

# **Creative Workplaces Discussion Paper**

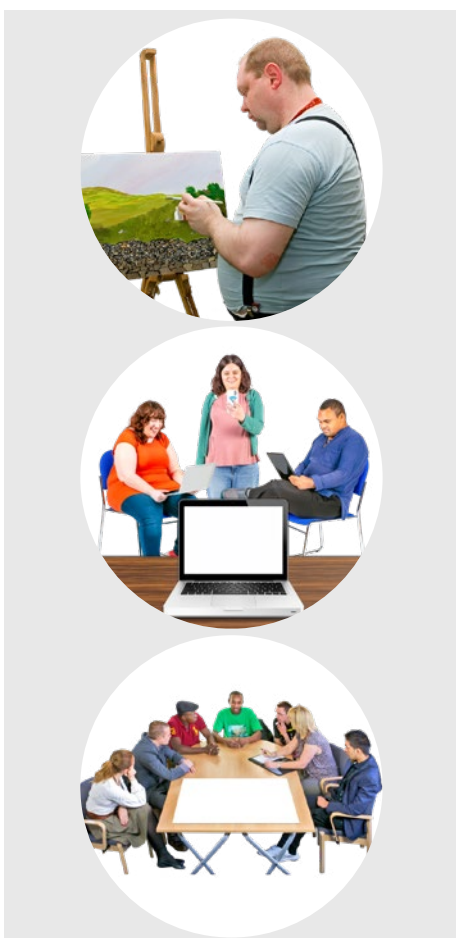


**Easy Read**

# About this discussion paper

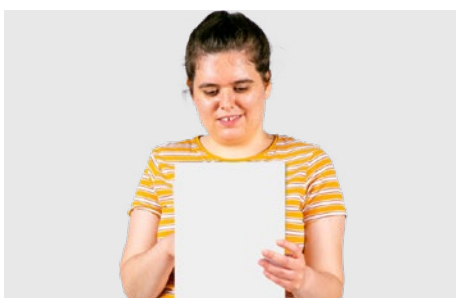


**Creative Workplaces** wrote this discussion paper.



**Creative Workplaces** has information to support

- Artists
- Art workers
- Art organisations.



A **discussion paper** helps us talk about issues.

We will say **paper** for short.



This paper is on **work arrangements** in **creative industries**.



**Work arrangements** are how jobs are set up for workers.



**Creative industries** are jobs where people make

- Art
- Music
- Movies and TV shows.

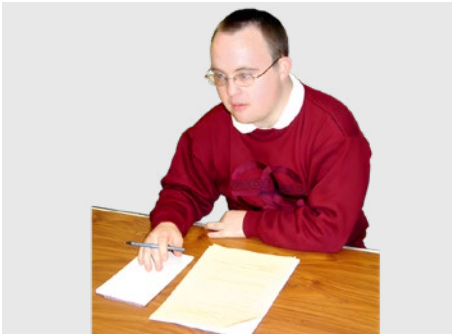


We want to know what you think about different types of jobs in creative industries.

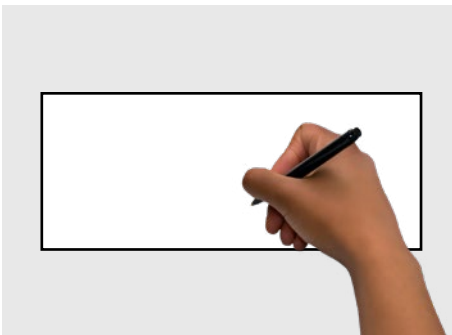


We want to know what kind of information you need.

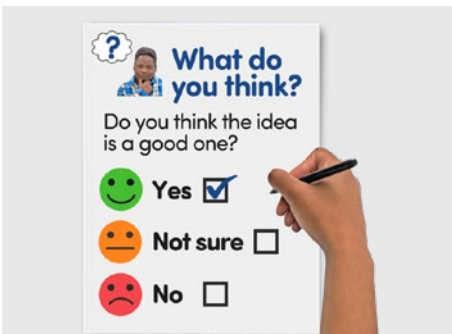
# How to use this paper



There are questions in this paper that you can answer about different work arrangements.



