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LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 February 2021

UPDATE WAGES SUMMARY 1 PERFORMERS & COMPANY DANCERS

CLASSIFICATION			WEEKLY EMPLOYEES			CASUAL EMPLOYEES (25%)	
			Weekly		Hourly	Per Performance	Rehearsals (per hour)
Category 1	Performer Grade 1	Adult		\$957.60	\$25.20	\$199.90	\$42.12
		14 years & under	On tour	\$957.60	\$25.20	N/A	N/A
			Not on tour	\$430.92	\$11.34	\$89.46	\$18.95
		Over 14 years & under 16 years	On tour	\$957.60	\$25.20	N/A	N/A
	Not on tour		\$526.68	\$13.86	\$109.95	\$23.17	
	Performer Grade 2	Adult		\$1006.10	\$26.48	\$210.02	\$42.12
		14 years & under	On tour	\$1006.10	\$26.48	N/A	N/A
			Not on tour	\$452.75	\$11.91	\$94.51	\$18.95
		Over 14 years & under 16 years	On tour	\$1006.10	\$26.48	N/A	N/A
	Not on tour		\$553.36	\$14.56	\$115.31	\$23.17	
Opera Principal			\$1059.10	\$27.87	\$221.09	\$42.12	
Category 2	Performer	Adult		\$1006.10	\$26.48	\$210.02	\$42.12
		14 years & under	On tour	\$1006.10	\$26.48	N/A	N/A
			Not on tour	\$ 452.75	\$ 11.91	\$ 94.51	\$18.95
		14 & under 16 years	On tour	\$988.80	\$26.02	N/A	N/A
			Not on tour	\$553.36	\$14.56	\$115.31	23.17
		Supernumeraries	Adult	On tour	\$957.60	\$25.20	N/A
Not on tour	\$532.60			\$28.03	\$89.52	\$29.84 (min 2 hours)	
14 years & under	On tour		\$957.60	\$25.20	N/A	N/A	
	Not on tour		\$239.67	\$12.61	\$40.29	\$13.43 (min 2 hours)	
14 & under 16 years	On tour		\$957.60	\$25.20	N/A	N/A	
	Not on tour		\$292.93	\$15.42	\$49.23	\$16.41 (min 2 hours)	

LIVE PERFORMANCE AWARD 2020

CLASSIFICATION		WEEKLY EMPLOYEES		CASUAL EMPLOYEES (25%)	
		Weekly	Hourly	Per Performance	Rehearsals (per hour)
Company Dancer	Training Level	\$736.90 to \$864.40			
	Level 1	\$957.60	\$25.20	\$199.90	\$42.12
	Level 2	\$992.40	\$26.12	\$207.16	\$42.12
	Level 3	\$1026.60	\$27.02	\$214.30	\$42.12
	Level 4	\$1059.10	\$27.87	\$221.09	\$42.12
	Level 5	\$1094.60	\$28.81	\$228.50	\$42.12
	Level 6	\$1134.40	\$29.85	\$236.81	\$42.12
	Level 7	\$1181.60	\$31.09	\$246.66	\$42.12

UPDATE ALLOWANCES SUMMARY 1

WAGE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
32.2(a)	Nude Allowance	\$24.13 per week.
32.2(b)	Assistant Stage Manager	\$47.40 per week.
32.2(c)	Person in Charge/Driver	\$61.43 per week.
32.2(f)	Making an Advertisement – Television/Radio	\$43.00 per hour \$172.00 (4 hour minimum payment)
32.2(h)(i)	UNDERSTUDY Star role Leading role Supporting role Minor supporting role	AMOUNT PER WEEK \$59.50 \$42.48 \$25.54 \$20.36
32.2(h)(iii)	UNDERSTUDY PERFORMING Star role Leading role Supporting role Minor supporting role	AMOUNT PER PERFORMANCE \$127.60 \$84.95 \$51.08 \$40.72
32.2(h)(iv)	Dance Captain	\$45.46 per week.
32.2 (i)(i)	COMPANY DANCER - Deputy Ballet Mister/Mistress	\$106.98 per week.
32.2 (i)(i)	COMPANY DANCER - Class Supervisor	\$53.45 per class.
EXPENSE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
14.2(b)	Private Vehicle	78c per kilometre where an employer requests an employee to use their own motor vehicle in the performance of their duties.
14.2(c)	Late Night Transport	If detained too late to travel, employer provides conveyance home.
14.2(d)(i)-(ii)	Laundry Allowance (where uniforms are not laundered by the employer).	<i>Weekly or full time Employees:</i> \$3.65 per week for shirts & blouses. \$9.48 per week for other garments. <i>Casual Employees (for other employees):</i> \$2.93 per day up to a maximum of \$13.20 per week
14.3(b)	Airport Travel	\$39.51 maximum for any single trip.
14.3(c) to (i)	Travelling Allowance (Accommodation, Meals & Incidentals)	Accommodation cash allowance: Employee does not accept employer provided accommodation: <ul style="list-style-type: none"> \$168.51 per night (one week or less) \$128.56 per night up to \$642.88 per week (more than one week) Accommodation reimbursement: Employer does not provide accommodation (weekly amount): <ul style="list-style-type: none"> Sydney and Melbourne - \$1287.00 Adelaide, Hobart, Perth, Brisbane - \$908.15 Canberra - \$1106.00 Other places - \$846.56 Meals: <ul style="list-style-type: none"> \$28.82 per meal period (one week or less) \$58.48 per day up to a maximum of \$292.32 per week (more than one week) Incidentals: \$15.92 per day up to a maximum of \$79.72 per week. <i>Total Weekly Meals & Incidentals: \$74.40 per day up to a maximum of \$372.04 per week.</i> TOTAL WEEKLY : \$202.96 per day up to a maximum of \$1014.92 per week.

