

Pay Guide - Live Performance Award

[MA000081]

Published 26 March 2021

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

Adult

Full-time & part-time

Production and support staff

The rates below include the sound & lighting overtime and penalty allowance.

Touring sound and/or lighting

| Classification | Weekly pay rate | Hourly pay rate |
|--------------------------------|-----------------|-----------------|
| Level 1 (induction / training) | \$845.06 | \$22.24 |
| Level 2 | \$918.85 | \$24.18 |
| Level 3 | \$965.38 | \$25.40 |
| Level 4 | \$983.95 | \$25.90 |
| Level 5 | \$1,014.61 | \$26.70 |
| Level 6 | \$1,045.63 | \$27.52 |
| Level 7 | \$1,112.61 | \$29.28 |
| Level 8 | \$1,150.91 | \$30.29 |
| Technical manager | \$1,271.82 | \$33.46 |

Crewing services

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Sunday | Public holiday | Overtime - more than 12 hours per day - first 2 hours | Overtime - more than 12 hours per day - after 2 hours |
|--------------------------------|-----------------|-----------------|---------|----------------|---|---|
| Level 1 (induction / training) | \$719.20 | \$18.93 | \$37.86 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$782.00 | \$20.58 | \$41.16 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$821.60 | \$21.62 | \$43.24 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$837.40 | \$22.04 | \$44.08 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$863.50 | \$22.72 | \$45.44 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$889.90 | \$23.42 | \$46.84 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$946.90 | \$24.92 | \$49.84 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$979.50 | \$25.78 | \$51.56 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$1,082.40 | \$28.48 | \$56.96 | \$56.96 | \$42.72 | \$56.96 |

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| Classification | Overtime - more than 38 hours per week – full-time | Overtime - more than 38 hours per week - first 2 hours - part-time | Overtime - more than 38 hours per week - after 2 hours - part-time | Overtime - Sunday | Between 6am & 7am | Between 6am & 7am - cleaners | Between 11pm & 6am |
|--------------------------------|--|--|--|-------------------|-------------------|------------------------------|--------------------|
| Level 1 (induction / training) | \$28.40 | \$28.40 | \$37.86 | \$37.86 | \$37.86 | \$22.72 | \$28.87 |
| Level 2 | \$30.87 | \$30.87 | \$41.16 | \$41.16 | \$41.16 | \$24.70 | \$31.38 |
| Level 3 | \$32.43 | \$32.43 | \$43.24 | \$43.24 | \$43.24 | \$25.94 | \$32.97 |
| Level 4 | \$33.06 | \$33.06 | \$44.08 | \$44.08 | \$44.08 | \$26.45 | \$33.61 |
| Level 5 | \$34.08 | \$34.08 | \$45.44 | \$45.44 | \$45.44 | \$27.26 | \$34.65 |
| Level 6 | \$35.13 | \$35.13 | \$46.84 | \$46.84 | \$46.84 | \$28.10 | \$35.72 |
| Level 7 | \$37.38 | \$37.38 | \$49.84 | \$49.84 | \$49.84 | \$29.90 | \$38.00 |
| Level 8 | \$38.67 | \$38.67 | \$51.56 | \$51.56 | \$51.56 | \$30.94 | \$39.31 |
| Technical manager | \$42.72 | \$42.72 | \$56.96 | \$56.96 | \$56.96 | \$34.18 | \$43.43 |

Table 3 of 3

| Classification | Delayed meal break | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts | Overtime - rostered day off - first 4 hours | Overtime - rostered day off - after 4 hours |
|--------------------------------|---------------------------|---|---|---|--|--|
| Level 1 (induction / training) | \$37.86 | \$28.40 | \$47.33 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$41.16 | \$30.87 | \$51.45 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$43.24 | \$32.43 | \$54.05 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$44.08 | \$33.06 | \$55.10 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$45.44 | \$34.08 | \$56.80 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$46.84 | \$35.13 | \$58.55 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$49.84 | \$37.38 | \$62.30 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$51.56 | \$38.67 | \$64.45 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$56.96 | \$42.72 | \$71.20 | \$56.96 | \$42.72 | \$56.96 |

Factory sound and/or lighting

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Sunday | Public holiday | Overtime - more than 12 hours per day - first 2 hours - part-time | Overtime - more than 12 hours per day - after 2 hours - part-time |
|--------------------------------|-----------------|-----------------|---------|----------------|---|---|
| Level 1 (induction / training) | \$719.20 | \$18.93 | \$37.86 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$782.00 | \$20.58 | \$41.16 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$821.60 | \$21.62 | \$43.24 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$837.40 | \$22.04 | \$44.08 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$863.50 | \$22.72 | \$45.44 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$889.90 | \$23.42 | \$46.84 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$946.90 | \$24.92 | \$49.84 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$979.50 | \$25.78 | \$51.56 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$1,082.40 | \$28.48 | \$56.96 | \$56.96 | \$42.72 | \$56.96 |

Table 2 of 3

| Classification | Overtime - more than 38 hours per week - first 2 hours - part-time | Overtime - more than 38 hours per week - after 2 hours - part-time | Overtime - Sunday | Between midnight & 7am - not cleaners | Between midnight & 7am - cleaners |
|--------------------------------|--|--|-------------------|---------------------------------------|-----------------------------------|
| Level 1 (induction / training) | \$28.40 | \$37.86 | \$37.86 | \$37.86 | \$22.72 |
| Level 2 | \$30.87 | \$41.16 | \$41.16 | \$41.16 | \$24.70 |
| Level 3 | \$32.43 | \$43.24 | \$43.24 | \$43.24 | \$25.94 |
| Level 4 | \$33.06 | \$44.08 | \$44.08 | \$44.08 | \$26.45 |
| Level 5 | \$34.08 | \$45.44 | \$45.44 | \$45.44 | \$27.26 |
| Level 6 | \$35.13 | \$46.84 | \$46.84 | \$46.84 | \$28.10 |
| Level 7 | \$37.38 | \$49.84 | \$49.84 | \$49.84 | \$29.90 |
| Level 8 | \$38.67 | \$51.56 | \$51.56 | \$51.56 | \$30.94 |
| Technical manager | \$42.72 | \$56.96 | \$56.96 | \$56.96 | \$34.18 |

Table 3 of 3

| Classification | Delayed meal break | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts | Overtime - rostered day off - first 4 hours | Overtime - rostered day off - after 4 hours |
|--------------------------------|---------------------------|---|---|---|--|--|
| Level 1 (induction / training) | \$37.86 | \$28.40 | \$47.33 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$41.16 | \$30.87 | \$51.45 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$43.24 | \$32.43 | \$54.05 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$44.08 | \$33.06 | \$55.10 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$45.44 | \$34.08 | \$56.80 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$46.84 | \$35.13 | \$58.55 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$49.84 | \$37.38 | \$62.30 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$51.56 | \$38.67 | \$64.45 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$56.96 | \$42.72 | \$71.20 | \$56.96 | \$42.72 | \$56.96 |

Other production and support staff

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Sunday | Public holiday | Overtime - more than 12 hours per day - first 2 hours | Overtime - more than 12 hours per day - after 2 hours |
|--------------------------------|-----------------|-----------------|---------|----------------|---|---|
| Level 1 (induction / training) | \$719.20 | \$18.93 | \$37.86 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$782.00 | \$20.58 | \$41.16 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$821.60 | \$21.62 | \$43.24 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$837.40 | \$22.04 | \$44.08 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$863.50 | \$22.72 | \$45.44 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$889.90 | \$23.42 | \$46.84 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$946.90 | \$24.92 | \$49.84 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$979.50 | \$25.78 | \$51.56 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$1,082.40 | \$28.48 | \$56.96 | \$56.96 | \$42.72 | \$56.96 |

Table 2 of 3

| Classification | Overtime - more than 38 hours per week - full-time | Overtime - more than 38 hours per week - first 2 hours - part-time | Overtime - more than 38 hours per week - after 2 hours - part-time | Overtime - Sunday | Between midnight & 7am - not cleaners | Between midnight & 7am - cleaners | Delayed meal break |
|--------------------------------|--|--|--|-------------------|---------------------------------------|-----------------------------------|--------------------|
| Level 1 (induction / training) | \$28.40 | \$28.40 | \$37.86 | \$37.86 | \$37.86 | \$22.72 | \$37.86 |
| Level 2 | \$30.87 | \$30.87 | \$41.16 | \$41.16 | \$41.16 | \$24.70 | \$41.16 |
| Level 3 | \$32.43 | \$32.43 | \$43.24 | \$43.24 | \$43.24 | \$25.94 | \$43.24 |
| Level 4 | \$33.06 | \$33.06 | \$44.08 | \$44.08 | \$44.08 | \$26.45 | \$44.08 |
| Level 5 | \$34.08 | \$34.08 | \$45.44 | \$45.44 | \$45.44 | \$27.26 | \$45.44 |
| Level 6 | \$35.13 | \$35.13 | \$46.84 | \$46.84 | \$46.84 | \$28.10 | \$46.84 |
| Level 7 | \$37.38 | \$37.38 | \$49.84 | \$49.84 | \$49.84 | \$29.90 | \$49.84 |
| Level 8 | \$38.67 | \$38.67 | \$51.56 | \$51.56 | \$51.56 | \$30.94 | \$51.56 |
| Technical manager | \$42.72 | \$42.72 | \$56.96 | \$56.96 | \$56.96 | \$34.18 | \$56.96 |

