

# Annual Report 2019–2020



**LIVE  
PERFORMANCE  
AUSTRALIA**

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# About

Live Performance Australia (LPA) is the peak body for Australia's live performance industry. Established over 100 years ago in 1917 and registered as an employers' organisation under the Fair Work (Registered Organisations) Act 2009, LPA has over 400 Members nationally.

We represent commercial producers, music promoters, major performing arts companies, small to medium companies, independent producers, major performing arts centres, metropolitan and regional venues, commercial theatres, stadiums and arenas, arts festivals, music festivals, and service providers such as ticketing companies and technical suppliers. Our membership spans from small to medium and not-for-profit organisations to large commercial entities.

LPA's strategic direction is driven by our Members. LPA Members are leaders in our industry and their expertise is crucial to ensuring positive industry reform, whether by providing input to submissions or serving as a Member of LPA's Executive Council.

LPA's membership remains strong and, importantly, reflective of the artistic and commercial diversity of the Australian live performance industry. LPA has a clear mandate to advocate for and support policy decisions that benefit the sustainability and growth of the live performance industry in Australia.

## Live Performance Australia's Vision

To provide Australians with a dynamic and sustainable live performance industry

### Strategic Priorities



#### LEADERSHIP

Take the lead on strategic issues and be the prominent voice on behalf of the industry



#### ADVOCACY

Advocate and influence regulatory and public policy decisions



#### NEGOTIATION

Negotiate industrial, commercial and licensing agreements that are flexible, transparent and fair



#### PROMOTION

Promote and elevate the industry's profile



#### MEMBER-FOCUSED

Provide advice, support and information on issues that affect Members' day-to-day business operations

# President & Chief Executive's Report

On behalf of the Executive Council of Live Performance Australia, we are pleased to present the Annual Report for the year ended 30 June 2020.

It has been an extraordinary year. While 2019 saw our industry powering along, we were devastated by the impact of government directives that shut our venues and productions in March 2020. A billion dollars in lost revenue in six months, tens of thousands of job losses, company closures and others staring over the precipice. This has been an unprecedented health and economic crisis which has had major impacts on our industry.

The Executive Council finalised LPA's five-year Strategic Plan 2020-2024 in early 2020. Before we could release the plan to Members, LPA had to rapidly reprioritise all its activities and resources in response to COVID-19. A number of significant initiatives were delivered this year to support our Members' business activities and protect the future survival of our industry.

In 2020, LPA undertook 10 major initiatives in response to COVID-19:

- provided detailed Member advice on all government changes, health directives and policy decisions that impacted Members' business activities
- targeted advocacy campaign for emergency support for live performance industry due to significant financial impacts of COVID-19; Federal Government announced a \$250 million Creative Industries package plus various states and territories delivered funding support
- advocated for a national wage subsidy; JobKeeper was announced
- developed and presented a detailed Roadmap to Reopening Theatre Venues and Productions to federal, state and territory governments; advocacy is ongoing
- developed two national COVID Safe guidelines for Theatre Auditions, Rehearsals and Performances and for National Touring
- collaborated with major events sector as an executive member of the Live Entertainment Industry Forum (LEIF)
- made submissions to the Fair Work Commission to vary modern awards in response to COVID-19
- revised Ticketing Code of Practice

- provided specific guidance on refunds and exchanges, and
- created a template agreement for the recording, streaming, broadcast and transmission of live theatre and archival footage.

In addition to COVID-19 specific initiatives, in 2019-2020, LPA: finalised detailed submissions to the Fair Work Commission on modern awards; consulted with Members on key issues relating to the Performers' Collective Agreement; successfully lobbied for the disallowance of NSW's *Liquor Amendment (Music Festivals) Regulation 2019* and the *Gaming and Liquor Administration Amendment (Music Festivals) Regulation 2019*; successfully lobbied for amendments to the Music Festivals Bill 2019; continued negotiations with APRA AMCOS and PPCA regarding the OneMusic Events licence; released the 2018 Ticket Attendance and Revenue Report; developed and released a Whistleblower guide and template policy; and made 12 significant government submissions.

Operationally, the year-end result is a deficit. This was largely due to reduced ISF income April-June 2020 due to COVID-19 and an unbudgeted strategic review of the Helpmann Awards. Sadly, this also required us to significantly restructure the organisation, reducing our staff numbers down to 5 FTEs (from 10) and cutting expenditure and investment in strategic projects. LPA will continue to draw on its reserves in the coming year and we are grateful to our Members for their continued financial support through these difficult times.

While Australia has made good progress in containing COVID-19, the next 12-24 months will continue to be very challenging for our industry. Adapting to a 'COVID-normal' world will pose particular challenges for our companies, performers, creatives, crews and audiences. Australians have always been great supporters of live performance and we should be resolute in our ability to rebuild, renew and reconnect. LPA will continue to play a leadership role in advocating for and supporting our Members and industry through this period.

We gratefully acknowledge and thank LPA's Executive Council, all members of our working committees and panels, external service providers,

and the Executive team for their significant contribution over the past year. We thank LPA staff and the Executive team who have made significant personal contributions to ensure complex advice and member services have continued unabated. We also acknowledge the tireless commitment

and ongoing support of our Members. Our role is to represent and promote the interests of our industry. Never has this been more important. As always, we look forward to working with our Members to pursue these goals in the coming year.

Yours sincerely,



**Richard Evans**  
President



**Evelyn Richardson**  
Chief Executive



Mahalia, Metro Theatre,  
Photo Credit: Ashley Mar

# COVID-19: LPA's Leadership & Advocacy

The Australian live performance industry has been severely impacted by government directives to close entertainment venues to the general public and restrict the number of people at gatherings. Gatherings of more than 500 people were banned from 16 March 2020. Four days later, this was reduced to 100 people and by the end of March 2020, no more than two people could gather. In a matter of weeks, every live event in Australia could not proceed, resulting in tens of thousands of events being cancelled or postponed.

Since March 2020, LPA has responded to this unprecedented health and economic crisis, leading as the respected industry voice and undertaking a range of activities to support its Members during these very challenging times.

## Advocacy

LPA campaigned strongly for government to provide a targeted support package for the live performance industry. At the beginning of the COVID-19 crisis, LPA developed and advocated for a \$650m COVID-19 live performance industry package. As the crisis continued, LPA refocused the package to support industry to restart and rebuild. LPA also advocated strongly for a wage subsidy.

LPA led a major advocacy campaign with key alliance partners, including the Australasian Performing Rights Association and Australasian Mechanical Copyright Owners Society (APRA AMCOS); Australian Festival Association (AFA); Australian Recording Industry Association (ARIA); Live Music Office; Sounds Australia; Australian Major Performing Arts Group (AMPAG); Theatre Network Australia; Symphony Services International; Blakdance; Ausdance; and Regional Arts Australia, to secure a targeted \$250m arts and entertainment industry support package. The package was announced by the Federal Government in late June 2020.

LPA also advocated in collaboration with the Media, Arts and Entertainment Alliance (MEAA).

## COVID Safe Guidelines

LPA developed two guidelines to support the industry to safely resume live performance activities:

- Guidelines for COVID Safe Auditions, Rehearsals and Performances
- COVID Safe Touring Guidelines.

Following a consultation process with Members, MEAA and medical experts, LPA revised the guidelines based on feedback received. The guidelines were endorsed by an epidemiologist, and subsequently released in early August 2020. LPA developed a COVID-19 Safety Plan template

and information pack to be used in conjunction with the guidelines and to assist Members to implement COVID Safe workplace practices.

The industry also established the Live Entertainment Industry Forum (LEIF) which is focused on developing guidelines and a roadmap to reopening events of scale i.e. concerts and music festivals. LPA's Chief Executive is a member of the LEIF executive.

## Roadmap to Re-opening Theatres and Live Productions

LPA drafted an industry proposal for re-opening theatres and live productions. The proposed roadmap outlines industry's key challenges and a gradual lifting of restrictions, which ultimately allows theatres to return at full capacity. The initial goal set was September 2020. This was revised to February 2021, following the level 4 lockdown in Victoria and the flow-on impacts this had on the other states and territories.

LPA continues to promote the roadmap and reactivation of live performance with all state and territory governments, so that industry can resume activities as soon as possible. Our key objective is to get theatres open and operating at capacity as soon as it is safe to do so.

## Ticketing Code of Practice

The COVID-19 pandemic instigated a review of the Ticketing Code of Practice to deal with consumer rights and industry practices when the circumstances leading to an event cancellation, postponement or relocation are beyond the event organiser's control.

LPA met with the Australian Competition and Consumer Commission (ACCC) to explain the key challenges faced by industry and, in consultation with key Members, drafted proposed

changes to the Ticketing Code. LPA provided the opportunity for the ACCC and state/ territory consumer agencies to provide comment on the proposed changes and LPA expects to release the revised Ticketing Code in late 2020.

LPA also established a working group and issued guidance on refunds and exchanges.

## JobKeeper Payment Scheme

LPA developed guidance materials to support Members to access wage subsidies through the JobKeeper Payment Scheme including:

- JobKeeper FAQs
- a step-by-step guide to issuing JobKeeper enabling directions
- JobKeeper enabling directions templates and checklists
- advice on changes to JobKeeper payments at 28 September and March 2021.

LPA provided advice to Members in respect of their eligibility for, and implementation of, the JobKeeper Payment Scheme, and issuing JobKeeper enabling directions.

LPA represented Members in the stand down and JobKeeper disputes jurisdiction in the Fair Work Commission (FWC).

## COVID-19 Variations to Modern Awards

LPA made submissions to the FWC to vary modern awards in response to the COVID-19 pandemic.

In April 2020, the FWC made determinations to include unpaid pandemic leave and annual leave flexibility provisions in modern awards which cover LPA Members, including the:

- *Live Performance Award 2020*
- *Amusement, Events and Entertainment Award 2020*
- *Broadcasting, Entertainment and Cinemas Award 2020*
- *Clerk-Private Sector Award 2020.*

LPA successfully made further applications to the FWC in June 2020, which resulted in the extension of unpaid pandemic leave and annual leave flexibility provisions for the live performance industry to 30 June 2021.

## MEAA – LPA Template Recording Agreement (COVID-19) 2020

LPA successfully negotiated with MEAA to create a template agreement for the recording, streaming, broadcast and transmission of live theatre and archival footage in circumstances created by the COVID-19 pandemic.

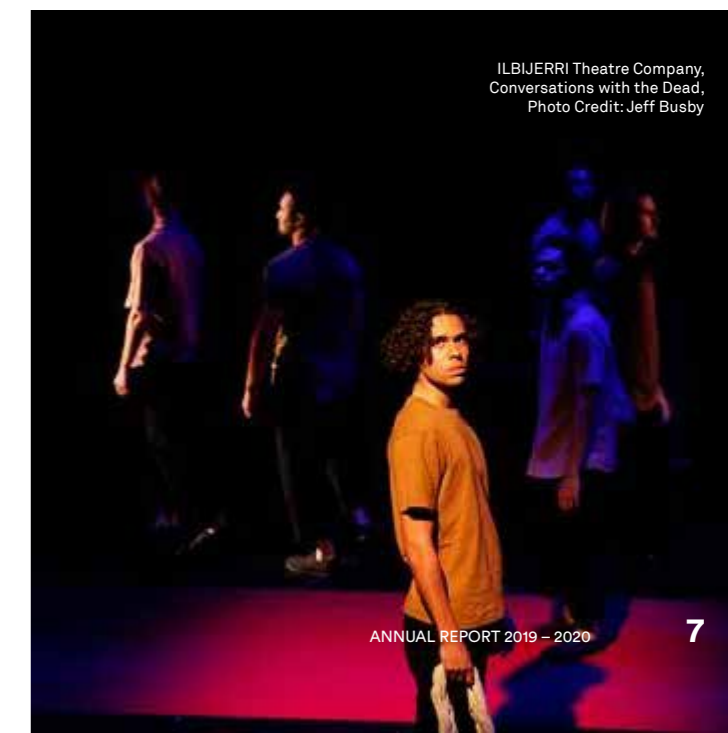
## Member Advice

LPA provided advice to Members on a vast range of matters, including:

- Management of their workforce during the COVID-19 pandemic, including:
  - the JobKeeper Payment Scheme, stand down provisions and JobKeeper enabling provisions under the *Fair Work Act 2009*
  - Work Health and Safety requirements
  - terminations and redundancies
  - engaging and contracting employees, leave entitlements, and pandemic leave
- Guidance on refunds and exchanges for events cancelled or rescheduled due to COVID-19 government restrictions
- Whether business activities can resume or continue under the relevant government directions (e.g. capacity/density rules, livestreaming, physical distancing requirements, face covering requirements)
- Guidance on immigration, and applications for entertainment visas and travel restriction exemptions.

