

ANZSCO comprehensive review - consultation round 3

Submission from Live Performance Australia

Introduction

Live Performance Australia (LPA) is pleased to provide this submission into the comprehensive review of Australian and New Zealand Standard Classification of Occupations (ANZSCO).

LPA has reviewed the occupations identified in the following focus areas:

- Arts and recreation
- Television, stage and broadcasting.

This submission provides recommendations for consideration, and only makes comments on those occupations where we believe changes are required. If LPA has not made a comment on an occupation relevant to the live arts and entertainment industry, then it can be assumed that the occupation (and associated description and qualification) is appropriate.

LPA's submission is informed by feedback from its members, including performing arts companies, performing arts venues and commercial theatrical producers.

About Live Performance Australia

LPA is the peak body for Australia's live arts and entertainment industry. Established over 100 years ago in 1917 and registered under the *Fair Work (Registered Organisations) Act 2009*, LPA has approximately 400 Members nationally. We represent commercial and independent producers, music promoters, performing arts companies, venues (performing arts centres, commercial theatres, stadiums and arenas), arts festivals, music festivals and service providers (such as ticketing companies and technical suppliers). Our membership spans from small-medium and not-for-profit organisations to large commercial entities.

LPA has a clear mandate to advocate for and support policy decisions that benefit the sustainability and growth of the live arts and entertainment industry in Australia.

Summary of recommendations

Occupation	Occupation title / description	Skill level	Other comments
1399 Other Specialist Managers			
139911 Arts Administrator or Manager	<p>‘Programming’ is a core function within arts festivals and performing arts venue. Typical job title includes Head of Programming.</p> <p>The Head of Programming curates and oversees the implementation of the artistic program.</p> <p>It is unclear whether occupation code 139911 Arts Administrator or Manager encompasses the programming role.</p>		<p>Alternatively, consider new unique code for ‘Arts Programming Director’.</p> <p>See position descriptions at Attachment A.</p>
211 Arts Professionals			
211112 Dancer or Choreographer		Amend to Skill Level 2, as a Diploma or Advanced Diploma is usually the minimum requirement for dancers.	Separate Dancer and Choreographer – establish unique codes.
211113 Entertainer or Variety Artist	Consider amending the occupation title, as ‘performer’ is often used as an overarching term to describe a person that performs on stage		<p>Consider new unique codes to reflect the diversity of performers:</p> <ul style="list-style-type: none"> • Circus/Physical Theatre performer • Comedian
212 Media Professionals			
212112 Media Producer (excluding Video)	<p>Consider amending occupation title to ‘Screen/Stage Producer’.</p> <p>A stage producer would more commonly be known as (depending upon level of seniority/experience):</p> <ul style="list-style-type: none"> • Executive Producer • Producer • Associate Producer 		

Occupation	Occupation title / description	Skill level	Other comments
212311 Art Director (Film, Television or Stage)	<p>Recommend including additional specialisations:</p> <ul style="list-style-type: none"> Set/Scenic Designer <p>For more information:</p> <ul style="list-style-type: none"> Set designer Jobs and Skills WA What Does A Set Designer Do In Theatre? 		<p>Alternatively, consider new unique code for 'Set/Scenic designer'.</p> <p>See Creatives list:</p> <ul style="list-style-type: none"> Mamma Mia! The Musical The Phantom of the Opera Chicago the Musical
212315 Program Director (Television or Radio)	<p>See comments at 139911 Arts Administrator or Manager.</p> <p>If appropriate, consider expanding this occupation to include programming of live performances.</p>		
212317 Technical Director	<p>A 'Technical Director' is a role in the live performance industry. Consider expanding the definition and description (as currently the description is limited to television and radio) or reflecting this occupation elsewhere.</p> <p>A person in this role would oversee all technical aspects of a live production (including sound, lighting, AV, staging, costumes, props, etc) or performing arts venue.</p> <p>For more information:</p> <ul style="list-style-type: none"> Technical Director Berklee Technical Director AACT 	10+ years industry experience	<p>See Creatives list:</p> <ul style="list-style-type: none"> Mamma Mia! The Musical Miss Saigon