Table 3 of 3

| Classification | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts | Overtime - rostered day off - first 4 hours | Overtime - rostered day off - after 4 hours |
|--------------------------------|---|---|---|--|--|
| Level 1 (induction / training) | \$28.40 | \$47.33 | \$37.86 | \$28.40 | \$37.86 |
| Level 2 | \$30.87 | \$51.45 | \$41.16 | \$30.87 | \$41.16 |
| Level 3 | \$32.43 | \$54.05 | \$43.24 | \$32.43 | \$43.24 |
| Level 4 | \$33.06 | \$55.10 | \$44.08 | \$33.06 | \$44.08 |
| Level 5 | \$34.08 | \$56.80 | \$45.44 | \$34.08 | \$45.44 |
| Level 6 | \$35.13 | \$58.55 | \$46.84 | \$35.13 | \$46.84 |
| Level 7 | \$37.38 | \$62.30 | \$49.84 | \$37.38 | \$49.84 |
| Level 8 | \$38.67 | \$64.45 | \$51.56 | \$38.67 | \$51.56 |
| Technical manager | \$42.72 | \$71.20 | \$56.96 | \$42.72 | \$56.96 |

Company dancers and performers

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Sunday - less than 38 hours per week - full-time | Sunday - less than 38 hours per week - part-time | Sunday - more than the weekly hours - full-time | Sunday - more than the weekly hours - part-time | Sunday - travel - first 3 hours - full-time |
|------------------------|-----------------|-----------------|--|--|--|--|---|
| Company dancer level 1 | \$913.70 | \$24.04 | \$152.31 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$304.54 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$75.84 per occasion |
| Company dancer level 2 | \$946.90 | \$24.92 | \$157.85 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$315.60 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$78.59 per occasion |
| Company dancer level 3 | \$979.50 | \$25.78 | \$163.28 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$326.47 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$81.30 per occasion |
| Company dancer level 4 | \$1,010.60 | \$26.59 | \$168.47 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$336.83 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$83.88 per occasion |
| Company dancer level 5 | \$1,044.50 | \$27.49 | \$174.12 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$348.13 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$86.69 per occasion |
| Company dancer level 6 | \$1,082.40 | \$28.48 | \$180.44 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$360.76 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$89.84 per occasion |

| Classification | Weekly pay rate | Hourly pay rate | Sunday - less than 38 hours per week - full-time | Sunday - less than 38 hours per week - part-time | Sunday - more than the weekly hours - full-time | Sunday - more than the weekly hours - part-time | Sunday - travel - first 3 hours - full-time |
|---|------------------------|------------------------|--|--|--|--|--|
| Company dancer level 7 | \$1,127.50 | \$29.67 | \$187.95 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$375.80 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$93.58 per occasion |
| Performer category 1 grade 1 - school tour performances | \$1,005.07 | \$26.44 | \$167.55 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$334.99 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$83.42 per occasion |
| Performer category 1 grade 1 | \$913.70 | \$24.04 | \$152.31 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$304.54 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$75.84 per occasion |
| Performer category 1 grade 2 - school tour performances | \$1,056.00 | \$27.79 | \$176.04 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$351.96 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$87.65 per occasion |
| Performer category 1 grade 2 | \$960.00 | \$25.26 | \$160.03 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$319.97 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$79.68 per occasion |
| Performer category 2 - school tour performances | \$1,056.00 | \$27.79 | \$176.04 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$351.96 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$87.65 per occasion |

| Classification | Weekly pay rate | Hourly pay rate | Sunday - less than 38 hours per week - full-time | Sunday - less than 38 hours per week - part-time | Sunday - more than the weekly hours - full-time | Sunday - more than the weekly hours - part-time | Sunday - travel - first 3 hours - full-time |
|--|------------------------|------------------------|--|--|--|--|--|
| Performer category 2 | \$960.00 | \$25.26 | \$160.03 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$319.97 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$79.68 per occasion |
| Supernumerary - on tour | N/A | \$24.04 | N/A | 1/6 of the weekly wage per performance or three hour rehearsal session | N/A | 1/3 of the weekly wage per performance or three hour rehearsal session | N/A |
| Supernumerary - not on tour | N/A | \$26.75 | N/A | 1/6 of the weekly wage per performance or three hour rehearsal session | N/A | 1/3 of the weekly wage per performance or three hour rehearsal session | N/A |
| Opera principal - school tour performances | \$1,111.66 | \$29.25 | \$185.31 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$370.52 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$92.27 per occasion |
| Opera principal | \$1,010.60 | \$26.59 | \$168.47 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$336.83 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session | \$83.88 per occasion |

Table 2 of 5

| Classification | Sunday - travel - first 3 hours - part-time | Sunday - travel - after 3 hours | Overtime - first 2 hours - company dancers | Overtime - after 2 hours - company dancers | Overtime - first 2 hours - performers | Overtime - after 2 hours - performers | Good Friday, Christmas Day or Labour Day - full-time |
|---|--|--|---|---|--|--|---|
| Company dancer level 1 | 8.3% of the weekly wage per occasion | \$24.04 per ½ hour or part thereof | \$36.06 | \$48.08 | N/A | N/A | \$24.04 per hour plus \$228.43 per day |
| Company dancer level 2 | 8.3% of the weekly wage per occasion | \$24.92 per ½ hour or part thereof | \$37.38 | \$49.84 | N/A | N/A | \$24.92 per hour plus \$236.73 per day |
| Company dancer level 3 | 8.3% of the weekly wage per occasion | \$25.78 per ½ hour or part thereof | \$38.67 | \$51.56 | N/A | N/A | \$25.78 per hour plus \$244.88 per day |
| Company dancer level 4 | 8.3% of the weekly wage per occasion | \$26.59 per ½ hour or part thereof | \$39.89 | \$53.18 | N/A | N/A | \$26.59 per hour plus \$252.65 per day |
| Company dancer level 5 | 8.3% of the weekly wage per occasion | \$27.49 per ½ hour or part thereof | \$41.24 | \$54.98 | N/A | N/A | \$27.49 per hour plus \$261.13 per day |
| Company dancer level 6 | 8.3% of the weekly wage per occasion | \$28.48 per ½ hour or part thereof | \$42.72 | \$56.96 | N/A | N/A | \$28.48 per hour plus \$270.60 per day |
| Company dancer level 7 | 8.3% of the weekly wage per occasion | \$29.67 per ½ hour or part thereof | \$44.51 | \$59.34 | N/A | N/A | \$29.67 per hour plus \$281.88 per day |
| Performer category 1 grade 1 - school tour performances | 8.3% of the weekly wage per occasion | \$26.44 per ½ hour or part thereof | N/A | N/A | \$39.66 | \$52.88 | \$26.44 per hour plus \$251.27 per day |
| Performer category 1 grade 1 | 8.3% of the weekly wage per occasion | \$24.04 per ½ hour or part thereof | N/A | N/A | \$36.06 | \$48.08 | \$24.04 per hour plus \$228.43 per day |
| Performer category 1 grade 2 - school tour performances | 8.3% of the weekly wage per occasion | \$27.79 per ½ hour or part thereof | N/A | N/A | \$41.69 | \$55.58 | \$27.79 per hour plus \$264.00 per day |
| Performer category 1 grade 2 | 8.3% of the weekly wage per occasion | \$25.26 per ½ hour or part thereof | N/A | N/A | \$37.89 | \$50.52 | \$25.26 per hour plus \$240.00 per day |

| Classification | Sunday - travel - first 3 hours - part-time | Sunday - travel - after 3 hours | Overtime - first 2 hours - company dancers | Overtime - after 2 hours - company dancers | Overtime - first 2 hours - performers | Overtime - after 2 hours - performers | Good Friday, Christmas Day or Labour Day - full-time |
|---|--|--|---|---|--|--|---|
| Performer category 2 - school tour performances | 8.3% of the weekly wage per occasion | \$27.79 per ½ hour or part thereof | N/A | N/A | \$41.69 | \$55.58 | \$27.79 per hour plus \$264.00 per day |
| Performer category 2 | 8.3% of the weekly wage per occasion | \$25.26 per ½ hour or part thereof | N/A | N/A | \$37.89 | \$50.52 | \$25.26 per hour plus \$240.00 per day |
| Supernumerary - on tour | 8.3% of the weekly wage per occasion | \$24.04 per ½ hour or part thereof | N/A | N/A | \$36.06 | \$48.08 | N/A |
| Supernumerary - not on tour | 8.3% of the weekly wage per occasion | \$26.75 per ½ hour or part thereof | N/A | N/A | \$40.13 | \$53.50 | N/A |
| Opera principal - school tour performances | 8.3% of the weekly wage per occasion | \$29.25 per ½ hour or part thereof | N/A | N/A | \$43.88 | \$58.50 | \$29.25 per hour plus \$277.92 per day |
| Opera principal | 8.3% of the weekly wage per occasion | \$26.59 per ½ hour or part thereof | N/A | N/A | \$39.89 | \$53.18 | \$26.59 per hour plus \$252.65 per day |

