



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. 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	812.60	21.38
Level 2	834.80	21.97
Level 3	893.60	23.52
Level 3A	940.90	24.76
Level 4	979.60	25.78
Level 4A	1026.60	27.02

Employee classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Level 5	1082.10	28.48
Level 6	1072.70	28.23
Level 7	1114.50	29.33

2. By deleting the words “November 2021” in clause 15.5(b) and inserting “July 2022”.
3. By deleting the table appearing in clause 17.2(a) and inserting the following:

Number of employees	\$ per week
1 to 5	26.81
6 to 10	36.64
More than 10	49.15

4. By deleting the amount "\$14.51" appearing in clause 17.2(b) and inserting "\$15.19".
5. By deleting the amount "\$2.73" appearing in clause 17.2(c) and inserting "\$2.86".
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	21.38	26.73	32.07	53.45
Level 2	21.97	27.46	32.96	54.93
Level 3	23.52	29.40	35.28	58.80
Level 3A	24.76	30.95	37.14	61.90
Level 4	25.78	32.23	38.67	64.45
Level 4A	27.02	33.78	40.53	67.55
Level 5	28.48	35.60	42.72	71.20
Level 6	28.23	35.29	42.35	70.58
Level 7	29.33	36.66	44.00	73.33

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	32.07	42.76	42.76	53.45
Level 2	32.96	43.94	43.94	54.93
Level 3	35.28	47.04	47.04	58.80
Level 3A	37.14	49.52	49.52	61.90
Level 4	38.67	51.56	51.56	64.45
Level 4A	40.53	54.04	54.04	67.55
Level 5	42.72	56.96	56.96	71.20
Level 6	42.35	56.46	56.46	70.58
Level 7	44.00	58.66	58.66	73.33

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	26.73	27.79
Level 2	27.46	28.56
Level 3	29.40	30.58
Level 3A	30.95	32.19
Level 4	32.23	33.51
Level 4A	33.78	35.13
Level 5	35.60	37.02
Level 6	35.29	36.70
Level 7	36.66	38.13

9. By deleting the amount “\$853.60” appearing in clause C.1.1 and inserting “\$893.60”.

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	26.81	per week
Leading hands and supervisors, in charge of 1 to 5 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.71	per hour
Leading hands and supervisors, in charge of 6 to 10 employees—Full-time	17.2(a)	4.1	36.64	per week
Leading hands and supervisors, in charge of 6 to 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	0.96	per hour
Leading hands and supervisors, in charge of more than 10 employees—Full-time	17.2(a)	5.5	49.15	per week
Leading hands and supervisors, in charge of more than 10 employees—Other than full-time	17.2(a)	Weekly allowance/ 38	1.29	per hour
Broken shift allowance	17.2(b)	1.7	15.19	per day
First aid allowance	17.2(c)	0.32	2.86	per day

B. This determination comes into operation from 1 July 2022. 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 July 2022.

PRESIDENT