Occupation	Occupation title / description	Skill level	Other comments
212399 Film, Television, Radio and Stage Directors nec	<p>Recommend including additional specialisations:</p> <ul style="list-style-type: none"> • Lighting Director/Designer • Sound Director/Designer <p>Alternatively, consider including the specialisations above as part of 'Art Director' or for a new unique code.</p> <p>For more information:</p> <ul style="list-style-type: none"> • Lighting Designer AACT • Lighting Designer Berklee • What Does A Theatre Lighting Designer Do? • Sound Designer Department of Theatre Arts • Sound Designer AACT • What Does A Sound Designer Do In Theatre? 		<p>See Creatives list:</p> <ul style="list-style-type: none"> • Mamma Mia! The Musical • The Phantom of the Opera • The Picture of Dorian Gray
399 Miscellaneous Technicians and Trade Workers – 3995 Performing Arts Technicians			
399513 Light Technician	<p>Recommend amending occupation title to 'lighting technician'</p> <p>Update description to recognise other roles, which include Floor electrician, dimmer technician, Followspot/Dome operator, lighting programmer/console operator, Repair technician. Electrical licensing applies for specialist repairs of electrical equipment.</p>		See Attachment B
399516 Sound Technician	<p>Update description to recognise other roles, which include Monitor Engineer, Wireless Microphone Technician, System Engineer, Workshop / service technician. Electrical licensing applies for specialist repairs of electrical equipment.</p>		
399515 Musical Instrument Maker or Repair	<p>Piano tuner currently listed as a specialisation. Establish separate unique occupation code.</p>		Please refer to submission from Tasmanian Symphony Orchestra
399599 Performing Arts Technicians nec	<p>Recommend including additional specialisations:</p> <ul style="list-style-type: none"> • Props assistant • Wig/hair/makeup assistant • Costume/Wardrobe assistant (currently classified under 393213 Dressmaker or Tailor) 	AQF Cert III-Diploma, or 3- 5+ years industry experience.	See Attachment C

Occupation	Occupation title / description	Skill level	Other comments
Missing / emerging occupations			
Staging technician	<p>Establish unique code under Unit Group 3995 Performing Arts Technicians.</p> <p>May also be known as staging mechanist or theatre technician.</p> <p>Includes Head and Deputy Head positions.</p> <p>Installs and deinstalls staging and set elements for live theatre production. Wide range of hand & power tools operational knowledge & skills. Operates theatrical flying systems, hand controlled and motorised staging elements. Other roles within the Staging department include Props Master, Automation technician, Set builder, Scenic artist, Stagehand.</p> <p>Specialisations include:</p> <ul style="list-style-type: none"> • Mechanist • Fly Operator • Automation technician <p>For more information:</p> <ul style="list-style-type: none"> • What Does the Automation Department Do? • What Does A Flyperson Do In Theatre? 	<p>AQF Cert III-Diploma or 3-5+ years industry experience.</p> <p>Specialist training & licencing required for work deemed as high-risk work as per construction industry standards.</p>	See Attachments C and D
Entertainment rigger	<p>The occupation code 821711 Construction Rigger currently exists. Consider Entertainment Rigger as a specialisation under ‘Staging technician’.</p> <p>Entertainment riggers are responsible for undertaking rigging related duties to suspend production equipment, (Audio, Lighting, Vision and Staging elements and special effects)</p> <p>Ticketed levels are Doggers, Basic Rigging, Intermediate Rigging & Advanced Riggers. Entertainment rigging includes specialists’ skills in Arenas, Theatres & Circus contexts.</p>	<p>WH&S construction licensing requirements plus + AQF Cert IV Entertainment Industry Rigging Skill Sets (Arena & Theatres) + 3-5 years’ experience</p>	

