Australian Government Fair Work OMBUDSMAN

Pay Guide - Live Performance Award [MA000081]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Production and support staff - Touring sound and/or lighting - Full-time & part-time

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

Classification	Weekly pay rate	Hourly pay rate
Level 1 (induction / training)	$1,149.27	$30.24
Level 2	$1,230.11	$32.37
Level 3	$1,290.15	$33.95
Level 4	$1,314.94	$34.60
Level 5	$1,356.19	$35.69
Level 6	$1,397.55	$36.78
Level 7	$1,487.20	$39.14
Level 8	$1,538.55	$40.49
Technical manager	$1,699.87	$44.73

Production and support staff - Touring sound and/or lighting - Casual

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

Classification	Hourly pay rate
Level 1 (induction / training)	$37.80
Level 2	$40.46
Level 3	$42.44
Level 4	$43.25
Level 5	$44.61
Level 6	$45.98
Level 7	$48.93
Level 8	$50.61
Technical manager	$55.91

Production and support staff - Crewing services - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - more than 12 hours per day - first 2 hours	Overtime - more than 12 hours per day - after 2 hours	Overtime - more than 38 hours per week - full-time
Level 1 (induction / training)	$978.10	$25.74	$51.48	$51.48	$38.61	$51.48	$38.61
Level 2	$1,046.90	$27.55	$55.10	$55.10	$41.33	$55.10	$41.33
Level 3	$1,098.00	$28.89	$57.78	$57.78	$43.34	$57.78	$43.34
Level 4	$1,119.10	$29.45	$58.90	$58.90	$44.18	$58.90	$44.18
Level 5	$1,154.20	$30.37	$60.74	$60.74	$45.56	$60.74	$45.56
Level 6	$1,189.40	$31.30	$62.60	$62.60	$46.95	$62.60	$46.95
Level 7	$1,265.70	$33.31	$66.62	$66.62	$49.97	$66.62	$49.97
Level 8	$1,309.40	$34.46	$68.92	$68.92	$51.69	$68.92	$51.69
Technical manager	$1,446.70	$38.07	$76.14	$76.14	$57.11	$76.14	$57.11

Table 2 of 3

Classification	Overtime - more than 38 hours per week - first 2 hours - part-time	Overtime - more than 38 hours per week - after 2 hours - part-time	Overtime - Sunday	Between 6am & 7am - crewing services	Between 6am & 7am - cleaners	Between 11pm & 6am - crewing services	Delayed meal break
Level 1 (induction / training)	$38.61	$51.48	$51.48	$51.48	$30.89	$39.25	$51.48
Level 2	$41.33	$55.10	$55.10	$55.10	$33.06	$42.01	$55.10
Level 3	$43.34	$57.78	$57.78	$57.78	$34.67	$44.06	$57.78
Level 4	$44.18	$58.90	$58.90	$58.90	$35.34	$44.91	$58.90
Level 5	$45.56	$60.74	$60.74	$60.74	$36.44	$46.31	$60.74
Level 6	$46.95	$62.60	$62.60	$62.60	$37.56	$47.73	$62.60
Level 7	$49.97	$66.62	$66.62	$66.62	$39.97	$50.80	$66.62
Level 8	$51.69	$68.92	$68.92	$68.92	$41.35	$52.55	$68.92
Technical manager	$57.11	$76.14	$76.14	$76.14	$45.68	$58.06	$76.14

Table 3 of 3

Classification	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts	Overtime - rostered day off - first 4 hours	Overtime - rostered day off - after 4 hours
Level 1 (induction / training)	$38.61	$64.35	$51.48	$38.61	$51.48
Level 2	$41.33	$68.88	$55.10	$41.33	$55.10
Level 3	$43.34	$72.23	$57.78	$43.34	$57.78
Level 4	$44.18	$73.63	$58.90	$44.18	$58.90
Level 5	$45.56	$75.93	$60.74	$45.56	$60.74
Level 6	$46.95	$78.25	$62.60	$46.95	$62.60
Level 7	$49.97	$83.28	$66.62	$49.97	$66.62
Level 8	$51.69	$86.15	$68.92	$51.69	$68.92
Technical manager	$57.11	$95.18	$76.14	$57.11	$76.14

Production and support staff - Crewing services - Casual

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - more than 38 hours per week - first 4 hours	Overtime - more than 38 hours per week - after 4 hours	Overtime - more than 8 hours per day - first 2 hours	Overtime - more than 8 hours per day - after 2 hours
Level 1 (induction / training)	$32.18	$57.92	$57.92	$45.05	$57.92	$45.05	$57.92
Level 2	$34.44	$61.99	$61.99	$48.21	$61.99	$48.21	$61.99
Level 3	$36.11	$65.00	$65.00	$50.56	$65.00	$50.56	$65.00
Level 4	$36.81	$66.26	$66.26	$51.54	$66.26	$51.54	$66.26
Level 5	$37.96	$68.33	$68.33	$53.15	$68.33	$53.15	$68.33
Level 6	$39.13	$70.43	$70.43	$54.78	$70.43	$54.78	$70.43
Level 7	$41.64	$74.95	$74.95	$58.29	$74.95	$58.29	$74.95
Level 8	$43.08	$77.54	$77.54	$60.31	$77.54	$60.31	$77.54
Technical manager	$47.59	$85.66	$85.66	$66.62	$85.66	$66.62	$85.66

Table 2 of 2

Classification	Overtime - Sunday	Between 6am & 7am - crewing services	Between 6am & 7am - cleaners	Between 11pm & 6am - crewing services	Delayed meal break	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts
Level 1 (induction / training)	$57.92	$57.92	$37.32	$45.69	$57.92	$45.05	$70.79	$57.92
Level 2	$61.99	$61.99	$39.95	$48.90	$61.99	$48.21	$75.76	$61.99
Level 3	$65.00	$65.00	$41.89	$51.28	$65.00	$50.56	$79.45	$65.00
Level 4	$66.26	$66.26	$42.70	$52.27	$66.26	$51.54	$80.99	$66.26
Level 5	$68.33	$68.33	$44.04	$53.91	$68.33	$53.15	$83.52	$68.33
Level 6	$70.43	$70.43	$45.39	$55.56	$70.43	$54.78	$86.08	$70.43
Level 7	$74.95	$74.95	$48.30	$59.13	$74.95	$58.29	$91.60	$74.95
Level 8	$77.54	$77.54	$49.97	$61.17	$77.54	$60.31	$94.77	$77.54
Technical manager	$85.66	$85.66	$55.20	$67.57	$85.66	$66.62	$104.69	$85.66

Production and support staff - Factory sound and/or lighting - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - more than 12 hours per day - first 2 hours - part-time	Overtime - more than 12 hours per day - after 2 hours - part-time	Overtime - Sunday - part-time
Level 1 (induction / training)	$978.10	$25.74	$51.48	$51.48	$38.61	$51.48	$51.48
Level 2	$1,046.90	$27.55	$55.10	$55.10	$41.33	$55.10	$55.10
Level 3	$1,098.00	$28.89	$57.78	$57.78	$43.34	$57.78	$57.78
Level 4	$1,119.10	$29.45	$58.90	$58.90	$44.18	$58.90	$58.90
Level 5	$1,154.20	$30.37	$60.74	$60.74	$45.56	$60.74	$60.74
Level 6	$1,189.40	$31.30	$62.60	$62.60	$46.95	$62.60	$62.60
Level 7	$1,265.70	$33.31	$66.62	$66.62	$49.97	$66.62	$66.62
Level 8	$1,309.40	$34.46	$68.92	$68.92	$51.69	$68.92	$68.92
Technical manager	$1,446.70	$38.07	$76.14	$76.14	$57.11	$76.14	$76.14

