

Level 1, 15-17 Queen Street Melbourne Victoria 3000 T 61 3 8614 2000 F 61 3 9614 1166 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 2023

UPDATE WAGES SUMMARY 11 PERFORMERS & COMPANY DANCERS

CLASSIFICATION			w	EEKLY EMPLOY	'EES	CASUAL EN	APLOYEES (25%)
			v	/eekly	Hourly	Per Performance	Rehearsals (per hour)
Performer Category 1	Performer Grade 1	Adult	•	\$1085.65	\$28.55	\$216.17	\$47.76 (\$23.88 each subsequent half hour or part thereof)
	Live	14 years	On tour	\$1085.65	\$28.55	N/A	N/A
	Performance Employee Level 7	& under	Not on tour	\$488.55	\$12.85	\$102.00	\$21.49
		Over 14	On tour	\$1085.65	\$28.55	N/A	N/A
		years & under 16 years	Not on tour	\$597.10	\$15.70	\$124.65	\$26.27
	Performer Grade 2	Adult		\$1140.70	\$30.02	\$238.13	\$47.76 (\$23.88 each subsequent half hour or part thereof)
	Performance	14 years	On tour	\$1140.70	\$30.02	N/A	N/A
	Employee Level 9	& under	Not on tour	\$513.32	\$13.50	\$107.17	\$21.49
		Over 14	On tour	\$1140.70	\$30.02	N/A	N/A
		years & under 16 years	Not on tour	\$627.40	\$16.51	\$130.97	\$26.27
	Opera Princip Live Performance		evel 11	\$1200.83	\$31.60	\$250.70	\$47.76 (\$23.88 each subsequent half hour or part thereof)
Performer Category 2	Performer	Adult		\$1140.75	\$30.02	\$238.12	\$47.76 (\$22.58 each subsequent half hour or part thereof)
	Live Performance	14 years	On tour	\$1140.75	\$30.02	N/A	N/A
	Employee Level 9	& under	Not on tour	\$513.33	\$13.50	\$107.15	\$21.49
		14 &	On tour	\$1140.75	\$30.02	N/A	N/A
		under 16 years	Not on tour	\$627.40	\$16.51	\$130.97	\$26.27
Supernumeraries	Adult		On tour	\$1085.63	\$28.57	N/A	N/A
			Not on tour	\$619.60 (up to 24 hours)	\$32.16	\$101.48	\$33.83 (min 2 hours)
	14 years & u	nder	On tour	\$1085.63	\$28.57	N/A	N/A
			Not on tour	\$278.82	\$14.68	\$45.68	\$16.09 (min 2 hours)
	14 years & u	nder 16	On tour	\$1085.63	\$28.57	N/A	N/A

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		Not on tour	\$340.78	\$17.94	\$55.80	\$18.60 (min 2 hours)
CLASSIFICATION		W	EEKLY EMPLOY	'EES	CASUAL	EMPLOYEES
Live Performance Employee	Dancer	W	Weekly		Per Performance	Rehearsals (per hour)
	Company Dancer Training Level	\$841	.00 to \$980.10			
Level 7	Company Dancer Level 1		\$1085.63	\$28.57	\$226.62	\$47.76
Level 8	Company Dancer Level 2	\$1125.18		\$29.61	\$234.88	\$47.76
Level 10	Company Dancer Level 3	\$1164.00		\$30.64	\$242.98	\$47.76
Level 11	Company Dancer Level 4	\$1200.79		\$31.60	\$250.67	\$47.76
Level 12	Company Dancer Level 5	\$1241.08		\$32.66	\$259.07	\$47.76
Level 13	Company Dancer Level 6	\$1286.24		\$33.85	\$268.49	\$47.76
Level 14	Company Dancer Level 7		\$1339.64	\$35.26	\$279.65	\$47.76

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UPDATE ALLOWANCES SUMMARY 11