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| Classification | Good Friday, Christmas Day or Labour Day - part-time | Public holiday - full-time | Public holiday - part-time | Extra performance - pantomimes - 9th performance per week - full-time | Extra performance - pantomimes - 9th performance per week - part-time | Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time |
|------------------------|---|--|--|--|--|--|
| Company dancer level 1 | \$24.04 per hour plus 25% of the weekly wage per day | \$24.04 per hour plus \$152.59 per day | \$24.04 per hour plus 16.7% of the weekly wage per day | \$114.21 for the 9th performance per week | 12.5% of the weekly wage | \$57.11 for each performance for the 10th, 11th and 12th performances per week |
| Company dancer level 2 | \$24.92 per hour plus 25% of the weekly wage per day | \$24.92 per hour plus \$158.13 per day | \$24.92 per hour plus 16.7% of the weekly wage per day | \$118.36 for the 9th performance per week | 12.5% of the weekly wage | \$59.18 for each performance for the 10th, 11th and 12th performances per week |

| Classification | Good Friday, Christmas Day or Labour Day - part-time | Public holiday - full-time | Public holiday - part-time | Extra performance - pantomimes - 9th performance per week - full-time | Extra performance - pantomimes - 9th performance per week - part-time | Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time |
|---|---|--|--|--|--|--|
| Company dancer level 3 | \$25.78 per hour plus 25% of the weekly wage per day | \$25.78 per hour plus \$163.58 per day | \$25.78 per hour plus 16.7% of the weekly wage per day | \$122.44 for the 9th performance per week | 12.5% of the weekly wage | \$61.22 for each performance for the 10th, 11th and 12th performances per week |
| Company dancer level 4 | \$26.59 per hour plus 25% of the weekly wage per day | \$26.59 per hour plus \$168.77 per day | \$26.59 per hour plus 16.7% of the weekly wage per day | \$126.33 for the 9th performance per week | 12.5% of the weekly wage | \$63.16 for each performance for the 10th, 11th and 12th performances per week |
| Company dancer level 5 | \$27.49 per hour plus 25% of the weekly wage per day | \$27.49 per hour plus \$174.43 per day | \$27.49 per hour plus 16.7% of the weekly wage per day | \$130.56 for the 9th performance per week | 12.5% of the weekly wage | \$65.28 for each performance for the 10th, 11th and 12th performances per week |
| Company dancer level 6 | \$28.48 per hour plus 25% of the weekly wage per day | \$28.48 per hour plus \$180.76 per day | \$28.48 per hour plus 16.7% of the weekly wage per day | \$135.30 for the 9th performance per week | 12.5% of the weekly wage | \$67.65 for each performance for the 10th, 11th and 12th performances per week |
| Company dancer level 7 | \$29.67 per hour plus 25% of the weekly wage per day | \$29.67 per hour plus \$188.29 per day | \$29.67 per hour plus 16.7% of the weekly wage per day | \$140.94 for the 9th performance per week | 12.5% of the weekly wage | \$70.47 for each performance for the 10th, 11th and 12th performances per week |
| Performer category 1 grade 1 - school tour performances | \$26.44 per hour plus 25% of the weekly wage per day | \$26.44 per hour plus \$167.85 per day | \$26.44 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |
| Performer category 1 grade 1 | \$24.04 per hour plus 25% of the weekly wage per day | \$24.04 per hour plus \$152.59 per day | \$24.04 per hour plus 16.7% of the weekly wage per day | \$114.21 for the 9th performance per week | 12.5% of the weekly wage | \$57.11 for each performance for the 10th, 11th and 12th performances per week |
| Performer category 1 grade 2 - school tour performances | \$27.79 per hour plus 25% of the weekly wage per day | \$27.79 per hour plus \$176.35 per day | \$27.79 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |

| Classification | Good Friday, Christmas Day or Labour Day - part-time | Public holiday - full-time | Public holiday - part-time | Extra performance - pantomimes - 9th performance per week - full-time | Extra performance - pantomimes - 9th performance per week - part-time | Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time |
|---|---|--|--|--|--|--|
| Performer category 1 grade 2 | \$25.26 per hour plus 25% of the weekly wage per day | \$25.26 per hour plus \$160.32 per day | \$25.26 per hour plus 16.7% of the weekly wage per day | \$120.00 for the 9th performance per week | 12.5% of the weekly wage | \$60.00 for each performance for the 10th, 11th and 12th performances per week |
| Performer category 2 - school tour performances | \$27.79 per hour plus 25% of the weekly wage per day | \$27.79 per hour plus \$176.35 per day | \$27.79 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |
| Performer category 2 | \$25.26 per hour plus 25% of the weekly wage per day | \$25.26 per hour plus \$160.32 per day | \$25.26 per hour plus 16.7% of the weekly wage per day | \$120.00 for the 9th performance per week | 12.5% of the weekly wage | \$60.00 for each performance for the 10th, 11th and 12th performances per week |
| Supernumerary - on tour | \$24.04 per hour plus 25% of the weekly wage per day | N/A | \$24.04 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |
| Supernumerary - not on tour | \$26.75 per hour plus 25% of the weekly wage per day | N/A | \$26.75 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |
| Opera principal - school tour performances | \$29.25 per hour plus 25% of the weekly wage per day | \$29.25 per hour plus \$185.65 per day | \$29.25 per hour plus 16.7% of the weekly wage per day | N/A | N/A | N/A |
| Opera principal | \$26.59 per hour plus 25% of the weekly wage per day | \$26.59 per hour plus \$168.77 per day | \$26.59 per hour plus 16.7% of the weekly wage per day | \$126.33 for the 9th performance per week | 12.5% of the weekly wage | \$63.16 for each performance for the 10th, 11th and 12th performances per week |

Table 4 of 5

| Classification | Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time | Extra performance - performances up to 1 hour duration - more than 12 per week - full-time | Extra performance - performances up to 1 hour duration - more than 12 per week - part-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - full-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - part-time | Extra performances on school tours - full-time |
|------------------------|--|---|---|---|---|---|
| Company dancer level 1 | 6.25% of the weekly wage for each performance | \$91.37 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$114.21 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Company dancer level 2 | 6.25% of the weekly wage for each performance | \$94.69 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$118.36 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Company dancer level 3 | 6.25% of the weekly wage for each performance | \$97.95 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$122.44 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Company dancer level 4 | 6.25% of the weekly wage for each performance | \$101.06 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$126.33 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Company dancer level 5 | 6.25% of the weekly wage for each performance | \$104.45 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$130.56 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Company dancer level 6 | 6.25% of the weekly wage for each performance | \$108.24 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$135.30 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |

| Classification | Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time | Extra performance - performances up to 1 hour duration - more than 12 per week - full-time | Extra performance - performances up to 1 hour duration - more than 12 per week - part-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - full-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - part-time | Extra performances on school tours - full-time |
|---|--|---|---|---|---|---|
| Company dancer level 7 | 6.25% of the weekly wage for each performance | \$112.75 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$140.94 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Performer category 1 grade 1 - school tour performances | N/A | N/A | N/A | N/A | N/A | \$100.51 per extra performance |
| Performer category 1 grade 1 | 6.25% of the weekly wage for each performance | \$91.37 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$125.63 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Performer category 1 grade 2 - school tour performances | N/A | N/A | N/A | N/A | N/A | \$105.60 per extra performance |
| Performer category 1 grade 2 | 6.25% of the weekly wage for each performance | \$96.00 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$132.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Performer category 2 - school tour performances | N/A | N/A | N/A | N/A | N/A | \$105.60 per extra performance |
| Performer category 2 | 6.25% of the weekly wage for each performance | \$96.00 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$132.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Supernumerary - on tour | N/A | N/A | 10% of the weekly wage for each performance more than 12 per week | N/A | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |

| Classification | Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time | Extra performance - performances up to 1 hour duration - more than 12 per week - full-time | Extra performance - performances up to 1 hour duration - more than 12 per week - part-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - full-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - part-time | Extra performances on school tours - full-time |
|--|--|---|---|---|---|---|
| Supernumerary - not on tour | N/A | N/A | 10% of the weekly wage for each performance more than 12 per week | N/A | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |
| Opera principal - school tour performances | N/A | N/A | N/A | N/A | N/A | \$111.17 per extra performance |
| Opera principal | 6.25% of the weekly wage for each performance | \$101.06 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$126.33 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A |

