$41.92	\$42.85	\$27.95
Level 3A	\$24.54	\$25.52	\$44.17	\$45.15	\$44.17	\$45.15	\$29.45
Level 4	\$25.54	\$26.56	\$45.97	\$46.99	\$45.97	\$46.99	\$30.65
Level 4A	\$26.78	\$27.85	\$48.20	\$49.27	\$48.20	\$49.27	\$32.13
Level 5	\$28.23	\$29.35	\$50.81	\$51.93	\$50.81	\$51.93	\$33.87
Level 6	\$27.98	\$29.09	\$50.36	\$51.47	\$50.36	\$51.47	\$33.57
Level 7	\$29.08	\$30.24	\$52.34	\$53.50	\$52.34	\$53.50	\$34.89

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	\$33.72	\$33.72	\$42.15
Level 2	\$34.70	\$34.70	\$43.38
Level 3	\$37.26	\$37.26	\$46.58
Level 3A	\$39.26	\$39.26	\$49.08
Level 4	\$40.86	\$40.86	\$51.08
Level 4A	\$42.84	\$42.84	\$53.55
Level 5	\$45.16	\$45.16	\$56.45
Level 6	\$44.76	\$44.76	\$55.95
Level 7	\$46.52	\$46.52	\$58.15

Allowances

Allowances	Rate
Broken shift allowance	\$13.91 per day and an additional \$1.95 per day for excess fares
Fares reimbursement	reimbursement for the cost of all necessary fares
First aid allowance	\$2.62 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	\$0.65 per hour up to a maximum of \$24.56 per week
Leading hand allowance - level 4A or below in charge of 6 to 10 employees	\$0.88 per hour up to a maximum of \$33.56 per week
Leading hand allowance - level 4A or below in charge of more than 10 employees	\$1.18 per hour up to a maximum of \$45.02 per week
Meal allowance - overtime	\$12.35 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	\$0.78 per km
Vehicle allowance	\$0.26 per km

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.