



Live Performance Award 2020
2020 Wage Rates & Allowances Guide

**Effective from first full pay period commencing on or after
1 February 2021**

CONTENTS	PAGE NUMBER
PART 1: WAGE RATES	
<i>ADULT EMPLOYEES</i>	
Full-Time and Part-Time	3
Casual	4
PART 2: SUMMARY OF ALLOWANCES	5
PART 3: CLASSIFICATION DEFINITIONS	6

USING THIS GUIDE TO DETERMINE AN EMPLOYEE'S AWARD RATE

STEP 1: Use the classification definitions contained in Part 3 to determine the level and grade of classification that applies.

STEP 2: Refer to the appropriate classification in the rates tables in Part 1.

IMPORTANT INFORMATION ABOUT THIS GUIDE

- *These are the minimum wage rates and allowances applicable to employees employed under the Live Performance Award 2020 ('LPA')*
- *That is, employers in the live performance industry and their employees employed in the classifications defined in Schedule A of the LPA, to the exclusion of any other modern Award.*
- *This Guide only contains wage rates for employees classified as bar/waiting staff under Part 7 – Striptease Artists of the LPA and Production and Support Staff under Schedule A – Classifications of the LPA.*
- *Persons performing striptease acts and lap dancing, etc are not bar/waiting staff and fall under a separate Performer classification with a higher pay rate.*
- *For the details of all terms and conditions beyond those contained in this Guide, refer to a copy of the full LPA.*
- *Whilst due care has been taken in preparing this information, no responsibility is accepted by the Queensland Hotels Association ("QHA") for the accuracy of the information. The QHA does not accept legal liability and is expressly disclaimed for any damage that may arise from any person acting on the information contained therein arising from or connected to the accuracy, reliability or completeness of the information.*

PART 1: WAGE RATES**ADULT****FULL AND PART-TIME**

NOTE: Not all of the provisions of the Award are listed in this Guide. For information on definitions, allowance, hours of work and overtime, apprentice payments and other employment conditions, please refer to the LPA.

BAR/ WAITING STAFF - STRIPEASE ARTISTS STREAM

	WEEKLY BASE RATE	HOURLY BASE RATE	AFTER 7AM SUNDAY AND BEFORE 7AM MONDAY
	100%	100%	175%
Bar/Waiting Staff	\$805.10	\$21.19	\$37.08

PRODUCTION AND SUPPORT STAFF

	MONDAY - SATURDAY		SUNDAY, PUBLIC HOLIDAY OR OUT OF ORDINARY HOURS		
	WEEKLY BASE RATE	HOURLY BASE RATE	SUNDAY	PUBLIC HOLIDAY	BETWEEN 12AM AND 7AM <i>except cleaners- see cl 61.1(c)</i>
	100%	100%	200%	200%	200%
Production and Support Staff Level 1 (Induction training)	\$753.80	\$19.84	\$39.68	\$39.68	\$39.68
Production and Support Staff Level 2	\$819.60	\$21.57	\$43.14	\$43.14	\$43.14
Production and Support Staff Level 3	\$861.00	\$22.66	\$45.32	\$45.32	\$45.32
Production and Support Staff Level 4	\$877.60	\$23.09	\$46.18	\$46.18	\$46.18
Production and Support Staff Level 5	\$905.00	\$23.82	\$47.64	\$47.64	\$47.64
Production and Support Staff Level 6	\$932.60	\$24.54	\$49.08	\$49.08	\$49.08
Production and Support Staff Level 7	\$992.40	\$26.12	\$52.24	\$52.24	\$52.24
Production and Support Staff Level 8	\$1,026.60	\$27.02	\$54.04	\$54.04	\$54.04

**ADULT
CASUAL**

NOTE: Not all of the provisions of the Award are listed in this Guide. For information on definitions, allowance, hours of work and overtime, apprentice payments and other employment conditions, please refer to the Award.