Table 5 of 5

| Classification | Extra performances on school tours - part-time | Concurrent productions including pantomime - more than 8 per week - full-time | Concurrent productions including pantomime - more than 8 per week - part-time | Overtime - over an average of 38 hours per week | Performance finishes after 11:30 pm Monday to Saturday | Working through a break or interval |
|------------------------|---|--|--|--|---|--|
| Company dancer level 1 | N/A | \$114.21 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$48.08 | \$36.06 |
| Company dancer level 2 | N/A | \$118.36 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$49.84 | \$37.38 |

| Classification | Extra performances on school tours - part-time | Concurrent productions including pantomime - more than 8 per week - full-time | Concurrent productions including pantomime - more than 8 per week - part-time | Overtime - over an average of 38 hours per week | Performance finishes after 11:30 pm Monday to Saturday | Working through a break or interval |
|---|---|--|--|--|---|--|
| Company dancer level 3 | N/A | \$122.44 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$51.56 | \$38.67 |
| Company dancer level 4 | N/A | \$126.33 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$53.18 | \$39.89 |
| Company dancer level 5 | N/A | \$130.56 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$54.98 | \$41.24 |
| Company dancer level 6 | N/A | \$135.30 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$56.96 | \$42.72 |
| Company dancer level 7 | N/A | \$140.94 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$59.34 | \$44.51 |
| Performer category 1 grade 1 - school tour performances | 10% of the weekly wage per extra performance | N/A | N/A | \$39.66 | N/A | \$39.66 |
| Performer category 1 grade 1 | N/A | \$114.21 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | \$36.06 | N/A | \$36.06 |
| Performer category 1 grade 2 - school tour performances | 10% of the weekly wage per extra performance | N/A | N/A | \$41.69 | N/A | \$41.69 |

| Classification | Extra performances on school tours - part-time | Concurrent productions including pantomime - more than 8 per week - full-time | Concurrent productions including pantomime - more than 8 per week - part-time | Overtime - over an average of 38 hours per week | Performance finishes after 11:30 pm Monday to Saturday | Working through a break or interval |
|---|---|--|--|--|---|--|
| Performer category 1 grade 2 | N/A | \$120.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | \$37.89 | N/A | \$37.89 |
| Performer category 2 - school tour performances | 10% of the weekly wage per extra performance | N/A | N/A | \$41.69 | N/A | \$41.69 |
| Performer category 2 | N/A | \$120.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | \$37.89 | N/A | \$37.89 |
| Supernumerary - on tour | N/A | N/A | 12.5% of the weekly wage for each performance more than 8 hours per week | \$36.06 | N/A | \$36.06 |
| Supernumerary - not on tour | N/A | N/A | 12.5% of the weekly wage for each performance more than 8 hours per week | \$40.13 | N/A | \$40.13 |
| Opera principal - school tour performances | 10% of the weekly wage per extra performance | N/A | N/A | \$43.88 | N/A | \$43.88 |
| Opera principal | N/A | \$126.33 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | \$39.89 | N/A | \$39.89 |

Musicians

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - midnight to 7am | Overtime - Monday to Saturday - between 7am & midnight |
|-------------------------------|-----------------|----------|----------------|----------------------------|--|
| Musician | \$40.00 | \$80.00 | \$80.00 | \$80.00 | \$60.00 |
| Musician accompanying artists | \$42.11 | \$84.22 | \$84.22 | \$84.22 | \$63.17 |
| Opera principal | \$26.59 | \$53.18 | \$53.18 | \$53.18 | \$39.89 |
| Principal musician | \$46.98 | \$93.96 | \$93.96 | \$93.96 | \$70.47 |
| Vocalist | \$29.67 | \$59.34 | \$59.34 | \$59.34 | \$44.51 |
| Conductor - leader | \$50.97 | \$101.94 | \$101.94 | \$101.94 | \$76.46 |

Table 2 of 2

| Classification | Less than 1 hour between calls - midnight to 7am | Less than 1 hour between calls - Monday to Saturday - between 7am and midnight | Playing in specialty entertainments for more than 6 days | Radio broadcast - more than 3 hours | Audio recorded performance - more than 21 minutes of material | More than 2 calls in 1 day |
|-------------------------------|--|--|--|-------------------------------------|---|---|
| Musician | \$80.00 per hour for the second call | \$60.00 per hour for the second call | \$66.68 | \$60.00 | \$60.00 | \$60.00 per hour during the 3rd and later calls |
| Musician accompanying artists | \$84.22 per hour for the second call | \$63.17 per hour for the second call | \$70.20 | \$63.17 | \$63.17 | \$63.17 per hour during the 3rd and later calls |
| Opera principal | \$53.18 per hour for the second call | \$39.89 per hour for the second call | \$44.33 | \$39.89 | \$39.89 | \$39.89 per hour during the 3rd and later calls |
| Principal musician | \$93.96 per hour for the second call | \$70.47 per hour for the second call | \$78.32 | \$70.47 | \$70.47 | \$70.47 per hour during the 3rd and later calls |
| Vocalist | \$59.34 per hour for the second call | \$44.51 per hour for the second call | \$49.46 | \$44.51 | \$44.51 | \$44.51 per hour during the 3rd and later calls |
| Conductor - leader | \$101.94 per hour for the second call | \$76.46 per hour for the second call | \$84.97 | \$76.46 | \$76.46 | \$76.46 per hour during the 3rd and later calls |

Striptease artist

| Classification | Weekly pay rate | Hourly pay rate | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - RDO | Between 7am Sunday & 7am Monday |
|---------------------|-----------------|-----------------|--------------------------|--------------------------|----------------|---------------------------------|
| Bar / waiting staff | \$768.30 | \$20.22 | \$30.33 | \$40.44 | \$40.44 | \$35.39 |
| Performer | \$782.00 | \$20.58 | \$30.87 | \$41.16 | \$41.16 | \$36.02 |

Casual

Production and support staff

The rates below include the sound & lighting overtime and penalty allowance.

Touring sound and/or lighting

| Classification | Hourly pay rate |
|---|------------------------|
| Production and support staff level 1 (induction / training) | \$27.80 |
| Production and support staff level 2 | \$30.23 |
| Production and support staff level 3 | \$31.75 |
| Production and support staff level 4 | \$32.38 |
| Production and support staff level 5 | \$33.38 |
| Production and support staff level 6 | \$34.40 |
| Production and support staff level 7 | \$36.60 |
| Production and support staff level 8 | \$37.86 |
| Technical manager | \$41.83 |

Crewing services

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - more than 38 hours per week - first 4 hours | Overtime - more than 38 hours per week - after 4 hours | Overtime - more than 8 hours per day - first 2 hours | Overtime - more than 8 hours per day - after 2 hours |
|--------------------------------|-----------------|---------|----------------|--|--|--|--|
| Level 1 (induction / training) | \$23.66 | \$42.59 | \$42.59 | \$33.13 | \$42.59 | \$33.13 | \$42.59 |
| Level 2 | \$25.73 | \$46.31 | \$46.31 | \$36.02 | \$46.31 | \$36.02 | \$46.31 |
| Level 3 | \$27.03 | \$48.65 | \$48.65 | \$37.84 | \$48.65 | \$37.84 | \$48.65 |
| Level 4 | \$27.55 | \$49.59 | \$49.59 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Level 5 | \$28.40 | \$51.12 | \$51.12 | \$39.76 | \$51.12 | \$39.76 | \$51.12 |
| Level 6 | \$29.28 | \$52.70 | \$52.70 | \$40.99 | \$52.70 | \$40.99 | \$52.70 |
| Level 7 | \$31.15 | \$56.07 | \$56.07 | \$43.61 | \$56.07 | \$43.61 | \$56.07 |
| Level 8 | \$32.23 | \$58.01 | \$58.01 | \$45.12 | \$58.01 | \$45.12 | \$58.01 |
| Technical manager | \$35.60 | \$64.08 | \$64.08 | \$49.84 | \$64.08 | \$49.84 | \$64.08 |

Table 2 of 2

| Classification | Between 6am & 7am | Between 6am & 7am - cleaners | Between 11pm & 6am | Delayed meal break | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts |
|--------------------------------|-------------------|------------------------------|--------------------|--------------------|--|--|--|
| Level 1 (induction / training) | \$42.59 | \$27.45 | \$33.60 | \$42.59 | \$33.13 | \$52.06 | \$42.59 |
| Level 2 | \$46.31 | \$29.84 | \$36.53 | \$46.31 | \$36.02 | \$56.60 | \$46.31 |
| Level 3 | \$48.65 | \$31.35 | \$38.38 | \$48.65 | \$37.84 | \$59.46 | \$48.65 |
| Level 4 | \$49.59 | \$31.96 | \$39.12 | \$49.59 | \$38.57 | \$60.61 | \$49.59 |
| Level 5 | \$51.12 | \$32.94 | \$40.33 | \$51.12 | \$39.76 | \$62.48 | \$51.12 |
| Level 6 | \$52.70 | \$33.96 | \$41.57 | \$52.70 | \$40.99 | \$64.41 | \$52.70 |
| Level 7 | \$56.07 | \$36.13 | \$44.23 | \$56.07 | \$43.61 | \$68.53 | \$56.07 |
| Level 8 | \$58.01 | \$37.38 | \$45.76 | \$58.01 | \$45.12 | \$70.90 | \$58.01 |
| Technical manager | \$64.08 | \$41.30 | \$50.55 | \$64.08 | \$49.84 | \$78.32 | \$64.08 |