Table 2 of 2

Classification	Between midnight & 7am - not cleaners	Between midnight & 7am - cleaners	Delayed meal break	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts	Overtime - rostered day off - first 4 hours - part-time	Overtime - rostered day off - after 4 hours - part-time
Level 1 (induction / training)	$51.48	$30.89	$51.48	$38.61	$64.35	$51.48	$38.61	$51.48
Level 2	$55.10	$33.06	$55.10	$41.33	$68.88	$55.10	$41.33	$55.10
Level 3	$57.78	$34.67	$57.78	$43.34	$72.23	$57.78	$43.34	$57.78
Level 4	$58.90	$35.34	$58.90	$44.18	$73.63	$58.90	$44.18	$58.90
Level 5	$60.74	$36.44	$60.74	$45.56	$75.93	$60.74	$45.56	$60.74
Level 6	$62.60	$37.56	$62.60	$46.95	$78.25	$62.60	$46.95	$62.60
Level 7	$66.62	$39.97	$66.62	$49.97	$83.28	$66.62	$49.97	$66.62
Level 8	$68.92	$41.35	$68.92	$51.69	$86.15	$68.92	$51.69	$68.92
Technical manager	$76.14	$45.68	$76.14	$57.11	$95.18	$76.14	$57.11	$76.14

Production and support staff - Factory sound and/or lighting - Casual

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - more than 38 hours per week - first 4 hours	Overtime - more than 38 hours per week - after 4 hours	Overtime - more than 8 hours per day - first 2 hours	Overtime - more than 8 hours per day - after 2 hours
Level 1 (induction / training)	$32.18	$57.92	$57.92	$45.05	$57.92	$45.05	$57.92
Level 2	$34.44	$61.99	$61.99	$48.21	$61.99	$48.21	$61.99
Level 3	$36.11	$65.00	$65.00	$50.56	$65.00	$50.56	$65.00
Level 4	$36.81	$66.26	$66.26	$51.54	$66.26	$51.54	$66.26
Level 5	$37.96	$68.33	$68.33	$53.15	$68.33	$53.15	$68.33
Level 6	$39.13	$70.43	$70.43	$54.78	$70.43	$54.78	$70.43
Level 7	$41.64	$74.95	$74.95	$58.29	$74.95	$58.29	$74.95
Level 8	$43.08	$77.54	$77.54	$60.31	$77.54	$60.31	$77.54
Technical manager	$47.59	$85.66	$85.66	$66.62	$85.66	$66.62	$85.66

Table 2 of 2

Classification	Overtime - Sunday	Between midnight & 7am - not cleaners	Between midnight & 7am - cleaners	Delayed meal break	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts
Level 1 (induction / training)	$57.92	$57.92	$37.32	$57.92	$45.05	$70.79	$57.92
Level 2	$61.99	$61.99	$39.95	$61.99	$48.21	$75.76	$61.99
Level 3	$65.00	$65.00	$41.89	$65.00	$50.56	$79.45	$65.00
Level 4	$66.26	$66.26	$42.70	$66.26	$51.54	$80.99	$66.26
Level 5	$68.33	$68.33	$44.04	$68.33	$53.15	$83.52	$68.33
Level 6	$70.43	$70.43	$45.39	$70.43	$54.78	$86.08	$70.43
Level 7	$74.95	$74.95	$48.30	$74.95	$58.29	$91.60	$74.95
Level 8	$77.54	$77.54	$49.97	$77.54	$60.31	$94.77	$77.54
Technical manager	$85.66	$85.66	$55.20	$85.66	$66.62	$104.69	$85.66

Production and support staff - Other production and support staff - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - more than 12 hours per day - first 2 hours	Overtime - more than 12 hours per day - after 2 hours
Level 1 (induction / training)	$978.10	$25.74	$51.48	$51.48	$38.61	$51.48
Level 2	$1,046.90	$27.55	$55.10	$55.10	$41.33	$55.10
Level 3	$1,098.00	$28.89	$57.78	$57.78	$43.34	$57.78
Level 4	$1,119.10	$29.45	$58.90	$58.90	$44.18	$58.90
Level 5	$1,154.20	$30.37	$60.74	$60.74	$45.56	$60.74
Level 6	$1,189.40	$31.30	$62.60	$62.60	$46.95	$62.60
Level 7	$1,265.70	$33.31	$66.62	$66.62	$49.97	$66.62
Level 8	$1,309.40	$34.46	$68.92	$68.92	$51.69	$68.92
Technical manager	$1,446.70	$38.07	$76.14	$76.14	$57.11	$76.14

Table 2 of 3

Classification	Overtime - more than 38 hours per week - full-time	Overtime - Sunday	Between midnight & 7am - not cleaners	Between midnight & 7am - cleaners	Delayed meal break
Level 1 (induction / training)	$38.61	$51.48	$51.48	$30.89	$51.48
Level 2	$41.33	$55.10	$55.10	$33.06	$55.10
Level 3	$43.34	$57.78	$57.78	$34.67	$57.78
Level 4	$44.18	$58.90	$58.90	$35.34	$58.90
Level 5	$45.56	$60.74	$60.74	$36.44	$60.74
Level 6	$46.95	$62.60	$62.60	$37.56	$62.60
Level 7	$49.97	$66.62	$66.62	$39.97	$66.62
Level 8	$51.69	$68.92	$68.92	$41.35	$68.92
Technical manager	$57.11	$76.14	$76.14	$45.68	$76.14

Table 3 of 3

Classification	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts	Overtime - rostered day off - first 4 hours	Overtime - rostered day off - after 4 hours
Level 1 (induction / training)	$38.61	$64.35	$51.48	$38.61	$51.48
Level 2	$41.33	$68.88	$55.10	$41.33	$55.10
Level 3	$43.34	$72.23	$57.78	$43.34	$57.78
Level 4	$44.18	$73.63	$58.90	$44.18	$58.90
Level 5	$45.56	$75.93	$60.74	$45.56	$60.74
Level 6	$46.95	$78.25	$62.60	$46.95	$62.60
Level 7	$49.97	$83.28	$66.62	$49.97	$66.62
Level 8	$51.69	$86.15	$68.92	$51.69	$68.92
Technical manager	$57.11	$95.18	$76.14	$57.11	$76.14

Production and support staff - Other production and support staff - Casual

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - more than 38 hours per week - first 4 hours	Overtime - more than 38 hours per week - after 4 hours	Overtime - more than 8 hours per day - first 2 hours	Overtime - more than 8 hours per day - after 2 hours
Level 1 (induction / training)	$32.18	$57.92	$57.92	$45.05	$57.92	$45.05	$57.92
Level 2	$34.44	$61.99	$61.99	$48.21	$61.99	$48.21	$61.99
Level 3	$36.11	$65.00	$65.00	$50.56	$65.00	$50.56	$65.00
Level 4	$36.81	$66.26	$66.26	$51.54	$66.26	$51.54	$66.26
Level 5	$37.96	$68.33	$68.33	$53.15	$68.33	$53.15	$68.33
Level 6	$39.13	$70.43	$70.43	$54.78	$70.43	$54.78	$70.43
Level 7	$41.64	$74.95	$74.95	$58.29	$74.95	$58.29	$74.95
Level 8	$43.08	$77.54	$77.54	$60.31	$77.54	$60.31	$77.54
Technical manager	$47.59	$85.66	$85.66	$66.62	$85.66	$66.62	$85.66

