



# The Performers' Collective Agreement

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The Performers' Collective Agreement 2017 provides working conditions for performers engaged in live theatre productions. This summary relates to the standard PCA. Please note that for some productions variations to the PCA are negotiated, so it is always wise to ring MEAA Member Central to check if you are not sure. Equity PCA contracts should be used for all live performance work. The standard contract for weekly engagement is at the back of the full version of the Performers' Collective Agreement.

**Hours of Work:** Hours of work are up to a maximum of 38 hours per week, except during rehearsal weeks when 40 hours may be worked or tech week when 48 hours may be worked. These extra hours are averaged over the course of the year (or your employment), and any additional hours worked over 38 after averaging must be paid at overtime.

Hours can be worked between 9am (8am for publicity and travel) and midnight, but no more than 8 hours in one day (or overtime is payable).

The minimum time to be credited to an employee for each whole time performance/dress rehearsal is 2.5 hours.

The minimum time to be credited to an employee for each rehearsal or any extra session such as wardrobe or photo calls is 2 hours.

**Number of Performances:** The maximum number of performances that the Total Negotiated Weekly Rate includes is:

- **8** - for substantial whole time performances; **or**
- **12** - for performances up to one hour duration.

**Overtime:** Overtime is paid as time and a half for the first two hours and double time for each hour after that provided that when a performer's weekly (or casual) Negotiated Rate of Pay is greater than 133.33% of the minimum rate, the Overtime Rate will be capped at 133.33% of the performer's Negotiated Rate of Pay.

## Work on 7th day in the week

For any work on the seventh day in a week, the employee will be paid an additional amount equivalent to one third of the weekly rate.

**Work on Sundays:** Employees can be contracted to work on Sundays and their rate of pay will be higher (please see rates section). If not contracted to work on a Sunday, but required to travel on a Sunday (or any other day off), you will be paid one twelfth of the weekly wage.

**Public Holidays:** Any employee who works Good Friday or Christmas Day is paid an extra one quarter of his or her weekly wage.

Any employee who works any other public holiday is entitled to an extra amount of one sixth of his or her Negotiated weekly wage.

In the event that work is not performed on a public holiday, the holiday will be regarded as a day that one of the full-time performances or two of the one hour performances has occurred.

## Casual Employees – Rehearsal or Performance on a Public Holiday

Any casual employee who works on a public holiday will be paid double his or her minimum rate per performance.

**Rest Breaks:** No employee will be required to work more than 4 hours without a meal break of one hour except with the agreement of the majority of the cast when the break may be extended to 5 hours. If this break is after 4pm it must be a break of 1.5 hours. These meal breaks are unpaid.

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There shall be a break of not less than 45min clear of dressing, undressing, making up or taking off make up between the conclusion of one performance and the commencement of another on the same day.

If there is a break of less than 2 hours between two performances, the employer will provide the employee with a satisfactory meal or pay for a meal.

A break of 11 clear hours between the end of one day and the commencement of another will be observed, except that on one day each week it may be reduced to 10 clear hours for publicity calls or for travel by air. The minimum break between one full rehearsal and another full rehearsal/performance is 1.5hours.

**Special Attendance:** Prior to the commencement of employment, any special attendance for the purposes of wardrobe still photo shoots or any other matter in connection with the employer's business will be paid at the Casual Rehearsal Rate with a minimum call of two hours, plus any travel time. Travel costs are reimbursed.

**Lay Off:** If you are engaged on one contract, producers can access up to 3 weeks for every 26 weeks that you are employed as 'lay-off'. This means they can put you on rehearsal salary for this period if there is, for example, a break between cities. Once the producer has utilised lay-off they then have to pay your performance salary again, even if the show is still on a break.

**Annual Leave:** Performers accrue 4 weeks of annual leave each year. Performers may apply for annual leave at any time, and whether it is approved or not will be subject to a variety of factors, such as who else is on leave. Producers may send performers on annual leave in very limited circumstance after six months of employment. After a year of employment, producers may direct employees to take annual leave at any time with reasonable notice.

**Sick Leave:** Performers receive 10 days of sick leave upon commencement of a contract, and accrue a further 10 during the first year of employment. In each subsequent year, performers accrue 15 days. Sick leave

carries over from year to year. Performers are also entitled to carers' leave.

**Auditions:** Performers who are required to do more than 3 auditions in a 28 day period must be paid for each subsequent audition at the casual rate.

**Termination:** Engaged for run of the play, and employer advises employee of conclusion of tour, season or run – 3 weeks' notice (or 2 weeks' notice if the run of the play has been 5 weeks or less).