Factory sound and/or lighting

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - more than 38 hours per week - first 4 hours | Overtime - more than 38 hours per week - after 4 hours | Overtime - more than 8 hours per day - first 2 hours | Overtime - more than 8 hours per day - after 2 hours |
|--------------------------------|-----------------|---------|----------------|--|--|--|--|
| Level 1 (induction / training) | \$23.66 | \$42.59 | \$42.59 | \$33.13 | \$42.59 | \$33.13 | \$42.59 |
| Level 2 | \$25.73 | \$46.31 | \$46.31 | \$36.02 | \$46.31 | \$36.02 | \$46.31 |
| Level 3 | \$27.03 | \$48.65 | \$48.65 | \$37.84 | \$48.65 | \$37.84 | \$48.65 |
| Level 4 | \$27.55 | \$49.59 | \$49.59 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Level 5 | \$28.40 | \$51.12 | \$51.12 | \$39.76 | \$51.12 | \$39.76 | \$51.12 |
| Level 6 | \$29.28 | \$52.70 | \$52.70 | \$40.99 | \$52.70 | \$40.99 | \$52.70 |
| Level 7 | \$31.15 | \$56.07 | \$56.07 | \$43.61 | \$56.07 | \$43.61 | \$56.07 |
| Level 8 | \$32.23 | \$58.01 | \$58.01 | \$45.12 | \$58.01 | \$45.12 | \$58.01 |
| Technical manager | \$35.60 | \$64.08 | \$64.08 | \$49.84 | \$64.08 | \$49.84 | \$64.08 |

Table 2 of 2

| Classification | Between midnight & 7am - not cleaners | Between midnight & 7am - cleaners | Delayed meal break | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts |
|--------------------------------|---------------------------------------|-----------------------------------|--------------------|--|--|--|
| Level 1 (induction / training) | \$42.59 | \$27.45 | \$42.59 | \$33.13 | \$52.06 | \$42.59 |
| Level 2 | \$46.31 | \$29.84 | \$46.31 | \$36.02 | \$56.60 | \$46.31 |
| Level 3 | \$48.65 | \$31.35 | \$48.65 | \$37.84 | \$59.46 | \$48.65 |
| Level 4 | \$49.59 | \$31.96 | \$49.59 | \$38.57 | \$60.61 | \$49.59 |
| Level 5 | \$51.12 | \$32.94 | \$51.12 | \$39.76 | \$62.48 | \$51.12 |
| Level 6 | \$52.70 | \$33.96 | \$52.70 | \$40.99 | \$64.41 | \$52.70 |
| Level 7 | \$56.07 | \$36.13 | \$56.07 | \$43.61 | \$68.53 | \$56.07 |
| Level 8 | \$58.01 | \$37.38 | \$58.01 | \$45.12 | \$70.90 | \$58.01 |
| Technical manager | \$64.08 | \$41.30 | \$64.08 | \$49.84 | \$78.32 | \$64.08 |

Other production and support staff

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - more than 38 hours per week - first 4 hours | Overtime - more than 38 hours per week - after 4 hours | Overtime - more than 8 hours per day - first 2 hours | Overtime - more than 8 hours per day - after 2 hours |
|--------------------------------|-----------------|---------|----------------|--|--|--|--|
| Level 1 (induction / training) | \$23.66 | \$42.59 | \$42.59 | \$33.13 | \$42.59 | \$33.13 | \$42.59 |
| Level 2 | \$25.73 | \$46.31 | \$46.31 | \$36.02 | \$46.31 | \$36.02 | \$46.31 |
| Level 3 | \$27.03 | \$48.65 | \$48.65 | \$37.84 | \$48.65 | \$37.84 | \$48.65 |
| Level 4 | \$27.55 | \$49.59 | \$49.59 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Level 5 | \$28.40 | \$51.12 | \$51.12 | \$39.76 | \$51.12 | \$39.76 | \$51.12 |
| Level 6 | \$29.28 | \$52.70 | \$52.70 | \$40.99 | \$52.70 | \$40.99 | \$52.70 |
| Level 7 | \$31.15 | \$56.07 | \$56.07 | \$43.61 | \$56.07 | \$43.61 | \$56.07 |
| Level 8 | \$32.23 | \$58.01 | \$58.01 | \$45.12 | \$58.01 | \$45.12 | \$58.01 |
| Technical manager | \$35.60 | \$64.08 | \$64.08 | \$49.84 | \$64.08 | \$49.84 | \$64.08 |

Table 2 of 2

| Classification | Between midnight & 7am - not cleaners | Between midnight & 7am - cleaners | Delayed meal break | Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday | Delayed meal break - preparation of stage production within 7 days of opening - Sunday | Less than 10 hour break between shifts |
|--------------------------------|---------------------------------------|-----------------------------------|--------------------|--|--|--|
| Level 1 (induction / training) | \$42.59 | \$27.45 | \$42.59 | \$33.13 | \$52.06 | \$42.59 |
| Level 2 | \$46.31 | \$29.84 | \$46.31 | \$36.02 | \$56.60 | \$46.31 |
| Level 3 | \$48.65 | \$31.35 | \$48.65 | \$37.84 | \$59.46 | \$48.65 |
| Level 4 | \$49.59 | \$31.96 | \$49.59 | \$38.57 | \$60.61 | \$49.59 |
| Level 5 | \$51.12 | \$32.94 | \$51.12 | \$39.76 | \$62.48 | \$51.12 |
| Level 6 | \$52.70 | \$33.96 | \$52.70 | \$40.99 | \$64.41 | \$52.70 |
| Level 7 | \$56.07 | \$36.13 | \$56.07 | \$43.61 | \$68.53 | \$56.07 |
| Level 8 | \$58.01 | \$37.38 | \$58.01 | \$45.12 | \$70.90 | \$58.01 |
| Technical manager | \$64.08 | \$41.30 | \$64.08 | \$49.84 | \$78.32 | \$64.08 |

Company dancers and performers

Table 1 of 3

| Classification | Hourly pay rate | Performance rate | Rehearsal rate | Sunday - performance | Sunday - rehearsal |
|---|-----------------|--------------------------|---|--------------------------|--------------------|
| Company dancer level 1 | \$30.05 | \$190.74 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$381.48 per performance | \$80.40 |
| Company dancer level 2 | \$31.15 | \$197.66 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$395.32 per performance | \$80.40 |
| Company dancer level 3 | \$32.23 | \$204.48 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$408.96 per performance | \$80.40 |
| Company dancer level 4 | \$33.24 | \$210.96 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$421.92 per performance | \$80.40 |
| Company dancer level 5 | \$34.36 | \$218.04 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$436.08 per performance | \$80.40 |
| Company dancer level 6 | \$35.60 | \$225.95 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$451.90 per performance | \$80.40 |
| Company dancer level 7 | \$37.09 | \$235.36 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$470.72 per performance | \$80.40 |
| Performer category 1 grade 1 - school tour performances | \$33.05 | \$209.81 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$419.62 per performance | \$80.40 |
| Performer category 1 grade 1 | \$30.05 | \$190.74 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$381.48 per performance | \$80.40 |
| Performer category 1 grade 2 - school tour performances | \$34.74 | \$220.44 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$440.88 per performance | \$80.40 |
| Performer category 1 grade 2 | \$31.58 | \$200.40 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$400.80 per performance | \$80.40 |

| Classification | Hourly pay rate | Performance rate | Rehearsal rate | Sunday - performance | Sunday - rehearsal |
|---|------------------------|--------------------------|---|-----------------------------|---------------------------|
| Performer category 2 - school tour performances | \$34.74 | \$220.44 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$440.88 per performance | \$80.40 |
| Performer category 2 | \$31.58 | \$200.40 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$400.80 per performance | \$80.40 |
| Supernumerary | \$28.47 | N/A | N/A | \$56.94 | \$56.94 |
| Opera principal - school tour performances | \$33.24 | \$210.96 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$421.92 per performance | \$80.40 |
| Opera principal | \$33.24 | \$210.96 per performance | \$40.20 for the first hour or part thereof and \$20.10 for each additional ½ hour or part thereof | \$421.92 per performance | \$80.40 |