Table 2 of 2

Classification	Overtime - Sunday	Between midnight & 7am - not cleaners	Between midnight & 7am - cleaners	Delayed meal break	Delayed meal break - preparation of stage production within 7 days of opening - Monday to Saturday	Delayed meal break - preparation of stage production within 7 days of opening - Sunday	Less than 10 hour break between shifts
Level 1 (induction / training)	$57.92	$57.92	$37.32	$57.92	$45.05	$70.79	$57.92
Level 2	$61.99	$61.99	$39.95	$61.99	$48.21	$75.76	$61.99
Level 3	$65.00	$65.00	$41.89	$65.00	$50.56	$79.45	$65.00
Level 4	$66.26	$66.26	$42.70	$66.26	$51.54	$80.99	$66.26
Level 5	$68.33	$68.33	$44.04	$68.33	$53.15	$83.52	$68.33
Level 6	$70.43	$70.43	$45.39	$70.43	$54.78	$86.08	$70.43
Level 7	$74.95	$74.95	$48.30	$74.95	$58.29	$91.60	$74.95
Level 8	$77.54	$77.54	$49.97	$77.54	$60.31	$94.77	$77.54
Technical manager	$85.66	$85.66	$55.20	$85.66	$66.62	$104.69	$85.66

Company dancers - Weekly

Includes weekly ongoing, weekly for the run of play or plays, weekly under fixed term contract/s and weekly part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - travel - first 3 hours - full-time
Company dancer level 1	$1,221.10	$32.13	$203.92	16.7% of the weekly wage	$406.63	33.3% of the weekly wage	$101.35 per occasion
Company dancer level 2	$1,265.70	$33.31	$211.37	16.7% of the weekly wage	$421.48	33.3% of the weekly wage	$105.05 per occasion
Company dancer level 3	$1,309.40	$34.46	$218.67	16.7% of the weekly wage	$436.03	33.3% of the weekly wage	$108.68 per occasion
Company dancer level 4	$1,350.60	$35.54	$225.55	16.7% of the weekly wage	$449.75	33.3% of the weekly wage	$112.10 per occasion
Company dancer level 5	$1,396.00	$36.74	$233.13	16.7% of the weekly wage	$464.87	33.3% of the weekly wage	$115.87 per occasion
Company dancer level 6	$1,446.70	$38.07	$241.60	16.7% of the weekly wage	$481.75	33.3% of the weekly wage	$120.08 per occasion
Company dancer level 7	$1,506.70	$39.65	$251.62	16.7% of the weekly wage	$501.73	33.3% of the weekly wage	$125.06 per occasion

Table 2 of 4

Classification	Sunday - travel - first 3 hours - part-time	Sunday - travel - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Good Friday, Christmas Day or Labour Day - full-time	Good Friday, Christmas Day or Labour Day - part-time	Public holiday - full-time
Company dancer level 1	8.3% of the weekly wage per occasion	$32.13 per ½ hour or part thereof	$48.20	$64.26	$32.13 per hour plus $305.28 per day	$32.13 per hour plus 25% of the weekly wage per day	$32.13 per hour plus $203.92 per day
Company dancer level 2	8.3% of the weekly wage per occasion	$33.31 per ½ hour or part thereof	$49.97	$66.62	$33.31 per hour plus $316.43 per day	$33.31 per hour plus 25% of the weekly wage per day	$33.31 per hour plus $211.37 per day
Company dancer level 3	8.3% of the weekly wage per occasion	$34.46 per ½ hour or part thereof	$51.69	$68.92	$34.46 per hour plus $327.35 per day	$34.46 per hour plus 25% of the weekly wage per day	$34.46 per hour plus $218.67 per day
Company dancer level 4	8.3% of the weekly wage per occasion	$35.54 per ½ hour or part thereof	$53.31	$71.08	$35.54 per hour plus $337.65 per day	$35.54 per hour plus 25% of the weekly wage per day	$35.54 per hour plus $225.55 per day
Company dancer level 5	8.3% of the weekly wage per occasion	$36.74 per ½ hour or part thereof	$55.11	$73.48	$36.74 per hour plus $349.00 per day	$36.74 per hour plus 25% of the weekly wage per day	$36.74 per hour plus $233.13 per day
Company dancer level 6	8.3% of the weekly wage per occasion	$38.07 per ½ hour or part thereof	$57.11	$76.14	$38.07 per hour plus $361.68 per day	$38.07 per hour plus 25% of the weekly wage per day	$38.07 per hour plus $241.60 per day
Company dancer level 7	8.3% of the weekly wage per occasion	$39.65 per ½ hour or part thereof	$59.48	$79.30	$39.65 per hour plus $376.68 per day	$39.65 per hour plus 25% of the weekly wage per day	$39.65 per hour plus $251.62 per day

Table 3 of 4

Classification	Public holiday - part-time	Extra performance - pantomimes - 9th performance per week - full-time	Extra performance - pantomimes - 9th performance per week - part-time	Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time	Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - full-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - part-time
Company dancer level 1	$32.13 per hour plus 16.7% of the weekly wage per day	$152.64	12.5% of the weekly wage	$76.32	6.25% of the weekly wage	$122.11 for each additional performance	10% of the weekly wage
Company dancer level 2	$33.31 per hour plus 16.7% of the weekly wage per day	$158.21	12.5% of the weekly wage	$79.11	6.25% of the weekly wage	$126.57 for each additional performance	10% of the weekly wage
Company dancer level 3	$34.46 per hour plus 16.7% of the weekly wage per day	$163.68	12.5% of the weekly wage	$81.84	6.25% of the weekly wage	$130.94 for each additional performance	10% of the weekly wage
Company dancer level 4	$35.54 per hour plus 16.7% of the weekly wage per day	$168.83	12.5% of the weekly wage	$84.41	6.25% of the weekly wage	$135.06 for each additional performance	10% of the weekly wage
Company dancer level 5	$36.74 per hour plus 16.7% of the weekly wage per day	$174.50	12.5% of the weekly wage	$87.25	6.25% of the weekly wage	$139.60 for each additional performance	10% of the weekly wage
Company dancer level 6	$38.07 per hour plus 16.7% of the weekly wage per day	$180.84	12.5% of the weekly wage	$90.42	6.25% of the weekly wage	$144.67 for each additional performance	10% of the weekly wage
Company dancer level 7	$39.65 per hour plus 16.7% of the weekly wage per day	$188.34	12.5% of the weekly wage	$94.17	6.25% of the weekly wage	$150.67 for each additional performance	10% of the weekly wage

Table 4 of 4

Classification	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - full-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - part-time	Concurrent productions including pantomime - more than 8 performances per week - full-time	Concurrent productions including pantomime - more than 8 performances per week - part-time	Performance finishes after 11:30 pm Monday to Saturday	Working through a break or interval
Company dancer level 1	$152.64 for each additional performance	12.5% of the weekly wage	$152.64 for each additional performance	12.5% of the weekly wage	$64.26	$48.20
Company dancer level 2	$158.21 for each additional performance	12.5% of the weekly wage	$158.21 for each additional performance	12.5% of the weekly wage	$66.62	$49.97
Company dancer level 3	$163.68 for each additional performance	12.5% of the weekly wage	$163.68 for each additional performance	12.5% of the weekly wage	$68.92	$51.69
Company dancer level 4	$168.83 for each additional performance	12.5% of the weekly wage	$168.83 for each additional performance	12.5% of the weekly wage	$71.08	$53.31
Company dancer level 5	$174.50 for each additional performance	12.5% of the weekly wage	$174.50 for each additional performance	12.5% of the weekly wage	$73.48	$55.11
Company dancer level 6	$180.84 for each additional performance	12.5% of the weekly wage	$180.84 for each additional performance	12.5% of the weekly wage	$76.14	$57.11
Company dancer level 7	$188.34 for each additional performance	12.5% of the weekly wage	$188.34 for each additional performance	12.5% of the weekly wage	$79.30	$59.48

