



## Tara Cheyne MLA

Assistant Minister for Economic Development  
Minister for the Arts  
Minister for Business and Better Regulation  
Minister for Human Rights  
Minister for Multicultural Affairs

Member for Ginninderra

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The Hon Justice Adam Hatcher  
President  
Fair Work Commission  
Level 11, Terrance Tower  
80 William Street  
EAST SYDNEY NSW 2011

Our ref: CMTEDD2023/5508

 December 2023

Dear Justice Hatcher

I am writing to you regarding the Modern Awards Review 2023-24, noting the Fair Work Commission's recent release of a discussion paper on the arts and culture sector.

I welcome the Fair Work Commission undertaking this review and note that the Minister for Employment and Workplace Relations, the Hon Tony Burke MP, has specifically requested consideration of existing modern award coverage and minimum standards for the arts and culture sector, including potential coverage gaps, in line with the Government's National Cultural Policy, *Revive*.

I am of the strong view that the arts are an essential part of our lives and contribute immensely to the economic, cultural and societal value of the ACT. The ACT Government recognises the wellbeing and economic value of the sector, we respect the critical contribution of arts workers, and we work to support and grow the industry.

Last year, the ACT Government released its arts policy, titled [Canberra: Australia's Arts Capital – Arts Culture and Creative Policy 2022-2026](#), alongside its framework document [Remuneration Principles and Practices for Artists and Arts Workers](#). In the policy, the ACT Government recognises the value of the arts and creative work and commits to fair remuneration for artists and arts workers.

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Alongside the critical indicators of success for that policy is that artists receive fair remuneration for their work to ensure their financial sustainability.

The *Remuneration Principles and Practices for Artists and Arts Workers* sets out how to remunerate and engage with artists and arts workers. It describes remuneration practices that recognise artists' and arts workers' rights and interest in the work they create. It also emphasises that remuneration must comply with all relevant legislation and standards, reflecting best practice.

I note Australian Bureau of Statistics' (ABS) review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) is happening concurrently and that consideration of any changes to the ANZSCO list of occupations relevant to the industry will need to be considered as part of the Modern Awards Review, particularly when considering any gaps in coverage.

I look forward to the outcomes of the Fair Work Commission's examination of Modern Awards.

Sincerely

A handwritten signature in blue ink, appearing to read 'Tara Cheyne', with a stylized, cursive script.

Tara Cheyne MLA