

2 September 2024

ANZSCO Review – Consultation Round 4

Submission by TNA

[Theatre Network Australia \(TNA\)](#) is the leading national industry development organisation for the contemporary performing arts, with a particular focus and priority on supporting independent creative practitioners and small to medium companies.

TNA services a wide range of performing arts: performance for, with and by young people; Aboriginal and Torres Strait Islander performance; visual theatre and puppetry; text-based work; music theatre; comedy; performance made by d/Deaf and disabled artists; cabaret; performance made with and by communities; dance; circus; physical theatre; live art, experimental practice and hybrid work.

TNA has 652 active members, made up of 212 organisations and 440 individuals.

Overview

TNA welcomes the opportunity to provide feedback on the draft classification published by the ABS on 25 July 2024. In this submission we wish to address issues arising regarding:

1. Inconsistent language addressing the Live Performance sector
2. Sub-Major Group: 22 – Cultural and Social Professionals
3. Occupation: 231132 – Circus Performer or Trainer
4. Occupation: 231331 – Composer
5. Occupation: 232131 – Art Director (Media and Screen)
6. Occupation: 232136 – Stage or Screen Manager
7. Occupation: 391234 – Lighting Technician

In addition, TNA welcomes the following proposed changes, which are in alignment with our 2023 submission and require no further amendments.

- The disaggregation of Media Producer to several occupations, including **Occupation: 232433 – Stage Producer**.
- The disaggregation of Director (Film, Television, Radio or Stage) to several occupations, including **Occupation: 232133 – Audio or Stage Director**.

1. Inconsistent language referring to the Live Performance industry

TNA acknowledges that the Live Performance industry a diverse industry and ecology, and that it can be extremely challenging to find language that represents all stakeholders, while also adhering to the standards of the ANZSCO classifications.

However, throughout the draft classifications there is now various and inconsistent terms used to describe the industry and the occupations within it. These include:

- Stage
- Arts
- Performing Arts
- Cultural
- Media – it is completely unclear to TNA what exactly Media includes and excludes.

While perhaps convenient, the term “stage” is confusing and at times problematic because within the Live Performance industry, more and more work is taking place outside of traditional venues and stages.

TNA strongly recommends that the ANZSCO classifications adopt the use of “Live Performance” as much as practical to refer to the Live Performance industry and its occupations. This reflects current industry terminology, will provide much needed clarity for the industry, brings consistency to the classifications, and ensures the classifications are well placed to remain relevant into the near future.

This would mean that occupations such as **Occupation: 232433 – Stage Producer** and **Occupation: 232133 – Audio or Stage Director** should be renamed to **Live Performance Producer** and **Audio or Live Performance Director** respectively.

The recommendations in this submission will use the term Live Performance.

TNA recommends that:

- 1.1 All instances where the Live Performance industry is referred to (e.g. Stage) be re-termed to “Live Performance”.**

2. Sub-Major Group: 22 - Cultural and Social Professionals

TNA notes that the Minor Groups under this Sub-Major Group have been changed to “Arts and Social Professionals” and “Media Professionals”. This categorisation, as outlined in TNA’s 2023 submission, is still confusing and arbitrary.

The Live Performance industry is named in each group description (below), and Live Performance occupations are explicitly named in both groups. Perhaps a distinction is trying to be made between “artists” and “directors and managers,” but in that case there are still occupations that in the wrong group. Another distinction might be Live Performance occupations should be listed under Arts and Social Professionals, and film, television and radio occupations listed under Media Professionals. This is challenging however, given the number of occupations that span both industries.

Minor Group: 231 - Arts and Social Professionals

Communicate ideas, impressions and factual information through visual and performance arts, study human behaviour, society and institutions, lead religious activities, and curate collections in archives, libraries, museums and art galleries.

Minor Group: 232 - Media Professionals

Direct and produce film, television, radio and stage productions, present programs on radio and television, write and edit literary works and scripts, and research, write and edit news reports, articles and material for advertising.

Given these challenges, TNA believes it would serve the industry and provide clarity reorganise the Minor Groups.