Company dancers - Casual

Table 1 of 3

Classification	Hourly pay rate	Casual performance rate	Casual rehearsal rate - less than 1 hour worked	Casual rehearsal rate - over 1 hour worked	Sunday - performance	Sunday - rehearsal
Company dancer level 1	$40.16	$254.90	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$509.80 per performance	$107.44
Company dancer level 2	$41.64	$264.21	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$528.42 per performance	$107.44
Company dancer level 3	$43.08	$273.34	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$546.68 per performance	$107.44
Company dancer level 4	$44.43	$281.94	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$563.88 per performance	$107.44
Company dancer level 5	$45.93	$291.41	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$582.82 per performance	$107.44
Company dancer level 6	$47.59	$302.00	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$604.00 per performance	$107.44
Company dancer level 7	$49.56	$314.53	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$629.06 per performance	$107.44

Table 2 of 3

Classification	Public holiday - performance	Public holiday - rehearsal	Late work after 11.30pm - performance - in addition to performance rate	Late work after 11.30pm - rehearsal - in addition to rehearsal rate
Company dancer level 1	$509.80 per performance	$107.44	$21.16 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 2	$528.42 per performance	$107.44	$21.93 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 3	$546.68 per performance	$107.44	$22.69 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 4	$563.88 per performance	$107.44	$23.40 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 5	$582.82 per performance	$107.44	$24.19 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 6	$604.00 per performance	$107.44	$25.07 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Company dancer level 7	$629.06 per performance	$107.44	$26.11 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof

Table 3 of 3

Classification	Working through a break or interval	Extra performance - pantomimes - 9th performance per week	Extra performance - pantomimes - 10th, 11th & 12th performance per week	Extra performance - performances up to 1 hour duration - more than 12 performances per week	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week	Concurrent productions including pantomime - more than 8 performances per week
Company dancer level 1	$56.23	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 2	$58.29	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 3	$60.31	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 4	$62.20	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 5	$64.30	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 6	$66.62	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage
Company dancer level 7	$69.39	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage

Performers - Part-time

Table 1 of 3

Classification	Hourly pay rate	Weekly part-time rate	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - travel - first 3 hours - part-time
Supernumerary - on tour	$32.13	N/A	16.7% of the weekly wage	33.3% of the weekly wage	8.3% of the weekly wage per occasion
Supernumerary - not on tour	$36.68	$880.20	16.7% of the weekly wage	33.3% of the weekly wage	8.3% of the weekly wage per occasion

Table 2 of 3

Classification	Sunday - travel - after 3 hours	Overtime - first 2 hours - performers	Overtime - after 2 hours - performers	Good Friday, Christmas Day or Labour Day - part-time	Public holiday - part-time
Supernumerary - on tour	$32.13 per ½ hour or part thereof	$48.20	$64.26	$32.13 per hour plus 25% of the weekly wage per day	$32.13 per hour plus 16.7% of the weekly wage per day
Supernumerary - not on tour	$36.68 per ½ hour or part thereof	$55.02	$73.36	$36.68 per hour plus 25% of the weekly wage per day	$36.68 per hour plus 16.7% of the weekly wage per day

Table 3 of 3

Classification	Extra performance - performances up to 1 hour duration - more than 12 performances per week - part-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - part-time	Concurrent productions including pantomime - more than 8 performances per week - part-time	Overtime - hours averaged over a period of engagement or a 12 month period	Working through a break or interval
Supernumerary - on tour	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage	$48.20	$48.20
Supernumerary - not on tour	10% of the weekly wage	12.5% of the weekly wage	12.5% of the weekly wage	$55.02	$55.02

Performers - Weekly

Includes weekly ongoing, weekly for the run of play or plays, weekly under fixed term contract/s and weekly part-time

Table 1 of 5

Classification	Hourly pay rate	Weekly pay rate	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - part-time
Performer category 1 grade 1 - school tour performances	$35.34	$1,343.21	$224.32	16.7% of the weekly wage	$447.29	33.3% of the weekly wage
Performer category 1 grade 1	$32.13	$1,221.10	$203.92	16.7% of the weekly wage	$406.63	33.3% of the weekly wage
Performer category 1 grade 2 - school tour performances	$37.15	$1,411.41	$235.71	16.7% of the weekly wage	$470.00	33.3% of the weekly wage
Performer category 1 grade 2	$33.77	$1,283.10	$214.28	16.7% of the weekly wage	$427.27	33.3% of the weekly wage
Performer category 2 - school tour performances	$37.15	$1,411.41	$235.71	16.7% of the weekly wage	$470.00	33.3% of the weekly wage
Performer category 2	$33.77	$1,283.10	$214.28	16.7% of the weekly wage	$427.27	33.3% of the weekly wage
Opera principal - school tour performances	$39.09	$1,485.66	$248.11	16.7% of the weekly wage	$494.72	33.3% of the weekly wage
Opera principal	$35.54	$1,350.60	$225.55	16.7% of the weekly wage	$449.75	33.3% of the weekly wage

Table 2 of 5

Classification	Sunday - travel - first 3 hours - full-time	Sunday - travel - first 3 hours - part-time	Sunday - travel - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Good Friday, Christmas Day or Labour Day - full-time	Good Friday, Christmas Day or Labour Day - part-time
Performer category 1 grade 1 - school tour performances	$111.49 per occasion	8.3% of the weekly wage per occasion	$35.34 per ½ hour or part thereof	$53.01	$70.68	$35.34 per hour plus $335.80 per day	$35.34 per hour plus 25% of the weekly wage per day
Performer category 1 grade 1	$101.35 per occasion	8.3% of the weekly wage per occasion	$32.13 per ½ hour or part thereof	$48.20	$64.26	$32.13 per hour plus $305.28 per day	$32.13 per hour plus 25% of the weekly wage per day
Performer category 1 grade 2 - school tour performances	$117.15 per occasion	8.3% of the weekly wage per occasion	$37.15 per ½ hour or part thereof	$55.73	$74.30	$37.15 per hour plus $352.85 per day	$37.15 per hour plus 25% of the weekly wage per day
Performer category 1 grade 2	$106.50 per occasion	8.3% of the weekly wage per occasion	$33.77 per ½ hour or part thereof	$50.66	$67.54	$33.77 per hour plus $320.78 per day	$33.77 per hour plus 25% of the weekly wage per day
Performer category 2 - school tour performances	$117.15 per occasion	8.3% of the weekly wage per occasion	$37.15 per ½ hour or part thereof	$55.73	$74.30	$37.15 per hour plus $352.85 per day	$37.15 per hour plus 25% of the weekly wage per day
Performer category 2	$106.50 per occasion	8.3% of the weekly wage per occasion	$33.77 per ½ hour or part thereof	$50.66	$67.54	$33.77 per hour plus $320.78 per day	$33.77 per hour plus 25% of the weekly wage per day
Opera principal - school tour performances	$123.31 per occasion	8.3% of the weekly wage per occasion	$39.09 per ½ hour or part thereof	$58.64	$78.18	$39.09 per hour plus $371.42 per day	$39.09 per hour plus 25% of the weekly wage per day
Opera principal	$112.10 per occasion	8.3% of the weekly wage per occasion	$35.54 per ½ hour or part thereof	$53.31	$71.08	$35.54 per hour plus $337.65 per day	$35.54 per hour plus 25% of the weekly wage per day