You can write your answers in the boxes.



You do not need to answer all the questions.



You can ask for support to read this paper and answer the questions.



You can email this form to  
**workplaces@creative.gov.au**

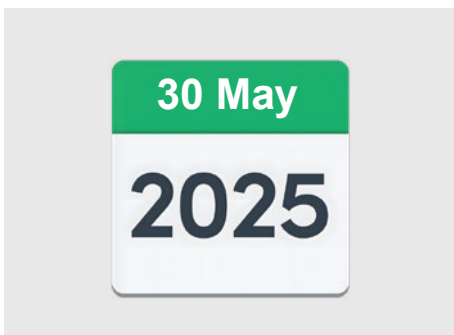


You can also call and talk to

Yeonjae Choi on **03 9616 0317**

**or**

Georgia Cheesman on **03 9616 0318**



You have until 30 May 2025 to let us know  
what you think.

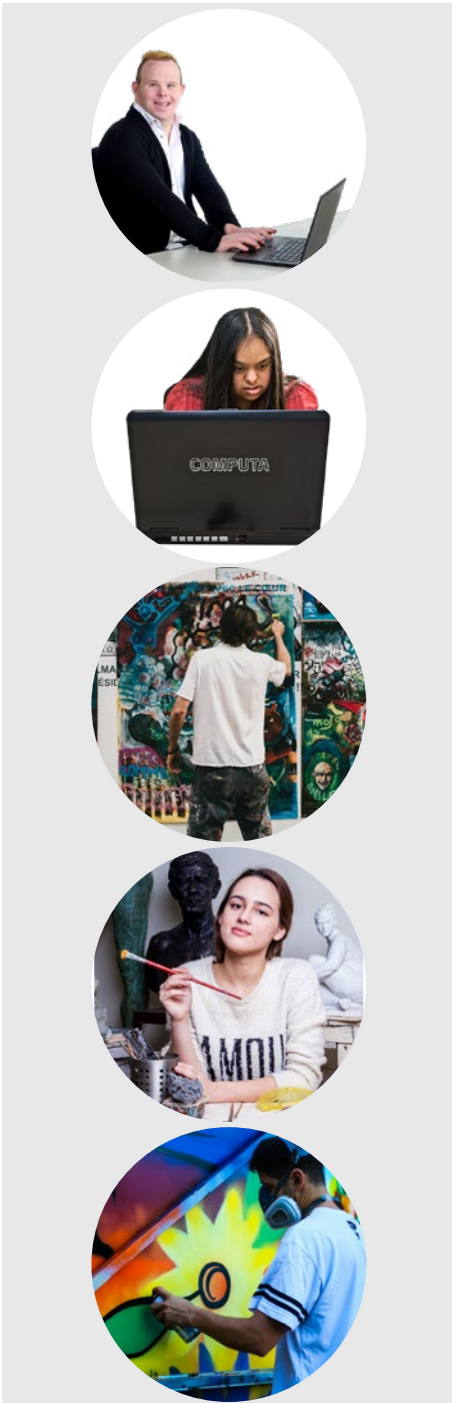


The next part talks about different ways  
jobs are set up.

# Working as independent contractors



**Independent contractors** are people who work for themselves.



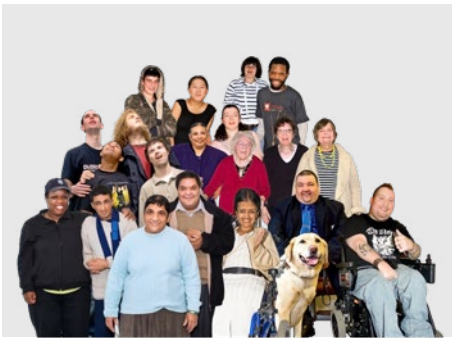
Sometimes they are called

- Self employed
- Sole traders
- Freelancers
- Arts worker
- Independent artists.

