

# MELBOURNE THEATRE COMPANY

28 February 2024

**Sukhmeet Grewel**  
Industrial Organiser  
MEAA

Dear Sukhmeet

## **Enterprise Agreement negotiations**

I am writing with reference to our Company and MEAA negotiation meeting on Thursday, 22 February 2024.

Thanks again to you and the negotiation team for your consideration of the Company's January 2024 pay and superannuation offer and the consultation on this offer with your members.

I've consulted with Company leadership on the MEAA counter claim to our previous offer and confirm the following response for your consideration.

## **Revised Pay Offer**

As at 28 February 2024, the Company offers all employees covered by the Agreement a further increased pay offer as follows:

- **July 2024: 4.4%** (increased from previous 4.1% Company offer)
- **July 2025: 3.5%** (increase from previous 3.25% Company offer)
- **July 2026: 3.35%** (increase from previous 3% Company offer)

The above increases now total **11.25%**, up from **10.35%** in the January 2024 offer.

This revised offer recognises the following:

- The Company's continuing challenging 'post-COVID' financial recovery status as previously discussed.
- The offered first year July 2024 pay increase of 4.4% will be the highest annual increase the Company has provided employees covered under the Agreement since at least 2012. The previous highest annual pay increase provided by the Company was a discretionary 4% to ongoing and fixed term employees in July 2023 following expiry of the 2018 - 2020 Agreement.
- The offered July 2025 increase of 3.5% matches the previous highest pay increases confirmed in an Agreement. Increases of 3.5% were previously provided in January 2012, 2015, 2016 and 2017.
- The monthly CPI indicator rate for January 2024 announced today has remained steady at the December 2023 indicator rate of 3.4%.

This offer continues to only be for employees covered by the Agreement. While it remains our desire to deliver equitable increases across employees covered by the Agreement and

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those on individual conditions of employment a decision regarding any pay increase for non-EBA staff will be made closer to July 2024.

## Casuals

In recognising the casual workforce has not had an increase since 1 January 2023, the Company offers an additional 1% increase on top of the 4.4% offer effective July 2024. This totals a 5.4% increase with no backpay.

## Additional draft clause

The Company welcomes the new MEAA claim to develop a new clause that would provide an increase effective July 2027 if an in-principle 2027 agreement has not been reached by the time of the expiry of a three-year agreement on 30 June 2027.

However, the Company does not accept the 3% increase and seeks to discuss further at our next negotiation meeting.

## Superannuation

The Company continues to seek removal of the 0.5% superannuation increment above the Superannuation Guarantee. This position is reflected in the revised pay offers included elsewhere in this response.

I request you consult your members on this revised offer with a response to be provided at our next negotiation meeting scheduled for Thursday 7 March 2024.

This revised offer continues to be subject to agreement of all other outstanding clauses.

Yours sincerely,



**Sean Jameson**

Director People and Culture  
Melbourne Theatre Company

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