

# **South Australian Government Response to the Artists at Work Taskforce Report**

July 2025



**Government  
of South Australia**

# Acknowledgment

Aboriginal and Torres Strait Islander people have made and continue to make a unique and irreplaceable contribution to the state of South Australia. The Government of South Australia acknowledges and respects South Australia's Aboriginal people and nations as the state's first peoples and recognises Aboriginal people as traditional owners and occupants of South Australian land, sky and waters.

The Government of South Australia acknowledges that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that Aboriginal people continue to maintain and practise cultural and heritage beliefs, languages and laws that are of ongoing importance today.

# Foreword

South Australia is a place where artists and creatives are at the heart of our cultural life.

As Minister for Arts, I thank the Artists at Work Taskforce, and welcome its report, which reflects the culmination of significant hard work and advocacy by the arts, cultural and creative sectors to improve working conditions for artists.

The government acknowledges the many unique and wide-ranging challenges faced by artists, creatives and arts workers. To ensure we address these challenges, the government is pleased to release its response to the Artists at Work Taskforce report.

We are responding to this work by forging national partnerships, introducing first of its kind legislation to enshrine how the arts are valued and led in South Australia, and delivering on the ambitions, strategies and actions of A Place to Create, our new state cultural policy.

Our support for the arts is enduring, and we are committed to enabling our arts, cultural and creative industries to continue to evolve, grow and thrive. We are positioning South Australia as the best place for artists to live and work.

I would like to thank Taskforce members, as well as those from the South Australian artistic and creative community who have spoken to the government and shared their stories over recent years. Your invaluable feedback will help us deliver improved working conditions for South Australian artists and creative organisations and ensure South Australia continues to be a place where creativity thrives.



The Hon Andrea Michaels MP  
**Minister for Arts**

# Introduction

The Government of South Australia is committed to supporting the arts, cultural and creative industries and fostering conditions for our artists to live well, create and thrive.

In 2022, the Government of South Australia made an election commitment to convene a taskforce to develop strategies to address the deep work insecurity and income inequality experienced by many artists and acknowledged that, too often, artists are engaged in insecure work and survive in an environment of paucity.

The Artists at Work Taskforce was established as a non-statutory advisory body in March 2024 to recommend actions to address this work insecurity and income inequality.

The taskforce's work culminated in a report to the Minister for Arts, including multiple recommendations to address the challenges facing people working across the arts, cultural and creative industries in South Australia, with recommendations directed to the state government as a whole, as well as the Australian Government.

# South Australian government response

The Government of South Australia thanks the taskforce members for their invaluable contributions to this important work, which will ultimately support better outcomes and opportunities for artists and creatives in our state. The seriousness of the issues raised by the taskforce are acknowledged along with recognition that a whole of government approach is needed to address these issues.

As lead agency for the arts, culture and creative industries in South Australia, CreateSA, within the Department of the Premier and Cabinet, has considered the taskforce's report and led the development of the South Australian government's response.

In developing the response, CreateSA undertook consultation across a range of government agencies including the Australian Government, noting many of the taskforce's recommendations fell outside the responsibility of the Arts portfolio and also required input from organisations outside state government.

The response should be read alongside 'A Place to Create: a 10-year cultural policy for all South Australians'. A Place to Create is a whole of government policy, which aims to enrich South Australia's future by strengthening our communities, enlivening our places, and connecting us through arts, culture and creativity. 'A Place to Create Delivery Plan 2025-2027' includes actions and initiatives across a range of state government agencies and builds on the existing suite of programs delivered by CreateSA, including the 'Aboriginal and Torres Strait Islander Arts Strategy for South Australia'. These documents are available on the CreateSA website at [www.create.sa.gov.au](http://www.create.sa.gov.au)

The recommendations of the Artists at Work Taskforce have informed A Place to Create, and many of the responses set out below will be actioned through A Place to Create Delivery Plan 2025-2027.

# South Australian government response

## Creative Workplaces

A Place to Create Delivery Plan 2025-2027 commits to 'Partnering with Creative Australia's Creative Workplaces to deliver resources to support fair and safe workplaces across the arts, cultural and creative industries'. This pioneering collaboration is a key mechanism through which the state government will respond to taskforce recommendations and will help ensure the issues raised by the taskforce are considered at a national level.

Creative Workplaces was established in 2023 to promote fair, safe and respectful workplaces for artists, arts workers and arts organisations. It works closely with state and territory government arts organisations, taking a collaborative national approach to improving creative workplaces.

