



Fair Work
OMBUDSMAN

Pay Guide - Live Performance Award

[MA000081]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 November 2021.

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)	\$907.81	\$23.89
Level 2	\$987.12	\$25.98
Level 3	\$1,036.94	\$27.28
Level 4	\$1,056.91	\$27.81
Level 5	\$1,089.93	\$28.68
Level 6	\$1,123.18	\$29.56
Level 7	\$1,195.21	\$31.45
Level 8	\$1,236.45	\$32.54
Technical manager	\$1,366.29	\$35.96

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)	\$772.60	\$20.33	\$40.66	\$40.66	\$30.50	\$40.66
Level 2	\$840.10	\$22.11	\$44.22	\$44.22	\$33.17	\$44.22
Level 3	\$882.50	\$23.22	\$46.44	\$46.44	\$34.83	\$46.44
Level 4	\$899.50	\$23.67	\$47.34	\$47.34	\$35.51	\$47.34
Level 5	\$927.60	\$24.41	\$48.82	\$48.82	\$36.62	\$48.82
Level 6	\$955.90	\$25.16	\$50.32	\$50.32	\$37.74	\$50.32
Level 7	\$1,017.20	\$26.77	\$53.54	\$53.54	\$40.16	\$53.54
Level 8	\$1,052.30	\$27.69	\$55.38	\$55.38	\$41.54	\$55.38
Technical manager	\$1,162.80	\$30.60	\$61.20	\$61.20	\$45.90	\$61.20

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 6am & 7am	Between 6am & 7am - cleaners	Between 11pm & 6am
Level 1 (induction / training)	\$30.50	\$30.50	\$40.66	\$40.66	\$40.66	\$24.40	\$31.00
Level 2	\$33.17	\$33.17	\$44.22	\$44.22	\$44.22	\$26.53	\$33.72
Level 3	\$34.83	\$34.83	\$46.44	\$46.44	\$46.44	\$27.86	\$35.41
Level 4	\$35.51	\$35.51	\$47.34	\$47.34	\$47.34	\$28.40	\$36.10
Level 5	\$36.62	\$36.62	\$48.82	\$48.82	\$48.82	\$29.29	\$37.23
Level 6	\$37.74	\$37.74	\$50.32	\$50.32	\$50.32	\$30.19	\$38.37
Level 7	\$40.16	\$40.16	\$53.54	\$53.54	\$53.54	\$32.12	\$40.82
Level 8	\$41.54	\$41.54	\$55.38	\$55.38	\$55.38	\$33.23	\$42.23
Technical manager	\$45.90	\$45.90	\$61.20	\$61.20	\$61.20	\$36.72	\$46.67

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)	\$40.66	\$30.50	\$50.83	\$40.66	\$30.50	\$40.66
Level 2	\$44.22	\$33.17	\$55.28	\$44.22	\$33.17	\$44.22
Level 3	\$46.44	\$34.83	\$58.05	\$46.44	\$34.83	\$46.44
Level 4	\$47.34	\$35.51	\$59.18	\$47.34	\$35.51	\$47.34
Level 5	\$48.82	\$36.62	\$61.03	\$48.82	\$36.62	\$48.82
Level 6	\$50.32	\$37.74	\$62.90	\$50.32	\$37.74	\$50.32
Level 7	\$53.54	\$40.16	\$66.93	\$53.54	\$40.16	\$53.54
Level 8	\$55.38	\$41.54	\$69.23	\$55.38	\$41.54	\$55.38
Technical manager	\$61.20	\$45.90	\$76.50	\$61.20	\$45.90	\$61.20

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)	\$772.60	\$20.33	\$40.66	\$40.66	\$30.50	\$40.66
Level 2	\$840.10	\$22.11	\$44.22	\$44.22	\$33.17	\$44.22
Level 3	\$882.50	\$23.22	\$46.44	\$46.44	\$34.83	\$46.44
Level 4	\$899.50	\$23.67	\$47.34	\$47.34	\$35.51	\$47.34
Level 5	\$927.60	\$24.41	\$48.82	\$48.82	\$36.62	\$48.82
Level 6	\$955.90	\$25.16	\$50.32	\$50.32	\$37.74	\$50.32
Level 7	\$1,017.20	\$26.77	\$53.54	\$53.54	\$40.16	\$53.54
Level 8	\$1,052.30	\$27.69	\$55.38	\$55.38	\$41.54	\$55.38
Technical manager	\$1,162.80	\$30.60	\$61.20	\$61.20	\$45.90	\$61.20

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)	\$30.50	\$40.66	\$40.66	\$40.66	\$24.40
Level 2	\$33.17	\$44.22	\$44.22	\$44.22	\$26.53
Level 3	\$34.83	\$46.44	\$46.44	\$46.44	\$27.86
Level 4	\$35.51	\$47.34	\$47.34	\$47.34	\$28.40
Level 5	\$36.62	\$48.82	\$48.82	\$48.82	\$29.29
Level 6	\$37.74	\$50.32	\$50.32	\$50.32	\$30.19
Level 7	\$40.16	\$53.54	\$53.54	\$53.54	\$32.12
Level 8	\$41.54	\$55.38	\$55.38	\$55.38	\$33.23
Technical manager	\$45.90	\$61.20	\$61.20	\$61.20	\$36.72

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)	\$40.66	\$30.50	\$50.83	\$40.66	\$30.50	\$40.66
Level 2	\$44.22	\$33.17	\$55.28	\$44.22	\$33.17	\$44.22
Level 3	\$46.44	\$34.83	\$58.05	\$46.44	\$34.83	\$46.44
Level 4	\$47.34	\$35.51	\$59.18	\$47.34	\$35.51	\$47.34
Level 5	\$48.82	\$36.62	\$61.03	\$48.82	\$36.62	\$48.82
Level 6	\$50.32	\$37.74	\$62.90	\$50.32	\$37.74	\$50.32
Level 7	\$53.54	\$40.16	\$66.93	\$53.54	\$40.16	\$53.54
Level 8	\$55.38	\$41.54	\$69.23	\$55.38	\$41.54	\$55.38
Technical manager	\$61.20	\$45.90	\$76.50	\$61.20	\$45.90	\$61.20

