



SCHEDULE 1 – MINIMUM WAGES AND ALLOWANCES

TABLE A

NO SUNDAY PERFORMANCE

Non -Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
CATEGORY			3%
Category 1			
Performer Grade 1	\$1,132.92	\$1,248.93	\$1,286.40
Performer Grade 2	\$1,198.40	\$1,321.12	\$1,360.75
Opera Principal	\$1,251.02	\$1,379.12	\$1,420.50
Category 2			
Performer (Variety)	\$1,198.40	\$1,321.12	\$1,360.75
Supernumerary per week (from 1 Aug 2024 up to 24 hours work)	\$567.25	\$868.87	\$894.93
Per hour	\$32.84	\$36.20	\$37.29
on tour	\$1,132.92	\$1,248.93	\$1,286.40
Child Performers			
14 yrs & under			
Performer Grade 1	\$509.82	\$562.02	\$578.88
Performer Grade 2	\$539.27	\$594.50	\$612.34
14 years & under			
On tour			
Grade 1	\$1,132.92	\$1,248.93	\$1,286.40
Grade 2	\$1,198.40	\$1,321.12	\$1,360.75
15 years			
Performer Grade 1	\$623.10	\$686.91	\$707.52
Performer Grade 2	\$659.14	\$726.61	\$748.41
15 years on tour			
Performer Grade 1	\$1,132.92	\$1,248.93	\$1,286.40
Performer Grade 2	\$1,198.40	\$1,321.12	\$1,360.75



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NO SUNDAY PERFORMANCE

Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
Category 1			
Performer, Opera Principal, Performer (Variety) (including child performers)	\$1,132.92	\$1,248.93	\$1,286.40
Supernumerary on tour	\$1,132.92	\$1,248.93	\$1,286.40

TABLE A

CAPPED OVERTIME RATE (133.33% of the applicable minimum rate)

	1-Jan-23	1-Aug-24	1-Jul-25
Category 1			
Performer Grade 1	\$1,510.52	\$1,665.20	\$1,715.16
Performer Grade 2	\$1,597.83	\$1,761.45	\$1,814.29
Opera Principal	\$1,667.99	\$1,838.78	\$1,893.95

TABLE A - UPPER SALARY LIMIT (400% of the Performer Grade 1 rate)

	1-Jan-23	1-Aug-24	1-Jul-25
Upper Salary Limit	\$4,531.68	\$4,995.72	\$5,145.60



TABLE B

ONE SUNDAY PERFORMANCE

1. Non - Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
Category 1	\$		
Performer Grade 1	\$1,254.92	\$1,383.42	\$1,424.93
Performer Grade 2	\$1,320.40	\$1,455.61	\$1,499.28
Opera Principal	\$1,373.02	\$1,513.62	\$1,559.03
Category 2 Performer (Variety)	\$1,320.40	\$1,455.61	\$1,499.28
Supernumerary per week (from 1 August 21 hours at weekly rate + \$156 for 1 Sunday)	\$571.59	\$916.26	\$939.07
on tour	\$1,254.92	\$1,383.42	\$1,424.93
Child performers			
14 yrs & under			
Performer Grade 1	\$564.72	\$622.54	\$641.22
Performer Grade 2	\$594.18	\$655.02	\$674.67
14 yrs & under			
On tour			
Grade 1	\$1,254.92	\$1,383.42	\$1,424.93
Grade 2	\$1,320.40	\$1,455.61	\$1,499.28
15 years			
Performer Grade 1	\$690.20	\$760.88	\$783.71
Performer Grade 2	\$726.22	\$800.58	\$824.60
15 yrs on tour			
Performer Grade 1	\$1,254.92	\$1,383.42	\$1,424.93
Performer Grade 2	\$1,320.40	\$1,455.61	\$1,499.28



TABLE B

ONE SUNDAY PERFORMANCE

2. Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
Category 1			
Performer, Opera Principal, Performer (Variety) (including child performers)	\$1,254.92	\$1,383.42	\$1,424.93
Supernumerary on tour	\$1,254.92	\$1,383.42	\$1,424.93

TABLE B

ONE SUNDAY PERFORMANCE WHEN NOT CONTRACTED

3. Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
Category 1			
Performer Grade 1	122.00	156.00	160.68
Performer Grade 2	122.00	156.00	160.68
Opera Principle	122.00	156.00	160.68
Category 2			
Performer (Variety)	122.00	156.00	160.68

TABLE B

ONE SUNDAY PERFORMANCE WHEN NOT CONTRACTED

4. Regional Tour

	1-Jan-23	1-Aug-24	1-Jul-25
Category			
Performer, Opera Principal Performer (Variety) including child performers	\$122.00	\$156.00	\$160.68
Supernumerary on tour	\$122.00	\$156.00	\$160.68



TABLE C
CASUAL RATES (25% CASUAL LOADING)

