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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 PERFORMERS & COMPANY DANCERS

| CLASSIFICATION | | | WEEKLY EMPLOYEES | | | CASUAL EMPLOYEES (25%) | | | |
|----------------------|--|--|------------------|------------------------------|-----------|------------------------|--------------------------|--|--|
| | | | Weekly | | Hourly | Per Performance | Rehearsals (per hour) | | |
| Performer Category 1 | Performer Grade 1 Live Performance Employee Level 7 | Adult | | | \$1085.65 | \$28.55 | \$216.17 | \$47.76 ((\$23.88 each subsequent half hour or part thereof)) | |
| | | 14 years & under | On tour | \$1085.65 | \$28.55 | N/A | N/A | | |
| | | | Not on tour | \$488.55 | \$12.85 | \$102.00 | \$21.49 | | |
| | | Over 14 years & under 16 years | On tour | \$1085.65 | \$28.55 | N/A | N/A | | |
| | Not on tour | | \$597.10 | \$15.70 | \$124.65 | \$26.27 | | | |
| | Performer Grade 2 Live Performance Employee Level 9 | Adult | | | \$1140.70 | \$30.02 | \$238.13 | \$47.76 ((\$23.88 each subsequent half hour or part thereof)) | |
| | | 14 years & under | On tour | \$1140.70 | \$30.02 | N/A | N/A | | |
| | | | Not on tour | \$513.32 | \$13.50 | \$107.17 | \$21.49 | | |
| | | Over 14 years & under 16 years | On tour | \$1140.70 | \$30.02 | N/A | N/A | | |
| | Not on tour | | \$627.40 | \$16.51 | \$130.97 | \$26.27 | | | |
| | Opera Principal Live Performance Employee Level 11 | | | | \$1200.83 | \$31.60 | \$250.70 | \$47.76 ((\$23.88 each subsequent half hour or part thereof)) | |
| | Performer Category 2 | Performer Live Performance Employee Level 9 | Adult | | | \$1140.75 | \$30.02 | \$238.12 | \$47.76 ((\$22.58 each subsequent half hour or part thereof)) |
| | | | 14 years & under | On tour | \$1140.75 | \$30.02 | N/A | N/A | |
| Not on tour | | | | \$513.33 | \$13.50 | \$107.15 | \$21.49 | | |
| 14 & under 16 years | | | On tour | \$1140.75 | \$30.02 | N/A | N/A | | |
| | | | 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 & under | | 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 & under 16 | | On tour | \$1085.63 | \$28.57 | N/A | N/A | | |

LIVE PERFORMANCE AWARD 2020

| | | Not on tour | \$340.78 | \$17.94 | \$55.80 | \$18.60 (min 2 hours) |
|---------------------------|-------------------------------|----------------------|----------|------------------|-----------------------|--------------------------|
| CLASSIFICATION | | WEEKLY EMPLOYEES | | CASUAL EMPLOYEES | | |
| Live Performance Employee | Dancer | Weekly | Hourly | 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 | |

UPDATE ALLOWANCES SUMMARY 11

| WAGE-RELATED 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 Advertisement – Television/Radio | \$48.76 per hour \$195.00 (4 hour minimum payment) |
| 32.2(h)(i) | UNDERSTUDY Star role Leading role Supporting role Minor supporting role | AMOUNT PER WEEK \$67.46 \$48.16 \$28.95 \$23.08 |
| 32.2(h)(iii) | UNDERSTUDY PERFORMING Star role Leading role Supporting role Minor supporting role | AMOUNT PER PERFORMANCE \$144.67 \$96.32 \$57.91 \$46.17 |
| 32.2(h)(iv) | Dance Captain | \$51.54 per week. |
| 32.2 (i)(i) | COMPANY DANCER - Deputy Ballet Mister/Mistress | \$121.29 per week. |
| 32.2 (i)(i) | COMPANY DANCER - Class Supervisor | \$60.60 per class. |

