

Workplace Relations Brief: Live Performance Award versus Performers' Collective Agreement

The **Live Performance Award** ('Award') is the minimum wages and conditions set by the Fair Work Commission. These form the legal minimum wages and conditions or "safety net" that must be met in the live performance industry in Australia.

The **Performers' Collective Agreement** ('PCA') is an Enterprise Agreement that has been negotiated between Live Performance Australia ('LPA') and the Media, Entertainment and Arts Alliance ('MEAA'). This agreement is an optional Enterprise Agreement that displaces the Award. If an employer chooses to sign the PCA for their productions, they can have it registered with the Fair Work Commission under the *Fair Work Act 2009* (Cth). LPA can negotiate and lodge Agreements on your behalf.

Key differences

1. Pay Rates

As of 5 February 2019, the following weekly wages apply:

	Award	PCA
Performer Grade 1	913.70	1083.10
Performer Grade 2	960.00	1145.70
Opera Principal	1010.60	1196.00
Performer Category 2	960.00	1145.70

2. Sunday rate

One of the main differences from the Award is that the PCA "buys out" the Sunday penalty. Therefore, there is separate weekly wage that includes one Sunday performance. The second Sunday performance can also be bought out for a flat rate of \$75. The current Sunday rates under the PCA are as follows:

	PCA
Performer Grade 1	1126.10
Performer Grade 2	1191.20
Opera Principal	1243.50
Performer Category 2	1191.20

Current negotiations

The current PCA had a nominal end date of 31 July 2017. Negotiations between LPA and MEAA for a new version of the PCA will commence in 2019. We will inform Members about the outcome of these negotiations. A CPI increase to wages was agreed as the negotiations progress and has been applied since 1 February 2015 (as above).

For more information, please contact LPA on (03) 8614 2000 or email info@liveperformance.com.au