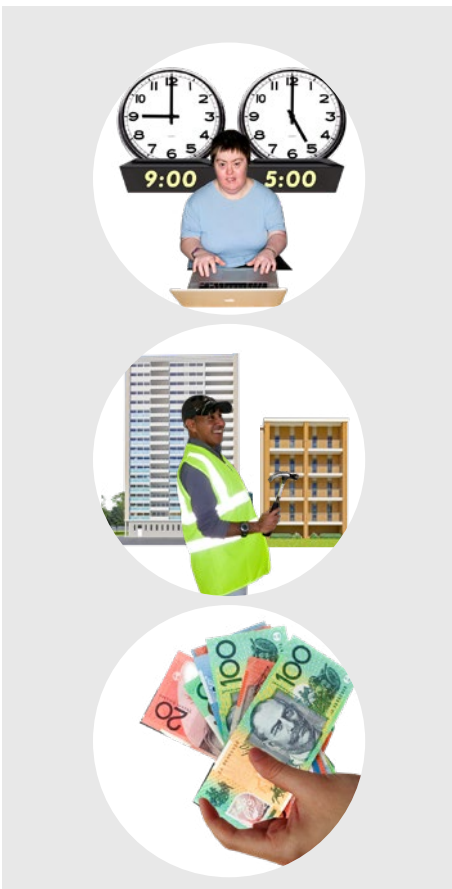




Lots of people in creative industries are independent contractors.



There are more independent contractors in creative industries than most other jobs.



It can be good to be an independent contractor because you can

- Choose when you want to work
- Work for more than one workplace at a time
- Decide how much people should pay you.





There are 4 main ways independent contractors get paid.



They can get paid

- An amount they agree to before starting the work
- For how many hours they work
- A part of the money from something they sell
- All of money from something they sell.



Independent contractors need to look after their own money and how their work is set up.

There are things that can make it hard for independent contractors like

- Not always having enough work



- Agreeing on things like pay and work times



- Working long hours



- Keeping track of how much they spend on their business.





They also have different rights to employees.



They do not get

- Holiday or leave that is paid.
- **Minimum** pay rates



**Minimum** means the least amount of money most people get paid.

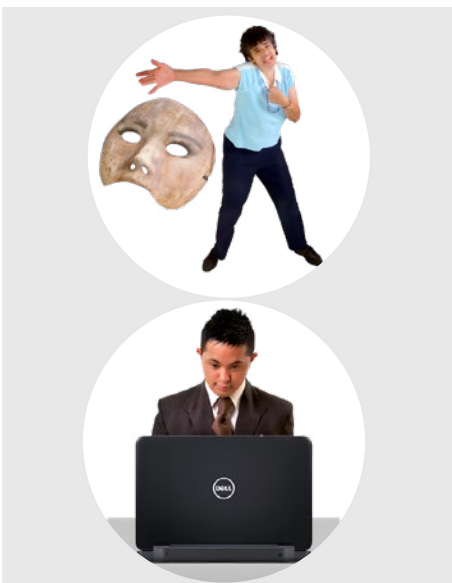
# Changes to the laws for independent contractors



There have been changes to the **Fair Work laws** for independent contractors.



The **Fair Work laws** say what people need to do to make sure work is fair for everyone.



The new laws say what the rules are for when a worker

- Can be an independent contractor
- Should be an **employee**.

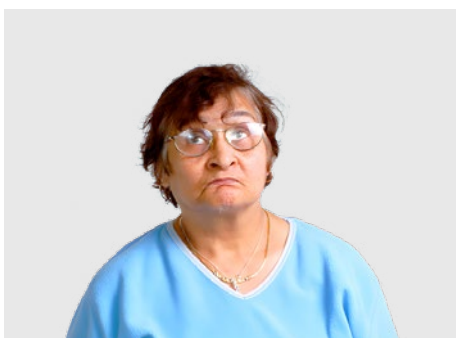


An **employee** is when you work for another persons business.

