



Level 1, 15-17 Queen Street
Melbourne Victoria 3000
T 61 3 8614 2000
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W www.liveperformance.com.au
ABN 43 095 907 857

LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 July 2022

UPDATE WAGES SUMMARY 10 PERFORMERS & COMPANY DANCERS

CLASSIFICATION			WEEKLY EMPLOYEES		CASUAL EMPLOYEES (25%)		
			Weekly	Hourly	Per Performance	Rehearsals (per hour)	
Performer Category 1	Performer Grade 1	Adult		\$1026.60	\$27.02	\$214.30	\$45.16 ((\$22.58 each subsequent half hour or part thereof))
		14 years & under	On tour	\$1026.60	\$27.02	N/A	N/A
	Not on tour		\$461.97	\$12.16	\$96.44	\$20.32	
	Over 14 years & under 16 years	On tour	\$1026.60	\$27.02	N/A	N/A	
		Not on tour	\$564.63	\$14.86	\$117.87	\$24.84	
	Performer Grade 2	Adult		\$1078.70	\$28.39	\$225.18	\$45.16 ((\$22.58 each subsequent half hour or part thereof))
		14 years & under	On tour	\$1078.70	\$28.39	N/A	N/A
	Not on tour		\$485.42	\$12.77	\$101.33	\$20.32	
	Over 14 years & under 16 years	On tour	\$1078.70	\$28.39	N/A	N/A	
		Not on tour	\$593.29	\$15.61	\$123.85	\$24.84	
Opera Principal Live Performance Employee Level 11			\$1135.50	\$29.88	\$237.04	\$45.16 ((\$22.58 each subsequent half hour or part thereof))	
Performer Category 2	Performer	Adult		\$1078.70	\$28.39	\$225.18	\$45.16 ((\$22.58 each subsequent half hour or part thereof))
		14 years & under	On tour	\$1078.70	\$28.39	N/A	N/A
	Not on tour		\$485.42	\$12.77	\$101.33	\$20.32	
	14 & under 16 years	On tour	\$1078.70	\$28.39	N/A	N/A	
		Not on tour	\$593.29	\$15.61	\$123.85	\$24.84	
	Supernumeraries	Adult	On tour	\$1026.60	\$27.02	N/A	N/A
Not on tour			\$585.90 (up to 24 hours)	\$30.84	\$95.97	\$31.99 (min 2 hours)	
14 years & under		On tour	\$1026.60	\$27.02	N/A	N/A	
		Not on tour	\$263.66	\$13.88	\$43.20	\$14.40 (min 2 hours)	
14 years & under 16		On tour	\$1026.60	\$27.02	N/A	N/A	
		Not on tour	\$322.25	\$16.96	\$52.77	\$17.59 (min 2 hours)	

LIVE PERFORMANCE AWARD 2020

CLASSIFICATION		WEEKLY EMPLOYEES		CASUAL EMPLOYEES	
Live Performance Employee	Dancer	Weekly	Hourly	Per Performance	Rehearsals (per hour)
	Company Dancer Training Level	\$795.30 to \$926.80			
Level 7	Company Dancer Level 1	\$1026.60	\$27.02	\$214.30	\$45.16
Level 8	Company Dancer Level 2	\$1064.00	\$28.00	\$222.11	\$45.16
Level 10	Company Dancer Level 3	\$1100.70	\$28.97	\$229.77	\$45.16
Level 11	Company Dancer Level 4	\$1135.50	\$29.88	\$237.04	\$45.16
Level 12	Company Dancer Level 5	\$1173.60	\$30.88	\$244.99	\$45.16
Level 13	Company Dancer Level 6	\$1216.30	\$32.01	\$253.90	\$45.16
Level 14	Company Dancer Level 7	\$1266.80	\$33.34	\$264.44	\$45.16