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)	\$772.60	\$20.33	\$40.66	\$40.66	\$30.50	\$40.66
Level 2	\$840.10	\$22.11	\$44.22	\$44.22	\$33.17	\$44.22
Level 3	\$882.50	\$23.22	\$46.44	\$46.44	\$34.83	\$46.44
Level 4	\$899.50	\$23.67	\$47.34	\$47.34	\$35.51	\$47.34
Level 5	\$927.60	\$24.41	\$48.82	\$48.82	\$36.62	\$48.82
Level 6	\$955.90	\$25.16	\$50.32	\$50.32	\$37.74	\$50.32
Level 7	\$1,017.20	\$26.77	\$53.54	\$53.54	\$40.16	\$53.54
Level 8	\$1,052.30	\$27.69	\$55.38	\$55.38	\$41.54	\$55.38
Technical manager	\$1,162.80	\$30.60	\$61.20	\$61.20	\$45.90	\$61.20

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
Level 1 (induction / training)	\$30.50	\$30.50	\$40.66	\$40.66	\$40.66	\$24.40
Level 2	\$33.17	\$33.17	\$44.22	\$44.22	\$44.22	\$26.53
Level 3	\$34.83	\$34.83	\$46.44	\$46.44	\$46.44	\$27.86
Level 4	\$35.51	\$35.51	\$47.34	\$47.34	\$47.34	\$28.40
Level 5	\$36.62	\$36.62	\$48.82	\$48.82	\$48.82	\$29.29
Level 6	\$37.74	\$37.74	\$50.32	\$50.32	\$50.32	\$30.19
Level 7	\$40.16	\$40.16	\$53.54	\$53.54	\$53.54	\$32.12
Level 8	\$41.54	\$41.54	\$55.38	\$55.38	\$55.38	\$33.23
Technical manager	\$45.90	\$45.90	\$61.20	\$61.20	\$61.20	\$36.72

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)	\$40.66	\$30.50	\$50.83	\$40.66	\$30.50	\$40.66
Level 2	\$44.22	\$33.17	\$55.28	\$44.22	\$33.17	\$44.22
Level 3	\$46.44	\$34.83	\$58.05	\$46.44	\$34.83	\$46.44
Level 4	\$47.34	\$35.51	\$59.18	\$47.34	\$35.51	\$47.34
Level 5	\$48.82	\$36.62	\$61.03	\$48.82	\$36.62	\$48.82
Level 6	\$50.32	\$37.74	\$62.90	\$50.32	\$37.74	\$50.32
Level 7	\$53.54	\$40.16	\$66.93	\$53.54	\$40.16	\$53.54
Level 8	\$55.38	\$41.54	\$69.23	\$55.38	\$41.54	\$55.38
Technical manager	\$61.20	\$45.90	\$76.50	\$61.20	\$45.90	\$61.20

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	\$981.50	\$25.83	\$163.91 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$326.84 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$81.46 per occasion
Company dancer level 2	\$1,017.20	\$26.77	\$169.87 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$338.73 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$84.43 per occasion
Company dancer level 3	\$1,052.30	\$27.69	\$175.73 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$350.42 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$87.34 per occasion
Company dancer level 4	\$1,085.60	\$28.57	\$181.30 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$361.50 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$90.10 per occasion
Company dancer level 5	\$1,122.00	\$29.53	\$187.37 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$373.63 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$93.13 per occasion
Company dancer level 6	\$1,162.80	\$30.60	\$194.19 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$387.21 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$96.51 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	\$1,211.10	\$31.87	\$202.25 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$403.30 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$100.52 per occasion
Performer category 1 grade 1 - school tour performances	\$1,079.65	\$28.41	\$180.30 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$359.52 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$89.61 per occasion
Performer category 1 grade 1	\$981.50	\$25.83	\$163.91 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$326.84 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$81.46 per occasion
Performer category 1 grade 2 - school tour performances	\$1,134.43	\$29.85	\$189.45 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$377.77 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$94.16 per occasion
Performer category 1 grade 2	\$1,031.30	\$27.14	\$172.23 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$343.42 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$85.60 per occasion
Performer category 2 - school tour performances	\$1,134.43	\$29.85	\$189.45 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$377.77 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$94.16 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	\$1,031.30	\$27.14	\$172.23 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$343.42 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$85.60 per occasion
Supernumerary - on tour	N/A	\$25.83	N/A	16.7% of the weekly wage per performance or three hour rehearsal session	N/A	33.3% of the weekly wage per performance or three hour rehearsal session	N/A
Supernumerary - not on tour	N/A	\$28.73	N/A	16.7% of the weekly wage per performance or three hour rehearsal session	N/A	33.3% of the weekly wage per performance or three hour rehearsal session	N/A
Opera principal - school tour performances	\$1,194.16	\$31.43	\$199.42 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$397.66 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$99.12 per occasion
Opera principal	\$1,085.60	\$28.57	\$181.30 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$361.50 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session	\$90.10 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	\$25.83 per ½ hour or part thereof	\$38.75	\$51.66	N/A	N/A	\$25.83 per hour plus \$245.38 per day
Company dancer level 2	8.3% of the weekly wage per occasion	\$26.77 per ½ hour or part thereof	\$40.16	\$53.54	N/A	N/A	\$26.77 per hour plus \$254.30 per day
Company dancer level 3	8.3% of the weekly wage per occasion	\$27.69 per ½ hour or part thereof	\$41.54	\$55.38	N/A	N/A	\$27.69 per hour plus \$263.08 per day
Company dancer level 4	8.3% of the weekly wage per occasion	\$28.57 per ½ hour or part thereof	\$42.86	\$57.14	N/A	N/A	\$28.57 per hour plus \$271.40 per day
Company dancer level 5	8.3% of the weekly wage per occasion	\$29.53 per ½ hour or part thereof	\$44.30	\$59.06	N/A	N/A	\$29.53 per hour plus \$280.50 per day
Company dancer level 6	8.3% of the weekly wage per occasion	\$30.60 per ½ hour or part thereof	\$45.90	\$61.20	N/A	N/A	\$30.60 per hour plus \$290.70 per day
Company dancer level 7	8.3% of the weekly wage per occasion	\$31.87 per ½ hour or part thereof	\$47.81	\$63.74	N/A	N/A	\$31.87 per hour plus \$302.78 per day
Performer category 1 grade 1 - school tour performances	8.3% of the weekly wage per occasion	\$28.41 per ½ hour or part thereof	N/A	N/A	\$42.62	\$56.82	\$28.41 per hour plus \$269.91 per day
Performer category 1 grade 1	8.3% of the weekly wage per occasion	\$25.83 per ½ hour or part thereof	N/A	N/A	\$38.75	\$51.66	\$25.83 per hour plus \$245.38 per day
Performer category 1 grade 2 - school tour performances	8.3% of the weekly wage per occasion	\$29.85 per ½ hour or part thereof	N/A	N/A	\$44.78	\$59.70	\$29.85 per hour plus \$283.61 per day
Performer category 1 grade 2	8.3% of the weekly wage per occasion	\$27.14 per ½ hour or part thereof	N/A	N/A	\$40.71	\$54.28	\$27.14 per hour plus \$257.83 per day
Performer category 2 - school tour performances	8.3% of the weekly wage per occasion	\$29.85 per ½ hour or part thereof	N/A	N/A	\$44.78	\$59.70	\$29.85 per hour plus \$283.61 per day
Performer category 2	8.3% of the weekly wage per occasion	\$27.14 per ½ hour or part thereof	N/A	N/A	\$40.71	\$54.28	\$27.14 per hour plus \$257.83 per day
Supernumerary - on tour	8.3% of the weekly wage per occasion	\$25.83 per ½ hour or part thereof	N/A	N/A	\$38.75	\$51.66	N/A
Supernumerary - not on tour	8.3% of the weekly wage per occasion	\$28.73 per ½ hour or part thereof	N/A	N/A	\$43.10	\$57.46	N/A

