



Recommended Coaching Rates

Recommended private lesson fees

Tennis Australia recommends that Tennis Australia coach members charge between \$60-\$80 per hour (inc GST) for a one hour private lesson. The experience and qualification of the coach will impact on the hourly rate charged. This price range is a recommendation only. The individual coach member is free to determine what hourly rate to charge for private lessons.

Coaching rates for coaching lessons per term

Tennis Australia does not recommend a fixed coaching rate for coaching lessons per term. There are many variables to adequately reflect varying factors that influence the costs.

These variables to consider include:

- **Length of term:** coaching terms vary from eight weeks to 10 weeks, etc.
- **Length of coaching lesson:** coaching lessons vary from ½ hour group lessons, 45 minute or one hour
- **Student/coach ratio:** coaching lessons vary from one coach to four students per court for a traditional lesson, or one coach to 6 or 8 students or more for specific programs like MLC Tennis Hot Shots, Cardio Tennis and Squads which can be across several courts.
- **Wet weather policy:** coaches wet weather policy varies from make-up classes, refunds, to indoor sessions etc
- **Giveaways:** many coaching programs also build in the cost of a free tennis racquet, water bottle, cap, shirt or video/ DVD of their students into each term fee or some other benefit so the true cost of the tennis lesson is difficult to define.
- **Discounts:** some coaching businesses provide special discount pricing for early payments or for the entire year, or a certain % (e.g. 50% off for their first term) off the coaching fee for new enrolments, discounts for siblings, while others allow per week or per month payment etc.
- **Qualified coaches:** some coaching businesses charge a higher fee for a higher qualified coach than for a non-qualified assistant coach.
- **Level of coaching:** the playing standard of pupils and the nature or type of coaching activities and variations (e.g. MLC Tennis Hot Shots, v Adults, or beginner v squad or match play v match charting v tactical analysis type coaching).

In addition to all the internal factors identified above, the cost of term coaching fees will also be impacted by other external market factors, such as:

- local supply and demand for tennis coaching;
- the number of local tennis clubs and facilities competing for business; and
- the number of alternative sporting and recreational pursuits available in the area.

It is up to individual coach members to determine what fees they wish to charge per term for coaching lessons.



Recommended Coaching Rates

Guideline rates payable to coaches employed either full-time/part-time or casual

As in any employment relationship, it is up to the employer and employee to agree upon the rate of pay, subject to any relevant minimum legal requirements.

As a general guide, Tennis Australia recommends the following rates of pay:

- Junior Development qualified coaches (formerly Level 1 or Development) - between \$20 to \$30 per hour.
- Club Professional qualified coaches (formerly Level 2 or Advanced) - between \$30 to \$40 per hour.
- High Performance qualified coaches (formerly Elite) - \$55 per hour or higher.

These recommended rates are higher than the minimum legal rates of pay referred to below to encourage, attract and retain quality tennis coaches to the industry.

These rates do not include provision for superannuation, so superannuation needs to be paid in addition to these amounts.

The experience of the coach may impact upon their hourly rate. (e.g. greater experience = higher hourly rate). Similarly, exceptional past performance may result in a higher hourly rate.

National Minimum Wage

As at 1 June 2012

National minimum wage rate (as at 1 June 2012) is:

- \$15.51 per hour for people employed on a full-time or part-time (salaried basis); and
- \$19.23 per hour for people employed on a casual basis.

These amounts do not include provision for superannuation, so superannuation needs to be paid in addition to these amounts.

Employees aged 20 years and under may receive a percentage of the national minimum hourly rate due to their inexperience;

- under 17: 55%
- 17 and under 18: 65%;
- 18 and under 19: 75%;
- 19 and under 20: 85%.

Please note that these wages are reviewed annually. Please visit Fair Work Australia's website for the most up to date information.

Some employers hire staff on a salaried basis which includes holiday pay, superannuation, etc. and some employers hire staff on a casual basis. The casual rates quoted above are higher as they include a casual loading to compensate for no penalty rates and other salaried allowances.

The National Minimum Wage Rates are the minimum rates of pay that apply in Australia across all industries.

If the employee is covered by a Modern Award, the National minimum wage rates will not apply. The pay rates set out in the relevant award will apply instead.

FAIR WORK AUSTRALIA

All employers/employees can make an enquiry to Fair Work Ombudsman to check correct pay, conditions or workplace rights. Call 131394 Mon-Fri 8am-6pm or go to fairwork.gov.au email link.