

WA Arts and Culture Trust

Venues Management MEAA Agreement 2022 Summary



Updated 19th September 2023

Minimum call (Clause 12.5)

Front-of-house minimum call increased from 3 to 4 hours.

Eligibility for permanency (Clause 12.7, 12.10)

An ongoing entitlement for casuals and fixed-term employees to be reviewed for permanency following 2 years of service.

Higher duties Increments (Clause 19.4)

Added to confirm that increments are payable on higher duties after 12 months in an 18-month period.

38-hour week (Clause 25.1(a))

Introduction of a standard 38-hour week; removal of the 152-hour, four-week settlement period.

Maximum hours (Clause 25.2(a))

Capping hours at: 12 hours in one day; 50 in one week; and 88 in one fortnight; unless special circumstances prevail.

Split shifts (Clause 25.2(h))

Where a casual has a break of more than two hours between two parts of a shift, this will be a double shift, and will necessitate a second minimum call.

Notice of roster changes (Clause 26)

An Employee's originally rostered shift must be paid if less than 48 hours' notice is given, increased from 24 hours' notice (unless otherwise agreed).

Weekly overtime – all Employees (Clause 27.1)

New entitlement to accrual of overtime after working 38 ordinary hours per week.

Casual Long Service Leave (Clause 32.4)

Updated to provide casuals with the same entitlement to long service leave as full- and part- time employees (on a pro rata basis).

Bereavement Leave (Clause 37)

Increased to 3 days leave, and expand the relationships covered by the clause.

Casual loading (Clause 12.6)

Casual loading increased from 20% to 25%.

Special licences (Clause 16.13)

A requirement for the initial fee for special licences to be paid by the employer, including for casuals.

Casual increments (Clause 20.2)

Casuals will increment after completing 988 ordinary hours in the same or similar role within a minimum of 12 months.

Daily overtime – non-casuals (Clause 25.1(f))

For non-casuals, hours worked after 7.6 hours per day will be paid at 1.5x for the first two and 2x thereafter.

Paid short breaks (Clause 25.2 (b) and (d))

Entitlement to paid short breaks: 15 minutes after 4 hours; another 15 minutes after 7.6 hours; and the option to combine two breaks into a 30-minute break.

Minimum turnaround days (Clause 25.4)

Entitlement one day off after seven consecutive day shifts, and two consecutive days off after six consecutive night shifts.

Overtime rates – trigger time (Clause 27.1)

Double time now applies after 2 hours, rather than 3.

Overtime rates – same position (Clause 27.1)

Removal of the requirement to have worked in the same position to be paid overtime.

Cumulative Personal Leave (Clause 35.6)

Amended personal leave clause so that any unused personal leave carries over to the next year.

Working From Home Arrangements (Clause 50)

A new clause providing the right to request WFH home arrangements, and for assessments to be made consistent with business needs.



Reserved Matters (Clause 54.1)

Before 1 December 2023, ACT and MEAA must:

- finalise a definition of '**Special Circumstances**' that would allow the Employer to roster Employees over maximum hours or vary rosters with shorter than 48 hours' notice;
- finalise a description of all situations where the **Transmission and Recording Allowance** is and is not payable; and,
- agree on the date by which ACT will determine the **Classifications and Pay Rates** of the new VMA structure.

New Rates of Pay (Schedule 2)

Classification	Weekly rate (full-time)	Hourly rate (casual)	Classification	Weekly rate (full-time)	Hourly rate (casual)
Entry Level	\$939.30	\$30.90	Level 7		
Level 2			7.1	\$1,425.50	\$46.89
2.1	\$958.90	\$31.54	7.2	\$1,458.10	\$47.96
2.2	\$976.10	\$32.11	Level 8		
2.3	\$993.60	\$32.68	8.1	\$1,492.10	\$49.08
2.4	\$1,011.60	\$33.28	8.2	\$1,526.80	\$50.22
Level 3			Level 9		
3.1	\$1,040.50	\$34.23	9.1	\$1,576.30	\$51.85
3.2	\$1,063.90	\$35.00	9.2	\$1,614.80	\$53.12
3.3	\$1,087.30	\$35.77	9.3	\$1,654.50	\$54.42
3.4	\$1,110.70	\$36.54	Level 10		
3.5	\$1,134.30	\$37.31	10.1	\$1,731.10	\$56.94
Level 4			10.2	\$1,783.20	\$58.66
4.1	\$1,158.20	\$38.10	10.3	\$1,836.70	\$60.42
4.2	\$1,186.20	\$39.02	10.4	\$1,892.60	\$62.26
4.3	\$1,205.80	\$39.66	Level 11		
4.4	\$1,234.50	\$40.61	11.1	\$1,982.30	\$65.21
Level 5			11.2	\$2,043.40	\$67.22
5.1	\$1,269.00	\$41.74	11.3	\$2,108.00	\$69.34
5.2	\$1,295.30	\$42.61	11.4	\$2,179.10	\$71.68
Level 6			Level 12		
6.1	\$1,322.80	\$43.51	12.1	\$2,288.90	\$75.29
6.2	\$1,352.30	\$44.48	12.2	\$2,364.60	\$77.78
6.3	\$1,383.00	\$45.49	12.3	\$2,493.80	\$82.03

Need more information?

This summary only provides an outline of the minimum wages and conditions based on the *WA Arts and Culture Trust Venues Management MEAA Agreement 2022*. For the full version of this agreement, please contact:

MEAA Member Central: 1300 656 513

Email: aid@meaa.org

Website: <http://www.meaa.org>

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