WAGE-RELA	TED ALLOWANCES						
CLAUSE	ALLOWANCE TYPE		AMOUNT				
32.2(a)	Nude Allowance		\$27.36 per week.				
32.2(b)	Assistant Stage Manager		\$53.73 per week.				
32.2(c)	Person in Charge/Driver		\$69.65 per week.				
32.2(f)	Making an Advertisemer	nt —	\$48.76 per hour				
	Television/Radio		\$195.00 (4 hour minimum	payment)			
32.2(h)(i)	UNDERSTUDY		AMOUNT PER WEEK				
	Star role		\$67.46				
	Leading role		\$48.16				
	Supporting role		\$28.95				
	Minor supporting role		\$23.08				
32.2(h)(iii)	UNDERSTUDY PERFORM	ING	AMOUNT PER PERFORMA	NCE			
	Star role		\$144.67				
	Leading role		\$96.32				
	Supporting role		\$57.91				
22 2/1 //:)	Minor supporting role		\$46.17				
32.2(h)(iv)	Dance Captain		\$51.54 per week.				
32.2 (i)(i)	COMPANY DANCER -		\$121.29 per week.				
	Deputy Ballet Mister/Mi	stress					
32.2 (i)(i)	COMPANY DANCER -		\$60.60 per class.				
	Class Supervisor						
	ATED ALLOWANCES						
CLAUSE	ALLOWANCE TYPE	4					
14.2(b)	Private Vehicle			r requests an employee to use their			
			vehicle in the performance				
14.2(c)	Late Night Transport			provides conveyance home.			
14.2(d)(i)-	Laundry Allowance		full time Employees:	Casual Employees (for other			
(ii)	(where uniforms are		veek for shirts &	employees):			
	not laundered by the employer).		1.02 per week for other	<pre>\$3.40 per day up to a maximum of \$15.35 per week</pre>			
14.3(b)	Airport Travel	garments.	kimum for any single trip.	313.33 per week			
14.3(b) 14.3(c) to	Travelling Allowance		lation cash allowance:				
(i)	(Accommodation,		loes not accept employer pr	ovided accommodation:			
(1)	Meals & Incidentals)		O per night (1 to 4 days)	ovided accommodation.			
		•	0 per night up to \$894.63 p	er week (5 days or more)			
		· \$170.5					
		Accommod	lation reimbursement:				
			oes not provide accommoda	ation (weekly amount):			
			and Melbourne - \$1791				
			de, Hobart, Perth, Brisbane -	\$1264			
			rra - \$1540				
		Other	places - \$1178				
		Meals whil	e travelling:				
		• 1 to 4 d	days - \$32.96 per meal				
		One W	eek (5 working days or more	e) of travel			
		\$334.3	\$334.30 per week or \$66.86 per day in a broken week				
			ncidentals while travelling:				
			nly payable for a period of travel that is one week (5 working days) or ore: \$110.93 per week or \$22.19 per day in a broken week				
		Total Week	ly Meals & Incidentals: up to	a maximum of \$445.23 per week.			
		TOTAL WEE	KLY: up to a maximum of \$1	1333.80 per week.			

EXPENSE-RE	LATED 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)	\$21.20 per meal.
34.1(e)	Meal (No break between performances – Performers and Company Dancers)	\$32.96 per meal.



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LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 July 2023 UPDATE WAGES SUMMARY 11

