

SWIMMING COACHING

Guidelines for Determining Hourly Rate of Pay

There is no collective agreement or federal award that covers swimming coaches. General employment conditions and information can be obtained from the Australian Government – Department of Employment and Workplace Relations web site www.dewr.gov.au. Coaches who are not employed under a contract arrangement may estimate an appropriate hourly rate of pay by determining if the coaching duties and qualifications are similar to existing State industry sector awards. Swimming Coaches may come under comparable industry sectors, such as ‘sport and recreation’, and claim a comparable industry awards.

A person holding a valid swim coach’s licence (i.e. must be registered under the National Coaching Accreditation Scheme of the Australian Sports Commission, and be a current member of ASCTA) has the equivalent of a TAFE Certificate qualification. In some States the defined ‘sport and recreation’ industry sector award can be found in the respective State ‘Wage Line’ (i.e. linked to the DEWR web site). For example, in Victoria the industry sector “Cultural & Recreation Services” (i.e. being similar to coaching duties) lists key qualifications and duties at different levels covered by hourly awards. A Bronze licence coach would roughly be equivalent to a Level-5 or 6 under the Victorian award (i.e. Victorian Award Code AW774566). A coach employed full-time (i.e. 36 hours per week) would also attract superannuation, work cover, and paid leave as part of the award. A coach employed as a ‘casual’ might attract a higher hourly rate, but might not receive certain benefits available to a full-time, or permanent part-time employee. There are usually no penalty rates assigned to coaching hours, as it’s expected a coach will work ‘unusual hours’ and weekends within the limitations of part-time or full-time hours of employment.

The coaching accreditation system in Australia, with their respective levels of competency, are:

- Green licence – entry level, this coach is qualified to give stroke correction and work with junior squads and should be under the supervision of a more senior coach. Entry level coaches usually do not occupy full-time employment positions.
- Bronze licence – this is the basic ‘Club’ coach in Australia (note: the award example given above would refer to this level); this person is qualified to coach club level swimmers of various ages and abilities.
- Silver licence – this coach has a ‘performance’ qualification and has demonstrated the ability to coach swimmers to National Age Qualifying standards (note: the coach would be at the top end or above any existing hourly award rate). Silver licenced swimming coaches are usually on a career pathway and in most cases are contracted employees.
- Gold licence – this coach has demonstrated the ability to coach swimmers to National Open and International standards. Coaches at this level are almost always salaried.