



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

FITNESS INDUSTRY AWARD 2020
[MA000094]

Health and welfare services

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFCB 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	891.50	23.46
Level 2	915.90	24.10
Level 3	980.40	25.80
Level 3A	1032.30	27.17
Level 4	1074.70	28.28
Level 4A	1126.30	29.64
Level 5	1187.20	31.24
Level 6	1176.90	30.97

Employee classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Level 7	1222.80	32.18

2. By deleting the year “2023” in clause 15.5(b) and inserting “2024”.

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

Number of employees	\$ per week
1 to 5	29.41
6 to 10	40.20
More than 10	53.92

4. By deleting the amount “\$16.07” appearing in clause 17.2(b) and inserting “\$16.67”.

5. By deleting the amount “\$3.02” appearing in clause 17.2(c) and inserting “\$3.14”.

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	23.46	29.33	35.19	58.65
Level 2	24.10	30.13	36.15	60.25
Level 3	25.80	32.25	38.70	64.50
Level 3A	27.17	33.96	40.76	67.93
Level 4	28.28	35.35	42.42	70.70
Level 4A	29.64	37.05	44.46	74.10
Level 5	31.24	39.05	46.86	78.10
Level 6	30.97	38.71	46.46	77.43
Level 7	32.18	40.23	48.27	80.45

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	35.19	46.92	46.92	58.65
Level 2	36.15	48.20	48.20	60.25
Level 3	38.70	51.60	51.60	64.50
Level 3A	40.76	54.34	54.34	67.93
Level 4	42.42	56.56	56.56	70.70
Level 4A	44.46	59.28	59.28	74.10
Level 5	46.86	62.48	62.48	78.10
Level 6	46.46	61.94	61.94	77.43
Level 7	48.27	64.36	64.36	80.45

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	29.33	30.50
Level 2	30.13	31.33
Level 3	32.25	33.54
Level 3A	33.96	35.32
Level 4	35.35	36.76
Level 4A	37.05	38.53
Level 5	39.05	40.61
Level 6	38.71	40.26
Level 7	40.23	41.83

9. By deleting the amount “\$945.00” appearing in clause C.1.1 and inserting “\$980.40”.

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	29.41	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.77	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	40.20	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.06	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	53.92	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.42	per hour
Broken shift allowance	17.2(b)	1.7	16.67	per day
First aid allowance	17.2(c)	0.32	3.14	per day

B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT