



EMPLOYING A QUALITY ASSURED WORKFORCE

Quality Assurance Employment will provide your business with the confidence and guarantee that your exercise professionals are following industry best practice, protocols and guidelines.

Creating a stronger, united industry involves employing AusREPs registered with Fitness Australia. By employing AusREPs you're committed to pushing the limits even higher for greater confidence, industry excellence and growth.

If you're employing or contracting exercise professionals, take a look at the ways to ensure that they're registered with Fitness Australia.



Already Registered with Fitness Australia?

Great! You can be assured that they have the qualifications, competency, knowledge and skill to practice, that they understand their scope of practice and are committed to relevant continuing education, current industry standards and professional guidelines.

This reduces your business risk in relation to client safety and helps to assure the delivery of fitness services with due care and skill. All of this helps to protect and enhance the reputation of your business and the fitness industry within the wider community.



Registered, but with another business?

Not a problem. We can easily transition them across to be registered with Fitness Australia at no out-of-pocket expense to you or them.

Fitness Australia will register them at no cost during the time that their alternative registration overlaps with their new Fitness Australia registration.

For example, if there are six months remaining on their alternative registration we will register them with us immediately, free of charge.

Once that six month transition period is up, they will need to renew their registration with Fitness Australia at the usual cost. We know that the transition period could be shorter or longer than this example, either way, we'll work with you and them to make the transition as smooth as possible.

All they will need to do is provide us with confirmation of their alternative registration details, their qualifications, their current CPR and First Aid certificates, and we'll take care of the rest.



Not Registered at all, finished their qualifications more than two years ago?

We can easily transition them to become an AusREP. They will need to supply us with their:

- ▶ Current First Aid and CPR certificates,
- ▶ Certificate III and/or Certificate IV in Fitness or academic transcripts,
- ▶ Evidence of their 20 CECs in the last two years,
- ▶ \$125* for 1 year of registration.

What if they haven't obtained their 20 CECs?

Not a problem. They will be a Provisional AusREP until they obtain their 20 CECs.

We'll help you get up to speed by giving you access to:

- ▶ Education on our online platform with six complimentary courses
- ▶ Links to four journal articles to read worth 1 CEC each, and
- ▶ Recognition of your current CPR and First Aid certificates worth 4 CECs.

They will have up to 3 months to obtain their 20 CECs, and will be eligible for insurance whilst they're a Provisional AusREP.

As soon as they complete their 20 CECs they will no longer be a Provisional AusREP - we will approve them to be an AusREP on the official Australian Register of Exercise Professionals.



Not registered at all, finished their qualifications less than two years ago?

Not registered, not a problem! They can become an AusREP in three quick steps:

- ▶ **Step 1** Visit fitness.org.au/register
- ▶ **Step 2** They upload their Certificate III and/or Certificate IV in Fitness or academic transcript, and Current First Aid and CPR certificates.
- ▶ **Step 3** Invest \$125* for 1 year of registration.



Degree qualified, or part way through?

Great. They can easily register as an AusREP based on the subjects they've completed.

Fitness Australia has had most University Exercise/Sport/Health Science Degrees (or alike) mapped to AusREP registration requirements, to provide Degree qualified people with more opportunities to work in fitness. Their Statement of Attainment can be submitted for us to verify their completed subjects.

They can become an AusREP in three quick steps:

- ▶ **Step 1** Visit fitness.org.au/register
- ▶ **Step 2** Upload Degree subjects, and Current First Aid and CPR certificates.
- ▶ **Step 3** Invest \$125* for 1 year of registration.

To support you in having your exercise professionals registered with us, members have unlimited access to HR & IR Advisory Service, and resources.

Your employee and contractor agreements don't include a requirement to be registered?

It's best for your business to update their employment or contract agreement to include mandating Registration with Fitness Australia because this is best-practice for your business.

In the mean-time, simply have them register as an AusREP. For more detail on the legalities of enforcing employees and contractors to be AusREPs, see our fact sheet [QUALITY ASSURANCE EMPLOYMENT: The legal fine-print](#).

Can Fitness Australia supply templated Employment and Contractor agreements prepared by workplace legal experts?

Absolutely, we can. We have a series of templates for you to implement immediately. Simply add your business details as well as any other specific business conditions. Download them here now, or from our member dashboard:

[Independent Contractor Agreement template](#)

[Casual Employment Agreement template](#)

[Full Time Employment Agreement template](#)

[Part Time Employment Agreement template](#)

Not sure whether your exercise professionals are registered with Fitness Australia?

Here are all of the ways you can check:

- ▶ Contact our team to ask by emailing info@fitness.org.au or calling 1300 211 311
- ▶ Visit the [Australian Register of Exercise Professionals](#) at fitness.org.au
- ▶ Ask your exercise professionals whether they're registered.

* Price is indicative of the COVID-19 Relief Package available until 30 June 2020.