



**Media, Entertainment & Arts
Alliance (MEAA)
Submission to the
*Inquiry into the Victorian on-
demand workforce***

February 2019

Media, Entertainment & Arts Alliance (MEAA)

MEAA is the largest and most established union and industry advocate for workers in the media, entertainment and arts sectors. Our members include people working in TV, radio, theatre and film, entertainment and sporting venues, journalists, actors, dancers, sportspeople, cartoonists, photographers, musicians as well as people working in public relations, advertising, book publishing and websites.

MEAA comprises four sections:

- Media;
- Equity;
- Entertainment, Crew and Sport; and
- Musicians.

MEAA's Victorian Branch has 5,000 members engaged at workplaces as diverse as The Age, ABC, MCG, Arts Centre, Melbourne Convention and Exhibition Centre, Marriner Theatre Group and Old Melbourne Gaol, as well as in film and theatre productions. Many MEAA members are engaged casually, as freelancers or as contractors.

meaa.org

Introduction

MEAA, the union and industry advocate for Australia's creative professionals, welcomes this opportunity to make a submission to the inquiry into the Victorian on-demand workforce.

Jobs in the media, arts and entertainment industries have always been precarious, but over recent years, there has been an increasing trend towards workers in those sectors being engaged as contractors, casuals and freelancers, rather than by way of ongoing employment.

This has affected members' security of employment and caused a steady decline in the range of statutory and other entitlements that are available to these employees, compared to their permanently engaged counterparts, including redundancy, leave and superannuation.

It is the view of MEAA that the growth and entrenchment of precarious and contingent work is a significant threat to workers and their livelihoods and the current scheme of workplace laws in this country does not comprehend the radically changed nature of modern employment relationships. We therefore welcome this inquiry and the opportunity to submit proposed reforms.

The rise of the "gig" economy represents the latest potential undermining of workers' terms and conditions of employment.

While the Commonwealth has primary responsibility to reform Australia's workplaces to provide for more secure employment for Australian workers, we believe that the Victorian Government does have a role to play in improving workers' lives.

MEAA Experience in On-Demand Sector

MEAA members have long been engaged in non-permanent and precarious employment arrangements.

For example, performers have always been engaged for specific (usually short term) productions, whether theatre productions, television advertisements, motion pictures or the like.

Freelancing has also been a feature of many parts of MEAA's coverage. Journalists, technicians, artists and (non orchestral) musicians often identify as freelancers.

In recent years, there has been an increase in MEAA members taking up online platforms to find freelance and casual work.

In our experience, most MEAA members engaging with the 'gig' economy are classed (and treated) as independent contractors (whether that characterisation is accurate or not) and so are not as a matter of law entitled to a range of workplace protections, including:

- a minimum wage;
- paid leave;
- minimum or maximum hours;
- superannuation;
- protection from unfair dismissal;
- workers' compensation;
- collective bargaining;
- access to the Fair Work Commission; and
- the right to collectively bargain (unless specifically authorised by the Australian Competition and Consumer Commission (ACCC)).

There are a number of particular examples within MEAA's coverage that are worth highlighting where the on-demand sector is undermining MEAA industry rates of pay and contributing to drive down wages and conditions.

Example 1 – Voice Over Artists

Voice over artists are a case in point. While minimum wages are set by way of the *Broadcasting, Recorded Entertainment and Cinemas Award 2010* (“BREACA”), the *Commercial Voiceover - Industry Rate Card* (“Industry Rate Card”) sets the industry “market” rates¹. However, voice over gigs are increasingly being offered on platforms like Airtasker, Fiverr and Freelancer at rates far below the industry standard.

For example, a voice over artist or actor under the Industry Rate Card must be paid an initial \$190 for recording a commercial script, and then may be paid an additional amount, depending on whether the advertisement will go to air (and in what format, in how many states and for how long). Voice over artists are in addition entitled to receive 9.5% superannuation.

However, on line platforms now provide numerous examples of voiceover gigs offered at rates well below the Industry Rate Card (e.g. \$50 per hour with a minimum of 4 in total, and single script readings for \$35²).

Worker’s story – Adriana*, Experienced Voice Over Artist

**name has been withheld to avoid identification*

“I’ve been a voiceover professional for more than 35 years.

