



## LIVE PERFORMANCE AWARD 2020

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

### UPDATE WAGES SUMMARY 9 PERFORMERS & COMPANY DANCERS

| CLASSIFICATION      |                     |                                | WEEKLY EMPLOYEES |           | CASUAL EMPLOYEES (25%) |                          |                    |         |
|---------------------|---------------------|--------------------------------|------------------|-----------|------------------------|--------------------------|--------------------|---------|
|                     |                     |                                | Weekly           | Hourly    | Per Performance        | Rehearsals (per hour)    |                    |         |
| Category 1          | Performer Grade 1   | Adult                          |                  | \$981.50  | \$25.83                | \$204.89                 | \$43.18            |         |
|                     |                     | 14 years & under               | On tour          | \$981.50  | \$25.83                | N/A                      | N/A                |         |
|                     |                     |                                | Not on tour      | \$441.68  | \$11.62                | \$92.20                  | \$19.43            |         |
|                     |                     | Over 14 years & under 16 years | On tour          | \$981.50  | \$25.83                | N/A                      | N/A                |         |
|                     |                     |                                | Not on tour      | \$539.83  | \$14.21                | \$112.69                 | \$23.75            |         |
|                     | Performer Grade 2   | Adult                          |                  | \$1031.30 | \$27.14                | \$215.28                 | \$43.18            |         |
|                     |                     | 14 years & under               | On tour          | \$1031.30 | \$27.14                | N/A                      | N/A                |         |
|                     |                     |                                | Not on tour      | \$464.09  | \$12.21                | \$96.88                  | \$19.43            |         |
|                     |                     | Over 14 years & under 16 years | On tour          | \$1031.30 | \$27.14                | N/A                      | N/A                |         |
|                     |                     |                                | Not on tour      | \$567.22  | \$14.93                | \$118.40                 | \$24.09<br>\$23.75 |         |
|                     | Opera Principal     |                                | \$1085.60        | \$28.57   | \$226.62               | \$43.18                  |                    |         |
|                     | Category 2          | Performer                      | Adult            |           | \$1031.30              | \$27.14                  | \$215.28           | \$43.18 |
|                     |                     |                                | 14 years & under | On tour   | \$1031.30              | \$27.14                  | N/A                | N/A     |
| Not on tour         |                     |                                |                  | \$464.09  | \$12.21                | \$96.88                  | \$19.43            |         |
| 14 & under 16 years |                     | On tour                        | \$1031.30        | \$27.14   | N/A                    | N/A                      |                    |         |
|                     |                     | Not on tour                    | \$567.22         | \$14.93   | \$118.40               | \$24.09<br>\$23.75       |                    |         |
|                     |                     | Supernumeraries                | Adult            | On tour   | \$981.50               | \$25.83                  | N/A                | N/A     |
|                     |                     | Not on tour                    | \$545.90         | \$28.73   | \$91.74                | \$30.58<br>(min 2 hours) |                    |         |
| Supernumeraries     | 14 years & under    | On tour                        | \$981.50         | \$25.83   | N/A                    | N/A                      |                    |         |
|                     |                     | Not on tour                    | \$245.66         | \$12.93   | \$41.28                | \$13.76<br>(min 2 hours) |                    |         |
|                     | 14 & under 16 years | On tour                        | \$981.50         | \$25.83   | N/A                    | N/A                      |                    |         |
|                     |                     | Not on tour                    | \$300.25         | \$15.80   | \$50.46                | \$16.82<br>(min 2 hours) |                    |         |

