

### PAY AND CONDITIONS GUIDE

**Live Performance Award 2010 [MA000081]** ('modern award')  
replacing terms and conditions in or derived from

**Entertainment and Broadcasting Industry Live Theatre and  
Concert (State) Award [AN120200]** ('pre-modern award')

**(NSW)**

Effective from 01 July 2013.

Published 20 June 2013 

#### **Background**

This guide was developed by the Fair Work Ombudsman to assist employers and employees covered by this modern award, pre-modern award and pay scales derived from this pre-modern award to identify minimum wages, penalties, loadings and allowances.

#### **Transitional arrangements**

Modern awards commenced operation on 01 January 2010. However, minimum wage, loading and penalty entitlements commence from 01 July 2010. Almost all modern awards include provisions to 'transition' employers and employees from their pre-modern award to the modern award system.

This modern award includes transitional provisions that provide for the 'phasing in' of increases or decreases in minimum wages, penalties and loadings in the modern award in 5 increments over 4 years from 01 July 2010. All other terms and conditions in this modern award apply in full from 01 January 2010.

The rates in this guide are current from the first pay period on or after 01 July 2013. The rates set out in this guide will change from the first full period on or after 01 July each year to take account of Fair Work Australia's annual wage review and transitional arrangements. The rates may also change as a result of a Fair Work Australia decision to vary the modern award or pay and condition entitlements of the modern award from time to time.

#### **Transitional arrangements for Division 2B State awards**

Division 2B State awards (other than Division 2B enterprise awards) terminate at the end of 31 December 2010 and, from 1 January 2011, employers and employees are covered by the relevant modern award. However, most modern awards provide that all the terms of Division 2B State awards continue to apply until the end of the full pay period which started before 1 February 2011.

The employers affected include sole traders, partnerships, other unincorporated entities and non-trading corporations in New South Wales, Queensland, South Australia and Tasmania who are covered by a Division 2B State award.

From the first full pay period starting on or after 1 February 2011, an employer who was covered by a Division 2B State award, must comply with all of the terms and conditions contained in their relevant modern award, and any transitional arrangements that apply. Transitional arrangements in most modern awards for Division 2B State award employers provide that from the first full pay period starting on or after 1 February 2011, they must pay at least the same minimum wage rates, penalties and loadings as national system employers who are transitioning from the equivalent NAPSA. There are some exceptions and special transitional arrangements that apply in certain situations. If you require help determining whether these exceptions or special transitional arrangements apply to you, please contact the Fair Work Infoline on 13 13 94.

Note: Modern awards are not intended to reduce an employee's take-home pay. An employee or his/her union can apply to Fair Work Australia for a take-home pay order to remedy any reduction in his/her overall take-home pay.

### **Who should use the guide?**

Employees and employers who were entitled to terms and conditions in or derived from this pre-modern award and who are now covered by this modern award.

A guide that has an AP (Pre-reform award) code typically applies to employees employed by a constitutional corporation. Usually these are companies that engage in trading or financial activities. Private companies are often identified by the 'Pty Ltd' in their name. It applies to employers in those categories who were bound by the award immediately prior to 01 January 2010.

A guide that has an AN (Notional agreement preserving State awards) code also typically applies to employees employed by a constitutional corporation. However, unlike pre-reform awards these are notional federal agreements that were created on 27 March 2006. Generally, they preserved the terms and conditions of employment (not including wage rates) in state awards and/or state legislation that applied immediately before 27 March 2006 to employees of constitutional corporations in NSW, QLD, SA, WA and TAS where State award/laws applied to those employers prior to 27 March 2006.

A guide that has an AT code typically applies to employees employed by non-constitutional corporations immediately before 27 March 2007 where the employer was bound by a Federal award. These will be sole traders, partnerships, other unincorporated entities or non-trading/financial corporations.

The guide contains information from this modern award about:

- who the modern award covers;
- wage rates, including rates for casual employees, junior employees, trainees and apprentices;
- penalty rates for working at particular times or under particular arrangements;
- allowances; and
- other conditions of employment.

### **What if an agreement applies to employees covered by the modern award?**

Minimum wage entitlements in a modern award override lesser wage entitlements in an agreement or contract of employment at all times, including agreements and contracts that were made before the commencement of the *Fair Work Act 2009*. All employees covered by the modern award must not be paid less than the rate of pay in the modern award.

However, the penalty rates and allowances in the modern award do not apply to agreement-covered employees, unless the agreement is read in conjunction with the

modern award (e.g. a pre-reform certified agreement (a type of collective agreement made before 27 March 2006)).

If you require assistance with any provisions of this guide please contact the **Fair Work Infoline** on **13 13 94**.

## **Coverage**

This industry award covers employers throughout Australia in the live performance industry and their employees in the classifications set out in this award to the exclusion of any other modern award.

The award does not cover an employee excluded from award coverage by the Act.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the **Fair Work (Transitional Provisions and Consequential Amendments) Act 2009** (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry set out in this award in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at in this award and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.

## **Wages**

This modern award includes transitional arrangements that apply to minimum wage entitlements from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award wages commence in full).

The following wage tables set out base rates of pay for classifications under the modern award.

It also sets out how the modern award classification matches up with pre-modern award classification. If there is no classification match the employee may be covered by another pre-modern award, or another modern award, such as a modern award that covers the employee's occupation rather than the industry.

The base rates of pay in this guide include any applicable industry allowance. The base rates of pay also include any increase from Fair Work Australia's annual wage review. For more information about transitional arrangements for minimum wage entitlements, please visit [www.fairwork.gov.au](http://www.fairwork.gov.au)

### **Casual employees**

The rates for casual employees set in the table below are minimum rates for **ordinary hours** only.

Please visit [www.fairwork.gov.au](http://www.fairwork.gov.au) for information about penalty entitlements for casual employees.

#### \*Post 26 March 2006 employer

Wage rates for casual employees of employers that became part of the national system after 26 March 2006 do not include annual leave loading because those employees did not have a pre-modern award entitlement to annual leave loading.

### **Adult**

The rates in this guide are current from the first pay period on or after 01 July 2013 until the final pay period before 01 July 2014 only.

#### **Full & Part Time**

##### **Production & support staff level 1**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Induction /training	Theatrical employee, Level 1	\$16.37

##### **Production & support staff level 2**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Other	Theatrical employee, Level 2	\$17.81

##### **Production & support staff level 3**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Other	Theatrical employee, Level 3	\$18.65

##### **Production & support staff level 5**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Other	Theatrical employee, Level 4	\$19.66

##### **Production & support staff (theatre) level 4**

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Other	Theatrical employee, Level 4	\$19.66

### Production & support staff level 6

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Other	Theatrical employee, Level 5	\$20.26
Other	Theatrical employee, Level 6	\$20.47

### Production & support staff level 5 (theatre)

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Other	Theatrical employee, Level 5	\$19.66

### Level 8

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Production & support staff, Other	Theatrical employee, Level 7	\$21.70
Production and support staff (theatre), Other	Theatrical employee, Level 6	\$21.53

### Level 10

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)
Production & support staff, Other	Theatrical employee, Level 7	\$22.30

### Casual

#### Production & support staff level 1

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Induction /training	Theatrical employee, Level 1	\$20.63 (26%)	\$20.30 (24%)

#### Production & support staff level 2

Modern award classification	Pre-modern award classification	Base rate of pay (hourly)	Post 26 March 2006 employer*
Other	Theatrical employee, Level 2	\$22.44 (26%)	\$22.08 (24%)

#### Production & support staff level 3

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Other	Theatrical employee, Level 3	\$23.50 (26%)	\$23.12 (24%)

#### **Production & support staff level 5**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Other	Theatrical employee, Level 4	\$24.77 (26%)	\$24.38 (24%)

#### **Production & support staff (theatre) level 4**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Other	Theatrical employee, Level 4	\$24.77 (26%)	\$24.38 (24%)

#### **Production & support staff level 6**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Other	Theatrical employee, Level 5	\$25.53 (26%)	\$25.12 (24%)
Other	Theatrical employee, Level 6	\$25.79 (26%)	\$25.38 (24%)

#### **Production & support staff level 5 (theatre)**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Other	Theatrical employee, Level 5	\$24.77 (26%)	\$24.38 (24%)

#### **Level 8**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Production & support staff, Other	Theatrical employee, Level 7	\$27.34 (26%)	\$26.90 (24%)
Production and support staff (theatre), Other	Theatrical employee, Level 6	\$27.13 (26%)	\$26.70 (24%)

#### **Level 10**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>	<b>Post 26 March 2006 employer*</b>
Production & support staff, Other	Theatrical employee, Level 7	\$28.10 (26%)	\$27.66 (24%)

### **Junior**

Junior employees are not covered by this guide for the modern award and pre-modern award.

### **Apprentice**

Apprentice employees are not covered by this guide for the modern award and pre-modern award.

### **Trainee**

This modern award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

### **Supported Wage**

Please refer to clause C.1 of the modern award.

For detail of the supported wage provisions see the full version of the modern award.

### **Penalties and Loadings (other than casual or part-time loadings for ordinary hours)**

Where an employee had an entitlement to a loading/penalty rate before 01 January 2010 that is exactly the same as the modern award loading/penalty entitlement the modern award loading/penalty applies in full from 01 January 2010.

### **Transitional arrangements**

This modern award includes transitional arrangements that apply to loading/penalty entitlements where there is a difference in modern award and pre-modern award loading/penalty entitlements. Transitional arrangements apply from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award loadings/penalties apply in full).

Different arrangements apply depending on whether the entitlements are "equivalent" or not.

- A pre-modern award loading/penalty will be "equivalent" to a modern award entitlement where the loading/penalty applies:
  - for the same purpose (e.g. Saturday penalty);
  - for the same time periods; and
  - in the same way#.
    - #A pre-modern award and modern award loading/penalty applies in the same way if the entitlements are both:
      - paid at the same frequency, such as per hour or per shift; and
      - paid as a percentage of the same amount (e.g. both penalties are paid as a percentage of the employee's classification rate, rather than as a percentage of a different amount or paid as a flat dollar amount).

Casual loadings and penalties also need to interact with each other in the same way in the pre-modern award and modern award to be equivalent (e.g. the loading and penalty rate are calculated on the base hourly rate in both instruments).

**Equivalent entitlements**

If the pre-modern award loading/penalty rate is “equivalent” to the modern award loading/penalty rate the penalty rate is calculated as follows:

1. The difference between the two loading/penalty rates is referred to as a “transitional percentage”. The transitional percentage stays the same every year.
2. A proportion of the transitional percentage is calculated each year as follows:

First full pay period on or after	Proportion of transitional percentage
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

3. Where the modern award loading/penalty is higher, the penalty rate is obtained by subtracting the proportion of the transitional percentage.

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is higher.

1/01/2010 Pre-modern award penalty	1/07/2014 Modern award penalty	1/07/2010 Penalty rate (phased)
25%	50%	30%
50%	75%	55%
50%	100%	60%
75%	100%	80%

4. Where the modern award loading/penalty is lower, the penalty rate is obtained by adding the proportion of the transitional percentage.

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is lower.

