



## Screen Hub Salary Survey 2014

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### EDITOR

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The definitive guide to Australian screen industry salaries, career drivers, job satisfaction, funding & outlooks 2013-14.



### Overview

The inaugural ScreenHub 2014 Salary Survey Report is the definitive online guide to Australian screen industry salaries, career drivers, job satisfaction, funding and future outlook perceptions.

The report analyses results from an online survey conducted in March 2014 which was distributed to the screen sector and garnered 382 valid responses.

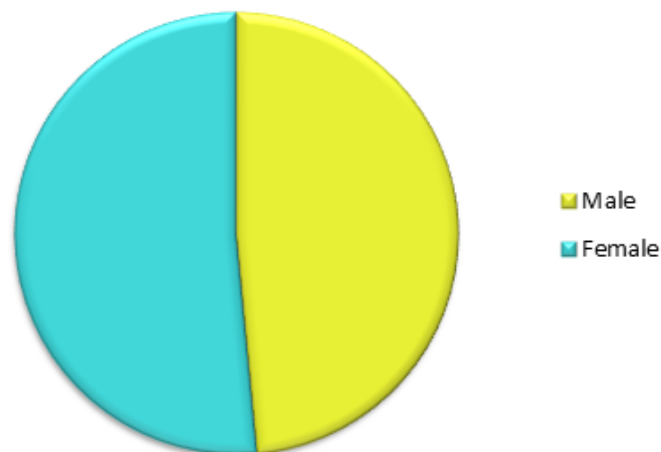
The survey found the profile of a typical person participating in the screen sector is aged 40; could be either male or female; lives in Sydney; is highly educated with a minimum of a graduate degree; works for a privately owned small business not reliant on funding and services the Television sector.

They are employed as a Producer, earn on average \$69,000 per annum and believe their earning capacity will increase on last year. They will tend to have more than one job but no more than two. The majority of their income will come from the screen industry.

Their average job tenure is 7 years having worked in the screen industry on average for 14.34 years. Every week they work on average 41.67 hours; are motivated not by money but by their passion for the screen industry and overall enjoy what they do.

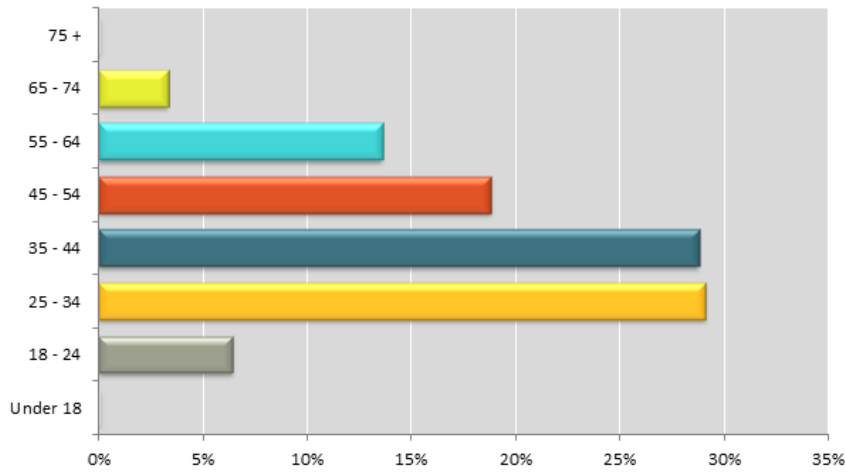
## Survey Analysis

### Screen industry segmentation - by gender



- 51.5% of the Screen Industry are female (vs. 45% of the employed population aged 20 to 74<sup>[1]</sup> and 79% of the Arts Industry)
- 49.5% of the Screen Industry are male (vs. 55% of the employed population aged 20 to 74<sup>[2]</sup> and 21% of the Arts Industry)

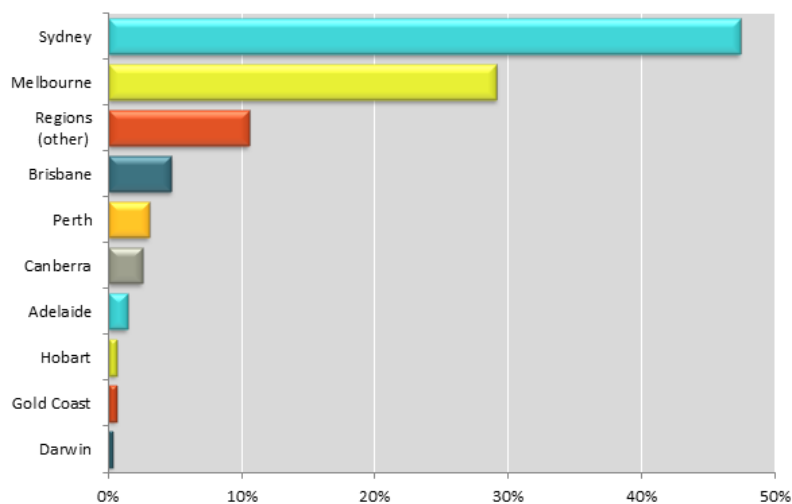
### Screen industry segmentation - by age