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
Opera principal - school tour performances	8.3% of the weekly wage per occasion	\$31.43 per ½ hour or part thereof	N/A	N/A	\$47.15	\$62.86	\$31.43 per hour plus \$298.54 per day
Opera principal	8.3% of the weekly wage per occasion	\$28.57 per ½ hour or part thereof	N/A	N/A	\$42.86	\$57.14	\$28.57 per hour plus \$271.40 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	Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time
Company dancer level 1	\$25.83 per hour plus 25% of the weekly wage per day	\$25.83 per hour plus \$163.91 per day	\$25.83 per hour plus 16.7% of the weekly wage per day	\$122.69 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$61.34 for each performance for the 10th, 11th and 12th performances per week
Company dancer level 2	\$26.77 per hour plus 25% of the weekly wage per day	\$26.77 per hour plus \$169.87 per day	\$26.77 per hour plus 16.7% of the weekly wage per day	\$127.15 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$63.58 for each performance for the 10th, 11th and 12th performances per week
Company dancer level 3	\$27.69 per hour plus 25% of the weekly wage per day	\$27.69 per hour plus \$175.73 per day	\$27.69 per hour plus 16.7% of the weekly wage per day	\$131.54 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$65.77 for each performance for the 10th, 11th and 12th performances per week
Company dancer level 4	\$28.57 per hour plus 25% of the weekly wage per day	\$28.57 per hour plus \$181.30 per day	\$28.57 per hour plus 16.7% of the weekly wage per day	\$135.70 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$67.85 for each performance for the 10th, 11th and 12th performances per week
Company dancer level 5	\$29.53 per hour plus 25% of the weekly wage per day	\$29.53 per hour plus \$187.37 per day	\$29.53 per hour plus 16.7% of the weekly wage per day	\$140.25 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$70.13 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 6	\$30.60 per hour plus 25% of the weekly wage per day	\$30.60 per hour plus \$194.19 per day	\$30.60 per hour plus 16.7% of the weekly wage per day	\$145.35 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$72.68 for each performance for the 10th, 11th and 12th performances per week
Company dancer level 7	\$31.87 per hour plus 25% of the weekly wage per day	\$31.87 per hour plus \$202.25 per day	\$31.87 per hour plus 16.7% of the weekly wage per day	\$151.39 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$75.69 for each performance for the 10th, 11th and 12th performances per week
Performer category 1 grade 1 - school tour performances	\$28.41 per hour plus 25% of the weekly wage per day	\$28.41 per hour plus \$180.30 per day	\$28.41 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 1 grade 1	\$25.83 per hour plus 25% of the weekly wage per day	\$25.83 per hour plus \$163.91 per day	\$25.83 per hour plus 16.7% of the weekly wage per day	\$122.69 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$61.34 for each performance for the 10th, 11th and 12th performances per week
Performer category 1 grade 2 - school tour performances	\$29.85 per hour plus 25% of the weekly wage per day	\$29.85 per hour plus \$189.45 per day	\$29.85 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 1 grade 2	\$27.14 per hour plus 25% of the weekly wage per day	\$27.14 per hour plus \$172.23 per day	\$27.14 per hour plus 16.7% of the weekly wage per day	\$128.91 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$64.46 for each performance for the 10th, 11th and 12th performances per week
Performer category 2 - school tour performances	\$29.85 per hour plus 25% of the weekly wage per day	\$29.85 per hour plus \$189.45 per day	\$29.85 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 2	\$27.14 per hour plus 25% of the weekly wage per day	\$27.14 per hour plus \$172.23 per day	\$27.14 per hour plus 16.7% of the weekly wage per day	\$128.91 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$64.46 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
Supernumerary - on tour	\$25.83 per hour plus 25% of the weekly wage per day	N/A	\$25.83 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Supernumerary - not on tour	\$28.73 per hour plus 25% of the weekly wage per day	N/A	\$28.73 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Opera principal - school tour performances	\$31.43 per hour plus 25% of the weekly wage per day	\$31.43 per hour plus \$199.42 per day	\$31.43 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Opera principal	\$28.57 per hour plus 25% of the weekly wage per day	\$28.57 per hour plus \$181.30 per day	\$28.57 per hour plus 16.7% of the weekly wage per day	\$135.70 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week	\$67.85 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	\$98.15 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$122.69 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 2	6.25% of the weekly wage for each performance	\$101.72 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$127.15 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 3	6.25% of the weekly wage for each performance	\$105.23 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$131.54 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 4	6.25% of the weekly wage for each performance	\$108.56 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$135.70 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 5	6.25% of the weekly wage for each performance	\$112.20 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$140.25 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 6	6.25% of the weekly wage for each performance	\$116.28 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$145.35 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Company dancer level 7	6.25% of the weekly wage for each performance	\$121.11 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$151.39 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 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
Performer category 1 grade 1 - school tour performances	N/A	N/A	N/A	N/A	N/A	\$107.97 per extra performance
Performer category 1 grade 1	6.25% of the weekly wage for each performance	\$98.15 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$122.69 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Performer category 1 grade 2 - school tour performances	N/A	N/A	N/A	N/A	N/A	\$113.44 per extra performance
Performer category 1 grade 2	6.25% of the weekly wage for each performance	\$103.13 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$128.91 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A
Performer category 2 - school tour performances	N/A	N/A	N/A	N/A	N/A	\$113.44 per extra performance
Performer category 2	6.25% of the weekly wage for each performance	\$103.13 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$128.91 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 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 per week	N/A
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 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
Opera principal - school tour performances	N/A	N/A	N/A	N/A	N/A	\$119.42 per extra performance
Opera principal	6.25% of the weekly wage for each performance	\$108.56 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$135.70 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 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	\$122.69 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$51.66	\$38.75
Company dancer level 2	N/A	\$127.15 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$53.54	\$40.16
Company dancer level 3	N/A	\$131.54 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$55.38	\$41.54

