



PEER OBSERVATION GUIDELINES

What is Peer Observation?

Peer Observation is a process where one person observes a colleague in the execution of their job. Peer Observation may be used for many different purposes e.g. training, performance appraisal or professional development.

Peer Observation is a recognised professional development tool in many industries. However, in order for it to be valid, there needs to be a task attached that must be completed during and/or shortly after the observation. This focuses the attention of the observer and allows them to concentrate on aspects of the activity rather than the activity as a whole.

What is the purpose of Peer Observation for the Fitness Professional?

The purpose of Peer Observation for the Fitness Professional is professional development and CECs apply.

A Fitness Professional may apply for Peer Observation under the following conditions:

- They can show severe hardship in accessing appropriate CEC programmes due to remoteness or isolation

AND EITHER

1 They hold Fitness Australia registration as a Group Fitness Instructor – Freestyle

OR

2 They hold Fitness Australia registration as an Aqua Instructor/Trainer

Who can be observed?

The Fitness Professional who wishes to do Peer Observation must make sure the following criteria are met:

- The observed must be currently registered with Fitness Australia in the appropriate category
- They must be currently working in the area in which they are to be observed, e.g. they must be employed as an Aqua Instructor or Group Exercise Instructor – Freestyle.
- They must have agreed to being observed
- The class that will be observed must be not less than 30 minutes but preferably 60 minutes duration

How do I apply for Peer Observation?

- Contact your State/Territory association to be sent the required form.
- Arrange your observation with your colleague
- Conduct the observation and complete the Peer Observation tasks
- Submit the completed task(s) and signed Peer Observation form with your re-registration documentation.

Contact Fitness Australia

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