## LIVE PERFORMANCE AWARD 2020

| CLASSIFICATION |                | WEEKLY EMPLOYEES     |         | CASUAL EMPLOYEES (25%) |                       |
|----------------|----------------|----------------------|---------|------------------------|-----------------------|
|                |                | Weekly               | Hourly  | Per Performance        | Rehearsals (per hour) |
| Company Dancer | Training Level | \$755.30 to \$886.00 |         |                        |                       |
|                | Level 1        | \$981.50             | \$25.83 | \$204.89               | \$43.18               |
|                | Level 2        | \$1017.20            | \$26.77 | \$212.34               | \$43.18               |
|                | Level 3        | \$1052.30            | \$27.69 | \$219.67               | \$43.18               |
|                | Level 4        | \$1085.60            | \$28.57 | \$226.62               | \$43.18               |
|                | Level 5        | \$1122.00            | \$29.53 | \$234.22               | \$43.18               |
|                | Level 6        | \$1162.80            | \$30.60 | \$242.73               | \$43.18               |
|                | Level 7        | \$1211.10            | \$31.87 | \$252.82               | \$43.18               |

**UPDATE ALLOWANCES SUMMARY 9**

| <b>WAGE-RELATED ALLOWANCES</b>    |   |  |
|-----------------------------------|---|--|
| <b>CLAUSE</b>                     | <b>ALLOWANCE TYPE</b>   | <b>AMOUNT</b>  |
| 32.2(a)                           | Nude Allowance  | \$24.74 per week.  |
| 32.2(b)                           | Assistant Stage Manager   | \$48.57 per week.  |
| 32.2(c)                           | Person in Charge/Driver   | \$62.97 per week.  |
| 32.2(f)                           | Making an Advertisement – Television/Radio  | \$44.08 per hour<br>\$176.32(4 hour minimum payment)   |
| 32.2(h)(i)                        | <b>UNDERSTUDY</b><br>Star role<br>Leading role<br>Supporting role<br>Minor supporting role            | <b>AMOUNT PER WEEK</b><br>\$60.99<br>\$43.54<br>\$26.18<br>\$20.87   |
| 32.2(h)(iii)                      | <b>UNDERSTUDY PERFORMING</b><br>Star role<br>Leading role<br>Supporting role<br>Minor supporting role | <b>AMOUNT PER PERFORMANCE</b><br>\$130.79<br>\$87.07<br>\$52.35<br>\$41.74   |
| 32.2(h)(iv)                       | Dance Captain   | \$46.59 per week.  |
| 32.2 (i)(i)                       | COMPANY DANCER - Deputy Ballet Mister/Mistress  | \$109.65 per week.   |
| 32.2 (i)(i)                       | COMPANY DANCER - Class Supervisor   | \$54.78 per class.   |
| <b>EXPENSE-RELATED ALLOWANCES</b> |   |  |
| <b>CLAUSE</b>                     | <b>ALLOWANCE TYPE</b>   | <b>AMOUNT</b>  |
| 14.2(b)                           | Private Vehicle   | \$0.85 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><br>\$3.83 per week for shirts & blouses.\$9.95 per week for other garments.<br><i>Casual Employees (for other employees):</i><br>\$3.07 per day up to a maximum of \$13.85 per week  |
| 14.3(b)                           | Airport Travel  | \$43.09 maximum for any single trip.   |
| 14.3(c) to (i)                    | Travelling Allowance (Accommodation, Meals & Incidentals)   | <p><b>Accommodation cash allowance:</b><br/>Employee does not accept employer provided accommodation:</p> <ul style="list-style-type: none"> <li>\$182.67 per night (1 to 4 days)</li> <li>\$139.36 per night up to \$696.90 per week (5 days or more)</li> </ul> <p><b>Accommodation reimbursement:</b><br/>Employer does not provide accommodation (weekly amount):</p> <ul style="list-style-type: none"> <li>Sydney and Melbourne - \$1395.00</li> <li>Adelaide, Hobart, Perth, Brisbane - \$984.47</li> <li>Canberra - \$1199.00</li> <li>Other places - \$917.70</li> </ul> <p><b>Meals while travelling:</b></p> <ul style="list-style-type: none"> <li>1 to 4 days - \$30.05 per meal</li> <li>One Week (5 working days or more) of travel<br/>304.81 per week or \$60.98 per day in a broken week</li> </ul> <p><b>Incidentals while travelling:</b></p> <ul style="list-style-type: none"> <li>only payable for a period of travel that is one week (5 working days) or more: \$86.42 per week or \$17.26 per day in a broken week</li> </ul> <p><i>Total Weekly Meals &amp; Incidentals: up to a maximum of \$391.23 per week.</i></p> <p><b>TOTAL WEEKLY: up to a maximum of \$1088.13 per week.</b></p> |