- 29% of people who work in the Australian Screen Industry are aged between 25-34 years of age, vs. general population of 14% [3] and 32% of the Arts Industry
- 29% are aged between 35-44 vs. general population of 14% [4] and 27% of the Arts Industry
- 19% are between 45-54 years of age vs. general population of 13% [5] vs. 24% of the Arts Industry
- 77% of people who work in the Australian Screen Industry are aged between 25-54 years of age vs. 83% for the Arts Industry
- The average age of a person working in the Screen Industry is 41 vs. aged 40 for the Arts Industry

**Screen industry segmentation - by location**

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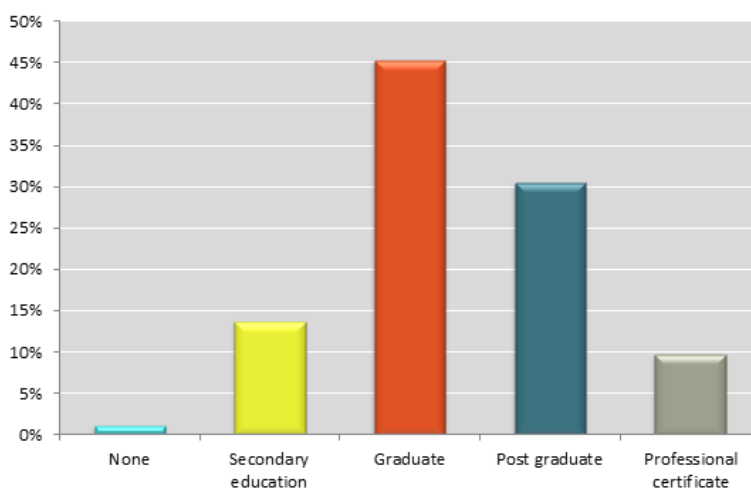


- Of those Australians that work in the Screen Industry 29% reside

in Melbourne vs. general population of 19%<sup>[6]</sup> and vs. 37% of the Arts Industry

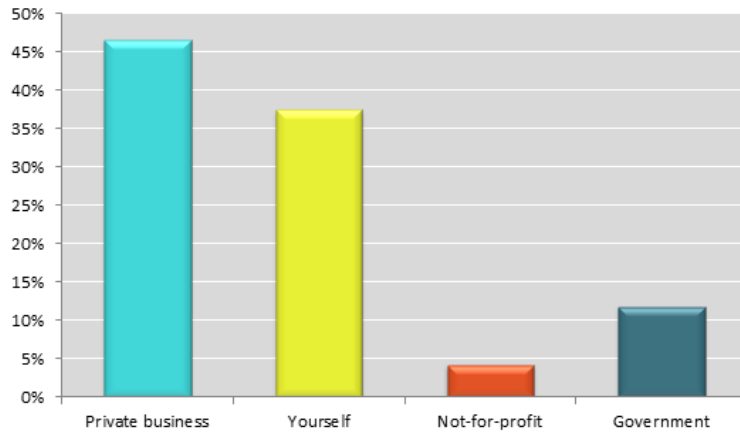
- 47% reside in Sydney vs. general population of 21%<sup>[7]</sup> and vs. 27% of the Arts Industry
- Of those Australians that work in the Screen Industry 76% reside in either Melbourne or Sydney vs. general population of 40%<sup>[8]</sup> and vs. 64% of the Arts Industry
- Of those Australians that work in the Screen Industry 24% reside outside of the two main cities vs. general population of 60%<sup>[9]</sup> and vs. 36% of the Arts Industry