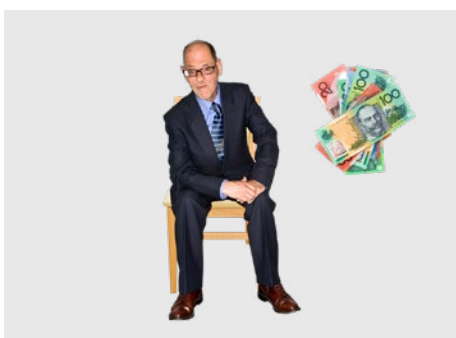
## What people wanted to know about being an independent contractor



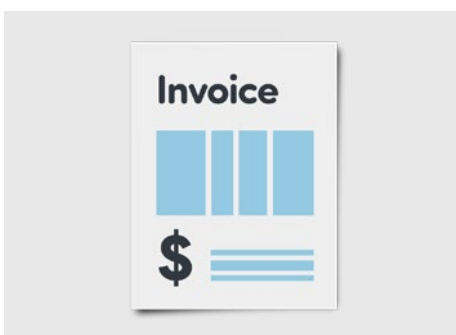
This is what people wanted to know about being an independent contractor.



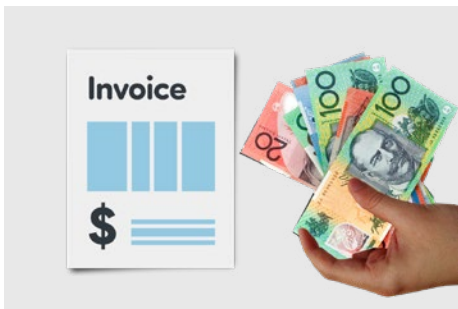
People want to know how **superannuation** will work for independent contractors.



**Superannuation** is money for when you are older and stop working.



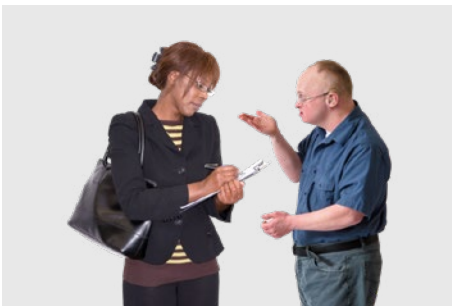
Workplaces said independent contractors do not always do **invoices** the right way.



**Invoices** are when you tell the workplace how much they must pay for your work.



Some independent contractors do not know how to work out what they should be paid.



People and workplaces do not know who can support them with issues about **contracts**.



A **contract** is an agreement that says things like

- How much you get paid
- How long you will work for.

Some artists and arts workers find it hard to



- Set up their own business



- Know what they need to do to follow the law.



## Questions



What problems do people have when setting up a new contract?

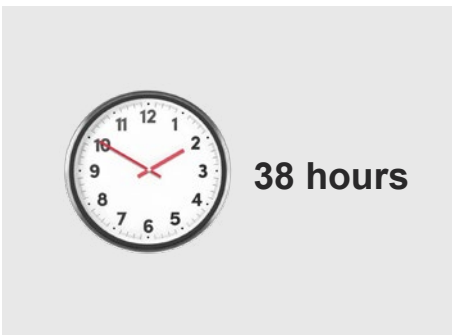


What information would help you understand the laws on being an independent contractor?

