



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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	772.60	20.33
Level 2	794.80	20.92
Level 3	853.60	22.46
Level 3A	899.50	23.67
Level 4	936.50	24.64
Level 4A	981.50	25.83
Level 5	1034.50	27.22

Amended on 23 June 2021 to correct operative date in B clause to 1 November 2021

Employee classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Level 6	1025.50	26.99
Level 7	1065.50	28.04

2. By deleting the words “1 February 2021” in clause 15.5(b) and inserting “1 November 2021”.

3. By deleting the table appearing in clause 17.2(a) and inserting the following:

Number of employees	\$ per week
1 to 5	25.61
6 to 10	35.00
More than 10	46.95

4. By deleting the amount “\$14.16” appearing in clause 17.2(b) and inserting “\$14.51”.

5. By deleting the amount “\$2.66” appearing in clause 17.2(c) and inserting “\$2.73”.

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	20.33	25.41	30.50	50.83
Level 2	20.92	26.15	31.38	52.30
Level 3	22.46	28.08	33.69	56.15
Level 3A	23.67	29.59	35.51	59.18
Level 4	24.64	30.80	36.96	61.60
Level 4A	25.83	32.29	38.75	64.58
Level 5	27.22	34.03	40.83	68.05
Level 6	26.99	33.74	40.49	67.48
Level 7	28.04	35.05	42.06	70.10

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	30.50	40.66	40.66	50.83
Level 2	31.38	41.84	41.84	52.30
Level 3	33.69	44.92	44.92	56.15
Level 3A	35.51	47.34	47.34	59.18
Level 4	36.96	49.28	49.28	61.60
Level 4A	38.75	51.66	51.66	64.58
Level 5	40.83	54.44	54.44	68.05
Level 6	40.49	53.98	53.98	67.48
Level 7	42.06	56.08	56.08	70.10

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	25.41	26.43
Level 2	26.15	27.20
Level 3	28.08	29.20
Level 3A	29.59	30.77
Level 4	30.80	32.03
Level 4A	32.29	33.58
Level 5	34.03	35.39
Level 6	33.74	35.09
Level 7	35.05	36.45

9. By deleting the amount “\$832.80” appearing in clause C.1.1 and inserting “\$853.60”.

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	25.61	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.67	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	35.00	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.92	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	46.95	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.24	per hour
Broken shift allowance	17.2(b)	1.7	14.51	per day
First aid allowance	17.2(c)	0.32	2.73	per day

B. This determination comes into operation from 1 November 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 November 2021.

PRESIDENT