| <b>EXPENSE-RELATED ALLOWANCES</b> |  |   |
|-----------------------------------|--|---|
| <b>CLAUSE</b>                     | <b>ALLOWANCE TYPE</b>  | <b>AMOUNT</b>   |
| <b>32.3(a)(iv)</b>                | <b>Employee Provides Wardrobe</b>  | <b>\$8.20 per week per item</b> with a minimum payment of <b>\$10.50 per week. \$4.15 per week</b> for shoes. |
| <b>33.2(e)(iv)</b>                | <b>Meal (&lt;2 hrs between performances – Company Dancers)</b>               | <b>\$19.33</b> per meal.  |
| <b>34.1(e)</b>                    | <b>Meal (No break between performances – Performers and Company Dancers)</b> | <b>\$30.05</b> per meal.  |



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## LIVE PERFORMANCE AWARD 2020

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

### UPDATE WAGES SUMMARY 9

#### 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   | \$42.97          | \$128.91           | \$53.71                        | \$161.13        |
|                                 | Musician – Instrumentalist playing alone                                 | \$50.49          | \$151.47           | \$63.11                        | \$189.33        |
|                                 | Repetiteur (see clause 40.6(b))  | N/A              | N/A                | \$60.42                        | \$181.26        |
| 11                              | Musician required to accompany artists                                   | \$45.23          | \$135.69           | \$56.54                        | \$169.62        |
|                                 | Musician required to accompany artists – Instrumentalist playing alone   | \$53.15          | \$159.45           | \$66.44                        | \$199.32        |
| 14                              | Principal Musician   | \$50.46          | \$151.38           | \$63.08                        | \$189.24        |
|                                 | Principal Musician – Instrumentalist playing alone                       | \$59.29          | \$177.87           | \$74.11                        | \$222.33        |
|                                 | Vocalist   | \$50.46          | \$151.38           | \$63.08                        | \$189.24        |
|                                 | Repetiteur – in ballet, opera or other like company (see clause 40.6(a)) | \$31.87 per hour | \$1211.10 per week |                                |                 |
| 15                              | Conductor-Leader   | \$54.76          | \$164.28           | \$68.45                        | \$205.35        |
|                                 | Conductor-Leader of 3+ Musicians   | \$62.04          | \$186.12           | \$77.55                        | \$232.65        |
|                                 | Leader of Grand Opera etc.   | \$60.24          | \$180.72           | \$75.30                        | \$225.90        |