## Member Communications

Through regular communications, LPA has actively enabled Members to keep abreast of ever-changing government directions, support programs and other initiatives. To 30 June 2020, LPA prepared over 60 Member communications, specifically dealing with COVID-19-related information. [Note: to end September 2020, 99 COVID-19 EDMs were provided to all Members].



ILBIJERRI Theatre Company, *Conversations with the Dead*, Photo Credit: Jeff Busby

# Workplace Relations

## Four-Yearly Review of Modern Awards

LPA invested significant resources into the FWC's four-yearly review of modern awards to ensure our industry's business interests were protected. LPA made detailed submissions and attended hearings on the four Awards that cover our Members:

- *Live Performance Award 2020*
  - Reached agreement with MEAA on a final version of the *Live Performance Award 2020*. However, the FWC questioned a number of provisions agreed by the parties. Agreement was reached with MEAA on those issues, but MEAA did not provide final submissions on the agreed position. In October 2020, the FWC finalised the review of the new Award, which will come into effect in November 2020.
- *Amusement, Events and Recreation Award 2020*
  - Made submissions on the Exposure Draft and ordinary hourly rates of pay for exhibition employees. In April 2020, the FWC finalised the review of the new Award, which came into operation in June 2020.
- *Broadcasting, Recorded Entertainment and Cinemas Award 2020*
  - Made submissions and attended hearings on how the 8 percent penalty averaging component should be applied to the Award rates of pay. The FWC accepted LPA's submission on this issue.
  - In October 2020, the FWC finalised the review of the new Award, which will come into effect in November 2020.
- *Clerks-Private Sector Award 2020*
  - Monitored common issues, including overtime for casuals, casual conversion clauses and public holidays.
  - A new Award was issued by the FWC in April 2020.

## Mental Health

LPA was a major sponsor of Arts Centre Melbourne's 'Arts Wellbeing Collective', which commenced in 2017, and continues to support this very important initiative. LPA's Chief Executive is a member of the Arts Wellbeing Collective Advisory Group.

LPA is a member of the Australian Alliance for Wellness in Entertainment (AAWE) and also supports the Australian charity Support Act. As part of its COVID-19 advocacy, LPA worked with its music alliance partners to secure \$10 million funding for the Australian music charity, Support Act.

## Performers' Collective Agreement

LPA consulted with Members on issues relating to the Performers' Collective Agreement (PCA) to assist in preparing a negotiation strategy for a new PCA.

The Workplace Relations Committee (WRC) commenced preparatory work on LPA's Log of Claims. The WRC continues to undertake this work.

## Digital Working Group

LPA established a Digital Working Group (DWG) to review content and broadcasting issues affecting our industry. A draft Education and Accessibility Recording Agreement Template has been developed. The DWG will also be looking at developing other recording/streaming agreements in the future.

## COVID-19 Contract Issues

Following the forced closures of venues by government directives in March 2020, LPA assisted Members with contractual issues where employees had been contracted for productions that could not proceed and where productions were required to cease.

The issue of contracting for future productions has been the subject of concern for the industry and LPA's WRC is actively seeking a solution to this issue.

## Immigration Services

LPA assists Members through the Temporary Activity (subclass 408) Entertainment Visa online process, applying for visas for international artists, creatives and crew to work in Australia. This also includes guiding Members through the COVID-19 travel restriction exemption process, setting up online Immi Accounts, union consultations, organising sponsorship applications, assisting with any character issues and requirements for supporting documentation.

LPA lodged 400 visa applications for 2,211 individuals for the Temporary Activity (subclass 408) Entertainment Visa and received 1,688 individual visa approvals on behalf of Members. This is a 55 percent decrease on 2018-19 (3,809 visas) due to the impact of the COVID-19 pandemic and subsequent travel restrictions.

# 2021 Priorities

Work with the FWC to complete review of our modern awards

Commence negotiations for a new PCA

Develop further digital template agreements

Provide Member advice and support on industrial and HR matters

Provide immigration services and support in a COVID-19 policy environment



Circa, Humans,  
Photo Credit: Pedro Greig

# Policy & Advocacy

## Strategic Plan 2020-2024

- Developed and finalised LPA's Strategic Plan 2020-2024. The Strategic Plan was informed by Member feedback received during Member roadshows and via a Member survey.

## NSW Music Festival Legislation

- Successfully lobbied for the disallowance of the *Liquor Amendment (Music Festivals) Regulation 2019* and the *Gaming and Liquor Administration Amendment (Music Festivals) Regulation 2019*.
- Three weeks after the vote to disallow the regulations, the NSW Government tabled a draft Music Festivals Bill 2019. LPA lobbied for amendments to this Bill, which were accepted by the NSW Government, and the Bill was subsequently passed through the Upper House.
- The *Music Festivals Act 2019* required establishment of a Music Festival Roundtable with government and industry representatives. LPA's Chief Executive is a member of the roundtable.

## Theatre Royal Sydney

- Continued to advocate for the reopening of the Theatre Royal in Sydney. Following a tender process, the NSW Government announced in May 2020 that a 55-year lease to manage and operate the theatre was awarded to Trafalgar Entertainment Group. The theatre is expected to open in September 2021.

## Copyright Licensing

- Continued negotiations with APRA AMCOS and Phonographic Performance Company of Australia (PPCA) regarding the proposed OneMusic Events licence. These negotiations were subsequently put on hold due to COVID-19.

## Ticketing Code of Practice

- Drafted new provisions to deal with 'Intervening Circumstances'. This is expected to be finalised in the second half of 2020.
- Provided Members with guidance about refunds and exchanges for events affected by COVID-19.

## 2018 Ticket Attendance and Revenue Report

- Finalised and released the 2018 Ticket Attendance and Revenue Report, including accompanying infographics.

## Whistleblower Laws

- Developed and released Whistleblower guide and template policy.

## Submissions:

- Inquiry into the *Liquor Amendment (Music Festivals) Regulation 2019* and the *Gaming and Liquor Administration Amendment (Music Festivals) Regulation 2019* (New South Wales)
- Australasian Performing Rights Association Ltd (APRA) application for revocation of authorisations A91367 – A91375 and substitution of new authorisation A1000433
- Inquiry into Sydney's Night-Time Economy
- Inquiry into the *Ticket Scalping Bill 2018* (Western Australia)
- Annual review of the Copyright Collecting Societies Code of Conduct
- Victoria's Creative State 2020+ (2020-2024)
- Treasury consultation on reforms to the sale of add-on insurance products through a deferred sales model
- User Pays Scheme for Police presence at commercial events (South Australia Police)
- 2020-21 Federal Pre-Budget Submission
- Treasury's Exposure Draft legislation implementing the Royal Commission recommendation to introduce a deferred sales model for add-on insurance
- South Australian Government's Growth State: Creative Industries Sector Strategy
- Senate Select Committee on COVID-19: Australian government's response to the COVID-19 pandemic.

# 2021 Priorities

Continue to advocate for support for the live performance industry to reactivate, recover and rebuild from the impacts of COVID-19

Develop and implement a strategy to secure tax incentives for the live performance industry

Recommence negotiations on the OneMusic Events licence with APRA AMCOS and PPCA

Complete 2019 and 2020 Ticket Revenue and Attendance reports

# Member Services

## Member Roadshows and Briefings

As part of its commitment to regularly engage with Members, LPA presented its annual Member Roadshows in Melbourne, Sydney, Brisbane and Perth.

The Member Roadshows are an important opportunity for Members to engage with LPA's staff, hear about LPA's major initiatives and key projects, and provide feedback on LPA's strategic priorities. The Roadshows and briefings included updates on:

- COVID-19
- Workplace Health and Safety Guidelines
- Performers' Collective Agreement
- Ticket Resale and Scalping
- FWC's review of Modern Awards.

## Membership Networking

To coincide with our Member Roadshows, Member networking events were held in Sydney, Brisbane and Perth. Current Members, Helpmann Award panel members, life members and key industry personnel were invited to attend. Other trips to meet with state and territory Members were cancelled due to COVID-19.

## Review of Australian Entertainment Industry Association (AEIA) Rules

LPA completed the process of modernising LPA's Rules. The rules were approved by the FWC on 27 April 2020.

## Strategic Review of the Helpmann Awards

LPA commissioned EY to undertake a strategic review of the Helpmann Awards (HA). The review areas included:

- Should LPA continue to invest in the HA?
- What are the most appropriate objectives and scope of future HA?
- Is the HA governance structure appropriate?
- Is the event format and delivery model appropriate?
- Is the voting model appropriate?

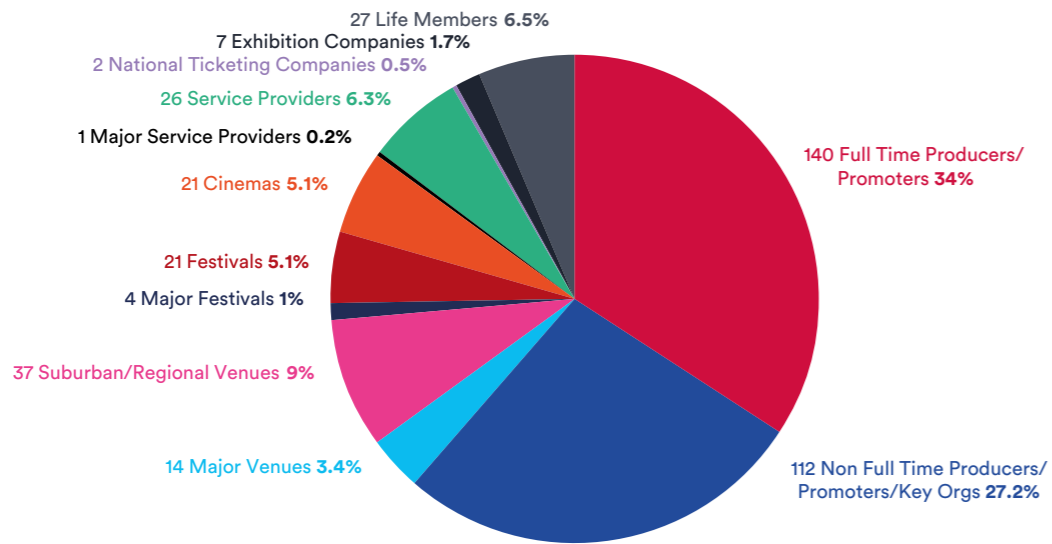
Due to COVID-19, the 2020 Helpmann Awards were cancelled.

The future structure and format of the Helpmann Awards will be considered in 2021.

