



FairWork  
Commission

# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## LIVE PERFORMANCE AWARD 2020

[MA000081]

Live performance industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O'NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 11.1 and inserting the following:

Live Performance employee	Category	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Level 1	Production and Support Staff Level 1 (Induction/Training)	922.70	24.28
Level 2	Production and Support Staff Level 2	999.40	26.30
Level 3	Production and Support Staff Level 3	1048.20	27.58
Level 4	Production and Support Staff Level 4	1068.40	28.12
Level 5	Production and Support Staff Level 5	1101.90	29.00
Level 6	Production and Support Staff Level 6	1135.50	29.88

<b>Live Performance employee</b>	<b>Category</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
		<b>\$</b>	<b>\$</b>
Level 7	Company Dancer Level 1; Performer Category 1 Grade 1	1165.70	—
Level 8	Company Dancer Level 2; Production and Support Staff Level 7	1208.30	31.80 <sup>1</sup>
Level 9	Musician; Performer Category 1 Grade 2; Performer Category 2	1224.90	—
Level 10	Company Dancer Level 3; Production and Support Staff Level 8	1250.00	32.89 <sup>1</sup>
Level 11	Company Dancer Level 4; Musician required to accompany artists; Opera Principal	1289.40	—
Level 12	Company Dancer Level 5	1332.70	—
Level 13	Company Dancer Level 6; Technical Manager	1381.10	—
Level 14	Company Dancer Level 7; Principal Musician; Vocalist	1438.40	—
Level 15	Conductor-Leader	1561.00	—

2. By deleting the year “2024” in clause 11.6(b) and inserting “2025”.
3. By deleting the amounts “\$33.83” and “\$811.90” appearing in clause 31.4(a) and inserting “\$35.01” and “\$840.30” respectively.
4. By deleting the amounts “\$49.55” and “\$24.78” appearing in clause 31.6(c)(i) and inserting “\$51.28” and “\$25.64” respectively.
5. By deleting the amount “\$24.78” appearing in clause 31.6(c)(ii) and inserting “\$25.64”.
6. By deleting the amount “\$35.10” appearing in clause 31.6(e) and inserting “\$36.33”.
7. By deleting the amounts “\$872.50” and “\$1016.90” appearing in clause 31.8(a)(ii) and inserting “\$903.00” and “\$1052.50” respectively.
8. By deleting the amount “\$28.39” appearing in clause 32.2(a) and inserting “\$29.38”.
9. By deleting the amount “\$55.74” appearing in clause 32.2(b) and inserting “\$57.69”.

10. By deleting the amount “\$72.26” appearing in clause 32.2(c) and inserting “\$74.79”.
11. By deleting the amount “\$50.58” appearing in clause 32.2(f) and inserting “\$52.35”.
12. By deleting the table appearing in clause 32.2(h)(i) and inserting the following:

<b>Part understudied</b>	<b>\$ per week</b>
Star role	72.44
Leading role	51.71
Supporting role	31.09
Minor supporting role	24.79

13. By deleting the table appearing in clause 32.2(h)(ii) and inserting the following:

<b>Part performed</b>	<b>\$ per performance</b>
Star role	155.35
Leading role	103.42
Supporting role	62.18
Minor supporting role	49.57

14. By deleting the amount “\$53.47” appearing in clause 32.2(h)(iv) and inserting “\$55.34”.
15. By deleting the amount “\$125.84” appearing in clause 32.2(i)(i) and inserting “\$130.24”.
16. By deleting the amount “\$62.87” appearing in clause 32.2(i)(ii) and inserting “\$65.07”.
17. By deleting the table appearing in clause 40.1 and inserting the following:

<b>Classification</b>	<b>Level</b>	<b>Weekly Employees</b>		<b>Casual Employees</b>	
		<b>Per Hour</b>	<b>Per 3-Hour Call</b>	<b>Per Hour</b>	<b>Per 3-Hour Call</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Musician	9	51.04	153.12	63.80	191.40
Musician required to accompany artists	11	53.73	161.19	67.16	201.48
Principal Musician	14	59.93	179.79	74.91	224.73
Conductor-Leader	15	65.04	195.12	81.30	243.90

