



The Performers' Collective Agreement 2011-2013

Updated 1 February 2015

INFORMATION

The Performers' Collective Agreement (PCA) 2011-2013 provides basic working conditions for performers engaged in live theatre productions. This summary relates to the commercial PCA.

Note: Negotiations for a new PCA are underway – in the meantime an increase to the rates of pay have been agreed and applied from 1 February 2015. This summary includes those rates.

PCA contracts should be used for all live performance work. The standard contract for weekly engagement is attached to the full Performers' Collective Agreement document. Further information on contracts is available to members from the MEAA Member Central - 1300 656 513.

HOURS OF WORK

Hours of work are up to a maximum of 38 hours per week, except during rehearsal weeks when 40 hours may be worked or tech week when 48 hours may be worked. Averaged hours over the course of the year (or your employment) must be no more than 38, and any hours over this must be paid at overtime.

Hours can be worked between 9am and midnight, but no more than 8 hours in one day (or overtime is payable).

The minimum time to be credited to an employee for each whole time performance/dress rehearsal is 2.5 hours.

The minimum time to be credited to an employee for each rehearsal or any extra session such as wardrobe or photo calls is 2 hours.

NUMBER OF PERFORMANCES

The maximum number of performances included in the Total Negotiated Weekly Rate is:

- 8 - for substantial whole time performances; *and*
- 12 - for performances up to one hour duration.

Any extra performances are paid at the rate of one-eighth of the performer's overtime rate.

OVERTIME

Overtime is paid as time and a half for the first two hours and double time for each hour after that provided that when a performer's weekly (or casual) Negotiated Rate of Pay is greater than 133.33% of the minimum rate, the Overtime Rate will be set at 133.33% of the performer's Negotiated Rate of Pay.

WORK ON SUNDAY (OR 7TH DAY IN WEEK)

For any work on the seventh day in a week, the employee will be paid an additional amount equivalent to one third of the employee's Overtime Rate.



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PUBLIC HOLIDAYS

Any employee who works Good Friday or Christmas Day is paid an extra one quarter of his or her Negotiated Weekly Wage.

Any employee who works any other public holiday is entitled to an extra amount of one sixth of his or her Negotiated Weekly Wage.

In the event that work is not performed on a public holiday, the holiday will be regarded as a day that one of the full-time performances or two of the one hour performances has occurred.

Casual Employees – Rehearsal or Performance on a Public Holiday.

Any casual employee who works on a public holiday will be paid double his or her minimum rate per performance.

REST BREAKS

No employee will be required to work more than 4 hours without a meal break of one hour except with the agreement of the majority of the cast when the break may be extended to 5 hours. If this break is after 4pm it must be a break of 1.5 hours. These meal breaks are unpaid.

There shall be a break of not less than 45min clear of dressing, undressing, making up or taking off make up between the conclusion of one performance and the commencement of another on the same day.

If there is a break of less than 2 hours between two performances, the employer will provide the employee with a satisfactory meal or pay for a meal.

A break of 11 clear hours between the end of one day and the commencement of another will be observed, except that on one day each week it may be reduced to 10 clear hours for publicity calls or for travel by air. The minimum break between one full rehearsal and another full rehearsal/performance is 1.5hours.

SPECIAL ATTENDANCE

Prior to the commencement of employment, any special attendance for the purposes of wardrobe still photo shoots or any other matter in connection with the employer's business will be paid at the Casual Rehearsal Rate with a minimum call of two hours, plus any travel time.

Travel costs are reimbursed.

LAY-OFF

If you are engaged on one contract, producers can access up to 3 weeks for every 26 weeks that you are employed as 'lay-off'. This means they can put you on rehearsal salary for this period if there is, for example, a break between cities. Once the producer has utilised lay-off they then have to pay you performance salary again, even if the show is still on a break.



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ANNUAL LEAVE

Performers accrue 4 weeks of annual leave each year. Performers may apply for annual leave at any time, and whether it is approved or not will be subject to factors such as who else is on leave. Producers may send performers on annual leave in very limited circumstance after six months of employment. After a year of employment, producers may direct employees to take annual leave at any time with reasonable notice.

SICK LEAVE

Performers receive 10 days of sick leave upon commencement of a contract, and accrue a further 10 during the first year of employment. In each subsequent year performers accrue 15 days. Sick leave carries over from year to year.

AUDITIONS

Performers who are required to do more than 3 auditions in a 28 days period must be paid for each subsequent audition at the casual rate.