1/01/2010 Pre-modern award penalty	1/07/2014 Modern award penalty	1/07/2010 Penalty rate (phased)
50%	25%	45%
75%	50%	70%

<b>1/01/2010</b>	<b>1/07/2014</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
100%	50%	90%
100%	75%	95%

### Entitlements that are not equivalent

If pre-modern award and modern award penalty rates are not "equivalent", the following approach applies:

1. Loadings/penalty rates from a modern award are phased in from zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of modern award loading/penalty</b>
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

2. Pre-modern award loadings/penalty rates are phased out to zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of pre-modern award loading/penalty</b>
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

Please note that a pre-modern award penalty rate can be 'phased out' at the same time that a modern award penalty is 'phasing in' (i.e. where different entitlements apply in the same time period). This means that two different rates may apply for the same time period.

#### Example:

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are not equivalent.

<b>1/01/2014</b>	<b>1/07/2010</b>
<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(20.00%)</b>
10.00%	2.00%
20.00%	4.00%
25.00%	5.00%
50.00%	10.00%
75.00%	15.00%
100.00%	20.00%
120.00%	24.00%

<b>1/01/2010</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(80.00%)</b>
10.00%	8.00%
20.00%	16.00%
25.00%	20.00%
50.00%	40.00%
75.00%	60.00%
100.00%	80.00%
120.00%	96.00%

<b>1/01/2014</b>	<b>1/07/2010</b>
<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(20.00%)</b>
125.00%	25.00%
130.00%	26.00%
150.00%	30.00%

<b>1/01/2010</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(80.00%)</b>
125.00%	100.00%
130.00%	104.00%
150.00%	120.00%

### **New entitlements**

Where an employee did not have a particular loading/penalty entitlement before 01 January 2010, the modern award loading/penalty is phased in from zero as a new entitlement from the first pay period on or after 01 July 2010 by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of modern award loading/penalty</b>
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

#### *Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements in the modern award are new.

<b>1/07/2014</b>	<b>1/07/2010</b>
<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
25%	5%
50%	10%
75%	15%
100%	20%

For more information about transitional arrangements for loading/penalty entitlements please visit [www.fairwork.gov.au](http://www.fairwork.gov.au) and/or contact the **Fair Work Infoline** on **13 13 94** for advice and assistance.

## **Allowances**

Allowances in modern awards apply in full from 01 January 2010 (although the rates may change from time to time).

### **All states covered by this instrument Full Time, Part Time, Casual**

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
14.2	Vehicle allowance	Where an employer requests an employee to use their own motor vehicle in performance of their duties, the employee will be paid an allowance.	1/07/2013	\$0.7600 per kilometre
14.5 (c)	Travel allowance	<b>Accommodation</b>  Where employee does not accept employer provided accommodation, an allowance will be paid per night up to maximum allowance per week.	1/07/2013	\$111.9300 per night up to \$559.69 per week
14.5 (d)	Meal allowance	<b>Meals while travelling</b>  Employee required to travel must be paid an allowance per day.  Above provisions will not apply to employees working at a single location away from their place of residence for specific period of 12 months or more or where engaged for a local show.	1/07/2013	\$51.6300 per day to a maximum of \$258.08 per week.
14.5 (e)	Travel allowance	<b>Incidentals allowance while travelling</b>  Employee required to travel must be paid an allowance for incidentals per day.  The above provisions will not apply to employees working at a single location away from their place of residence for specific	1/07/2013	\$13.8600 per day to a maximum of \$69.41 per week.

Clause	Allowance Type	Description	Effective Date	Rate
		period of 12 months or more or where engaged for a local show.		
25.1	Clothing allowance	When required to provide any suit, frock, costume, stockings, leotards, and fleshings, wigs and appurtenances and haberdashery or other article, which is already in an employees possession, employer will pay the employee an allowance for each suit, frock, costume, stockings, leotards and fleshings, wigs and appurtenances and haberdashery or other article supplied by that employee	1/01/2010	\$8.2000 per week for each article with a minimum payment of \$10.50 per week
25.1(b)	Other	<b>Shoe allowance</b> When required by the employer to be used in performance or rehearsal.	1/01/2010	\$4.1500 per week, for each pair of shoes.
25.10 (b)	Supervisor (in charge) allowance	<b>Deputy Ballet Master/Mistress</b>  A member of the company of dancers who acts on a regular basis as Deputy Ballet Master/Mistress and who, under the direction of the Artistic Director, supervises classes and performs other related additional duties, will be paid not less than 12.19% of the standard rate per week in addition to the per week rate.	1/07/2013	\$2.3241 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (12.19%)
25.10 (b)	Supervisor (in charge) allowance	<b>Deputy Ballet Master/Mistress</b>  A member of the company of dancers who, on the direction of the Artistic Director supervises classes on an irregular basis will be paid a fee of not less than 6.09% of the standard rate per class in addition to the per week rate.	1/07/2013	\$1.1611 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work

Clause	Allowance Type	Description	Effective Date	Rate
				(up to a maximum of 38 hours per week). (6.09%)
25.2	Other	<p><b>Nude allowance</b></p> <p>Employee who agrees to appear nude or semi-nude will be paid no less than an additional 2.75% of the standard rate per week.</p>	1/07/2013	<p>\$0.5243 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.75%)</p>
25.3	Manager's allowance	<p><b>Assistant Stage Manager</b></p> <p>An employee who as part of their duties is required to act as an Assistant Stage Manager will be paid 5.4% of the standard rate per week in addition to the applicable weekly.</p>	1/07/2013	<p>\$1.0296 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.40%)</p>
25.4	Driver - additional payments	<p><b>Driver</b></p> <p>Performing work as driver or a person in charge whilst on tour will be paid not less than 7% of the standard rate per week in addition to the per week rate.</p>	1/07/2013	<p>\$1.3346 per hour.</p> <p>This weekly allowance has been converted to an hourly amount. It</p>

Clause	Allowance Type	Description	Effective Date	Rate
				should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (7.00%)
25.6	Other	<p><b>Making of an advertisement — television or radio</b></p> <p>Where a segment of a production in which employee is performing is filmed or otherwise recorded for publicity purposes and is made up to an advertisement for the production for the purposes of being transmitted by television or radio as paid advertisement employee will be paid 4.9% of the standard rate per hour with a minimum payment as for four hours. (4.9% per week x 38 = 186.2% per hour)</p>	1/07/2013	\$35.5005 per hour (186.20%)
25.8	Other	Required to perform in a star role which they are acting as understudy, will be paid an additional amount per performance. (14.54% per week x 38 = 552.52% per hour)	1/07/2013	\$105.3423 per performance (552.52%)
25.8	Other	Required to perform in a leading role which they are acting as understudy, will be paid an additional amount per performance. (9.68% per week x 38 = 367.84% per hour)	1/07/2013	\$70.1316 per performance (367.84%)
25.8	Other	Required to perform in a minor supporting role which they are acting as understudy, will be paid an additional amount per performance. (4.64% per week x 38 = 176.32% per hour)	1/07/2013	\$33.6168 per performance (176.32%)
25.8	Other	Required to perform in a supporting role which they are acting as understudy, will be paid an additional amount per performance.	1/07/2013	\$42.1659 per performance (221.16%)

Clause	Allowance Type	Description	Effective Date	Rate
		(5.82% per week x 38 = 221.16% per hour)		
25.8	Other	Required to act as understudy in a supporting role, will be paid 2.91% of the standard rate per week.	1/07/2013	\$0.5548 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.91%)
25.8	Other	Required to act as understudy in the star role, will be paid 6.78% of the standard rate per week.	1/07/2013	\$1.2927 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.78%)
25.8	Other	Required to act as understudy in a leading role, will be paid 4.84% of the standard rate per week.	1/07/2013	\$0.9228 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38

Clause	Allowance Type	Description	Effective Date	Rate
				hours per week). (4.84%)
25.8	Other	Required to act as understudy in a minor supporting role, will be paid 2.32% of the standard rate per week.	1/07/2013	\$0.4423 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.32%)
26.2 (f)(ix)	Other	<p><b>Number of performances/Level 7 Performer on school tour</b></p> <p>The number of performances constituting a week's work will not exceed:</p> <ul style="list-style-type: none"> <li>- ten when such performances are each of no longer duration than 1.5 hours (or two hours inclusive of discussion subsequent to the performance) or</li> <li>- fifteen when such performances are each of no longer than one hour.</li> </ul> <p>Each performance in excess of 10 or 15 will be paid for at the rate of 1/10th of the employee's weekly wage extra.</p>	1/07/2013	\$86.9550 each performance
26.2 (f)(ix)	Other	<p><b>Number of performances/Level 9 Performer on school tour</b></p>	1/07/2013	\$91.3660 each performance

Clause	Allowance Type	Description	Effective Date	Rate
		<p>The number of performances constituting a week's work will not exceed:</p> <ul style="list-style-type: none"> <li>- ten when such performances are each of no longer duration than 1.5 hours (or two hours inclusive of discussion subsequent to the performance) or</li> <li>- fifteen when such performances are each of no longer than one hour.</li> </ul> <p>Each performance in excess of 10 or 15 will be paid for at the rate of 1/10th of the employee's weekly wage extra.</p>		
26.4(b)(i)	Other	<p><b>Number of performances/Level 7 Performer on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight: 12.5% per week x 38 = 475% per hour</b></p>	1/07/2013	\$108.6938 each additional performance above 8
26.4(b)(i)	Other	<p><b>Number of performances/Level 7 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight: 12.5% per week x 38 = 475% per hour.</b></p>	1/07/2013	\$98.8125 each additional performance above 8 (475.00%)

Clause	Allowance Type	Description	Effective Date	Rate
26.4(b)(i)	Other	<p><b>Number of performances/Level 7 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight</b>: 12.5% per week x 38 = 475% per hour.</p>	1/07/2013	\$98.8125 each additional performance above 8 (475.00%)
26.4(b)(i)	Other	<p><b>Number of performances/Level 9 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight</b>: 12.5% per week x 38 = 475% per hour.</p>	1/07/2013	\$103.8250 each additional performance above 8 (475.00%)
26.4(b)(i)	Other	<p><b>Number of performances/Level 9 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight</b>: 12.5% per week x 38 = 475% per hour.</p>	1/07/2013	\$103.8250 each additional performance above 8 (475.00%)
26.4(b)(i)	Other	<p><b>Number of performances/Level 9 Performers on school tour</b></p>	1/07/2013	\$114.2075 each additional performance above 8

Clause	Allowance Type	Description	Effective Date	Rate
		Where additional performances are undertaken as part of the ordinary hours of work, additional performances of a substantially whole time production (excepting pantomimes), will be paid at 12.5% of their ordinary weekly wage for <b>each additional performance above eight</b> : 12.5% per week x 38 = 475% per hour.		
26.4(b)(ii)	Other	<b>Number of performances/Level 7 Performers on Rehearsal</b>  Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each performance in excess of the ninth performance</b> in any such week. (6.25% per week x 38 = 237.5% per hour).	1/07/2013	\$49.4063 each pantomime >9 (237.50%)
26.4(b)(ii)	Other	<b>Number of performances/Level 7 Performers not on school tour</b>  Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each performance in excess of the ninth performance</b> in any such week. (6.25% per week x 38 = 237.5% per hour).	1/07/2013	\$49.4063 each pantomime >9 (237.50%)
26.4(b)(ii)	Other	<b>Number of performances/Level 9 Performers on Rehearsal</b>  Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each</b>	1/07/2013	\$51.9125 each pantomime >9 (237.50%)