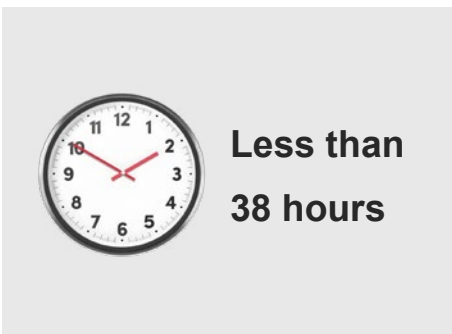
# Working as an employee



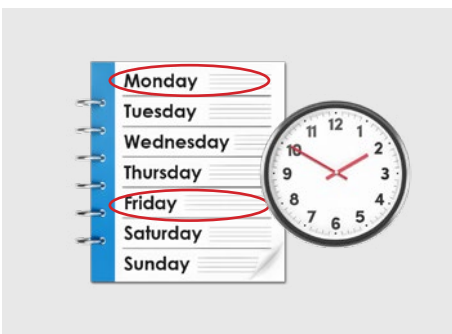
When you are an employee there are different ways you can work.



**Full time** means you work 38 hours a week.



**Part time** means you work less than 38 hours a week.



**Casual** means you only work sometimes and only when you are available.



You and the organisation will agree on how you will work together.



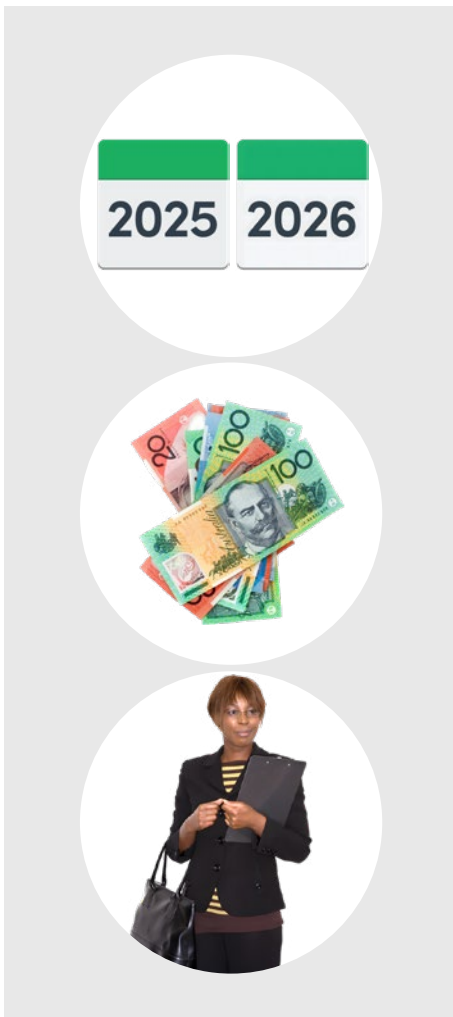
You might work for a workplace for a short time only or for a long time.



It can be hard for small workplaces to keep workers.



It is also hard for them to have enough time and money to follow the laws.



We know that people who work in creative industries often work

- On short projects
- For less pay than in other workplaces
- As a casual.



We know it can be hard for workplaces to have enough money for full time staff.

# Changes to the laws for employees



There are new laws for workplaces about having people work as casuals.

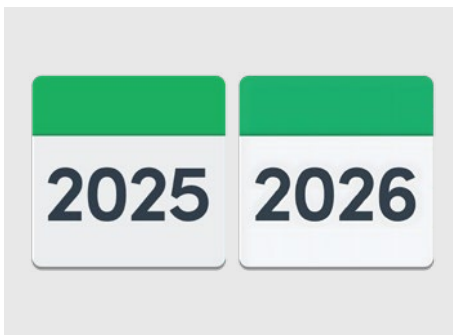


The new laws say a casual employee can ask to change to full time or part time after 6 months.

## New rules about fixed term contracts



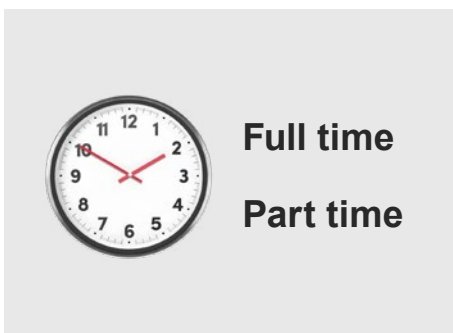
There are new rules for how long people can be on **fixed term contracts**.