Table 3 of 5

Classification	Public holiday - full-time	Public holiday - part-time	Extra performance - pantomimes - 9th performance per week - full-time	Extra performance - pantomimes - 9th performance per week - part-time	Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time
Performer category 1 grade 1 - school tour performances	$35.34 per hour plus $224.32 per day	$35.34 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 1 grade 1	$32.13 per hour plus $203.92 per day	$32.13 per hour plus 16.7% of the weekly wage per day	$152.64	12.5% of the weekly wage	$76.32
Performer category 1 grade 2 - school tour performances	$37.15 per hour plus $235.71 per day	$37.15 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 1 grade 2	$33.77 per hour plus $214.28 per day	$33.77 per hour plus 16.7% of the weekly wage per day	$160.39	12.5% of the weekly wage	$80.19
Performer category 2 - school tour performances	$37.15 per hour plus $235.71 per day	$37.15 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Performer category 2	$33.77 per hour plus $214.28 per day	$33.77 per hour plus 16.7% of the weekly wage per day	$160.39	12.5% of the weekly wage	$80.19
Opera principal - school tour performances	$39.09 per hour plus $248.11 per day	$39.09 per hour plus 16.7% of the weekly wage per day	N/A	N/A	N/A
Opera principal	$35.54 per hour plus $225.55 per day	$35.54 per hour plus 16.7% of the weekly wage per day	$168.83	12.5% of the weekly wage	$84.41

Table 4 of 5

Classification	Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - full-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - part-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - full-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - part-time
Performer category 1 grade 1 - school tour performances	N/A	N/A	N/A	N/A	N/A
Performer category 1 grade 1	6.25% of the weekly wage	$122.11 for each additional performance	10% of the weekly wage	$152.64 for each additional performance	12.5% of the weekly wage
Performer category 1 grade 2 - school tour performances	N/A	N/A	N/A	N/A	N/A
Performer category 1 grade 2	6.25% of the weekly wage	$128.31 for each additional performance	10% of the weekly wage	$160.39 for each additional performance	12.5% of the weekly wage
Performer category 2 - school tour performances	N/A	N/A	N/A	N/A	N/A
Performer category 2	6.25% of the weekly wage	$128.31 for each additional performance	10% of the weekly wage	$160.39 for each additional performance	12.5% of the weekly wage
Opera principal - school tour performances	N/A	N/A	N/A	N/A	N/A
Opera principal	6.25% of the weekly wage	$135.06 for each additional performance	10% of the weekly wage	$168.83 for each additional performance	12.5% of the weekly wage

Table 5 of 5

Classification	Extra performances on school tours - full-time	Extra performances on school tours - part-time	Concurrent productions including pantomime - more than 8 performances per week - full-time	Concurrent productions including pantomime - more than 8 performances per week - part-time	Overtime - hours averaged over a period of engagement or a 12 month period	Working through a break or interval
Performer category 1 grade 1 - school tour performances	$134.32 per extra performance	10% of the weekly wage per extra performance	N/A	N/A	$53.01	$53.01
Performer category 1 grade 1	N/A	N/A	$152.64 for each additional performance	12.5% of the weekly wage	$48.20	$48.20
Performer category 1 grade 2 - school tour performances	$141.14 per extra performance	10% of the weekly wage per extra performance	N/A	N/A	$55.73	$55.73
Performer category 1 grade 2	N/A	N/A	$160.39 for each additional performance	12.5% of the weekly wage	$50.66	$50.66
Performer category 2 - school tour performances	$141.14 per extra performance	10% of the weekly wage per extra performance	N/A	N/A	$55.73	$55.73
Performer category 2	N/A	N/A	$160.39 for each additional performance	12.5% of the weekly wage	$50.66	$50.66
Opera principal - school tour performances	$148.57 per extra performance	10% of the weekly wage per extra performance	N/A	N/A	$58.64	$58.64
Opera principal	N/A	N/A	$168.83 for each additional performance	12.5% of the weekly wage	$53.31	$53.31

Performers - Casual

Table 1 of 4

Classification	Hourly pay rate	Casual performance rate	Casual rehearsal rate - less than 1 hour worked	Casual rehearsal rate - over 1 hour worked	Sunday - performance	Sunday - rehearsal
Performer category 1 grade 1 - school tour performances	$44.18	$280.40	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$560.80 per performance	$107.44
Performer category 1 grade 1	$40.16	$254.90	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$509.80 per performance	$107.44
Performer category 1 grade 2 - school tour performances	$46.44	$294.64	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$589.28 per performance	$107.44
Performer category 1 grade 2	$42.21	$267.85	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$535.70 per performance	$107.44
Performer category 2 - school tour performances	$46.44	$294.64	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$589.28 per performance	$107.44
Performer category 2	$42.21	$267.85	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$535.70 per performance	$107.44
Supernumerary	$38.05	N/A	N/A	N/A	$76.10	$76.10
Opera principal - school tour performances	$48.86	$310.14	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$620.28 per performance	$107.44
Opera principal	$44.43	$281.94	$26.86 for each 1/2 hour or part thereof worked	$53.72 for the first hour and $26.86 for each additional 1/2 hour or part thereof worked	$563.88 per performance	$107.44

Table 2 of 4

Classification	Public holiday - performance	Public holiday - rehearsal	Late work after 11.30pm - performance - in addition to performance rate	Late work after 11.30pm - rehearsal - in addition to rehearsal rate
Performer category 1 grade 1 - school tour performances	$560.80 per performance	$107.44	$23.27 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Performer category 1 grade 1	$509.80 per performance	$107.44	$21.16 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Performer category 1 grade 2 - school tour performances	$589.28 per performance	$107.44	$24.46 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Performer category 1 grade 2	$535.70 per performance	$107.44	$22.23 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Performer category 2 - school tour performances	$589.28 per performance	$107.44	$24.46 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Performer category 2	$535.70 per performance	$107.44	$22.23 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Supernumerary	$76.10	$76.10	N/A	N/A
Opera principal - school tour performances	$620.28 per performance	$107.44	$25.74 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof
Opera principal	$563.88 per performance	$107.44	$23.40 for each ½ hour or part thereof	$4.46 for each ½ hour or part thereof

Table 3 of 4

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

Classification	Extra performance - pantomimes - 9th performance per week	Extra performance - pantomimes - 10th, 11th & 12th performance per week	Extra performance - performances up to 1 hour duration - more than 12 performances per week	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week
Performer category 1 grade 2	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage
Performer category 2 - school tour performances	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage
Performer category 2	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage
Supernumerary	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage
Opera principal - school tour performances	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage
Opera principal	12.5% of the weekly wage	6.25% of the weekly wage	10% of the weekly wage	12.5% of the weekly wage

Table 4 of 4

Classification	Concurrent productions including pantomime - more than 8 performances per week	Performance longer than 3 hours	Third or subsequent call on any day	Working through a break or interval
Performer category 1 grade 1 - school tour performances	12.5% of the weekly wage	$46.83 for each ½ hour or part thereof	$66.27 per hour, unless a higher penalty rate applies	$61.85
Performer category 1 grade 1	12.5% of the weekly wage	$42.57 for each ½ hour or part thereof	$60.24 per hour, unless a higher penalty rate applies	$56.23
Performer category 1 grade 2 - school tour performances	12.5% of the weekly wage	$49.20 for each ½ hour or part thereof	$69.66 per hour, unless a higher penalty rate applies	$65.01
Performer category 1 grade 2	12.5% of the weekly wage	$44.73 for each ½ hour or part thereof	$63.32 per hour, unless a higher penalty rate applies	$59.10
Performer category 2 - school tour performances	12.5% of the weekly wage	$49.20 for each ½ hour or part thereof	$69.66 per hour, unless a higher penalty rate applies	$65.01
Performer category 2	12.5% of the weekly wage	$44.73 for each ½ hour or part thereof	$63.32 per hour, unless a higher penalty rate applies	$59.10
Supernumerary	12.5% of the weekly wage	N/A	N/A	$57.08
Opera principal - school tour performances	12.5% of the weekly wage	$51.79 for each ½ hour or part thereof	$73.29 per hour, unless a higher penalty rate applies	$68.41
Opera principal	12.5% of the weekly wage	$47.08 for each ½ hour or part thereof	$66.65 per hour, unless a higher penalty rate applies	$62.20