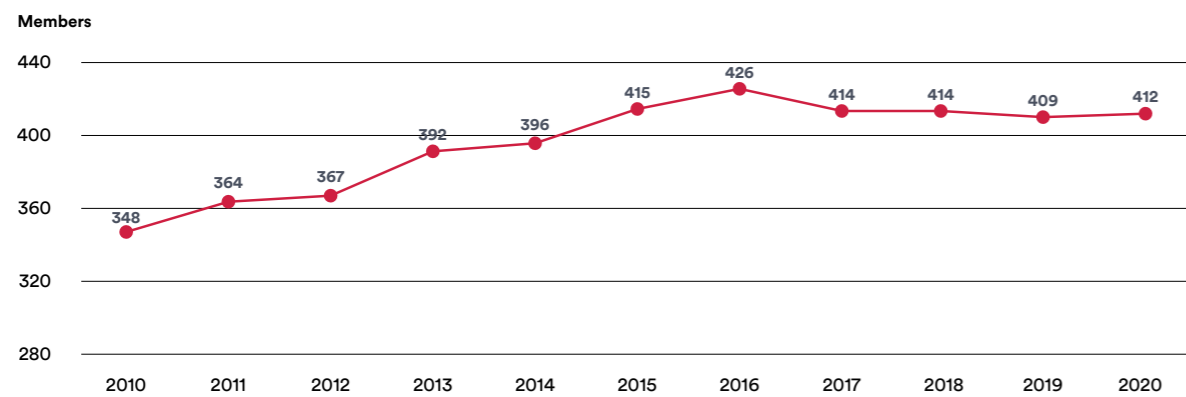


Newtheatricals, Come From Away, Photo Credit: Jeff Busby

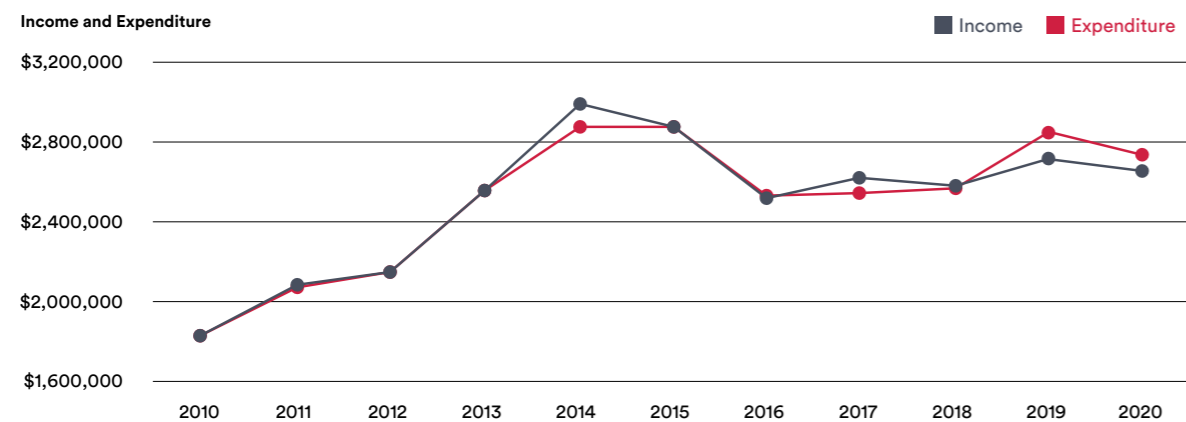
## Membership Coverage



## Membership



## Governance, Compliance and Finance



# Staff



**Evelyn Richardson**  
Chief Executive



**David Hamilton**  
Director, Workplace Relations



**Kim Tran**  
Director, Policy and Governance



**Les Nemenyi**  
Finance and Membership Manager



**Shay Minster**  
Workplace Relations Advisor (January 2020 – Current)



**Eliza Harris**  
Policy Advisor



**Julia Holt**  
Director, Marketing (to March 2020)



**Sarah Pudelko**  
Marketing Coordinator (to May 2020)



**Laura Henderson**  
2020 Helpmann Awards Administrator (February 2020 to May 2020)



**Josh Gavin**  
Operations Manager (to May 2020)



**Kitsa Daskalakis**  
Immigrations Services Coordinator (to May 2020)



**Claire Seremetis**  
Workplace Relations Advisor (to November 2019)



# Financial Report

for the Year Ended 30 June 2020

## Australian Entertainment Industry Association

ABN 43 095 907 857

Registered Office  
Level 1,  
15-17 Queen Street  
Melbourne VIC 3000

### Categories of expenditure Report required under subsection 255(2A) for the Year Ended 30 June 2020

The Executive Council presents the expenditure report as required under subsection 255(2A) on Australian Entertainment Industry Association for the year ended 30 June 2020.

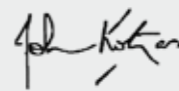
Categories of expenditures	2020 \$	2019 \$
Remuneration and other employment-related costs and expenses - employees	1,214,178	1,316,607
Advertising	-	-
Operating costs	222,483	359,573
Donations to political parties	-	2,800
Legal costs	23,232	11,205

Signed in accordance with a resolution of the Councillors.



**Richard Evans**  
President

08 October 2020



**John Kotzas**  
Vice President

## Officer Declaration Statement

I, Richard Evans, being the President of Australian Entertainment Industry Association, declare that the following activities did not occur during the reporting period ending 30 June 2020.

Australian Entertainment Industry Association did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay affiliation fees to other entity
- pay compulsory levies
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit



**Richard Evans**  
President

08 October 2020

## Councillors' Operating Report for the Year Ended 30 June 2020

Your Councillors submit the financial report of the Australian Entertainment Industry Association for the year ended 30 June 2020.

### Review of principal activities, the Results of Those Activities and any Significant Changes in the Nature of those Activities During the Year

The principal activities of the Association during the financial year were:

- The provision of benefits, advice and support to Members in the areas of industrial relations, workplace relations, human resource services, policy and a broad range of other industry related issues.
- In 2019-2020 AEIA undertook 10 major initiatives in response to COVID-19. These include: provided detailed member advice on all government changes, health directives and policy decisions that impacted Members' business activities; targeted advocacy campaign for emergency support for live performance industry due to significant financial impacts of COVID-19; advocated for a national wage subsidy; developed and presented to federal, state and territory governments a detailed Roadmap to reopening theatre venues and productions; developed two national COVID Safe guidelines for theatre auditions, rehearsals and performances and for national touring; collaborated with major events sector as an executive member of the Live Entertainment Industry Forum (LEIF); made submissions to the Fair Work Commission to vary modern awards in response to COVID-19; revised Ticketing Code of Practice; provided specific guidance on refunds and exchanges; and created a template agreement for the recording, streaming, broadcast and transmission of live theatre and archival footage.
- In addition to COVID-19 specific initiatives, AEIA undertook 10 major initiatives. These include: finalised LPA's Strategic Plan 2020-2024; detailed submissions to the Fair Work Commission on modern awards; consulted with Members on key issues relating to the Performers' Collective Agreement; successfully lobbied for the disallowance of NSW's *Liquor Amendment (Music Festivals) Regulation 2019* and the *Gaming and Liquor Administration Amendment (Music Festivals) Regulation 2019*; successfully lobbied for amendments to the Music Festivals Bill 2019; continued negotiations with APRA AMCOS and PPCA regarding the

OneMusic Events licence; released the 2018 Ticket Attendance and Revenue Report; developed and released a Whistleblower guide and template policy; and made 12 significant government submissions.

These major initiatives have resulted in:

- Membership base remains strong, diverse and national
- Federal government announcement of a \$250 million Creative Industries funding package
- State funding support announcements in various states and territories for live performance
- National COVID Safe guidelines for the safe reactivation of the live performance industry
- Gradual reopening of theatres and live music venues
- Extension of unpaid pandemic leave and annual leave flexibility provisions for the live performance industry
- Members' interests represented in the 4-yearly review of modern awards
- A new digital recording agreement: MEAA - LPA Template Recording Agreement (COVID-19) 2020
- *Music Festivals Act 2019* in NSW required establishment of a Music Festival Roundtable with government and industry representation, including LPA
- Raised profile of live performance industry and the association nationally.

### Significant Changes In Financial Affairs

There are no other significant changes in the nature of the Association's principal activities during the financial year.

### Operating Results

The net result for the year amounted to a loss of \$79,840 (2019: loss \$67,491).

There have been no significant changes in the financial affairs of the Association.

### Right Of Members To Resign

Under section 174 of the *Fair Work (Registered Organisations) Act 2009* Members have the right to resign from Australian Entertainment Industry Association by providing written notice.

Under Australian Entertainment Industry Association's Rules – Rule 11 Resignation of Members:

- (a) A Member may resign from membership of the Association by written notice addressed and delivered to the Chief Executive.

(b) A notice of resignation from membership takes effect:

(i) where a Member ceases to be eligible to be a Member of the Association – on the date the notice is received by the Association or the day specified in the notice (being a date after the date on which the Member ceased to be eligible to be a Member of the Association); or

(ii) in all other cases – on the date specified in the notice or if no date is specified, 2 weeks after the notice is received by the Association.

(c) Any amount owed by a former Member to the Association in relation to the period before the Member's resignation takes effect will remain due and payable by the former Member. The amount owing may be sued for and recovered in the name of the Association in a court of competent jurisdiction as a debt due to the Association.

(d) A notice delivered to the Chief Executive in accordance with Rule 11(a) is taken to have been received by the Association when it was delivered to the offices of the Association.

(e) A notice of resignation that the Association receives at its registered office will be valid, even if it is not addressed and delivered to the Chief Executive.

(f) A resignation from membership of the Association is valid even if it is not made in accordance with this Rule if the Member is informed in writing by or on behalf of the Association that the resignation has been accepted.

(g) If a Member resigns with outstanding amounts due to the Association and subsequently seeks to re-join the Association without having paid the amounts due, the Person must pay the Association the outstanding amounts due in full before that Person will be eligible to become a Member of the Association again.

#### Number Of Members

As at 30 June 2020 the Association had 412 Members (2019: 409 Members).

#### Number Of Employees

Number of Employees 6 (2019: 10).

#### Committee Of Management - Executive Councillors

The names of the Councillors during the year and up to the date of this report are:

T Brookman \*  
L Campbell \*  
M Coppel \*  
S Donnelly \*  
R Evans \*  
J Kotzas \*  
P McIntyre \*  
L McLean \*  
S McGrath \*  
M O'Connor \*  
M Smith \*  
J Vince \*  
L Withers \*  
F Winning \*  
L Christie (appointed 28/11/2019)  
A Copley (appointed 28/11/2019)  
L Hawkins (appointed 28/11/2019)  
P McKinnon (appointed 28/11/2019)  
A Budd (term ended 28/11/19)  
D Gautier (term ended 28/11/19)  
R Pilbeam (term ended 28/11/19)

\*All held office for the full Financial Year

#### Indemnifying Officers, Executives Or Auditors

The Association has obtained insurance in respect of councillors, officers and executives against all liabilities to other persons that may arise from their positions as councillors, officers or executives. A premium of \$13,598 (2019: \$13,576) has been paid for this insurance.

The Association has not during or since the end of the financial year, in respect of an auditor of the Association:

- Indemnified or made any relevant agreement for indemnifying a liability, including costs and expenses in successfully defending legal proceedings; or
- Paid or agreed to pay a premium in respect of a contract insuring against a liability for the costs or expenses to defend legal proceedings.

No other officer or member of the reporting unit holds a position as a trustee or director of a superannuation entity or exempt public sector superannuation scheme where the criterion for holding such position is that they are an officer or member of an organisation.

Signed in accordance with a resolution of the Councillors.

**Richard Evans**  
President

**John Kotzas**  
Vice President

08 October 2020

## Executive Council Statement for the Year Ended 30 June 2020

On 08 October 2020 the Executive Councillors of Australian Entertainment Industry Association (AEIA) passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the year ended 30 June 2020.

The Executive Council declares that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards;
  - b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
  - c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of AEIA for the financial year to which they relate;
  - d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- a) during the financial year to which the GPFR relates and since the end of that year:
    - i. meetings of the Executive Council were held in accordance with the rules of the Association; and
    - ii. the financial affairs of AEIA have been managed in accordance with the rules of the Association; and
    - iii. the financial records of AEIA have been kept and maintained in accordance with the RO Act; and
    - iv. where information has been sought in any request by a member of AEIA or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; and
    - v. where any order for inspection of financial records has been made by the Fair Work Commission under Section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the Executive Councillors and is signed for and on behalf of the Councillors by:

**Richard Evans**  
President

08 October 2020

**John Kotzas**  
Vice President

## Statement of Profit or Loss and Other Comprehensive Income for the Year Ended 30 June 2020

	Notes	2020 \$	2019 \$
<b>Revenue</b>			
Membership subscription *		518,228	502,626
Interest	3A	11,498	19,590
Helpmann Awards		815,004	658,281
Other revenue	3B	1,231,827	1,580,064
<b>Total Revenue</b>		<b>2,576,557</b>	<b>2,760,561</b>
<b>Other Income</b>			
Grants and/or donations*	3C	118,532	-
<b>Total Other Income</b>		<b>118,532</b>	<b>-</b>
<b>Total Income</b>		<b>2,695,089</b>	<b>2,760,561</b>
<b>Expenses</b>			
Employee expenses	4A	1,250,155	1,357,524
Administration expenses	4B	411,988	698,527
Depreciation and amortisation	4C	140,671	37,547
Legal costs	4D	23,232	11,205
Audit fees	14	17,763	17,254
Grants and/or donations *	4E	-	2,800
Finance costs	4F	7,445	-
Other expenses *	4G	-	-
Helpmann Awards		923,675	703,195
<b>Total Expenses</b>		<b>2,774,929</b>	<b>2,828,052</b>
<b>(Deficit)/ Surplus for the year</b>		<b>(79,840)</b>	<b>(67,491)</b>
Income tax expense		-	-
<b>(Deficit)/ Surplus after Income Tax Expense</b>		<b>(79,840)</b>	<b>(67,491)</b>
Other Comprehensive Income, net of tax		-	-
<b>Total Comprehensive Income for the Year</b>		<b>(79,840)</b>	<b>(67,491)</b>

The above Statement should be read in conjunction with the notes.

\* As required by the reporting Guidelines. Item to remain even if 'nil'.

