

# MELBOURNE THEATRE COMPANY

1 August 2024

**Sukhmeet Grewal**

Industrial Organiser  
MEAA Victorian/Tasmanian Branch  
Level 3, ACTU Building, 365 Queen St  
Melbourne VIC 3000

Dear Sukhmeet,

**Melbourne Theatre Company and MEAA Enterprise Agreement negotiations**

I am writing in response to The MTC Employees Bargaining Group letter dated 24 July 2024 advising the final Company offer had been rejected, with a request for the Company to reconsider the offer.

I have considered the detail of the letter including the advice that MEAA members have assessed the Company wage offer is at an acceptable level, while the major sticking point for members is the proposed removal of the additional 0.5% increment above the Superannuation Guarantee.

In considering this feedback, I am writing to propose the following revision to the final Company offer:

**1. Pay**

The final Company pay offer is confirmed as previously advised.

<b>Permanent and Fixed Term employees</b>	<b>July 2024 - 4.5%</b>	<b>July 2025 - 3.5%</b>	<b>July 2026 - 3.35%</b>	<b>Total Offer - 11.35%</b>	<b>July 2027 - 2% if a new EBA 2027 has not been agreed by this date.</b>
<b>Casual employees</b>	<b>July 2024 - 8.5%</b>			<b>Total Offer - 15.35%</b>	

In all cases where required, employee rates of pay have been increased effective 1 July 2024 to maintain compliance with the Live Performance Award (LPA). In keeping with the intention and effect of the above Company pay offer when it was originally made, the above % increases will be applied to employees' rates of pay that were effective immediately prior to these 1 July 2024 increases.

**2. Superannuation**

The previous offer to maintain the 0.5% increment above Superannuation Guarantee (SG) only until July 2025 is withdrawn.

The Company now offers to maintain its contribution to Employee superannuation at a level that is 0.5% above the currently legislated SG rates for the three year period 2024 - 2027.

# MELBOURNE THEATRE COMPANY

## 3. Additional MEAA claims

The Company agrees to continue considering and negotiating other outstanding matters with MEAA upon an 'in principle' acceptance of the above Company Pay and Superannuation offer:

However, the Company has no capacity to consider further financial claims, particularly considering the new offer to retain the 0.5% superannuation increment for the three year period 2024 - 2027.

## 4. Proposed Company action


In recognising the above, I am reiterating the previous Company offer to provide a 3% goodwill pay increase effective July 2024 on acceptance of the Company Pay and Superannuation offer. This is a part payment of the negotiated July 2024 4.5% permanent and fixed term employee pay increase and 8.5% casual employee pay increase.

I request written acceptance by 14 August 2024.

The outstanding 1.5% of the 4.5% permanent and fixed term employee increase, and the outstanding 5.5% of the 8.5% casual employee increase, will be paid and backdated to July 2024 on eligible employees voting to accept a full *Melbourne Theatre Company Production and Theatre Service Employee Agreement 2024 - 2027*.

I will provide an EBA update to all employees today at the scheduled all staff meeting you are invited to attend. I look forward to your attendance.

Best,



**Sally Noonan**

Executive Director and Co-CEO

Melbourne Theatre Company

e: [s.noonan@mtc.com.au](mailto:s.noonan@mtc.com.au)

t: 03 8688 0930