Occupation	Occupation title / description	Skill level	Other comments
Company/Tour manager	<p>Establish unique code under Unit Group 2123 Film, Television, Radio and Stage Directors.</p> <p>Company managers are broadly responsible for the logistical and administrative operations of a theatrical production, including payroll, contract negotiation, lodging, transport, scheduling, interdepartmental communications, and much more.</p> <p>They work closely with all levels of cast and production staff. They act as a link between the Theatre Manager, the production company and the rest of the company.</p> <p>Tour managers are responsible for overseeing various logistical and managerial aspects of tours for musicians, bands, or entertainment acts. Duties include, logistics coordination, budget management, venue and event coordination, team management, problem solving, artist liaison, documentation/administration, security and safety of touring party.</p> <p>For more information:</p> <ul style="list-style-type: none"> • What Does A Company Manager Do In Theatre? • What Does A Theatre Tour Manager Do? 	AQF Cert IV-Dip or 5+ years of industry experience	See Attachment C
Production manager	<p>Establish unique code under Unit Group 2123 Film, Television, Radio and Stage Directors.</p> <p>Production managers plan, organise, coordinate & oversee installation and deinstallation of production elements. Production managers work closely with venue programmers/presenters and technical crew and have responsibility for scheduling timing of events, liaising with venue and work teams, coordination of transport & logistics for staging live performances & events.</p> <p>For more information:</p> <ul style="list-style-type: none"> • Production Manager (Theater) Berklee • Production Managers Melbourne Theatre Company • What Does A Theatre Production Manager Do? 	Bachelor degree or higher, AQF Cert IV-Diploma or 5+ years of experience.	

Occupation	Occupation title / description	Skill level	Other comments
Wardrobe Manager	<p>Establish unique code under Unit Group 2123 Film, Television, Radio and Stage Directors.</p> <p>Manages wardrobe requirements for live performances. Scheduling team, timings & assigning tasks. Organises dressing, fitting & quick-change room areas.</p> <p>Also known as:</p> <ul style="list-style-type: none"> • Head of wardrobe 	AQF Cert IV- Dip or 5 + years of experience.	See Attachment C
Intimacy Coordinator	<p>This role has been growing in the last five years. People in this role support stage and screen productions in providing a safe, professional process for the choreography of intimate content. They can undertake pre-production script analysis, scene rehearsal and on-set supervision.</p> <p>Potentially, could be considered a specialisation of ‘choreographer’.</p> <p>For more information:</p> <ul style="list-style-type: none"> • Intimacy Coordinators Australia • Intimacy Directors and Coordinators (idcpprofessionals.com) • Intimacy Coordinator - Careers.Broadway 		
Combat/fight Coach	<p>Potentially, could be considered a specialisation of ‘choreographer’.</p> <p>For more information:</p> <ul style="list-style-type: none"> • What Does A Theatre Fight Director Do? 		
Cultural Consultant	<p>The use of cultural consultants is also increasingly common in the live performance industry. The purpose of this role is to ensure that productions (or companies more broadly) are culturally safe. For example, by assessing cultural risks, developing cultural strategies and ensuring that storytelling in the film and live performance industries are culturally sensitive and accurate.</p> <p>For more information:</p> <ul style="list-style-type: none"> • Melbourne Cultural Consultants 		

Occupation	Occupation title / description	Skill level	Other comments
Virtual production specialist	<p>Virtual Reality/Augmented Reality is an emerging technology which is now being integrated into live performances & events. Roles include, projection mapping artists/designers, content creators/designer, interactive experience developers, specialist projection technicians/engineers, virtual production specialists, media server programmers/operators, projection directors/managers, immersive experience curators.</p> <p>The number of people undertaking this role in live production is certain to grow alongside technology enhancement.</p>	AQF training Diploma/Advanced Diploma	