A **fixed term contract** is when a worker has a contract to only work for a short time like 1 year.



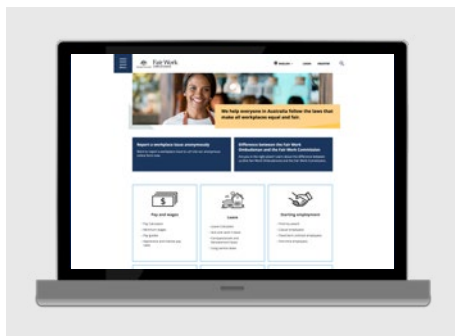
Most workers can not be on fixed term contracts for more than 2 years.



If you keep working there you must be made full time or part time.

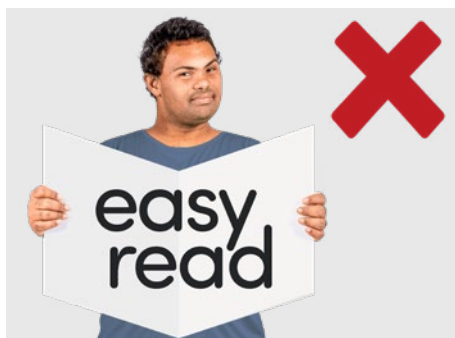


There are only a few reasons a fixed term contract can go for more than 2 years.



For more information go to the **Fair Work Ombudsman** website at

**[www.fairwork.gov.au](http://www.fairwork.gov.au)**



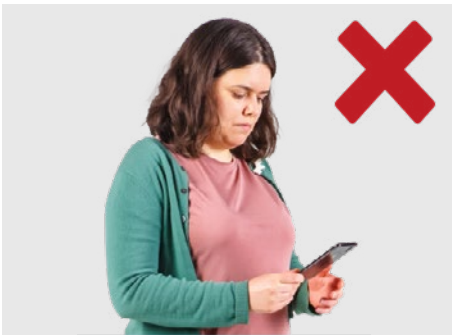
The website is not in Easy Read.



## New laws about right to disconnect



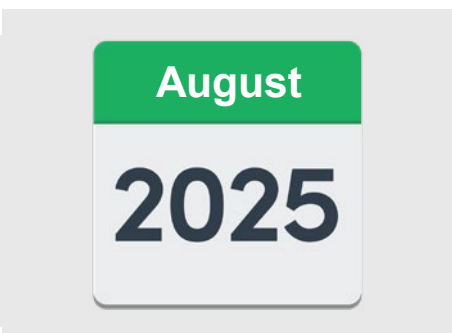
There is a new law called the **right to disconnect law**.



It says you have the right to **not** reply to work things when you are not working.



That means you do not have to answer emails or calls after work or on weekends.



For workplaces with less than 15 staff the new law will start in August 2025.

## What employees and workplaces have already told us



This is what people and workplaces told us they think about the changes.



Workplaces want to know if staff can work more hours without extra pay.



They want to know what will happen if there is lots of work but they can not pay.



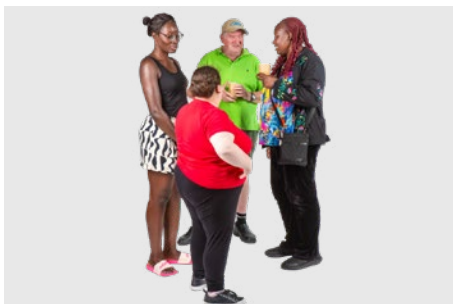
They say it can be hard to know how much work they will have for people coming up.



There might lots of work if there is a big event coming up.



But sometimes there is less work to do.



In creative workplaces there are many casual workers.



Workers say they find it hard to work out how much they should be paid.



People said they do not know how the pay will work when they need to travel for work.



People say the new laws will change things for leaders in creative work.



People want to know which workers do not have to change from casual work.

## Questions



What problems do you think workers have when asking for their rights?

This could be rights about pay or work hours.



