

AAWE ADVISORY GROUP

EMBEDDING POLICIES AND PRACTICES IN ENTERTAINMENT INDUSTRY WORKPLACES



WORKING GROUP MEMBERS

Members contributing to this paper include:

Screen Producers Australia (SPA)
Australian Society for Performing Arts
Healthcare (ASPAH)
Theatre Network Australia
Australasian Performing Right Association
Limited (APRA)
Australasian Mechanical Copyright Owners
Society Limited (AMCOS)
Ausdance (QLD)
Live Performance Australia (LPA)
Crew Care
Arts Wellbeing Collective
Australian Council for the Arts
Media Entertainment Arts Alliance (MEEA)
MEEA Equity

PREAMBLE

Wellbeing strategies should be embedded into professional entertainment practice and policy to identifying reduce risk

Entertainment Assist's 2016 "Working in the Australian Entertainment Industry" continues to highlight the concerning mental health and wellbeing statistics for Australian Entertainment industry workers (AEIWs). The report continues to play a catalyst role in securing funding to multiple entertainment sectors across the country providing an "evidence-base" for calls for financial support in relation to mental health and wellbeing initiatives.

Australian Alliance for Wellness in Entertainment (AAWE)

Since the collection of data in the 2018-2019 and final report "Mind your own Showbiz, 2020) Many workplace initiatives have come into play for employers and employees to invest in the areas of education for self-improvement and increased knowledge around wellbeing issues. This paper is a summary of known sources within the alliance and networks of workplace practice and policy around workplace safety, bullying and harassment, and mental health and wellbeing.

BACKGROUND

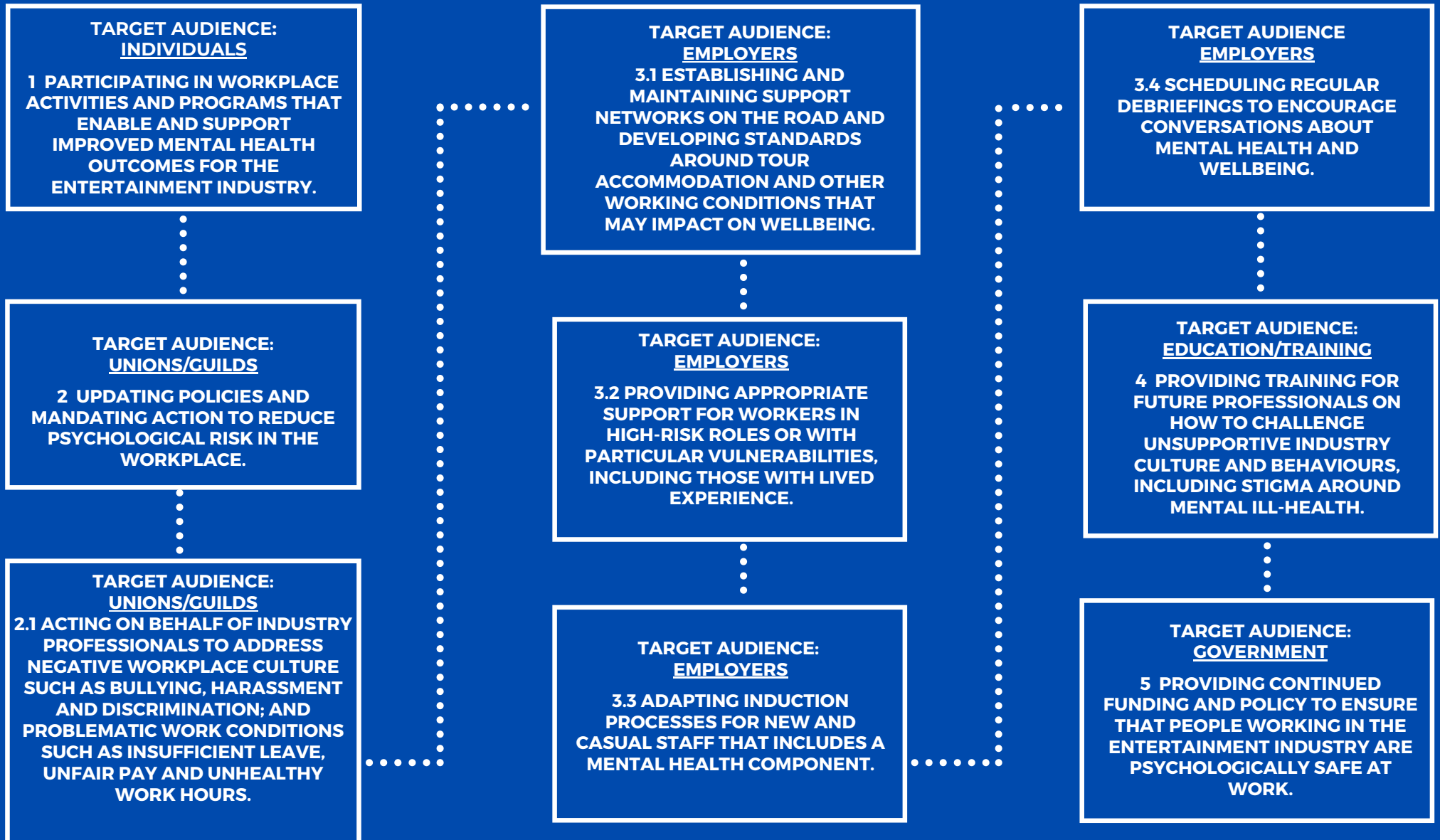
How can we better identify and reduce risk?

Entertainment industry professionals want to see actions that reduce psychological risk in the workplace. This aligns with a general need to increase capacity at all levels of the industry (including government) to fulfil duty of care to support mental health and wellbeing for industry professionals. Below are nine recommendations specific to improve embedding workplace policy and practice, outlined in the Mind Your Own Showbiz research report by Everymind.

Australian Alliance for Wellness in Entertainment's (AAWE) Advisory Group, in response to the recommendations outlined in the Mind Your Own Showbiz research report by Everymind, released in November 2020, identified embedding practice and policy in workplaces as one of the priority areas to action in 2021.

RECOMMENDATIONS

An investigation of existing national entertainment workplace policy, guidelines, resources and training was conducted by AAWE and are outlined in this paper



HAZARDS



Psychosocial hazards in Australian Entertainment workplaces

This paper summarises current Australian Entertainment Industry workplace practices, policy resources and training programs which are mapped against a common set of evidenced-based work characteristics which can be hazardous.

Psychosocial hazards can be defined as "those aspects of work design and the organisation and management of work, and their social and environmental contexts which have the potential for causing psychological or physical harm." (European Agency for Safety and Health at Work, 2000)

There are 12 different categories of job characteristics, work environments and organisations which may be hazardous. These characteristics might be usefully conceived as relating to the **CONTEXT** to work and the **CONTENT** of work.

CONTEXT psychosocial hazards related to the surrounding conditions. That is the circumstances or events that form the environment in which something exists or takes place eg. the business and its influences.

CONTENT psychosocial hazards relate to all that is contained or dealt with within something eg. the job, its tools and conditions and creative content.

To follow is a summary of current workplace policy, practices and training programs grouped in relation to psychosocial hazards that they address.



Psychosocial Hazard



Organisational culture & function

Poor management of organisational change.
Poor communication within workplace
Rigid work practices-people unable to work out their own solutions to the day to day problems they encounter in the workplace
Non supportive workplace culture where concerns and requests are dismissed.



Performing Arts

Induction process quite thorough in theatres

Creative Equity Tool Kit-resources for cultural diversity in creative sector

Mental Health First Aid Training promoted and accessible (AWC)

Australian Guidelines for teaching dance (Ausdance)

Equity Independent theatre guide (Equity)

Workplace drug and alcohol policy (Fruit Fly circus template)

Designing Psychosocial Safety Framework: covid19 (AWC)

Back after interval: tips and techniques for leaders, managers and organisations (AWC)

Poster for backstage notice boards: talk, report, walk and support (AWC)

Examples of Safe and Ethical Theatre Practices and Procedures at Arts Centre Melbourne

Fair Play project - Victorian Creative Industries (Creative Victoria)

Arts for everyone - an inclusive practice guide (Arts Access Victoria)



Film/Screen

Induction process is ad hoc in film depending on your role. More often than not - don't receive one

Creative Equity Tool Kit-resources for cultural diversity in creative sector

Mental Health First Aid Training promoted and accessible (AWC)

Psyched up for film (private company) Psychology services/support for crew and TV participants
<https://www.psychedup.com.au/psyched-up-4-film.html>

National Guidelines for Screen Safety (MEAA / SPA)
<https://www.screensafety.com.au/>



Music

Best practice guidelines for live music venues (MusicVic)

Creative Equity Tool Kit-resources for cultural diversity in creative sector

Mental Health First Aid Training promoted and accessible (Support Act, CrewCare)



Production/Road Crew

Mental Health First Aid Training promoted and accessible (Support Act, CrewCare)

Psychosocial Hazard



Roles in Organisation

Role ambiguity, role conflict



Employment Status

Job insecurity, career insecurity or stagnation, pay insecurity, social value. Lack of reward or recognition



Degree of Control

Low participation in decision making. Lack of control over work methods and scheduling of work



Performing Arts



Film/Screen



Music



Production/Road Crew

Contract/Casual

Contract/Casual

Contract/Casual

Contract/Casual

Psychosocial Hazard



Interpersonal Relationships at Work

Social or physical isolation, poor relationships with superiors, interpersonal conflict, bullying, harassment. Lack of social support



Management of Work

Poor leadership
Supervision arrangements
Performance management arrangements
Inadequate instruction and/or training



Performing Arts

LPA code of practice - Sexual harassment/ anti bullying/discrimination

LPA supported with training face to face training.

Safe Theatres Australia

Tour Well for Managers (AWC)

Preventing inappropriate behaviour (AWC)

Tips for Giving Feedback (AWC)



Film/Screen

MEAA / SPA code of practice - Sexual harassment/ anti bullying/discrimination



Music

'Gimme Shelter' workplace mental health and wellbeing program (Assoc. Artists Managers)

Initial stages to drive cultural change in Australian music sector - process to drive cultural change, with an immediate focus on sexual harm, harassment and systemic discrimination in Australian Music (ARIA)

Sexual Harassment and Assault in Licensed Venues Policy Taskforce (Victoria Government)



Production/Road Crew

Psychosocial Hazard



People Interaction

Dealing with difficult patrons.
Verbal or physical aggression.



Work environment and equipment

Mismatch between qualifications/experience and the demands of the job.
Fragmented or meaningless work. Lack of variety



Task Design

Conflicting demands, low control or support



Performing Arts

Intimacy guidelines for stage and screen (MEAA / Equity)

Managing mental health and wellbeing of ushers (AWC)

Poor workplace layout
Lack of space
Inadequate equipment
Excessive noise and/or other environmental stressors eg. vibration, extreme heat/hold

Poor workplace layout. Lack of space. Inadequate equipment.
Excessive noise and/or other environmental stressors eg. vibration, extreme heat/hold



Film/Screen

Intimacy guidelines for stage and screen (MEAA / Equity)



Music

Access All Areas bystander training (to prevent violence and discrimination in music venues).
(Co-health)



Production/Road Crew

Psychosocial Hazard



Workload/Work Pace

Lack of control over work methods, pace and/or rate
Work overload (task difficulty/quantity) or under load. High work rate or time pressures



Work Schedule

Shift work - disruption to body processes
Inflexible work schedules
Unpredictable working hours
Long or unsocial hours



Performing Arts

Intimacy guidelines for stage and screen (MEAA / Equity)

Tour Well



Film/Screen



Music

Sound Practice - Health Handbook for Orchestral Musicians



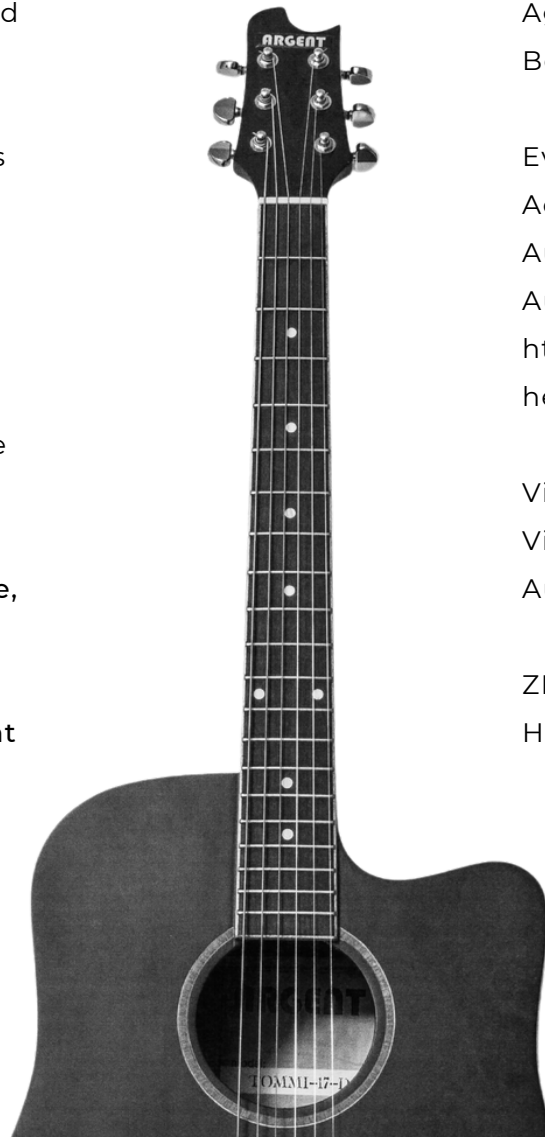
Production/Road Crew

CONCLUSIONS

In analysing current entertainment industry workplace practices, policy resources and training programs, there is a variety of tools and programs available across sectors that support employers to address content and contextual psychosocial risk hazards. There are many gaps in this paper where little or no training is entered into for an employee/contractor.

There are many small business resources available as online resources that performing artists/organisations may not identify with, due to the nature of the creative mind.

Overall, inadequate staffing, workplace culture, lack of resources, time sensitive budgets and funding significantly impede Entertainment Industry employers to act upon and implement mental health and wellbeing workplace strategies and practices.



REFERENCES

Cox, T., Griffiths, A., Rial-Gonzalez, E. (2000) Research on work-related Stress, European Agency for Safety and Health at Work, Belgium.

Everymind, (2020) Mind your own showbiz: Acting on the mental health needs of the Australian Entertainment Industry. Newcastle, Australia. Accessed 21/06/2021
<https://everymind.org.au/research/mental-health-and-wellbeing-in-entertainment>

Victoria University and Entertainment Assist, Vic College of the Arts "Working in the Australian Entertainment Industry 2016"

ZEBRA Psychology –[Title] Jeff Crabtree...Sexual Harassment in the Australian Music industry

APPENDICES



Non industry specific workplace mental health resources

*CONTEXT Psychosocial hazard/
Organisational culture & function*

- **Mental Health Capacity check (Safe Work NSW)**
<https://mentalhealthatwork.nsw.gov.au/workplace-assessment>
- **People at Work - Australia's only validated and evidence-based psychosocial risk assessment tool with benchmarking that measures psychosocial hazards and factors (Safe Work Australia)**
<https://www.peopleatwork.gov.au/>
- **Developing a Mental health and Wellbeing Strategy (Heads Up BeyondBlue)**
https://www.headsup.org.au/docs/default-source/resources/393615_1117_b11833_acc-2.pdf?sfvrsn=f5cf264d_4
- **My Business Health website - for Australian small business owners, contractors and freelancers (Australian Small Business and Family Enterprise Ombudsman (ASBFEO))**
<https://www.asbfeo.gov.au/my-business-health/home>

- **Working Together: Promoting Mental Health and Wellbeing at Work guide (ComCare)**
<https://www.comcare.gov.au/about/forms-publications/documents/publications/safety-working-together-mental-health-wellbeing-accessible.pdf>
- **Ten things you can do to make your workplace mentally healthy. Tips for small workplace (Heads Up BeyondBlue)**
https://www.headsup.org.au/docs/default-source/resources/307357_1115_b11249_lr8f1040db5e846dcbbbd0ff0000c17e5d.pdf?sfvrsn=2e942d4d_0
- **Clear Expectations: Guidelines for Institutions, Galleries and Curators working with Trans, Non-binary, and Gender Diverse artists (National Assoc. for Visual Arts (NAVA))**
https://visualarts.net.au/media/uploads/files/Clear_Expectations_Guidelines_FA_Digital_4HJr2ES.pdf
- **Anonymous "Speak Up" protocol: A guide for boards (National Assoc. for Visual Arts (NAVA))**
https://visualarts.net.au/media/uploads/files/NAVA_Speak_Up_protocol_for_boards.pdf
- **Words at Work: Building inclusion through the power of language (Diversity Council Australia)**
https://www.dca.org.au/sites/default/files/dca_wordsatwork_overall_guide.pdf

*CONTEXT Psychosocial hazard/
Interpersonal relationships at work*

- **Know where the line is (Australian Human Rights Commission)**
<https://knowtheline.humanrights.gov.au/>
- **Workplace bullying - information for employers (Heads Up BeyondBlue)**
<https://www.headsup.org.au/supporting-others/workplace-bullying/information-for-employers>
- **Preventing Bullying in the workplace - sample policies (WorkSafe Victoria)**
<https://www.artswellbeingcollective.com.au/wp-content/uploads/2017/02/Preventing-bullying-at-work-Sample-Policies.pdf>

*CONTENT Psychosocial hazard/
Workload/work pace*

- **Is vicarious trauma a psychosocial risk in my workplace? (Centre for Corporate Health)**
<https://cfch.com.au/2021/04/14/vicarious-trauma-psychosocial-risk-workplace/>
- **Caring for the team of Gloria at the Melbourne Theatre Company (Arts Wellbeing Collective)**
<https://artswellbeingcollective.com.au/resources/caring-for-the-team-of-gloria-at-melbourne-theatre-company/>