Table 2 of 3

| Classification | Public holiday - performance | Public holiday - rehearsal | Late work after 11.30pm - performance - in addition to performance rate | Late work after 11.30pm - rehearsal - in addition to rehearsal rate | Concurrent productions including pantomime - more than 8 per week |
|------------------------|-------------------------------------|-----------------------------------|--|--|--|
| Company dancer level 1 | \$381.48 per performance | \$80.40 | \$15.89 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Company dancer level 2 | \$395.32 per performance | \$80.40 | \$16.47 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Company dancer level 3 | \$408.96 per performance | \$80.40 | \$17.04 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Company dancer level 4 | \$421.92 per performance | \$80.40 | \$17.58 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Company dancer level 5 | \$436.08 per performance | \$80.40 | \$18.17 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |

| Classification | Public holiday - performance | Public holiday - rehearsal | Late work after 11.30pm - performance - in addition to performance rate | Late work after 11.30pm - rehearsal - in addition to rehearsal rate | Concurrent productions including pantomime - more than 8 per week |
|---|-------------------------------------|-----------------------------------|--|--|--|
| Company dancer level 6 | \$451.90 per performance | \$80.40 | \$18.83 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Company dancer level 7 | \$470.72 per performance | \$80.40 | \$19.61 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Performer category 1 grade 1 - school tour performances | \$419.62 per performance | \$80.40 | \$17.48 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | N/A |
| Performer category 1 grade 1 | \$381.48 per performance | \$80.40 | \$15.89 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Performer category 1 grade 2 - school tour performances | \$440.88 per performance | \$80.40 | \$18.37 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | N/A |
| Performer category 1 grade 2 | \$400.80 per performance | \$80.40 | \$16.70 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Performer category 2 - school tour performances | \$440.88 per performance | \$80.40 | \$18.37 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | N/A |
| Performer category 2 | \$400.80 per performance | \$80.40 | \$16.70 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Supernumerary | \$56.94 | \$56.94 | N/A | N/A | 12.5% of the weekly wage for each performance more than 8 hours per week |
| Opera principal - school tour performances | \$421.92 per performance | \$80.40 | \$17.58 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | N/A |
| Opera principal | \$421.92 per performance | \$80.40 | \$17.58 for each ½ hour or part thereof | \$3.35 for each ½ hour or part thereof | 12.5% of the weekly wage for each performance more than 8 hours per week |

Table 3 of 3

| Classification | Extra performance - pantomimes - 9th performance per week | Extra performance - pantomimes - 10th, 11th & 12th performance per week | Extra performance - performances up to 1 hour duration - more than 12 per week | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week | Performance longer than 3 hours | Working through a break or interval |
|---|--|--|---|---|---|--|
| Company dancer level 1 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$42.07 |
| Company dancer level 2 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$43.61 |
| Company dancer level 3 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$45.12 |
| Company dancer level 4 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$46.53 |
| Company dancer level 5 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$48.11 |
| Company dancer level 6 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$49.84 |
| Company dancer level 7 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$51.92 |
| Performer category 1 grade 1 - school tour performances | N/A | N/A | N/A | N/A | \$34.98 for each ½ hour or part thereof | \$46.27 |
| Performer category 1 grade 1 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | \$31.80 for each ½ hour or part thereof | \$42.07 |

| Classification | Extra performance - pantomimes - 9th performance per week | Extra performance - pantomimes - 10th, 11th & 12th performance per week | Extra performance - performances up to 1 hour duration - more than 12 per week | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week | Performance longer than 3 hours | Working through a break or interval |
|---|--|--|---|---|---|--|
| Performer category 1 grade 2 - school tour performances | N/A | N/A | N/A | N/A | \$36.75 for each ½ hour or part thereof | \$48.63 |
| Performer category 1 grade 2 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | \$33.41 for each ½ hour or part thereof | \$44.21 |
| Performer category 2 - school tour performances | N/A | N/A | N/A | N/A | \$36.75 for each ½ hour or part thereof | \$48.63 |
| Performer category 2 | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | \$33.41 for each ½ hour or part thereof | \$44.21 |
| Supernumerary | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance | 12.5% of the weekly wage for each performance more than 8 hours per week | N/A | \$42.71 |
| Opera principal - school tour performances | N/A | N/A | N/A | N/A | \$35.17 for each ½ hour or part thereof | \$51.19 |
| Opera principal | 12.5% of the weekly wage | 6.25% of the weekly wage for each performance | 10% of the weekly wage for each performance more than 12 per week | 12.5% of the weekly wage for each performance more than 8 hours per week | \$35.17 for each ½ hour or part thereof | \$46.53 |

Musician

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - midnight to 7am | Overtime - Monday to Saturday - between 7am & midnight |
|-------------------------------|-----------------|----------|----------------|----------------------------|--|
| Musician | \$50.00 | \$90.00 | \$90.00 | \$90.00 | \$70.00 |
| Musician accompanying artists | \$52.64 | \$94.75 | \$94.75 | \$94.75 | \$73.69 |
| Opera principal | \$33.24 | \$59.83 | \$59.83 | \$59.83 | \$46.53 |
| Principal musician | \$58.73 | \$105.71 | \$105.71 | \$105.71 | \$82.22 |
| Vocalist | \$37.09 | \$66.76 | \$66.76 | \$66.76 | \$51.92 |
| Conductor - leader | \$63.71 | \$114.68 | \$114.68 | \$114.68 | \$89.20 |

Table 2 of 2

| Classification | Less than 1 hour between calls - midnight to 7am | Less than 1 hour between calls - Monday to Saturday - between 7am and midnight | Audio recorded performance - more than 21 minutes of material | More than 2 calls in 1 day | Playing in specialty entertainments for more than 6 days | Radio broadcast - more than 3 hours |
|-------------------------------|--|--|---|---|--|-------------------------------------|
| Musician | \$90.00 per hour for the second call | \$70.00 per hour for the second call | \$70.00 | \$70.00 per hour during the 3rd and later calls | \$76.68 | \$70.00 |
| Musician accompanying artists | \$94.75 per hour for the second call | \$73.69 per hour for the second call | \$73.69 | \$73.69 per hour during the 3rd and later calls | \$80.72 | \$73.69 |
| Opera principal | \$59.83 per hour for the second call | \$46.53 per hour for the second call | \$46.53 | \$46.53 per hour during the 3rd and later calls | \$50.97 | \$46.53 |
| Principal musician | \$105.71 per hour for the second call | \$82.22 per hour for the second call | \$82.22 | \$82.22 per hour during the 3rd and later calls | \$90.06 | \$82.22 |
| Vocalist | \$66.76 per hour for the second call | \$51.92 per hour for the second call | \$51.92 | \$51.92 per hour during the 3rd and later calls | \$56.88 | \$51.92 |
| Conductor - leader | \$114.68 per hour for the second call | \$89.20 per hour for the second call | \$89.20 | \$89.20 per hour during the 3rd and later calls | \$97.71 | \$89.20 |

Striptease artist

| Classification | Hourly pay rate | Between 7am Saturday & 7am Sunday | Between 7am Sunday & 7am Monday | Public holiday |
|-----------------------|------------------------|--|--|-----------------------|
| Bar / waiting staff | \$25.28 | \$30.33 | \$35.39 | \$40.44 |
| Performer | \$25.73 | \$30.87 | \$36.02 | \$41.16 |

Junior - Full-time & part-time - 14 years and under

Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Sunday - less than 38 hours per week - full-time | Sunday - less than 38 hours per week - part-time | Sunday - more than the weekly hours - full-time | Sunday - more than the weekly hours - part-time |
|------------------------------|------------------------|------------------------|---|--|--|--|
| Performer category 1 grade 1 | \$411.17 | \$10.82 | \$68.54 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$137.04 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session |
| Performer category 1 grade 2 | \$432.00 | \$11.37 | \$72.01 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$143.99 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session |

Table 2 of 5

| Classification | Sunday - travel - first 3 hours - full-time | Sunday - travel - first 3 hours - part-time | Sunday - travel - after 3 hours | Overtime - first 2 hours - performers | Overtime - after 2 hours - performers | Good Friday, Christmas Day or Labour Day - full-time |
|------------------------------|--|--|--|--|--|---|
| Performer category 1 grade 1 | \$34.13 per occasion | 8.3% of the weekly wage per occasion | \$10.82 per ½ hour or part thereof | \$16.23 | \$21.64 | \$10.82 per hour plus \$102.79 per day |
| Performer category 1 grade 2 | \$35.86 per occasion | 8.3% of the weekly wage per occasion | \$11.37 per ½ hour or part thereof | \$17.06 | \$22.74 | \$11.37 per hour plus \$108.00 per day |

Table 3 of 5

| Classification | Good Friday, Christmas Day or Labour Day - part-time | Public holiday - full-time | Public holiday - part-time | Extra performance - pantomimes - 9th performance per week - full-time | Extra performance - pantomimes - 9th performance per week - part-time |
|------------------------------|---|---------------------------------------|--|--|--|
| Performer category 1 grade 1 | \$10.82 per hour plus 25% of the weekly wage per day | \$10.82 per hour plus \$68.67 per day | \$10.82 per hour plus 16.7% of the weekly wage per day | \$51.40 for the 9th performance per week | 12.5% of the weekly wage for the 9th performance per week |
| Performer category 1 grade 2 | \$11.37 per hour plus 25% of the weekly wage per day | \$11.37 per hour plus \$72.14 per day | \$11.37 per hour plus 16.7% of the weekly wage per day | \$54.00 for the 9th performance per week | 12.5% of the weekly wage for the 9th performance per week |

