



## Modern Awards Review 2023-24 (AM2023/21)

### Submission cover sheet

#### Name

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

Robin Davidson

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#### Organisation

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

Rebus Theatre

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#### Contact details:

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#### Modern Award Review Stream:

Arts and Culture:

Job Security:

Work and Care:

Usability of awards:

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## How to prepare a submission

Submissions should be emailed to [awards@fwc.gov.au](mailto: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.

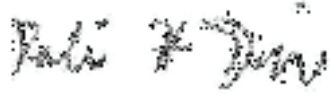
## Issues

1. [Using numbered paragraphs, outline the main issues you want the Fair Work Commission to consider as part of the Modern Award Review 2023-34 including your responses to any questions set out in Commission discussion papers. Include, if possible, references to any relevant sections of the *Fair Work Act 2009*, or other legislation or specific clauses in modern awards that apply].
1. There is currently no award for the field of work variously referred to as Community Arts and Cultural Development, Community Arts, Community Cultural Development and by other names. This area overlaps with areas such as youth theatre, the role of teaching artist, and the work or teaching arts practice in informal and community settings.
2. This work frequently involves significant administrative and management functions, artform expertise, teaching skill and skills in working with vulnerable people. In the case of our organisation, staff sometimes also work as actors for a small number of their work hours.
3. The workforce in this area is frequently casual, part-time or contractee. Many staff work significant hours outside of business hours. Most organisations working in this area are poorly funded. I personally know of organisations working under at least three different awards, doing similar work. Some organisations have different staff under different awards.

## Proposals

2. [Tell us your proposals to the address the issues you have raised in the submission. If you are proposing that the Commission should consider varying an award, you should include draft wording for the proposed variation]
1. That an award is created specifically for Community Arts and Cultural Development workers, that is broad enough to include teaching artists and other adjacent work. This could be a sub-category of an existing award (possibly SCHADS).
2. That such an award be structured in a way that recognizes the diverse skills workers in this area possess. That it be structured so that workers with different roles in the same organization can fall under one award. That it be structured with a higher base rate, and fewer penalty rates (like the Live Performance Award) to simplify processes of ensuring everyone is correctly paid in small organisations with limited administrative capacity.

Signature:

A handwritten signature in black ink, appearing to read "Robin Davidson". The signature is written in a cursive style with some loops and flourishes.

Name:

Robin Davidson

Date:

25 November 2023