Engaged for run of play, and performer has been employed for 14 months from his/her opening performances – only the employee can give notice (4 weeks). The employer cannot terminate the employee's employment without justification.

Failure to present or produce the play: 4 weeks' notice.

**Recording of Productions:** There are no 'standard rates' for recording of productions. Appropriate contracting arrangements must be negotiated between producers, casts and Equity. It is of vital importance that performers do not stand in front of a camera or agree to have their voice recorded until they have spoken with Equity and an appropriate agreement has been entered into which takes into account what usage is being proposed, for how long, and in what territories. Archival recording is permitted under the PCA, as is limited recording for publicity purposes.

### Upper Salary Limit

Upper Salary Limit from 1/10/2016	\$4332.40
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**Superannuation:** The Superannuation rate under the PCA is 10.5%. You should be receiving 10.5% Superannuation on top of your wage and this should be paid into your nominated Superannuation fund. MEAA recommends Media Super.

**Traveling:** If you are required to travel for work you must be provided with suitable accommodation (or

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appropriate financial remuneration which varies depending on what city you are in and whether you elect not to accept producer accommodation or the producer elects not to provide accommodation), and transport. Meals and incidentals are also payable (see travel allowances).

The suitable accommodation guidelines set out that accommodation provided by producers must:

- Be between 3 and 4 star;
- Have private bathroom facilities;
- Have tea and coffee making facilities and a refrigerator;
- Be within 15 kms of the venue;
- Be serviced;
- Not be shared except in specific circumstances.

**Schools tours:** Some different provisions apply to schools tours, please call MEAA Member Central for further information.

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## No Sunday Performances

### Weekly Rates – Minimum Wages and Salaries (non-Regional Tour):

Current 1 October 2016 (1.5% increase on previous rate)

Category	Previous rate \$	Current 1 October 2016 \$
<b>Category 1</b>		
Performer Grade 1	1067.10	1083.10
Performer Grade 2	1128.80	1145.70
Opera Principal	1178.30	1196.00
<b>Category 2</b>		
<b>Performer (Variety)</b>	1128.80	1145.70
Supernumerary per week	534.30	542.30
Per hour	30.93	31.40
on tour	1067.10	1083.10
<b>Juveniles</b>		
<b>14 yrs &amp; under</b>		
Performer Grade 1	480.20	487.40
Performer Grade 2	507.95	515.55
<b>14 yrs &amp; under</b>		
<b>On tour</b>		
<b>Grade 1</b>	1067.10	1083.10
<b>Grade 2</b>	1128.80	1145.70
<b>15 years</b>		
Performer Grade 1	586.90	595.70
Performer Grade 2	620.85	630.15
<b>15 yrs on tour</b>		
Performer Grade 1	1067.10	1083.10
Performer Grade 2	1128.80	1145.70

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## No Sunday Performances

### Weekly Rates – Minimum Wages and Salaries (Regional Tour)

<b>Category</b>	<b>Previous Rate \$</b>	<b>1 October 2016 \$</b>
<b>Category 1</b>		
Performer, Opera Principal, Performer (Variety) (including juveniles)	1067.10	1083.10
Supernumerary on tour	1067.10	1083.10

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## One Sunday Performance

Weekly Rates – Minimum Wages and Salaries (non-Regional Tour)

1.5% increase on previous rate

Category	Previous Rate \$	1 October 2016 \$
<b>Category 1</b>		
Performer Grade 1	1109.50	1126.10
Performer Grade 2	1173.60	1191.20
Opera Principal	1225.10	1243.50
<b>Category 2 Performer (Variety)</b>	1173.60	1191.20
<b>Supernumerary per week (part –time)</b>	555.40	563.70
<b>Per hour</b>	32.15	32.63
<b>on tour</b>	1109.50	1126.10
<b>Juveniles</b>		
<b>14 yrs &amp; under</b>		
Performer Grade 1	499.30	506.80
Performer Grade 2	528.10	536.00
<b>14 yrs &amp; under On tour</b>		
<b>Grade 1</b>	1109.50	1126.10
<b>Grade 2</b>	1173.60	1191.20
<b>15 years</b>		
Performer Grade 1	610.25	619.40
Performer Grade 2	645.50	655.20
<b>15 yrs on tour</b>		
Performer Grade 1	1109.50	1126.10
Performer Grade 2	1173.60	1191.20

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## One Sunday Performance

### Weekly Rates – Minimum Wages and Salaries (Regional Tour)

Increase of 1.5% on previous rate

Category	Previous Rate \$	1 October 2016 \$
Performer, Opera Principal, Performer (Variety) (including juveniles)	1109.50	1126.10
Supernumerary on tour	1109.50	1126.10

