PATHWAY TO ABBEYCROFT FITNESS & HEALTH CAREERS

Working as a new personal trainer can be a real challenge as you get your business started so here at Abbeycroft we have introduced a hybrid role that makes building a client base easier, offers a low risk approach to license fees. The hybrid role can be applied to others roles within the organisation T*Cs apply.
Alternatively, if you are ready to jump right in we have a pathway that will suit you too.

Introduction

- Apprenticeship
- Off the job training
- On the job training

Level 2 - GCSE

- Exercise and fitness training
- Understanding behaviour change
- Understanding health improvement
- Group exercise lead

Level 3 - A-level

- Gym instructing and personal training
- Exercise referral
- Otago lead

PT Pathway

Health Pathway

- Cancer rehab
- Cardiac rehab
- Pulmonary rehab

Level 4 - Post A- level standard

CIMSPA sector qualifications

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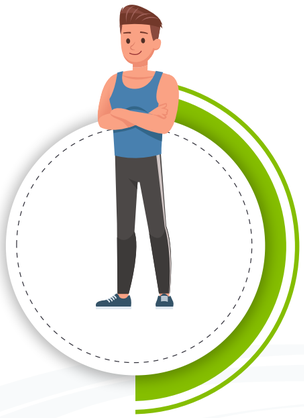

HYBRID PATHWAY

Your role on the gym floor is to provide high quality 121 induction and review appointments, meet and greet appointments and to deliver small group training and positively engage with users. Personal training can not be delivered while on shift

Employed for more than 12 hours week on a set shift pattern. You have access to the gym floor during all public opening hours (you are not permitted to deliver Pt whiles on duty during contracted hours)

Financial Arrangement

You are paid minimum wage for age for the contracted hours you work each week. Tax and NI apply. This is paid on the last working day of each month.
Your monthly license fee must be paid on the 1st of each month.
Your first month license fee is free.
After 12 months you are entitled to a one month payment break every 12 months.

Benefits

A range of benefits including pension scheme, free use of Abbeycroft's health and fitness facilities, generous annual leave entitlement, family friendly benefits, discounts at local restaurants and venues.

Uniform

Is provided for when working on the gym floor as a fitness instructor. Your own smart brand uniform should be worn on the gym floor at all other times when personal training.

PT rates

Minimum fees **£30.00 per hour***(subject to offers)
You are permitted to set your own promotions and offers and hourly rate for training above this rate.
All PT payments are the licensee responsibly to collect and refund in line with service delivery.
All non-members must be charged the additional rate of £7.50 on the PT hourly rate which the license is responsible for paying to Abbeycroft.
Client rates:
Member- PT rate only
Non-member- £7.50 per visit plus PT rate

Marketing

-Promotion through Abbeycroft APP and Website
-A4 poster site for personal profile
-Business Card holder
-Brand template available for Artwork for personal profile
-Personal brand can be used with approval from the marketing team

Data protection/GDPR

Is outlined in the employee and self employed handbooks.

Liability+ Insurance+ Monitoring

You are personally responsible for ensuring that all financial liabilities are managed directly with your clients on termination.
License:
You will hold a license to carry out your Hybrid self-employed role. You will be required to evidence eligibility to work as a personal trainer and your self-employed status each year.
You are obligated to hold public liability of a minimum £5 million per individual claim.
Monitoring:
You will be encouraged to attend a monthly business meeting with a member of the Abbeycroft team.

Termination

1 months notice to terminate 12 hour employment contract.
3 month notice to terminate PT contract.

Full scope of roles

Employee contract
PT self employed handbook

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SELF EMPLOYED PATHWAY

You have access to the gym floor during all public opening hours.

Financial Arrangement

Your monthly license fee must be paid on the last working day of the month.
Your first month license fee is free.
After 12 months you are entitled to a one month payment break every 12 months.

Self Employed Benefits

Contractors are expected to provide their own tools/equipment, however, the Company will allow full access to gym floors during all public opening hours and access to equipment within the centre.

Uniform

Your own smart brand uniform should be worn on the gym floor at all times when personal training.

PT rates

Minimum fees **£30.00 per hour *** (subject to offers)
You are permitted to set your own promotions and offers and hourly rate for training above this rate.
All PT payments are the licensee responsibly to collect and refund in line with service delivery.
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License:
You will hold a license to carry out your self-employed role.
You will be required to evidence eligibility to work as a personal trainer and your self-employed status each year.
You are obligated to hold public liability of a minimum £5 million per individual claim.
Monitoring:
You will be encouraged to attend a monthly business meeting with a member of the Abbeycroft team.

Termination

Minimum 3 month notice to terminate PT contract

Full scope of roles

PT self employed handbook

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LICENCE FEES FRAMEWORK

Centre capacities are calculated for each centre in April each year. PT license fees are set annually in April each year.

	Hours	Hrly Rate	Week	Annual		Protentional earnings per yr	Licence Fee assumed at large centre	Profit
EMPLOYED	12	National Minimum Wage 8.6	103.2	£5,381.16	Hybrid earning			
HYBRID PT	25	30	750	£39,107.25	Hybrid PT earning	£44,488	£3,713	£40,776
SELF EMPLOYED PT	37	30	1110	£57,878.73	PT earning	£57,879	£4,950	£52,929

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					SELF EMPLOYED PT			HYBRID PT		
Gym/Centre	Full licence	Hybrid working 12 hrs or more (75% of licence fee)	Membership based	FTE equivalent trainers per site	Annual licence fee (11mths period)	Clients per yr to cover costs	Clients per wk to cover licence fee	Annual licence fee (11mths period)	Clients per yr to cover costs	Clients per wk to cover licence fee
Brandon	*£300*	*£225.00*	*659*	*1*	*£3,300,00*	*110.00*	*2*	*£2,475*	*82.50*	*2*
Bury	*£450*	*£337.50*	*2018*	*4*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Hadleigh	*£450*	*£337.50*	*1393*	*2.5*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Haverhill	*£450*	*£337.50*	*2721*	*5*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Kingfisher	*£450*	*£337.50*	*2740*	*5*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Mildenhall	*£450*	*£337.50*	*2259*	*4*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Newmarket	*£450*	*£337.50*	*3045*	*6*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Skyliner	*£450*	*£337.50*	*707*	*1*	*£4,950.00*	*165.00*	*3*	*£3,713*	*123.75*	*2*
Trumpington	*£150*	*£112.50*	*281*	*0.5*	*£1,650.00*	*55.00*	*1*	*£1,238*	*41.25*	*1*

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