These days companies don’t want the hassle of paying you as an employee – they expect you to set up an ABN which forces people to set up an ABN even if they’re earning small amounts from that company. It forces freelancers in our industry to work that way now.

Small to medium companies are the problem. In voiceover, we have agreed rates, acceptable by all parties in the industry. However, they’ll decide they need a voice, and many use online platforms to post jobs where anyone can bid for that job and offer low rates, or the company will post a low fee, well under those agreed rates and definitions. Then they’ll expect you to set up an ABN.”

Moreover, despite the Industry Rate Card providing for superannuation, it is now rare for artists to receive this.

MEAA is concerned that online arrangements like these are undermining rates of pay and conditions for workers in the industry, and placing pressure on organisations that “do the right thing” and pay as per the Industry Rate Card.

¹ See Attachment A

² See Attachment B

Worker's story – Rebecca, 43 year old Voice Over Artist

"I've been doing voiceover work for around 25 years.

I've done TV and radio ads, on hold messages, educational instructional videos and corporate in-house videos and other work.

When I work, I always quote MEAA rates, and have a small number of clients who know to pay these reasonable rates (although I don't get paid super).

But, more and more, companies are offering jobs well below this rate. I see online gigs being offered for as low as \$10 per script.

With more companies going online to source work, and the fact that you can now set up a home studio, there are some people willing to take on these jobs at really low rates...rates that just don't make the job worthwhile. It also means that companies are looking for cheaper work and the well paid jobs are becoming few and far between."

The Industry Rate Card, as the agreed set of minimum rates was developed between MEAA and the Communications Council of Australia. This is the peak industry body representing companies in the Australian advertising industry. The Industry Rate Card is also promoted by major industry players, including voice over agents. However, the Industry Rate Card is not an enforceable industrial instrument.

On demand platforms pay no heed to these minimum standards, and the model of many of these platforms – where workers effectively bid against themselves, actively encourages people to undermine reasonable minima.

Worker's story – Olivia Charalambous, 27 years old, Actor

"I have been an actor for 21 years, and have recently been doing on line voice overs.

In the two months since I've been doing voice over work, I have tried a number of online platforms, including Fiverr, Upwork and Freelancer.

Fiverr

Fiverr is a website (and app) for freelancers in all sorts of areas. You create a profile and create "gigs." As a buyer, you determine which gig you are after and use the menu to help you get a quote.

Fiverr recommends buyers contact the freelancer before placing an order as once the order is placed, the freelancer must take the job and there isn't a lot of time for back and forth on directions.

Everything has a starting rate no matter what the gig is, and in voiceovers, this is usually determined by word count (e.g. \$14AUD per 50-150 words). You can then pay extra for broadcasting rights and commercial use and speed of delivery and extra words. Buyers may also request a commission which is a negotiation between buyer and freelancer.

When creating your gig, Fiverr tries to help you set up your own prices but in the end it's up to you and for the most part, it's never going to be industry standard. If you are searching for a female voice over artist on Fiverr, you are looking into a sea of girls so while you want to be making MEAA rates, that price isn't going to get you the clients so you cheapen your gig to be noticed and make sure you're the one that the clients are using.

In terms of success rate for me, I haven't made any money off Fivver yet. I was offered a gig that I was two hours too slow for in replying and missed out. It all moves very quickly!

Upwork

Upwork is slightly different to Fivver. You create your own profile and you bid for jobs that are posted on the website or the app. If you like a brief, you have to submit a proposal. This includes cover letter, sample of work and sometimes the client asks a few extra questions. They sometimes add certain criteria, e.g. location, age, accent and qualifications. If you do not meet the criteria, you will be instantly rejected. Along with the proposal, you must bid a price based on their determined budget. Sometimes the budgets are great but some are also very low and Upwork take a small fee so those small gigs are not industry standard prices and also not worth it.

Freelancer

Freelancer is a very similar model to Upwork. You also bid and send a proposal. Out of all three websites, I would say the level of quality work and pay is the lowest. I have done a few jobs for them but the pay was quite low and since then I have reconsidered if this is worth my time (e.g. \$38 USD for three videos that I had to write the script for and record.)

