



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

FITNESS INDUSTRY AWARD 2020 [MA000094]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

Employee classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	948.00	24.95
Level 3	1014.70	26.70
Level 3A	1068.40	28.12
Level 4	1112.30	29.27
Level 4A	1165.70	30.68

Employee classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Level 5	1228.80	32.34
Level 6	1218.10	32.06
Level 7	1265.60	33.31

2. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.
3. By deleting the table appearing in clause 17.2(a) and inserting the following:

Number of employees	\$ per week
1 to 5	30.44
6 to 10	41.60
More than 10	55.81

4. By deleting the amount “\$16.67” appearing in clause 17.2(b) and inserting “\$17.25”.
5. By deleting the amount “\$3.14” appearing in clause 17.2(c) and inserting “\$3.25”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	125%	150%	250%
	\$	\$	\$	\$
Level 1	24.28	30.35	36.42	60.70
Level 2	24.95	31.19	37.43	62.38
Level 3	26.70	33.38	40.05	66.75
Level 3A	28.12	35.15	42.18	70.30
Level 4	29.27	36.59	43.91	73.18
Level 4A	30.68	38.35	46.02	76.70
Level 5	32.34	40.43	48.51	80.85
Level 6	32.06	40.08	48.09	80.15
Level 7	33.31	41.64	49.97	83.28

7. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	36.42	48.56	48.56	60.70
Level 2	37.43	49.90	49.90	62.38
Level 3	40.05	53.40	53.40	66.75
Level 3A	42.18	56.24	56.24	70.30
Level 4	43.91	58.54	58.54	73.18
Level 4A	46.02	61.36	61.36	76.70
Level 5	48.51	64.68	64.68	80.85
Level 6	48.09	64.12	64.12	80.15
Level 7	49.97	66.62	66.62	83.28

8. By deleting the table appearing in clause B.2 and inserting the following:

	Ordinary hours	Saturday, Sunday & public holidays
	% of minimum hourly rate	
	125%	130%
	\$	\$
Level 1	30.35	31.56
Level 2	31.19	32.44
Level 3	33.38	34.71
Level 3A	35.15	36.56
Level 4	36.59	38.05
Level 4A	38.35	39.88
Level 5	40.43	42.04
Level 6	40.08	41.68
Level 7	41.64	43.30

9. By deleting the amount “\$980.40” appearing in clause C.1.1 and inserting “\$1014.70”.

10. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hands and supervisors, in charge of 1 to 5 employees—Full-time	17.2(a)	3.0	30.44	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.80	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	41.60	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.09	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	55.81	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.47	per hour
Broken shift allowance	17.2(b)	1.7	17.25	per day
First aid allowance	17.2(c)	0.32	3.25	per day

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 July 2025.

PRESIDENT