## Statement Of Financial Position as at 30 June 2020

	Notes	2020 \$	2019 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5A	670,665	1,422,740
Trade and other receivables *	5B	579,767	303,972
Other current assets	5C	28,072	210,673
<b>TOTAL CURRENT ASSETS</b>		<b>1,278,504</b>	<b>1,937,385</b>
<b>NON-CURRENT ASSETS</b>			
Office equipment	6A	22,852	33,519
Furniture and fittings	6B	3,395	4,770
Intangibles	6C	52,490	81,672
Right of use assets	6D	89,662	-
<b>TOTAL NON-CURRENT ASSETS</b>		<b>168,399</b>	<b>119,961</b>
<b>TOTAL ASSETS</b>		<b>1,446,904</b>	<b>2,057,346</b>
<b>CURRENT LIABILITIES</b>			
Trade payables *	7A	91,776	208,048
Other payables *	7B	679,485	1,161,015
Employee provisions	8A	192,535	202,342
Lease liabilities	6D	105,336	-
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,069,132</b>	<b>1,571,405</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee provisions	8A	7,490	15,800
Other non-current liabilities *	9A	-	-
Lease liabilities	6D	1,940	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>9,430</b>	<b>15,800</b>
<b>TOTAL LIABILITIES</b>		<b>1,078,562</b>	<b>1,587,205</b>
<b>NET ASSETS</b>		<b>368,342</b>	<b>470,141</b>
<b>MEMBERS' EQUITY</b>			
General funds	10A	120,000	120,000
Retained earnings		248,342	350,141
<b>TOTAL MEMBERS' EQUITY</b>		<b>368,342</b>	<b>470,141</b>

## Statement of Changes in Equity for the Year Ended 30 June 2020

	General Funds \$	Retained Earnings \$	Total Equity \$
<b>Balance as at 01 July 2018</b>	<b>120,000</b>	<b>417,632</b>	<b>537,632</b>
Adjustment for errors	-	-	-
Adjustment for changes in accounting policies	-	-	-
Deficit for the year	-	(67,491)	(67,491)
Other comprehensive income for the year	-	-	-
Transfer from retained earnings	-	-	-
<b>Closing balance as at 30 June 2019</b>	<b>120,000</b>	<b>350,141</b>	<b>470,141</b>
Effect of adoption of AASB 16 leases	-	(21,959)	(21,959)
<b>Adjusted balance as at 01 July 2019</b>	<b>120,000</b>	<b>328,182</b>	<b>448,182</b>
Adjustment for errors	-	-	-
Deficit for the year	-	(79,840)	(79,840)
Other comprehensive income for the year	-	-	-
Transfer from retained earnings	-	-	-
<b>Closing balance as at 30 June 2020</b>	<b>120,000</b>	<b>248,342</b>	<b>368,342</b>

## Statement of Cash Flows for the Year Ended 30 June 2020

	Notes	2020 \$	2019 \$
<b>Operating Activities</b>			
<b>Cash Received</b>			
Receipts from other reporting units/ controlled entity(s)*		-	-
Receipts from members and non members		1,923,775	2,969,771
Interest received		13,934	19,734
<b>Cash Used</b>			
Payment to other reporting units/controlled entity(s) *		-	-
Payments to suppliers and employees		(2,578,546)	(2,817,876)
<b>Net (Used by)/ Cash from Operating Activities</b>	<b>11</b>	<b>(640,837)</b>	<b>171,629</b>
<b>Investing Activities</b>			
<b>Cash Used</b>			
Purchase of Property, Plant and Equipment	6A, 6B	-	(30,376)
Purchase of Website	6C	(11,520)	(57,399)
<b>Net Cash (used by) Investing Activities</b>		<b>(11,520)</b>	<b>(87,775)</b>
<b>Financing Activities</b>			
<b>Cash Used</b>			
Repayment of Lease Liabilities	6D	(99,717)	-
<b>Net Cash (used by) Financing Activities</b>		<b>(99,717)</b>	<b>-</b>
<b>Net (Decrease)/ Increase in Cash Held</b>		<b>(752,075)</b>	<b>83,854</b>
Cash & cash equivalents the beginning of the financial year		1,422,740	1,338,886
<b>Cash &amp; cash equivalents at the end of the Financial Year</b>	<b>5A</b>	<b>670,665</b>	<b>1,422,740</b>

The above Statement should be read in conjunction with the notes.

\* As required by the reporting Guidelines. Item to remain even if 'nil'.

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## Note 1. Summary of Significant Accounting Policies

### 1.1 Basis of Preparation of the Financial Statements

The Australian Entertainment Industry Association (AEIA) is an incorporated association, incorporated and domiciled in Australia. AEIA's principal activities are the provision of benefits and support to its members in the areas of industrial relations, human resource services and a broad range of other issues.

The registered office and principal place of business is Level 1, 15-17 Queen Street, Melbourne, Victoria. The financial statements are presented in Australian dollars, rounded to the nearest \$1.

The financial report was authorised for issue by the Executive Council of AEIA on the date shown on the Executive Council Statement attached to the Financial Statements.

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, including Australian Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the *Fair Work (Registered Organisations) Act 2009*.

The financial report has been prepared on a going concern and an accrual basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of noncurrent assets. Cost is based on the fair values of the consideration given in exchange for assets.

AEIA is considered to be a Not for Profit entity and has prepared the financial statements in accordance with the requirements regarding Not for Profit entities as contained in Australian Accounting Standards.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

### 1.2 Comparative Figures

Comparatives have been reclassified where necessary so as to be consistent with the figures presented in the current financial year.

### 1.3 Significant Accounting Judgements and Estimates

There are no key accounting assumptions or estimates that have been identified that have a significant risk.

### 1.4 New Australian Accounting Standards Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year except for the following standards and amendments, which have been adopted for the first time this financial year:

- AASB 15 Revenue from Contracts with Customers, which replaces AASB 118 Revenue, and AASB 1058 Income of Not-for-Profit-Entities, which replaces in the income recognition requirements of AASB 1004 Contributions  
[Application of these standards are discussed further below]
- AASB 16 Leases and amending standards, which replaces AASB 117 Leases.  
[Application of these standards are discussed further below]

No accounting standard has been adopted earlier than the application date stated in the standard.

#### Impact on adoption of AASB 15 Revenue from Contracts with Customers (AASB 15) and AASB 1058 Income of Not-for-Profit Entities (AASB 1058)

AASB 15 Revenue from Contracts with Customers supersedes AASB 118 Revenue and related Interpretations and it applies, with limited exceptions, to all revenue arising from contracts with its customers.

AASB 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer. AASB 15 also includes implementation guidance to assist not-for-profit entities to determine whether particular transactions, or components thereof, are contracts with customers. If a transaction is outside the scope of AASB 15, the recognition and measurement of income arising from the transaction may instead be specified by another Standard, for example AASB 1058 Income of Not-for-Profit Entities.

AASB 1058 replaces the income recognition requirements in AASB 1004 Contributions that had previously applied to AEIA. AASB 1058 provides a more comprehensive model for accounting for income of not-for-profit entities and specifies that:

- the timing of revenue or income recognition will depend on whether a performance obligation is identified or a liability is recognised;

- not-for-profit lessees can elect to recognise assets, including leases provided at significantly less than fair value, at their fair value; and
- all not-for-profit entities can elect to recognise volunteer services at fair value if the fair value of those services can be reliably measured.

AEIA adopted AASB 15 and AASB 1058 using the modified retrospective method of adoption, with the date of initial application of 01 July 2019. In accordance with the transition approach, AEIA recognised the cumulative effect of applying these new standards as an adjustment to opening retained earnings at the date of initial application, i.e., 01 July 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on revenue and income recognition.

The adoption of AASB 15 and AASB 1058 did not have a material impact on AEIA's financial statements.

#### Impact on adoption of AASB 16 Leases

AASB 16 Leases supersedes AASB 117 Leases, Interpretation 4 Determining whether an Arrangement contains a Lease, Interpretation 115 Operating Leases—Incentives and Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to recognise most leases on the balance sheet.

Lessor accounting under AASB 16 is substantially unchanged from AASB 117. Lessors will continue to classify leases as either operating or finance leases using similar principles as in AASB 117. Therefore, AASB 16 does not have an impact for leases where AEIA is the lessor.

AEIA has adopted AASB 16 using the modified retrospective method of transition, with the date of initial application of 01 July 2019. Under this method, the standard is applied retrospectively with the cumulative effect of initially applying the standard recognised at the date of initial application. AEIA elected to use the transition practical expedient to not reassess whether a contract is or contains a lease at 01 July 2019.

Instead, AEIA applied the standard only to contracts that were previously identified as leases applying AASB 117 and Interpretation 4 at the date of initial application.

Upon adoption of AASB 16, AEIA applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. Refer to Note 1.9 Leases for the accounting policy beginning 01 July 2019.

## Note 1. Summary of Significant Accounting Policies (Cont'd)

Based on the above, as at 01 July 2019:

- Right-of-use assets of \$177,589 were recognised.
- Lease liabilities of \$199,548 were recognised.
- The net effect of these adjustments had been adjusted to retained earnings (\$21,959)

The lease liabilities as at 01 July 2019 can be reconciled to the operating lease commitments as at 30 June 2019, as follows:

Operating lease commitments disclosed as at 30 June 2019	217,412
<b>Add:</b> Adjustments as a result of a different treatment of extension option on office equipment lease	5,970
<b>Less:</b> adjustments as a result of lease rentals waived	(12,812)
Discounted using AEIA's weighted average incremental borrowing rate of <b>5.2%</b>	(11,022)
<b>Lease liability recognised as at 01 July 2019</b>	<b>199,548</b>

**The effect of adoption of AASB 16 as at 01 July 2019 (increase/ (decrease)) is as follows:**

Assets	\$
Right-of-use assets	177,589
<b>Total assets</b>	<b>177,589</b>
Liabilities	
Lease liabilities	199,548
<b>Total liabilities</b>	<b>199,548</b>
Equity	
<b>Retained earnings</b>	<b>(21,959)</b>

### 1.5 Revenue

AEIA enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, grants, sponsorships and service fees. The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

#### Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of AEIA.

If there is only one distinct membership service promised in the arrangement, AEIA recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect AEIA promise to stand ready to provide assistance and support to the Member as required.

If there is more than one distinct good or service promised in the membership subscription, AEIA allocates the transaction price to each performance obligation based on the relative standalone selling prices of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that AEIA charges for that good or service in a standalone sale.

When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), AEIA recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, AEIA has elected to apply the practical expedient to not adjust the transaction price for the effects of a financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from AEIA at their standalone selling price, AEIA accounts for those sales as a separate contract with a customer.

The revenues do not meet the AASB15 tests. I.e.,

- They are not for the purpose of acquiring non-financial assets.
- The revenue transactions do not create enforceable rights or obligations.
- The revenue transactions do not include specific performance obligations.

Memberships are generally for a period of twelve months from July to June financial year. The membership fees are invoiced a month prior to 01 July each year and Membership Fee income is recognised in equal monthly instalments over the twelve month period ending June in the year to which it relates.

Helpmann Awards Revenue is from Sponsorships, Ticket sales, Award entry fees. Income is recognised against the specific Helpmann Awards ceremony held.

These revenue transactions provide some obligations to be met. Revenue is posted after completion of the Helpmann Awards event and any obligations relative to the event.

Industry Service Fee revenue is paid by Members and Non-Members dependant on the shows/ events held during the financial year. A surcharge fee is charged for each show held. It is either collected through the venues and passed to LPA or paid directly by the Members to LPA.

Income is recognised as invoices are raised on a monthly basis for ISF surcharges applied to prior shows held.

### 1.6 Government Grants

Government grants are not recognised until there is reasonable assurance that AEIA will comply with the conditions attaching to them and that the grants will be received.

Government grants are recognised in profit or loss on a systematic basis over the periods in which AEIA recognises as expenses the related costs for which the grants are intended to compensate.

Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to AEIA with no future related costs are recognised in profit or loss in the period in which they become receivable.

### 1.7 Gains

Gains and losses from disposal of assets are recognised when control of the asset has passed to the buyer.

### 1.8 Employee Benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits due within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability. These are recorded as current Liabilities.

Other long-term employee benefits are measured as the present value of the estimated future cash outflows to be made by the reporting unit in respect of services provided by employees up to reporting date. These are recorded as non-current Liabilities.

### 1.9 Leases

All leases are now recognised under the new standard AASB 16 which introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

This will result in almost all leases being recognised on the statement of financial position by lessees, as an asset (the right to use the leased item) and a financial liability (lease liability) to pay rentals/ lease payments.

The only exception are short-term and low value leases. These are expensed in the profit & loss.

### 1.10 Cash

Cash is recognised at its nominal value. Cash and cash equivalents include cash on hand, deposits held at call with banks and other short term liquid investments.

### 1.11 Impairment

The collectability of debts is assessed at year-end and allowance is made if required for any expected credit losses.

### 1.12 Trade and Other Receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement with 30 days. The entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue. Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

### 1.13 Trade and Other Payables

Accounts payable represent the principal amounts outstanding at reporting date plus, when applicable, any accrued interest.

### 1.14 Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by Councillors to ensure it is not in excess of the recoverable amount from the assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

### 1.15 Depreciation and Amortisation

Items of property plant and equipment are depreciated using the straight line method over their useful lives.

The depreciation rates used for each class of asset are as follows:

	2020	2019
Office Equipment	1 to 5 years	1 to 5 years
Furniture and Fittings	4 to 10 years	4 to 10 years

## Note 1. Summary of Significant Accounting Policies (Cont'd)

### 1.16 Intangibles

#### Trademarks

Trademarks are stated at cost and are not amortised as the Councillors believe they have an indeterminate life and are not expected to diminish in value over time. The carrying amounts of the trademarks are reviewed at the end of each accounting period to ensure they are not valued in excess of their recoverable amounts.