Not all the clients are transparent about where the work is going so it's hard to determine where exactly your voice is being used. Some briefs also ask for you to write a script on a very low budget and there is a lot of adult content on here with some very questionable requests that have nothing to do with voice over work. The website is also confusing and convoluted when it comes to payment.

I've learned from my short experience in this online voice world I have to be careful with what jobs I take on and find out at the beginning where they are being used."

The stories above are consistent with MEAA's experience with members in the sector - accomplished voice over members must remain vigilant in maintaining reasonable industry rates of pay, while younger workers in the field find themselves overwhelmed and forced to take work at unsustainably low rates.

Example 2 – Production Technicians

MEAA members include workers who are engaged as sound, lighting and other technicians, who work at theatres, in screen and events.

While some of these workers are employed in venues such as Melbourne Convention and Exhibition Centre and Arts Centre Melbourne, under good union enterprise agreements, and enjoy entitlements including loadings and penalty rates, many are engaged on a “gig to gig” basis.

The relevant award for these workers is the *Live Performance Award 2010* (“LPA”).

However, in reality, for these “gig” or freelance technicians, LPA minimum rates are often not being paid (and there is no legal entitlement to pay such rates as they are generally deemed to be independent contractors), and where the rates are paid, workers are not provided with other award entitlements.

Worker’s story – Imogen Titmarsh, 28, Lighting Technician

“I’ve been doing lighting technician work for around 7 years.

I get most of my work through Facebook groups like I Want Crew and Festival and Event Staff Network.

The rate is either set by the person or company looking for the job to be done, or sometimes the minimum award rate. I usually receive about \$30 per hour for my work.

If I accept work off one of these groups I will usually get paid cash and not get any entitlements like super or penalty rates.”

Closed Facebook groups are a major source of work for technicians³. While these groups are not set up to formally “bid down” wages, they are also less transparent than platforms like Airtasker. As can be seen in Attachment C, proposed rates are often not included, but are the subject of “negotiation” between the “buyer” and the freelancer.

While rates of pay agreed to can be the applicable LPA minimum rate (but may be less or greater), these hourly rates generally do not include any additional penalties (including casual loading).

In Ms Titmarsh’s case, \$30 per hour compares unfavourably to what she would be entitled to under the LPA. Her casual shifts would attract an hourly rate of (at least) \$28.40 per hour⁴ plus 9.5% superannuation, and she would enjoy a minimum engagement of 3 hours, overtime payable after 8 hours worked, and a number of other allowances and penalties.

³ See for example extracts in Attachment C

⁴ Assuming Level 5 minimum rate and casual loading

Example 3 – Photographers

Many photographers who are MEAA members were traditionally engaged as part of media organisations, and subject to the *Journalists Published Media Award 2010* (and its predecessors), or more generous enterprise agreements. Over recent years, photographic functions have been largely outsourced from these organisations (see Sam's story below).

General photographers (which include wedding and other event photographers) may be covered by a number of awards, including the BREACA and the *Amusements, Events and Recreation Award 2010*.

The vast bulk of photographers that are members of MEAA are now engaged as freelancers, whether still in connection to journalism, or as general photographers.

It is this second category of photographers that face particular downward pressure from on-demand apps on wages.

At any given time on-demand apps have jobs for photographers that significantly undermine wages in the industry. Airtasker, for example, currently has jobs at a range of different price points including several well below award minimum rates, including one for \$85 (for 3 hours), and another for \$50 (for 2 hours)⁵. Under the BREAC, a photographer would be entitled to at least \$106 for these "gigs"⁶ not including any other allowances or benefits that may be applicable.

Photographers who have remained in photojournalism face different pressures, namely, a level of precariousness in performing roles now indirectly connected to their former employers.

Worker's story – Sam, 56 Experienced Photographer

**name has been withheld to avoid identification*

I've been a photographer for more than 35 years.

I worked as an in-house photographer at NewsCorp before being made redundant in 2017. Since then I have been engaged as a freelancer. I have provided my ABN to AAP, who arrange work for me at News Corp.

I briefly looked into using a job app which was aimed at general photographers but the rates were so absurdly low I didn't pursue it.

All of my freelance work is for News Corp via AAP.

My work is very similar to the role I performed at NewsCorp for years, except now I don't receive leave entitlements or superannuation.

