

auSDANCE **QLD**

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FACTSHEET

PAYING CONTRACT TEACHERS

DISCLAIMER

* The material in this fact sheet is of a general nature and should not be regarded as legal advice or relied on as such. For advice specific to your own personal circumstances or the circumstances of your business, you are encouraged to seek independent legal advice.

- **More information:** check the differences [between employees and contractors on the Australian Taxation Office website](#) – this will help you to work out [tax and super obligations](#)
- **Read** the Fair Work Ombudsman’s [independent contracting page](#) for the differences for workers – you’ll also find information on minimum pay, working conditions and protections.

PAYING CONTRACT TEACHERS

If you are a school, studio or other business engaging teachers, it is important to understand the distinction between independent contractors and employees. There are a range of factors that determine whether someone is a contractor or not. In general:

- **INDEPENDENT CONTRACTORS** work for themselves and are their own boss
- **EMPLOYEES** work in someone else's business – the employer controls how, where and when they do their work, and pays them a wage

If you engage people to teach in your school or studio as an independent contractor, there are no set industry standard when it comes to rates of pay. Alternatively, if you engage employees to work in your school or studio as an employee, the Fitness Industry Award 2020 may apply to that employment arrangement and prescribes the minimum rates of pay for certain roles covered by that award.

This factsheet has been prepared for Ausdance QLD members - both independent contractors and hirers – and outlines a number of important considerations in negotiating any teaching engagement, including fees.*

CONTRACTORS

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CONTRACTORS – THINGS YOU SHOULD CONSIDER WHEN NEGOTIATING A FEE.

1. YEARS OF EXPERIENCE

This should relate to the **area** in which you are being hired. For example, if you are being hired as a teacher to teach a syllabus you should outline how long you have been teaching it, not if you have merely trained in the syllabus.

2. SUPERANNUATION

In line with standard employment contributions, make sure you have made provision in your hourly fee for superannuation or negotiate the payment of super directly by the hirer (whether this can happen will depend on structure of your business). **The current superannuation guarantee is 11% but this will increase to 11.5% from 01 July 2024.**

CONTRACTORS

PAYING CONTRACT TEACHERS

3. INSURANCE /PLI

Most hirers will request that you have your own Public Liability Insurance.

4. TRANSPORT

Depending on how far you need to travel, you could request that your petrol or public transport costs be covered. Alternatively, you could factor a percentage of it into your hourly rate. We would recommend only asking for a travel allowance for one-off jobs.

5. DEMONSTRATE YOUR VALUE

If you are new to contract work, like any work, you will need to build up your working credentials and years of experience, to increase your asking rates. Regardless of training or performing credits building a strong network will help in creating work and getting work.

As a starting point, look at the [Fitness Award Hourly Rates](#).

HIRERS

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HIRERS – THINGS TO CONSIDER WHEN ENGAGING TEACHERS

1. QUALIFICATIONS VS. EXPERIENCE

Many dancers make the move from a performance career to a teaching career. If you are hiring a teacher to teach a syllabus you should ensure that their qualifications are up to date and they are also competent in Safe Dance Practices, working with children, or any specification group you are hiring them to teach.

If you are hiring someone to teach a one-off workshop e.g. You want to run a “Chicago / Bob Fosse Workshop” you might then look to hire someone who performed professionally in the musical but might not have a dedicated teaching history.

We recommend also viewing other Factsheets listed on our [website here](#).

HIRERS

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2. CONTRACT OR PAYG?

In the dance industry, contracting a teacher should be for a short period or one-off masterclasses and workshops.

If your teachers have the same set schedule each week, term, or year, it is encouraged that they should be employed as staff members and put on a payroll. If engaged as an employee, consider whether the [Fitness Industry Award 2020](#) applies to the employment arrangement and be sure to following the rules around rostering and breaks that feature in that document.

3. YOUR BUSINESS

You also need to feel comfortable that you are operating with a successful business mode in mind. At the same time not under or over valuing your staff.