Creative Workplaces' foundational work includes:

- The Creative Workplaces website - a central hub of information and resources relating to pay, working conditions, safety and respect for the arts and culture sector.
- A Fair, Safe and Respectful Framework – a suite of policies, templates, guidance and tools for organisations and independent creatives, outlining the things they need to do to get workplace relations matters right, including:
  - complying with laws and duties about pay, working conditions, workplace health and safety and respect
  - promoting better and more inclusive workplace practices.
- A sector-wide survey that will explore issues of pay and working conditions, workplace safety and respect for artists and arts workers across the creative sector. This research will generate a strong evidence-based understanding of workplace issues impacting all creative industries across Australia. It will capture workplace experiences and issues across different art forms, and across all states and territories.

Individual responses that Creative Workplaces will lead or support the delivery of, are noted below.

# Responses to the taskforce's recommendations

In the table below, the Government of South Australia responses to taskforce recommendations have been categorised as follows:

- **Supported** – the Government of South Australia supports the recommendation. Implementation is currently being scoped or progressed by CreateSA, state government departments and agencies, and/or external parties.
- **Noted** – the Government of South Australia will respond in part to the recommendation, further consultation and investigation is required, the recommendation is not supported at this time, or responsibility for the recommendation is outside of the remit of the government.

At the time of the taskforce, CreateSA was known as Arts South Australia. Therefore, any references and recommendations made by the taskforce to Arts South Australia now apply to CreateSA.

Of the 56 recommendations, the Government of South Australia is taking action on 50 through new and existing measures. CreateSA will continue to work collaboratively with other government agencies on 'noted' recommendations that require further consultation and investigation.

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                       | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <b>First Nations First</b>                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>1. Cultural Safety</b>                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p><b>1.1</b> Require all arts, culture and creative agencies and organisations in receipt of annual, multi-year or recurrent funding to regularly deliver Aboriginal and Torres Strait Islander Cultural Safety Training to Board members, employees, contractors and other stakeholders.</p> | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The government's 'Aboriginal and Torres Strait Islander Arts Strategy for South Australia' seeks to establish and contribute to culturally safe spaces and practices.</p> <p>CreateSA will consider mechanisms to support its funded agencies and organisations to deliver Cultural Safety and Competency Training through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p>CreateSA will work closely with the Aboriginal and Torres Strait Islander Arts Advisory Panel and the sector to consider strategies for delivery.</p> <p><b>Lead Agency:</b> CreateSA</p>                                         |
| <p><b>1.2</b> Offer an annual Aboriginal and Torres Strait Islander Cultural Safety Training program for the arts, culture and creative sector, including small-to-medium organisations, independent artists and producers, and creative enterprises.</p>                                      | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>Aboriginal and Torres Strait Islander Cultural Safety and Competency Requirements and Training for the South Australian arts, cultural and creative industries will be delivered through A Place to Create Delivery Plan 2025-2027.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>1.3</b> Encourage the inclusion of budget allocations for Cultural Leave and other culturally related expenditure in grants and funding for projects and programs with Aboriginal and Torres Strait Islander artists and participants.</p>                                               | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>CreateSA will consider mechanisms to encourage the inclusion of allocations for Cultural Leave and other culturally related expenditure in budgets for grant applications as part of its commitment to review grants programs and processes set out in A Place to Create Delivery Plan 2025-2027.</p> <p>Office of the Commissioner for Public Sector Employment (OCPSE) notes that in workplaces covered by an Enterprise Agreement or Determination issued by the Commissioner for Public Sector Employment, categories of cultural leave may already be in place.</p> <p><b>Lead Agency:</b> CreateSA and Office of the Commissioner for Public Sector Employment</p> |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <p><b>2. Cultural Load</b></p> <p>Acknowledge the additional cultural load carried by Aboriginal and Torres Strait Islander employees, contractors, volunteers, board directors and artists working in the arts, culture and creative sector, and its impact on their health, safety and wellbeing, by actions such as:</p> <p><b>2.1</b> Require funded organisations in receipt of government funding (including statutory authorities, major and small-to-medium organisations) to put in place appropriate measures to address the issue of cultural load, such as:</p> | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The government's Aboriginal and Torres Strait Islander Arts Strategy for South Australia supports a thriving Aboriginal arts and cultural ecology.