⁵ See Attachment D

⁶ Based on Level 5 minimum rate plus casual loading with a 4 hour minimum

The daily rate is \$350 (and has remained so since 2017). To earn this I need to work between 9 and 10 hours.

While the rate is comparable to what I used to earn as an in-house photographer, it doesn't come with any of the leave or other benefits.

Sam's story, above is a common one among photographers. Many news photographers continue to perform most of their work for particular media outlets (e.g. NewsCorp or Nine/Fairfax) but do so as independent contractors.

MEAA believes that in cases like the above this characterisation represents a legal fiction, as these workers work at the behest and direction of the media outlet, and if that outlet's work was to be withdrawn, the photographer's income would almost entirely disappear.

Conclusion

Many MEAA members face significant pressure in maintaining reasonable rates of pay and enjoying rights and entitlements that would (or should) otherwise be available to them.

The fact that most “gig” workers are characterised as independent contractors means that they are not guaranteed the minimum conditions or afforded the entitlements other workers take for granted.

MEAA has seen an increased incidence in such employment arrangements in recent years.

These changes have been driven by a number of factors including employers seeking to shift risk and obligations onto workers, inadequacies with the industrial relations framework, and in the case of some MEAA industries, the often sporadic and changing nature of the work which lends itself to these non-standard work arrangements (e.g. the trend towards voice over artists setting up home studios).

While the rise of the on-demand sector has not created this worker insecurity, MEAA believes it has exacerbated and entrenched it.

Award minimum rates of pay and conditions rarely feature in these job offers or “gigs”, and where industry conditions (such as the Industry Rate Card) exist, on demand apps and websites have contributed to those conditions being undermined.

The view of MEAA is that the current industrial relations framework was simply not designed with the on demand workforce in mind, and requires change to ensure this latest threat to the security and dignity of work is not allowed to force workers into a race to the bottom.

The inability for most of these workers to collectively bargain (at least in a technical or legal sense) entrenches their lack of bargaining power. Unions, which are the great vehicles advocating for workers and driving social change, have been largely sidelined regarding “gig” economy workers (although this is changing, and MEAA notes in particular the work the TWU is currently doing in this space).

The MEAA believes that all workers (including freelancers and contractors) deserve to be afforded dignity and respect at work, and have access to all available workplace rights, including the right to minimum rates of pay and conditions and to collectively bargain.

MEAA Recommendations

MEAA supports and adopts the recommendations in the submission of Victorian Trades Hall Council ("VTHC") to this inquiry.

In addition and complementary to those recommendations, MEAA makes the following observations.

Australia has ratified numerous ILO Conventions, including the *Right to Organise and Collective Bargaining Convention 1949* ("the Convention"). Article 4 of the Convention provides that:

"Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements."

However many MEAA members, including freelance writers, photographers, voice over artists and freelance production technicians, by virtue of their status as independent contractors are denied that right.

MEAA recommends that the federal government provide for a system of industry bargaining for freelancers and contractors to collectively bargain (without needing to resort to seeking permission from the Australian Competition and Consumer Commission (ACCC)).

Some MEAA members consider themselves to be contractors or freelancers and are comfortable with being characterised as such. However, others who work as freelancers do so at the behest and direction of a host employer. Those workers should be able to elect whether or not they wish to be engaged as employees.

MEAA recommends expanded definitions of "employer and "employee" in the Fair Work Act 2009 (Cth) so that the "employee" definition catches arrangements such as dependent contractors that are incorrectly characterised as independent contractors. Where a dispute arises, the duty of proof should rest with the entity engaging the worker to demonstrate that worker is not engaged under the entity's control or direction.

All workers should be guaranteed award minimum rates and conditions, as well as statutory entitlements such as superannuation.

MEAA recommends that the federal government ensure that minimum rates of pay and conditions apply to all workers, including freelancers and contractors.

In MEAA's experience, most freelancers are provided with little or no information from their host/client/"buyer" in relation to their employment rights, including around occupational health and safety. The often atomised nature of their work also means it is not possible to bring them together "in the workplace" to educate about these

work rights. However, these workers are often desperate to be informed of their rights and would welcome forums to be provided with that information.