### Sunday loading when not contracted (non-Regional tour)

Category	Previous Rate \$	1 October 2016 \$
<b>Category 1</b>		
Performer Grade 1	42.40	43.00
Performer Grade 2	44.80	45.50
Opera Principal		
<b>Category 2</b>		
Performer (Variety)	44.80	45.50

### Sunday loading when not contracted (Regional tour)

Category	Previous Rate \$	1 October 2016 \$
Performer, Opera Principal, Performer (Variety) including juveniles	42.40	43.00
Supernumerary on tour	42.40	43.00

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## Casual Rates

Category (per Perform 3 hour call)	Previous rate \$	1 October 2016 \$ (25% casual loading)
<b>Category 1</b>		
Performer Grade 1	222.31	225.65
Performer Grade 2	235.16	238.69
Opera Principal	245.48	249.17
<b>Category 2 Performer (Variety)</b>	282.20	286.43
<b>Supernumeraries</b>	111.31	112.98
<b>Juveniles</b>		
<b>14yrs &amp; under</b>		
Performer Grade 1	100.04	101.54
Performer Grade 2	105.82	107.41
<b>15 years</b>		
Performer Grade 1	122.27	124.11
Performer Grade 2	129.34	131.28
<b>Engaged Casually - Rehearsal</b>		
Performer Adult Per hour	52.66	53.45
<b>Per ½ hour</b>	26.33	26.72
<b>Supernumeraries</b>		
Min 2 hour call	32.19	32.67
<b>Juveniles</b>		
14 yrs and under	23.70	24.06
15 years	28.96	29.39

**Casual or Weekly?** Any employee who is employed for more than one week must be paid the weekly rate. Casual rates may only be used for engagements of less than one week.

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## Allowances

<b>Clause No.</b>	<b>1 October 2016 \$</b>
<b>22.6.1</b> <b><u>Star Role</u></b>	58.25 per week
<b>22.6.2</b>	124.82 per performance
<b>22.6.1</b> <b><u>Leading Role</u></b>	41.64 per week
<b>22.6.2</b>	83.21 per performance
<b>22.6.1</b> <b><u>Supporting Role</u></b>	24.96 per week
<b>22.6.2</b>	49.93 per performance
<b>22.6.1</b> <b><u>Minor Supporting Role</u></b>	19.97 per week
<b>22.6.2</b>	39.94 per performance
<b>22.6.2</b> <b>Ensemble Role</b>	30.33 per performance
<b>22.8.1</b> <b>Assistant Stage Manager</b>	52.68 per week
<b>22.7.1</b> <b>Swing allowance</b>	24.96 per week
<b>22.8.2</b> <b>Dance Captain</b>	52.68 per week
<b>22.8.3</b> <b>Driver/Tour Leader</b>	70.90 per week
<b>22.9.1</b> <b>Wardrobe Allowances</b>	10.37 per week for each suit etc  13.33 pw min payment  5.34 pw for each pair of shoes
<b>22.9.2</b> <b>Skating boots</b>	7.82 per week
<b>And</b> <b>Socks and laces</b>	2.63 per week

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## Travel Allowances from 1 July 2022

Clause No.	From 1 July 2022
<b>30.6</b> <b>Meal allowance between performances</b>	\$30.57 per meal
<b>39.5</b> <b>Meal allowance during travel</b>	\$30.57 per meal
<b>39.7</b> <b>Travel to or from airport</b>	\$75.00 per trip
<b>39.8.4</b> <b>Cash allowance less than 1 week</b>	\$187.63
<b>39.8.5</b> <b>Reimbursement</b>	
<b>Sydney and Melbourne</b>	\$1433.00 per week
<b>Adelaide, Hobart, Perth &amp; Brisbane</b>	\$1011.81 per week
<b>Canberra</b>	\$1232.00 per week
<b>Other places</b>	\$946.20 per week
<b>39.8.9</b> <b>Cash allowance more than 1 week</b>	\$715.81 per week and \$143.14 per night
<b>39.9</b> <b>Meals</b>	\$62.01 per day to a maximum of \$310.06 per week
<b>39.10</b> <b>Incidentals</b>	\$17.75 per day to a maximum of \$88.76 per week
<b>39.15.2</b> <b>Meal Allowance casual employee</b>	\$30.57 per meal
<b>39.16.2</b> <b>Motor vehicle allowance</b>	91 cents per kilometre

Last updated 1 July 2022

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