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 4	N/A	\$135.70 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$57.14	\$42.86
Company dancer level 5	N/A	\$140.25 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$59.06	\$44.30
Company dancer level 6	N/A	\$145.35 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$61.20	\$45.90
Company dancer level 7	N/A	\$151.39 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	N/A	\$63.74	\$47.81
Performer category 1 grade 1 - school tour performances	10% of the weekly wage per extra performance	N/A	N/A	\$42.62	N/A	\$42.62
Performer category 1 grade 1	N/A	\$122.69 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$38.75	N/A	\$38.75
Performer category 1 grade 2 - school tour performances	10% of the weekly wage per extra performance	N/A	N/A	\$44.78	N/A	\$44.78

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	\$128.91 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$40.71	N/A	\$40.71
Performer category 2 - school tour performances	10% of the weekly wage per extra performance	N/A	N/A	\$44.78	N/A	\$44.78
Performer category 2	N/A	\$128.91 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$40.71	N/A	\$40.71
Supernumerary - on tour	N/A	N/A	12.5% of the weekly wage for each performance more than 8 per week	\$38.75	N/A	\$38.75
Supernumerary - not on tour	N/A	N/A	12.5% of the weekly wage for each performance more than 8 per week	\$43.10	N/A	\$43.10
Opera principal - school tour performances	10% of the weekly wage per extra performance	N/A	N/A	\$47.15	N/A	\$47.15
Opera principal	N/A	\$135.70 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$42.86	N/A	\$42.86

Musicians

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - midnight to 7am	Overtime - Monday to Saturday - between 7am & midnight
Musician	\$773.46	\$42.97	\$85.94	\$85.94	\$85.94	\$64.46
Musician accompanying artists	\$814.14	\$45.23	\$90.46	\$90.46	\$90.46	\$67.85
Opera principal	\$1,085.60	\$28.57	\$57.14	\$57.14	\$57.14	\$42.86
Principal musician	\$908.28	\$50.46	\$100.92	\$100.92	\$100.92	\$75.69
Vocalist	\$573.66	\$31.87	\$63.74	\$63.74	\$63.74	\$47.81
Conductor - leader	\$985.68	\$54.76	\$109.52	\$109.52	\$109.52	\$82.14
Repetiteur - employed by a ballet company, opera company or other like company	\$1,211.10	\$50.46	\$100.92	\$100.92	\$100.92	\$75.69

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	\$85.94 per hour for the second call	\$64.46 per hour for the second call	\$64.46	\$64.46 per hour during the 3rd and later calls	\$71.63	\$64.46
Musician accompanying artists	\$90.46 per hour for the second call	\$67.85 per hour for the second call	\$67.85	\$67.85 per hour during the 3rd and later calls	\$75.40	\$67.85
Opera principal	\$57.14 per hour for the second call	\$42.86 per hour for the second call	\$42.86	\$42.86 per hour during the 3rd and later calls	\$47.63	\$42.86
Principal musician	\$100.92 per hour for the second call	\$75.69 per hour for the second call	\$75.69	\$75.69 per hour during the 3rd and later calls	\$84.12	\$75.69
Vocalist	\$63.74 per hour for the second call	\$47.81 per hour for the second call	\$47.81	\$47.81 per hour during the 3rd and later calls	\$53.13	\$47.81
Conductor - leader	\$109.52 per hour for the second call	\$82.14 per hour for the second call	\$82.14	\$82.14 per hour during the 3rd and later calls	\$91.28	\$82.14

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
Repetiteur - employed by a ballet company, opera company or other like company	\$100.92 per hour for the second call	\$75.69 per hour for the second call	\$75.69	\$75.69 per hour during the 3rd and later calls	\$84.12	\$75.69

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	\$825.20	\$21.72	\$32.58	\$43.44	\$43.44	\$38.01
Performer	\$840.10	\$22.11	\$33.17	\$44.22	\$44.22	\$38.69

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
Level 1 (induction / training)	\$29.86
Level 2	\$32.48
Level 3	\$34.10
Level 4	\$34.76
Level 5	\$35.85
Level 6	\$36.95
Level 7	\$39.31
Level 8	\$40.68
Technical manager	\$44.95

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	Overtime - Sunday
Level 1 (induction / training)	\$25.41	\$45.74	\$45.74	\$35.58	\$45.74	\$35.58	\$45.74	\$45.74
Level 2	\$27.64	\$49.75	\$49.75	\$38.69	\$49.75	\$38.69	\$49.75	\$49.75
Level 3	\$29.03	\$52.25	\$52.25	\$40.64	\$52.25	\$40.64	\$52.25	\$52.25
Level 4	\$29.59	\$53.26	\$53.26	\$41.42	\$53.26	\$41.42	\$53.26	\$53.26
Level 5	\$30.51	\$54.92	\$54.92	\$42.72	\$54.92	\$42.72	\$54.92	\$54.92
Level 6	\$31.45	\$56.61	\$56.61	\$44.03	\$56.61	\$44.03	\$56.61	\$56.61
Level 7	\$33.46	\$60.23	\$60.23	\$46.85	\$60.23	\$46.85	\$60.23	\$60.23
Level 8	\$34.61	\$62.30	\$62.30	\$48.46	\$62.30	\$48.46	\$62.30	\$62.30
Technical manager	\$38.25	\$68.85	\$68.85	\$53.55	\$68.85	\$53.55	\$68.85	\$68.85