#### Websites

AEIA Members' website is initially measured at cost. Following initial recognition it is carried at cost less accumulated amortisation and any accumulated impairment losses.

The website is amortised over a useful life of three years.

### 1.17 Impairment of Non-Financial Assets

At each reporting date AEIA reviews the carrying amounts of assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss if any. The Councillors are satisfied that the carrying amounts of assets do not exceed the net amounts that are expected to be recovered through the cash inflows and outflows arising from the continued use and subsequent disposal of the assets.

### 1.18 Taxation

AEIA is exempt from income tax under Section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office is classified within operating cash flows.

### 1.19 Investment in Associates, Business Combinations

There were no investments in Associates, or any Business Combinations during the Year ended 30 June 2020.

### 1.20 Going Concern

As disclosed in Note 2, AEIA has been impacted by COVID-19 subsequent to the reporting period. The severity of the COVID-19 outbreak and the rapidly evolving government policies of restrictive measures put in place to contain it have had a significant impact on the operations and financial position of AEIA.

The financial statements have been prepared on a going concern basis, which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the normal course of business for the following reasons:

- AEIA has a strong cash position of \$670,665 as at 30 June 2020 and receipted \$671,545 of their 2020-21 Financial Membership fees to date;
- Headcount and operational expenditure have been scaled back;
- AEIA continues to have access to Government support and funding including cash boost, grants and JobKeeper;
- The budgets and forecasts prepared by AEIA for a period of 12 months from the date of signing the financial report anticipate that the business will generate sufficient cash flows to fund its operations.

## Note 2. Events after the Reporting Period

On 3 August 2020, the Victorian Government declared a State of Disaster in response to the development of increased COVID-19 cases. This resulted in increased restrictions around work places, with enforced business closures, limited movements allowed and prevented the Association's staff from returning to the office. All staff will continue to work from home until the emergency restrictions are lifted and it is safe to do so.

The impact of the Coronavirus (COVID-19 pandemic) is ongoing and it is uncertain as to the full magnitude that the pandemic will have on the Company's financial condition, liquidity, and future results of operations.

The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

Management is actively monitoring the global situation on its financial condition, liquidity, operations, suppliers, industry, and workforce.

## Note 3. Income

### 3A. Interest

	2020 \$	2019 \$
Deposits	11,498	19,590
<b>Total Interest</b>	<b>11,498</b>	<b>19,590</b>

### 3B. Other Revenue

Industry Service Fee	1,148,063	1,493,443
Other	83,764	86,621
<b>Total Other Revenue</b>	<b>1,231,827</b>	<b>1,580,064</b>

### 3C. Grants and/or donations

Federal Government – Cash Flow Boost Support	50,000	-
Federal Government – JobKeeper Support	36,000	-
Victorian Government – Payroll Tax waived	32,532	-
<b>Total Other Revenue</b>	<b>118,532</b>	<b>-</b>

\* As required by the reporting Guidelines. Item to remain even if 'nil'.

## Note 4. Expenses

### 4A. Employee Expenses \*

	2020 \$	2019 \$
<b>Holders of office:</b>		
Wages and Salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
<b>Subtotal employee expenses holders of office</b>	<b>-</b>	<b>-</b>
<b>Employees other than office holders:</b>		
Wages and Salaries	1,120,077	1,173,910
Superannuation	100,475	108,060
Leave and other entitlements	(18,117)	21,513
Separation and redundancies	-	-
Other employee expenses	47,720	54,041
<b>Subtotal employee expenses other than office holders</b>	<b>1,250,155</b>	<b>1,357,524</b>
<b>Total Employee Expenses</b>	<b>1,250,155</b>	<b>1,357,524</b>

### 4B. Administration Expenses

	2020 \$	2019 \$
Fees/allowances - meeting and conferences*	-	-
Conferences and meeting Expenses	2,227	-
Meeting Expenses - Executive Council	13,460	21,221
Meeting Expenses - Annual General Meeting	1,971	1,316
Meeting Expenses - Members Forum	20,546	32,570
Rent	-	-
Other Expenses	373,784	643,420
<b>Total Administration Expenses</b>	<b>411,988</b>	<b>698,527</b>

## Note 4. Expenses (Cont'd)

4C. Depreciation and Amortisation		
	2020	2019
	\$	\$
<b>Depreciation</b>		
Office equipment	10,667	6,685
Furniture & Fittings	1,375	3,246
Right of use assets	87,928	-
<b>Total Depreciation</b>	<b>99,970</b>	<b>9,931</b>
<b>Amortisation</b>		
Intangibles	40,701	27,616
<b>Total Amortisation</b>	<b>40,701</b>	<b>27,616</b>
<b>Total Depreciation and Amortisation</b>	<b>140,671</b>	<b>37,547</b>
4D. Legal Costs		
	2020	2019
	\$	\$
Litigation		
Other legal general matters	23,232	11,205
<b>Total Legal Costs</b>	<b>23,232</b>	<b>11,205</b>
4E. Grants or Donations*		
	2020	2019
	\$	\$
Grants:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000 (paid to Australian Festival Association)	-	2,800
<b>Total Grants or Donations</b>	<b>-</b>	<b>2,800</b>
4F. Finance Expenses		
	2020	2019
	\$	\$
Interest expense on lease liabilities	7,445	-
<b>Total Finance Expenses</b>	<b>7,445</b>	<b>-</b>
4G. Other Expenses		
	2020	2019
	\$	\$
Penalties – via RO Act or the Fair Work Act 2009*	-	-
<b>Total Other Expenses</b>	<b>-</b>	<b>-</b>

## Note 5. Current Assets

5A. Cash and Cash Equivalents		
	2020	2019
	\$	\$
Cash at Bank	670,285	686,093
Cash on Hand	380	200
Short-term Deposit	-	736,447
<b>Total Cash and Cash Equivalents</b>	<b>670,665</b>	<b>1,422,740</b>
5B. Trade and Other Receivables (Current)		
	2020	2019
	\$	\$
Receivables from other reporting unit*	-	-
Total Receivables from Other Reporting Unit(s) *	-	-
Less allowance for expected credit losses*	-	-
<b>Total allowance for expected credit losses</b>	<b>-</b>	<b>-</b>
<b>Net Receivables from Other Reporting Unit(s) *</b>	<b>-</b>	<b>-</b>
Other Receivables		
Trade Debtors	584,767	308,972
Allowance for expected credit losses	(5,000)	(5,000)
<b>Net Total Other Receivables</b>	<b>579,767</b>	<b>303,972</b>
<b>Total Trade and Other Receivables</b>	<b>579,767</b>	<b>303,972</b>
The movement in the allowance for expected credit losses of trade and other receivables is as follows:		
	2020	2019
	\$	\$
At 01 July	5,000	19,503
Provision not required	-	(14,503)
Amounts Written off	-	-
Amounts Recovered	-	-
<b>At 30 June</b>	<b>5,000</b>	<b>5,000</b>
5C. Other Current Assets		
	2020	2019
	\$	\$
Helpmann Awards prepaid expenses	-	177,725
Other prepaid expenses	28,072	32,948
<b>Total Other Current Assets</b>	<b>28,072</b>	<b>210,673</b>

## Note 6. Non-Current Assets

6A. Office Equipment			
	2020	2019	
	\$	\$	
Office Equipment - At Cost	57,620	78,347	
Less: Accumulated Depreciation	(34,768)	(44,828)	
<b>Total Office Equipment</b>	<b>22,852</b>	<b>33,519</b>	
Reconciliation of the Opening and Closing Balances of Office Equipment			
As at 01 July 2019			
Gross book value	78,347	52,807	
Accumulated depreciation	(44,828)	(38,143)	
<b>Net book value 01 July 2019</b>	<b>33,519</b>	<b>14,664</b>	
Additions	-	25,541	
Depreciation expense	(10,667)	(6,685)	
Disposals	-	-	
Transfers	-	-	
<b>Net book value 30 June 2020</b>	<b>22,852</b>	<b>33,519</b>	
<b>Net book value as of 30 June 2020 represented by:</b>			
Gross book value	57,620	78,347	
Accumulated depreciation	(34,768)	(44,828)	
<b>Net book value 30 June 2020</b>	<b>22,852</b>	<b>33,519</b>	
6B. Furniture and Fittings			
	2020	2019	
	\$	\$	
Furniture and Fittings - At Cost	36,603	40,579	
Less: Accumulated Depreciation	(33,208)	(35,809)	
<b>Total Furniture and Fittings</b>	<b>3,395</b>	<b>4,770</b>	
Reconciliation of the Opening and Closing Balances of Furniture and Fittings			
As at 01 July 2019			
Gross book value	40,579	35,744	
Accumulated depreciation	(35,809)	(32,563)	
<b>Net book value 01 July 2019</b>	<b>4,770</b>	<b>3,181</b>	
Additions	-	4,835	
Depreciation expense	(1,375)	(3,246)	
Disposals	-	-	
Transfers	-	-	
<b>Net book value 30 June 2020</b>	<b>3,395</b>	<b>4,770</b>	
<b>Net book value as of 30 June 2020 represented by:</b>			
Gross book value	36,603	40,579	
Accumulated depreciation	(33,208)	(35,809)	
<b>Net book value 30 June 2020</b>	<b>3,395</b>	<b>4,770</b>	
6C. Intangibles			
	2020	2019	
	\$	\$	
<b>Trademarks – At Cost</b>	<b>4,630</b>	<b>4,630</b>	
<b>Website</b>			
Website – At Cost	140,062	265,508	
Less: Accumulated Amortisation - Website	(92,202)	(188,466)	
<b>Total Website</b>	<b>47,860</b>	<b>77,042</b>	
<b>Total Website and Trademarks</b>	<b>52,490</b>	<b>81,672</b>	
Reconciliation of the Opening and Closing Balances of Website			
As at 01 July 2019			
Gross book value	265,508	208,110	
Accumulated amortisation	(188,466)	(160,851)	
<b>Net book value 01 July 2019</b>	<b>77,042</b>	<b>47,259</b>	
Additions	11,520	57,399	
Amortisation expense	(40,701)	(27,616)	
Disposals	-	-	
Transfers	-	-	
<b>Net book value 30 June 2020</b>	<b>47,860</b>	<b>77,042</b>	
<b>Net book value as of 30 June 2020 represented by:</b>			
Gross book value	140,062	265,508	
Accumulated amortisation	(92,202)	(188,466)	
<b>Net book value 30 June 2020</b>	<b>47,860</b>	<b>77,042</b>	
6D. Leases			
Australian Entertainment Industry Association as a lessee			
Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:			
	Office Space	Office Equipment	Total
	\$	\$	\$
<b>Right of use assets</b>			
<b>As at 01 July 2019</b>	<b>161,983</b>	<b>15,606</b>	<b>177,589</b>
Additions	-	-	-
Depreciation expense	(80,992)	(6,936)	(87,928)
Impairment	-	-	-
Disposal	-	-	-
Other movement [give details below]	-	-	-
<b>As at 30 June 2020</b>	<b>80,992</b>	<b>8,670</b>	<b>89,662</b>

\* As required by the reporting Guidelines. Item to remain even if 'nil'.

## Note 6. Non-Current Assets (Cont'd)

Set out below are the carrying amounts of lease liabilities and the movements during the period:

	2020 \$	2019 \$
<b>Lease Liabilities</b>		
<b>As at 01 July 2019</b>	<b>199,548</b>	-
Additions	-	-
Accretion of interest	7,445	-
Payments	(99,717)	-
<b>As at 30 June 2020</b>	<b>107,276</b>	-
Current	105,336	-
Non-current	1,940	-
<b>Total Lease Liabilities</b>	<b>107,276</b>	-

The maturity analysis of lease liabilities is disclosed in Note 15C.

The following are the amounts recognised in profit or loss:

	2020 \$	2019 \$
Depreciation expense of right-of-use assets	87,928	-
Interest expense on lease liabilities	7,445	-
Expense relating to short-term leases	-	-
Expense relating to leases of low-value assets (included in administrative expenses)	-	-
Variable lease payments	-	-
<b>Total amount recognised in profit or loss</b>	<b>95,373</b>	-

## Note 7. Current Liabilities

### 7A. Trade Payables

	2020 \$	2019 \$
<b>Non-Interest Bearing</b>		
Trade creditors	56,513	110,664
Accruals	35,263	97,384
<b>Subtotal Trade Creditors and Accruals</b>	<b>91,776</b>	<b>208,048</b>
<b>Payables to Other Reporting Unit(s) *</b>	-	-
<b>Subtotal Payables to Other Reporting Unit(s)</b>	-	-
<b>Total Trade Payables</b>	<b>91,776</b>	<b>208,048</b>

Settlement is usually made within 30 days.