What information would help you understand the new laws?

# Volunteering and unpaid work



There are many **volunteers** in creative industries.



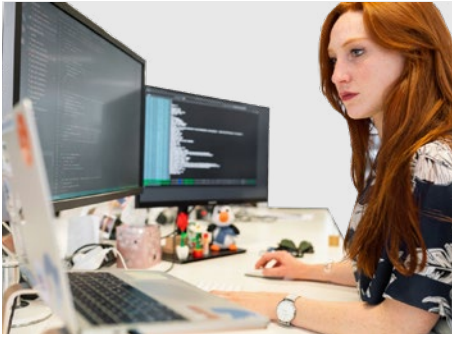
**Volunteer** means you choose to do work but not get paid.



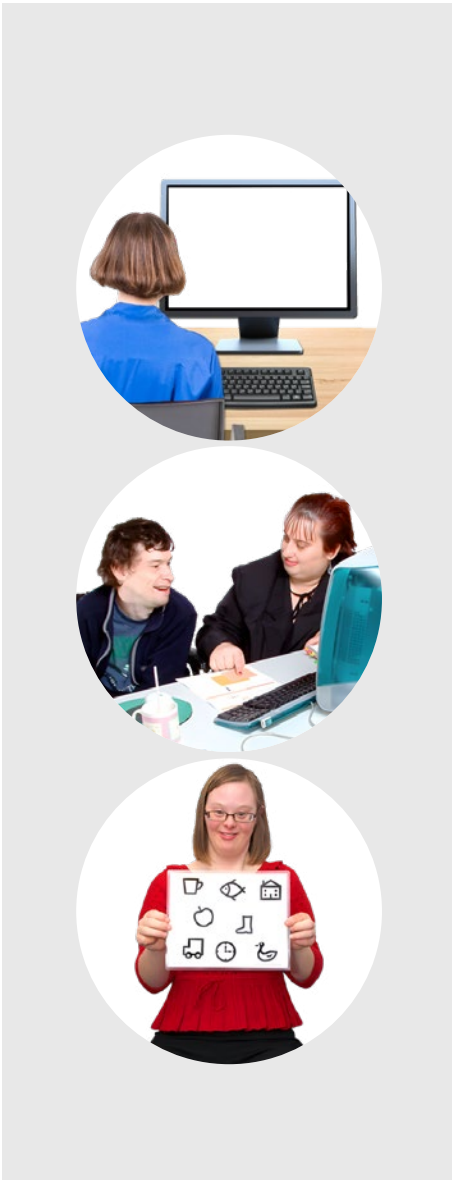
But you might get money back for things like travel to work.



A workplace should not swap paid workers with volunteers.



There are also many people doing other **unpaid work**.



You might do **unpaid work** to

- To learn about a new kind of work
- Learn as a student
- Learn new skills.

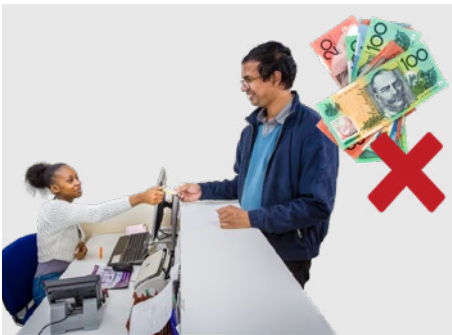




A volunteer and the workplace can both get something out of unpaid work.



But sometimes volunteering and unpaid work might be set up in a way that is not good for you.

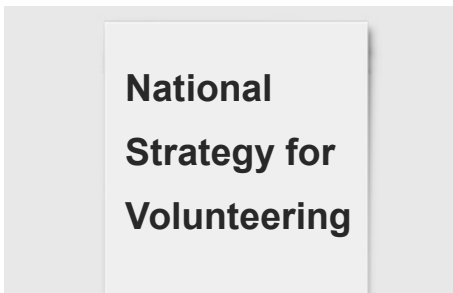


This might be when you do free work for a long time and make the workplace lots of money.