UPDATE ALLOWANCES SUMMARY 10

WAGE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
32.2(a)	Nude Allowance	\$25.87 per week.
32.2(b)	Assistant Stage Manager	\$50.81 per week.
32.2(c)	Person in Charge/Driver	\$65.86 per week.
32.2(f)	Making an Advertisement – Television/Radio	\$46.10 per hour \$184.40 (4 hour minimum payment)
32.2(h)(i)	UNDERSTUDY Star role Leading role Supporting role Minor supporting role	AMOUNT PER WEEK \$63.79 \$45.54 \$27.38 \$21.83
32.2(h)(iii)	UNDERSTUDY PERFORMING Star role Leading role Supporting role Minor supporting role	AMOUNT PER PERFORMANCE \$136.81 \$91.08 \$54.76 \$43.66
32.2(h)(iv)	Dance Captain	\$48.74 per week.
32.2 (i)(i)	COMPANY DANCER - Deputy Ballet Mister/Mistress	\$114.70 per week.
32.2 (i)(i)	COMPANY DANCER - Class Supervisor	\$57.30 per class.
EXPENSE-RELATED ALLOWANCES		
CLAUSE	ALLOWANCE TYPE	AMOUNT
14.2(b)	Private Vehicle	\$0.91 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> \$3.96 per week for shirts & blouses.\$10.30 per week for other garments. <i>Casual Employees (for other employees):</i> \$3.18 per day up to a maximum of \$14.34 per week
14.3(b)	Airport Travel	\$46.29 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"> \$187.63 per night (1 to 4 days) \$143.14 per night up to \$715.81 per week (5 days or more) Accommodation reimbursement: Employer does not provide accommodation (weekly amount): <ul style="list-style-type: none"> Sydney and Melbourne - \$1433.00 Adelaide, Hobart, Perth, Brisbane - \$1011.18 Canberra - \$1232.00 Other places - \$942.60 Meals while travelling: <ul style="list-style-type: none"> 1 to 4 days - \$30.57 per meal One Week (5 working days or more) of travel \$310.06 per week or \$62.01 per day in a broken week Incidentals while travelling: <ul style="list-style-type: none"> only payable for a period of travel that is one week (5 working days) or more: \$88.76 per week or \$17.75 per day in a broken week <i>Total Weekly Meals & Incidentals: up to a maximum of \$398.82 per week.</i> TOTAL WEEKLY: up to a maximum of \$1114.63 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)	\$19.66 per meal.
34.1(e)	Meal (No break between performances – Performers and Company Dancers)	\$30.57 per meal.



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LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 July 2022

UPDATE WAGES SUMMARY 10

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	\$44.95	\$134.85	\$56.19	\$168.57
	Musician – Instrumentalist playing alone	\$52.82	\$158.45	\$66.42	\$198.06
	Repetiteur (see clause 40.6(b))	N/A	N/A	\$63.21	\$189.63
11	Musician required to accompany artists	\$47.31	\$141.93	\$59.14	\$177.42
	Musician required to accompany artists – Instrumentalist playing alone	\$62.06	\$186.18	\$77.58	\$232.74
14	Principal Musician	\$52.78	\$158.34	\$65.98	\$197.94
	Principal Musician – Instrumentalist playing alone	\$62.02	\$186.06	\$77.53	\$232.59
	Vocalist	\$52.78	\$158.34	\$65.98	\$197.94
	Repetiteur – in ballet, opera or other like company (see clause 40.6(a))	\$33.34 per hour	\$1266.80 per week		
15	Conductor-Leader	\$57.28	\$171.84	\$71.60	\$214.80
	Conductor-Leader of 3+ Musicians	\$64.90	\$194.70	\$81.13	\$243.39
	Leader of Grand Opera etc.	\$63.01	\$189.03	\$78.76	\$236.28

UPDATE ALLOWANCES SUMMARY 10 MUSICIANS

GENERAL ALLOWANCES:

EXPENSE-RELATED ALLOWANCES				
CLAUSE	ALLOWANCE TYPE	AMOUNT		
14.2(b)	Private Vehicle	\$0.91 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).	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <i>Weekly or full time Employees:</i> \$3.96 per week for shirts & blouses. \$10.30 per week for other garments. </td> <td style="width: 50%; vertical-align: top;"> <i>Casual Employees (for other employees):</i> \$3.18 per day up to a maximum of \$14.34 per week </td> </tr> </table>	<i>Weekly or full time Employees:</i> \$3.96 per week for shirts & blouses. \$10.30 per week for other garments.	<i>Casual Employees (for other employees):</i> \$3.18 per day up to a maximum of \$14.34 per week
<i>Weekly or full time Employees:</i> \$3.96 per week for shirts & blouses. \$10.30 per week for other garments.	<i>Casual Employees (for other employees):</i> \$3.18 per day up to a maximum of \$14.34 per week			
14.3(b)	Airport Travel	\$46.29 maximum for any single trip.		
14.3(c) to (i)	Travelling Allowance (Accommodation, Meals & Incidentals)	<p>Accommodation cash allowance: Employee does not accept employer provided accommodation:</p> <ul style="list-style-type: none"> • \$187.63 per night (1 to 4 days) • \$143.14 per night up to \$715.81 per week (5 days or more) <p>Accommodation reimbursement: Employer does not provide accommodation (weekly amount):</p> <ul style="list-style-type: none"> • Sydney and Melbourne - \$1433.00 • Adelaide, Hobart, Perth, Brisbane - \$1011.18 • Canberra - \$1232.00 • Other places - \$942.60 <p>Meals while travelling:</p> <ul style="list-style-type: none"> • 1 to 4 days - \$30.57 per meal • One Week (5 working days or more) of travel \$310.06 per week or \$62.01 per day in a broken week <p>Incidentals while travelling:</p> <ul style="list-style-type: none"> • only payable for a period of travel that is one week (5 working days) or more: \$88.76 per week or \$17.75 per day in a broken week <p><i>Total Weekly Meals & Incidentals: up to a maximum of \$398.82 per week.</i></p> <p>TOTAL WEEKLY: up to a maximum of \$1114.63 per week.</p>		

SPECIAL MUSICIAN ALLOWANCES:

WAGE-RELATED ALLOWANCES			
CLAUSE	ALLOWANCE TYPE	PER CALL	PER WEEK
41.2(a)(i)	Doubling – instrument supplied by the Musician (14.5% of minimum call rate per additional instrument per call)	Musician: <ul style="list-style-type: none"> • \$19.55 per instrument per call Musician acc. Artists: <ul style="list-style-type: none"> • \$20.58 per instrument per call Principal Musician: <ul style="list-style-type: none"> • \$22.96 per instrument per call 	
41.2(a)(i)	Doubling – instrument supplied by Employer (9.5% of minimum call rate per additional instrument per call)	Musician: <ul style="list-style-type: none"> • \$12.81 per instrument per call Musician acc. Artists: <ul style="list-style-type: none"> • \$13.48 per instrument per call Principal Musician: <ul style="list-style-type: none"> • \$15.04 per instrument per call 	
41.2.(b)	Supply of Music	\$12.23 for casual musicians	\$37.64 for weekly musicians
41.2 (c)	Soloist – performing Solo in orchestra	\$6.59 per instrument per call	

EXPENSE-RELATED ALLOWANCES			
41.3(a)	Upkeep Allowance – employee who supplies one or more instruments	\$1.82 per instrument per call	
41.3(b)	Supply of Harp	\$4.78 per call	
41.3(c)	Supply of Complete Percussion Kit		\$11.58 per week
44.6(b)	Sunday Travel		\$13.18 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	\$131.91	25% extra	25% extra per instrument per call
41.2(f)(ii)	Radio Broadcast	\$142.26	25% extra	25% extra per instrument per call
41.2(f)(iii)	Simulcast	\$271.17	25% extra	
41.2(f)(iv)	Audio-visual/ visual recording	\$194.77	25% extra	25% extra per instrument per call
41.2(f)(v)	Audio recording – for which there can be 21 minutes of finished material	\$142.26	25% extra	25% extra per instrument per call



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UPDATE WAGES & ALLOWANCES SUMMARY 10