Musicians - Weekly - ongoing / for the run of the play or plays / part-time - by the call

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - midnight to 7am	Overtime - Monday to Saturday - between 7am & midnight	Less than 1 hour between calls - midnight to 7am
Musician	$53.46	$106.92	$106.92	$106.92	$80.19	$106.92 per hour for the second call
Musician accompanying artists	$56.28	$112.56	$112.56	$112.56	$84.42	$112.56 per hour for the second call
Principal musician	$62.78	$125.56	$125.56	$125.56	$94.17	$125.56 per hour for the second call
Vocalist	$39.65	$79.30	$79.30	$79.30	$59.48	$79.30 per hour for the second call
Conductor - leader	$68.13	$136.26	$136.26	$136.26	$102.20	$136.26 per hour for the second call

Table 2 of 2

Classification	Less than 1 hour between calls - Monday to Saturday - between 7am and midnight	Audio recorded performance - more than 21 minutes of material	More than 2 calls in 1 day	Playing in specialty entertainments for more than 6 days	Radio broadcast - more than 3 hours
Musician	$80.19 per hour for the second call	$80.19	$80.19 per hour during the 3rd and later calls	$89.12	$80.19
Musician accompanying artists	$84.42 per hour for the second call	$84.42	$84.42 per hour during the 3rd and later calls	$93.82	$84.42
Principal musician	$94.17 per hour for the second call	$94.17	$94.17 per hour during the 3rd and later calls	$104.65	$94.17
Vocalist	$59.48 per hour for the second call	$59.48	$59.48 per hour during the 3rd and later calls	$66.10	$59.48
Conductor - leader	$102.20 per hour for the second call	$102.20	$102.20 per hour during the 3rd and later calls	$113.57	$102.20

Musicians - Repetiteurs employed by a ballet company, opera company or other like company - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - midnight to 7am	Overtime - Monday to Saturday - between 7am & midnight
Musician	$1,506.70	$39.65	$79.30	$79.30	$79.30	$59.48
Musician accompanying artists	$1,506.70	$39.65	$79.30	$79.30	$79.30	$59.48
Principal musician	$1,506.70	$39.65	$79.30	$79.30	$79.30	$59.48
Vocalist	$1,506.70	$39.65	$79.30	$79.30	$79.30	$59.48

Table 2 of 2

Classification	Less than 1 hour between calls - midnight to 7am	Less than 1 hour between calls - Monday to Saturday - between 7am and midnight	Audio recorded performance - more than 21 minutes of material	More than 2 calls in 1 day	Playing in specialty entertainments for more than 6 days	Radio broadcast - more than 3 hours
Musician	$79.30 per hour for the second call	$59.48 per hour for the second call	$59.48	$59.48 per hour during the 3rd and later calls	$66.10	$59.48
Musician accompanying artists	$79.30 per hour for the second call	$59.48 per hour for the second call	$59.48	$59.48 per hour during the 3rd and later calls	$66.10	$59.48
Principal musician	$79.30 per hour for the second call	$59.48 per hour for the second call	$59.48	$59.48 per hour during the 3rd and later calls	$66.10	$59.48
Vocalist	$79.30 per hour for the second call	$59.48 per hour for the second call	$59.48	$59.48 per hour during the 3rd and later calls	$66.10	$59.48

Musicians - Casual - by the call

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - midnight to 7am	Overtime - Monday to Saturday - between 7am & midnight	Less than 1 hour between calls - midnight to 7am
Musician	$66.83	$120.29	$120.29	$120.29	$93.56	$120.29 per hour for the second call
Musician accompanying artists	$70.35	$126.63	$126.63	$126.63	$98.49	$126.63 per hour for the second call
Principal musician	$78.48	$141.26	$141.26	$141.26	$109.87	$141.26 per hour for the second call
Vocalist	$49.56	$89.21	$89.21	$89.21	$69.39	$89.21 per hour for the second call
Conductor - leader	$85.16	$153.29	$153.29	$153.29	$119.23	$153.29 per hour for the second call

Table 2 of 2

Classification	Less than 1 hour between calls - Monday to Saturday - between 7am and midnight	Audio recorded performance - more than 21 minutes of material	More than 2 calls in 1 day	Playing in specialty entertainments for more than 6 days	Radio broadcast - more than 3 hours
Musician	$93.56 per hour for the second call	$93.56	$93.56 per hour during the 3rd and later calls	$102.48	$93.56
Musician accompanying artists	$98.49 per hour for the second call	$98.49	$98.49 per hour during the 3rd and later calls	$107.89	$98.49
Principal musician	$109.87 per hour for the second call	$109.87	$109.87 per hour during the 3rd and later calls	$120.35	$109.87
Vocalist	$69.39 per hour for the second call	$69.39	$69.39 per hour during the 3rd and later calls	$76.01	$69.39
Conductor - leader	$119.23 per hour for the second call	$119.23	$119.23 per hour during the 3rd and later calls	$130.61	$119.23

Striptease artists - Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - RDO	Between 7am Sunday & 7am Monday
Bar / waiting staff	$1,029.10	$27.08	$40.62	$54.16	$54.16	$47.39
Performer	$1,046.90	$27.55	$41.33	$55.10	$55.10	$48.21

Striptease artists - Casual

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - RDO	Between 7am Saturday & 7am Sunday	Between 7am Sunday & 7am Monday	Public holiday
Bar / waiting staff	$33.85	$47.39	$60.93	$54.16	$40.62	$47.39	$54.16
Performer	$34.44	$48.21	$61.99	$55.10	$41.33	$48.21	$55.10

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

Includes weekly ongoing, weekly for the run of play or plays, weekly under fixed term contract/s and weekly part-time Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 5

Classification	Hourly pay rate	Weekly pay rate	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - part-time
Performer category 1 grade 1	$14.46	$549.50	$91.77	16.7% of the weekly wage	$182.98	33.3% of the weekly wage
Performer category 1 grade 2	$15.19	$577.40	$96.43	16.7% of the weekly wage	$192.27	33.3% of the weekly wage

Table 2 of 5

Classification	Sunday - travel - first 3 hours - full-time	Sunday - travel - first 3 hours - part-time	Sunday - travel - after 3 hours	Overtime - first 2 hours - performers	Overtime - after 2 hours - performers	Good Friday, Christmas Day or Labour Day - full-time
Performer category 1 grade 1	$45.61 per occasion	8.3% of the weekly wage per occasion	$14.46 per ½ hour or part thereof	$21.69	$28.92	$14.46 per hour plus $137.38 per day
Performer category 1 grade 2	$47.92 per occasion	8.3% of the weekly wage per occasion	$15.19 per ½ hour or part thereof	$22.79	$30.38	$15.19 per hour plus $144.35 per day

