

RosterElf

Fitness Award (MA000094) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Level 1	Entry-level / reception / general assistant	\$978.10	\$25.74	\$32.18
Level 2	Gym instructor / customer service	\$1004.90	\$26.44	\$33.05
Level 3	Qualified fitness instructor	\$1062.90	\$27.97	\$34.96
Level 3A	Experienced fitness instructor	\$1119.10	\$29.45	\$36.81
Level 4	Advanced instructor / personal trainer	\$1165.10	\$30.66	\$38.33
Level 4A	Senior instructor / coordinator	\$1221.10	\$32.13	\$40.16
Level 5	Supervisor / program coordinator	\$1287.20	\$33.87	\$42.34
Level 6	Manager (stream B)	\$1276.00	\$33.58	\$41.98
Level 7	Senior manager (stream B)	\$1325.70	\$34.89	\$43.61

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Saturday	\$32.18 (125%)	\$33.46 (130%)
Sunday	\$38.61 (150%)	\$33.46 (130%)
Public holiday	\$64.35 (250%)	\$33.46 (130%)

Dollar figures are for Level 1. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
16	55%
17	65%
18	75%
19	85%
20	100%

Common allowances

Allowance	Amount
Broken shift allowance	\$18.07 per day (+\$2.15 excess fares)
First aid allowance	\$3.40 per day
Leading hand / supervisor (Level 1–4A)	from \$31.89 per week (by team size)

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Fitness Industry Award 2020 [MA000094] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/fitness