BAR/ WAITING STAFF - STRIPTease ARTISTS STREAM

	BETWEEN 7AM MONDAY -7AM SATURDAY	AFTER 7AM SATURDAY - BEFORE 7AM SUNDAY	AFTER 7AM SUNDAY AND BEFORE 7AM MONDAY	PUBLIC HOLIDAYS
	125%	150%	175%	200%
Bar/Waiting Staff	\$26.49	\$31.79	\$37.08	\$42.38

PRODUCTION AND SUPPORT STAFF

	MON - SAT	SUNDAY, PUBLIC HOLIDAY OR OUT OF ORDINARY HOURS		
	HOURLY	SUNDAY	PUBLIC HOLIDAYS	Between 12am and 7am except cleaners- see cl 61.1(c)
	125%	200% + 25%	200% + 25%	200% + 25%
Production and Support Staff Level 1 (Induction training)	\$24.80	\$44.64	\$44.64	\$44.64
Production and Support Staff Level 2	\$26.96	\$48.53	\$48.53	\$48.53
Production and Support Staff Level 3	\$28.33	\$50.99	\$50.99	\$50.99
Production and Support Staff Level 4	\$28.86	\$51.95	\$51.95	\$51.95
Production and Support Staff Level 5	\$29.78	\$53.60	\$53.60	\$53.60
Production and Support Staff Level 6	\$30.68	\$55.22	\$55.22	\$55.22
Production and Support Staff Level 7	\$32.65	\$58.77	\$58.77	\$58.77
Production and Support Staff Level 8	\$33.78	\$60.80	\$60.80	\$60.80

PART 2: SUMMARY OF ALLOWANCES**EXPENSE-RELATED ALLOWANCES**

Expense-related allowances are adjusted by reference to the Consumer Price Index (CPI).

NOTE: *Not all allowances are listed in this section. For more detail on definitions, allowances, hours of work and overtime and other employment conditions, please refer to the Award.*

ALLOWANCE	AWARD CLAUSE	CONDITIONS	\$	PAYABLE
LAUNDRY	14.2(d)(i)	<i>Weekly or full-time employee required to launder own blouses and shirts</i>	\$3.75	per week
		<i>Weekly or full-time employee required to launder own garments other than blouses and shirts</i>	\$9.74	
	14.2(d)(ii)	<i>Employee other than a weekly or full-time employee required to launder own uniform</i>	\$3.01	per day
			\$13.56	max per week

PART 3: CLASSIFICATION DEFINITIONS

NOTE: Below are extracts from the LPA:

- Clause 49 in Part 7 provides a description of the duties of bar/waiting staff engaged in the 'Striptease Artists' stream of the LPA.
- Schedule A provides a description of the duties of each of the Production and Support Staff levels.

49. Classifications

49.1 Bar/waiting staff means a bar attendant or waiter, personnel wearing skimpy lingerie, bikini, see-through, topless or g-string costumes, or going nude.

Schedule A—Classification Definitions

A.1.1 Production and Support Staff Level 1

- (a) A Production and Support Staff Level 1 employee is a trainee employee who is undertaking:
- (i) 6 weeks induction training in the case of a full-time or part-time employee; or
 - (ii) 228 hours induction training in the case of a casual employee.
- (b) The induction training may include information on the enterprise or production, conditions of employment, introduction of supervisors and fellow workers, training and career path opportunities, venue/workshop/plant layout, work and documentation procedures, basic theatre terminology and etiquette, work health and safety, equal employment opportunity and quality control/assurance.
- (c) An employee at this level performs routine duties to the level of the employees training:
- (i) works under direct supervision either individually or in a team environment;
 - (ii) understands and undertakes basic quality control/assurance procedures including the ability to recognise basic quality deviations/faults; and
 - (iii) understands and utilises basic literacy (English) and numeracy skills.
- (d) An employee at this level will undertake training in the following indicative tasks:
- (i) safely lift and handle scenery and props and/or equipment;
 - (ii) uses selected hand tools;
 - (iii) basic packing and storing techniques;
 - (iv) repetition work on automatic, semiautomatic or single purpose machines or equipment;
 - (v) maintains simple records;
 - (vi) uses hand trolleys and pallet trucks;
 - (vii) apply and comprehend basic theatre terminology and etiquette;
 - (viii) performs general labouring and cleaning duties;
 - (ix) communicate and interact effectively with staff; and
 - (x) effective customer/client service.