### 7B. Other Payables

	2020 \$	2019 \$
Wages and Salaries	-	-
Superannuation	-	-
Payable to employers for making payroll deductions of membership subscriptions *	-	-
Legal costs - Litigation*	-	-
Legal costs - Other legal costs *	-	-
Prepayments received/ unearned revenue	615,415	1,066,934
GST payable	63,606	92,959
Other	464	1,122
<b>Total Other Payables</b>	<b>679,485</b>	<b>1,161,015</b>

Total other payables are expected to be settled in:

No more than 12 months	679,485	1,161,015
More than 12 months	-	-
<b>Total Other Payables</b>	<b>679,485</b>	<b>1,161,015</b>

\* As required by the reporting Guidelines. Item to remain even if 'nil'.

## Note 8. Provisions

### 8A. Employee Provisions\*

	2020 \$	2019 \$
<b>Office holders *</b>		
Annual Leave	-	-
Long Service Leave	-	-
Separation and Redundancies	-	-
Superannuation	-	-
Other Employee Provisions	-	-
<b>Subtotal Employee Provisions - Office holders *</b>	-	-
<b>Employees other than Office holders</b>		
Annual Leave	53,229	55,665
Long Service Leave	146,796	162,477
Separation and Redundancies	-	-
Superannuation	-	-
Other Employee Provisions	-	-
<b>Subtotal Employee Provisions - Employees other than Office holders</b>	<b>200,025</b>	<b>218,142</b>
<b>Total Employee Provisions</b>	<b>200,025</b>	<b>218,142</b>
Current	192,535	202,342
Non-current	7,490	5,800
<b>Total Employee Provisions</b>	<b>200,025</b>	<b>218,142</b>

## Note 9. Non-Current Liabilities

### 8A. Other Non-Current Liabilities\*

	2020 \$	2019 \$
<b>Total Other Non-Current</b>	-	-

## Note 10. Members Equity

### 10A. General Funds

	2020 \$	2019 \$
<b>Legal Expense Reserve</b>		
Balance at start of year	120,000	120,000
Transferred to reserve	-	-
Transferred from Reserve	-	-
<b>Balance as at end of year</b>	<b>120,000</b>	<b>120,000</b>

## Note 11. Statement of Cash Flows

### 11A. Cash Flow Reconciliation

	2020 \$	2019 \$
<b>Reconciliation of Cash and Cash Equivalents as per Statement of Financial Position to Cash Flow Statement:</b>		
Cash and Cash Equivalents as per:		
Statement of Cash Flows	670,665	1,422,740
Statement of Financial Position	670,665	1,422,740
<b>Difference</b>	-	-
	<b>2020 \$</b>	<b>2019 \$</b>

### Reconciliation of deficit to net cash from operating activities:

(Deficit)/ Surplus for the year	(79,840)	(67,491)
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### Adjustments for non-cash items

Depreciation of Property, Plant & Equipment	12,042	9,931
Amortisation of Intangibles	40,701	27,616
Depreciation of right of use Assets	87,928	-
Interest on Lease Liabilities	7,445	-
Gain on Disposal of Assets	-	-

### Changes in Assets and Liabilities

(Increase)/ Decrease in trade and other receivables	(275,795)	59,941
(Decrease) in allowance for expected credit losses	-	(14,503)
Decrease/ (Increase) in other assets	182,601	(5,937)
(Decrease)/ Increase in trade and other payables	(597,144)	154,261
(Decrease)/ Increase in employee provisions	(18,775)	7,811

<b>Net Cash Provided/ (used in) by Operating Activities</b>	<b>(640,837)</b>	<b>171,629</b>
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\* As required by the reporting Guidelines. Item to remain even if 'nil'.



## Note 12. Contingent Liabilities and Commitments

Upon the adoption of AASB 16 Leases from 1 July 2019 the association has recognised all significant leases required on balance sheet. (Refer note 1.4)

### 12A. Lease Commitments

	2020 \$	2019 \$
Non-Cancellable Operating Leases Payable:	-	-
<b>Premises Rental (excl GST)</b>		
Payable no later than one year	-	106,851
Payable later than one year but not later than five years	-	110,561
<b>Total Lease Commitments</b>	<b>-</b>	<b>217,412</b>

### 12B. Contingent Liabilities

AEIA maintains a security deposit of \$20,000 as part of the lease agreement of the office premises at 15-17 Queen Street, Melbourne.

## Note 13. Related Party Disclosures

### 13A. Related Party Transactions - Executive Councillors

#### Related Party Transactions

The following related party transactions occurred during the financial year:

#### Revenue received from:

All Executive Councillors' Organisations pay a membership subscription fee at the standard commercial rates set for the membership.

	2020 \$	2019 \$
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#### Expenses paid to:

D Gautier – CEO, Adelaide Festival Centre - for Venue Hire/ Catering.	-	1,298
J Kotzas – Chief Executive, Queensland Performing Arts Centre - for Venue Hire/ Catering/ Audio staging.	3,005	8,905
P McIntyre - Executive Director - Sydney Theatre Company - for Venue hire/ Catering.	1,821	882
M Smith – Executive Director - Arts Centre Melbourne - for Venue Hire/ Catering / Audio/ Tech support.	75,338	-
F Winning – Head of Programming - Sydney Opera House Trust - for Venue hire/ Catering/Audio staging.	-	5,708

#### Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 30 June 2020, the Australian Entertainment Industry Association has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2019: \$Nil).

No members of the Executive Council received any remuneration for services as Executive Councillors.

No employee provisions have been made for any Executive Councillor / Office holders.

## Note 13. Related Party Disclosures (Cont'd)

### 13B. Key Management Personnel Remuneration

	2020 \$	2019 \$
<b>Short-term employee benefits</b>		
Salary (including annual leave taken)	244,976	241,552
Annual leave accrued	10,729	-
Performance Bonus	-	5,476
<b>Total Short-term employee benefits</b>	<b>255,705</b>	<b>247,028</b>
<b>Post-employment benefits</b>		
Superannuation	20,184	20,307
<b>Total post-employment benefits</b>	<b>20,184</b>	<b>20,307</b>
<b>Other long-term benefits</b>		
Long service leave	67,899	58,616
<b>Total Other long-term benefits</b>	<b>67,899</b>	<b>58,616</b>
<b>Total Key Management Personnel Remuneration</b>	<b>343,788</b>	<b>325,951</b>

## Note 14. Remuneration of Auditors

	2020 \$	2019 \$
Financial statement audit services	17,763	17,254
Other services	-	-
<b>Total Remuneration of Auditors</b>	<b>17,763</b>	<b>17,254</b>

## Note 15. Financial Instruments

### Financial Risk Management Objectives and Policies

The Association's principal financial instruments comprise receivables, payables, cash, and short-term deposits. These activities expose the Association to a variety of financial risks: market risk (including interest rate risk and price risk), credit risk and liquidity risk.

Although the Association does not have documented policies and procedures, the Councillors manage the different types of risks to which it is exposed by considering risk and monitoring levels of exposure to interest rate risk and by being aware of market forecasts for interest rates. Ageing analyses and monitoring of specific credit allowances are undertaken to manage credit risk, liquidity risk is monitored through general business budgets and forecasts.

### 15A. Categories of Financial Instruments

The Association holds the following financial instruments:

	2020 \$	2019 \$
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#### Financial Assets

Cash and cash equivalents	670,665	1,422,740
Trade and other receivables	579,767	303,971
<b>Total Financial Assets</b>	<b>1,250,432</b>	<b>1,726,711</b>

#### Financial Liabilities

Trade and other payables	771,260	1,369,063
Lease Liabilities	107,276	-
<b>Total Financial Liabilities</b>	<b>878,536</b>	<b>1,369,063</b>

<b>Net exposure</b>	<b>371,896</b>	<b>357,648</b>
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### 15B. Risk Exposure and Responses

#### Market risk

The Association's exposure to market interest rates relates primarily to the entity's short term deposits held. The effect of volatility of interest rates within expected reasonable possible movements would not be material.

#### Price risk

The Association's exposure to commodity and equity securities price risk is minimal.

#### Liquidity Risk

The Association manages liquidity risk by monitoring cash flow and maturity profiles of financial assets and liabilities.

## Note 15. Financial Instruments (Cont'd)

### Credit risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at reporting date to recognised financial assets is the carrying amount of those assets, net of any allowance for doubtful debts, as disclosed in the statement of financial position and notes to the financial report.

The Association trades only with recognised, creditworthy third parties, and as such collateral is not requested nor is it the entity's policy to securitise its trade and other receivables.

It is the Association's policy to consider the credit worthiness of all customers who wish to trade on credit terms.

In addition, receivable balances are monitored on an ongoing basis with the result that the Association's exposure to bad debts is not significant. There are no significant concentrations of credit risk.

### 15C. Maturities of Financial Assets and Liabilities

The table below analyses the Association's financial liabilities, net and gross settled derivative financial instruments into relevant maturity groupings based on the remaining period at the reporting date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows.

Year ended	< 6	6-12	1-5	> 5	Total
30 June 2020	months	months	years	years	\$
<b>Financial assets</b>					
Bank	670,665	-	-	-	670,665
Trade and other receivables	579,767	-	-	-	579,767
<b>Total Financial assets</b>	<b>1,250,432</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,250,432</b>
<b>Financial liabilities</b>					
Trade and other payables	463,552	307,708	-	-	771,260
Lease Liabilities	52,668	52,668	1,940	-	107,276
<b>Total Financial liabilities</b>	<b>516,220</b>	<b>360,376</b>	<b>1,940</b>	<b>-</b>	<b>878,536</b>
<b>Net maturity</b>	<b>734,212</b>	<b>(360,376)</b>	<b>(1,940)</b>	<b>-</b>	<b>371,896</b>

## Note 16. Fair Value Measurement

### 16A. Financial Assets and Liabilities

Management of AEIA assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments.

## Note 17. Section 272 Fair Work (Registered Organisations) Act 2009

In accordance with the requirements of Section 272 of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of sub-sections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- (1) A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) This application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

## Officer and Related Party Disclosure Statement

in accordance with Section 293J *Fair Work (Registered Organisations) Act 2009*

I, Richard Evans, being the President of the Australian Entertainment Industry Association, declare the following Officer and Related Party Disclosure Statement.

<b>Organisation Name:</b>	<b>Australian Entertainment Industry Association</b>	<b>Branch Name:</b>	
Financial year start date:	<b>01 July 2019</b>	Financial year end date:	<b>30 June 2020</b>

### Top Five Officers – Relevant remuneration and non-cash benefits

When all officers in Australian Entertainment Industry Association are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

- No officers in Australian Entertainment Industry Association received relevant remuneration from Australian Entertainment Industry Association, any relevant boards or related parties.

Name	Office	Actual Amount of Relevant Remuneration	Value of Relevant non-cash benefits	Form of relevant non-cash benefits
1. NIL				
2. NIL				
3. NIL				
4. NIL				
5. NIL				

### Payments to related parties and declared persons or bodies

During the financial year, Australian Entertainment Industry Association made the following payments to related parties or declared persons or bodies. The details of these payments are included below.

This list does not include payments that have been exempted from disclosure under section 293G. (293G -5A – Arm's length terms)

Date	Name	Nature of relationship	Purpose of payment	Amount	Other relevant details
	NIL				
	NIL				
	NIL				



**Richard Evans**  
President

08 October 2020



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## INDEPENDENT AUDITOR'S REPORT

To the members of Australian Entertainment Industry Association

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Australian Entertainment Industry Association (the reporting unit), which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, the Committee of Management Statement and the subsection 255(2A) report.

In our opinion the accompanying financial report of Australian Entertainment Industry Association, presents fairly, in all material respects the reporting unit's financial position as at 30 June 2020, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and any other requirement imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

#### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the reporting unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the Councillors' Operating report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### Responsibilities of the Committee of Management for the Financial Report

The Committee of Management of the reporting unit are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009*, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

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### Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that are identified during our audit. This description forms part of our auditor's report.

#### Declaration by the auditor

I, James Mooney, declare that I am an approved auditor, a member of the Chartered Accountants Australia New Zealand and hold a current Public Practice Certificate.