Clause	Allowance Type	Description	Effective Date	Rate
		<b>performance in excess of the ninth performance</b> in any such week. (6.25% per week x 38 = 237.5% per hour).		
26.4(b)(ii)	Other	<p><b>Number of performances/Level 7 Performers on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each performance in excess of the ninth performance</b> in any such week.</p>	1/07/2013	\$54.3469 each pantomime >9
26.4(b)(ii)	Other	<p><b>Number of performances/Level 9 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b>. (12.5% per week x 38 = 475% per hour).</p>	1/07/2013	\$103.8250 first pantomime >8 (475.00%)
26.4(b)(ii)	Other	<p><b>Number of performances/Level 9 Performers on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b>. (12.5% per week x 38 = 475% per hour).</p>	1/07/2013	\$114.2075 first pantomime >8

Clause	Allowance Type	Description	Effective Date	Rate
26.4(b)(ii)	Other	<p><b>Number of performances/Level 7 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b>. (12.5% per week x 38 = 475% per hour).</p>	1/07/2013	\$98.8125 first pantomime >8 (475.00%)
26.4(b)(ii)	Other	<p><b>Number of performances/Level 7 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b>. (12.5% per week x 38 = 475% per hour).</p>	1/07/2013	\$98.8125 first pantomime >8 (475.00%)
26.4(b)(ii)	Other	<p><b>Number of performances/Level 9 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each performance in excess of the ninth performance</b> in any such week. (6.25% per week x 38 = 237.5% per hour).</p>	1/07/2013	\$51.9125 each pantomime >9 (237.50%)
26.4(b)(ii)	Other	<p><b>Number of performances/Level 9 Performers not on school tour</b></p>	1/07/2013	\$103.8250 first pantomime >8 (475.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b> . (12.5% per week x 38 = 475% per hour).		
26.4(b)(ii)	Other	<b>Number of performances/Level 9 Performers on school tour</b>  Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 6.25% of their ordinary weekly wage for <b>each performance in excess of the ninth performance</b> in any such week.	1/07/2013	\$57.1038 each pantomime >9
26.4(b)(ii)	Other	<b>Number of performances/Level 7 Performers on school tour</b>  Where additional performances are undertaken as part of the ordinary hours of work, additional <b>performances of pantomime</b> exceeding eight but not exceeding 12, will be paid an additional 12.5% of their ordinary weekly wage for the <b>first performance exceeding eight</b> . (12.5% per week x 38 = 475% per hour).	1/07/2013	\$108.6938 first pantomime >8
26.4(b)(iii)	Other	<b>Number of performances/Level 7 Performers on school tour</b>  Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b> , an additional payment of 10% of their weekly wage for <b>each performance above 12</b> .	1/07/2013	\$86.9550 each performance above 12

Clause	Allowance Type	Description	Effective Date	Rate
26.4(b)(iii)	Other	<p><b>Number of performances/Level 7 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b>, an additional payment of 10% of their weekly wage for <b>each performance above 12</b>. (10% per week x 38 = 380% per hour).</p>	1/07/2013	\$79.0500 each performance above 12 (380.00%)
26.4(b)(iii)	Other	<p><b>Number of performances/Level 9 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b>, an additional payment of 10% of their weekly wage for <b>each performance above 12</b>. (10% per week x 38 = 380% per hour).</p>	1/07/2013	\$83.0600 each performance above 12 (380.00%)
26.4(b)(iii)	Other	<p><b>Number of performances/Level 9 Performers on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b>, an additional payment of 10% of their weekly wage for <b>each performance above 12</b>.</p>	1/07/2013	\$91.3660 each performance above 12
26.4(b)(iii)	Other	<p><b>Number of performances/Level 7 Performers on Rehearsal</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b>, an additional payment of 10% of their weekly wage</p>	1/07/2013	\$79.0500 each performance above 12 (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		for <b>each performance above 12.</b> (10% per week x 38 = 380% per hour).		
26.4(b)(iii)	Other	<p><b>Number of performances/Level 9 Performers not on school tour</b></p> <p>Where additional performances are undertaken as part of the ordinary hours of work, <b>performances up to one hour in duration</b>, an additional payment of 10% of their weekly wage for <b>each performance above 12.</b> (10% per week x 38 = 380% per hour).</p>	1/07/2013	\$83.0600 each performance above 12 (380.00%)
26.4(c)	Other	<p><b>Number of performances/Level 7 Performer not on school tour</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly wage additional for each performance exceeding eight in a week.(12.5% per week x 38 = 475% per hour)</p>	1/07/2013	\$98.8125 each performance >8 (475.00%)
26.4(c)	Other	<p><b>Number of performances/Level 9 Performer on Rehearsal</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly</p>	1/07/2013	\$103.8250 each performance >8 (475.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		wage additional for each performance exceeding eight in a week.(12.5% per week x 38 = 475% per hour)		
26.4(c)	Other	<p><b>Number of performances/Level 7 Performer on Rehearsal</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly wage additional for each performance exceeding eight in a week.(12.5% per week x 38 = 475% per hour)</p>	1/07/2013	\$98.8125 each performance >8 (475.00%)
26.4(c)	Other	<p><b>Number of performances/Level 7 Performer on school tour</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly wage additional for each performance exceeding eight in a week.</p>	1/07/2013	\$108.6938 each performance >8
26.4(c)	Other	<p><b>Number of performances/Level 9 Performer not on school tour</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but</p>	1/07/2013	\$103.8250 each performance >8 (475.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly wage additional for each performance exceeding eight in a week.(12.5% per week x 38 = 475% per hour)		
26.4(c)	Other	<p><b>Number of performances/Level 9 Performer on school tour</b></p> <p>If an employee is engaged by the weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production will be deemed to be a separate week's engagement for the purpose of this clause, but this will not apply when one of the productions is a pantomime, in which case the employee will be paid 12.5% of their weekly wage additional for each performance exceeding eight in a week.</p>	1/07/2013	\$114.2075 each performance >8
27.5	Meal allowance	<p><b>Meal break between performances</b></p> <p>If there is a break of less than two hours between conclusion of one performance and beginning of next performance employer provides employee with satisfactory meal, including tea and coffee. Alternatively, the employer may pay the employee an allowance instead of the meal.</p>	1/07/2013	\$25.4400 per meal
30.4 (a)	Specialist functions	<p>A Conductor-Leader will receive the following allowance:</p> <p>- Where there are three or more musicians, the allowance will be the appropriate rate plus 13.3%.</p>	1/07/2013	\$5.8647 per hour (13.30%)
30.4 (b)	Specialist functions	A Conductor-Leader employed in grand opera, grand ballet, concerts or religious performance will receive the appropriate rate plus 10%.	1/07/2013	\$4.4096 per hour (10.00%)

Clause	Allowance Type	Description	Effective Date	Rate
30.5	Specialist functions	<b>Instrumentalist playing alone</b>  The rate for an instrumentalist playing alone will be the appropriate rate plus 17.5%.	1/07/2013	\$6.3751 per hour (17.50%)
30.5	Specialist functions	<b>Instrumentalist playing alone</b>  The rate for an instrumentalist playing alone will be the appropriate rate plus 17.5%.	1/07/2013	\$7.1130 per hour (17.50%)
25.8 (b)	Dance captain allowance	<b>Dance Captain allowance</b>  A member of the ensemble of performers who acts as Dance Captain or who under the direction of employer supervises the work of the ensemble of performers will be paid not less than 5.18% of the standard rate per week in addition to the per week rate.	1/07/2013	\$0.9876 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.18%)
30.5	Specialist functions	<b>Instrumentalist playing alone</b>  The rate for an instrumentalist playing alone will be the appropriate rate plus 17.5%.	1/07/2013	\$6.0565 per hour (17.50%)
30.6	Specialist functions	<b>Repetiteur rate</b>  The rate for a repetiteur will be the appropriate rate plus 12.5%.	1/07/2013	\$5.0807 per hour (12.50%)
30.6	Specialist functions	<b>Repetiteur rate</b>	1/07/2013	\$4.3260 per hour (12.50%)

Clause	Allowance Type	Description	Effective Date	Rate
		The rate for a repetiteur will be the appropriate rate plus 12.5%.		
30.6	Specialist functions	<p><b>Repetiteur rate</b></p> <p>The rate for a repetiteur will be the appropriate rate plus 12.5%.</p>	1/07/2013	\$4.5536 per hour (12.50%)
31.1 (a)	Tool allowance	<p><b>Special allowances</b></p> <p>Required to double on one or more additional instruments, (provided that a percussionist will receive such allowance in respect of each of the xylophone, vibraphone, tympani, and either (but not both) marimba and glockenspiel), following doubling allowance applies:</p> <p>- For each instrument supplied by musician, rate will be 1.8% of the standard rate per additional instrument per call or 14.5% of total minimum call rate, whichever is greater. (1.8% per week x 38 = 68.4% per hour)</p>	1/07/2013	\$13.0410 per additional instrument per call (68.40%)
31.1 (b)	Tool allowance	<p><b>Special allowances</b></p> <p>Required to double on one or more additional instruments, (provided that a percussionist will receive such allowance in respect of each of the xylophone, vibraphone, tympani, and either (but not both) marimba and glockenspiel), following doubling allowance applies:</p> <p>- For each instrument supplied by employer, rate is 1.3% of standard rate per additional instrument per call or 9.5% of total minimum call rate, whichever is greater. (1.3% per week x 38 = 49.4% per hour)</p>	1/07/2013	\$9.4185 per additional instrument per call (49.40%)

Clause	Allowance Type	Description	Effective Date	Rate
31.3 & 31.8	Specialist functions	<p><b>Soloists</b></p> <p>Performing solo in an orchestra will receive 0.7% of the standard rate per instrument per call.</p>	1/07/2013	\$5.0715 per instrument per call (26.60%)
31.4	Other	<p><b>Setting up time</b></p> <p>Where a drummer or electronic instrumentalist is required to move their equipment to and from their place of employment, they will receive in addition to their normal rate an allowance equal to 15 minutes of work at the ordinary time rate of pay.</p>	1/07/2013	\$8.6521 per occasion (25.00%)
31.4	Other	<p><b>Setting up time</b></p> <p>Where a drummer or electronic instrumentalist is required to move their equipment to and from their place of employment, they will receive in addition to their normal rate an allowance equal to 15 minutes of work at the ordinary time rate of pay.</p>	1/07/2013	\$9.1073 per occasion (25.00%)
31.4	Other	<p><b>Setting up time</b></p> <p>Where a drummer or electronic instrumentalist is required to move their equipment to and from their place of employment, they will receive in addition to their normal rate an allowance equal to 15 minutes of work at the ordinary time rate of pay.</p>	1/07/2013	\$10.1615 per occasion (25.00%)
31.6 (a)	Other	<p><b>Broadcast, telecast, filmed or recorded</b></p> <p>Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive for a televised performance 14.02% of standard rate. 14.02% x 38 = 532.76% per hour)</p>	1/07/2013	\$101.5749 for a televised performance per week (532.76%)