Table 4 of 5

| Classification | Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time | Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time | Extra performance - performances up to 1 hour duration - more than 12 per week - full-time | Extra performance - performances up to 1 hour duration - more than 12 per week - part-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - full-time |
|------------------------------|--|--|---|---|---|
| Performer category 1 grade 1 | \$25.70 for each performance for the 10th, 11th and 12th performances per week | 6.25% of the weekly wage for each performance per week | \$41.12 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$51.40 for each performance more than 8 per week |
| Performer category 1 grade 2 | \$27.00 for each performance for the 10th, 11th and 12th performances per week | 6.25% of the weekly wage for each performance per week | \$43.20 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$54.00 for each performance more than 8 per week |

Table 5 of 5

| Classification | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - part-time | Concurrent productions including pantomime - more than 8 per week - full-time | Concurrent productions including pantomime - more than 8 per week - part-time | Overtime - over an average of 38 hours per week | Working through a break or interval |
|------------------------------|---|--|--|--|--|
| Performer category 1 grade 1 | 12.5% of the weekly wage for each performance more than 8 per week | \$51.40 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week | \$16.23 | \$16.23 |
| Performer category 1 grade 2 | 12.5% of the weekly wage for each performance more than 8 per week | \$54.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week | \$17.06 | \$17.06 |

Junior - Full-time & part-time - over 14 years and under 16 years

Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Sunday - less than 38 hours per week - full-time | Sunday - less than 38 hours per week - part-time | Sunday - more than the weekly hours - full-time | Sunday - more than the weekly hours - part-time |
|------------------------------|------------------------|------------------------|---|--|--|--|
| Performer category 1 grade 1 | \$502.54 | \$13.22 | \$83.77 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$167.50 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session |
| Performer category 1 grade 2 | \$528.00 | \$13.89 | \$88.02 per performance or three hour rehearsal session | 1/6 of the weekly wage per performance or three hour rehearsal session | \$175.98 per performance or three hour rehearsal session | 1/3 of the weekly wage per performance or three hour rehearsal session |

Table 2 of 5

| Classification | Sunday - travel - first 3 hours - full-time | Sunday - travel - first 3 hours - part-time | Sunday - travel - after 3 hours | Overtime - first 2 hours - performers | Overtime - after 2 hours - performers | Good Friday, Christmas Day or Labour Day - full-time |
|------------------------------|--|--|--|--|--|---|
| Performer category 1 grade 1 | \$41.71 per occasion | 8.3% of the weekly wage per occasion | \$13.22 per ½ hour or part thereof | \$19.83 | \$26.44 | \$13.22 per hour plus \$125.64 per day |
| Performer category 1 grade 2 | \$43.82 per occasion | 8.3% of the weekly wage per occasion | \$13.89 per ½ hour or part thereof | \$20.84 | \$27.78 | \$13.89 per hour plus \$132.00 per day |

Table 3 of 5

| Classification | Good Friday, Christmas Day or Labour Day - part-time | Public holiday - full-time | Public holiday - part-time | Extra performance - pantomimes - 9th performance per week - full-time | Extra performance - pantomimes - 9th performance per week - part-time |
|------------------------------|---|---------------------------------------|--|--|--|
| Performer category 1 grade 1 | \$13.22 per hour plus 25% of the weekly wage per day | \$13.22 per hour plus \$83.92 per day | \$13.22 per hour plus 16.7% of the weekly wage per day | \$62.82 for the 9th performance per week | 12.5% of the weekly wage for the 9th performance per week |
| Performer category 1 grade 2 | \$13.89 per hour plus 25% of the weekly wage per day | \$13.89 per hour plus \$88.18 per day | \$13.89 per hour plus 16.7% of the weekly wage per day | \$66.00 for the 9th performance per week | 12.5% of the weekly wage for the 9th performance per week |

Table 4 of 5

| Classification | Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time | Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time | Extra performance - performances up to 1 hour duration - more than 12 per week - full-time | Extra performance - performances up to 1 hour duration - more than 12 per week - part-time | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - full-time |
|------------------------------|--|--|---|---|---|
| Performer category 1 grade 1 | \$31.41 for each performance for the 10th, 11th and 12th performances per week | 6.25% of the weekly wage for each performance per week | \$50.25 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$62.82 for each performance more than 8 per week |
| Performer category 1 grade 2 | \$33.00 for each performance for the 10th, 11th and 12th performances per week | 6.25% of the weekly wage for each performance per week | \$52.80 for each performance more than 12 per week | 10% of the weekly wage for each performance more than 12 per week | \$66.00 for each performance more than 8 per week |

Table 5 of 5

| Classification | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week - part-time | Concurrent productions including pantomime - more than 8 per week - full-time | Concurrent productions including pantomime - more than 8 per week - part-time | Overtime - over an average of 38 hours per week | Working through a break or interval |
|------------------------------|---|--|--|--|--|
| Performer category 1 grade 1 | 12.5% of the weekly wage for each performance more than 8 per week | \$62.82 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week | \$19.83 | \$19.83 |
| Performer category 1 grade 2 | 12.5% of the weekly wage for each performance more than 8 per week | \$66.00 for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week | \$20.84 | \$20.84 |

Junior - Casual - 14 years and under

Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 2

| Classification | Hourly pay rate | Sunday - performance | Sunday - rehearsal | Public holiday - performance | Public holiday - rehearsal |
|------------------------------|-----------------|----------------------|--------------------|------------------------------|----------------------------|
| Performer category 1 grade 1 | \$13.53 | \$24.35 | \$24.35 | \$24.35 | \$24.35 |
| Performer category 1 grade 2 | \$14.21 | \$25.58 | \$25.58 | \$25.58 | \$25.58 |

Table 2 of 3

| Classification | Extra performance - pantomimes - 9th performance per week | Extra performance - pantomimes - 10th, 11th & 12th performance per week | Extra performance - performances up to 1 hour duration - more than 12 per week | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week | Concurrent productions including pantomime - more than 8 per week |
|------------------------------|---|---|--|--|--|
| Performer category 1 grade 1 | 12.5% of the weekly wage for the 9th performance per week | 6.25% of the weekly wage for each performance per week | 10% of the weekly wage for each performance more than 12 per week | 12.5% of the weekly wage for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week |
| Performer category 1 grade 2 | 12.5% of the weekly wage for the 9th performance per week | 6.25% of the weekly wage for each performance per week | 10% of the weekly wage for each performance more than 12 per week | 12.5% of the weekly wage for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week |

Table 3 of 3

| Classification | Late work after 11.30pm - performance - in addition to performance rate | Late work after 11.30pm - rehearsal - in addition to rehearsal rate | Performance longer than 3 hours | Working through a break or interval |
|------------------------------|---|---|---|-------------------------------------|
| Performer category 1 grade 1 | \$1.13 for each ½ hour or part thereof | \$1.13 for each ½ hour or part thereof | \$13.53 per hour \$2.26 for each ½ hour or part thereof | \$18.94 |
| Performer category 1 grade 2 | \$1.18 for each ½ hour or part thereof | \$1.18 for each ½ hour or part thereof | \$14.21 per hour \$2.37 for each ½ hour or part thereof | \$19.90 |

Junior - Casual - over 14 years and under 16 years

Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 3

| Classification | Hourly pay rate | Sunday - performance | Sunday - rehearsal | Public holiday - performance | Public holiday - rehearsal |
|------------------------------|-----------------|----------------------|--------------------|------------------------------|----------------------------|
| Performer category 1 grade 1 | \$16.53 | \$29.75 | \$29.75 | \$29.75 | \$29.75 |
| Performer category 1 grade 2 | \$17.36 | \$31.25 | \$31.25 | \$31.25 | \$31.25 |

Table 2 of 3

| Classification | Extra performance - pantomimes - 9th performance per week | Extra performance - pantomimes - 10th, 11th & 12th performance per week | Extra performance - performances up to 1 hour duration - more than 12 per week | Extra performance - substantially whole time productions (not pantomimes) - more than 8 per week | Concurrent productions including pantomime - more than 8 per week |
|------------------------------|---|---|--|--|--|
| Performer category 1 grade 1 | 12.5% of the weekly wage for the 9th performance per week | 6.25% of the weekly wage for each performance per week | 10% of the weekly wage for each performance more than 12 per week | 12.5% of the weekly wage for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week |
| Performer category 1 grade 2 | 12.5% of the weekly wage for the 9th performance per week | 6.25% of the weekly wage for each performance per week | 10% of the weekly wage for each performance more than 12 per week | 12.5% of the weekly wage for each performance more than 8 per week | 12.5% of the weekly wage for each performance more than 8 per week |

Table 3 of 3

| Classification | Late work after 11.30pm - performance - in addition to performance rate | Late work after 11.30pm - rehearsal - in addition to rehearsal rate | Performance longer than 3 hours | Working through a break or interval |
|------------------------------|---|---|---|-------------------------------------|
| Performer category 1 grade 1 | \$1.38 for each ½ hour or part thereof | \$1.38 for each ½ hour or part thereof | \$16.53 per hour \$2.76 for each ½ hour or part thereof | \$23.14 |
| Performer category 1 grade 2 | \$1.45 for each ½ hour or part thereof | \$1.45 for each ½ hour or part thereof | \$17.36 per hour \$2.89 for each ½ hour or part thereof | \$24.31 |