PRODUCTION & SUPPORT STAFF

WAGES: PRODUCTION & SUPPORT STAFF

Award Classification	Production & Support Staff Classification	Weekly Rate	Weekly Hourly Rate	Casual Rate (25%)	Overtime and penalty rates per hour (see clause 63 and table)					
					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 Weekly employee	Sunday Public holidays Casual employees
Level 1	Level 1 (Induction/Training)	\$812.60	\$21.38	\$26.73	\$32.07	\$42.76	\$37.42	\$48.11	\$42.76	\$48.11
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)	\$880.10	\$23.16	\$28.95	\$34.74	\$46.32	\$40.53	\$52.11	\$46.32	\$52.11
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)	\$923.10	\$24.29	\$30.36	\$36.44	\$48.58	\$42.51	\$54.65	\$48.58	\$54.65
Level 4	Level 4 (Accounts Clerk, Assistant Projectionist, Scenic Artist, Scheduling/Rostering Clerk)	\$940.90	\$24.76	\$30.95	\$37.14	\$49.52	\$43.33	\$55.71	\$49.52	\$55.71
Level 5	Level 5 (ASM, Board Operator, Experienced Mechanist/Technician, Food & Beverage Manager, Head Fly Operator, Prop Maker, Tailor, Wigs)	\$970.30	\$25.53	\$31.92	\$38.30	\$51.06	\$44.68	\$57.44	\$51.06	\$57.44
Level 6	Level 6 (Deputy Heads of Department, Front of House Manager, Publicity/Marketing Officer)	\$999.90	\$26.31	\$32.89	\$39.47	\$52.62	\$46.04	\$59.20	\$52.62	\$59.20
Level 8	Level 7 (Box Office Manager, Event/Marketing Co-ordinator, Heads of Departments, Props Master, Technical Supervisor, Wardrobe Supervisor, Box Office Manager)	\$1064.00	\$28.00	\$35.00	\$42.00	\$56.00	\$49.00	\$63.00	\$56.00	\$63.00
Level 10	Level 8 (Stage Manager, Publicity/Marketing Supervisor, Team Leader – Call Centre)	\$1100.70	\$28.97	\$36.21	\$43.46	\$57.94	\$50.70	\$65.18	\$57.94	\$65.18
2	Technical Manager	\$1216.30	\$32.01	\$40.01	\$48.02	\$64.02	\$56.02	\$72.02	\$64.02	\$72.02

OVERTIME AND PENALTY RATES

Clause	Penalty provision	Weekly employees (% of the minimum weekly hourly rate)	Casual Employees (% of the minimum weekly hourly rate)
21	Work on a public holiday	• 200% of the minimum hourly rate	• 225% of the minimum hourly rate
63.1(a)	Work in excess of rostered hours	• 150% of the minimum hourly rate (first 2 hours) • 200% of the minimum hourly rate (after 2 hours)	
62.1(b)	Work on an RDO	• 150% of the minimum hourly rate (first 4 hours) • 200% of the minimum hourly rate (after 4 hours)	
63.1(c)	Work in excess of weekly total hours	• 150% of the minimum hourly rate	
63.1(d)	Part-time Employees working in excess of 38 hours per week	• 150% of the minimum hourly rate (first 2 hours) • 200% of the minimum hourly rate (after 2 hours) (PART-TIME EMPLOYEES ONLY)	
63.2(b)	Casual Employee working in excess of 8 hours per day		• 175% of the minimum hourly rate (first 2 hours) • 225% of the minimum hourly rate (after 2 hours)
63.2(c)	Casual employee working more than 38 hours		• 175% of the minimum hourly rate (first 4 hours) • 225% of the minimum hourly rate (after 4 hours)
63.3(c)	Working between 12 midnight and 7.00am	• 200% of the minimum hourly rate	• 225% of the minimum hourly rate
63.3(d)	No 10-hour break after previous day working overtime.	• 200% of the minimum hourly rate – until released from work for a 10-hour break	• 225% of the minimum hourly rate – until released from work for a 10-hour break
63.4 (a) – (b)	Work on a Sunday	• 200% of the minimum hourly rate (minimum 4 hours)	• 225% of the minimum hourly rate (minimum 4 hours)
63.4(c)	Overtime worked on a Sunday		• 225% of the minimum hourly rate (minimum 4 hours)

Hours of Work: Clause 61.1 – 61.2

- The ordinary hours of work are between 7.00am and 12midnight from Monday to Sunday.
- Weekly employees: Work a minimum of 4 hours, and maximum of 12 hours each day
- Casual Employees: Work a minimum of 3 hours per day, except for Sunday which is minimum of 4 hours.