Clause	Allowance Type	Description	Effective Date	Rate
31.6 (a) ii	Other	<p><b>Broadcast, telecast, filmed or recorded</b></p> <p>Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive for a televised performance if a Principal, the payment in 31.6(a)(i) and an additional 25% of hourly rate.</p>	1/07/2013	\$10.1615 for a televised performance per hour (25.00%)
31.6(a) iii	Other	<p>Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call for a televised performance.</p> <p>For a musician:</p>	1/07/2013	\$8.6521 per call (25.00%)
31.6(a) iii	Other	<p>Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call for a televised performance.</p> <p>For an accompanying artist:</p>	1/07/2013	\$9.1073 per call (25.00%)
31.6(a) iii	Other	<p>Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call.</p> <p>For a principal musician:</p>	1/07/2013	\$10.1615 per call (25.00%)
31.6(a) iv	Other	<p>Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate</p>	1/07/2013	\$103.8250 per televised performance (300.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for a musician:		
31.6(a) iv	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for an accompanying artist	1/07/2013	\$109.2875 per televised performance (300.00%)
31.6(a) iv	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for a principal musician.	1/07/2013	\$121.9375 per televised performance (300.00%)
31.6 (b) i	Other	<p><b>Broadcast, telecast, filmed or recorded</b></p> <p>Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive for a radio broadcast as a minimum payment for a call up to three hours in which there can be 21 minutes of finished material 15.12% of the standard rate.</p> <p>15.12% of the standard rate of pay x 38 = 574.56% of the hourly rate of pay</p>	1/07/2013	\$109.5444 for a radio broadcast (574.56%)
31.6 (b) ii	Other	<p><b>Broadcast, telecast, filmed or recorded</b></p> <p>Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, if a Principal the payment in 36.6(b)(i) and an additional 25% of the hourly rate.</p>	1/07/2013	\$10.1615 for a radio broadcast (25.00%)

Clause	Allowance Type	Description	Effective Date	Rate
31.6 (b) iii	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: for a musician	1/07/2013	\$8.6521 per call (25.00%)
31.6 (b) iii	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: for an accompanying artist.	1/07/2013	\$9.1073 per call (25.00%)
31.6 (b) iii	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: principal musician.	1/07/2013	\$10.1615 per call (25.00%)
31.6 (b) iv	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get an additional minimum call fee for overdubbing: for a musician.	1/07/2013	\$103.8250 per radio broadcast (300.00%)
31.6 (b) iv	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of	1/07/2013	\$109.2875 per radio broadcast (300.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		such entertainment, will get an additional minimum call fee for overdubbing: for an accompanying artist.		
31.6 (b) iv	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get an additional minimum call fee for overdubbing: for a principal musician.	1/07/2013	\$121.9375 per radio broadcast (300.00%)
31.6 (c)i	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get 28.82 of the standard rate for simulcast (radio and television, single use within Australia)  28.82% of the standard rate x 38 = 1095.16% of the hourly rate	1/07/2013	\$208.8009 per radio broadcast (1,095.16%)
31.6 (c)ii	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get 28.82% of the standard rate for simulcast (radio and television, single use within Australia). If a Principal, the payment in clause 31.6(c)(i) plus an additional 25% of hourly rate.	1/07/2013	\$10.1615 per radio broadcast (25.00%)
31.6 (d)(i)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay	1/07/2013	\$149.9715 for an audio visual or visual recording of a performance (786.60%)

Clause	Allowance Type	Description	Effective Date	Rate
		will receive for an audio visual or visual recording of a performance 20.70% of standard rate. 20.70% x 38 = 786.60% per hour)		
31.6 (d)(ii)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive for an audio visual or visual recording of a performance, if a Principal, the payment in 31.6(a)(i) and an additional 25% of hourly rate.	1/07/2013	\$10.1615 for an audio visual or visual recording of a performance (25.00%)
31.6(d)(iii)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call for an audio visual or visual recording of a performance. For a musician:	1/07/2013	\$8.6521 per call (25.00%)
31.6(d)(iii)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call for an audio visual or visual recording of a performance For an accompanying artist:	1/07/2013	\$9.1073 per call (25.00%)
31.6(d)(iii)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for doubling, 25% extra per call for an audio visual or visual recording of a performance. For a principal musician:	1/07/2013	\$10.1615 per call (25.00%)

Clause	Allowance Type	Description	Effective Date	Rate
31.6(d)(iv)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for a musician:	1/07/2013	\$103.8250 per audio visual or visual recording of a performance (300.00%)
31.6(d)(iv)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for an accompanying artist	1/07/2013	\$109.2875 per audio visual or visual recording of a performance (300.00%)
31.6(d)(iv)	Other	Where an employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay the employee will receive: for overdubbing an additional mimimum call fee: for a principal musician.	1/07/2013	\$121.9375 per audio visual or visual recording of a performance (300.00%)
31.6 (e)(i)	Other	<p><b>Broadcast, telecast, filmed or recorded</b></p> <p>Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive for an audio recording of a performance as a minimum payment for a call up to three hours in which there can be 21 minutes of finished material 15.12% of the standard rate.</p> <p>15.12% of the standard rate of pay x 38 = 574.56% of the hourly rate of pay</p>	1/07/2013	\$109.5444 for an audio recording of a performance (574.56%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
31.6 (e)(ii)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, if a Principal, the payment in 31.6(b)(i) and an additional 25% of the hourly rate.	1/07/2013	\$10.1615 for an audio recording of a performance (25.00%)
31.6 (e)(iii)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: for a musician for an audio recording of a performance	1/07/2013	\$8.6521 per additional instrument per call (25.00%)
31.6 (e)(iii)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: for an accompanying artist for an audio recording of a performance	1/07/2013	\$9.1073 per additional instrument per call (25.00%)
31.6 (e)(iii)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, in addition to the appropriate rate of pay will receive, 25% extra for doubling: principal musician for an audio recording of a performance	1/07/2013	\$10.1615 per additional instrument per call (25.00%)

Clause	Allowance Type	Description	Effective Date	Rate
31.6 (e)(iv)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get an additional minimum call fee for overdubbing: for a musician for an audio recording of a performance	1/07/2013	\$103.8250 per audio recording of a performance (300.00%)
31.6 (e)(iv)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get an additional minimum call fee for overdubbing: for an accompanying artist at an audio recording of a performance	1/07/2013	\$109.2875 per audio recording of a performance (300.00%)
31.6 (e)(iv)	Other	<b>Broadcast, telecast, filmed or recorded</b>  Where employee is broadcast, telecast, filmed or recorded from a theatre or other place of entertainment during the course of such entertainment, will get an additional minimum call fee for overdubbing: for a principal musician at an audio recording of a performance	1/07/2013	\$121.9375 per audio recording of a performance (300.00%)
34.5 (b)	Travel allowance	If required to travel on a Sunday, in addition to the allowance elsewhere prescribed.	1/07/2013	\$11.0300 per travel on Sunday
38.3	Other	If employee is to participate in a parade representing employer's business, and that participation exposes nipples, buttocks or genitalia, a rate of 3.3% of standard rate extra is paid for each parade. (3.3% x 38 = 125.4% per hour)	1/07/2013	\$23.9085 each parade (125.40%)

Clause	Allowance Type	Description	Effective Date	Rate
44.1 (a)	Tool allowance	Employer will pay an allowance per week to heads of departments required to supply their own tools.	1/07/2010	\$0.2382 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
44.1 (a)	Tool allowance	Employees other than heads of departments required to supply basic tools (limited to a hammer, brace/punch driver and wrench).	15/04/2011	\$0.9300 per day.
44.2	Other	<p><b>Transmission or recording allowance</b></p> <p>Where a performance is to be recorded or transmitted by any means, including but not limited to radio or television transmission or film, video or audio recording, and whether transmitted live or recorded for later transmission, exhibition, distribution or sale, all production employees who perform work on that performance will receive a recording allowance of 15.9% of the standard rate in addition to the rate they would otherwise have received for that performance, provided that:</p> <ul style="list-style-type: none"> <li>- The recording allowance will only be paid when the recording transmission takes place during a performance;</li> <li>- One payment will only be made under the provisions of sub-clause 44.2(a) even though the recording of a production may take place over a series of performances;</li> </ul>	1/07/2013	\$115.1955 for one performance (604.20%)

Clause	Allowance Type	Description	Effective Date	Rate
		- Where a performance is recorded for sound only or transmitted by radio only, the provisions of sub-clause 44.2(a) will apply to sound technicians only;		
46.4 (a)	Meal allowance	Employer will pay (other than a cleaner) a meal allowance for each meal interval occurring before the employee's finishing time where the employee has worked between midnight and 8.00am and continues to work beyond 8.00am. Provided meal allowance will not be payable where employee commences work at or after 5.00am.	1/07/2013	\$16.3700 per meal interval
46.4 (b)	Meal allowance	Employer will pay employee a meal allowance where the employee works two performances back to back. Meal allowance will not be payable where employer provides a suitable meal.	1/07/2013	\$16.3700 per meal
26.3 (d)(iii)	Meal allowance	If there is a break of less than two hours between the conclusion of one performance and the beginning of the next performance on the same day, the employer will provide the employee with a satisfactory meal. Alternatively, the employer may pay to the employee an allowance instead of the said meal.	1/07/2013	\$16.3700 per meal.

### Full Time

Clause	Allowance Type	Description	Effective Date	Rate
14.4	Laundry	Where employed weekly or full-time an allowance for garments, except blouses and shirts, will be paid per week where uniforms are not laundered by employer.	1/07/2013	\$8.5100 per week.

Clause	Allowance Type	Description	Effective Date	Rate
14.4	Laundry	Where employed weekly or full-time, an allowance for blouses and shirts will be paid per week where uniforms are not laundered by employer.	1/07/2013	\$3.2800 per week.

### Full Time, Part Time

Clause	Allowance Type	Description	Effective Date	Rate
22.3 (d)	Travel allowance	<p><b>An employee engaged by the week as a performer</b></p> <p>Level 9 Performer (not on school tour) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount equivalent to 8.3% of weekly wage in addition to weekly wage for the week. (8.3% per week x 38 = 315.4% per hour)</p>	1/07/2013	\$68.9398 per day (315.40%)
22.3 (d)	Travel allowance	<p><b>An employee engaged by the week as a performer</b></p> <p>Level 7 Performer (Rehearsal) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount equivalent to 8.3% of weekly wage in addition to weekly wage for the week. (8.3% per week x 38 = 315.4% per hour)</p>	1/07/2013	\$65.6115 per day (315.40%)
22.3 (d)	Travel allowance	<p><b>An employee engaged by the week as a performer</b></p> <p>Level 9 Performer (on school tour) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount</p>	1/07/2013	\$75.8338 per day

Clause	Allowance Type	Description	Effective Date	Rate
		equivalent to 8.3% of weekly wage in addition to weekly wage for the week.		
22.3 (d)	Travel allowance	<b>An employee engaged by the week as a performer</b>  Level 7 Performer (on school tour) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount equivalent to 8.3% of weekly wage in addition to weekly wage for the week.	1/07/2013	\$72.1727 per day
22.3 (d)	Travel allowance	<b>An employee engaged by the week as a performer</b>  Level 7 Performer (not on school tour) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount equivalent to 8.3% of weekly wage in addition to weekly wage for the week. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$65.6115 per day (315.40%)
22.3 (d)	Travel allowance	<b>An employee engaged by the week as a performer</b>  Level 9 Performer (Rehearsal) travelling on a public holiday or any other day on which they otherwise be rostered off work, will, unless working on a public holiday, entitled to amount equivalent to 8.3% of weekly wage in addition to weekly wage for the week. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$68.9398 per day (315.40%)
28.5 (b)	Travel allowance	<b>Level 9 Performer on Rehearsal</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$21.8579 each half hour or part thereof (100.00%)