EXPENSE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
32.3(a)(iv)	Employee Provides Wardrobe	\$8.20 per week per item with a minimum payment of \$10.50 per week. \$4.15 per week for shoes.
33.2(e)(iv)	Meal (<2 hrs between performances – Company Dancers)	\$18.54 per meal.
34.1(e)	Meal (No break between performances – Performers and Company Dancers)	\$28.82 per meal.



LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 February 2021

UPDATE WAGES SUMMARY 1 MUSICIANS

Live Performance Employee Level	Classification	Weekly Employees		Casual Employees (25% loading)	
		Per Hour	Per 3 Hour Call	Per Hour	Per 3 Hour Call
9	Musician	\$41.92	\$125.76	\$52.40	\$157.20
	Musician – Instrumentalist playing alone	\$49.26	\$147.78	\$61.58	\$184.74
	Repetiteur (see clause 40.6(b))	N/A	N/A	\$58.95	\$176.85
11	Musician required to accompany artists	\$44.13	\$132.39	\$55.16	\$165.48
	Musician required to accompany artists – Instrumentalist playing alone	\$51.85	\$155.55	\$64.81	\$194.43
14	Principal Musician	\$49.23	\$147.69	\$61.54	\$184.62
	Principal Musician – Instrumentalist playing alone	\$57.85	\$173.55	\$72.31	\$216.93
	Vocalist	\$49.23	\$147.69	\$61.54	\$184.62
	Repetiteur – in ballet, opera or other like company (see clause 40.6(a))	\$31.09 per hour	\$1181.60 per week		
15	Conductor-Leader	\$53.42	\$160.26	\$66.78	\$200.34
	Conductor-Leader of 3+ Musicians	\$60.52	\$181.56	\$75.65	\$226.95
	Leader of Grand Opera etc.	\$58.76	\$176.28	\$73.45	\$220.35

UPDATE ALLOWANCES SUMMARY 16 MUSICIANS

GENERAL ALLOWANCES:

SPECIAL MUSICIAN ALLOWANCES:

WAGE-RELATED ALLOWANCES			
CLAUSE	ALLOWANCE TYPE	PER CALL	PER WEEK
41.2(a)(i)	Doubling – instrument supplied by the Musician	\$18.24 per instrument per call 14.5% of min call rate	
41.2(a)(i)	Doubling – instrument supplied by Employer	\$11.95 per instrument per call 9.5% of minimum call rate	
41.2.(b)	Supply of Music	\$11.41 for casual musicians	\$35.10 for weekly musicians
41.2 (c)	Soloist – performing Solo in orchestra	\$6.14 per instrument per call	
EXPENSE-RELATED ALLOWANCES			
41.3(a)	Upkeep Allowance – employee who supplies one or more instruments	\$1.66 per instrument per call	\$13.21 per instrument per week
41.3(b)	Supply of Harp	\$4.36 per call	\$29.28 per week
41.3(c)	Supply of Complete Percussion Kit		\$10.56 per week
44.6(b)	Sunday Travel		\$11.30 in addition to the allowance elsewhere prescribed by this award.

BROADCASTING & RECORDING FEES				
CLAUSE	ALLOWANCE TYPE	PER 3 HOUR CALL		LOADING
		MUSICIAN	PRINCIPAL	DOUBLING
41.2(f)(i)	Televised Performance	\$123.04	25% extra	25% extra per instrument per call
41.2(f)(ii)	Radio Broadcast	\$132.69	25% extra	25% extra per instrument per call
41.2(f)(iii)	Simulcast	\$252.92	25% extra	
41.2(f)(iv)	Audio-visual/ visual recording	\$181.66	25% extra	25% extra per instrument per call
41.2(f)(v)	Audio recording – for which there can be 21 minutes of finished material	\$132.69	25% extra	25% extra per instrument per call