TERMINATION

Engaged for run of the play and employer advises employee of conclusion of tour, season or run – 3 weeks notice (or 2 weeks notice if the run of the play has been 5 weeks or less).

Engaged for run of play and performer has been employed for 14 months from his/her opening performances – only the employee can give notice (4 weeks). The employer cannot terminate the employee's employment without justification.

Failure to present or produce the play – 4 weeks notice

RECORDING OF PRODUCTIONS

There are no 'standard rates' for recording of productions. Appropriate contracting arrangements must be negotiated between producers, casts and Equity. It is of vital importance that performers do not stand in front of a camera or agree to have their voice recorded until they have spoken with Equity and an appropriate agreement has been entered into which takes into account what usage is being proposed, for how long, and in what territories. Archival recording is permitted under the PCA.

UPPER SALARY LIMIT

If weekly salary exceeds the "upper limit" then only the Annual Leave (or payment in lieu of Annual Leave) and Superannuation apply to the performer. Separate contracts are negotiated on a case by case basis:

Upper Salary Limit from 1 February 2014	\$4205.40
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SUPERANNUATION

The Superannuation rate under the PCA is 10%. You should be receiving 10% Superannuation on top of your wage and this should be paid into your nominated Superannuation fund.



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NO SUNDAY PERFORMANCES

Weekly Rates - Minimum Wages and Salaries (non-Regional Tour):

Increase of 2.9% from 1 February 2015

Category	Previous Rate \$	1 February 2015 \$
Category 1		
Performer Grade 1	1021.71	1051.35
Performer Grade 2	1080.76	1112.10
Opera Principal	1128.20	1160.90
Category 2 Performer (Variety)	1080.76	1112.10
Supernumerary per week	511.55	526.40
Per hour	29.61	30.47
on tour	1021.71	1051.35
Juveniles		
14 yrs & under		
Performer Grade 1	459.77	473.10
Performer Grade 2	486.34	500.45
14 yrs & under On tour		
Grade 1	1021.71	1051.35
Grade 2	1080.76	1112.10
15 years		
Performer Grade 1	561.94	578.25
Performer Grade 2	594.42	611.65
15 yrs on tour		
Performer Grade 1	1021.71	1051.35
Performer Grade 2	1080.76	1112.10



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NO SUNDAY PERFORMANCES

Weekly Rates - Minimum Wages and Salaries (Regional Tour)

Increase of 2.9% from 1 February 2015

Category	Previous Rate \$	1 February 2015 \$
Category 1		
Performer, Opera Principal, Performer (Variety) (including juveniles)	1021.71	1051.35
Supernumerary on tour	1021.71	1051.35



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ONE SUNDAY PERFORMANCE

Weekly Rates - Minimum Wages and Salaries (non-Regional Tour):

Increase of 2.9% from 1 February 2015

Category	Previous Rate \$	1 February 2015 \$
Category 1		
Performer Grade 1	1062.29	1093.10
Performer Grade 2	1123.67	1156.25
Opera Principal	1172.99	1207.00
Category 2 Performer (Variety)	1123.67	1156.25
Supernumerary per week	531.87	547.19
Per hour	30.78	31.67
on tour	1062.29	1093.10
Juveniles		
14 yrs & under		
Performer Grade 1	478.03	491.90
Performer Grade 2	505.65	520.30
14 yrs & under On tour		
Grade 1	1062.29	1093.10
Grade 2	1123.67	1156.25
15 years		
Performer Grade 1	584.26	601.20
Performer Grade 2	618.02	635.95
15 yrs on tour		
Performer Grade 1	1062.29	1093.10
Performer Grade 2	1123.67	1156.25



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ONE SUNDAY PERFORMANCE

Weekly Rates - Minimum Wages and Salaries (Regional Tour)

Increase of 2.9% from 1 February 2015

Category	Previous Rate \$	1 February 2015 \$
Category 1		
Performer, Opera Principal, Performer (Variety) (including juveniles)	1062.29	1093.10
<u>Supernumerary on tour</u>	1062.29	1093.10

SUNDAY LOADING WHEN NOT CONTRACTED (NON REGIONAL TOUR)

Category	Previous Rate \$	1 February 2015 \$
Category 1		
Performer Grade 1	40.58	41.75
Performer Grade 2	42.91	44.15
Opera Principle		
Category 2		
Performer (Variety)	42.91	44.15

SUNDAY LOADING WHEN NOT CONTRACTED (REGIONAL TOUR)