Clause	Allowance Type	Description	Effective Date	Rate
28.5 (b)	Travel allowance	<b>Level 9 Performer on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$24.0437 each half hour or part thereof
28.5 (b)	Travel allowance	<b>Level 9 Performer not on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$21.8579 each half hour or part thereof (100.00%)
28.5 (b)	Travel allowance	<b>Level 7 Performer on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$22.8829 each half hour or part thereof for travel in excess of three hours
28.5 (b)	Travel allowance	<b>Level 7 Performer not on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$20.8026 each half hour or part thereof for travel in excess of three hours (100.00%)
28.5 (b)	Travel allowance	<b>Level 7 Performer on Rehearsal</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$20.8026 each half hour or part thereof for travel in excess of three hours (100.00%)
28.5 (b)	Travel allowance	<b>Supernumeraries on tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$20.8026 each half hour or part thereof (100.00%)

Clause	Allowance Type	Description	Effective Date	Rate
28.5 (b)	Travel allowance	<b>Supernumeraries not on tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, 1/38th of weekly wage for each half hour or part thereof for travel in excess of three hours.	1/07/2013	\$23.1447 each half hour or part thereof (100.00%)
28.5 (b)	Travel allowance	<b>Level 9 Performer on Rehearsal</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$68.9398 for travel of up to three hours duration (315.40%)
28.5 (b)	Travel allowance	<b>Level 9 Performer on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration.	1/07/2013	\$75.8338 for travel of up to three hours duration
28.5 (b)	Travel allowance	<b>Level 7 Performer on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration.	1/07/2013	\$72.1727 for travel of up to three hours duration
28.5 (b)	Travel allowance	<b>Level 7 Performer - not on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$65.6115 for travel of up to three hours (315.40%)
28.5 (b)	Travel allowance	<b>Level 7 Performer - on Rehearsal</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$65.6115 for travel of up to three hours duration (315.40%)

Clause	Allowance Type	Description	Effective Date	Rate
28.5 (b)	Travel allowance	<b>Level 9 Performer not on school tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$68.9398 for travel of up to three hours duration (315.40%)
28.5 (b)	Travel allowance	<b>Supernumeraries not on tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$72.9985 for travel of up to three hours duration (315.40%)
28.5 (b)	Travel allowance	<b>Supernumeraries on tour</b> Required to travel on Sunday, given a day off in following week, if a day off is not provided, paid 8.3% of weekly wage in addition to wage for the week for travel of up to three hours duration. (8.3% per week x 38 = 315.4% per hour)	1/07/2013	\$65.6115 for travel of up to three hours duration (315.40%)
31.2	Other	<b>Supply of music</b>  Weekly employee required to supply their own music receives allowance of 1.3% of standard rate per week.	1/07/2013	\$0.2479 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.30%)
31.7 (a)	Tool allowance	Each employee (who supplies one or more instruments must be paid an instrument upkeep allowance per instrument per week for weekly employees.	2/03/2011	\$12.7000 per instrument per week

Clause	Allowance Type	Description	Effective Date	Rate
31.7 (b)	Tool allowance	Harpist employed weekly must be paid an instrument upkeep allowance per week.	1/07/2010	\$0.7403 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
31.7 (c)	Tool allowance	Where a percussionist provides the complete percussion kit, or a substantial part of the percussion kit, as defined in the award, they be paid in addition to their ordinary rate of pay an allowance per week.	1/07/2010	\$0.2668 per hour.  This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
47.4 (c)	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$62.2200 per occasion (380.00%)
47.4 (c)	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$62.2200 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
47.4 (c)	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$62.2200 per occasion (380.00%)
47.4 (c)	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$62.2200 per occasion (380.00%)
47.4 (c)	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$67.6700 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$67.6700 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$67.6700 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$67.6700 per occasion (380.00%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$71.0800 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$71.0800 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$71.0800 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$71.0800 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$72.4500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$72.4500 per occasion (380.00%)

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47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$72.4500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$72.4500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		(10% x 38 = 380% per hour)		
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)		
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$74.7100 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$76.9900 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$76.9900 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday.	1/07/2013	\$81.9200 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		(10% x 38 = 380% per hour)		
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)		
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$81.9200 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$84.7500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$84.7500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$84.7500 per occasion (380.00%)
47.4 ( c )	Travel allowance	Employee engaged by the week travels on Sunday when working on any day except Sunday, paid for travelling at 1/10th of prescribed per week rate in addition to the travelling allowance payable in respect of Sunday. (10% x 38 = 380% per hour)	1/07/2013	\$84.7500 per occasion (380.00%)

## Casual

Clause	Allowance Type	Description	Effective Date	Rate
31.2	Other	<p><b>Supply of music</b></p> <p>Casual required to supply their own music receives allowance of 4% of standard rate per call. (4% per week x 38 = 152% per hour)</p>	1/07/2013	\$28.9800 per call (152.00%)
31.7 (a)	Tool allowance	Each employee who supplies one or more instruments must be paid an instrument upkeep allowance per instrument per call for casual employees.	2/03/2011	\$1.5900 per instrument per call
31.7 (b)	Tool allowance	A harpist employed on casual basis must be paid an allowance per call.	1/07/2010	\$4.1900 Per call

## Part Time, Casual

Clause	Allowance Type	Description	Effective Date	Rate
14.4	Laundry	Where uniforms are not laundered by the employer, employees will be paid a laundry allowance	1/07/2013	\$2.6200 per day to a maximum of \$11.85 per week

## **Other Conditions**

The following conditions in the modern award apply in full from 1 January 2010. Please note that the below table is a summary of commonly applicable entitlements in the modern award, there may be other entitlements in the modern award that are relevant to particular employers or employees. Please refer to the modern award for full details.

**Note:** The National Employment Standards (**NES**) operate together with modern awards to provide minimum conditions of employment for employers and employees in the national system. The NES sets out ten minimum statutory entitlements that apply to all employees, including leave and termination of employment entitlements.

For more information about the NES, please visit [www.fairwork.gov.au](http://www.fairwork.gov.au)

### **All states covered by this instrument**

<b>Clause</b>	<b>Conditions Type</b>	<b>Description</b>
7	Award flexibility (Instrument)	<p>An employer and an individual employee may agree to vary the following terms of this award to meet the genuine needs of the employer and the individual employee with respect to:</p> <ul style="list-style-type: none"><li>- arrangements for when work is performed</li><li>- overtime rates</li><li>- penalty rates</li><li>- allowances</li><li>- leave loading.</li></ul> <p>Other conditions concerning award flexibility are contained within the Fair Work Act 2009.</p>
8	Consultation (Instrument)	<p>The award contains information on the employer's responsibility to consult regarding major workplace change including the:</p> <ul style="list-style-type: none"><li>- duty to notify, and</li><li>- duty to discuss change.</li></ul>
9	Dispute resolution (Instrument)	<p>The award sets out a dispute resolution procedure for dealing with disputes in relation to a matter under the award or the National Employment Standards (NES).</p>

Clause	Conditions Type	Description
10.3	Part-time conditions (Instrument)	<p>At the time of engagement the employer and the part-time employee will agree in writing on a regular pattern of work, specifying at least the hours worked each day, which days the employee will work, and the actual starting and finishing times. A copy of the agreement must be provided to the employee.</p> <p>Changes in hours may only be made by agreement in writing. Any agreed variation to the regular pattern of work will be recorded in writing and a copy given to the employee.</p> <p>An employer is required to roster a part-time employee for a minimum of four hours on any shift.</p> <p>All time worked in excess of the hours mutually arranged will be overtime.</p>
10.4	Casual conditions (Instrument)	<p>Employer engaging casual must inform them they are casual, stating hours, classification level and pay.</p> <p>Casual paid additional 25% of ordinary hourly rate for full-time employee.</p> <p>Casual loading paid instead of annual leave, paid personal/carer's leave, notice of termination, redundancy benefits and other attributes of full-time or part-time employment.</p> <p>Casual paid at termination of each engagement, but may agree to be paid weekly or fortnightly.</p> <p>Every time casual required to attend for work entitled to minimum three hours.</p>
11.2	Termination of employment - notice of termination by an employee (Instrument)	<p>The notice of termination required to be given by an employee is the same as an employer except there is no requirement to give additional notice based on age. If an employee fails to give the required notice the employer may withhold from any monies due on termination, the difference between the amount of notice required and the amount of notice actually given.</p>
11.3	Termination of employment - job search entitlement (Instrument)	<p>Where an employer has given notice of termination to an employee, an employee must be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off is to be taken at times that are convenient to the employee after consultation with the employer.</p>
11.4	Termination of employment (Instrument)	<p><b>Special notice required for performers and company dancers</b></p> <p>Except when engaged for a run or casual, minimum of two weeks' notice of termination.</p>

Clause	Conditions Type	Description
		<p>Engaged for the run of the play or plays, employer gives not less than three weeks' notice in writing of conclusion of tour, season or run except where tour, season or run has occupied five weeks or less at time of giving notice when period of notice is not less than two weeks.</p> <p>If employed for consecutive period of 14 months from date of opening performance, engagement may be terminated by either party giving four weeks' notice in writing. Notice not be given so as to take effect while company in which employee performing is in New Zealand, Tasmania, Perth or Newcastle or in direct transit between such places.</p> <p><b>Failure to produce or present production</b></p> <p>If employer fails to produce or present the production for which employee is definitely engaged or if run of play for which employee is definitely engaged is less than four weeks, employer pay in satisfaction of all claims, except in relation to any money due for travel and rehearsal, a sum of money not less than four weeks wages unless engagement was originally for lesser period than four weeks, in which case employer pay in satisfaction of all claims, except in relation to any money due for travel and rehearsal, a sum of money equivalent to wages.</p> <p><b>Employee no longer required for specific part</b></p> <p>Should employer deem it necessary or desirable that employee should not play part for which engaged, employer may during rehearsal period or within two weeks from date on which employee first played part and notwithstanding anything hereinafter contained, either give notice in writing terminating their engagement and replace employee in part within three weeks from date on which notice given, or where possible, employ in alternative role.</p>
12.2	Redundancy - transfer to lower paid duties (Instrument)	Where an employee is transferred to lower paid duties by reason of redundancy, the same period of notice must be given as the employee would have been entitled to if the employment had been terminated. Alternatively, the employer may choose to pay the employee the difference between the former ordinary time rate of pay and the new ordinary time rate of pay for the number of weeks of notice still owing.
12.3	Redundancy - employee leaving during notice period (Instrument)	An employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The employee is entitled to receive the benefits and payments they would have received had they remained in employment until the expiry of the notice, but is not entitled to payment instead of notice.

Clause	Conditions Type	Description
12.4	Redundancy - job search entitlement (Instrument)	An employee given notice of termination in circumstances of redundancy must be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.  If the employee has been allowed paid leave for more than one day, the employee must, by request, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose a statutory declaration is sufficient.
12.5	Redundancy - transitional provisions (Instrument)	An employee is entitled to redundancy pay in accordance with the NAPSA that would have applied immediately prior to 1 January 2010 and that would have entitled the employee to redundancy pay in excess of the employee's entitlement under the NES. This includes employees engaged after 1 January 2010.  The entitlement to redundancy pay under the NAPSA is limited to the amount which exceeds the entitlement under the NES.  This clause does not reduce an employee's entitlement to redundancy pay under any other instrument and ceases to operate on 31 December 2014.
14.1	Expenses (Instrument)	<b>Reimbursement of expenses</b>  Where employer authorises employee to incur expenses in course of employment, expense reimbursed upon providing tax invoice and receipt.
14.3	Transport of employees (Instrument)	Detained until too late to travel home by last train, tram or other regular public conveyance, employer provides proper conveyance to employee's home.
14.5 (a)	Transport of employees (Instrument)	Required to travel away from place of residence reimbursed cost of economy class fare or equivalent to destination. Provision not apply if employer provides and arranges transport.
14.5 (b)	Transport of employees (Instrument)	Required to travel to or from airport reimbursed cost to maximum \$38.56 provided reimbursement not payable where employer provides transport.
14.5 (c)(ii)	Other (Instrument)	<b>Accommodation</b>

Clause	Conditions Type	Description
		<p>Where employer does not provide accommodation employee reimbursed cost of accommodation up to maximum weekly limits as follows:</p> <p>Destination and Weekly amount            Sydney and Melbourne \$1120.00            Adelaide, Hobart, Perth and Brisbane \$790.63            Canberra \$962.80            Other places \$737.01</p> <p>Where employer and employee agree in writing, shared accommodation may be provided by employer. Employer will retain a copy of agreement.</p> <p>Above provisions not apply to employees working at single location away from their place of residence for period of 12 months or more or engaged for local show.</p>
14.5	Transport of employees (Instrument)	<p><b>Transportation of luggage and instruments</b></p> <ul style="list-style-type: none"> <li>- Reimburse for transportation of employee's luggage when travelling up to maximum 40 kilograms and any bulky instrument required for employment.</li> <li>- Reimburse cost of insurance of employee's luggage and instruments for loss, theft or damage when travelling.</li> <li>- Reimbursement not payable if employer provides transport of luggage and instruments.</li> </ul>
15	Accident pay (Instrument)	<p>An employee is entitled to accident pay in accordance with the terms of:</p> <ul style="list-style-type: none"> <li>- a NAPSA that would have applied to the employee immediately prior to 1 January 2010 or an award made under the Workplace Relations Act 1996 (Cth) that would have applied to the employee immediately prior to 27 March 2006, if the employee had at that time been in their current circumstances of employment and no agreement made under the Workplace Relations Act 1996 (Cth) had applied to the employee, and</li> <li>- that would have entitled the employee to accident pay in excess of the employee's entitlement to accident pay, if any, under any other instrument.</li> </ul>

Clause	Conditions Type	Description
		<p>The employee's entitlement to accident pay under the NAPSA or award is limited to the amount of accident pay which exceeds the employee's entitlement to accident pay, if any, under any other instrument.</p> <p>This clause does not reduce an employee's entitlement to accident pay under any other instrument and ceases to operate on 31 December 2014.</p>
16	Higher duties (Instrument)	<p>Work which higher rate is payable than provided in ordinary duties must, if work exceeds four hours any day, higher rate for all work on such day.</p> <p>All other cases paid higher rate for actual time.</p>
18	Superannuation (Instrument)	<p>The award contains information on:</p> <ul style="list-style-type: none"> <li>- the employers responsibility to make superannuation contributions to a superannuation fund</li> <li>- the ability for an employee to authorise their employer to pay on their behalf contributions to a superannuation fund</li> <li>- the employers responsibility to make superannuation contributions to another superannuation fund that is chosen by the employee.</li> </ul>
19.2	Annual leave - paid leave in advance of accrued entitlement (Instrument)	<p>If requested to employer may allow leave before it has accrued. Where leave taken, further period of leave not commence to accrue until after expiration of the 12 months.</p> <p><b>Termination prior to 12 months service, where leave taken before due date</b></p> <p>Where leave has been granted and employee subsequently leaves or discharged before completing the 12 months continuous service in which leave granted, employer may deduct the amount of such excess from any remuneration payable.</p>
19.3	Annual leave loading (Instrument)	<p>An employee before going on any period of annual leave will for each week of such leave be paid a loading at the rate of 17.5% of the ordinary weekly wage.</p> <p>No loading payable to employee taking annual leave wholly or partly in advance; provided that, if employee continues until the day when they would have become entitled to annual leave, loading becomes</p>

Clause	Conditions Type	Description
		<p>payable in respect of the period of such leave and is to be calculated by applying the ordinary rate of pay applicable on that day.</p> <p>No loading payable for periods of service of less than 12 months.</p> <p>When employee is terminated for a cause other than misconduct, and at the time of the termination they have not taken the whole of the annual leave they became entitled to, they must be paid the loading for the period of leave not taken.</p>
22.2	Public holidays (Instrument)	Rostered time off falls on public holiday provided for in the NES allowed additional day off at time agreed, or paid additional day's pay instead within seven days of holiday.
22.3	Public holidays (Instrument)	<p><b>Engaged by the week as performer or company dancer</b></p> <p>When work is not performed on public holiday day is regarded for purposes of the number of performances and all other purposes as day on which had occurred one of the eight or two of the 12 performances per week provided for in award.</p> <p>Performer rostered time off falls on public holiday provided in the NES is allowed additional day off at time agreed, or paid an additional day's pay instead within seven days of holiday.</p> <p>Casuals entitled to payment for work on public holidays of double performance rate per performance or double hourly rate for rehearsals minimum four hours.</p>
22.5	Public holidays (Instrument)	<p><b>Production and Support staff</b></p> <p>Employers and employees may agree to substitute another day for any prescribed by the NES. Consent of majority of affected employees will constitute agreement. Agreement is recorded in writing and available to every affected employee.</p>
Part 4	Other (Instrument)	<p><b>Performers and Company Dancers</b></p> <p><b>Engagement by the week</b></p>

Clause	Conditions Type	Description
		<p>To become entitled to be treated as being engaged by the week, employees will perform work as agreed upon in writing or, in event that no such agreement has been entered into, work as the employer will from time to time require on days and during hours usually worked by class of employees affected.</p> <p><b>Contract of engagement</b></p> <p>May only be engaged for run of play if engagement is confirmed in writing.</p> <p><b>Cancellation of engagement</b></p> <p>If engagement made cancelled by employer at time which is less than 10 days prior to date of performance, receives payment in full. If open air performance postponed because of rain, receives half the fee if re-engaged for subsequent presentation not later than three weeks after postponement, otherwise receives full payment.</p> <p><b>Auditions</b></p> <p>If number of auditions requested by employer exceeds three in 28 days, paid for each audition at casual rate prescribed in award.</p> <p><b>Special provisions for Company Dancers</b></p> <p>Training Level</p> <ul style="list-style-type: none"> <li>- Engagement of dancers at training level subject to agreement between employer and prospective employee. Agreement includes all aspects of traineeship including wage. In reaching agreement on traineeships it's envisaged standard principles to traineeships apply.</li> <li>- Engaged at training level paid in range of \$592.90 to \$695.40 per week.</li> <li>- Provided Company Dancer less than 16 years and full-time member of company is paid no less than relevant adult minimum wage.</li> </ul> <p><b>Auditions</b></p> <p>Required to participate on audition panel paid for participation at appropriate call rate.</p>

Clause	Conditions Type	Description
25.1	Other (Instrument)	<p><b>Wardrobe and make-up</b></p> <p>Reimburse for cost of:</p> <ul style="list-style-type: none"> <li>- special body make-up other than facial make-up if required</li> <li>- make-up for supernumeraries and</li> <li>- shoes of suitable physical requirement required by a performance.</li> </ul> <p>Where employer provides special body make-up, make-up for supernumeraries or required shoes, reimbursement not applies.</p> <p>Employee required to provide any suit, frock, costume, stockings, leotards, and fleshings, wigs and appurtenances and haberdashery or other article, not in their possession reimbursed cost.</p>
25.5	Other (Instrument)	<p><b>Special attendances—other than television or radio</b></p> <p><b>Attendance prior to commencement of employment</b></p> <ul style="list-style-type: none"> <li>- Prospective employee may be required for purposes of wardrobe, fitting, publicity, public relations, still photography or any matter connected with employer’s business (except radio or television appearances and/or interviews), to attend employer’s place of business, a still photographic studio or in another location agreed between employer and prospective employee.</li> <li>- Employer pay prospective employee for time of attendance, including travel time, pro rata at casual rehearsal rate prescribed in award, minimum payment three hours.</li> <li>- Employer pay prospective employee cost of travel to any venue or location. Attendance will be within ordinary hours prescribed in award.</li> </ul> <p><b>Attendance during period of employment</b></p>

Clause	Conditions Type	Description
		<p>- If, for the purpose of wardrobe, fitting, publicity, public relations, still photography or any other matter connected with employer's business employer directs employee to attend for that purpose, time of such attendance counted as work minimum to be credited to employee two hours. However, should special attendance required before, during or after a rehearsal or performance call, time spent counted as time worked.</p>
25.7	Other (Instrument)	<p><b>Recording of a live production</b></p> <p>Engagement under the terms of award is for live performance. Except as provided with making of an advertisement on television or radio in award, recording of live production subject to:</p> <ul style="list-style-type: none"> <li>- terms and conditions for recording of live production agreed between employer and employee and agreement made in writing prior to commencement of recording and</li> <li>- reasonable written notice by employer of intention to record live production in accordance with the above given prior to proposed recording to employees.</li> </ul>
25.8	Other (Instrument)	<p>Agreement may be reached between swing performer and employer that employee can appear costumed on stage once during performance for duration of one musical number. Appearance not exceeds 10 minutes.</p>
25.9	Clothing, footwear and/ or equipment (Instrument)	<p><b>Special allowances applicable to Company Dancers</b></p> <p><b>Shoe allowance</b></p> <p>Employer reimburse employees cost of:</p> <ul style="list-style-type: none"> <li>- pointe shoes as required</li> <li>- at least eight pairs of flat ballet shoes per year and</li> <li>- appropriate footwear for use on non-dance surfaces where a work is specifically choreographed for such surface.</li> </ul> <p>Employer provides above shoes/footwear, reimbursement not apply.</p>

Clause	Conditions Type	Description
26.1	Hours of work (Instrument)	Prospective employee may be required by employer to attend for purposes of wardrobe, fitting, publicity, public relations, still photography or any matter connected with employer's business (except radio or television appearances and/or interviews) and paid for attendance, including travel time, pro rata at casual rehearsal rate in award, minimum payment three hours.
26.2 (a)	Hours of work (Instrument)	<p><b>Performers</b></p> <p><b>General conditions</b></p> <ul style="list-style-type: none"> <li>- Ordinary hours of work 38 any week.</li> <li>- Hours worked on not more than six days any week.</li> <li>- Hours not exceed eight any day.</li> <li>- Hours of work between 9.00am and 11.15pm.</li> <li>- Minimum time credited each whole time performance or dress rehearsal 2.5 hours plus 30 minutes prior to commencement of performance for dressing and making up, and 15 minutes at conclusion of performance for dressing down.</li> <li>- Minimum time credited each performance up to one hour in duration or dress rehearsal will be one hour plus 30 minutes prior to commencement of performance for dressing and making up, and 15 minutes at conclusion of performance for dressing down.</li> <li>- Minimum time credited each rehearsal or any extra session such as wardrobe and photo calls, two hours provided where extra calls are held either immediately before or after rehearsal or performance call they only counted as work.</li> </ul> <p>Employer has right to lay off employee at applicable award rate for not more than three weeks during such period of 26 weeks (pro rata for any period of less than 26 weeks), provided:</p> <ul style="list-style-type: none"> <li>- lay-off time may be accumulated to total of three weeks and</li> </ul>

