



QUALITY ASSURANCE EMPLOYMENT

The legal fine-print

Here's why it's best-practice and mandatory for your business to employ Trainers and Instructors who are registered with Fitness Australia.

What does the legal advice say?

Here's the advice, straight from our HR legal advisors.

As an employer in the industry, you can choose to make fitness professional registration with Fitness Australia a condition of employment or engagement with your business, and this is how:

Specify in job advertisements for employees or contractors delivering exercise services that a requirement is that they are registered with Fitness Australia as an AusREP.

Specify the requirement that an employee or contractor maintains their registration as an AusREP.

As a Fitness Australia Member you can access the wording for a proposed job advertisement and employment contracts in your dashboard.

[Here is an employment application template](#)

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By engaging AusREPs, Fitness Australia assures you that they:

1. Have completed a Certificate III, IV or Diploma of Fitness, Group Exercise Leader course or have a relevant Exercise/ Health/Sport Science Degree - we verify their education and ensure currency of their CPR & First Aid certification.
2. Are aware of and promote fitness industry standards and guidelines, and adhere to the Code of Ethical Conduct; and,
3. Are committed to continuing education and professional development through the attainment of Continuing Education Credits (CECs) (like most other reputable professions) to enhance their skills and knowledge.

Need further help?

If you need more clarification or support on this matter, call our HR Advisory Service on 1300 211 311 (free to our business members) where Human Resources and Industrial Relations experts can assist.

All AusREPs are listed on the official Australian Register of Exercise Professionals, which forms part of the International Confederation of Registers for Exercise Professionals (ICREPs), where you can see the credentials of your existing or prospective employees and contractors.

Employee and Contractor Agreements

We have a series of templates for you to implement immediately. Simply add your business details as well as any other specific business conditions.

[Independent Contractor Agreement template](#)

[Casual Employment Agreement template](#)

[Full Time Employment Agreement template](#)

[Part Time Employment Agreement template](#)

What are the benefits for your business?

The main reason that the Professional Registration System exists is to protect and give comfort to the consumer, and in doing so, your business.

The registration system does this by making sure that only professionals who have the skills, qualifications and industry currency to deliver safe and effective exercise services to the Australian community are registered to practice.

As a business owner, you have the ability and responsibility to give your members access to best-practice exercise services. You can do this by employing AusREPs.

A professional registration system is vital for a credible and sustainable fitness industry and your business.