</p> <p>Due to the complexity of this recommendation, and its intersection with broader government policy commitments and processes, further consultation and investigation is required to enable a comprehensive assessment of its feasibility.</p> <p>The OCPSE notes that in workplaces covered by an Enterprise Agreement or Determination issued by the Commissioner for Public Sector Employment, remuneration levels may already be set.</p> <p>Furthermore, Industrial Relations and Policy within the Attorney-General's Department monitors trends in improved conditions and allowances around Australia and makes recommendations to the Minister to ensure South Australia follows national best practice.</p> <p><b>Lead Agency:</b> Office of the Commissioner for Public Sector Employment and Industrial Relations and Policy within the Attorney-General's Department</p> |
| <p><b>2.1.1</b> Providing a cultural salary loading or allowance to recognise Aboriginal and Torres Strait Islander people who assume cultural responsibilities and contribute knowledge to the workplace in addition to their substantive duties.</p>                                                                                                                                                                                                                                                                                                                      | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>See response to Recommendation 1.3 above.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>2.1.2</b> Providing Cultural Leave</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>See response to Recommendation 1.3 above.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                           | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>2.1.3</b> Where possible, employment of multiple Aboriginal and Torres Strait Islander staff in organisations to reduce isolation and workload. | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>It is a priority of the Aboriginal and Torres Strait Islander Arts Strategy for South Australia to grow networks, capacity and opportunities for Aboriginal artists and artworkers.</p> <p>Support for this recommendation across the arts, cultural and creative sector will depend on factors such as the organisations' size and number of employees.</p> <p>It is also noted that while the <i>Equal Opportunity Act 1984</i> (EO Act) makes it unlawful for an employer to discriminate on the grounds of race, schemes to promote the employment of Aboriginal and Torres Strait Islander staff would generally fall within the exemption under section 65 of the EO Act.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <b>Recommendations 1 and 2</b>                                                                                                                     | <p>Additional responses to recommendations 1 and 2 will be delivered through the co-investment agreement between CreateSA and Creative Workplaces.</p> <p>At launch, there will be information on the following topics in the First Nations relations section of the Creative Workplaces website:</p> <ul style="list-style-type: none"><li>– About First Nations relations (overview and definitions of key terms)</li><li>– Indigenous and Cultural Intellectual Property (ICIP)</li><li>– Indigenous Data</li><li>– Culturally safe workplaces</li><li>– Cultural ceremonies and events</li><li>– Culturally informed dispute resolution</li><li>– Collaborations with First Nations artists and creatives</li></ul> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p>                                       |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <b>3. Protocols</b>                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>3.1</b> Facilitate the development of a set of Protocols, including consideration for Indigenous Cultural and Intellectual Property (ICIP), for working with Aboriginal and Torres Strait Islander artists and arts workers, specifically designed for the South Australian context. | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>There are a wide number of ICIP protocols currently in use in South Australia, including:</p> <ul style="list-style-type: none"><li>– Creative Australia's 'Protocols for using First Nations Cultural and Intellectual Property in the Arts'</li><li>– Screen Australia's Protocols</li><li>– South Australian Film Corporation's (SAFC) Strategy, Protocols and Terms of Trade</li><li>– Some organisations have their own protocols in place, including the Australian Museums and Galleries Association and Australian Library and Information Association.</li></ul> <p>CreateSA will investigate a set of protocols specifically for the South Australian context.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <b>3.2</b> Require that all relevant recipients of Arts South Australia funding agreements respond to these Protocols in their applications and acquittals.                                                                                                                             | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>All arts, culture and creative funding agencies in South Australia, including CreateSA, have guidelines and requirements in place for funded organisations, projects and applicants working with Aboriginal and Torres Strait Islander artists and arts workers that require them to comply with and respond to ICIP Protocols.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                          |