Clause	Conditions Type	Description
		<p>- a lay-off only applied on movement of production from one theatre to another, excepting by mutual agreement between employer and employee.</p> <p>Payments in broken week or where production is transferred from one location to another and where layoff time is not applicable is on following basis:</p> <ul style="list-style-type: none"> <li>- rehearsal days at beginning of engagement paid at one sixth of salary</li> <li>- performances at conclusion of engagement paid at one eighth of salary and</li> <li>- where production is transferred from one location to another and where layoff time is not applicable and where a mix of performing and non-performing days occur, employee receives their ordinary performance salary.</li> </ul>
26.2 (b)	Transport of employees (Instrument)	<p><b>Performers</b></p> <p><b>Country tour</b></p> <ul style="list-style-type: none"> <li>- If engaged on country tour, travel any day on which performance or rehearsal is held will occur between 9.00am and 4.00pm.</li> <li>- Any other day between 9.00am and 7.00pm.</li> </ul>
26.2 (c)	Travelling time (Instrument)	<p><b>Performers</b></p> <p>Employer during course of normal day's work require employee to travel, travelling time inclusive of regular stops for comfort and refreshment counted as time worked.</p>
26.2 (d) & (e)	Break between work periods (Instrument)	<p><b>Performers</b></p> <p><b>Organisation of work</b></p> <ul style="list-style-type: none"> <li>- Break of 11 clear hours between completion of one day's work and commencement of another.</li> </ul> <p>On day which no performance is worked, hours worked are continuous except for breaks prescribed.</p>

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> <li>- Within ordinary daily hours of work employees may be required to undertake:</li> <li>- vocal and physical warm up immediately prior to performance or dress rehearsal sufficient to minimise injury and</li> <li>- classes and/or notes reasonably required to be completed by employer.</li> </ul> <p>No rehearsal held on day when more than one performance of substantially whole time nature given, except in case of emergency and with agreement of majority of cast.</p>
26.2 (f)	Hours of work (Instrument)	<p><b>Performers</b></p> <p><b>School tours</b></p> <ul style="list-style-type: none"> <li>- Ordinary hours during which school performance held is within usual school hours in school and up to one hour after usual school hours, provided employee not required at any central pick-up point more than one hour before usual school starting time.</li> <li>- There is a break of at least 40 minutes clear of any dressing, undressing, making up or taking-off make-up for lunch.</li> <li>- There is break of at least 15 minutes between conclusion of one performance and commencement of another performance in same school.</li> <li>- Employee not, any day, required to make more than one move from one school to another.</li> <li>- Employee will travel as directed by employer by mutual agreement between employee and employer.</li> <li>- Where employee requests to make their own way to next venue and employer agrees, paid allowance equal to money that would be paid by employer on travelling by form of transport by which employer did or would have transported employee or remainder of company.</li> </ul>

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> <li>- The number of performances constituting a week's work will not exceed ten when such performances are each of no longer duration than 1.5 hours (or two hours inclusive of discussion subsequent to the performance); or</li> <li>- The number of performances constituting a week's work will not exceed fifteen when such performances are each of no longer than one hour.</li> <li>- Each performance in excess of 10 or 15 (as the case may be) will be paid for at the rate of 1/10th of the employee's weekly wage extra.</li> </ul>
26.3 (a)	Hours of work (Instrument)	<p><b>Company Dancers</b></p> <p><b>General conditions</b></p> <ul style="list-style-type: none"> <li>- Ordinary hours not exceed 38 any week. No more than seven hours and 36 minutes any day.</li> <li>- Employer use their best endeavours to schedule five classes a week that are compulsory and counted as work.</li> <li>- In circumstances where performance and rehearsal schedule are onerous or special circumstances exist, employer provide by prior arrangement employee not attend scheduled class. Non-attendance is without loss of pay.</li> <li>- Any non-attendance at class (without reasonable explanation) other than in accordance with provisions of this subclause, or elsewhere prescribed in award, subject to loss of pay.</li> <li>- Minimum time credited for whole time performance or dress rehearsal 3.75 hours (inclusive of warm-up, dressing and making up, and warm-down, undressing and removing make-up). Credited 3.75 hours of time for each performance in which they take part.</li> <li>- Thirty minutes allowed for warm-up/class before employee required to perform or rehearse.</li> <li>- Preparation time referred to above and warm-up time due to any non-attendance at class described above regarded in total and at discretion of employee to the order in which preparation and warm up are done.</li> </ul>

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> <li>- Break of 12 hours clear of warm-up, dressing, making up, warm-down, undressing and removing make-up given between completion of one day's work and commencement of another, in case of travelling and/or schools work on following day break may be reduced to 11 hours.</li> </ul>
26.3 (b)	Hours of work (Instrument)	<p><b>Company dancers</b></p> <p><b>Times of rehearsal</b></p> <p>During week which rehearsals only are held and during which no performance given, following applies:</p> <ul style="list-style-type: none"> <li>- Maximum hours per week 38.</li> <li>- Rehearsals on Monday to Friday provided rehearsal may be held on Saturday if employee is given a day off instead on following Monday or some other day as agreed. As far as possible other day off is in week following Saturday rehearsal.</li> <li>- Maximum of seven hours and 36 minutes worked any day.</li> <li>- Rehearsals not commence before 9.30am and conclude by 6.30pm provided agreement between employer and employee rehearsals may be held in afternoon and evening and will commence not earlier than 1.30pm and conclude by 10.30pm, except in week prior to commencement of new production where rehearsals will end by 11.00pm.</li> <li>- Break of at least one hour for lunch given between hours of noon and 2.00pm.</li> <li>- Where afternoon and evening rehearsals agreed upon as above there is a dinner break of 1.5 hours given between 5.00 pm and 7.30 pm provided that length of break may be varied by mutual agreement. In no case will dinner break be less than one hour.</li> <li>- When more than one rehearsal call or call for other work is made on one day, an interval of one hour is given after each four hour period of work. Interval is clear of any dressing, undressing, redressing, make-up or other work.</li> </ul>

Clause	Conditions Type	Description
		<ul style="list-style-type: none"> <li>- 15 minute rest/tea break given in morning following class and 15 minute break given during afternoon or evening rehearsal session.</li> <li>- One week prior to commencement of a new production, maximum 44 hours may be worked in the six days, Monday to Saturday inclusive.</li> <li>- No rehearsal may be required Christmas Day or Good Friday.</li> <li>- All rehearsals regarded as continuous from starting to finishing time each day, except by agreement.</li> </ul>
26.3 (c)	Hours of work (Instrument)	<p><b>Company dancers</b></p> <p><b>Rehearsal and performance</b></p> <ul style="list-style-type: none"> <li>- Maximum ordinary hours any week in which performances and rehearsals take place not exceed 38.</li> <li>- Maximum seven hours and 36 minutes any day.</li> <li>- No rehearsal held on day when more than one whole time performance held except in emergency cast replacement.</li> <li>- Any day which one performance only given, one rehearsal/session of four hours may be given by employer except as otherwise provided in award. Rehearsal/class not commence before 10.30am unless otherwise agreed rehearsal any such day end no later than four hours prior to call for next performance of production in which employee appears.</li> </ul>
26.4	Hours of work (Instrument)	<p><b>Number of performances</b></p> <p>Maximum number of performances for which ordinary weekly rate paid is:</p> <p>Performers - Performance length - A substantially whole time production or pantomime - Maximum number of performances - 8</p> <p>Performers - Performance length - Up to one hour -Maximum number of performances - 12</p>

Clause	Conditions Type	Description
		<p>Company dancers - Performance length - A substantially whole time production or pantomime - Maximum number of performances -7</p> <p>Company dancers - Performance length - Up to one hour - Maximum number of performances -10</p> <p>Where additional performances undertaken as part of ordinary hours following applies:</p> <ul style="list-style-type: none"> <li>- additional performances of substantially whole time production (excepting pantomimes), paid 12.5% of ordinary weekly wage for each additional performance above eight</li> <li>- additional performances of pantomime exceeding eight but not exceeding 12, paid additional 12.5% of ordinary weekly wage for first performance exceeding eight and then additional 6.25% of ordinary weekly wage for each performance in excess of ninth performance in any week and</li> <li>- performances up to one hour in duration, additional payment of 10% of weekly wage for each performance above 12.</li> </ul> <p>If employee engaged by weekly engagement to appear in two or more different contemporaneous productions for same employer, each production is deemed a separate week's engagement, this not applies when one of the productions is pantomime, in which case paid 12.5% of weekly wage additional for each performance exceeding eight a week.</p>
26.5	Rostering (Instrument)	<p><b>Performers</b></p> <p>At least 24 hours' notice of any change in their rehearsal and/or performance scheduled hours except during seven day period prior to opening performance 12 hours' notice.</p> <p><b>Company Dancers</b></p> <ul style="list-style-type: none"> <li>- Roster of performance and rehearsal hours provided weekly, giving at least three days' notice of their forthcoming schedule. Copy of roster made available to each employee and master copy prominently displayed on noticeboard.</li> <li>- At least 48 hours' notice of any change in their rehearsal and/or performance hours except in emergency, or during seven day period prior to opening performance, 12 hours' notice.</li> </ul>

Clause	Conditions Type	Description
Part 5 Musicians	Hours of work (Instrument)	<p><b>Weekly employees</b></p> <p>Musician will be engaged for minimum of six calls per week and paid as weekly employee for at least one week and where employee requires, employer confirm engagement in writing.</p> <p>Where musician is engaged as weekly employee for any fixed number of calls per week, number of calls will not be reduced, except by notice of not less than one week.</p> <p>Where musician required on tour, employee deemed in employment of employer for at least from the time at which employee begins to travel on tour and remain in employment at least until they finish travelling on return from tour.</p>
Part 5 Musicians	Part-time conditions (Instrument)	Engaged for minimum of two calls and maximum of six per week for period of not less than four consecutive weeks. Where employee requires, employer confirm engagement in writing.
Part 5 Musicians	Casual conditions (Instrument)	At least 48 hours' notice given of cancellation of a casual engagement either personally or to address to be notified to employer by employee at time of engagement, failing which, full payment made.
31.1 (a)	Tools (Instrument)	<p><b>Special allowances</b></p> <p>Required to double on one or more additional instruments, (provided that percussionist receive allowance in respect of each of the xylophone, vibraphone, tympani, and either (but not both) marimba and glockenspiel), following doubling allowance applies:</p> <p>- For each instrument supplied by musician, rate is 1.8% of standard rate per additional instrument per call or 14.5% of total minimum call rate, whichever greater.</p>
31.1 (b)	Tools (Instrument)	<p><b>Special allowances</b></p> <p>Required to double on one or more additional instruments, (provided that percussionist receive allowance in respect of each of the xylophone, vibraphone, tympani, and either (but not both) marimba and glockenspiel), following doubling allowance applies:</p>