A.2 Live Performance Employee Level 2

A.2.1 Production and Support Staff Level 2

- (a) A Production and Support Staff Level 2 is an employee who has completed the Level 1 induction training or possesses other equivalent experience so as to enable them to perform work within the scope of this level.
- (b) An employee at this level performs work above and beyond the skills of a Level 1 employee and to the level of the employee's training:

- (i) is responsible for the quality of the work allocated to the employee subject to routine supervision;
- (ii) works under routine supervision either individually or in a team environment on a limited range of tasks;
- (iii) exercises discretion within the employees' level of skills and training; and
- (iv) makes decisions in regard to routine matters.
- (c) Indicative of the tasks which an employee at this level may perform, are the following:
 - (i) operates flexibly between work areas;
 - (ii) operates machinery and equipment within the employee's level of skill and training;
 - (iii) operates mobile equipment including fork-lifts, overhead cranes, tallescopes and winch operation;
 - (iv) ability to measure accurately;
 - (v) safely lift and handle scenery and props and/or equipment;
 - (vi) receive, dispatch, distribute, sort, check, pack, document and record goods, materials and components;
 - (vii) basic keyboard skills;
 - (viii) telephonist, receptionist, cashier, administration and information services duties;
 - (ix) laundry and/or dry-cleaning duties;
 - (x) intermediate sewing skills and fabric knowledge, whether machine or non-machine, and knowledge of dyeing fabrics;
 - (xi) cleaning duties using specialised equipment and chemicals;
 - (xii) ushering, ticket taking, program/concession selling and food and beverage sales;
 - (xiii) applies theatre terminology and etiquette;
 - (xiv) painting and art finishing;
 - (xv) dressing; and
 - (xvi) costume decoration.
- (d) Indicative positions of this level include:
 - (i) Basic Crowd Control
 - (ii) Car Park Attendant
 - (iii) Crewing Employee
 - (iv) Mail Room Attendant
 - (v) Program Seller
 - (vi) Stage Door Attendant
 - (vii) Stage Hand
 - (viii) Theatre Attendant/Usher
 - (ix) Ticket Seller (i.e. an employee required to deal with customer enquiries, sell tickets, handle and balance cash)
 - (x) Turnstile Attendant
 - (xi) Tour Guide

A.3 Live Performance Employee Level 3

A.3.1 Production and Support Staff Level 3

- (a) A Production and Support Staff Level 3 employee is an employee who applies knowledge and skills so as to enable that employee to perform work within the scope of this level, and may possess a sub-trade certificate.
- (b) An employee at this level performs work above and beyond the skills of an employee at Level 2 and to the level of the employees' training:
 - (i) solves straightforward problems using readily available information;
 - (ii) works to complex instructions and procedures;
 - (iii) as a team member organises allocated materials and equipment in an efficient and effective manner or works individually under general supervision;
 - (iv) is responsible for the work undertaken; and
 - (v) assists in the provision of on-the-job training to a limited degree.
- (c) Indicative of the tasks which an employee at this level may perform are as follows:
 - (i) uses precision measuring instruments;

- (ii) machine setting,loading and operation;
- (iii) rigging (certificated);
- (iv) pyrotechnics (certificated and licensed);
- (v) welding which requires the exercise of knowledge and skills above Level 2;
- (vi) inventory and store control;
- (vii) licensed operation of all appropriate materials/handling equipment;
- (viii) use of tools and equipment within the scope (basic non-trades) maintenance;
- (ix) computer operation at a higher level than that of an employee at Level 2;
- (x) intermediate keyboard and administrative skills;
- (xi) performs basic quality checks on the work of others;
- (xii) licensed and certificated for fork-lift,engine driving and crane driving operations to a higher level than Level 2;
- (xiii) stage door duties;
- (xiv) sewing and cutting skills and fabric knowledge,whether machine or non-machine at a level higher than Level 2;
- (xv) advanced lifting and scene/props handling skills;
- (xvi) scenery,building and prop construction techniques above Level 2;
- (xvii) identifies and meets customer needs in a prompt and courteous manner;
- (xviii) the ability to work under limited supervision;
- (xix) reconciling and balancing cash and cash equivalents;and
- (xx) following all identified security procedures of all the employer's clients.
Indicative positions of this level include:
 - (i) Accounts Clerk
 - (ii) Assistant Scenic Artist
 - (iii) Booking Clerk
 - (iv) Box Office Customer Service Representatives (CSR)
 - (v) Call Centre CSR
 - (vi) Dispatch Clerk
 - (vii) Marketing Assistant
 - (viii) Mechanist
 - (ix) Publicity Assistant
 - (x) Specialty Ticketing CSR
 - (xi) Stage Door Supervisor
 - (xii) Unqualified Sound and/or Lighting Technician