GENERAL EXPENSE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
14.2(b)	Private Vehicle	78c per kilometre where an employer requests an employee to use their own motor vehicle in the performance of their duties.
14.2(c)	Late Night Transport	If detained too late to travel, employer provides conveyance home.
14.2(d)	Laundry Allowance	<i>Weekly or full time Employees:</i> \$3.65 per week for shirts & blouses. \$9.48 per week for other garments. <i>Casual Employees (for other employees):</i> \$2.93 per day up to a maximum of \$13.20 per week.
14.3(b)	Airport Travel	\$39.51 maximum for any single trip.
14.3(c) to (i)	Travelling Allowance (Accommodation, Meals & Incidentals)	Accommodation cash allowance: \$128.56 per day up to a maximum of \$642.88 per week . Meals: \$58.48 per day up to a maximum of \$292.32 per week . Incidentals: \$15.92 per day up to a maximum of \$79.72 per week . <i>Total Meals & Incidentals: \$74.40 per day up to a maximum of \$372.04 per week.</i> TOTAL: \$202.96 per day up to a maximum of \$1014.92 per week.



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UPDATE WAGES & ALLOWANCES SUMMARY 1
PRODUCTION & SUPPORT STAFF

WAGES: PRODUCTION & SUPPORT STAFF

Award Classification	Production & Support Staff Classification	Weekly Rate	Hourly Rate	Casual Rate (25%)	Overtime and penalty rates per hour (see clause 63)					
					150% Weekly hourly rate	200% Weekly hourly rate	175% weekly hourly rate (applies to casual employees)	225% weekly Hourly Rate (applies to casual employees)	Sunday and Public Holidays (all employees)	Casual overtime Sunday
Level 1	Level 1 (Induction/Training)	\$753.80	\$19.84	\$24.80	\$29.76	\$39.68	\$34.72	\$44.64	\$39.68	\$44.64
Level 2	Level 2 (Basic Crowd Control, Program Seller, Stage Door Attendant, Stage Hand, Usher, Ticket Seller – required to deal with customer enquiries, sell tickets, handle & balance cash)	\$819.60	\$21.57	\$26.96	\$32.36	\$43.14	\$37.75	\$48.53	\$43.14	\$48.53
Level 3	Level 3 (Accounts Clerk, Assistant Scenic Artist, Booking Clerk, Marketing Assistant, Mechanist, Publicity Assistant, Stage Door Supervisor, Box Office CSR, Call Centre CSR, Dispatch Clerk, Specialty Ticketing CSR)	\$861.00	\$22.66	\$28.33	\$33.99	\$45.32	\$39.66	\$50.99	\$45.32	\$50.99
Level 4	Level 4 (Accounts Clerk, Assistant Projectionist, Scenic Artist, Scheduling/Rostering Clerk)	\$877.60	\$23.09	\$28.86	\$34.64	\$46.18	\$40.41	\$51.95	\$46.18	\$51.95
Level 5	Level 5 (ASM, Board Operator, Experienced Mechanist/Technician, Food & Beverage Manager, Head Fly Operator, Prop Maker, Tailor, Wigs)	\$905.00	\$23.82	\$29.78	\$35.73	\$47.64	\$41.69	\$53.60	\$47.64	\$53.60
Level 6	Level 6 (Deputy Heads of Department, Front of House Manager, Publicity/Marketing Officer)	\$932.60	\$24.54	\$30.68	\$36.81	\$49.08	\$42.95	\$55.22	\$49.08	\$55.22
Level 8	Level 7 (Box Office Manager, Event/Marketing Co-ordinator, Heads of Departments, Props Master, Technical Supervisor, Wardrobe Supervisor, Box Office Manager)	\$992.40	\$26.12	\$32.65	\$39.18	\$52.24	\$45.71	\$58.77	\$52.24	\$58.77
Level 10	Level 8 (Stage Manager, Publicity/Marketing Supervisor, Team Leader – Call Centre)	\$1026.60	\$27.02	\$33.78	\$40.53	\$54.04	\$47.29	\$60.80	\$54.04	\$60.80
Level 13	Technical Manager	\$1134.40	\$29.85	\$37.31	\$44.78	\$59.70	\$52.24	\$67.16	\$59.70	\$67.16

Terms of Engagement: Clause 42**Hours of Work: Clause 61.1(b)**

- The ordinary hours of work are between 7.00am and 12midnight from Monday to Sunday.

Breaks: Clause 62**Overtime Break: Clause 63.3(d)****Overtime and Penalty Rates: Clause 63.1 to 63.7**

- Employees are to be paid 150% of the minimum hourly rate for the first 4 hours of work over 38 ordinary hours in the week and 200% of the minimum hourly rate after 4 hours.

Public Holidays: Clause 21

- Employees are to be paid 200% of the minimum hourly rate

Sundays: Clause 63.4

- Employees are to be paid 200% of the minimum hourly rate.