Allowances

*The sound & lighting overtime and penalty allowance has been included in the rates above.

| Allowances | Rate |
|--|---|
| General | |
| Accommodation allowance - provided accommodation not accepted | \$126.40 per night up to a maximum of \$632.08 per week |
| Accommodation allowance - accommodation not provided - Melbourne and Sydney | reimbursement of up to \$1,265.00 per week |
| Accommodation allowance - accommodation not provided - Adelaide, Brisbane, Hobart, Perth | reimbursement of up to \$892.89 per week |
| Accommodation allowance - accommodation not provided - Canberra | reimbursement of up to \$1,087.00 per week |
| Accommodation allowance - accommodation not provided - other | reimbursement of up to \$832.33 per week |
| Expenses reimbursement | reimbursement for authorised expenses |
| Incidentals allowance while travelling | \$15.65 per day up to a maximum of \$78.38 per week |
| Laundry allowance - full-time | \$3.60 per week for blouses and shirts and \$9.36 per week for other garments |
| Laundry allowance - part-time and casual | \$2.89 per day up to a maximum of \$13.03 per week |
| Meal allowance while travelling - not local shows | \$56.68 per day up to a maximum of \$283.33 per week |
| Transport and insurance of luggage & instruments reimbursement | reimbursement for the cost of transport of luggage up to 40 kgs and bulky instruments and insurance for loss, theft or damage |
| Travel reimbursement | reimbursement for the cost of an economy class fare or equivalent to the destination |
| Travel reimbursement - to & from airports | reimbursement for the cost of transport to or from an airport up to a maximum of \$39.51 |
| Vehicle allowance | \$0.78 per km |
| Production and support staff | |
| Meal allowance - back to back performances | \$17.97 for a meal |
| Meal allowance - working after 8am - full-time & part-time | \$17.97 for each meal interval |
| Mechanical property & lights reimbursement | reimbursement for the cost of all mechanical property or light requirements including torches |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 1 (induction / training) | \$3.31 per hour |

| Allowances | Rate |
|---|--|
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 2 | \$3.60 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 3 | \$3.78 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 4 | \$3.86 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 5 | \$3.98 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 6 | \$4.10 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 7 | \$4.36 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - level 8 | \$4.51 per hour |
| * Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Technical manager | \$4.98 per hour |
| Sunday - travel | 10% of the minimum weekly wage per day |
| Tools & equipment allowance - head of department | \$0.25 per hour up to a maximum of \$9.42 per week |
| Tools & equipment allowance - other | \$0.97 per day |
| Transmission or recording allowance | \$133.15 per performance |
| Company dancers and performers | |
| Assistant stage manager allowance (includes supernumeraries) | \$1.19 per hour up to a maximum of \$45.22 per week |
| Dance captain allowance (includes supernumeraries) | \$1.14 per hour |
| Deputy ballet master / mistress allowance - company dancers | \$2.69 per hour |
| Driver / person in charge allowance (includes supernumeraries) | \$1.54 per hour up to a maximum of \$58.62 per week |
| Make-up & shoes reimbursement - not superumeraries | reimbursement for the cost of required shoes and required special body make-up, but not facial make-up |
| Make-up & shoes reimbursement - supernumeraries | reimbursement for the cost of make-up |
| Making an advertisement allowance (includes supernumeraries) | \$41.03 per hour with a minimum payment for 4 hours |

| Allowances | Rate |
|--|---|
| Meal allowance - less than 2 hours break between performances - company dancers | \$17.97 for a meal |
| Meal allowance - less than 2 hours break between performances - performers (including supernumeraries) | \$27.93 for a meal |
| Nude allowance (includes supernumeraries) | \$0.61 per hour up to a maximum of \$23.03 per week |
| Shoe reimbursement - company dancers | reimbursement for the cost of pointe shoes as required, at least 8 pairs of flat ballet shoes per year and appropriate footwear for use on non-dance surfaces where a work is specifically choreographed for such surface |
| Special attendances allowance - employee (includes supernumeraries) | the appropriate rate for a minimum of 2 hours (unless the attendance is required before, during or after a rehearsal or performance) |
| Special attendances allowance - prospective employee (includes supernumeraries) | \$40.20 per hour for a minimum of 3 hours and payment for the cost of travel to any venue or location |
| Supervising classes allowance - dancers | \$51.00 per class |
| Travelling on a public holiday allowance - first 3 hours - dancers - full-time & part-time | 8.3% of the minimum weekly wage per occasion |
| Travelling on a public holiday allowance - after 3 hours - dancers - full-time & part-time | the minimum hourly rate for each 1/2 hour or part thereof |
| Travelling on a public holiday or day off allowance - performers - full-time & part-time | 8.3% of the minimum weekly wage per occasion |
| Understudy allowance - performers (including supernumeraries) - star role | \$56.78 per week for each part understudied |
| Understudy allowance - performers (including supernumeraries) - leading role | \$40.53 per week for each part understudied |
| Understudy allowance - performers (including supernumeraries) - supporting role | \$24.37 per week for each part understudied |
| Understudy allowance - performers (including supernumeraries) - minor supporting role | \$19.43 per week for each part understudied |
| Understudy performance allowance - performers (including supernumeraries) - star role | \$121.76 per performance |
| Understudy performance allowance - performers (including supernumeraries) - leading role | \$81.06 per performance |
| Understudy performance allowance - performers (including supernumeraries) - supporting role | \$48.74 per performance |
| Understudy performance allowance - performers (including supernumeraries) - minor supporting role | \$38.86 per performance |

| Allowances | Rate |
|--|---|
| Wardrobe allowance (includes supernumeraries) | \$8.20 per week for each item, with a minimum payment of \$10.50 per week and an additional \$4.15 per week for each required pair of shoes |
| Musicians | |
| Additional instrument allowance - instrument supplied by employee | \$15.07 per additional instrument per call or 14.5% of the total minimum call rate, whichever is greater |
| Additional instrument allowance - instrument supplied by employer | \$10.89 per additional instrument per call or 9.5% of the total minimum call rate, whichever is greater |
| Audio recorded performance allowance - other | \$126.61 per performance |
| Audio recorded performance allowance - principal | \$158.26 per performance |
| Audio recorded performance allowance - doubling | \$126.61 per performance and 25% of the minimum hourly rate per additional instrument per call |
| Audio recorded performance allowance - overdubbing | an additional minimum call fee |
| Audio-visual or visually recorded performance allowance - others | \$173.34 per performance |
| Audio-visual or visually recorded performance allowance - principal | \$216.68 per performance |
| Audio-visual or visually recorded performance allowance - doubling | \$173.34 per performance and 25% of the minimum hourly rate per additional instrument per call |
| Audio-visual or visually recorded performance allowance - overdubbing | an additional minimum call fee |
| Conductor-leader - 3 or more musicians allowance | \$6.78 per hour |
| Conductor-leader - grand opera, grand ballet, concerts or religious performances allowance | \$5.10 per hour |
| Instrumentalist playing alone allowance | 17.5% of the minimum hourly rate |
| Radio broadcast allowance - other | \$126.61 per performance |
| Radio broadcast allowance - principal | \$158.26 per performance |
| Radio broadcast allowance - doubling | \$126.61 per performance and 25% of the minimum hourly rate per additional instrument per call |
| Radio broadcast allowance - overdubbing | an additional minimum call fee |
| Repetiteur allowance | 12.5% of the minimum hourly rate |
| Setting up time allowance | 25% of the minimum hourly rate per occasion |
| Simulcast (radio & TV single use in Australia) allowance - principal | \$301.68 per performance |
| Simulcast (radio & TV single use in Australia) allowance - other | \$241.34 per performance |

| Allowances | Rate |
|---|--|
| Soloist allowance | \$5.86 per instrument per call |
| Sunday travel | \$11.30 per day |
| Supply own music allowance - full-time and part-time | \$0.29 per hour up to a maximum of \$10.89 per week |
| Supply own music allowance - casual | \$33.50 per call |
| Televised performance allowance - other | \$117.40 per performance |
| Televised performance allowance - principal | \$146.75 per performance |
| Televised performance allowance - doubling | \$243.73 per performance and 25% of the minimum hourly rate per additional instrument per call |
| Televised performance allowance - overdubbing | an additional minimum call fee |
| Upkeep allowance - percussionist providing percussion kit | \$10.56 per week |
| Upkeep allowance - harpist - full-time and part-time | \$29.28 per week |
| Upkeep allowance - harpist - casual | \$4.36 per call |
| Upkeep allowance - other - full-time and part-time | \$13.21 per instrument per week |
| Upkeep allowance - other - casual | \$1.66 per instrument per call |
| Striptease artist | |
| Cancellation without notice allowance | 30% of the amount that would have been paid had the booking not been cancelled |
| Parade allowance | \$27.63 per parade |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.