A.4 Live Performance Employee Level 4

A.4.1 Production and Support Staff Level 4

- (a) A Production and Support Staff Level 4 employee is an employee who applies knowledge and skills so as to enable that employee to perform work within the scope of this level,and may possess a trade certificate.
- (b) An employee at this level performs work above and beyond the skills of an employee at Level 4 and to the level of the employees'training:
 - (i) solves problems using readily available information;
 - (ii) works to complex instructions and procedures;
 - (iii) as a team member,organises allocated materials and equipment in an efficient and effective manner or works individually under general supervision;
 - (iv) is responsible for the work undertaken;
 - (v) assists in the provision of on-the-job training to a limited degree;
 - (vi) the ability to work with minimum supervision;
 - (vii) an ability to identify and resolve complex service issues;and
 - (viii) well developed verbal communication skills.
- (c) Indicative of the tasks which an employee at this level may perform are as follows:
 - (i) uses precision measuring instruments;
 - (ii) machine setting,loading and operation;
 - (iii) rigging (certificated);

- (iv) pyrotechnics (certificated and licensed);
 - (v) welding which requires the exercise of knowledge and skills above Level 3;
 - (vi) inventory and store control;
 - (vii) licensed operation of all appropriate materials/handling equipment;
 - (viii) use of tools and equipment within the scope;
 - (ix) computer operation at a higher level than that of an employee at Level 3;
 - (x) superior keyboard and administrative skills;
 - (xi) in depth knowledge of ticketing systems and ticketing processes and procedures;
 - (xii) the ability to use customer feedback on products and services to improve service by recommending change to systems and processes;
 - (xiii) assisting with the day to day supervision of other team members;and
 - (xiv) performs basic quality checks on the work of others.
- (d) Indicative positions of this level include:
- (i) Accounts Clerks
 - (ii) Assistant Projectionist
 - (iii) Scenic Artist
 - (iv) Scheduling/Rostering Clerk
 - (v) Sound and/or Lighting Technician

A.5.1 Production and Support Staff Level 5/ Production and Support Staff Level 4 (Theatre)

- (a) A Production and Support Staff Level 5 employee is an employee who holds a trade certificate in a relevant discipline and is able to exercise the skill and knowledge of that trade or an employee who has acquired and can demonstrate the equivalent experience from on-the-job training in relevant theatrical discipline/s.
- (b) An employee at this level works above and beyond an employee at Level 4 and to the level of the employee's training:
- (i) understands and applies quality control techniques;
 - (ii) exercises good interpersonal and communications skills;
 - (iii) exercises keyboard and administrative skills at a higher level than Level 4;
 - (iv) exercises discretion within the scope of this grade;
 - (v) performs work under limited supervision either individually or in a team environment;
 - (vi) able to inspect products and/or materials for conformity with established operational standards;and
 - (vii) operates all lifting equipment incidental to the employees'work.
- (c) Indicative of the tasks which an employee at this level may perform,are as follows:
- (i) works from production drawings,prints or plans;
 - (ii) operates,maintains,sets-up and adjusts all facility and production equipment,including trade construction processes such as set/prop/electrical making;
 - (iii) operate and maintain lifting equipment;
 - (iv) assists in the provision of on-the-job training;
 - (v) a fully multiskilled cutter/tailor/milliner/wigmaker who is required to perform any of the operations involved in the making of a complex whole garment to specifications;
 - (vi) has an advanced understanding of theatre terminology,etiquette and theatre craft;
 - (vii) perform a range of engineering maintenance functions;
 - (viii) operates a console;and
 - (ix) performs a range of administrative duties including production and publicity assistance.
- (d) Indicative positions of this level include:
- (i) Assistant Stage Manager
 - (ii) Board Operator
 - (iii) Experienced Mechanist
 - (iv) Experienced Sound and/or Lighting Technician
 - (v) Experienced Technician
 - (vi) Food and Beverage Manager
 - (vii) Head Fly Operator
 - (viii) Prop Maker

- (ix) Tailor
- (x) Wig Maker

A.6 Live Performance Employee Level 6

A.6.1 Production and Support Staff Level 6/Production and Support Staff Level 5 (Theatre)

