Australian Government Fair Work OMBUDSMAN

Pay Guide - Fitness Industry Award [MA000094]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Level 1	$978.10	$25.74	$32.18	$38.61	$64.35
Level 2	$1,004.90	$26.44	$33.05	$39.66	$66.10
Level 3	$1,062.90	$27.97	$34.96	$41.96	$69.93
Level 3A	$1,119.10	$29.45	$36.81	$44.18	$73.63
Level 4	$1,165.10	$30.66	$38.33	$45.99	$76.65
Level 4A	$1,221.10	$32.13	$40.16	$48.20	$80.33
Level 5	$1,287.20	$33.87	$42.34	$50.81	$84.68
Level 6	$1,276.00	$33.58	$41.98	$50.37	$83.95
Level 7	$1,325.70	$34.89	$43.61	$52.34	$87.23

Table 2 of 2

Classification	Delayed meal break	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$51.48	$51.48	$38.61	$51.48	$51.48
Level 2	$52.88	$52.88	$39.66	$52.88	$52.88
Level 3	$55.94	$55.94	$41.96	$55.94	$55.94
Level 3A	$58.90	$58.90	$44.18	$58.90	$58.90
Level 4	$61.32	$61.32	$45.99	$61.32	$61.32
Level 4A	$64.26	$64.26	$48.20	$64.26	$64.26
Level 5	$67.74	$67.74	$50.81	$67.74	$67.74
Level 6	$67.16	$67.16	$50.37	$67.16	$67.16
Level 7	$69.78	$69.78	$52.34	$69.78	$69.78

Casual

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - 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
Level 1	$32.18	$33.46	$57.92	$59.20	$57.92
Level 2	$33.05	$34.37	$59.49	$60.81	$59.49
Level 3	$34.96	$36.36	$62.93	$64.33	$62.93
Level 3A	$36.81	$38.29	$66.26	$67.74	$66.26
Level 4	$38.33	$39.86	$68.99	$70.52	$68.99
Level 4A	$40.16	$41.77	$72.29	$73.90	$72.29
Level 5	$42.34	$44.03	$76.21	$77.90	$76.21
Level 6	$41.98	$43.65	$75.56	$77.23	$75.56
Level 7	$43.61	$45.36	$78.50	$80.25	$78.50

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$59.20	$38.61	$51.48	$51.48
Level 2	$60.81	$39.66	$52.88	$52.88
Level 3	$64.33	$41.96	$55.94	$55.94
Level 3A	$67.74	$44.18	$58.90	$58.90
Level 4	$70.52	$45.99	$61.32	$61.32
Level 4A	$73.90	$48.20	$64.26	$64.26
Level 5	$77.90	$50.81	$67.74	$67.74
Level 6	$77.23	$50.37	$67.16	$67.16
Level 7	$80.25	$52.34	$69.78	$69.78

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	$14.16	$17.70	$21.24	$35.40	$28.32
Level 2	$14.54	$18.18	$21.81	$36.35	$29.08
Level 3	$15.38	$19.23	$23.07	$38.45	$30.76
Level 3A	$16.20	$20.25	$24.30	$40.50	$32.40
Level 4	$16.86	$21.08	$25.29	$42.15	$33.72
Level 4A	$17.67	$22.09	$26.51	$44.18	$35.34
Level 5	$18.63	$23.29	$27.95	$46.58	$37.26
Level 6	$18.47	$23.09	$27.71	$46.18	$36.94
Level 7	$19.19	$23.99	$28.79	$47.98	$38.38

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$28.32	$21.24	$28.32	$28.32
Level 2	$29.08	$21.81	$29.08	$29.08
Level 3	$30.76	$23.07	$30.76	$30.76
Level 3A	$32.40	$24.30	$32.40	$32.40
Level 4	$33.72	$25.29	$33.72	$33.72
Level 4A	$35.34	$26.51	$35.34	$35.34
Level 5	$37.26	$27.95	$37.26	$37.26
Level 6	$36.94	$27.71	$36.94	$36.94
Level 7	$38.38	$28.79	$38.38	$38.38

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	$16.73	$20.91	$25.10	$41.83	$33.46
Level 2	$17.19	$21.49	$25.79	$42.98	$34.38
Level 3	$18.18	$22.73	$27.27	$45.45	$36.36
Level 3A	$19.14	$23.93	$28.71	$47.85	$38.28
Level 4	$19.93	$24.91	$29.90	$49.83	$39.86
Level 4A	$20.88	$26.10	$31.32	$52.20	$41.76
Level 5	$22.02	$27.53	$33.03	$55.05	$44.04
Level 6	$21.83	$27.29	$32.75	$54.58	$43.66
Level 7	$22.68	$28.35	$34.02	$56.70	$45.36