## UPDATE ALLOWANCES SUMMARY 9 MUSICIANS

### SPECIAL MUSICIAN ALLOWANCES:

| GENERAL EXPENSE-RELATED ALLOWANCES   |   |   |  |   |
|--|---|---|--|---|
| CLAUSE   | ALLOWANCE TYPE  | AMOUNT  |  |   |
| 14.2(b)  | Private Vehicle   | <b>\$0.85 per kilometre</b> 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="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> <i>Weekly or full time Employee</i><br/> <b>\$3.83</b> per week for shirts &amp; blouses.<br/> <b>\$9.95</b> per week for other garments.es:                 </td> <td style="width: 50%; vertical-align: top;"> <i>Casual Employees (for other employees):</i><br/> <b>\$3.07</b> per day up to a maximum of<br/> <b>\$13.85</b> per week                 </td> </tr> </table>   | <i>Weekly or full time Employee</i><br><b>\$3.83</b> per week for shirts & blouses.<br><b>\$9.95</b> per week for other garments.es: | <i>Casual Employees (for other employees):</i><br><b>\$3.07</b> per day up to a maximum of<br><b>\$13.85</b> per week |
| <i>Weekly or full time Employee</i><br><b>\$3.83</b> per week for shirts & blouses.<br><b>\$9.95</b> per week for other garments.es: | <i>Casual Employees (for other employees):</i><br><b>\$3.07</b> per day up to a maximum of<br><b>\$13.85</b> per week |   |  |   |
| 14.3(b)  | Airport Travel  | <b>\$43.09</b> maximum for any single trip.   |  |   |
| 14.3(c) to (i)   | Travelling Allowance (Accommodation, Meals & Incidentals)   | <p><b>Accommodation cash allowance:</b><br/>Employee does not accept employer provided accommodation:</p> <ul style="list-style-type: none"> <li>• <b>\$182.67 per night</b> (1 to 4 days)</li> <li>• <b>\$139.36 per night up to \$696.90 per week</b> (5 days or more)</li> </ul> <p><b>Accommodation reimbursement:</b><br/>Employer does not provide accommodation (weekly amount):</p> <ul style="list-style-type: none"> <li>• Sydney and Melbourne - <b>\$1395.00</b></li> <li>• Adelaide, Hobart, Perth, Brisbane - <b>\$984.47</b></li> <li>• Canberra - <b>\$1199.00</b></li> <li>• Other places - <b>\$917.70</b></li> </ul> <p><b>Meals while travelling:</b></p> <ul style="list-style-type: none"> <li>• 1 to 4 days - <b>\$30.05 per meal</b></li> <li>• One Week (5 working days or more) of travel<br/><b>304.81 per week or \$60.98 per day</b> in a broken week</li> </ul> <p><b>Incidentals while travelling:</b></p> <ul style="list-style-type: none"> <li>• only payable for a period of travel that is one week (5 working days) or more:<br/><b>\$86.42 per week or \$17.26 per day</b> in a broken week</li> </ul> <p><i>Total Weekly Meals &amp; Incidentals: up to a maximum of \$391.23 per week.</i></p> <p><b>TOTAL WEEKLY: up to a maximum of \$1088.13 per week.</b></p> |  |   |

### GENERAL 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) | <p><b>Musician:</b></p> <ul style="list-style-type: none"> <li>• <b>\$18.69</b> per instrument per call</li> </ul> <p><b>Musician acc. Artists:</b></p> <ul style="list-style-type: none"> <li>• <b>\$19.68</b> per instrument per call</li> </ul> <p><b>Principal Musician:</b></p> <ul style="list-style-type: none"> <li>• <b>\$21.95</b> per instrument per call</li> </ul> |                                     |
| 41.2(a)(i)              | Doubling – instrument supplied by Employer (9.5% of minimum call rate per additional instrument per call)      | <p><b>Musician:</b></p> <ul style="list-style-type: none"> <li>• <b>\$12.25</b> per instrument per call</li> </ul> <p><b>Musician acc. Artists:</b></p> <ul style="list-style-type: none"> <li>• <b>\$12.89</b> per instrument per call</li> </ul> <p><b>Principal Musician:</b></p> <ul style="list-style-type: none"> <li>• <b>\$14.38</b> per instrument per call</li> </ul> |                                     |
| 41.2.(b)                | Supply of Music  | <b>\$11.69</b> for casual musicians   | <b>\$35.98</b> for weekly musicians |