MUSICIANS

Live Performance Employee Level	Classification	Weekly	Employees		Employees loading)
		Per Hour	Per 3 Hour Call	Per Hour	Per 3 Hour Call
9	Musician	\$47.53	\$142.59	\$59.41	\$178.23
	Musician – Instrumentalist playing alone	\$55.85	\$167.56	\$70.24	\$209.45
	Repetiteur (see clause 40.6(b))	N/A	N/A	\$66.84	\$200.53
11	Musician required to accompany artists	\$50.03	\$150.09	\$62.54	\$187.62
	Musician required to accompany artists – Instrumentalist playing alone	\$65.63	\$196.89	\$82.04	\$246.12
14	Principal Musician	\$55.82	\$167.46	\$69.78	\$209.32
	Principal Musician – Instrumentalist playing alone	\$65.59	\$196.76	\$81.99	\$245.96
	Vocalist	\$55.81	\$167.44	\$69.77	\$209.32
	Repetiteur – in ballet, opera or other like company (see clause 40.6(a)	\$35.26 per hour	\$1339.64 per week		
15	Conductor-Leader	\$60.57	\$181.72	\$75.71	\$227.13
	Conductor-Leader of 3+ Musicians	\$68.63	\$205.89	\$85.79	\$257.38
	Leader of Grand Opera etc.	\$66.63	\$189.90	\$83.29	\$264.24

UPDATE ALLOWANCES SUMMARY 11 MUSICIANS

GENERAL ALLOWANCES:

14.2(b)		AMOUNT				
	Private Vehicle	\$0.95 per kilometre where an employed	er 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	r provides conveyance home.			
14.2(d)(i)-(ii)	Laundry Allowance	Weekly or full time Employees:	Casual Employees (for other			
	(where uniforms are	\$4.24 per week for shirts &	employees):			
	not laundered by the	blouses. \$11.02 per week for other	\$3.40 per day up to a maximum of			
	employer).	garments.	\$15.35 per week			
14.3(b)	Airport Travel	\$48.31 maximum for any single trip.	·			
14.3(c) to (i)	Travelling Allowance	Accommodation cash allowance:				
	(Accommodation,	Employee does not accept employer p	rovided accommodation:			
	Meals & Incidentals)	• \$234.50 per night (1 to 4 days)				
		• \$178.90 per night up to \$894.63 p	er week (5 days or more)			
		Accommodation reimbursement:				
		Employer does not provide accommod	lation (weekly amount):			
		• Sydney and Melbourne - \$1791				
		• Adelaide, Hobart, Perth, Brisbane	- \$1264			
		• Canberra - \$1540				
		• Other places - \$1178				
		Meals while travelling:				
		 1 to 4 days - \$32.96 per meal 				
		 One Week (5 working days or mor 	a) of travel			
		• One week (5 working days of mor \$334.30 per week or \$66.86 per d				
		3354.30 per week of 300.80 per d	ay in a broken week			
		Incidentals while travelling:				
		• only payable for a period of travel	that is one week (5 working days) or			
		more: \$110.93 per week or \$22.1	9 per day in a broken week			
		Total Weekly Meals & Incidentals: up t	o a maximum of \$445.23 per week.			
		TOTAL WEEKLY: up to a maximum of \$	1339 86 ner week			

SPECIAL MUSICAN ALLOWANCES:

CLAUSE	ALLOWANCE TYPE	WEEKLY MUSICIANS	CASUAL MUSICIANS
41.2(a)(i)	Doubling – instrument supplied by	Musician:	Musician:
	the Musician	• \$20.67 per instrument per call	• \$25.85 per instrument per call
	(14.5% of minimum call rate per	Musician acc. Artists:	Musician acc. Artists:
	additional instrument per call)	• \$21.76 per instrument per call	• \$27.21 per instrument per call
		Principal Musician:	Principal Musician:
		• \$24.28 per instrument per call	\$30.35 per instrument per call
41.2(a)(i)	Doubling – instrument supplied by	Musician:	Musician:
	Employer	 \$13.55 per instrument per call 	• \$17.07 per instrument per call
	(9.5% of minimum call rate per	Musician acc. Artists:	Musician acc. Artists:
	additional instrument per call)	 \$14.26 per instrument per call 	• \$17.82 per instrument per call
		Principal Musician:	Principal Musician:
		 \$15.90 per instrument per call 	\$19.88 per instrument per call
41.2.(b)	Supply of Music	\$39.80 per week	\$12.94 per call
41.2 (c)	Soloist – performing Solo in orchestra	\$6.97 per instrument per call	\$6.97 per instrument per call