| EXPENSE-RELATED ALLOWANCES | | | | |
|--|--|---|--|--|
| 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)-(ii) | Laundry Allowance (where uniforms are not laundered by the employer). | <table border="0"> <tr> <td><i>Weekly or full time Employees:</i> \$4.24 per week for shirts & blouses.\$11.02 per week for other garments.</td> <td><i>Casual Employees (for other employees):</i> \$3.40 per day up to a maximum of \$15.35 per week</td> </tr> </table> | <i>Weekly or full time Employees:</i> \$4.24 per week for shirts & blouses.\$11.02 per week for other garments. | <i>Casual Employees (for other employees):</i> \$3.40 per day up to a maximum of \$15.35 per week |
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| 14.3(b) | Airport Travel | \$48.31 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"> \$234.50 per night (1 to 4 days) \$178.90 per night up to \$894.63 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 - \$1791 Adelaide, Hobart, Perth, Brisbane - \$1264 Canberra - \$1540 Other places - \$1178 <p>Meals while travelling:</p> <ul style="list-style-type: none"> 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 <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: \$110.93 per week or \$22.19 per day in a broken week <p><i>Total Weekly Meals & Incidentals: up to a maximum of \$445.23 per week.</i></p> <p>TOTAL WEEKLY: up to a maximum of \$1339.86 per week.</p> | | |

| 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) | \$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

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UPDATE WAGES SUMMARY 11

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 | \$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:

| EXPENSE-RELATED ALLOWANCES | | | | |
|--|--|---|--|--|
| 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)-(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> \$4.24 per week for shirts & blouses. \$11.02 per week for other garments. </td> <td style="width: 50%; vertical-align: top;"> <i>Casual Employees (for other employees):</i> \$3.40 per day up to a maximum of \$15.35 per week </td> </tr> </table> | <i>Weekly or full time Employees:</i> \$4.24 per week for shirts & blouses. \$11.02 per week for other garments. | <i>Casual Employees (for other employees):</i> \$3.40 per day up to a maximum of \$15.35 per week |
| <i>Weekly or full time Employees:</i> \$4.24 per week for shirts & blouses. \$11.02 per week for other garments. | <i>Casual Employees (for other employees):</i> \$3.40 per day up to a maximum of \$15.35 per week | | | |
| 14.3(b) | Airport Travel | \$48.31 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"> • \$234.50 per night (1 to 4 days) • \$178.90 per night up to \$894.63 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 - \$1791 • Adelaide, Hobart, Perth, Brisbane - \$1264 • Canberra - \$1540 • Other places - \$1178 <p>Meals while travelling:</p> <ul style="list-style-type: none"> • 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 <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: \$110.93 per week or \$22.19 per day in a broken week <p><i>Total Weekly Meals & Incidentals: up to a maximum of \$445.23 per week.</i></p> <p>TOTAL WEEKLY: up to a maximum of \$1339.86 per week.</p> | | |

SPECIAL MUSICIAN ALLOWANCES:

| WAGE-RELATED ALLOWANCES | | | |
|-------------------------|--|---|---|
| CLAUSE | ALLOWANCE TYPE | WEEKLY MUSICIANS | CASUAL MUSICIANS |
| 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 | Musician: <ul style="list-style-type: none"> • \$24.44 per instrument per call Musician acc. Artists: <ul style="list-style-type: none"> • \$25.73 per instrument per call Principal Musician: <ul style="list-style-type: none"> • \$28.70 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 | Musician: <ul style="list-style-type: none"> • \$16.14 per instrument per call Musician acc. Artists: <ul style="list-style-type: none"> • \$16.85 per instrument per call Principal Musician: <ul style="list-style-type: none"> • \$18.80 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-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 21 minutes of finished material | \$150.44 | 25% extra | 25% extra per instrument per call |



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UPDATE WAGES & ALLOWANCES SUMMARY 11

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) | \$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 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) | \$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 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.

ALLOWANCES:

| 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)-(ii) | Laundry Allowance (where uniforms are not laundered by the employer). | <i>Weekly or full time Employees:</i> \$4.24 per week for shirts & blouses. \$11.02 per week for other garments. |
| 14.3(b) | Airport Travel | \$48.31 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"> \$234.50 per night (1 to 4 days) \$178.90 per night up to \$894.63 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 - \$1791 Adelaide, Hobart, Perth, Brisbane - \$1264 Canberra - \$1540 Other places - \$1178 <p>Meals while travelling:</p> <ul style="list-style-type: none"> 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 <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: \$110.93 per week or \$22.19 per day in a broken week <p><i>Total Weekly Meals & Incidentals: up to a maximum of \$445.23 per week.</i></p> <p>TOTAL WEEKLY: up to a maximum of \$1339.86 per week.</p> |
| 60.2(a) | Transmission or Recording Allowance | \$158.21 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 | \$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)-(iii) | Tools & Equipment | \$10.78 per week to Heads of Departments and \$1.11 per day to other employees required to supply basic tools (limited to a hammer, brace/punch driver and wrench). |