Responses to the taskforce’s recommendations

| Taskforce Recommendation                                                                                                                                                                                                         | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| Cultural Centrality + Future Thinking                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 4. Whole of Government Framework                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Establish a whole-of-government framework for the arts, culture and creative sector to:                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 4.1 Establish a cross-portfolio steering committee to oversee expenditure on arts and culture across all Departments, agencies and projects, to embed art centric and artist-led outcomes across government policy and programs. | <p>The Government of South Australia <b>notes</b> these recommendations. Government expenditure, including that related to arts and culture, is overseen by Cabinet as part of the state budget process.</p> <p>A Place to Create Delivery Plan 2025-2027 includes an action to establish a cross-government steering committee that will provide oversight of the whole of government delivery of the policy.</p> <p>This steering committee will comprise representatives from across the Government of South Australia who will be accountable to their Chief Executives for any actions in the Delivery Plan for which their department or agency is responsible.</p> <p>These actions, and associated KPIs, may be included in departmental strategies and business plans.</p> |
| 4.2 Require all Departmental Chief Executives to commit to actions that support arts and cultural outcomes.                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 4.3 Embed cultural Key Performance Indicators (KPIs) in all Departmental strategies and business plans.                                                                                                                          | <b>Lead Agency:</b> CreateSA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                             | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>5. Commissioner for Artists</b><br>Establish a Commissioner for Artists as an independent statutory entity (e.g. position, office).<br>The Commissioner would have the remit to:  | The Government of South Australia <b>notes</b> this overall recommendation, and <b>supports</b> the following functions:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>5.1</b> Advocate for and advise on the well-being, status and public good role of artists and the arts sector.                                                                    | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>Through A Place to Create, the government recognises that strong arts, cultural and creative industries benefit us all, from building vibrant communities across the state, shaping our cultural identity, contributing to a complex economy, and encouraging a cohesive society, where people feel connection and belonging.</p> <p>The proposed legislation to enshrine the value of arts, culture and creativity in South Australia (the Arts, Culture and Creative Industries Bill 2025) will ensure all future governments continue to demonstrate this commitment.</p> <p>A Place to Create Delivery Plan 2025-2027 commits to implementing evaluation methodologies that will measure and communicate the broad impact of arts, cultural and creative industries and support the collection and sharing of industry research, data and analysis.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <b>5.2</b> Provide oversight of government and arts sector compliance with funding and procurement policies, including a mechanism for reporting and resolving a lack of compliance. | <p>The Government of South Australia <b>supports</b> this recommendation.</p> <p>Several government agencies are responsible for government and industry compliance with procurement, funding and industry participation policies, including mechanisms for resolving complaints and disputes.</p> <p>These include Procurement SA, the Industry Advocate and the South Australian Small Business Commissioner.</p> <p><b>Lead Agency:</b> Procurement SA, Industry Advocate, the South Australian Small Business Commissioner</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                         | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <b>5.3</b> Liaise with artists, peak bodies, the arts and culture sector, and government, in order to identify policy issues and opportunities affecting the arts and culture sector.                                                            | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>The government will respond to the recommendation through the continuing work of CreateSA to identify policy issues and opportunities. It will also respond through its co-investment agreement with Creative Workplaces.</p> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p>                                                                                                                                                                                                                             |
| <b>5.4</b> Conduct outreach activities in the community to ensure that the benefits and value of arts and culture are better understood and maximised across the community.                                                                      | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>Through the delivery of A Place to Create, the government will develop a sector engagement plan to share information, leverage opportunities and amplify the stories and successes of our arts, cultural and creative industries.</p> <p>CreateSA also collaborates at a national level with activities that promote the value of the arts such as those led by Creative Australia, and through its co-investment agreement with Creative Workplaces.</p> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p> |