MEAA recommends that the state government establish workers' rights training for freelancers, contractors and other "gig" workers to be delivered by relevant unions, worker centres and community legal bodies.

Finally, MEAA refers to VTHC's recommendation regarding abolishing the current \$450 superannuation threshold, and notes that this threshold significantly disadvantages casually engaged MEAA members, including in the non-gig casual events sector (including in Victorian racetracks, stadia and other venues). MEAA strongly backs its abolition.

Attachment A – Commercial Voiceover – Industry Rates Card

COMMERCIAL VOICEOVER - INDUSTRY RATE CARD

1 Commercial Voiceover – Terms of engagement

The following Commercial Voiceover rates are the agreed industry minimum for the engagement of Voice Artists and Actors in Australia. These rates were developed by Equity in consultation with its Members and the Communications Council of Australia.

Rates are effective from January 1st, 2015.

2 Voiceover rates – TV /cinema commercials

Voice Artists and Actors will be paid no less than the agreed minimum rates, as set out in the table below, for television and cinema commercials on a per product, per hour, per medium and per track basis.

The rate for a **Submission** is **\$190.00**. Subsequent recording hours for the same commercial shall be at the submission rate if the recording has not yet been transmitted.

Length of ad	12mth more than 1 state	12mth 1 state	4-6 mth more than 1 state	4-6 mth 1 state	3mth more than 1 state	3mth 1 state
1x15 / 1x30 sec	\$880	\$575	\$705	\$490	\$530	\$400
1x45 / 1x60 sec	\$940	\$635	\$745	\$530	\$550	\$420
1x90 sec	\$1,000	\$685	\$795	\$565	\$590	\$445
1x2 min	\$1,055	\$725	\$840	\$600	\$625	\$470

Where a single Television track requires a number of Tags to be recorded in the one session, to air in a national campaign that is substantial in nature, the employer will negotiate in good faith a rate other than and superior to these agreed rates.

3 Voiceover rates - Made for Radio Commercials

Voice Artists and Actors will be paid no less than the agreed minimum rates, as set out in the table below, for radio commercials on a per product, per hour basis for up to five tracks.

The rate for a **Submission** is **\$190.00**. Subsequent recording hours for the same commercial shall be at the submission rate if the recording has not yet been transmitted.

12mth more than 1 state	12mth 1 state	4-6 mth more than 1 state	4-6 mth 1 state	3mth more than 1 state	3mth 1 state
\$470	\$400	\$420	\$365	\$365	\$330

4 Voiceover rates – Use of commercials produced for television or radio on the internet or Australian mobile devices

Where a voiceover has been produced for a television or radio commercial and the client wishes to then use the same commercial on the internet or on Australian mobile devices, the following provisions shall apply:

- Where the commercial was produced as a radio commercial and it is transmitted as audio only and not with images, the performer will be paid an additional 50% of the national radio rate for the relevant period (either 3, 6 or 12 months).
- Where the commercial was produced as a television or cinema commercial or where the commercial is to be synchronized with images, the performer will be paid an additional 50% of the national television rate for the relevant period (either 3, 6 or 12 months).
- When both television/cinema and internet usage are purchased as a bundle at the time of the initial booking, via a single invoice and billed at the final rate card rate, a 10% discount of the rate applies as follows:

Length of ad	12mth	4-6 mth	3mth
1x15 / 1x30	\$1,190	\$950	\$715
1x45 / 1x60	\$1,270	\$1,005	\$745
1x90	\$1,350	\$1,075	\$795
1x2 min	\$1,425	\$1,135	\$845

5 Voiceover rates - Commercials produced for the internet or Australian mobile devices

Where a commercial is produced specifically for the internet and/or Australian mobile devices and the commercial is not intended for broadcast on television or radio, or for use in cinemas, the following provisions will apply:

- Where the commercial is transmitted as audio only and not with images, the performer will be paid 100% of the national radio rate for the relevant period (either 3, 6 or 12 months).
- Where the commercial transmitted and is synchronised with images, the performer will be paid 100% of the national television rate for the relevant period (either 3, 6 or 12 months).

The rate for a **Submission** shall be **\$190.00**.