#### BDO Audit Pty Ltd

James Mooney  
Director

Melbourne, 8 October 2020

Registration number: AA2017/65

# Executive Council Attendance

1 July 2019 until 30 June 2020

	Total meetings eligible to attend	Meetings attended
<b>President</b>		
<b>Richard Evans</b> Australian Chamber Orchestra	6	6
<b>Vice Presidents</b>		
<b>John Kotzas</b> Queensland Performing Arts Centre	6	3
<b>Maria O'Connor</b> Ticketmaster Australasia	6	3
<b>Executive Councillors</b>		
<b>Torben Brookman</b> GWB Entertainment	6	5
<b>Alex Budd</b> Opera Australia (01/07/2019 - 28/11/2019)	3	3
<b>Lisa Campbell</b> Luckiest Productions	6	3
<b>Libby Christie AM</b> The Australian Ballet (28/11/2019 - current)	3	2
<b>Alison Copley</b> Tasdance (28/11/2019 - current)	3	3
<b>Michael Coppel AM</b> Live Nation Australasia	6	4
<b>Sue Donnelly</b> Belvoir	6	5
<b>Douglas Gautier AM</b> Adelaide Festival Centre (01/07/2019 - 28/11/2019)	3	-
<b>Liz Hawkins</b> Adelaide Festival Centre (28/11/2019 - current)	3	3
<b>Shirley McGrath</b> Gordon Frost Organisation	6	6
<b>Patrick McIntyre</b> Sydney Theatre Company	6	5
<b>Paula McKinnon</b> The Walt Disney Company (28/11/2019 - current)	3	2
<b>Liza McLean</b> Tinderbox Productions	6	3
<b>Rod Pilbeam</b> ASM Global (01/07/2019 - 28/11/2019)	3	3
<b>Melanie Smith</b> Arts Centre Melbourne	6	6
<b>Judy Vince</b> Crown Perth	6	2
<b>Fiona Winning</b> Sydney Opera House Trust	6	5
<b>Louise Withers</b> Louise Withers and Associates	6	4

## Observer Dates

- Cameron Hoy** (1 July 2018 – 28 November 2019)
- Tim McGregor** (1 July 2018 – 28 November 2019)
- Paula McKinnon** (6 June 2019 – 28 November 2019)

# Executive Council

Executive Council, 1 July 2019 until 30 June 2020

## President



**Richard Evans**  
Australian Chamber Orchestra

## Vice-Presidents



**John Kotzas**  
Queensland Performing Arts Centre



**Maria O'Connor**  
Ticketmaster Australasia

## Executive Councillors



**Torben Brookman**  
GWB Entertainment



**Alex Budd**  
Opera Australia (1 July 2019 – 28 November 2019)



**Lisa Campbell**  
Luckiest Productions



**Libby Christie AM**  
The Australian Ballet (28 November 2019 – Current)



**Alison Copley**  
Tasdance (28 November 2019 – Current)



**Michael Coppel AM**  
Live Nation Australasia



**Sue Donnelly**  
Belvoir



**Douglas Gautier AM**  
Adelaide Festival Centre (1 July 2019 – 28 November 2019)



**Elizabeth Hawkins**  
Adelaide Festival Centre (28 November 2019 – Current)



**Shirley McGrath**  
Gordon Frost Organisation



**Patrick McIntyre**  
Sydney Theatre Company



**Paula McKinnon**  
The Walt Disney Company (28 November 2019 – Current)



**Liza McLean**  
Tinderbox Productions



**Rod Pilbeam**  
ASM Global (1 July 2019 – 28 November 2019)



**Melanie Smith**  
Arts Centre Melbourne



**Judy Vince**  
Crown Peth



**Fiona Winning**  
Sydney Opera House Trust



**Louise Withers**  
Louise Withers and Associates

# Members

A-List Entertainment	Beardfoot Bookings and Promotions Pty Ltd	Cre8ion Pty Ltd	ICC Sydney P/L (International Convention Centre)	Melbourne Cabaret Ltd	Performing Lines Ltd	Stalker Theatre Inc	The Trustee for Gumball Productions Unit Trust
Abstract Entertainment Pty Ltd	Bell Shakespeare Company (The)	Critical Stages	Ilbjerri Theatre Company	Melbourne Fringe	Perth Expo Hire & Furniture Group	State Opera of South Australia (The)	The Trustee for HP Australia Unit Trust
ACMN Pty Ltd	Belvoir	Crown Limited	Illawarra PAC Ltd - Merrigong Theatre Co	Melbourne International Comedy Festival Ltd	Perth International Arts Festival	State Theatre Company of South Australia	The Trustee for P & A Fanning Family Trust
Adelaide Festival	Bendigo Cinemas Pty Ltd	Crown Perth	Impresario Productions Pty Ltd	Melbourne International Festival of the Arts	Perth Theatre Trust - (The Trustee for PTT)	Storey Board Entertainment Pty Ltd	The Trustee for Sloan Family Trust (Supersonic Enterprises)
Adelaide Festival Centre Trust	Big hART	Cultural Infusion (Int) Pty Ltd	In The Pipeline (Arts) Ltd t/a Hayes Theatre Co	Melbourne Jazz Ltd	Peta Spurling-Brown t/a Hey Boss	Strange Duck Productions Pty Ltd	The Trustee for XTRA Ordinary Events Unit Trust
Adelaide Fringe Incorporated	Billy Australia 2019-2020 Pty Ltd	Darklab Pty Ltd t/a Dark Mofa	Innovative Production Services Pty Ltd	Melbourne Recital Centre	Phunktional Ltd	STRUT dance	The Walt Disney Company (Australia) Pty Ltd
Adelaide Symphony Orchestra	Bizarro Life Pty Ltd	Darlinghurst Theatre Ltd	Insite Arts	Melbourne Stadiums Limited - Marvel Stadium	Pinchgut Opera Ltd	Subvurse	Theatre North Inc
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AEG Ogden Pty Ltd - Suncorp Stadium	Bleached Arts Ltd	David Atkins Enterprises Pty Ltd	Intimate Spectacle Pty Ltd	Mellen Promotions Pty Ltd	PlayWriting Australia	Sydney Festival (The)	Theatre Works Limited
African Beat Pty Ltd	Blue Mountains City Council	David Roy Williams Entertainment	Jason Bo Svoronos	Metro Arts	Polyglot Theatre	Sydney Improvised Music Assoc Inc (SIMA)	Ticketek Pty Ltd
AKA Australia	Bluesfest Services Pty Ltd	David Shallue & Assoc	Jones Theatrical Group Pty Ltd	Metro Cinemas	Port Fairy Spring Music Festival	Sydney International Piano Competition	Ticketmaster Australasia Tickets Pty Ltd
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Ambassador Theatre Group Asia Pacific Pty Ltd	Brisbane Powerhouse Pty Ltd	Down Under Promotions	Kermond Creative Pty Ltd	Mistletonne Enterprises	Qudos Bank Arena (ASM Global)	Synthesis Design & Display Pty Ltd	TodayTix Australia Pty Ltd
Andrew Bleby and Associates Pty Ltd	Brown's Mart	Dreamingful Productions Pty Ltd	Kerry Comerford	Monkey Baa Theatre For Young People Ltd	Queen of Tickets	T R Gordon	Token Events Pty Ltd
Andrew Kay and Associates Pty Ltd	Brunswick Street Venue Pty Ltd	Duet Entertainment and Sports Pty Ltd	Kids Promotions Pty Ltd	Moogahlin Performing Arts Inc	Queenscliff Music Festival	T1000 Events Trust & T1000	Top Shelf Productions
Andrew McKinnon Presentations Pty Ltd	Bunbury Regional Entertainment Centre	ExpoNet Pty Ltd	La Boite Theatre Inc	Moorilla Estate Pty Ltd - Mona Foma	Queensland Ballet (The)	Production Trust t/a T1000 Events	Trafalgar Entertainment
Arena Theatre Company Ltd	Cam Cinemas Pty Ltd - Gladstone Cinemas	Fane Productions Australia Pty Ltd	La Mama Inc	Moshtix Pty Ltd	Queensland Conservatorium (Griffith University)	Tasdance Ltd	Asia-Pacific Pty Ltd
Art and Business (Dale Hollingsworth)	Camerata - Queensland's Chamber Orchestra Inc	Feel Presents Pty Ltd	Legs on the Wall Inc.	Moving Story Entertainment Pty Ltd	Queensland Performing Arts Centre (QPAC)	Tasmanian Symphony Orchestra Pty Ltd	Troubadour Music Australia
Arts Centre Melbourne	Cameron Alan Kennedy t/a Kool Bario	Festival of Voices	Lennard Promotions Pty Ltd	Musica Viva Australia	Queensland Symphony Orchestra	TEG Dainty Pty Ltd	Under The Influence of Jazz Pty Ltd
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ASM Global (Cairns) Pty Ltd	Canberra Theatre Centre	Flying Fruit Fly Found t/a Flying Fruit Fly Circus	Little Peeperz Productions	Neil Gooding Productions Pty Ltd	Regent Entertainment Pty Ltd - T/A Regent Cinemas	Tenacious C Presents Pty Ltd	University of Tasmania Conservatorium of Music
ASM Global (Conv) P/L - Brisbane Convention & Exhib Centre	Capitol Theatre Management Pty Limited	Force Majeure Ltd	Live Nation Australasia	Nerang Cineplex t/a Nickelodeon Cinemas	Restless Dance Theatre Inc	Terrapin Puppet Theatre Ltd	Van Den Berg Design Team Pty Ltd
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Australian Art Orchestra Pty Ltd	Century Entertainment Pty Ltd	Fuzzy Operations Pty Ltd	Lucy Guerin Association Incorporated	Nova Cinema Pty Ltd	Royal Agricultural Society of NSW	The Coterie Company Pty Ltd	Warner Music Australia Pty Ltd
Australian Ballet (The)	Chinatown Cinema Corporation	Gai D Bryant	Luna Palace Cinemas	Nova Cinemas (S.A.) Pty Ltd & Palace Cinema Nominees Pty Ltd	Ruchi Sanghi Enterprize Pty Ltd	The Darwin Festival Ltd	WASO Holdings Ltd
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Australian Chamber Orchestra	Chugg Entertainment	GC Event Hire	Lunchbox Theatrical Productions Pty Ltd	One Entertainment	Secret Sounds Pty Ltd	The Music House (Aus) Pty Ltd	West Australian Opera (The)
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Australian Theatre for Young People	Circus Oz	Glory Light Productions Pty Ltd	Mad Heckler	Outback Theatre for Young People	Shopfront Arts Co. Op. Ltd	The Star	Yirra Yaakin Aboriginal Corporation
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Barking Gecko Theatre Company		Hayden Attractions Pty Ltd	McManus Pty Ltd		Splendour in the Grass Pty Ltd		
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BBE Touring and Events Pty Ltd		HOTA Gold Coast Pty Ltd	Meerkat Prod (Trustee for McKay and Whiteside FT)		Stadiums Pty Ltd - Festival Hall Melbourne		
		Hothouse Theatre	Melbourne & Olympic Parks Trust				

# Acknowledgements

## Life Members

Kenn Brodziak OBE 1979 (Decd. 1999)  
 Paul Riomfalvy AM 1985 (Decd. 2000)  
 Frank Baden-Powell OAM 1988 (Decd. 1992)  
 Noel Blackburn 1988 (Decd. 2013)  
 George J. Fairfax AM 1988 (Decd. 1996)  
 Arthur William Parlour 1988 (Decd. 2008)  
 Frederick J. Gibson 1989 (Decd. 2013)  
 Lloyd Martin AM 1992 (Decd. 2005)  
 John Ernest Graham 1993  
 Greg Innes 2003  
 Tim McFarlane AM 2003  
 Sue Natrass AO 2003  
 Jan Stoneham 2003  
 Rodney Rigby 2005  
 Kelvin McWhinnie OAM 2005  
 Ross Cunningham AM 2007  
 Kate Brennan 2007  
 Ian Fraser 2007  
 Andrew Guild 2007  
 Ian McRae AO 2007  
 Jim Cranfield 2009  
 Donald McDonald AC 2009  
 Craig McGovern 2009  
 Jon Nicholls OAM 2009  
 Eric Robinson OAM 2009 (Decd. 2015)  
 Sue Hunt 2011  
 Ann Tonks AM 2011  
 Adrian Collette AM 2012  
 Richard Evans 2012  
 Bernadette Hayes 2012  
 Andrew Moon 2012  
 Rodney Phillips 2013  
 Walter van Nieuwkuyk OAM 2016  
 Bruce Carmichael 2019  
 Andrew Kay AM 2019

## Representation on Committees and Boards

LPA staff and representatives participate on industry boards and committees including:

- ACCI Employment and Workplace Relations Committee
- ACCI Employment Education and Training Working Group
- ACCI Work Health and Safety Committee
- APRA Alternative Dispute Resolution Pathways Consultative Committee
- Arts Wellbeing Collective Advisory Group
- Australian Alliance for Wellness in Entertainment (AAWE)
- Child Employment Entertainment Industry Working Party (Victoria)
- Child Safe Sectors Leadership Group (National)
- Deakin University Arts and Cultural Management Advisory Board
- Live Music Roundtable (Victoria)
- Live Entertainment Industry Forum (LEIF)
- Music Festival Roundtable (New South Wales)

