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THE CONVERSATION

In this new feature we'll share topics that provoke thought and inspire conversation. So keep an eye on our Facebook page, where we'll invite your input on these topics. Or you can share your thoughts directly by emailing them to editor@fitrec.org – we look forward to having you join in the conversation.



ARE CASUAL EMPLOYEES UNDERRATED?

One in four Australian workers are casually employed. It's not great news for job security – as highlighted during the height of COVID-19 – but the Australian workforce needs casual staff.

A recent article about wage theft and casual workers in universities across Australia raised some concerns, which got us thinking: if universities can get away with underpaying casual staff and demanding them to do some non-paid work, could this occur in the fitness industry too?

The question arises: are casual jobs in our industry actually that casual, given group fitness instructors teach the same class on the timetable every week, often year after year; and the same faces work the gym floor every Monday morning?

This type of work is regular, ongoing, and relatively stable; yet staff are engaged under casual terms of employment. But should they be? ♦