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$33.46	$25.10	$33.46	$33.46
Level 2	$34.38	$25.79	$34.38	$34.38
Level 3	$36.36	$27.27	$36.36	$36.36
Level 3A	$38.28	$28.71	$38.28	$38.28
Level 4	$39.86	$29.90	$39.86	$39.86
Level 4A	$41.76	$31.32	$41.76	$41.76
Level 5	$44.04	$33.03	$44.04	$44.04
Level 6	$43.66	$32.75	$43.66	$43.66
Level 7	$45.36	$34.02	$45.36	$45.36

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	$19.31	$24.14	$28.97	$48.28	$38.62
Level 2	$19.83	$24.79	$29.75	$49.58	$39.66
Level 3	$20.98	$26.23	$31.47	$52.45	$41.96
Level 3A	$22.09	$27.61	$33.14	$55.23	$44.18
Level 4	$23.00	$28.75	$34.50	$57.50	$46.00
Level 4A	$24.10	$30.13	$36.15	$60.25	$48.20
Level 5	$25.40	$31.75	$38.10	$63.50	$50.80
Level 6	$25.19	$31.49	$37.79	$62.98	$50.38
Level 7	$26.17	$32.71	$39.26	$65.43	$52.34

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$38.62	$28.97	$38.62	$38.62
Level 2	$39.66	$29.75	$39.66	$39.66
Level 3	$41.96	$31.47	$41.96	$41.96
Level 3A	$44.18	$33.14	$44.18	$44.18
Level 4	$46.00	$34.50	$46.00	$46.00
Level 4A	$48.20	$36.15	$48.20	$48.20
Level 5	$50.80	$38.10	$50.80	$50.80
Level 6	$50.38	$37.79	$50.38	$50.38
Level 7	$52.34	$39.26	$52.34	$52.34

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

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Delayed meal break
Level 1	$21.88	$27.35	$32.82	$54.70	$43.76
Level 2	$22.47	$28.09	$33.71	$56.18	$44.94
Level 3	$23.77	$29.71	$35.66	$59.43	$47.54
Level 3A	$25.03	$31.29	$37.55	$62.58	$50.06
Level 4	$26.06	$32.58	$39.09	$65.15	$52.12
Level 4A	$27.31	$34.14	$40.97	$68.28	$54.62
Level 5	$28.79	$35.99	$43.19	$71.98	$57.58
Level 6	$28.54	$35.68	$42.81	$71.35	$57.08
Level 7	$29.66	$37.08	$44.49	$74.15	$59.32

Table 2 of 2

Classification	Less than 10 hour break between shifts	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$43.76	$32.82	$43.76	$43.76
Level 2	$44.94	$33.71	$44.94	$44.94
Level 3	$47.54	$35.66	$47.54	$47.54
Level 3A	$50.06	$37.55	$50.06	$50.06
Level 4	$52.12	$39.09	$52.12	$52.12
Level 4A	$54.62	$40.97	$54.62	$54.62
Level 5	$57.58	$43.19	$57.58	$57.58
Level 6	$57.08	$42.81	$57.08	$57.08
Level 7	$59.32	$44.49	$59.32	$59.32

Junior - Casual - Under 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - 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
Level 1	$17.70	$18.41	$31.86	$32.57	$31.86
Level 2	$18.18	$18.90	$32.72	$33.44	$32.72
Level 3	$19.23	$19.99	$34.61	$35.37	$34.61
Level 3A	$20.25	$21.06	$36.45	$37.26	$36.45
Level 4	$21.08	$21.92	$37.94	$38.78	$37.94
Level 4A	$22.09	$22.97	$39.76	$40.64	$39.76
Level 5	$23.29	$24.22	$41.92	$42.85	$41.92
Level 6	$23.09	$24.01	$41.56	$42.48	$41.56
Level 7	$23.99	$24.95	$43.18	$44.14	$43.18

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$32.57	$21.24	$28.32	$28.32
Level 2	$33.44	$21.81	$29.08	$29.08
Level 3	$35.37	$23.07	$30.76	$30.76
Level 3A	$37.26	$24.30	$32.40	$32.40
Level 4	$38.78	$25.29	$33.72	$33.72
Level 4A	$40.64	$26.51	$35.34	$35.34
Level 5	$42.85	$27.95	$37.26	$37.26
Level 6	$42.48	$27.71	$36.94	$36.94
Level 7	$44.14	$28.79	$38.38	$38.38