TNA recommends that:

- 2.1 The Sub-Major Group be renamed to Arts and Social Professionals.**
- 2.2 The two Minor Groups be renamed and reorganised into:**

Minor Group: 231 - Arts and Media Professionals

- Unit Group: 2311** - Actors, Dancers and Other Entertainers
- Unit Group: 2312** - Audio, Screen and Live Performance Directors
- Unit Group: 2313** - Authors, and Book and Script Editors
- Unit Group: 2314** - Journalists and Other Writers
- Unit Group: 2315** - Librarians
- Unit Group: 2316** - Arts and Media Producers
- Unit Group: 2317** - Music Professionals
- Unit Group: 2318** - Visual Arts and Crafts Professionals
- Unit Group: 2319** - Other Arts and Media Professionals

Minor Group: 232 - Social Professionals

- Unit Group: 2321** - Religious Leaders
- Unit Group: 2322** - Social Science Professionals
- Unit Group: 2323** - Other Social Professionals

3. Occupation: 231132 – Circus Performer or Trainer

TNA welcomes to addition of Circus Performer or Trainer in the draft classifications.

TNA recommends that:

- 3.1 All references to animals within the Main Tasks be removed as this occupation excludes Animal Trainers.**
- 3.2 The definition of this occupation be updated to “Entertains by performing a variety of circus acts or trains circus performers.” Circus is the *artform* not the location.**

4. Occupation: 231331 - Composer

The proposed definition of Composer, listed under Unit Group: 2313 – Music Professional is:

Writes new, and rearranges existing, musical compositions, such as songs, operas, symphonies, and other musical scores for use in commercials, film, television, and digital games.

This new definition, which appends the contexts where compositions are used, excludes the Live Performance industry, where in fact the majority of operas, symphonies, and many other musical scores are performed.

TNA recommends that:

- 4.4 The definition for Composer be amended to include “for use in Live Performance”.**
- 4.5 Sound Designer be listed as a specialisation.**

5. Occupation: 232131 - Art Director (Media and Screen)

Under the previous classifications, the industry understood a range of Production Designer roles within the Live Performance industry to be included under Art Director (Film, Television or Stage), which included the alternative title of “Production Designer.”

In our 2023 submission, TNA called for Art Director to be disaggregated or renamed into Production Designer, which would importantly cover Lighting Designers, Set Designers, and Costume Designers.

The proposed change in the draft classification to Art Director (Media and Screen) now specifically excludes these designers by removing “Stage” from the occupation title and adding “(Screen)” beside the listed specialisations. This is an unacceptable outcome for the industry and means that previously recognised occupations are not anymore.

TNA recommends that:

- 5.1 Art Director (Media and Screen) be disaggregated into two occupations:**
 - **Live Performance Designer**
 - **Screen and Media Designer**
- 5.2 Lighting Designer, Set Designer, and Costumer Designer be listed as specialisations under Live Performance Designer.**

6. Occupation: 232136 – Stage or Screen Manager

In the Live Performance industry Stage Manager and Production Manager are two discrete occupations with different work tasks.

Within the existing ANZSCO classification Stage Managers are accurately represented under [Occupation: 212316 – Stage Manager](#), and are defined as:

Plans, organises, supervises and coordinates the activities of workers responsible for placing sets and properties, and operating lighting and sound equipment as part of film, television or stage productions.

Under the proposed changes within the draft classifications the definition of this occupation, now Stage or Screen Manager, is:

Plans, organises, supervises, and coordinates the day-to-day operations of screen or stage productions, including managing the activities of crew, artists, and technicians.

This is the definition of a Production Manager, not a Stage Manager. Under these proposed changes:

1. Stage Managers are now no longer represented in the classification.
2. The classification refers to Production Managers, making the title of the occupation misleading.
3. It could be interpreted that Production Managers for stage are excluded as the specialisation listed for Production Manager is specifically for Screen.

TNA recommends that:

- 6.1 This occupation be reverted to Stage Manager, using the existing definition.**
- 6.2 A new occupation of Production Manager (Live Performance or Screen) be added, which uses this new definition.**

7. Occupation: 391234 – Lighting Technician

The draft classifications propose that Lighting Designer (Film, Television or Stage) be added as a specialisation to Occupation: 391234 – Lighting Technician.

This is not an accurate reflection of the occupation of Lighting Designer, which is not at all consistent with the definition, main tasks, and skill level indicated for Lighting Technician in the draft classifications.

TNA recommends that:

- 7.1 Lighting Designer be listed as a specialisation of Occupation: 232131 – Art Director (noting that TNA recommends this occupation be renamed to Live Performance Designer).**



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