Category (per performance 3-hour call)	1-Jan-23	1-Aug-24	1-Jul-25
Category 1			
Performer Grade 1	\$236.03	\$260.19	\$268.00
Performer Grade 2	\$249.67	\$275.23	\$283.49
Opera Principal	\$260.63	\$287.32	\$295.94
Category 2 Performer (Variety)			
	\$249.67	\$275.24	\$340.19
Supernumeraries	\$118.18	\$135.76	\$139.83
Child Performers			
14 yrs & under			
Performer Grade 1	\$106.21	\$117.09	\$120.60
Performer Grade 2	\$112.35	\$123.85	\$127.57
15 years			
Performer Grade 1	\$129.81	\$143.11	\$147.40
Performer Grade 2	\$137.32	\$151.38	\$155.92
Engaged Casually - Rehearsal			
Performer Adult Per hour	\$55.91	\$61.64	\$63.48
Per ½ hour	\$27.95	\$30.82	\$31.74
Supernumeraries			
Min 2 hour call	\$41.05	\$45.25	\$46.61
Child Performers			
14 yrs and under	\$25.17	\$27.75	\$28.58
15 years	\$30.74	\$33.89	\$34.90



TABLE D

WAGE-RELATED ALLOWANCES

Clause No.	1-Jan-23	1-Aug-24	1-Jul-25
Star Role			3.5%
27.2(a) - per week	\$58.25	\$69.99	\$72.44
27.2(b) - per performance	\$124.82	\$150.10	\$155.35
Leading Role			
27.2(a) - per week	\$41.64	\$49.96	\$51.71
27.2(b) - per performance	\$83.21	\$99.93	\$103.42
Supporting Role			
27.2(a) - per week	\$24.96	\$30.04	\$31.09
27.2(b) - per performance	\$49.93	\$60.08	\$61.18
Minor Supporting Role			
27.2(a) - per week	\$19.97	\$23.95	\$24.79
27.2(b) - per performance	\$39.94	\$47.90	\$49.58
Featured Ensemble Role			
27.2(a) - per week	\$17.57	\$19.40	\$20.08
27.2(b) - per performance	\$35.14	\$38.73	\$40.09
Ensemble Role			
27.2(a) - per performance	\$30.33	\$33.44	\$34.61
Swing allowance			
27.2(d) - per week	\$24.96	\$27.52	\$28.48
Assistant Stage Manager			
27.3(a) - per week	\$52.68	\$58.07	\$60.11
Dance Captain			
27.3(b) - per week	\$52.68	\$58.07	\$60.11
Driver/Tour Leader			
27.3(c) - per week	\$70.90	\$78.16	\$80.90

EXPENSE-RELATED ALLOWANCES

NEW PCA RATES

	1-Jan-23	1-Aug-24	1-Jul-25
Wardrobe Allowances			
28.1(a) - per week for each suit etc	\$10.37	\$11.43	\$11.77
28.1(a) - per week min payment	\$13.33	\$14.69	\$15.14
28.1(a) - per week each pair of shoes	\$5.34	\$5.89	\$6.06
28.1(b)			
Skating boots - per week	\$7.82	\$8.62	\$8.88
Socks and laces - per week	\$2.63	\$2.90	\$2.99
Musician upkeep fee 27.3(d)			
per instrument per call		\$1.94	\$2.00
supply of harp per call		\$5.10	\$5.25
supply of percussion kit per call		\$12.37	\$12.74



TABLE E
EXPENSE-RELATED ALLOWANCES

**Increases applied in line with the CPI sub-index group in the
*Live Performance Award 2020***

Clause No.	1 July 2024	1 July 2025
37.5(b)		
Meal allowance between performances (per meal)	\$35.13	\$36.04
48.8		
Meal allowance during travel (per meal)	\$35.13	\$36.04
48.10(a)		
Travel to or from airport (per trip)	\$75.00	\$75.00
49.5 (b)		
Cash allowance less than 1 week (per night)	\$234.50	\$234.50
49.6 (b), 54.4		
Reimbursement (per week)		
Sydney and Melbourne	\$1,791.00	\$1,791.00
Adelaide, Hobart, Perth & Brisbane	\$1,264.00	\$1,264.00
Canberra	\$1,540.00	\$1,540.00
Other places	\$1,178.00	\$1,178.00
49.7		
Cash allowance more than 1 week (per week)	\$894.63	\$894.63
Cash allowance more than 1 week (per night)	\$178.90	\$178.90
50		
Meals (per day)	\$71.26	\$73.11
Maximum per week	\$356.29	\$365.53
51		
Incidentals (per day)	\$22.19	\$22.19
Incidentals (per week)	\$110.93	\$110.93
54.3		
Meal Allowance casual employee (per meal)	\$35.13	\$36.04
55.2		
Motor vehicle allowance (per kilometre)	\$0.98	\$0.98



TABLE F

LAY-OFF ENTITLEMENT

Calculation: by weeks worked (= number of weeks worked $\times \frac{3}{26}$)

Weeks Worked	Accrued Lay-off (WEEKS)
1	0.12
2	0.23
3	0.35
4	0.46
5	0.58
6	0.69
7	0.81
8	0.92
9	1.04
10	1.15
11	1.27
12	1.38
13	1.50
14	1.62
15	1.73
16	1.85
17	1.96
18	2.08
19	2.19
20	2.31
21	2.42
22	2.54
23	2.65
24	2.77
25	2.88
26	3.00