Clause	Conditions Type	Description
		- For each instrument supplied by employer, rate is 1.3% of standard rate per additional instrument per call or 9.5% of total minimum call rate, whichever greater.
31.6 (f)	Allowances and special rates (Instrument)	The provisions of clause 31.6 of this award will not apply to an archival and or reference recording as defined. Subject to an agreement between an employer and an employee who participated in an archival and or reference recording the employer will pay those employees no less than the applicable rate set out in paragraph (a) to (e) of clause 31.6.
32.1	Hours of work (Instrument)	Subject to overtime provisions of award, duration of call not exceed three hours and include all intervals and breaks as time worked.
33.1 & 33.2	Breaks - rest (Instrument)	All musicians entitled to break of not less than 15 minutes each call of more than two hours.  Break includes period in which employee is not required to perform musical services and this counts as time worked.
33.3	Breaks - meal (Instrument)	At least one hour's break observed between two or more calls per day. This will not count as time worked.
34.3	Overtime - other (Instrument)	Musician overtime payments made in respect of each quarter hour or part thereof, provided where time limit of call is exceeded by five minutes or less, such time not counted.
34.4	Overtime - other (Instrument)	Musician at a call which commences within one hour of conclusion of a call, paid for second call at appropriate overtime rate, unless there has been a complete change of audience between such two calls.
Part 6	Hours of work (Instrument)	<p><b>Full-time employees</b></p> <p>Arrangement for average 38 hours per week is agreed between employer and employee.</p> <p>At time of engagement employer and employee agree in writing on arrangement, specifying at least hours each day, days of the week and starting and finishing times.</p> <p>Any agreed variation to arrangement recorded in writing.</p> <p>Time in excess of hours mutually arranged is overtime paid at overtime and penalty rates in award.</p>

Clause	Conditions Type	Description
		Number of hours any shift no greater than 10.
35.4	Part-time conditions (Instrument)	<p>At time of engagement employer and employee agree in writing, on regular pattern, specifying at least hours each day, days of the week and starting and finishing times.</p> <p>Any agreed variation to regular pattern recorded in writing.</p> <p>Employer required to roster employee minimum three consecutive hours any shift.</p> <p>Time in excess of hours mutually arranged overtime paid overtime and penalty rates in award.</p> <p>Number of hours any shift no greater than 10.</p>
35.5 (c)	Casual conditions (Instrument)	Each occasion casual required to attend work, entitled to two hours or two performances, but not exceed 10 hours.
35.5 (d) & (e)	Casual conditions (Instrument)	<p><b>Casual agency employees</b></p> <p>Employees of agency may refuse work offered on short notice or if previously booked.</p> <p>Employees of agency may accept employment from other agencies or entertainment venues providing employees do not accept bookings or shifts conflicting with each other. Employees not accept private bookings not made by agency and contact agency if unable to attend booking. Agency responsible for re-booking another employee.</p> <p>Paid at termination of each engagement, but may agree to be paid weekly or fortnightly.</p>
38.1	Other (Instrument)	<p><b>Cancellation rate</b></p> <p>If arriving at booking and it has been cancelled without notice, receives cancellation rate of 30% of rate would have been paid.</p>
38.2	Other (Instrument)	<b>Country bookings</b>

Clause	Conditions Type	Description
		Bookings for country hotels or taverns are minimum of two performances or minimum of three hours for bar/waiting staff per day away.
38.4	Other (Instrument)	<p><b>Photographs</b></p> <p>If employee photographed or filmed for purpose of promoting or advertising employer's business or for merchandise or magazine articles promoting employer's business, employer specify in writing to employee all details of engagement including:</p> <ul style="list-style-type: none"> <li>- way in which work photographed or otherwise recorded and</li> <li>- purpose for which work, photograph, film, tape or other record used.</li> </ul> <p>Employees required to sign document setting out the above details prior to commencing. Once employee signs document they are responsible for carrying out work specified in document unless factors beyond their control prevent them.</p> <p>Employer must not use photograph, film or other record of employee for any purpose other than which is specified in writing at time of engagement.</p>
39	Rostering (Instrument)	<p>Receive a copy of roster of shifts for coming week or weeks no less than seven days in advance.</p> <p>Timetable roster for performances for each shift include performers' names, performance times, meal break and finish time. Roster posted on noticeboard in dressing room no less than one hour before commencement of shift.</p> <p>Timetable roster for each shift for bar/waiting staff include staff names, start time, meal break and finish time. Roster posted on staff noticeboard no less than one hour before commencement of shift.</p> <p>Roster altered by mutual consent at any time or by amendment of roster on seven days' notice. Where practicable, two weeks' notice of rostered day or days off given provided that days off may be changed by mutual consent or through sickness or other cause over which employer has no control.</p> <p>The above will not apply to employees booked by agency, except where agency booking arrangement with employee provides regular work to an entertainment venue.</p>

Clause	Conditions Type	Description
		<p><b>Rest period</b></p> <p>Employees will have 12 or more hours rest between shifts.</p> <p>Employees on tour will have 12 or more hours rest between last evening show and matinee.</p> <p><b>Casuals</b></p> <p>Each occasion casual required to attend entitled to two hours or two performances, but not exceed 10 hours.</p>
40	Breaks - meal (Instrument)	<p>If working for five or more hours in day, unpaid meal break of no less than 30 minutes. Break no earlier than one hour after starting work and no later than six hours after starting work.</p> <p>If employee required to work more than two hours' overtime after completion of rostered hours, additional paid break of 20 minutes.</p> <p>Performing striptease, erotic dancing, tabletop or podium dancing given break of no less than 30 minutes between end of one performance and commencement of another.</p> <p>On tour have break of no less than three hours between matinee and evening booking.</p>
Part 7 Production an	Part-time conditions (Instrument)	<p>In excess of ordinary hours for full-time employee paid overtime rates in accordance with award.</p> <p>Minimum time for each period not less than four consecutive hours.</p>
42.3	Casual conditions (Instrument)	<p>Engaged by the hour for minimum of three consecutive hours. Employment may be terminated without notice by either employee or employer subject to payment of wages and subject to employee working the time.</p> <p>Appropriate per hour rate is calculated by dividing rate per week and adding 25% loading.</p>
42.4	Types of employment (Instrument)	<b>Seasonal employees</b>

Clause	Conditions Type	Description
		<p>Means weekly employee engaged as full-time or part-time on fixed term contract.</p> <p>Duration of seasonal contract determined in advance by agreement and following applies:</p> <ul style="list-style-type: none"> <li>- contract may be renewed as often and for periods as agreed</li> <li>- conditions of employment are those applying to weekly employees covered by award and</li> <li>- where new contract offered and taken up immediately after expiry of previous contract, employment treated as continuous for entitlement purposes.</li> </ul>
44.1 (b)	Tools (Instrument)	Reimbursed cost of all mechanical property or light requirements including torches. Reimbursement not payable where employer provides all mechanical property or light requirements including torches.
45	Hours of work (Instrument)	<p><b>Weekly employees</b></p> <p>Ordinary hours may be on any day Monday through to Sunday between 7.00am and midnight. Provided Production &amp; Support Staff engaged specifically as cleaner may be rostered to work ordinary hours between midnight and 7.00am and receive additional loading of 20% of their ordinary rate.</p> <p>Number of ordinary hours any day minimum four maximum 12 worked in no more than two periods, each period continuous except for meal hours.</p> <p>Full-time employees entitled to two rostered days off work for every period of seven days, which will be consecutive wherever reasonably possible, provided rostered days off may by agreement accumulate up to maximum of six days.</p> <p>Notified seven days in advance by employer of shifts by roster placed in staff room. At least seven days' notice should any alteration of hours be intended, except in emergency.</p> <p><b>Cyclic rostering</b></p> <p>Implementation of cyclic rostering determined at enterprise where employer and majority of employees concerned agree. Ordinary hours average 38 per week and not exceed 152 over 28 consecutive days.</p>

Clause	Conditions Type	Description
		<p>Different arrangements may apply to different areas of operation within enterprise.</p> <p>Agreement recorded in writing and available to employees.</p>
45.2	Casual conditions (Instrument)	<p>The ordinary hours of work for casuals will be a minimum of three consecutive hours per day. Ordinary hours may be worked on any of the days Monday through to and including Sunday between the hours of 7.00am and midnight.</p> <p>Casuals are not paid per performance. Employees may be required to work on a number of performances during an engagement.</p> <p>Where casuals are required to work on the same day on at least three short performances (as defined), and there is a break between any two of the short performances of at least two hours, those employees will be paid a minimum call for each such performance of two hours.</p>
46.1 & 46.2	Breaks - meal (Instrument)	<p><b>Weekly employees</b></p> <p>Meal intervals as follows:</p> <p>(i) Lunch—one hour continuous between 12.00 noon and 3.00 pm;  (ii) Dinner—one hour continuous between 5.00 pm and 8.00 pm;  (iii) Supper—half an hour between 10.00 pm and 12.00 midnight.; and  (iv) Breakfast—one hour continuous between 7.00 am and 9.00 am but for cleaners, half an hour between 8.00 am and 9.00 am.</p> <p>(b) The span of hours during which meal breaks may be taken may be varied where specific work requirements necessitate it.</p> <p>(c) Provided that those employees working during the preparation of a stage production for the period of seven days preceding the opening of the production will be paid at the rate of time and a half instead of the aforesaid double time except on Sundays when double time and a half will be paid.</p> <p>(d) No part of the time that should be allowed as a meal interval will be counted as part of the ordinary hours of work within the meaning of clause.</p> <p><b>Casual employees</b></p>

Clause	Conditions Type	Description
		Casual employees who work for more than four hours will be entitled to a minimum meal break of 30 minutes.
47.3	Transport of employees (Instrument)	<p><b>All employees</b></p> <p>Detained at work until too late to travel home by last train, tram or other regular public conveyance, employer provide proper conveyance to employee's home.</p> <p>Employee will, wherever possible, receive 24 hours' notice they are required to work all night after evening performance.</p>
47.5 (b)	Overtime – time off in lieu (Instrument)	Full-time factory sound and/or lighting employees accrue time off instead of overtime at rate of one hour for each hour worked in excess of 152 hour work cycle.

### **Frequency of Payment**

Wages will be paid weekly or fortnightly according to the actual hours worked for each week or fortnight.

Casual employees will be paid within 15 minutes of the conclusion of the employee's work but may agree to be paid weekly or fortnightly.

**IMPORTANT NOTE: Disclaimer**

The Fair Work Ombudsman (FWO) is committed to providing useful, reliable information to help you understand your rights and obligations under workplace laws. The Pay and Conditions Guides are provided for that purpose.

There are factors that may affect the information contained in these Guides. These include:

- changes to pay rates, allowances, penalties or modern award provisions; eg after FWA's annual wage review which takes effect on 1 July each year
- changes to the Fair Work Act or other relevant legislation
- decisions of courts or Fair Work Australia, in particular regarding the effect of provisions in modern awards and pre-modern awards where those differ from the approach taken by the FWO.

The FWO will consider these matters and where appropriate update the Guides.

It is your responsibility to comply with workplace laws and industrial instruments that apply to you.

The information contained in these Pay and Conditions Guides is:

- general in nature and may not deal with all aspects of the law that are relevant to your specific situation; and
- not legal advice.

Therefore you may wish to seek your own independent professional advice to ensure all the factors relevant to your circumstances are properly considered.