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)	\$45.74	\$29.48	\$36.09	\$45.74	\$35.58	\$55.91	\$45.74
Level 2	\$49.75	\$32.06	\$39.25	\$49.75	\$38.69	\$60.80	\$49.75
Level 3	\$52.25	\$33.67	\$41.22	\$52.25	\$40.64	\$63.86	\$52.25
Level 4	\$53.26	\$34.32	\$42.01	\$53.26	\$41.42	\$65.09	\$53.26
Level 5	\$54.92	\$35.39	\$43.33	\$54.92	\$42.72	\$67.13	\$54.92
Level 6	\$56.61	\$36.48	\$44.66	\$56.61	\$44.03	\$69.19	\$56.61
Level 7	\$60.23	\$38.82	\$47.52	\$60.23	\$46.85	\$73.62	\$60.23
Level 8	\$62.30	\$40.15	\$49.15	\$62.30	\$48.46	\$76.15	\$62.30
Technical manager	\$68.85	\$44.37	\$54.32	\$68.85	\$53.55	\$84.15	\$68.85

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	Overtime - Sunday
Level 1 (induction / training)	\$25.41	\$45.74	\$45.74	\$35.58	\$45.74	\$35.58	\$45.74	\$45.74
Level 2	\$27.64	\$49.75	\$49.75	\$38.69	\$49.75	\$38.69	\$49.75	\$49.75
Level 3	\$29.03	\$52.25	\$52.25	\$40.64	\$52.25	\$40.64	\$52.25	\$52.25
Level 4	\$29.59	\$53.26	\$53.26	\$41.42	\$53.26	\$41.42	\$53.26	\$53.26
Level 5	\$30.51	\$54.92	\$54.92	\$42.72	\$54.92	\$42.72	\$54.92	\$54.92
Level 6	\$31.45	\$56.61	\$56.61	\$44.03	\$56.61	\$44.03	\$56.61	\$56.61
Level 7	\$33.46	\$60.23	\$60.23	\$46.85	\$60.23	\$46.85	\$60.23	\$60.23
Level 8	\$34.61	\$62.30	\$62.30	\$48.46	\$62.30	\$48.46	\$62.30	\$62.30
Technical manager	\$38.25	\$68.85	\$68.85	\$53.55	\$68.85	\$53.55	\$68.85	\$68.85

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)	\$45.74	\$29.48	\$45.74	\$35.58	\$55.91	\$45.74
Level 2	\$49.75	\$32.06	\$49.75	\$38.69	\$60.80	\$49.75
Level 3	\$52.25	\$33.67	\$52.25	\$40.64	\$63.86	\$52.25
Level 4	\$53.26	\$34.32	\$53.26	\$41.42	\$65.09	\$53.26
Level 5	\$54.92	\$35.39	\$54.92	\$42.72	\$67.13	\$54.92
Level 6	\$56.61	\$36.48	\$56.61	\$44.03	\$69.19	\$56.61
Level 7	\$60.23	\$38.82	\$60.23	\$46.85	\$73.62	\$60.23
Level 8	\$62.30	\$40.15	\$62.30	\$48.46	\$76.15	\$62.30
Technical manager	\$68.85	\$44.37	\$68.85	\$53.55	\$84.15	\$68.85

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	Overtime - Sunday
Level 1 (induction / training)	\$25.41	\$45.74	\$45.74	\$35.58	\$45.74	\$35.58	\$45.74	\$45.74
Level 2	\$27.64	\$49.75	\$49.75	\$38.69	\$49.75	\$38.69	\$49.75	\$49.75
Level 3	\$29.03	\$52.25	\$52.25	\$40.64	\$52.25	\$40.64	\$52.25	\$52.25
Level 4	\$29.59	\$53.26	\$53.26	\$41.42	\$53.26	\$41.42	\$53.26	\$53.26
Level 5	\$30.51	\$54.92	\$54.92	\$42.72	\$54.92	\$42.72	\$54.92	\$54.92
Level 6	\$31.45	\$56.61	\$56.61	\$44.03	\$56.61	\$44.03	\$56.61	\$56.61
Level 7	\$33.46	\$60.23	\$60.23	\$46.85	\$60.23	\$46.85	\$60.23	\$60.23
Level 8	\$34.61	\$62.30	\$62.30	\$48.46	\$62.30	\$48.46	\$62.30	\$62.30
Technical manager	\$38.25	\$68.85	\$68.85	\$53.55	\$68.85	\$53.55	\$68.85	\$68.85

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)	\$45.74	\$29.48	\$45.74	\$35.58	\$55.91	\$45.74
Level 2	\$49.75	\$32.06	\$49.75	\$38.69	\$60.80	\$49.75
Level 3	\$52.25	\$33.67	\$52.25	\$40.64	\$63.86	\$52.25
Level 4	\$53.26	\$34.32	\$53.26	\$41.42	\$65.09	\$53.26
Level 5	\$54.92	\$35.39	\$54.92	\$42.72	\$67.13	\$54.92
Level 6	\$56.61	\$36.48	\$56.61	\$44.03	\$69.19	\$56.61
Level 7	\$60.23	\$38.82	\$60.23	\$46.85	\$73.62	\$60.23
Level 8	\$62.30	\$40.15	\$62.30	\$48.46	\$76.15	\$62.30
Technical manager	\$68.85	\$44.37	\$68.85	\$53.55	\$84.15	\$68.85