## LIVE PERFORMANCE AWARD 2020

|                                   |   |                                       |   |
|-----------------------------------|---|---------------------------------------|---|
| <b>41.2 (c)</b>                   | <b>Soloist</b> – performing Solo in orchestra                           | <b>\$6.30</b> per instrument per call |   |
| <b>EXPENSE-RELATED ALLOWANCES</b> |   |                                       |   |
| <b>41.3(a)</b>                    | <b>Upkeep Allowance</b> – employee who supplies one or more instruments | <b>\$1.78</b> per instrument per call |   |
| <b>41.3(b)</b>                    | <b>Supply of Harp</b>   | <b>\$4.68</b> per call                | <b>\$29.28</b> per week   |
| <b>41.3(c)</b>                    | <b>Supply of Complete Percussion Kit</b>                                |                                       | <b>\$11.33</b> per week   |
| <b>44.6(b)</b>                    | <b>Sunday Travel</b>  |                                       | <b>\$12.30</b> in addition to the allowance elsewhere prescribed by this award. |

| <b>BROADCASTING &amp; RECORDING FEES</b> |   |                        |                  |  |
|--|---|------------------------|------------------|--|
| <b>CLAUSE</b>                            | <b>ALLOWANCE TYPE</b>   | <b>PER 3 HOUR CALL</b> |                  | <b>LOADING</b>                           |
|  |   | <b>MUSICIAN</b>        | <b>PRINCIPAL</b> | <b>DOUBLING</b>                          |
| <b>41.2(f)(i)</b>                        | <b>Televised Performance</b>  | <b>\$126.11</b>        | <b>25% extra</b> | <b>25% extra</b> per instrument per call |
| <b>41.2(f)(ii)</b>                       | <b>Radio Broadcast</b>  | <b>\$136.00</b>        | <b>25% extra</b> | <b>25% extra</b> per instrument per call |
| <b>41.2(f)(iii)</b>                      | <b>Simulcast</b>  | <b>\$259.24</b>        | <b>25% extra</b> |  |
| <b>41.2(f)(iv)</b>                       | <b>Audio-visual/ visual recording</b>   | <b>\$186.20</b>        | <b>25% extra</b> | <b>25% extra</b> per instrument per call |
| <b>41.2(f)(v)</b>                        | <b>Audio recording</b> – for which there can be 21 minutes of finished material | <b>\$136.00</b>        | <b>25% extra</b> | <b>25% extra</b> per instrument per call |



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# LIVE PERFORMANCE AWARD 2020

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

## UPDATE WAGES & ALLOWANCES SUMMARY 9 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)   | \$772.60    | \$20.33            | \$25.41           | \$30.50  | \$40.66                 | \$35.58   | \$45.74   | \$40.66                                    | \$45.74                                 |
| 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)                                  | \$840.10    | \$22.11            | \$27.64           | \$33.17  | \$44.22                 | \$38.69   | \$49.75   | \$44.22                                    | \$49.75                                 |
| 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) | \$882.50    | \$23.22            | \$29.03           | \$34.83  | \$46.44                 | \$40.64   | \$52.25   | \$46.44                                    | \$52.25                                 |
| Level 4              | Level 4 (Accounts Clerk, Assistant Projectionist, Scenic Artist, Scheduling/Rostering Clerk )  | \$899.50    | \$23.67            | \$29.59           | \$35.51  | \$47.34                 | \$41.42   | \$53.26   | \$47.34                                    | \$53.26                                 |
| Level 5              | Level 5 (ASM, Board Operator, Experienced Mechanist/Technician, Food & Beverage Manager, Head Fly Operator, Prop Maker, Tailor, Wigs)  | \$927.60    | \$24.41            | \$30.51           | \$36.32  | \$48.42                 | \$42.72   | \$54.92   | \$48.42                                    | \$54.92                                 |
| Level 6              | Level 6 (Deputy Heads of Department, Front of House Manager, Publicity/Marketing Officer)  | \$955.90    | \$25.16            | \$31.45           | \$37.74  | \$50.32                 | \$44.03   | \$56.61   | \$50.32                                    | \$56.61                                 |
| Level 8              | Level 7 (Box Office Manager, Event/Marketing Co-ordinator, Heads of Departments, Props Master, Technical Supervisor, Wardrobe Supervisor, Box Office Manager)  | \$1017.20   | \$26.77            | \$33.46           | \$40.16  | \$53.54                 | \$46.85   | \$60.23   | \$53.54                                    | \$60.23                                 |
| Level 10             | Level 8 (Stage Manager, Publicity/Marketing Supervisor, Team Leader – Call Centre)   | \$1052.30   | \$27.69            | \$34.61           | \$41.54  | \$55.38                 | \$48.46   | \$62.30   | \$55.38                                    | \$62.30                                 |
| Level 13             | Technical Manager  | \$1162.80   | \$30.60            | \$38.25           | \$45.90  | \$61.20                 | \$53.55   | \$68.85   | \$61.20                                    | \$68.85                                 |



