



Modern Awards Review 2023-24 (AM2023/21)

Submission cover sheet

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Organisation

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Modern Award Review Stream:

Arts and Culture:

Job Security:

Work and Care:

Usability of awards:

How to prepare a submission

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Submissions should be emailed to awards@fwc.gov.au. Directions set out the due dates for submissions. Directions are issued by a Member of the Commission and will be published on the [Commission website](#).

Make sure you use numbered paragraphs and sign and date your submission.

Your submission. Provide a summary of your experience and any relevant issues. You may wish to refer to one or more of the issues outlined in the relevant discussion paper.

Background

1. Matrix On Board Consulting and Training (Matrix) is a Northern Territory-based management consultancy specialising in working with not for profit organisations, particularly in remote and regional Australia. Our client base includes a number of Aboriginal Art Centres, Aboriginal Corporations and Aboriginal art sector peak bodies.
2. In 2022, Matrix was commissioned by ANKA (the peak body for Northern Australian Art Centres) to undertake a salary benchmarking project for the Aboriginal and Torres Strait Islander arts sector to examine current sector practices around salary and other benefits.
3. Data was gathered from ANKA member art centres and artist groups using an online survey and spreadsheet; and desktop research was also undertaken to explore salaries and conditions in similar contexts comparable to art centre positions. Art Centre data was collected from 21 organisations employing a total of 306 people and supporting 3,240 artists.
4. The resulting report ran to 78 pages and included a comparison of salaries and benefits between Art Centres and other employers in the arts sector that would compete for staff, Art Centre demographics, and Art Centre HR practices.
5. Positions surveyed in this study included:

Management and Senior roles:

- Arts Centre Manager
- Cultural Advisor
- Studio Coordinator
- Gallery Manager
- Museum or Multimedia Centre Manager


Staff roles:

- Arts Workers (including Senior and entry level)
- Arts administrative positions
- Support roles
- Seasonal and project roles

Almost 100% of staff in cultural advisor roles, arts worker roles and administrative support roles identify as Indigenous Australian. By contrast, only 13% of manager and specialist roles are held by Indigenous people.

Issues

6. Sector coverage



The Aboriginal Arts sector is a unique subset of the arts and culture sector that is a particular kind of creative industry and business model. Typically, art centres provide social support, cultural maintenance and opportunities for income generation that support remote Aboriginal communities where there may be few other options for paid work. These functions are in addition to the business of art creation, marketing and sales that are common across other aspects of the visual arts sector.

7. Discussion paper – Chapter 2

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 sector** is missing from the industry list. The Aboriginal Art sector is a subset of this industry and is also missing.

In the occupations list, the following positions are missing in the context of the Aboriginal Art Centre sector:

- Art Centre Manager
- Studio Assistant / Coordinator / Manager
- Cultural Advisor (First Nations)
- Arts Worker (First Nations)

8. Positions Covered

While Administrators and Managers have been considered in the Discussion Paper, roles that are uniquely held by Indigenous people in the art centre context have not been included. These roles include Arts Workers and Cultural Advisors.

2.1 Arts Workers

Arts Workers may also be painters, dancers, musicians and artists in their own right, but they have employee status as Arts Workers. The Aboriginal Art sector focuses closely on training and development of Aboriginal Arts Workers as a key investment in building the sector and providing employment opportunities for local community members.


As part of the salary survey, Matrix gathered information about other employers in community that may compete with art centres for workers who may be employed as arts workers.

Positions included such roles as:

- Assistant Teacher Level 1
- Community Health Worker Grade 1
- Admin Worker - Health Grade 1
- Positions covered by the SCHADS Award (level 1)
- Amusements Award Grade 1

We found that Arts Workers rates of pay were generally the lowest-paid roles available in the community; other than Senior Arts Workers whose pay was more competitive with other roles.

2.2 Cultural Advisors



Cultural Advisors are generally elders in the community who provide mentoring, advice and guidance on cultural matters and are a key element in the work of the art centres as a driver of community income generation and well-being.

We found that Cultural Advisors are not generally paid at a rate that reflects the seniority of the role. Cultural Advisors play a key role in providing training for artists, and Arts Workers and are important carriers of continuity of organisational knowledge when there is frequent turnover of management staff.

Positions equivalent to an art centre Cultural Advisor may be found in universities. They may be a casual or permanent positions, and in the tertiary education context typically require significant English language capability.

Discussions with two universities indicated that comparative positions may be engaged in a range of work areas, such as:

- Academic and research work;
- Administrative and operational roles;
- Student and staff support roles, including pastoral care and study support; and
- Cultural advice and guidance for institution / department on cultural matters.

The relevant award does not cover a Cultural Advisor or equivalent role; rather, people are paid according to their work area (as listed above).

Comparison rates are provided below from the Higher Education Industry – Academic Staff 2020, which establishes minimum rates for these roles. However, many universities have an enterprise bargaining agreement that sets rates at a much higher level.

'It is important to create roles that recognise deep cultural competency and understanding of Indigenous culture. These roles have salary parity with the non-community members staff even though they do not have university degrees. We recognise understanding of deep culture of time as the same as having a university degree and we pay the same rate.'

9. Award use (Discussion Paper Chapter 4)

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?

Art Centres surveyed in this study were predominantly using the *Amusements, Events and Recreation Award (Amusements Award)* to guide pay and conditions standards. Some Art Centres used the *Social, Community, Home Care and Disability Services Industry Award (SCHADS Award)*. Neither Award adequately addresses the unique circumstances of this sector.

We did not find any instances of the *Miscellaneous Workers Awards* being used in this sector.

Proposals

10. Matrix makes the following recommendations with regards to the development and application of Modern Awards to the arts and culture sector, in light of its experience working with this sector and with regards to the content of the Discussion Paper.

11. The Visual Arts, Craft and Design sector should have its own Modern Award, which includes and acknowledges the unique circumstances of the Aboriginal Art context.

12. Peak bodies in the sector should be consulted in the process of development of this award. Aboriginal Art Centres should be addressed as a set of pay and conditions terms, such as appears in the SCHADS Award.

Signature:

A handwritten signature in black ink, appearing to read 'Sally Clifford', written in a cursive style.

Name:

Sally Clifford

Date:

4th December 2023