Table 3 of 5

Classification	Good Friday, Christmas Day or Labour Day - part-time	Public holiday - full-time	Public holiday - part-time	Extra performance - pantomimes - 9th performance per week - full-time	Extra performance - pantomimes - 9th performance per week - part-time
Performer category 1 grade 1	$14.46 per hour plus 25% of the weekly wage per day	$14.46 per hour plus $91.77 per day	$14.46 per hour plus 16.7% of the weekly wage per day	$68.69	12.5% of the weekly wage
Performer category 1 grade 2	$15.19 per hour plus 25% of the weekly wage per day	$15.19 per hour plus $96.43 per day	$15.19 per hour plus 16.7% of the weekly wage per day	$72.18	12.5% of the weekly wage

Table 4 of 5

Classification	Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time	Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - full-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - part-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - full-time
Performer category 1 grade 1	$34.34	6.25% of the weekly wage	$54.95 for each additional performance	10% of the weekly wage	$68.69 for each additional performance
Performer category 1 grade 2	$36.09	6.25% of the weekly wage	$57.74 for each additional performance	10% of the weekly wage	$72.18 for each additional performance

Table 5 of 5

Classification	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - part-time	Concurrent productions including pantomime - more than 8 performances per week - full-time	Concurrent productions including pantomime - more than 8 performances per week - part-time	Overtime - hours averaged over a period of engagement or a 12 month period	Working through a break or interval
Performer category 1 grade 1	12.5% of the weekly wage	$68.69 for each additional performance	12.5% of the weekly wage	$21.69	$21.69
Performer category 1 grade 2	12.5% of the weekly wage	$72.18 for each additional performance	12.5% of the weekly wage	$22.79	$22.79

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

Includes weekly ongoing, weekly for the run of play or plays, weekly under fixed term contract/s and weekly part-time
Junior employees on tour are entitled to the applicable adult rate.

Table 1 of 5

Classification	Hourly pay rate	Weekly pay rate	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - less than the weekly hours - per performance or 3 hour rehearsal session - part-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - full-time	Sunday - more than the weekly hours - per performance or 3 hour rehearsal session - part-time
Performer category 1 grade 1	$17.67	$671.61	$112.16	16.7% of the weekly wage	$223.65	33.3% of the weekly wage
Performer category 1 grade 2	$18.57	$705.71	$117.85	16.7% of the weekly wage	$235.00	33.3% of the weekly wage

Table 2 of 5

Classification	Sunday - travel - first 3 hours - full-time	Sunday - travel - first 3 hours - part-time	Sunday - travel - after 3 hours	Overtime - first 2 hours - performers	Overtime - after 2 hours - performers	Good Friday, Christmas Day or Labour Day - full-time
Performer category 1 grade 1	$55.74 per occasion	8.3% of the weekly wage per occasion	$17.67 per ½ hour or part thereof	$26.51	$35.34	$17.67 per hour plus $167.90 per day
Performer category 1 grade 2	$58.57 per occasion	8.3% of the weekly wage per occasion	$18.57 per ½ hour or part thereof	$27.86	$37.14	$18.57 per hour plus $176.43 per day

Table 3 of 5

Classification	Good Friday, Christmas Day or Labour Day - part-time	Public holiday - full-time	Public holiday - part-time	Extra performance - pantomimes - 9th performance per week - full-time	Extra performance - pantomimes - 9th performance per week - part-time
Performer category 1 grade 1	$17.67 per hour plus 25% of the weekly wage per day	$17.67 per hour plus $112.16 per day	$17.67 per hour plus 16.7% of the weekly wage per day	$83.95	12.5% of the weekly wage
Performer category 1 grade 2	$18.57 per hour plus 25% of the weekly wage per day	$18.57 per hour plus $117.85 per day	$18.57 per hour plus 16.7% of the weekly wage per day	$88.21	12.5% of the weekly wage

Table 4 of 5

Classification	Extra performance - pantomimes - 10th, 11th & 12th performance per week - full-time	Extra performance - pantomimes - 10th, 11th & 12th performance per week - part-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - full-time	Extra performance - performances up to 1 hour duration - more than 12 performances per week - part-time	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - full-time
Performer category 1 grade 1	$41.98	6.25% of the weekly wage	$67.16 for each additional performance	10% of the weekly wage	$83.95 for each additional performance
Performer category 1 grade 2	$44.11	6.25% of the weekly wage	$70.57 for each additional performance	10% of the weekly wage	$88.21 for each additional performance

Table 5 of 5

Classification	Extra performance - substantially whole time productions (not pantomimes) - more than 8 performances per week - part-time	Concurrent productions including pantomime - more than 8 performances per week - full-time	Concurrent productions including pantomime - more than 8 performances per week - part-time	Overtime - hours averaged over a period of engagement or a 12 month period	Working through a break or interval
Performer category 1 grade 1	12.5% of the weekly wage	$83.95 for each additional performance	12.5% of the weekly wage	$26.51	$26.51
Performer category 1 grade 2	12.5% of the weekly wage	$88.21 for each additional performance	12.5% of the weekly wage	$27.86	$27.86

Junior - Casual - 14 years and under

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

Table 1 of 3

Classification	Hourly pay rate	Sunday - performance	Sunday - rehearsal	Public holiday - performance	Public holiday - rehearsal
Performer category 1 grade 1	$18.08	$32.54	$32.54	$32.54	$32.54
Performer category 1 grade 2	$18.99	$34.18	$34.18	$34.18	$34.18

Table 2 of 3

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

Table 3 of 3

Classification	Late work after 11.30pm - performance - in addition to performance rate	Late work after 11.30pm - rehearsal - in addition to rehearsal rate	Performance longer than 3 hours	Third or subsequent call on any day	Working through a break or interval
Performer category 1 grade 1	$1.50 for each ½ hour or part thereof	$1.50 for each ½ hour or part thereof	$18.08 per hour and $3.02 for each ½ hour or part thereof	$27.12 per hour, unless a higher penalty rate applies	$25.31
Performer category 1 grade 2	$1.58 for each ½ hour or part thereof	$1.58 for each ½ hour or part thereof	$18.99 per hour and $3.17 for each ½ hour or part thereof	$28.49 per hour, unless a higher penalty rate applies	$26.58

Junior - Casual - over 14 years and under 16 years

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

Table 1 of 3

Classification	Hourly pay rate	Sunday - performance	Sunday - rehearsal	Public holiday - performance	Public holiday - rehearsal
Performer category 1 grade 1	$22.09	$39.76	$39.76	$39.76	$39.76
Performer category 1 grade 2	$23.21	$41.78	$41.78	$41.78	$41.78

Table 2 of 3

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

Table 3 of 3

Classification	Late work after 11.30pm - performance - in addition to performance rate	Late work after 11.30pm - rehearsal - in addition to rehearsal rate	Performance longer than 3 hours	Third or subsequent call on any day	Working through a break or interval
Performer category 1 grade 1	$1.83 for each ½ hour or part thereof	$1.83 for each ½ hour or part thereof	$22.09 per hour and $3.69 for each ½ hour or part thereof	$33.14 per hour, unless a higher penalty rate applies	$30.92
Performer category 1 grade 2	$1.93 for each ½ hour or part thereof	$1.93 for each ½ hour or part thereof	$23.21 per hour and $3.88 for each ½ hour or part thereof	$34.82 per hour, unless a higher penalty rate applies	$32.50

Allowances

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

Allowances marked ** do not apply to full-time or part-time repetiteurs employed by a ballet, opera or other like company.