Company dancers and performers

Table 1 of 4

Classification	Hourly pay rate	Casual performance rate	Casual rehearsal rate	Sunday - performance	Sunday - rehearsal
Company dancer level 1	\$32.29	\$204.89	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$409.78 per performance	\$86.36
Company dancer level 2	\$33.46	\$212.34	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$424.68 per performance	\$86.36
Company dancer level 3	\$34.61	\$219.66	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$439.32 per performance	\$86.36
Company dancer level 4	\$35.71	\$226.63	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$453.26 per performance	\$86.36
Company dancer level 5	\$36.91	\$234.21	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$468.42 per performance	\$86.36
Company dancer level 6	\$38.25	\$242.74	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$485.48 per performance	\$86.36
Company dancer level 7	\$39.84	\$252.81	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$505.62 per performance	\$86.36
Performer category 1 grade 1 - school tour performances	\$35.51	\$225.38	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$450.76 per performance	\$86.36
Performer category 1 grade 1	\$32.29	\$204.89	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$409.78 per performance	\$86.36
Performer category 1 grade 2 - school tour performances	\$37.31	\$236.81	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$473.62 per performance	\$86.36
Performer category 1 grade 2	\$33.93	\$215.29	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$430.58 per performance	\$86.36
Performer category 2 - school tour performances	\$37.31	\$236.81	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$473.62 per performance	\$86.36
Performer category 2	\$33.93	\$215.29	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$430.58 per performance	\$86.36
Supernumerary	\$30.58	N/A	N/A	\$61.16	\$61.16
Opera principal - school tour performances	\$39.29	\$249.28	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$498.56 per performance	\$86.36
Opera principal	\$35.71	\$226.63	\$43.18 for the first hour or part thereof and \$21.59 for each additional ½ hour or part thereof	\$453.26 per performance	\$86.36

Table 2 of 4

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
Company dancer level 1	\$409.78 per performance	\$86.36	\$17.01 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 2	\$424.68 per performance	\$86.36	\$17.62 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 3	\$439.32 per performance	\$86.36	\$18.23 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 4	\$453.26 per performance	\$86.36	\$18.81 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 5	\$468.42 per performance	\$86.36	\$19.44 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 6	\$485.48 per performance	\$86.36	\$20.15 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Company dancer level 7	\$505.62 per performance	\$86.36	\$20.98 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 1 grade 1 - school tour performances	\$450.76 per performance	\$86.36	\$18.71 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 1 grade 1	\$409.78 per performance	\$86.36	\$17.01 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 1 grade 2 - school tour performances	\$473.62 per performance	\$86.36	\$19.66 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 1 grade 2	\$430.58 per performance	\$86.36	\$17.87 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 2 - school tour performances	\$473.62 per performance	\$86.36	\$19.66 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Performer category 2	\$430.58 per performance	\$86.36	\$17.87 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Supernumerary	\$61.16	\$61.16	N/A	N/A
Opera principal - school tour performances	\$498.56 per performance	\$86.36	\$20.69 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof
Opera principal	\$453.26 per performance	\$86.36	\$18.81 for each ½ hour or part thereof	\$3.58 for each ½ hour or part thereof

Table 3 of 4

Classification	Concurrent productions including pantomime - more than 8 per week	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
Company dancer level 1	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 2	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 3	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 4	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 5	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 6	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Company dancer level 7	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Performer category 1 grade 1 - school tour performances	N/A	N/A	N/A	N/A
Performer category 1 grade 1	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Performer category 1 grade 2 - school tour performances	N/A	N/A	N/A	N/A
Performer category 1 grade 2	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Performer category 2 - school tour performances	N/A	N/A	N/A	N/A

Classification	Concurrent productions including pantomime - more than 8 per week	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
Performer category 2	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Supernumerary	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week
Opera principal - school tour performances	N/A	N/A	N/A	N/A
Opera principal	12.5% of the weekly wage for each performance more than 8 per week	12.5% of the weekly wage for the 9th performance per week	6.25% of the weekly wage for each performance	10% of the weekly wage for each performance more than 12 per week

Table 4 of 4

Classification	Extra performance - substantially whole time productions (not pantomimes)- more than 8 per week	Performance longer than 3 hours	Third or subsequent call on any day	Working through a break or interval
Company dancer level 1	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$45.20
Company dancer level 2	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$46.85
Company dancer level 3	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$48.46
Company dancer level 4	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$50.00
Company dancer level 5	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$51.68
Company dancer level 6	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$53.55
Company dancer level 7	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$55.77
Performer category 1 grade 1 - school tour performances	N/A	\$37.64 for each ½ hour or part thereof	\$53.27 per hour, unless a higher penalty rate applies	\$49.72

Classification	Extra performance - substantially whole time productions (not pantomimes)- more than 8 per week	Performance longer than 3 hours	Third or subsequent call on any day	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	\$34.22 for each ½ hour or part thereof	\$48.44 per hour, unless a higher penalty rate applies	\$45.20
Performer category 1 grade 2 - school tour performances	N/A	\$39.55 for each ½ hour or part thereof	\$55.97 per hour, unless a higher penalty rate applies	\$52.24
Performer category 1 grade 2	12.5% of the weekly wage for each performance more than 8 per week	\$35.95 for each ½ hour or part thereof	\$50.90 per hour, unless a higher penalty rate applies	\$47.50
Performer category 2 - school tour performances	N/A	\$39.55 for each ½ hour or part thereof	\$55.97 per hour, unless a higher penalty rate applies	\$52.24
Performer category 2	12.5% of the weekly wage for each performance more than 8 per week	\$35.95 for each ½ hour or part thereof	\$50.90 per hour, unless a higher penalty rate applies	\$47.50
Supernumerary	12.5% of the weekly wage for each performance more than 8 per week	N/A	N/A	\$45.87
Opera principal - school tour performances	N/A	\$41.63 for each ½ hour or part thereof	\$58.94 per hour, unless a higher penalty rate applies	\$55.00
Opera principal	12.5% of the weekly wage for each performance more than 8 per week	\$37.85 for each ½ hour or part thereof	\$53.57 per hour, unless a higher penalty rate applies	\$50.00

Musicians

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - midnight to 7am	Overtime - Monday to Saturday - between 7am & midnight
Musician	\$53.71	\$96.68	\$96.68	\$96.68	\$75.20
Musician accompanying artists	\$56.54	\$101.77	\$101.77	\$101.77	\$79.15
Opera principal	\$35.71	\$64.28	\$64.28	\$64.28	\$50.00
Principal musician	\$63.08	\$113.54	\$113.54	\$113.54	\$88.31
Vocalist	\$39.84	\$71.71	\$71.71	\$71.71	\$55.77
Conductor - leader	\$68.45	\$123.21	\$123.21	\$123.21	\$95.83