Breaks: Clause 62

- Weekly employees working more than **5 hours** without a break are paid:
 - **200% of the minimum hourly rate** for the period which they should have been meal interval
- Casual employees working more than **5 hours** without a break are paid:
 - **225% of the minimum hourly rate** for the period which they should have been meal interval
- Weekly employees receive the following breaks (which may be varied where specific work necessitates it):
 - Lunch – one hour between 12 noon and 3.00pm
 - Dinner – one hour between 5.00pm and 8.00pm
 - Supper – 30 minutes between 10.00pm and midnight
 - Breakfast – one hour between 7.00 am and 9.00 am
- Casual employees working more than 4 hours have minimum meal break of 30 minutes.

Minimum hourly rate means the minimum full-time (weekly rate) divided by 38.

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)	\$812.60	\$21.38	\$26.73
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician)	\$923.10	\$24.29	\$30.36
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$940.90	\$24.76	\$30.95
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$970.30	\$25.53	\$31.91
Level 6	Level 6 (Deputy Heads of Department)	\$999.90	\$26.31	\$32.89
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$1100.70	\$28.00	\$35.00
Level 13	Technical Manager	\$1216.30	\$32.01	\$40.01

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)	\$954.81	\$25.13	\$31.41
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician)	\$1,084.64	\$28.54	\$35.68
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$1,105.56	\$29.09	\$36.36
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$1,140.10	\$30.00	\$37.50
Level 6	Level 6 (Deputy Heads of Department)	\$1,174.88	\$30.92	\$38.65
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$1,250.20	\$32.90	\$41.13
Level 13	Technical Manager	\$1,429.15	\$37.61	\$47.01

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)	\$812.60	\$21.38	\$26.73
Level 2	Level 2 (Crewing Services Employee)	\$880.10	\$23.16	\$28.95

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	AMOUNT
14.2(b)	Private Vehicle	\$0.91 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> \$3.96 per week for shirts & blouses. \$10.30 per week for other garments.
14.3(b)	Airport Travel	\$46.29 maximum for any single trip.
14.3(c) to (i)	Travelling Allowance (Accommodation, Meals & Incidentals)	<p>Accommodation cash allowance: Employee does not accept employer provided accommodation:</p> <ul style="list-style-type: none"> • \$187.63 per night (1 to 4 days) • \$143.14 per night up to \$715.81 per week (5 days or more) <p>Accommodation reimbursement: Employer does not provide accommodation (weekly amount):</p> <ul style="list-style-type: none"> • Sydney and Melbourne - \$1433.00 • Adelaide, Hobart, Perth, Brisbane - \$1011.18 • Canberra - \$1232.00 • Other places - \$942.60 <p>Meals while travelling:</p> <ul style="list-style-type: none"> • 1 to 4 days - \$30.57 per meal • One Week (5 working days or more) of travel \$310.06 per week or \$62.01 per day in a broken week <p>Incidentals while travelling:</p> <ul style="list-style-type: none"> • only payable for a period of travel that is one week (5 working days) or more: \$88.76 per week or \$17.75 per day in a broken week <p><i>Total Weekly Meals & Incidentals: up to a maximum of \$398.82 per week.</i></p> <p>TOTAL WEEKLY: up to a maximum of \$1114.63 per week.</p>
60.2(a)	Transmission or Recording Allowance	\$149.60 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	\$19.66 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	\$19.66 per meal if working 2 back to back performances
60.3(b)(i)-(iii)	Tools & Equipment	\$10.32 per week to Heads of Departments and \$1.06 per day to other employees required to supply basic tools (limited to a hammer, brace/punch driver and wrench).