Junior - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - 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
Level 1	$20.91	$21.75	$37.64	$38.48	$37.64
Level 2	$21.49	$22.35	$38.68	$39.54	$38.68
Level 3	$22.73	$23.63	$40.91	$41.81	$40.91
Level 3A	$23.93	$24.88	$43.07	$44.02	$43.07
Level 4	$24.91	$25.91	$44.84	$45.84	$44.84
Level 4A	$26.10	$27.14	$46.98	$48.02	$46.98
Level 5	$27.53	$28.63	$49.55	$50.65	$49.55
Level 6	$27.29	$28.38	$49.12	$50.21	$49.12
Level 7	$28.35	$29.48	$51.03	$52.16	$51.03

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$38.48	$25.10	$33.46	$33.46
Level 2	$39.54	$25.79	$34.38	$34.38
Level 3	$41.81	$27.27	$36.36	$36.36
Level 3A	$44.02	$28.71	$38.28	$38.28
Level 4	$45.84	$29.90	$39.86	$39.86
Level 4A	$48.02	$31.32	$41.76	$41.76
Level 5	$50.65	$33.03	$44.04	$44.04
Level 6	$50.21	$32.75	$43.66	$43.66
Level 7	$52.16	$34.02	$45.36	$45.36

Junior - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - 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
Level 1	$24.14	$25.10	$43.45	$44.41	$43.45
Level 2	$24.79	$25.78	$44.62	$45.61	$44.62
Level 3	$26.23	$27.27	$47.21	$48.25	$47.21
Level 3A	$27.61	$28.72	$49.70	$50.81	$49.70
Level 4	$28.75	$29.90	$51.75	$52.90	$51.75
Level 4A	$30.13	$31.33	$54.23	$55.43	$54.23
Level 5	$31.75	$33.02	$57.15	$58.42	$57.15
Level 6	$31.49	$32.75	$56.68	$57.94	$56.68
Level 7	$32.71	$34.02	$58.88	$60.19	$58.88

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$44.41	$28.97	$38.62	$38.62
Level 2	$45.61	$29.75	$39.66	$39.66
Level 3	$48.25	$31.47	$41.96	$41.96
Level 3A	$50.81	$33.14	$44.18	$44.18
Level 4	$52.90	$34.50	$46.00	$46.00
Level 4A	$55.43	$36.15	$48.20	$48.20
Level 5	$58.42	$38.10	$50.80	$50.80
Level 6	$57.94	$37.79	$50.38	$50.38
Level 7	$60.19	$39.26	$52.34	$52.34

Junior - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Ordinary hours - 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
Level 1	$27.35	$28.44	$49.23	$50.32	$49.23
Level 2	$28.09	$29.21	$50.56	$51.68	$50.56
Level 3	$29.71	$30.90	$53.48	$54.67	$53.48
Level 3A	$31.29	$32.54	$56.32	$57.57	$56.32
Level 4	$32.58	$33.88	$58.64	$59.94	$58.64
Level 4A	$34.14	$35.50	$61.45	$62.81	$61.45
Level 5	$35.99	$37.43	$64.78	$66.22	$64.78
Level 6	$35.68	$37.10	$64.22	$65.64	$64.22
Level 7	$37.08	$38.56	$66.74	$68.22	$66.74

Table 2 of 2

Classification	Less than 10 hour break between shifts - Saturday, Sunday or public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Level 1	$50.32	$32.82	$43.76	$43.76
Level 2	$51.68	$33.71	$44.94	$44.94
Level 3	$54.67	$35.66	$47.54	$47.54
Level 3A	$57.57	$37.55	$50.06	$50.06
Level 4	$59.94	$39.09	$52.12	$52.12
Level 4A	$62.81	$40.97	$54.62	$54.62
Level 5	$66.22	$43.19	$57.58	$57.58
Level 6	$65.64	$42.81	$57.08	$57.08
Level 7	$68.22	$44.49	$59.32	$59.32

Allowances

Allowances	Rate
Broken shift allowance	$18.07 per day and an additional $2.15 per day for excess fares
Fares reimbursement - travel for work	reimbursement for the cost of all necessary fares
First aid allowance	$3.40 per day
Laundry reimbursement	reimbursement for the reasonable cost of cleaning the required clothing
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of 1 to 5 employees - full-time	$31.89 per week
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of 6 to 10 employees - full-time	$43.58 per week
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of more than 10 employees - full-time	$58.46 per week
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of 1 to 5 employees - part-time & casual	$0.84 per hour up to a maximum of $31.89 per week
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of 6 to 10 employees - part-time & casual	$1.15 per hour up to a maximum of $43.58 per week
Leading hand or supervisor allowance for Level 1 to 4A classifications - in charge of more than 10 employees - part-time & casual	$1.54 per hour up to a maximum of $58.46 per week
Meal allowance - overtime	$15.59
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 - car	$1.00 per km
Vehicle allowance - motorcycle	$0.33 per km