WAGES: SOUND AND/OR LIGHTING COMPANIES FACTORY EMPLOYEES

Award Classification	Production & Support Staff Classification	Weekly Rate	Hourly Rate	Casual Rate (25%)
Level 1	Level 1 (Induction/Training)	\$753.80	\$19.84	\$24.80
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician)	\$861.00	\$22.66	\$28.33
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$877.60	\$23.09	\$28.86
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$905.00	\$23.82	\$29.78
Level 6	Level 6 (Deputy Heads of Department)	\$932.60	\$24.54	\$30.68
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$992.40	\$26.12	\$32.65
Level 13	Technical Manager	\$1134.40	\$29.85	\$37.31

WAGES: SOUND AND/OR LIGHTING COMPANIES TOURING EMPLOYEES (including 17.5% penalty averaging component)

Award Classification	Production & Support Staff Classification	Weekly Rate	Hourly Rate	Casual Rate (25%)
Level 1	Level 1 (Induction/Training)	\$885.72	\$23.31	\$29.14
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician)	\$1011.68	\$26.62	\$33.28
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$1031.18	\$27.14	\$33.93
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$1063.38	\$27.98	\$34.98
Level 6	Level 6 (Deputy Heads of Department)	\$1095.81	\$28.84	\$36.05
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$1166.07	\$30.69	\$38.36
Level 13	Technical Manager	\$1332.92	\$35.08	\$43.85

Special Overtime and Penalty Rates for Sound/Lighting Companies: Clause 63.6

- Touring employees receive a 17.5% penalty averaging component instead of overtime payments
- Full-time factory employees accrue time off instead of overtime at the rate of 1 hour for each hour in excess of the 152 hours over 28 consecutive days work cycle.
- Casual factory employees are to be paid overtime in accordance with clause 63.2 and 64.3

WAGES: CREWING SERVICES EMPLOYERS

Award Classification	Production & Support Staff Classification	Weekly Rate	Hourly Rate	Casual Rate (25%)
Level 1	Level 1 (Induction/Training)	\$753.80	\$19.84	\$24.80
Level 2	Level 2 (Crewing Services Employee)	\$819.60	\$21.57	\$26.96

Special Overtime and Penalty Rates for Crewing Services: Clause 63.7

- Employees are to be paid 150% of the minimum hourly rate for the first 4 hours of work over 38 ordinary hours in the week and 200% of the minimum hourly rate after 4 hours.
- Employees who work between 11.00 pm and 6.00 am receive a 52.5% penalty payment instead of overtime and penalty provisions provided for elsewhere in the Live Performance Award 2020.

ALLOWANCES:

CLAUSE	ALLOWANCE TYPE	NEW AMOUNT
14.2(b)	Private Vehicle	78c per kilometre where an employer requests an employee to use their own motor vehicle in the performance of their duties.
14.2(c)	Late Night Transport	If detained too late to travel, employer provides conveyance home.
14.2(d)(i)-(ii)	Laundry Allowance	<i>Weekly or full time Employees:</i> \$3.65 per week for shirts & blouses. \$9.48 per week for other garments. <i>Casual Employees (for other employees):</i> \$2.93 per day up to a maximum of \$13.20 per week.
14.3(b)	Airport Travel	\$39.51 maximum for any single trip.
14.3(c) to (i)	Travelling Allowance (Accommodation, Meals & Incidentals)	Accommodation cash allowance: Employee does not accept employer provided accommodation: <ul style="list-style-type: none"> • \$168.51 per night (one week or less) • \$128.56 per night up to \$642.88 per week (more than one week) Accommodation reimbursement: Employer does not provide accommodation (weekly amount): <ul style="list-style-type: none"> • Sydney and Melbourne - \$1287.00 • Adelaide, Hobart, Perth, Brisbane - \$908.15 • Canberra - \$1106.00 • Other places - \$846.56 Meals: <ul style="list-style-type: none"> • \$28.82 per meal period (one week or less) • \$58.48 per day up to a maximum of \$292.32 per week (more than one week) Incidentals: \$15.92 per day up to a maximum of \$79.72 per week.
60.2(a)	Transmission or Recording Allowance	\$137.14 per recording or transmission (which may take place over a number of performances) unless an exception applies and 7 days' notice is given (see clause 60.2 (a)(vi)).
60.3(a)(i)	Night Meal Allowance	\$18.54 per meal if working beyond 8.00am – if work commenced before 12.00am midnight – other than cleaners
60.3(a)(ii)	Back to Back Meal Allowance	\$18.54 per meal if working 2 back to back performances
60.3(b)(i)-(iii)	Tools & Equipment	\$9.42 per week to Heads of Departments and 97c per day to other employees required to supply basic tools (limited to a hammer, brace/punch driver and wrench).