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	\$96.68 per hour for the second call	\$75.20 per hour for the second call	\$75.20	\$75.20 per hour during the 3rd and later calls	\$82.37	\$75.20
Musician accompanying artists	\$101.77 per hour for the second call	\$79.15 per hour for the second call	\$79.15	\$79.15 per hour during the 3rd and later calls	\$86.71	\$79.15
Opera principal	\$64.28 per hour for the second call	\$50.00 per hour for the second call	\$50.00	\$50.00 per hour during the 3rd and later calls	\$54.77	\$50.00
Principal musician	\$113.54 per hour for the second call	\$88.31 per hour for the second call	\$88.31	\$88.31 per hour during the 3rd and later calls	\$96.73	\$88.31
Vocalist	\$71.71 per hour for the second call	\$55.77 per hour for the second call	\$55.77	\$55.77 per hour during the 3rd and later calls	\$61.09	\$55.77
Conductor - leader	\$123.21 per hour for the second call	\$95.83 per hour for the second call	\$95.83	\$95.83 per hour during the 3rd and later calls	\$104.97	\$95.83

Striptease artists

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - RDO	Between 7am Saturday & 7am Sunday	Between 7am Sunday & 7am Monday	Public holiday
Bar / waiting staff	\$27.15	\$38.01	\$48.87	\$43.44	\$32.58	\$38.01	\$43.44
Performer	\$27.64	\$38.69	\$49.75	\$44.22	\$33.17	\$38.69	\$44.22

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	\$441.68	\$11.62	\$73.76 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$147.08 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session
Performer category 1 grade 2	\$464.09	\$12.21	\$77.50 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$154.54 per performance or three hour rehearsal session	33.3% 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	\$36.66 per occasion	8.3% of the weekly wage per occasion	\$11.62 per ½ hour or part thereof	\$17.43	\$23.24	\$11.62 per hour plus \$110.42 per day
Performer category 1 grade 2	\$38.52 per occasion	8.3% of the weekly wage per occasion	\$12.21 per ½ hour or part thereof	\$18.32	\$24.42	\$12.21 per hour plus \$116.02 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
Performer category 1 grade 1	\$11.62 per hour plus 25% of the weekly wage per day	\$11.62 per hour plus \$73.76 per day	\$11.62 per hour plus 16.7% of the weekly wage per day	\$55.21 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week
Performer category 1 grade 2	\$12.21 per hour plus 25% of the weekly wage per day	\$12.21 per hour plus \$77.50 per day	\$12.21 per hour plus 16.7% of the weekly wage per day	\$58.01 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	\$27.61 for each performance for the 10th, 11th and 12th performances per week	6.25% of the weekly wage for each performance for the 10th, 11th and 12th performances per week	\$44.17 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$55.21 for each performance more than 8 per week
Performer category 1 grade 2	\$29.01 for each performance for the 10th, 11th and 12th performances per week	6.25% of the weekly wage for each performance for the 10th, 11th and 12th performances per week	\$46.41 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$58.01 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	\$55.21 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$17.43	\$17.43
Performer category 1 grade 2	12.5% of the weekly wage for each performance more than 8 per week	\$58.01 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$18.32	\$18.32

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	\$539.83	\$14.21	\$90.15 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$179.76 per performance or three hour rehearsal session	33.3% of the weekly wage per performance or three hour rehearsal session
Performer category 1 grade 2	\$567.22	\$14.93	\$94.73 per performance or three hour rehearsal session	16.7% of the weekly wage per performance or three hour rehearsal session	\$188.88 per performance or three hour rehearsal session	33.3% 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	Overtime - after 2 hours	Good Friday, Christmas Day or Labour Day - full-time
Performer category 1 grade 1	\$44.81 per occasion	8.3% of the weekly wage per occasion	\$14.21 per ½ hour or part thereof	\$21.32	\$28.42	\$14.21 per hour plus \$134.96 per day
Performer category 1 grade 2	\$47.08 per occasion	8.3% of the weekly wage per occasion	\$14.93 per ½ hour or part thereof	\$22.40	\$29.86	\$14.93 per hour plus \$141.81 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	\$14.21 per hour plus 25% of the weekly wage per day	\$14.21 per hour plus \$90.15 per day	\$14.21 per hour plus 16.7% of the weekly wage per day	\$67.48 for the 9th performance per week	12.5% of the weekly wage for the 9th performance per week
Performer category 1 grade 2	\$14.93 per hour plus 25% of the weekly wage per day	\$14.93 per hour plus \$94.73 per day	\$14.93 per hour plus 16.7% of the weekly wage per day	\$70.90 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	\$33.74 for each performance for the 10th, 11th and 12th performances per week	6.25% of the weekly wage for each performance for the 10th, 11th and 12th performances per week	\$53.98 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$67.48 for each performance more than 8 per week
Performer category 1 grade 2	\$35.45 for each performance for the 10th, 11th and 12th performances per week	6.25% of the weekly wage for each performance for the 10th, 11th and 12th performances per week	\$56.72 for each performance more than 12 per week	10% of the weekly wage for each performance more than 12 per week	\$70.90 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	\$67.48 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$21.32	\$21.32
Performer category 1 grade 2	12.5% of the weekly wage for each performance more than 8 per week	\$70.90 for each performance more than 8 per week	12.5% of the weekly wage for each performance more than 8 per week	\$22.40	\$22.40

Junior - Casual - 14 years and under

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	\$14.53	\$26.15	\$26.15	\$26.15	\$26.15
Performer category 1 grade 2	\$15.26	\$27.47	\$27.47	\$27.47	\$27.47

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	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	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	Third or subsequent call on any day	Working through a break or interval
Performer category 1 grade 1	\$1.21 for each ½ hour or part thereof	\$1.21 for each ½ hour or part thereof	\$14.53 per hour and \$2.43 for each ½ hour or part thereof	\$21.80 per hour, unless a higher penalty rate applies	\$20.34
Performer category 1 grade 2	\$1.27 for each ½ hour or part thereof	\$1.27 for each ½ hour or part thereof	\$15.26 per hour and \$2.55 for each ½ hour or part thereof	\$22.89 per hour, unless a higher penalty rate applies	\$21.37

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	\$17.76	\$31.97	\$31.97	\$31.97	\$31.97
Performer category 1 grade 2	\$18.66	\$33.59	\$33.59	\$33.59	\$33.59