EXPENSE-R	EXPENSE-RELATED ALLOWANCES						
41.3(a)	Upkeep Allowance – employee who supplies one or more instruments	\$1.90 per instrument per call	\$1.90 per instrument per call				
41.3(b)	Supply of Harp	\$4.99 per call	\$4.99 per call				
41.3(c)	Supply of Complete Percussion Kit	\$12.09 per week					
44.6(b)	Sunday Travel	\$13.74 in addition to the allowance elsewhere prescribed by this award.	\$13.74 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	\$139.50	25% extra	25% extra per instrument per call		
41.2(f)(ii)	Radio Broadcast	\$150.44	25% extra	25% extra per instrument per call		
41.2(f)(iii)	Simulcast	\$286.76	25% extra			
41.2(f)(iv)	Audio-visual/ visual recording	\$205.97	25% extra	25% extra per instrument per call		
41.2(f)(v)	Audio recording – for which there can be	\$150.44	25% extra	25% extra per instrument per call		
	21 minutes of finished material					



LIVE PERFORMANCE AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 July 2023 UPDATE WAGES & ALLOWANCES SUMMARY 11 PRODUCTION & SUPPORT STAFF Level 1, 15-17 Queen Street Melbourne Victoria 3000 T 61 3 8614 2000 F 61 3 9614 1166 W www.liveperformance.com.au ABN 43 095 907 857

WAGES: PRODUCTION & SUPPORT STAFF

Award Classification	Production & Support Staff Classification	Weekly Rate			Overtime and penalty rates per hour (see clause 63 and table)					
			Rate		150% Weekly hourly rate	Weekly Weekly	175% Weekly hourly rate (applies to causal employees)	225% Weekly hourly Rate (applies to causal employees)	Sunday and Public Holidays Weekly employee	Sunday Public holidays Casual employees
Level 1	Level 1 (Induction/Training)	\$859.30	\$22.61	\$28.27	\$33.92	\$45.22	\$39.57	\$50.88	\$45.22	\$50.88
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)	\$930.70	\$24.49	\$30.61	\$36.74	\$48.98	\$42.86	\$55.10	\$48.98	\$55.11
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)	\$976.18	\$25.69	\$32.11	\$38.54	\$51.37	\$44.95	\$57.79	\$51.37	\$57.79
Level 4	Level 4 (Accounts Clerk, Assistant Projectionist, Scenic Artist, Scheduling/Rostering Clerk)	\$995.00	\$26.18	\$32.73	\$39.28	\$52.37	\$45.82	\$58.91	\$52.37	\$58.91
Level 5	Level 5 (ASM, Board Operator, Experienced Mechanist/Technician, Food & Beverage Manager, Head Fly Operator, Prop Maker, Tailor, Wigs)	\$1026.10	\$27.00	\$33.76	\$40.50	\$54.00	\$47.25	\$60.74	\$54.00	\$60.74
Level 6	Level 6 (Deputy Heads of Department, Front of House Manager, Publicity/Marketing Officer)	\$1057.39	\$27.82	\$34.78	\$41.74	\$55.65	\$48.69	\$62.60	\$55.65	\$62.60
Level 8	Level 7 (Box Office Manager, Event/Marketing Co-ordinator, Heads of Departments, Props Master, Technical Supervisor, Wardrobe Supervisor, Box Office Manager)	\$1125.18	\$29.61	\$37.01	\$44.42	\$59.22	\$51.82	\$66.62	\$59.22	\$66.62
Level 10	Level 8 (Stage Manager, Publicity/Marketing Supervisor, Team Leader – Call Centre)	\$1163.99	\$30.64	\$38.29	\$45.96	\$61.27	\$53.62	\$68.93	\$61.27	\$68.93
Level 12	Technical Manager	\$1286.24	\$33.85	\$42.31	\$50.78	\$67.70	\$62.65	\$80.54	\$67.70	\$76.16

OVERTIME AND PENALTY RATES

Clause	Penalty provision	Weekly employees (% of the <u>minimum weekly</u> hourly rate)	Casual Employees (% of the <u>minimum weekly</u> 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.