- (a) A Production and Support Staff Level 6 employee is an employee who holds a trade certificate or equivalent experience and has acquired and can demonstrate specialist knowledge of a variety of procedures and/or techniques gained by additional training or experience in the theatre industry.
- (b) A Production and Support Staff Level 6 employee is required to work above and beyond a tradesperson at Level 5 and to the level of the employee's training:
 - (i) exercises discretion within the scope of this grade;
 - (ii) works under minimal supervision either as an individual or part of a team or as a team leader;
 - (iii) understands and implements quality control techniques;
 - (iv) provides trade guidance and assistance as part of a work team;
 - (v) responsible for providing training in conjunction with trainers;
 - (vi) exercises keyboard and administrative skill at a higher level than Level 5.
- (c) Indicative of the tasks which an employee at this level may perform, are as follows:
 - (i) interprets detailed instructions and procedures for others;
 - (ii) ensures quality standards are met through consistency, timeliness, correctly following procedures, and responsiveness to the client's needs;
 - (iii) readily adapts to change in work procedures and associated technologies;
 - (iv) may use innovation to resolve issues which impact on own work area.
- (d) Indicative positions of this level include:
 - (i) Deputy Heads of Department
 - (ii) Deputy Stage Manager
 - (iii) Front of House Manager
 - (iv) Publicity/Marketing Officer

A.8.2 Production and Support Staff Level 7/Production and Support Staff Level 6 (Theatre)

- (a) A Production and Support Staff Level 7 employee is an employee who holds a trade certificate or equivalent experience together with a relevant Post Trade Certificate or the equivalent skill and competence acquired through a significant period of professional experience in the theatre industry.
- (b) A Production and Support Staff Level 7 employee is required to work above and beyond a Level 6 employee and to the level of the employee's training:
 - (i) understands and implements quality control techniques;
 - (ii) exercises discretion within the scope of this grade;
 - (iii) provides overall supervision and co-ordination of resources and individuals and/or work teams within areas of responsibility;
 - (iv) plans for and arranges training in procedural, technological change and systems for staff in the area of responsibility;
 - (v) effectively handles work that is characterised by occasional peak periods and simultaneous handling of a variety of tasks, usually within one discipline, and with significant interruptions;
 - (vi) determines priorities and monitors performance for own and teams work, to ensure the efficient and effective use of allocated resources; and
 - (vii) demonstrates accountability and responsibility for enabling the achievement of business goals within budgetary guidelines.
- (c) The following indicative tasks which an employee at this level may perform are subject to the employee having appropriate trade and post trade training or equivalent experience to enable that employee to perform the particular indicative tasks:
 - (i) demonstrates sound communication and/or liaison skills;
 - (ii) demonstrates a good knowledge of relevant terminology;
 - (iii) interprets and conveys instructions and procedures;
 - (iv) reliably represents the work unit;
 - (v) required to use innovation to resolve issues which impact on own work area;

- (vi) accountable for ensuring overall quality standards are met through the importance of consistency, timeliness, correctly following procedures, and responsiveness to the needs of the client;
 - (vii) accountable for the selection and recruitment of staff;
 - (viii) assesses work performance of staff; and
 - (ix) responsible for work health and safety.
- (d) Indicative positions of this level include:
- (i) Box Office Manager
 - (ii) Event/Marketing Co-ordinator
 - (iii) Heads of Departments
 - (iv) Props Master
 - (v) Scenic Artist
 - (vi) Technical Supervisor
 - (vii) Wardrobe Supervisor

A.10.2 Production and Support Staff Level 8

- (a) A Production and Support Staff Level 8 employee is an employee who has obtained a relevant tertiary qualification together with extensive theatrical experience or equivalent skill and competence acquired through extensive theatrical experience.
- (b) In addition to the competencies and tasks performed by a Level 7 employee, a Production and Support Staff Level 8 employee works to the level of the employee's training:
- (i) demonstrates effective and efficient use of production and/or organisational resources, by planning, implementing and monitoring achievement of objectives;
 - (ii) responsible for the creating and maintaining of a high level of team work and co-operation and contributes to the overall good management of a production; and
 - (iii) co-ordinates and controls either the overall performance activities or a variety of related disciplines.
- (c) The following indicative tasks which an employee at this level may perform are subject to the employee having appropriate trade and post trade training or equivalent experience to enable the employee to perform the particular indicative tasks:
- (i) provides advice and guidance to staff, management and clients;
 - (ii) prepares correspondence, guidelines and reports;
 - (iii) demonstrates superior communication and/or liaison skills;
 - (iv) demonstrates superior knowledge of relevant terminology;
 - (v) reliably represents the work unit;
 - (vi) responsible for creative planning and the achievement of design standards;
 - (vii) recognises the importance of consistency, timeliness, correctly following procedures, and responsiveness to the client's needs; and
 - (viii) demonstrates accountability and responsibility for enabling the achievement of business goals within budgetary guidelines.
- (d) Indicative positions of this level include:
- (i) Publicity/Marketing Supervisor
 - (ii) Stage Manager
 - (iii) Team Leaders—Call Centre