## Affiliations and Associations

- Ausdance (National)
- Australasian Performing Right Association and Australasian Mechanical Copyright Owners Society (APRA AMCOS)
- Australia Council for the Arts
- Australian Chamber of Commerce and Industry (ACCI)
- Australian Festival Association
- Australian Major Performing Arts Group (AMPAG)
- Australian Music Industry Network (AMIN)
- Australian Recording Industry Association (ARIA)
- BlakDance
- Live Music Office
- Music Australia
- Music NSW
- Music Victoria
- PEARLE\*, the Performing Arts Employers Associations League Europe, Brussels
- Performing Arts Connections Australia (PAC Australia)
- Regional Arts Australia
- Screen Producers Australia (SPA)
- Stage Queensland
- Symphony Services Australia
- The Broadway League, USA
- The Chamber of Arts and Culture, Western Australia
- The Society of London Theatre/Theatre Managers Association, UK (SOLT)
- Theatre Network Australia (TNA)
- Venue Management Association (VMA)
- Victorian Association of Performing Arts Centres (VAPAC)

## Management Committee

**Richard Evans (Chair)**  
 Australian Chamber Orchestra  
**John Kotzas**  
 Queensland Performing Arts Centre (QPAC)  
**Maria O'Connor**  
 Ticketmaster Australasia  
**Evelyn Richardson**  
 LPA Chief Executive

## Workplace Relations Committee

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 Australian Chamber Orchestra  
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 GWB Entertainment  
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 Circa  
**Alicia Dodds**  
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 Belvoir  
**Judy Fuccilli**  
 Global Creatures  
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 Louise Withers and Associates  
**David Hamilton**  
 LPA Director, Workplace Relations

## Bernadette Hayes

Gordon Frost Organisation  
**Kate Larkins**  
 West Australian Opera  
**Paula McKinnon**  
 The Walt Disney Company  
**Liza McLean**  
 Tinderbox Productions  
**Shay Minster**  
 LPA Workplace Relations Advisor  
**Teena Munn**  
 Patch Theatre  
**Gill Perkins**  
 Bell Shakespeare  
**Jessica Platts**  
 Opera Australia  
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 Newtheatricals  
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 Kay & Hughes Entertainment Lawyers  
**Ruthanna Klawansky**  
 Kay & Hughes Entertainment Lawyers  
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 Melbourne Theatre Company  
**Patrick McIntyre**  
 Sydney Theatre Company  
**Shay Minster (Secretariat)**  
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**Gill Perkins**  
 Bell Shakespeare  
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 LPA Chief Executive  
**Andrew Threlfall**  
 CDP Theatre Producers

## Industry Futures Subcommittee

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 Australian Chamber Orchestra  
**Lisa Campbell**  
 Luckiest Productions  
**Michael Cassel**  
 Michael Cassel Group  
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 Australia Council for the Arts  
**Michael Coppel AM**  
 Live Nation Australasia  
**Stephen Found**  
 Foundation Theatres  
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 Queensland Performing Arts Centre (QPAC)  
**Patrick McIntyre**  
 Sydney Theatre Company  
**Maria O'Connor**  
 Ticketmaster Australasia

## Rod Pilbeam

ASM Global  
**Evelyn Richardson**  
 LPA Chief Executive  
**Kim Tran (Secretariat)**  
 LPA Director, Policy and Governance

## Helpmann Awards Administration (HAAC)

**Ann Tonks AM (Chair)**  
 LPA Life Member  
**Ross Cunningham AM (Deputy Chair)**  
 LPA Life Member  
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 Luckiest Productions  
**Anne-Marie Heath (Cabaret Panel)**  
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**Simon Hinton (Regional Touring Panel)**  
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**Tim McFarlane AM**  
 LPA Life Member  
**Ian McRae AO**  
 LPA Life Member  
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 Patch Theatre  
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**Susan Provan AO**  
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**Tim McFarlane AM**  
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**Ann Tonks AM**  
 LPA Life Member  
**Kim Tran (Secretariat)**  
 LPA Director, Policy and Governance

## Legal

**Jennifer Huby**  
 HWL Ebsworth Lawyers  
**Ben Kay**  
 Kay & Hughes Entertainment Lawyers

## Insurance

**Mark Christoffelsz**  
 MCA Insurance Brokers

## Auditor

**James Mooney**  
 BDO Audit Pty Ltd

## Information Technology

**Paul Flynn**  
 NetService  
**Matthew Smith and Alice Moir**  
 Paoli Smith

**Luke Kelty**  
 Digital Bridge

## Public Relations and Media

**Susan Fitzpatrick-Napier**  
 Digital Mantra Group

## Government Relations

Matt Francis

## Graphic Design

AKA Australia  
 Paoli Smith  
 Sean Leonard

## Research

EY  
 Economic Advisory Group – Sports, Events and Venues



CDP Theatre Productions,  
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## Member Resources

### Agreements

- Casual Crew Collective Agreement
- Code of Practice – Auditions in Australia
- Crew Archival Recording Consent Form
- Fair Work Information Statement
- MEAA – LPA Template Recording Agreement (COVID-19) 2020
- Performer's Archival Recording Consent Form
- Performers' Collective Agreement 2017 Codes of Practice
- LPA Ticketing Code of Practice: Consumer Code – Seventh Edition 1 October 2020
- LPA Ticketing Code of Practice: Industry Code – Seventh Edition 1 October 2020
- LPA Code of Practice – To Prevent Workplace Discrimination, Harassment, Sexual Harassment and Bullying (Parts A & B)
- LPA Code of Practice – Child Employment in Live Entertainment Factsheets
- LPA Factsheet – Annual Leave in Australia
- LPA Factsheet – APRA
- LPA Factsheet – APRA AMCOS Festival Licence
- LPA Factsheet – APRA Dramatic Context Licence
- LPA Factsheet – Australian Privacy Principles
- LPA Factsheet – Content Ratings and Warnings – Advice and Information for Members
- LPA Factsheet – Guide to Child Safety in the Live Performance Industry
- LPA Factsheet – Investment Support for Live Performance Industry
- LPA Factsheet – Long Service Leave in Australia
- LPA Factsheet – Mental Health Initiatives in the Performing Arts
- LPA Factsheet – Payment Card Surcharge Standards
- LPA Factsheet – Public Holidays
- LPA Factsheet – Redundancy
- LPA Factsheet – Superannuation in the Entertainment Industry
- LPA Factsheet – Ticketing Compliance Checklist
- LPA Factsheet – Ticketing FAQs
- LPA Factsheet – Unpaid Work and Volunteers
- LPA Factsheet – What is Child Abuse?
- LPA Factsheet – Workers Compensation
- Workplace Relations Brief: Live Performance Award vs PCA

### Guides

- LPA Consumer Guide - Buying and Selling Tickets in the Ticket Resale Market
- LPA Consumer Guide - Ticket Availability for Live Events
- LPA Guide – 408 Visa Information Pack
- LPA Guide – Australian Whistleblower Protections
- LPA Guide – Australian Privacy Principles
- LPA Guide – Arts Access Information Kit
- LPA Guide – Child Safety in the Live Performance Industry
- LPA Guide – COVID-19 Travel Exemption Requests
- LPA Guide – Disciplinary Procedures & Termination of Employment
- LPA COVIDSafe Guidelines for Auditions, Rehearsals and Performances
- LPA COVIDSafe Touring Guidelines
- LPA Guide – Fair Work Bargaining Kit
- LPA Guide – Guide to Touring
- LPA Guide – Public Holidays
- LPA Guide – Safe Tix
- LPA Guide – Safety Guidelines for the Entertainment and Events Industry
- PAC Australia Guidelines for COVID Safe Theatres Reports
- LPA Report – Compliance with the Ticketing Code of Practice
- LPA Report – Size and Scope of the Live Performance Industry (2009) and (2012)
- LPA Report – Ticket Attendance and Revenue Reports (2004 – 2018) Templates
- JobKeeper Enabling Agreement Letter Template - Alter days/time of work
- JobKeeper Enabling Agreement Letter Template - Annual leave
- JobKeeper Enabling Directions Template
- JobKeeper Enabling Directions Written Notice Template
- JobKeeper Enabling Directions Template - Returning employees to their usual work arrangement
- MEAA – LPA Template Recording Agreement (COVID-19) 2020
- LPA Template – COVID-19 Safety Plan
- LPA Template – Code of Conduct - Employees
- LPA Template – Code of Conduct – Supervising Children
- LPA Template – Employment Contracts
- LPA Template – Letter of Invitation
- LPA Template – Social Media
- LPA Template – Standard Letter of Employment Wages & Allowances
- Amusement, Events and Recreation Award 2010 Wage and Allowance Summary Tables July 2019
- Amusement, Events and Recreation Award 2010 with LPA commentary
- Broadcasting, Recorded Entertainment and Cinemas Award 2010 Wages and Allowance Tables July 2019
- Broadcasting, Recorded Entertainment and Cinemas Award 2010 with LPA commentary
- Casual Crew Collective Agreement Wage Rates 2019
- Clerks – Private Sector Award 2010 Wages and Allowance Tables July 2019
- Clerks – Private Sector Award 2010 with LPA commentary
- Live Performance Award 2010 Wage and Allowance Summary Tables 2019
- Live Performance Award 2010 with LPA commentary
- Performers' Collective Agreement Allowances Tables 2019




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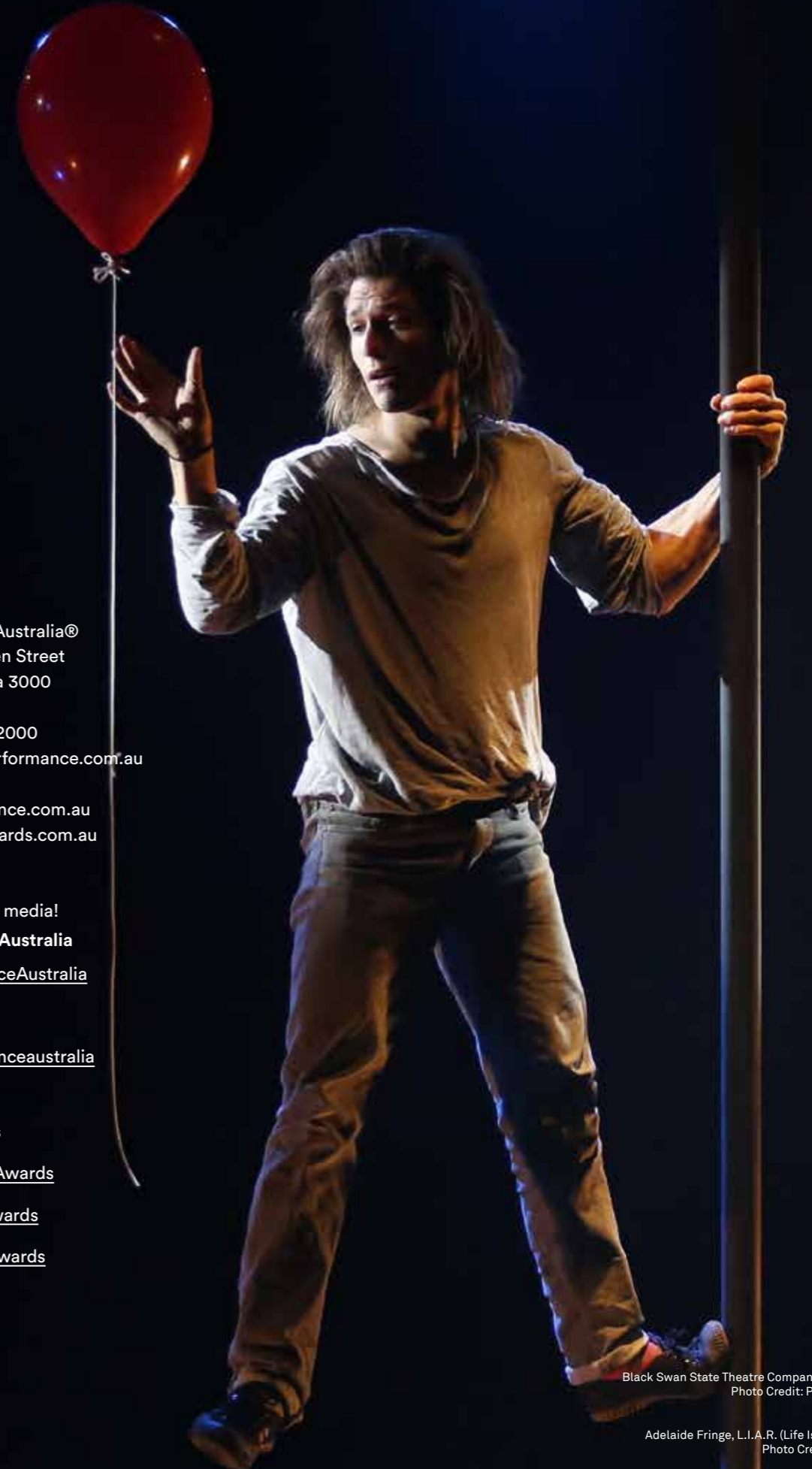
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