

# SALARY SURVEY REPORT 2017

NOT FOR PROFIT SMALL TO MEDIUM ARTS ORGANISATIONS



## SUMMARY

The Theatre Network Australia 2017 Salary Survey Report for Not for Profit Small to Medium Arts Organisations analyses results from an online survey distributed to the sector that garnered 94 valid responses. The survey established organisational size and turnover and included questions about salaries, benefits, professional development budgets, tenure, and representation. It is the fifth survey conducted by Theatre Network Australia, biennially since 2009. The survey was open to all not for profit arts organisations with a turnover of less than \$4 million across Australia.

## SALARIES

The shift in salaries between 2015 and 2017 is complex and difficult to generalize. Overall, average salaries within the sector have increased – however, this increase is due to a small number of positions recording a substantial growth in salary. Those with an administrative focus (Venue/Production Manager, Finance Manager) have grown, while those with a creative focus (Artistic Director, Associate Director, Producer) have either grown at a much more limited rate, or decreased. For most that have increased; the rate at which they are increasing compared to changes between earlier surveys (2013 and 2015, for example), has slowed; or increased at a rate below CPI (in real terms, a decrease).

	% Chg 2015-2017	% Chg 2011-17	CPI 2011-17
GM/Exec Producer	+4%	23%	10%
Artistic Director	+2%	24%	10%
Producer	-0.4%	N/A	10%
Assoc Dir	-3.3%	19%	10%
Finance Manager	+12.3%	N/A	10%
Admin	+0.8%	11.7%	10%
Venue/Prod Mgr	+10.2%	22.8%	10%
Mkting/Dev Mgr	+1.2%	22.3%	10%

While top tier salaries (General Manager/Executive Producer & Artistic Director) remain within the same overall range recorded in previous years, other roles saw shifts in their range. The lowest recorded salary for a Finance Manager in 2017 was \$53,000, up from \$40,000 in 2015; for an Administrator, it was \$41,700, up from \$36,248; for a Venue/Production Manager it was \$46,000, up from \$30,000; and Marketing/Development remained relatively consistent at \$45,000 from 2015's \$45,500. However, in 2015, the lowest recorded salary for a Producer was \$44,000 FTE; in 2017 it is \$40,000 FTE; similarly, in 2015 the lowest salary for an Associate Director was \$52,571, and in 2017 the lowest recorded is \$40,000. Despite these reductions, averages for these roles were not drastically effected. This suggests a widening division in remuneration across the sector.

## SALARY INCREASES

More organisations implemented salary increases in 2017 (66%) than 2015 (59%), as recorded in the last survey. Fewer organisations are currently planning increases in 2018 (34%) than were planning increases for 2016 (45%) at that time – and a greater number of organisations in 2017 are definite about not increasing salaries in 2018 – 36%, up from 32% in 2015. Many more organisations have indicated that any 2018 increases would be funding-dependent (17%) than did in the 2015 survey (9%). When detailing reasons for not planning an increase in salaries, sustained funding cuts and ongoing funding uncertainty were overwhelmingly the answer.

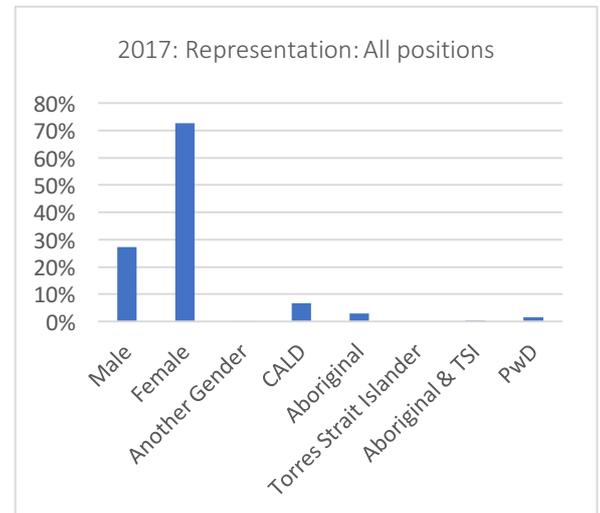
	Average increase	Greatest
GM/Exec Producer	4.55%	14%
Artistic Director	5.6%	21%
Producer	4.8%	10%
Assoc Dir	3.3%	5%
Finance Manager	4.5%	13%
Admin	4.7%	12%
Venue/Prod Manager	4.3%	15%
Mkting/Dev Manager	5.1%	15%

## TENURE

Data on tenure does not indicate unified sector trends, with the average length of continuous employment increasing for some roles and reducing for others, but remaining overall consistent. Artistic Directors continue to remain in their roles for the longest time (90 months average recorded in 2017, from 80 in 2015) – even correcting for a strong showing by founding Artistic Directors (who account for 9 of the longest serving 10 surveyed positions). In 2017, TNA has also collected data on lengths of contract offered by positions; sector-wide, ongoing contracts are the most common, followed closely by 12 month contracts. Results are detailed in full in this report.

## REPRESENTATION

For the first time in 2017, TNA has collected data on representation within the sector; asking respondents to provide data on gender diversity, Aboriginal &/ Torres Strait Islander and Culturally &/ Linguistically Diverse heritage, and People with Disabilities in our sector's labour force. The small to medium not for profit arts sector is made up largely of women (72.55%); however, some roles are populated by men above the sector average of 27.21%. Aboriginal & Torres Strait Islander practitioners are represented in respondent organisations to a degree roughly on par with the Australian population; however, People with Disability are engaged in our sector at a substantially lower degree than are in the broader Australian labour force. Data on representation will continue to be gathered in future years to identify shifting sector trends.



A number of respondents noted the impact of previous TNA Salary Surveys, for internal benchmarking; with several indicating that salaries had been adjusted in response to the survey, and several more indicating an anticipation to do the same in response to the results contained herein.

The next survey is due to be collected in mid-2019.

*The full 36 page 2017 Salary Survey for Not for Profit Small to Medium Arts Organisations is free to all TNA members – individuals and organisations; or available for purchase for \$250.*

*Visit [tna.org.au](http://tna.org.au) to become a member.*

*If you are already a member, email [kieran@tna.org.au](mailto:kieran@tna.org.au) to access the full report; or to purchase outside of membership.*