COMMERCIAL VOICEOVER - INDUSTRY RATE CARD

6 Post-synchronisation

A Voice Over Artist or Actor required for Post Synchronisation or ADR shall be paid no less than the following:

- Up to 60 seconds: add **\$215.00** per commercial
- Over 60 seconds: add **\$275.00** per commercial

7 Additional rates, loadings and definitions

The following additional rates apply, unless higher rates are negotiated:

Research Narration – Client proposal narrative for research purposes only - **\$190**.

Character Voices - Add **\$190** per character, per track (up to 5 tracks on radio). Note that the character fee is added to the base recording fee on all tracks, including cut-downs, tags, billboards and rollovers. A character voice constitutes any voice or sound that is beyond the range of a Voice Over Artist's normal reading voice, including any accent or voice for animated characters. Note that broadcast clearance of voice impersonation is the client's responsibility.

In-flight, Point of Sale, Trade fairs, Stadiums - all payable at one additional fee each, provided that where three or more of these rights are exercised concurrently a maximum fee of double the fee for these rights is payable. All other additional uses are by negotiation provided that the artist will be paid no less than the rates contained in this Agreement.

Alcohol - no additional loading payable

Overseas use - double the total fee per country (excluding UK and US which are by negotiation) and New Zealand which is a single additional fee.

Name association - double the total fee where the performer's name (either visually or audibly) is to be used in conjunction with any campaign.

Political - double the total fee

A Submission:

- Is defined as a recording where a performer is asked to voice a commercial script for demonstration purposes only.
- Can only be broadcast provided a Final broadcast fee is paid.
- Must be notified to the Artist/Agent at the time of booking otherwise the full fee is payable.
- Will be considered to be going to air, unless otherwise notified, with the balance of the fee invoiced 30 days

following the date of the job. (excluding Research Only scripts)

A Tag is (for the purposes of the Minimum Rates clause above) additional information added to the end of one (1) original script, and that script will run in an identical format, across many Australian markets, the only difference being the end information:

- a business name
- physical location
- phone number
- updates (referring to a day or time in a variety of ways).

A Tag may also include information that relates solely to the legal requirements of the jurisdiction where the commercial is to be transmitted.

8 Superannuation

The rates listed detailed above on this card DO NOT include superannuation as payable by an employer under the terms of the Superannuation Guarantee. As at July 1st 2014 Superannuation is calculated as 9.5% of the employees' ordinary time earnings.



For more information about minimum rates for performers, or to join Equity, visit www.meaa.org or call 1300 65 65 13

Authorised by Zoe Angus – director of Equity, MEAA. Updated 18 November 2016.

Attachment B – Airtasker Extracts regarding Voiceover Artists

Post a task Categories Browse tasks How it works

Sign up Log in Become a tasker

50km Melbourne VIC & remotely Any price Task type

Voiceover for real estate video \$15

Remote Tue, 4 Dec

COMPLETED 5 offers

Voiceover - women only pls \$50

Remote
Fri, 22 Feb
Anytime
OPEN 17 offers

Voiceover an educational video \$80

Remote
Fri, 11 Jan

COMPLETED 1 offer

Voiceover Artist required \$50

Remote
Sat, 9 Feb
Anytime

ASSIGNED 15 offers

Voiceover - women only pls

OPEN ASSIGNED COMPLETED

Follow

POSTED BY

4 days ago

LOCATION Remote

DUE DATE
Friday, 22nd Feb 2019
Anytime

Report this task

More Options

SHARE

DETAILS

Hi looking for an upbeat, warm voice for hospital maternity advertisement
Will need to hear examples of work pls and now how it is being recorded
Will pay the 50 dollar hourly rate min four hours

Less

OFFERS

Post a task Categories Browse tasks How it works

Sign up Log in Become a tasker

50km Melbourne VIC & remotely Any price Task type

voice over

Voice over audio - clear voice commercial video \$35

Remote
Sun, 16 Dec
Morning

COMPLETED 4 offers

Voice over (Santas' voice) a video \$55

Remote
Thu, 29 Nov
Morning

COMPLETED 1 offer

Voice Over \$40

Remote
Mon, 19 Nov

COMPLETED 2 offers

Voice over Chinese \$150

Remote
Tue, 26 Feb
Anytime

(job poster) hired (Tasker) to help with this task. Got a similar task you need done?

