



MEMORANDUM OF UNDERSTANDING CONCERT HALL RENEWAL 2020



This Memorandum of Understanding confirms the position reached between the Media, Entertainment & Arts Alliance (MEAA) and the Sydney Opera House (SOH) in relation to potential employee impacts during the closure of the Concert Hall from February 2020.

SOH intends to close the Concert Hall for up to two years to improve acoustics, stage and backstage areas, theatre systems and accessibility in and around the venue. The parties recognise that closing one of SOH's major venues for a significant duration will have considerable operational and revenue impacts, and that these impacts will affect the availability of work for a number of SOH employees.

SOH is undertaking detailed building and operational planning to ensure other venues and the broader precinct remain vibrant and welcoming; audiences and visitors continue to enjoy world-class performances and experiences while the upgrades are completed; and operational impacts are minimised. Detailed workforce planning has commenced to determine staffing requirements during the Concert Hall closure period. SOH anticipates this planning will be completed early in the second half of 2019.

SOH is committed to regular, accurate and timely communication with staff about the Concert Hall renewal project and operational and employment impacts once planning has progressed.

SOH recognises and respects MEAA's role as representatives of many employees and is committed to holding meaningful discussions with MEAA once workforce planning is complete and there is sufficient clarity of SOH's workforce needs throughout the closure. By September 2019, if not earlier, SOH will present the MEAA with its proposed staffing requirements during the closure period and plans to manage its workforce. After this, the parties commit to ongoing consultation, including monthly discussions, where required, up to the closure of the venue.

SOH aims to minimise closure-related workforce disruption, being as considerate as possible of anyone affected.

The parties have reached agreement on the principles guiding Concert Hall closure-related workforce management decisions and practices, including to:

- Make sustainable and objective workforce decisions that are informed by our long-term business needs;
- Retain the valued knowledge and capability of our people wherever possible;
- Maintain employee engagement;
- Ensure change and workforce transition are as smooth as possible;
- Manage our people with respect, sensitivity, care and support;
- Communicate with our employees as often as practicable;
- Consult with affected employees and their representatives;
- Provide employees with appropriate and timely training and development to support the safe and productive delivery of their duties; and
- Make all reasonable efforts to fairly and equitably distribute available work throughout the closure.

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