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	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	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	Third or subsequent call on any day	Working through a break or interval
Performer category 1 grade 1	\$1.47 for each ½ hour or part thereof	\$1.47 for each ½ hour or part thereof	\$17.76 per hour and \$2.97 for each ½ hour or part thereof	\$26.64 per hour, unless a higher penalty rate applies	\$24.87
Performer category 1 grade 2	\$1.55 for each ½ hour or part thereof	\$1.55 for each ½ hour or part thereof	\$18.66 per hour and \$3.12 for each ½ hour or part thereof	\$27.99 per hour, unless a higher penalty rate applies	\$26.13

Allowances

Allowances	Rate
General	
Accommodation allowance - provided accommodation not accepted - 1 to 4 days	\$182.67 per night
Accommodation allowance - provided accommodation not accepted - 5 working days or more	\$139.36 per night up to a maximum of \$696.90 per week
Accommodation allowance - accommodation not provided - Sydney or Melbourne	reimbursement of up to \$1,395.00 per week
Accommodation allowance - accommodation not provided - Adelaide, Hobart, Perth or Brisbane	reimbursement of up to \$984.47 per week
Accommodation allowance - accommodation not provided - Canberra	reimbursement of up to \$1,199.00 per week
Accommodation allowance - accommodation not provided - other	reimbursement of up to \$917.70 per week
Expenses reimbursement	reimbursement for authorised expenses
Incidentals allowance while travelling	\$17.26 per day up to a maximum of \$86.42 per week
Laundry allowance - full-time	\$3.83 per week for blouses and shirts and \$9.95 per week for other garments
Laundry allowance - part-time & casual	\$3.07 per day up to a maximum of \$13.85 per week
Meal allowance while travelling - not local shows - less than 5 working days	\$30.05 for a meal
Meal allowance while travelling - not local shows - 5 working days or more	\$60.98 per day up to a maximum of \$304.81 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 \$43.09
Vehicle allowance	\$0.85 per km
Production and support staff	
Meal allowance - back to back performances	\$19.33 for a meal
Meal allowance - working after 8am - full-time & part-time	\$19.33 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)	\$3.56 per hour

Allowances	Rate
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 2	\$3.87 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 3	\$4.06 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 4	\$4.14 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 5	\$4.27 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 6	\$4.40 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 7	\$4.68 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 8	\$4.85 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Technical manager	\$5.36 per hour
Sunday - travel	10% of the minimum weekly wage per day
Tools & equipment allowance - head of department	\$0.27 per hour up to a maximum of \$10.10 per week
Tools & equipment allowance - other	\$1.04 per day
Transmission or recording allowance	\$143.02 per performance
Company dancers and performers	
Assistant stage manager allowance (includes supernumeraries)	\$1.28 per hour up to a maximum of \$48.57 per week
Dance captain allowance (includes supernumeraries)	\$1.23 per hour
Deputy ballet master / mistress allowance - company dancers	\$2.89 per hour
Driver / person in charge allowance (includes supernumeraries)	\$1.66 per hour up to a maximum of \$62.97 per week
Make-up & shoes reimbursement - not supernumeraries	reimbursement for the cost of required shoes and required special body make-up, but not facial make-up
Make-up reimbursement - supernumeraries	reimbursement for the cost of make-up
Making an advertisement allowance (includes supernumeraries)	\$44.08 per hour with a minimum payment for 4 hours
Meal allowance - less than 2 hours break between performances - company dancers	\$19.33 for a meal
Meal allowance - less than 2 hours break between performances - performers (includes supernumeraries)	\$30.05 for a meal
Nude allowance (includes supernumeraries)	\$0.65 per hour up to a maximum of \$24.74 per week

Allowances	Rate
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)	\$43.18 per hour for a minimum of 3 hours and payment for the cost of travel to any venue or location
Supervising classes allowance - dancers	\$54.78 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	\$60.99 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - leading role	\$43.54 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - supporting role	\$26.18 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - minor supporting role	\$20.87 per week for each part understudied
Understudy performance allowance - performers (including supernumeraries) - star role	\$130.79 per performance
Understudy performance allowance - performers (including supernumeraries) - leading role	\$87.07 per performance
Understudy performance allowance - performers (including supernumeraries) - supporting role	\$52.35 per performance
Understudy performance allowance - performers (including supernumeraries) - minor supporting role	\$41.74 per performance
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	\$18.69 per additional instrument per call
Additional instrument allowance - instrument supplied by employer	\$12.89 per additional instrument per call

Allowances	Rate
Audio recorded performance allowance - other	\$136.00 per performance
Audio recorded performance allowance - principal	\$271.69 per performance
Audio recorded performance allowance - doubling	\$136.00 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 - other	\$186.20 per performance
Audio-visual or visually recorded performance allowance - principal	\$232.75 per performance
Audio-visual or visually recorded performance allowance - doubling	\$186.20 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	\$7.28 per hour
Conductor-leader - grand opera, grand ballet, concerts or religious performances allowance	\$5.48 per hour
Instrumentalist playing alone allowance	17.5% of the minimum hourly rate
Radio broadcast allowance - other	\$136.00 per performance
Radio broadcast allowance - principal	\$271.69 per performance
Radio broadcast allowance - doubling	\$136.00 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 - not full-time or part-time repetiteurs employed by a ballet, opera or other like company	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	\$324.05 per performance
Simulcast (radio & TV single use in Australia) allowance - other	\$259.24 per performance
Soloist allowance	\$6.30 per instrument per call
Sunday travel	\$11.30 per day
Supply own music allowance - full-time & part-time	\$35.98 per week
Supply own music allowance - casual	\$11.69 per call
Televised performance allowance - other	\$126.11 per performance
Televised performance allowance - principal	\$157.64 per performance
Televised performance allowance - doubling	\$126.11 per performance and 25% of the minimum hourly rate per additional instrument per call
Televised performance allowance - overdubbing	an additional minimum call fee

Allowances	Rate
Upkeep allowance - percussionist (weekly) providing percussion kit	\$11.33 per week
Upkeep allowance - harpist	\$4.68 per call
Upkeep allowance - all others	\$1.78 per instrument per call
Striptease artists	
Cancellation without notice allowance	30% of the amount that would have been paid had the booking not been cancelled
Parade allowance	\$29.68 per parade

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at www.fairwork.gov.au/our-commitment-to-you.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](http://www.fairwork.gov.au/emailupdates) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.