



Terms of Reference

Artists at Work Taskforce

Establishment and Scope

The *Artists at Work Taskforce* (“the Taskforce”) is a non-statutory, time-limited advisory panel to provide high level independent advice for the Minister for Arts (“the Minister”) on issues related to the work insecurity and income inequality experienced by some South Australian artists and arts workers.

Establishment of the *Artists at Work Taskforce* is a commitment of the South Australian Government, forming part of its 2022 election platform.

The *Artists at Work Taskforce* is a state-wide, multi-stakeholder panel of experts with knowledge in the fields of industrial relations, employment, and arts, culture and creative sectors. It will:

- **Identify** specific issues leading to the work insecurity and income inequality experienced by some South Australian artists and arts workers.
- **Invite** consultation from relevant subject matter experts.
- **Advise** the Government on how factors that contribute to work insecurity and income inequality apply in South Australia, including in the public, not for profit and private sectors.
- **Make recommendations** on where change can have the most impact, including policy and legislative reform, informed by recognised best practice.

The Taskforce was announced in March 2024 and commenced in April 2024, and will operate for approximately four months. It is not a decision-making group and will conclude once the report is delivered to the South Australian Government.

Objectives

The Taskforce will:

- provide information, advice and recommendations to the South Australian Government on current issues and trends regarding workplaces both nationally and in South Australia; and towards creating sustainable careers for artists and arts workers
- propose strategies and actions relevant to South Australia to address work insecurity and income inequality experienced by some artists and arts workers
- provide guidance and advice on best practice for potential regulatory and legislative reforms from local, state and federal governments, noting South Australia alone may not hold the levers to facilitate proposed reforms



- provide relevant advice that will ensure the resulting strategies, demonstrate global best practice and will be relevant and effective in the South Australian context
- bring fresh perspectives to identification of actions that strive to enable South Australian artists and arts workers to live well.

Responsibilities

Taskforce members must:

- act as a strategic advocate for the Taskforce, fostering positive communication regarding progress and outcomes from the Taskforce
- consider any proposals and issues impacting artists and arts workers ability to live well, as referred to the Taskforce by the Minister
- provide timely recommendations, information and advice, considering a whole of Government approach
- review issues relating to income insecurity for the arts, culture and creative sector that are of strategic significance, as they relate to Government policies and programs
- undertake any other relevant business that may arise as agreed by the Taskforce and / or as directed by the Minister.

Membership

Taskforce members were appointed by Arts South Australia, Department of the Premier and Cabinet and noted by the Minister for Arts. Members were selected from a list of nominations collected through an open Expression of Interest process.

The taskforce has 27 members, including the Chair, ensuring a representative composition.

The first four meetings of the Taskforce were chaired by the Deputy Chief Executive, Community, Culture and Place, Department of the Premier and Cabinet.

A new Chair, Mr Nicholas Linke, was appointed in June following the resignation of the Chair from her position within the South Australian Government. Mr Linke was previously a member of the Taskforce.

In consideration of the commitment required to participate in Taskforce meetings and the need to attract dedicated and capable representatives, non-public sector members are being paid an honorarium in line with the remuneration guidelines for boards and committee members outlined in *Premier and Cabinet Circular 016*. Public sector and public servant employees will not be remunerated. Members can also elect to not receive an honorarium.

Selection Criteria

The Taskforce consists of persons representing a strategic cross-sector focus and includes government and non-government employees with technical and business knowledge in the areas of industrial relations, employment and arts, culture and creative sectors.

Arts South Australia sought Taskforce members with strong backgrounds in industrial relations, workplace entitlements, awards and labour laws, and/or workforce trends, particularly in an arts and culture context.

Selection was based on skills, abilities and expertise in one or more of the following criteria:

- technical and business knowledge in the areas of arts and/or industrial relations matters
- demonstrated understanding of employment and income matters that concern the arts, culture and creative sectors
- broad understanding of current issues and future trends affecting the arts, culture and creative sector in South Australia, nationally and internationally.

Meeting Arrangements and Preparation Process

The Taskforce will meet regularly over a four-month period and with the option of remote attendance of members via MS Teams.

Members of the Secretariat, from Arts South Australia, will attend meetings to record the decisions of the meetings, as well as track program progress, and may provide relevant advice to support Taskforce activity and decisions. The Secretariat will record meeting minutes and distribute to members.

Arts South Australia will provide research support as required into lines of investigation and questioning from the Taskforce, summarised in meeting papers. Meeting papers will be provided to members no later than one week in advance, and the minutes will be provided no later than two weeks after the meeting.

To satisfy the requirement for a quorum, meetings must be attended by half of the appointed members, plus one (1).

Where members cannot attend a meeting, proxy attendance is not permitted.

The Taskforce, in consultation with the Department through Arts South Australia, may establish working groups as necessary, and any working groups established may meet on an as needs basis.

Term

These Terms of Reference are effective from November 2023 and will be reviewed monthly, or at the discretion of Arts South Australia, for the lifespan of the *Artists at Work Taskforce*.

Last updated: June 2024