



Modern Awards Review 2023-24 (AM2023/21)

Submission cover sheet

Name

(Please provide the name of the person lodging the submission)

Claire Watson

Organisation

(If this submission is completed on behalf of an organisation or group of individuals, please provide details)

National Exhibitions Touring Support Victoria: NETS Victoria

Contact details:

Street Address 1: PO BOX 7259

Street Address 2:

Suburb/City: Melbourne

Postcode: 8004

Email: info@netsvictoria.org

Telephone: 03 8620 2007

Modern Award Review Stream:

Arts and Culture:

Job Security:

Work and Care:

Usability of awards:

4 December 2023

To: awards@fwc.gov.au

Dear Fair Work Commission,

Many thanks for this opportunity to contribute to the Modern Award Review 2023-34 for Arts and Culture. I am the Director of the National Exhibitions Touring Support Victoria (NETS Victoria) having been in the role for four years. My experience includes working as an independent artist and independent curator and 11 years working in arts and culture within local government.

RESPONSES

1. Are there particular industries or occupations that should form the focus of the Commission's consideration of the arts and culture sector in this Review? If so, why?

The Visual Arts Craft and Design industry

Why: "Creative and Performing Arts Activities" does not adequately demonstrate an awareness for the significant industry that is visual arts, craft and design.

The Visual Arts Craft and Design industry requires more consistency across geographic locations and across different working environments. The expectations, skills and experience of employees in the visual arts industry is high and it should be commensurate with the Award that they fall under.

Within the term "Visual Arts and Crafts Professionals", the following occupations are examples of roles that should form the focus of the Commission's consideration of the arts and culture sector in this review:

- Director
- Exhibitions Coordinator
- Touring Exhibitions Coordinator

- Registrar/Conservator
- Public Program Coordinator
- Public Art Coordinator
- Gallery Technician
- Collections Manager
- Studio Assistant
- First Nations (identified roles)

Why: The above roles are extremely common in the sector and require specialised skills.

2. Are there any industries or occupations that should be added to or removed from our consideration of the arts and culture sector for the purpose of the Review more broadly?

The Visual Arts Craft and Design industry should be added as its own distinct industry. The above roles are examples of occupations which should be added.

5. Are there employees working in the arts and culture sector that may be covered by an award that has not been included in this chapter?

Without a fit-for-purpose Award, it is common for arts workers to fall under the Clerks-Private Sector Award 2020.

6. Are there employees performing work of a similar nature to the work performed in the arts and culture sector that are not currently covered by an award but should be?

The Miscellaneous Award and Clerks Private Sector Award are not appropriate for the specialised skills required for the visual arts craft and design sector. There needs to be a fit-for-purpose Award that covers the visual arts sector.

8. Are there any industrial contexts in which occupations, such as a painter, are engaged that fall outside current award coverage?

Freelance visual artists are rarely covered by modern awards as they are generally operating their own independent business. Visual artists are often commissioned for one-off production of an artwork that is based on a short-term contractual agreement between the commissioning body and the artist.

9. Do parties agree that the Miscellaneous Award may not cover certain workers, such as artistic directors or media producers?

Agreed. The Miscellaneous Award does not align with the arts and cultural sector roles, salary rates and specialised expertise. The rates for the Miscellaneous Award are extremely low and inappropriate for the level of skill and experience required for occupations in the visual arts industry.

10. To what extent are workers in the sector who are not currently covered by an award likely to be employees capable of being covered by modern awards?

The National Association for the Visual Arts (NAVA) 'Code of Practice' sets a best practice guideline that is not enforceable but assists the visual arts sector in determining salaries. Because it is not enforceable however, there are vast differences in the sector.

12. Is digital platform work common within the arts and culture sector?

Not in the visual arts, craft and design sector.

Proposals

Establish a new Award/s that improve conditions for all arts workers, regardless of their employment status.

Review the NAVA Code of Practice and their efforts to create a guide for rates of pay across Australia in the visual arts, craft, and design sector.

Consult with peak bodies including (but not limited to): NAVA, NETS Australia network, the Arts Industry Council of Victoria.

Signature:



Name:

Claire Watson

Date:

4th December 2023

Claire Watson

Director

T. 03 86202007