| <b>5.5</b> Produce and disseminate educational materials on artists' and organisations' rights and obligations on issues such as: superannuation rights and obligations, leave entitlements, employment types, and intellectual property rights. | <p>The Government of South Australia <b>supports</b> this recommendation through the co-investment agreement between CreateSA and Creative Workplaces.</p> <p>The Creative Workplaces website provides information about employee pay and conditions (including leave), types of employment, superannuation (for employees and contractors) and intellectual property.</p> <p>Creative Workplaces will also develop a range of further policies, templates, guidance and tools for artists and organisations to help them work out the right pay rates.</p> <p><b>Lead Agency:</b> Creative Workplaces</p>              |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                       | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <p><b>6.</b> Establish a pilot project to trial the introduction of a Basic Payment for Artists in Australia, drawing on the methodology and results of the Basic Income Pilot Scheme currently proceeding in Ireland.</p>                                                                                     | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The government will continue to monitor and assess international trials of Basic Income for Artists.</p> <p>The Irish Government's Basic Income pilot scheme commenced in 2022 and runs until 2025. An ongoing research and evaluation program sits alongside the pilot scheme.</p>                                                                                                                                                                                                                                    |
| <p><b>7.</b> Trial a Sick Pay Guarantee pilot program for contract, casual and fee-based artists and cultural workers.</p>                                                                                                                                                                                     | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The government notes the challenges faced by casual and contractor workers in the arts and creative industries.</p> <p>In 2024, the Australian Government introduced casual employment changes, which will add a new layer of protection for many artists and arts workers employed in ongoing casual positions.</p> <p>The government will continue to monitor the Victorian Government sick leave for casual workers trial outcomes, which ended in May 2024, one year ahead of schedule.</p>                        |
| <p><b>8.</b> Commit to South Australia being the most catalytic philanthropic jurisdiction in Australia and undertake a review of the mechanisms within State control and provide recommendations on sustainable philanthropic giving to support artists living, working, and creating in South Australia.</p> | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The important role played by philanthropy in supporting successful careers for artists, arts workers and creatives is recognised in A Place to Create.</p> <p>In the delivery of A Place to Create Delivery Plan 2025-2027, CreateSA will explore funding models that incentivise sponsorship and private and philanthropic investment in arts, cultural and creative industries and enable the development of philanthropic and commercial initiatives to support the sector.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <p><b>9.</b> Investigate the establishment of an independent, self-sustaining Trust Fund, to strengthen the creative practice of South Australian independent artists, with foundational investment from government, supplemented with private contributions.</p>                                              | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The establishment of Trust Funds is one example of a funding model utilised by government to incentivise private investment.</p> <p>The government will include investigation of this model as part of its response to Recommendation 8.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                       |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                                                            | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <b>Action Now + A Future for Artists at Work</b>                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>10. Fellowships</b>                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>10.1</b> Expand Arts South Australia's Fellowships program to create new Fellowships totalling \$5 million per annum, across all artforms, with each Fellowship valued at \$100,000 per annum, plus Consumer Price Index (CPI), ensuring that specific Fellowships are available for Aboriginal and Torres Strait Islander, LGBTQIA+, CALD, d/Deaf and disabled and regional and remote artists. | <p>The Government of South Australia <b>notes</b> these recommendations. CreateSA currently provides fellowships to emerging, mid-career and established South Australian artists and creatives and to cultural leaders through the Arts and Culture Grants Program.</p> <p>A Place to Create Delivery Plan 2025-2027 commits increased funding for the Grants Program.</p> <p>Recommendations 10.1 to 10.3 will be considered through the commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <b>10.2</b> Consider the creation of a Fellowships Alumni program that would facilitate opportunities for Fellows to share knowledge and experiences publicly, and support commissioning opportunities.                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>10.3</b> Expand Arts South Australia's funding program to create a Career Kickstart Fund, with 20 new, one-off grants for artists in the first five years of professional practice, each valued at \$15,000 per annum.                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                                            | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <p><b>11.</b> Investigate the establishment, through legislative or regulatory mechanisms, of a 'Percent for Art' scheme, whereby all new government, industry, and commercial residential construction projects valued at over \$10 million must include a one percent budget levy to be spent on public art or cultural outcomes to be delivered by South Australian artists.</p> | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>A Place to Create Delivery Plan 2025-2027 commits to:</p> <ul style="list-style-type: none"> <li>– Supporting major state government public art projects that reflect the diversity of the South Australian community, in partnership with local governments, artists, creatives and cultural organisations, and</li> <li>– Exploring opportunities to embed the work of artists in the planning of government buildings and public spaces in partnership with the Government of South Australia Architect and the Office for Design and Architecture SA.</li> </ul> <p>Furthermore, CreateSA will partner with local government to explore opportunities to expand on 'percent for Art' schemes such as the City of Adelaide's commitment of a minimum spend of 1.3% of the Capital Works Program for public art.</p> <p><b>Lead Agency:</b> Office for Design and Architecture SA and CreateSA</p>                                                                  |