Award Classification	Production & Support Staff Classification	Weekly Rate	Hourly Rate	Casual Rate (25%)
Level 1	Level 1 (Induction/Training)	\$859.30	\$22.61	\$28.27
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician	\$976.18	\$25.69	\$32.11
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$995.00	\$26.18	\$32.73
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$1,026.09	\$27.00	\$33.74
Level 6	Level 6 (Deputy Heads of Department)	\$1,057.39	\$27.82	\$34.78
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$1,163.99	\$29.61	\$37.01
Level 13	Technical Manager	\$1,286.24	\$33.85	\$42.31

WAGES: SOUND AND/OR LIGHTING COMPANIES FACTORY EMPLOYEES

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)	\$1,009.71	\$26.57	\$33.22
Level 3	Level 3 (Unqualified Sound and/or Lighting Technician	\$1,147.01	\$30.18	\$37.73
Level 4	Level 4 (Sound and/or Lighting Technician.)	\$1,169.13	\$30.76	\$38.45
Level 5	Level 5 (Experienced Sound and/or Lighting Technician, Experienced Technician)	\$1,205.66	\$31.73	\$39.66
Level 6	Level 6 (Deputy Heads of Department)	\$1,242.44	\$32.70	\$40.87
Level 8	Level 7 (Heads of Departments, Technical Supervisor)	\$1,322.09	\$34.79	\$43.49
Level 13	Technical Manager	\$1,511.33	\$39.77	\$49.71

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)	\$859.30	\$22.61	\$28.27
Level 2	Level 2 (Crewing Services Employee)	\$930.71	\$24.49	\$30.61

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.

CLAUSE	ALLOWANCE TYPE	AMOUNT
14.2(b)	Private Vehicle	\$0.95 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)-	Laundry Allowance	Weekly or full time Employees:
(ii)	(where uniforms are not	\$4.24 per week for shirts & blouses.\$11.02 per week for other garments.
	laundered by the employer).	
14.3(b)	Airport Travel	\$48.31 maximum for any single trip.
14.3(c) to	Travelling Allowance	Accommodation cash allowance:
(i)	(Accommodation, Meals &	Employee does not accept employer provided accommodation:
	Incidentals)	 \$234.50 per night (1 to 4 days)
		 \$178.90 per night up to \$894.63 per week (5 days or more)
		Accommodation reimbursement:
		Employer does not provide accommodation (weekly amount):
		Sydney and Melbourne - \$1791
		Adelaide, Hobart, Perth, Brisbane - \$1264
		• Canberra - \$1540
		Other places - \$1178
		Meals while travelling:
		• 1 to 4 days - \$32.96 per meal
		One Week (5 working days or more) of travel
		\$334.30 per week or \$66.86 per day in a broken week
		Incidentals while travelling:
		 only payable for a period of travel that is one week (5 working days) or more: \$110.93 per week or \$22.19 per day in a broken week
		Total Weekly Meals & Incidentals: up to a maximum of \$445.23 per week.
		TOTAL WEEKLY: up to a maximum of \$1339.86 per week.
60.2(a)	Transmission or Recording	\$158.21 per recording or transmission (which may take place over a number of
	Allowance	performances) unless an exception applies and 7 days' notice is given (see clause 60.2 (a)(vi)).
60.3(a)(i)	Night Meal Allowance	\$21.20 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	\$21.20 per meal if working 2 back to back performances
60.3(b)(i)-	Tools & Equipment	\$10.78 per week to Heads of Departments and \$1.11 per day to other
(iii)		employees required to supply basic tools (limited to a hammer, brace/punch
		driver and wrench).