Allowances	Rate
General	
Accommodation allowance - provided accommodation not accepted - 1 to 4 days	$240.82 per night
Accommodation allowance - provided accommodation not accepted - 5 working days or more	$183.72 per night up to a maximum of $918.74 per week
Accommodation allowance - accommodation not provided - Sydney or Melbourne	reimbursement of up to $1,839.00 per week
Accommodation allowance - accommodation not provided - Adelaide, Hobart, Perth or Brisbane	reimbursement of up to $1,298.00 per week
Accommodation allowance - accommodation not provided - Canberra	reimbursement of up to $1,581.00 per week
Accommodation allowance - accommodation not provided - other	reimbursement of up to $1,210.00 per week
Expenses reimbursement	reimbursement for authorised expenses
Incidentals allowance while travelling	$22.78 per day up to a maximum of $113.92 per week
Laundry allowance - full-time	$4.68 per week for blouses and shirts and $12.17 per week for other garments
Laundry allowance - part-time & casual	$3.75 per day up to a maximum of $16.96 per week
Meal allowance while travelling - not local shows - less than 5 working days	$37.52 for a meal
Meal allowance while travelling - not local shows - 5 working days or more	$76.11 per day up to a maximum of $380.55 per week
Transport and insurance of luggage & instruments reimbursement	reimbursement for the cost of transport of luggage up to 40 kgs and bulky instruments and insurance for loss, theft or damage
Travel reimbursement	reimbursement for the cost of an economy class fare or equivalent to the destination
Travel reimbursement - to & from airports	reimbursement for the cost of transport to or from an airport up to a maximum of $51.20
Vehicle allowance	$1.00 per km
Production and support staff	
Meal allowance - back to back performances	$24.13 for a meal
Meal allowance - working after 8am - full-time & part-time	$24.13 for each meal interval
Mechanical property & lights reimbursement	reimbursement for the cost of all mechanical property or light requirements including torches
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 1 (induction / training)	$4.50 per hour

Allowances	Rate
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 2	$4.82 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 3	$5.06 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 4	$5.15 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 5	$5.32 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 6	$5.48 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 7	$5.83 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Level 8	$6.03 per hour
* Sound & lighting overtime and penalty allowance - touring sound and/or lighting employees - Technical manager	$6.66 per hour
Sunday or public holiday - travel	10% of the minimum weekly wage per day
Tools & equipment allowance - head of department	$11.03 per week
Tools & equipment allowance - other	$1.14 per day
Transmission or recording allowance	$177.94 per performance in addition to the appropriate performance rate
Company dancers and performers	
Assistant stage manager allowance (includes supernumeraries)	$60.43 per week
Dance captain allowance (includes supernumeraries)	$57.97 per week
Deputy rehearsal director / Rehearsal director allowance	$136.42 per week
Driver / person in charge allowance (includes supernumeraries)	$78.34 per week
Make-up & shoes reimbursement - not supernumeraries	reimbursement for the cost of required shoes and required special body make-up, but not facial make-up
Make-up reimbursement - supernumeraries	reimbursement for the cost of make-up
Making an advertisement allowance (includes supernumeraries)	$54.84 per hour with a minimum payment for 4 hours
Meal allowance - less than 2 hours break between performances - company dancers	$24.13 for a meal
Meal allowance - less than 2 hours break between performances - performers (includes supernumeraries)	$37.52 for a meal
Nude allowance (includes supernumeraries)	$30.78 per week

Allowances	Rate
Shoe reimbursement - company dancers	reimbursement for the cost of pointe shoes as required, at least 8 pairs of flat ballet shoes per year and appropriate footwear for use on non-dance surfaces where a work is specifically choreographed for such surface
Special attendances allowance - employee (includes supernumeraries)	the appropriate rate for a minimum of 2 hours (unless the attendance is required before, during or after a rehearsal or performance)
Special attendances allowance - prospective employee (includes supernumeraries)	$53.72 per hour for a minimum of 3 hours and payment for the cost of travel to any venue or location
Supervising classes allowance - dancers	$68.15 per class
Travelling on a public holiday allowance - first 3 hours - dancers - full-time & part-time	8.3% of the minimum weekly wage per occasion
Travelling on a public holiday allowance - after 3 hours - dancers - full-time & part-time	the minimum hourly rate for each 1/2 hour or part thereof
Travelling on a public holiday or day off allowance - performers - full-time & part-time	8.3% of the minimum weekly wage per occasion
Understudy allowance - performers (including supernumeraries) - star role	$75.87 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - leading role	$54.16 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - supporting role	$32.57 per week for each part understudied
Understudy allowance - performers (including supernumeraries) - minor supporting role	$25.96 per week for each part understudied
Understudy performance allowance - performers (including supernumeraries) - star role	$162.72 per performance
Understudy performance allowance - performers (including supernumeraries) - leading role	$108.33 per performance
Understudy performance allowance - performers (including supernumeraries) - supporting role	$65.13 per performance
Understudy performance allowance - performers (including supernumeraries) - minor supporting role	$51.93 per performance
Wardrobe allowance (includes supernumeraries)	$8.42 per week for each item, with a minimum payment of $10.78 per week and an additional $4.26 per week for each required pair of shoes
Musicians	
** Additional instrument allowance - instrument supplied by employee	14.5% of the total minimum call rate per additional instrument per call
** Additional instrument allowance - instrument supplied by employer	9.5% of the total minimum call rate per additional instrument per call

Allowances	Rate
** Audio recorded performance allowance - principal	$211.51 per performance
** Audio recorded performance allowance - doubling	$169.21 per performance and 25% of the minimum hourly rate per additional instrument per call
** Audio recorded performance allowance - overdubbing	an additional minimum call fee
** Audio recorded performance allowance - other	$169.21 per performance
** Audio-visual or visually recorded performance allowance - principal	$289.56 per performance
** Audio-visual or visually recorded performance allowance - doubling	$231.65 per performance and 25% of the minimum hourly rate per additional instrument per call
** Audio-visual or visually recorded performance allowance - overdubbing	an additional minimum call fee
** Audio-visual or visually recorded performance allowance - other	$231.65 per performance
Conductor-leader - 3 or more musicians allowance	$9.06 per hour
Conductor-leader - grand opera, grand ballet, concerts or religious performances allowance	$6.81 per hour
Instrumentalist playing alone allowance	17.5% of the minimum hourly rate
** Radio broadcast allowance - principal	$211.51 per performance
** Radio broadcast allowance - doubling	$169.21 per performance and 25% of the minimum hourly rate per additional instrument per call
** Radio broadcast allowance - overdubbing	an additional minimum call fee
** Radio broadcast allowance - other	$169.21 per performance
** Repetiteur allowance	12.5% of the minimum hourly rate
Setting up time allowance	25% of the minimum hourly rate per occasion
Simulcast (radio & TV single use in Australia) allowance - principal	$403.15 per performance
Simulcast (radio & TV single use in Australia) allowance - other	$322.52 per performance
** Soloist allowance - musicians	$7.83 per instrument per call
Sunday travel - musicians	$14.53 per day
** Supply own music allowance - full-time & part-time	$44.76 per week
Supply own music allowance - casual	$14.55 per call
** Televised performance allowance - principal	$196.13 per performance
** Televised performance allowance - doubling	$156.90 per performance and 25% of the minimum hourly rate per additional instrument per call
** Televised performance allowance - overdubbing	an additional minimum call fee
** Televised performance allowance - other	$156.90 per performance
Upkeep allowance - percussionist (weekly) providing percussion kit	$12.37 per week
Upkeep allowance - harpist	$5.10 per call
Upkeep allowance - all others	$1.94 per instrument per call

Allowances	Rate
Striptease artists	
Cancellation without notice allowance	30% of the amount that would have been paid had the booking not been cancelled
Parade allowance	$36.93 per parade