# Changes to volunteering



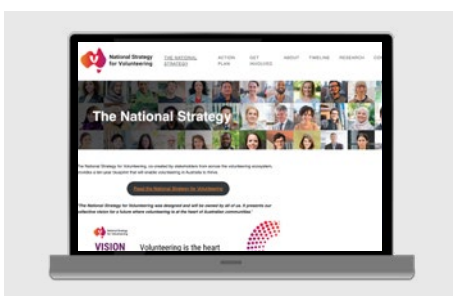
There is a new plan for how volunteering should be done in Australia.



It is called the **National Strategy for Volunteering**.

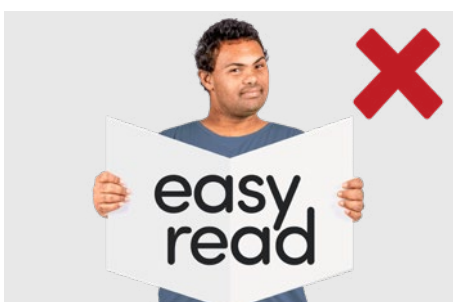


It is a plan to help make volunteering better for everyone.



To look at the plan go to

**[www.volunteeringstrategy.org.au/the-strategy](http://www.volunteeringstrategy.org.au/the-strategy)**



The plan is not in Easy Read.

## Questions



What problems do you think people who volunteer and do unpaid work have?



What information would help you understand the law about being a volunteer or unpaid worker?

## Anything else

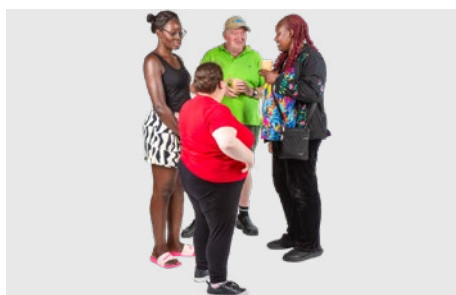


Is there anything else you want to tell us about work arrangements?

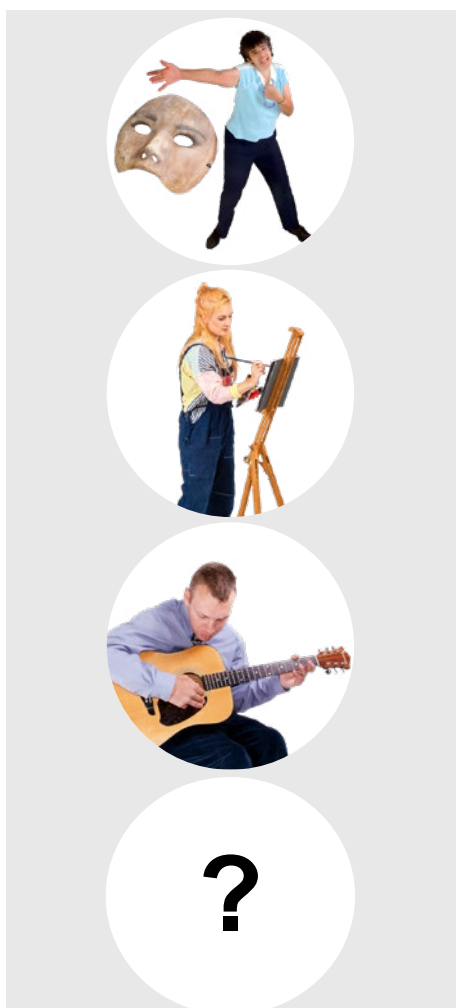
## About you



We would like some information about you.



This will help us understand your answers better.



What area of arts do you work in?

Theatre

Visual arts like painting

Music

Other



What is your job called?



Where is your workplace?

This could be like in the city or the country.

Council for Intellectual Disability made this document Easy Read. **CID** for short.  
Email CID at **[business@cid.org.au](mailto:business@cid.org.au)** if you want to use any of the pictures.