Post a similar task

OPEN ASSIGNED COMPLETED

Follow

Voice over audio - clear voice commercial video

POSTED BY

2 months ago

More Options

SHARE

LOCATION
Remote

DUE DATE

Sunday, 16th Dec 2018
Morning (before 10am)

Report this task

TASK BUDGET

\$35

Completed

DETAILS

Post a task

Categories

Browse tasks

How it works

Sign up

Log in

Become a tasker

50km Melbourne VIC & remotely ▾

Any price ▾

Task type ▾

📅 Thu, 28 Feb

⌚ Anytime

OPEN 50 offers

Female Voice Over

\$100

🌐 Remote

📅 Sat, 8 Dec

REVIEWS

 Tino G. left a review for Max R.



"very good and professional"

2 months ago

Max R. left a review for Tino G.

2 months ago

Attachment C – Facebook Group Extracts regarding Production Technicians



Search in I Need Cr

DISCUSSION

CHATS

ANN

Syd CBD -Camera operator ne
16:00 - 23:00 ..pm me if you c



2



Like



Brendan Groves

11 hours ago •

I order needed this Saturday



Search in I Need Cr

DISCUSSION

CHATS

ANN



Andrew Parris

4 hours ago • 

Syd - Wed 20 Feb pm,, all day
Friday. Av operator. Must be e
corporate environment



1



Like



Search in I Need Cr

DISCUSSION

CHATS

ANN



Daniel Lee Munns

Sat at 4:29 pm •

last min call for bump out cre
Moore Park... 2am start, 3hr r
smashed out in halfa), small
backline and audio smeg 🦵



8



Like

Attachment D – Airtasker Extracts regarding Photographers

Post a task Categories Browse tasks How it works

Sign up Log in Become a tasker

50km Melbourne VIC & remotely Any price Task type

8 NEW TASKS

Photographer for Group Fitness Class \$40

- Carlton VIC
- Sat, 2 Mar
- Morning

OPEN 10 offers

Engagement party photographer needed!! \$250

- Hawthorn VIC
- Sat, 2 Mar
- Evening

ASSIGNED 11 offers

Garment flat lay photography \$150

- Malvern VIC
- Wed, 20 Feb
- Anytime

OPEN

Probe M (job poster) hired Probe M (Tasker) to help with this task. Got a similar task you need done?

Post a similar task

photographer

PHOTOGRAPHER

Follow

OPEN ASSIGNED COMPLETED

POSTED BY Probe M

1 month ago

LOCATION Malvern VIC, Australia

View map

DUE DATE

Saturday, 19th Jan 2019

Anytime

More Options

SHARE

Report this task

DETAILS

I am looking for photographer for an event at my house TONIGHT for approx. 3 hours.

Malvern photographer needed

Post a task

Categories

Browse tasks

How it works

Sign up

Log in

Become a tasker

50km Melbourne VIC & remotely ▾

Any price ▾

Task type ▾

photographer

1 NEW TASKS

OPEN ASSIGNED COMPLETED

Follow

TASK BUDGET

Cake Smash

\$150

📍 Pascoe Vale VIC

📅 Tue, 19 Mar

🕒 Anytime

OPEN 4 offers

Photographer



POSTED BY

👤 [redacted]

3 weeks ago

More Options

Photographer's assistant

\$225

📍 Airmadale VIC

📅 Fri, 30 Nov

🕒 Morning

COMPLETED 6 offers

LOCATION

Melbourne City, VIC, Australia

[View map](#)

DUE DATE

Wednesday, 27th Feb 2019

Midday (10am - 2pm)

SHARE

Report this task

Fashion photo shoots

\$40

📍 Southbank VIC

📅 Sun, 10 Feb

🕒 Anytime

COMPLETED 3 offers

DETAILS

Hi,

I need an experienced photographer to take wedding ceremony photos at the Marriage Registry in Spring St Melbourne on **Friday 29th March** at 10.30 am, and after the ceremony in the gardens near by before heading to lunch location. It will be approximately 10.30 am - 12.30 pm (less than two hours).

I would require photos on USB once edited. It is a very simple event, not fancy at all, and does not include reception photos. Please quote accordingly.

I need birthday photographers

\$150

📍 Dandenong VIC