| <p><b>12. Indexation</b></p>                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>12.1</b> Provide equivalent levels of indexation (including supplementation) to all not-for-profit organisations across the arts, culture and creative sector as to those in other sectors.</p>                                                                                                                                                                               | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>All not-for-profit (NFP) organisations in multi-year funding agreements with government, including those in the arts, culture and creative sector, are eligible for mandatory indexation under 'Premier and Cabinet Circular 044 – South Australian Funding Policy for the Not For Profit Sector (PC 044)'.</p> <p>In 2023-24, a review of this Policy was undertaken by Procurement SA and the Not-for-Profit Advisory Group (NFPAG). In response, the government acknowledged that the rates and application of indexation can vary across Government agencies and individual contracts.</p> <p>The government has committed to review mandatory NFP indexation, including its determination and how it is applied.</p> <p>CreateSA will be invited to join the NFPAG as a government representative, alongside a peak body from the arts, culture and creative sector, and will participate in the review.</p> <p><b>Lead Agency:</b> Procurement SA and NFPAG</p> |
| <p><b>12.2</b> Provide indexation equivalent to CPI (net of savings) to program budgets and operating grants across the Arts budget.</p>                                                                                                                                                                                                                                            | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>Government expenditure, including that related to arts and culture, is approved and overseen by Cabinet as part of the state budget process.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                    | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| <b>13. Boards</b>                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>13.1</b> Recommend that Boards of arts and cultural statutory authorities include practising artists and creatives.                                                                                                                                                                                                                                      | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The Government acknowledges the important contribution made by the Boards of our arts and cultural statutory authorities, which are comprised of highly skilled and motivated individuals from diverse backgrounds.</p> <p>Each arts and cultural statutory authority is established under its own Act. Board composition and conditions of membership are set out in the Acts.</p> <p>Artists and creatives can register their interest to be on the board of an arts and cultural statutory authority through the state government database, Boarding Call.</p> <p>When considering board appointments within the Arts portfolio, the Minister for Arts will consider the skills and qualities required, as well as the agency's business needs, in consultation with the Board Chair.</p> <p><b>Lead Agency:</b> CreateSA</p> |
| <b>13.2</b> Recommend that Boards of non-government arts and cultural organisations in receipt of recurrent, operating funding include practising artists and creatives.                                                                                                                                                                                    | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>In the case of non-government organisations, board composition and conditions of membership are set out in their constitutions or rules, in addition to any applicable legislative requirements.</p> <p>The government notes that many small to medium sector arts organisations have artist representation on their boards.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>13.3</b> Facilitate access to Board and Governance training for independent, practising artists and creatives, with a priority for Aboriginal and Torres Strait Islander, LGBTQIA+, culturally and linguistically diverse (CALD), d/Deaf and disabled and regional and remote artists, leading to the development of a pool of board ready arts leaders. | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>CreateSA has an ongoing First Nations Board, Governance and Leadership Workshop program, supported through the Aboriginal and Torres Strait Islander Arts Strategy for South Australia.</p> <p>Opportunities to expand such programs to a broader cohort will be considered through the forthcoming Review of Grants Programs and Processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                         |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>14. Awards</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>14.1</b> Develop a new award, under the state awards system, to cover a broader range of artists and arts workers who are not otherwise covered by an award.                                                                                                                                                                                                                                                                                                                                                              | <p>The Government of South Australia <b>notes</b> this recommendation. Only state and local government employees are covered by State Awards. Private employment is covered under the federal system through the <i>Fair Work Act 2009</i> (Cth).</p> <p>The Minister for Arts will raise this opportunity with Ministerial colleagues in the Australian Government through Cultural Ministers Meetings and other relevant national forums.</p> <p><b>Lead Agency:</b> South Australian Employment Tribunal and Industrial Relations and Policy within Attorney-General's Department</p> |
| <b>14.2</b> Undertake a comprehensive review of the current State Awards that apply in the arts and culture sector, including the South Australian Public Sector Live Performance Award (SAPSLPA), Live Theatre and Concert (Adelaide Festival Centre Trust) Award and Performing Arts Centre (Adelaide Festival Centre Trust) Award, to ensure compliance and consistency with current Modern Awards (taking into account the recommendations of the Fair Work Commission Modern Awards Review) and industry best practice. | <p>The Government of South Australia <b>supports</b> this recommendation. Under section 99 of the <i>Fair Work Act 1994</i>, the South Australian Employment Tribunal (SAET) must review each state award at least once in every three years.</p> <p>SAET has advised that next review of these awards will commence in 2025. This review will include consultation with affected arts statutory authorities.</p> <p><b>Lead Agency:</b> South Australian Employment Tribunal</p>                                                                                                        |

Responses to the taskforce’s recommendations

| Taskforce Recommendation                                                                                                                                                             | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| 15. Introduce a Portable Long Service Leave (PLSL) scheme for the arts and culture sector, emulating the recent passing of legislation for the social and community services sector. | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>At the 2022 Election, the Government committed to work with the arts sector to investigate the establishment of a portable long service leave scheme for artists.</p> <p>The <i>Portable Long Service Leave Act 2024</i> (Act) passed Parliament in October 2024. The Act creates a framework of legislation, rules, management, and funding arrangements to govern portable long service leave (PLSL) and establishes a PLSL scheme for the community services sector in South Australia, and to allow for simple expansion of PLSL to other sectors in the future.</p> <p>SafeWork SA, the regulator, has not yet examined the extension of the application of the Act to the arts, cultural and creative industries sector.</p> <p>A review of the Act is required after three years, after which consideration of expansion of the Act to other industries may occur.</p> <p>CreateSA will engage with SafeWork SA to investigate how the arts, cultural and creative industries, relevant unions and stakeholders can be considered for the PLSL scheme as a part of the review process.</p> <p>Safework SA has noted that in considering whether the arts and cultural sector would be a suitable sector to extend the Act to, consideration would need to be given to the employment framework for the industry (i.e. the types of employment arrangements under which artists are working) and whether this is consistent with the operation of the scheme.</p> <div><b>Lead Agency:</b> SafeWork SA and CreateSA</div> |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                               | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>16.</b> Review and amend the Government of South Australia Procurement Framework, and other procurement policies, to better support outcomes for local arts and cultural suppliers. | <p>The Government of South Australia <b>supports</b> this recommendation.</p> <p>Several government agencies, including Procurement SA, the Industry Advocate and the South Australian Small Business Commissioner, are responsible for procurement, funding and industry participation policies.</p> <p>The Government of South Australia Procurement Framework has recently undergone a significant review.</p> <p>As part of this review, Procurement SA has considered future mechanisms to improve environmental, social and governance outcomes through government spending, which includes the potential to better support outcomes for local arts and cultural suppliers.</p> <p>In addition, the South Australian Industry Participation Policy (SAIPP) has been reviewed and updated to include a new provision that requires public authorities, where possible, to procure South Australian artists and creative practitioners.</p> <p>It is anticipated that the updated procurement framework, including the SAIPP, will become effective on 1 July 2025.</p> <p>This aligns with the commitment in A Place to Create Delivery Plan 2025-2027 to 'Exploring opportunities to increase local content across South Australian festival and event programming'.</p> <p><b>Lead Agency:</b> Procurement SA</p> |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                         | Government of South Australia Response                                                                                                                                                                 |
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| <b>17. Artists' access to benefits</b><br>Take a leadership role in advocating nationally for the improvement of processes regarding independent artists' access to benefits by: |                                                                                                                                                                                                        |
| <b>17.1</b> Ensuring that grants and the way they are paid do not unfairly compromise eligibility for concessions or government income support benefits, including:              | The Government of South Australia <b>notes</b> these recommendations, which are within the remit of the Australian Government.                                                                         |
| <b>17.1.1</b> That project grant payments are not automatically recognised as personal income.                                                                                   | The Minister for Arts will raise these issues with Ministerial colleagues in the Australian Government and other jurisdictions through Cultural Ministers Meetings and other relevant national forums. |
| <b>17.1.2</b> That income from lump sum grant payments can be amortised across the project period.                                                                               | <b>Lead Agency:</b> Australian Government                                                                                                                                                              |
| <b>17.1.3</b> That processes for reporting income from grants are simple and accessible.                                                                                         |                                                                                                                                                                                                        |
| <b>17.2</b> Ensuring that all State and Federal public funding agencies have a consistent policy of allowing the auspicing of grants and or staged payment.                      |                                                                                                                                                                                                        |
| <b>17.3</b> Ensuring that the National Disability Insurance Scheme (NDIS) recognises creative practice as employment.                                                            |                                                                                                                                                                                                        |

## Responses to the taskforce's recommendations

| Taskforce Recommendation                                                                                                                                                                                                                                                                                                                                    | Government of South Australia Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <p><b>18.</b> Create opportunities for sector-led recommendations and strategies for how artists and the State's creative workforce can be embedded into the Government's A Better Housing Future strategy, to reduce the housing precarity faced by artists, and to attract and keep creatives living well in our state's cities, suburbs and regions.</p> | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>Through the delivery of A Place to Create, CreateSA will explore affordable housing and workspace options for artists and creatives. CreateSA will consult with the Department for Housing and Urban Development (DHUD) on opportunities to ensure that the needs and voices of artists and creatives are represented.</p> <p>In June 2024, the state government released the 'More homes for South Australians: Housing Roadmap' and intends to review and update this Roadmap in 2026. DHUD has advised that broader state agency consultation may be considered as part of this review process.</p> <p><b>Lead Agency:</b> Department for Housing and Urban Development</p>          |
| <p><b>19.</b> Require all publicly funded music and arts festivals and events to pay award rates or above to artists (e.g. the Media Entertainment &amp; Arts Alliance, Musicians Australia and Musicians Union recommended minimum rate).</p>                                                                                                              | <p>The Government of South Australia <b>notes</b> this recommendation. The Government will consider the recommendation in relation to festivals and events funded by CreateSA, through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>20.</b> Provide grant and funding applicants with access to information and resources on appropriate award rates and other fees for artists (e.g. wage calculator).</p>                                                                                                                                                                               | <p>The Government of South Australia <b>supports</b> this recommendation through its commitment in A Place to Create Delivery Plan 2025-2027 to partner with Creative Australia's Creative Workplaces to deliver resources to support fair and safe workplaces across the arts, cultural and creative industries.</p> <p>The Creative Workplaces website will provide information about employee pay and conditions, including awards. It will also include referral information for where to get help with understanding award coverage, rates and conditions.</p> <p>Creative Workplaces will also develop a range of further policies, templates, guidance and tools for artists and organisations to work out the right pay rates.</p> <p><b>Lead Agency:</b> Creative Workplaces</p> |
| <p><b>21.</b> Implement a policy of fully funding all successful grant applications (where budgets are assessed to be accurate and realistic).</p>                                                                                                                                                                                                          | <p>The Government of South Australia <b>notes</b> this recommendation. The Government will consider this recommendation through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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| <b>22. Arts South Australia Grants Programs Review</b><br><br>Review grant programs and mechanisms within Arts South Australia to ensure they are accessible, equitable and fit for purpose.                              | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>The Government will respond through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                     |
| <b>22.1</b> Ensuring that clear and explicit information is provided to grant applicants about their rights and obligations, including applicable awards, superannuation and taxation information.                        | <p>The Government of South Australia <b>supports</b> this recommendation (noting that any information provided will be general and will not take into account the specific circumstances of each applicant).</p> <p>The information on the Creative Workplaces website will help achieve this, but Creative Workplaces notes the limitations of its influence on funding arrangements.</p> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p> |
| <b>22.2</b> Providing simple tools (or referrals to tools) such as wage calculators, in the grant process to assist applicants to be aware of, understand and calculate budget items such as salaries and superannuation. | <p>The Government of South Australia <b>supports</b> this recommendation. The Creative Workplaces website includes information about pay and working conditions, including considerations for pricing creative work, referral information, and links to publicly available tools and resources on other websites. It will add additional guidance, tools and resources over time.</p> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p>      |
| <b>22.3</b> Improved accessibility and tested user experience design of grant application forms.                                                                                                                          | <p>The Government of South Australia <b>supports</b> this recommendation.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                      |
| <b>22.4</b> The simplification of grant processes where possible (considering the use of artificial intelligence (AI) and embedded tools).                                                                                | <p>The Government of South Australia <b>supports</b> this recommendation.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                      |

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| <p><b>22.5</b> Considering the amendment of auspice fees and artists own access requirements, funding is to be an additional allocation on top of the allowable granting amount (removing inherent disadvantages for d/ Deaf and disabled, Aboriginal and Torres Strait Islander, CALD and regional and remote artists).</p> | <p>The Government of South Australia <b>notes</b> this recommendation and will consider it through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                         |
| <p><b>22.6</b> Investigating allowing payment of grant funds in instalments.</p>                                                                                                                                                                                                                                             | <p>The Government of South Australia <b>supports</b> this recommendation.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>22.7</b> Ensuring that organisational grant recipients are required to report on minimum pay rates, awards and superannuation to ensure they are meeting their obligations.</p>                                                                                                                                        | <p>The Government of South Australia <b>notes</b> this recommendation and will consider it through its commitment in A Place to Create Delivery Plan 2025-2027 to review grants programs and processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                         |
| <p><b>23.</b> Investigate the inclusion of 'AI Rider clauses' in all government employment contracts and service agreements to protect employees' and contractors' IP and images from unauthorised usage in perpetuity without fair compensation.</p>                                                                        | <p>The Government of South Australia <b>notes</b> this recommendation.</p> <p>The use of AI rider clauses will be specifically considered by the Office of the Chief Information Officer (OCIO) as part of its creation of a comprehensive AI strategy for the Government of South Australia.</p> <p>OCIO has advised that the topic of ethical use of AI will be a key pillar of this strategy.</p> <p><b>Lead Agency:</b> Office of the Chief Information Officer</p> |

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| <b>24. Employer obligations</b>                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>24.1</b> Require all funded projects and organisations to pay minimum award or industry rates and superannuation when employing or contracting artists and arts workers.                                              | <p>The Government of South Australia <b>notes</b> this recommendation. All recipients of grants and funding are required to comply with their legal obligations (e.g. employment law and payment of superannuation).</p> <p>CreateSA will consider this as part of the forthcoming review of Grants Programs and Processes.</p> <p><b>Lead Agency:</b> CreateSA</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>24.2</b> Support the delivery of an information campaign for artists and employers about the obligation to pay superannuation to all employees and contractors.                                                       | <p>The Government of South Australia <b>supports</b> this recommendation through its co-investment agreement with Creative Workplaces. Creative Workplaces will carry out a range of communication and engagement activities as part of its role promoting fair, safe and respectful workplaces.</p> <p><b>Lead Agency:</b> Creative Workplaces</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>25.</b> Continue to invest in, undertake and participate in research and data analysis to grow understanding of arts, culture and creative workplaces and their challenges and help inform future policy development. | <p>The Government of South Australia <b>supports</b> this recommendation through CreateSA.</p> <p>A Place to Create Delivery Plan 2025-2027 commits to implementing evaluation methodologies that will measure and communicate the broad impact of arts, cultural and creative industries and support the collection and sharing of industry research, data and analysis.</p> <p>Under the agreement with CreateSA, Creative Workplaces will provide co-investing states and territories with additional data and reporting for their jurisdiction.</p> <p>Creative Workplaces is conducting a national survey into the nature, drivers and extent of workplace issues in the arts and culture sector, including issues of pay, working conditions, workplace safety and respect. CreateSA will receive additional data and reporting about South Australia.</p> <p><b>Lead Agency:</b> CreateSA and Creative Workplaces</p> |



**Government  
of South Australia**