Category	Previous Rate \$	1 February 2015 \$
Performer, Opera Principal, Performer (Variety) including juveniles	40.58	41.75
Supernumerary on tour	40.58	41.75



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CASUAL RATES

Minimum Wages and Salaries:

Increase of 2.9% from 1 February 2015

Category (per Perform 3 hour call)	Previous Rate \$ 23% casual loading	1 February 2015 \$ 25% casual loading
Category 1		
Performer Grade 1	209.45	219.03
Performer Grade 2	221.56	231.69
Opera Principal	231.28	241.85
Category 2 Performer (Variety)	265.87	278.03
Supernumeraries	92.46	109.67
Juveniles		
14 yrs & under		
Performer Grade 1	94.25	98.56
Performer Grade 2	99.70	104.26
15 years		
Performer Grade 1	115.20	120.47
Performer Grade 2	121.86	127.43
Engaged Casually - Rehearsal		
Performer Adult Per hour	46.54	51.88
Per ½ hour	23.27	25.94
Supernumeraries Min 2 hour call	30.82	31.71
Juveniles		
14 yrs and under	20.94	23.35
15 years	25.60	28.53



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ALLOWANCES

Clause No.	Previous Min Rate \$	1 July 2011 \$	1 April 2012 \$	1 October 2012 \$	1 July 2013 \$
22.6.1 <u>Star Role</u>	46.57 per week	48.67 per week	50.77 per week	52.87 per week	54.95 per week
22.6.2	99.79 per performance	104.28 per performance	108.77 per performance	113.26 per performance	117.75 per performance
22.6.1 <u>Leading Role</u>	33.28 per week	34.78 per week	36.28 per week	37.78 per week	39.27 per week
22.6.2	66.52 per performance	69.51 per performance	72.50 per performance	75.49 per performance	78.49 per performance
22.6.1 <u>Supporting Role</u>	19.96 per week	20.86 per week	21.76 per week	22.66 per week	23.55 per week
22.6.2	39.91 per performance	41.71 per performance	43.51 per performance	45.31 per performance	47.09 per performance
22.6.1 <u>Minor Supporting Role</u>	15.96 per week	16.68 per week	17.40 per week	18.12 per week	18.83 per week
22.6.2	31.93 per performance	33.37 per performance	34.81 per performance	36.25 per performance	37.68 per performance
22.6.2 Ensemble Cover	23.95 per performance	25.13 per performance	26.30 per performance	27.47 per performance	28.61 per performance
22.7.1 Assistant Stage Manager	42.11 per week	44.01 per week	45.91 per week	47.81 per week	49.69 per week
22.7.2 Dance Captain	42.11 per week	44.01 per week	45.91 per week	47.81 per week	49.69 per week
22.7.3 Driver/Tour Leader	56.46 per week	59.00 per week	61.54 per week	64.08 per week	66.62 per week
22.8.1 Wardrobe Allowances	8.30pw for each suit etc 10.66pw min payment 4.26pw for each pair of shoes	8.67pw for each suit etc 11.14pw min payment 4.45pw for each pair of shoes	9.04pw for each suit etc 11.62pw min payment 4.64pw for each pair of shoes	9.41pw for each suit etc 12.10pw min payment 4.83pw for each pair of shoes	9.79pw for each suit etc 12.58pw min payment 5.03pw for each pair of shoes
22.8.2 Skating boots And Socks and laces	6.25 per week 2.10 per week	6.53 per week 2.20 per week	6.81 per week 2.30 per week	7.09 per week 2.40 per week	7.38 per week 2.48 per week



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TRAVEL ALLOWANCES

AS FROM 1 July 2013

Clause No.	As from 1 July 2013 \$
30.6 Meal allowance between performances	\$25.44 per meal
39.5 Meal allowance during travel	\$25.44 per meal
39.7 Travel to or from airport	\$60.00 per trip
39.8.4 Cash allowance less than 1 week	\$160.16
39.8.5 Reimbursement	
Sydney and Melbourne	\$1120.00 per week
Adelaide, Hobart, Perth & Brisbane	\$790.63 per week
Canberra	\$962.80 per week
Other places	\$737.01 per week
39.8.9 Cash allowance more than 1 week	\$559.69 per week and \$111.93 per night
39.9 Meals	\$51.63 per day to a maximum of \$258.08 per week
39.10 Incidentals	\$13.86 per day to a maximum of \$69.41 per week
39.16.2 Meal Allowance casual employee	\$25.44 per meal
39.17.2 Motor vehicle allowance	88 cents per kilometre