18. By deleting the amount “\$41.29” appearing in clause 41.2(b)(i) and inserting “\$42.74”.

19. By deleting the amount “\$13.42” appearing in clause 41.2(b)(ii) and inserting “\$13.89”.
20. By deleting the amount “\$7.23” appearing in clause 41.2(c) and inserting “\$7.48”.
21. By deleting the amount “\$144.73” appearing in clause 41.2(f)(i) and inserting “\$149.79”.
22. By deleting the amount “\$156.08” appearing in clause 41.2(f)(ii) and inserting “\$161.54”.
23. By deleting the amount “\$297.51” appearing in clause 41.2(f)(iii) and inserting “\$307.91”.
24. By deleting the amount “\$213.69” appearing in clause 41.2(f)(iv) and inserting “\$221.16”.
25. By deleting the amount “\$156.08” appearing in clause 41.2(f)(v) and inserting “\$161.54”.
26. By deleting the table appearing in clause 50 and inserting the following:

	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Bar/waiting staff	982.40	25.85
Performer	999.40	26.30

27. By deleting the amount “\$34.07” appearing in clause 51.2(c) and inserting “\$35.26”.
28. By deleting the amount “\$164.14” appearing in clause 60.2(a) and inserting “\$169.88”.
29. By deleting the amount “\$1032.30” appearing in clause B.1.1 and inserting “\$1068.40”.
30. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Part 5—Performers and Company Dancers</b>				
Nude allowance	32.2(a)	2.75	29.38	per week
Assistant Stage Manager allowance	32.2(b)	5.4	57.69	per week
Driver or a person in charge whilst on tour	32.2(c)	7.0	74.79	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Making of an advertisement—television or radio (4 hour minimum payment)	32.2(f)	4.9	52.35	per hour
Understudy allowances (part understudied)—Star role	32.2(h)(i)	6.78	72.44	per week
Understudy allowances (part understudied)—Leading role	32.2(h)(i)	4.84	51.71	per week
Understudy allowances (part understudied)—Supporting role	32.2(h)(i)	2.91	31.09	per week
Understudy allowances (part understudied)—Minor supporting role	32.2(h)(i)	2.32	24.79	per week
Understudy allowances (additional amount per performance)—Star role	32.2(h)(ii)	14.54	155.35	per performance
Understudy allowances (additional amount per performance)—Leading role	32.2(h)(ii)	9.68	103.42	per performance
Understudy allowances (additional amount per performance)—Supporting role	32.2(h)(ii)	5.82	62.18	per performance
Understudy allowances (additional amount per performance)—Minor supporting role	32.2(h)(ii)	4.64	49.57	per performance
Dance Captain allowance	32.2(h)(iv)	5.18	55.34	per week
Deputy Ballet Master/Mistress	32.2(i)(i)	12.19	130.24	per week
Company dancer supervising classes on irregular basis	32.2(i)(ii)	6.09	65.07	per class

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Part 6—Musicians</b>				
Instrument doubling allowances—instrument supplied by employee <sup>1</sup>	41.2(a)(i)			per instrument per call
Instrument doubling allowances—instrument supplied by employer <sup>1</sup>	41.2(a)(i)			per instrument per call
Supply of music—weekly employee	41.2(b)(i)	4.0	42.74	per week
Supply of music—casual employee	41.2(b)(ii)	1.3	13.89	per call
Soloist—performing solo in orchestra	41.2(c)	0.7	7.48	per instrument per call
Televised performance	41.2(f)(i)	14.02	149.79	per performance
Radio broadcast	41.2(f)(ii)	15.12	161.54	per broadcast
Simulcast broadcast	41.2(f)(iii)	28.82	307.91	per simulcast
Audio-visual or visual recording of performance	41.2(f)(iv)	20.7	221.16	per performance
Audio recording of performance—for which there can be 21 minutes of finished material	41.2(f)(v)	15.12	161.54	per performance
<b>Part 7—Striptease Artists</b>				
Parades involving exposure of parts of the body	51.2(c)	3.3	35.26	per parade
<b>Part 8—Production and Support Staff</b>				
Transmission or recording of performance allowance—one payment only	60.2(a)	15.9	169.88	single payment

31. By deleting the table appearing in clause B.2 and inserting the following:

<b>Casual Rehearsal/ Performance Rates</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Part 5—Performers and Company Dancers</b>				
Rehearsal payment, minimum one hour	31.6(c)(i)	4.8	51.28	per hour
Rehearsal payment, for each subsequent half hour or part thereof	31.6(c)(i)	2.4	25.64	per half hour or part thereof
Rehearsal payment, if employee leaves prior to one hour	31.6(c)(ii)	2.4	25.64	per half hour or part thereof of actual time worked
Casual supernumeraries, minimum call payment	31.6(e)	3.4	36.33	per hour

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT