

**FLINDERS QUARTET INC.**  
**PAY MODEL SCENARIOS**  
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**PURPOSE:**

To provide the Board with potential pay model scenarios for discussion (following on from the Board strategy day discussions).

**CALL COUNT MODELS**

1. Following the Board strategy day discussions about pay models and salary benchmarking, Attachment 1 shows two potential pay models FQ could consider adopting for 2024 and beyond.
  - a. In 2023, FQ musicians and management are being paid 0.4 FTE to undertake 170 calls worth of work.
  - b. Model 1 more appropriately acknowledges the employee's workload and increases the FTE to 0.5 to undertake the same 170 calls, on the same salary base as FQ musicians and management are being paid currently.
  - c. Model 2 also acknowledges the employee's workload and reduces the call count to 136 for the same 0.4 FTE and salary base as is being paid in 2023. Through the use of casual calls, this model also provides the organisation with the ability to expand (or contract) based on the opportunities and funding available. The Model 2 bottom line is based on 136 part-time salaried calls plus 34 casual calls (totalling 170) for comparison.
2. The MSO benchmark discussed at the Board strategy day was full time tutti players (i.e. not principal players) having a maximum of 340 calls per year. The models presented in Attached 1 are based on 50% of that – 170 calls.
3. Model 1 impact: increases the 'permanent salaried employee costs' budget line by \$53,327 (when compared to the current/2023 pay model) to maintain the same level of activity that FQ is currently undertaking. This would need to be funded through new/additional government funding or philanthropy revenue.
4. Model 2 impact: the 'permanent salaried employee costs' budget line remains the same (when compared to the current/2023 pay model), but only covers subscription concert series activity, regional and interstate touring, and a small amount of creative development work. Any additional activity (e.g. composer programs, recording, further creative development work, and education activity) would only proceed if enough additional funding could be secured to pay the extra casual calls. In the Model 2 scenario presented, this equates to an additional \$39,338 for 34 casual calls to cover this activity.

## ATTACHMENT 1 – CALL COUNT MODELS

CALL COUNT MODELS: Current (2023) Model 1 Model 2				
Calls per year	170	170	136	
FTE	0.4	0.5	0.4	
Salary base	90957	90957	90957	including annual leave, but excluding super and leave loading
Plus casual calls	0	0	34	2024 casual call rate: \$200 + super
<i>Employee receives</i>				
Salary	36383	45479	36383	
plus leave loading	490	612	490	
plus casual calls	0	0	6800	
Super rate	11.00%	11.00%	11.00%	increasing to 11.5% in July 2024
plus super	4002	5003	4750	
Total before super	36873	46091	43673	
Total inc super	40875	51093	48423	
<i>Cost to FQ per person</i>				
Salary	36873	46091	43673	
On costs	5789	7236	6857	
Total	42662	53327	50529	
Four musicians	170646	213308	202117	
Artistic Director 0.2FTE	21331	21331	21331	
General Manager	42662	53327	50529	
<b>TOTAL COST TO FQ</b>	<b>234639</b>	<b>287966</b>	<b>273977</b>	
<i>These calculations currently exclude other employed positions, such as Education Coordinator, and Development &amp; Marketing Coordinator</i>				