**OVERTIME AND PENALTY RATES**

| Clause         | Penalty provision   | Weekly employees<br>(% of the <b>minimum weekly hourly rate</b> )   | Casual Employees<br>(% of the <b>minimum weekly hourly rate</b> )  |
|----------------|---|---|--|
| 21             | <b>Work on a public holiday</b>                                   | • <b>200%</b> of the minimum hourly rate  | • <b>225%</b> of the minimum hourly rate   |
| 63.1(a)        | <b>Work in excess of rostered hours</b>                           | • <b>150%</b> of the minimum hourly rate (first 2 hours)<br>• <b>200%</b> of the minimum hourly rate (after 2 hours)                                      |  |
| 62.1(b)        | <b>Work on an RDO</b>   | • <b>150%</b> of the minimum hourly rate (first 4 hours)<br>• <b>200%</b> of the minimum hourly rate (after 4 hours)                                      |  |
| 63.1(c)        | <b>Work in excess of weekly total hours</b>                       | • <b>150%</b> of the minimum hourly rate  |  |
| 63.1(d)        | <b>Part-time Employees working in excess of 38 hours per week</b> | • <b>150%</b> of the minimum hourly rate (first 2 hours)<br>• <b>200%</b> of the minimum hourly rate (after 2 hours)<br><b>(PART-TIME EMPLOYEES ONLY)</b> |  |
| 63.2(b)        | <b>Casual Employee working in excess of 8 hours per day</b>       |   | • <b>175%</b> of the minimum hourly rate (first 2 hours)<br>• <b>225%</b> of the minimum hourly rate (after 2 hours) |
| 63.2(c)        | <b>Casual employee working more than 38 hours</b>                 |   | • <b>175%</b> of the minimum hourly rate (first 4 hours)<br>• <b>225%</b> of the minimum hourly rate (after 4 hours) |
| 63.3(c)        | <b>Working between 12 midnight and 7.00am</b>                     | • <b>200%</b> of the minimum hourly rate  | • <b>225%</b> of the minimum hourly rate   |
| 63.3(d)        | <b>No 10-hour break after previous day working overtime.</b>      | • <b>200%</b> of the minimum hourly rate – until released from work for a 10-hour break   | • <b>225%</b> of the minimum hourly rate – until released from work for a 10-hour break                              |
| 63.4 (a) – (b) | <b>Work on a Sunday</b>   | • <b>200%</b> of the minimum hourly rate (minimum 4 hours)  | • <b>225%</b> of the minimum hourly rate (minimum 4 hours)   |
| 63.4(c)        | <b>Overtime worked on a Sunday</b>                                |   | • <b>225%</b> 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<br>(Induction/Training)   | \$772.60    | \$20.33     | \$25.41           |
| Level 3              | Level 3<br>(Unqualified Sound and/or Lighting Technician)                         | \$882.51    | \$23.22     | \$29.03           |
| Level 4              | Level 4<br>(Sound and/or Lighting Technician.)                                    | \$899.50    | \$23.67     | \$29.59           |
| Level 5              | Level 5<br>(Experienced Sound and/or Lighting Technician, Experienced Technician) | \$927.60    | \$24.41     | \$30.51           |
| Level 6              | Level 6<br>(Deputy Heads of Department)   | \$955.90    | \$25.16     | \$31.45           |
| Level 8              | Level 7<br>(Heads of Departments, Technical Supervisor)                           | \$1017.20   | \$26.77     | \$33.46           |
| Level 13             | Technical Manager   | \$1162.80   | \$30.60     | \$38.25           |

**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<br>(Induction/Training)   | \$907.81    | \$23.89     | \$29.86           |
| Level 3              | Level 3<br>(Unqualified Sound and/or Lighting Technician)                         | \$1036.94   | \$27.29     | \$34.11           |
| Level 4              | Level 4<br>(Sound and/or Lighting Technician.)                                    | \$1056.91   | \$27.81     | \$34.76           |
| Level 5              | Level 5<br>(Experienced Sound and/or Lighting Technician, Experienced Technician) | \$1089.93   | \$28.68     | \$35.85           |
| Level 6              | Level 6<br>(Deputy Heads of Department)   | \$1123.18   | \$29.56     | \$36.95           |
| Level 8              | Level 7<br>(Heads of Departments, Technical Supervisor)                           | \$1195.21   | \$31.45     | \$39.31           |
| Level 13             | Technical Manager   | \$1366.29   | \$35.96     | \$44.95           |

**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)              | \$772.60    | \$20.33     | \$25.41           |
| Level 2              | Level 2 (Crewing Services Employee)       | \$840.10    | \$22.11     | \$27.64           |

**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   | <b>\$0.85 per kilometre</b> 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><br><b>\$3.83</b> per week for shirts & blouses. <b>\$9.95</b> per week for other garments.   |
| 14.3(b)          | Airport Travel  | <b>\$43.09</b> maximum for any single trip.  |
| 14.3(c) to (i)   | Travelling Allowance (Accommodation, Meals & Incidentals)             | <p><b>Accommodation cash allowance:</b><br/>Employee does not accept employer provided accommodation:</p> <ul style="list-style-type: none"> <li>• <b>\$182.67 per night</b> (1 to 4 days)</li> <li>• <b>\$139.36 per night</b> up to <b>\$696.90 per week</b> (5 days or more)</li> </ul> <p><b>Accommodation reimbursement:</b><br/>Employer does not provide accommodation (weekly amount):</p> <ul style="list-style-type: none"> <li>• Sydney and Melbourne - <b>\$1395.00</b></li> <li>• Adelaide, Hobart, Perth, Brisbane - <b>\$984.47</b></li> <li>• Canberra - <b>\$1199.00</b></li> <li>• Other places - <b>\$917.70</b></li> </ul> <p><b>Meals while travelling:</b></p> <ul style="list-style-type: none"> <li>• 1 to 4 days - <b>\$30.05 per meal</b></li> <li>• One Week (5 working days or more) of travel<br/><b>304.81 per week or \$60.98 per day</b> in a broken week</li> </ul> <p><b>Incidentals while travelling:</b></p> <ul style="list-style-type: none"> <li>• only payable for a period of travel that is one week (5 working days) or more: <b>\$86.42 per week or \$17.26 per day</b> in a broken week</li> </ul> <p><i>Total Weekly Meals &amp; Incidentals: up to a maximum of \$391.23 per week.</i></p> <p><b>TOTAL WEEKLY: up to a maximum of \$1088.13 per week.</b></p> |
| 60.2(a)          | Transmission or Recording Allowance                                   | <b>\$143.02</b> 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  | <b>\$19.33</b> 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   | <b>\$19.33</b> per meal if working 2 back to back performances   |
| 60.3(b)(i)-(iii) | Tools & Equipment   | <b>\$10.10 per week</b> to Heads of Departments and <b>\$1.04 per day</b> to other employees required to supply basic tools (limited to a hammer, brace/punch driver and wrench).  |