### Screen industry segmentation – by highest qualification



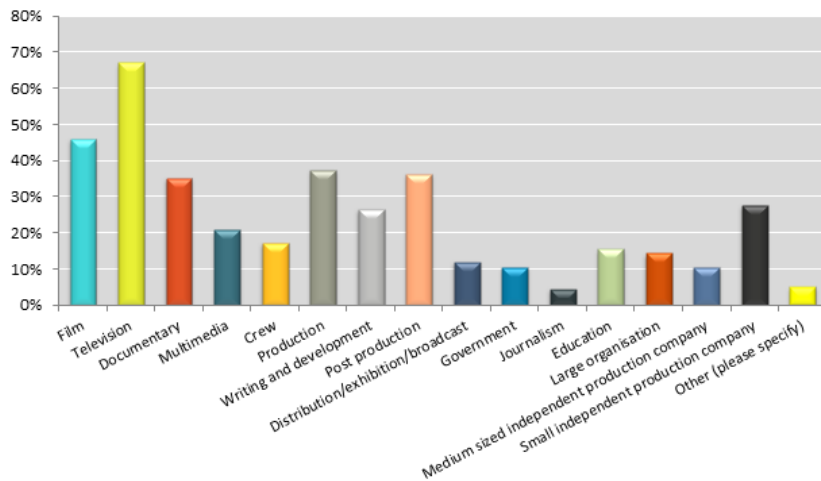
- Over 30% of the Screen Industry has a post graduate degree as their highest qualification (vs. general population of 5%<sup>[10]</sup> and vs. 51% of the Arts Industry)
- 45% have a graduate degree (vs. general population of 17%<sup>[11]</sup> and vs. 37% of the Arts Industry)
- 13.6% have graduated from secondary school as their highest qualification (vs. general population of 20%<sup>[12]</sup> and vs. 5.8% of the Arts Industry)
- Just under 10% have a professional certificate as their highest qualification (vs. general population of 2.7%<sup>[13]</sup> and vs. 5.8% of the Arts Industry)
- 1% have no qualifications at all (vs. just under 1% of the Arts Industry)

### Screen industry segmentation – by sector



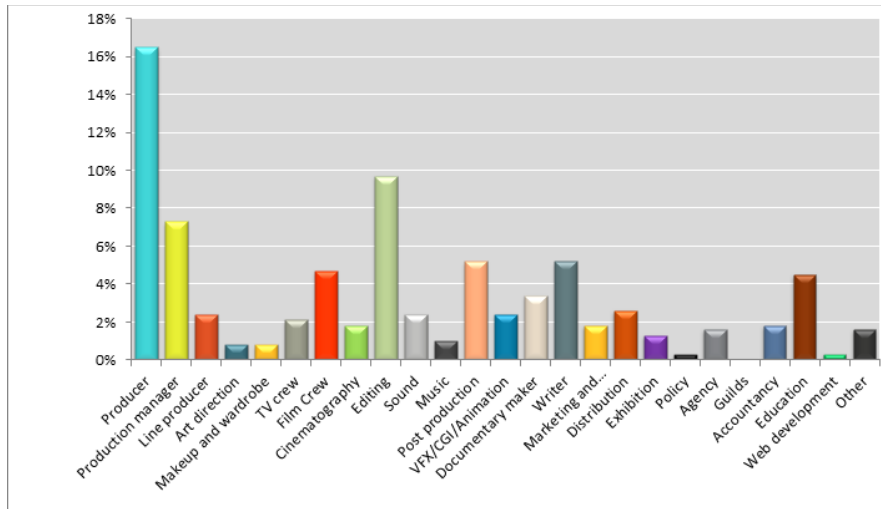
- Just under 12% work for government agencies vs. 26% of the Arts Industry
- 4% of the Screen Industry work for a not-for-profit organization vs. 41% of the Arts Industry
- Over 46% work for private business vs. 33% of the Arts Industry
- 37% of the Screen Industry work for themselves

**Screen industry categories**



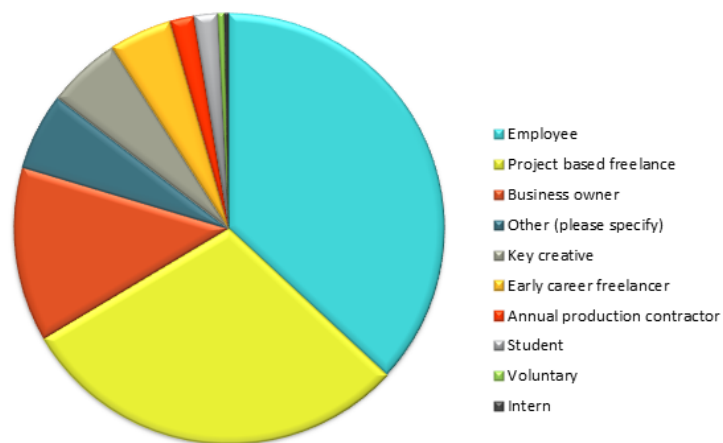
- Working in Television is the most common Screen Industry category with 67% of all people operating in it, followed by Film at 46% and Production at 37%
- Working in Journalism is the least common with 4% of all Screen Industry people operating in it

**Screen industry segmentation – by position type/job experience**



- The most common position type/job expertise in the Screen Industry is Producing with 16.5% of respondents defining this as their position type/job expertise, followed by Editing with just under 10% and Production Manager rounding out the top 3 with 7%
- Trending position types in 'Other' not included in the original selection list were Legal, Management, Director and Broadcasting
- The least common position types/job expertise in the Screen Industry relate to Web Development, Policy, Make-up/Wardrobe and Art Direction

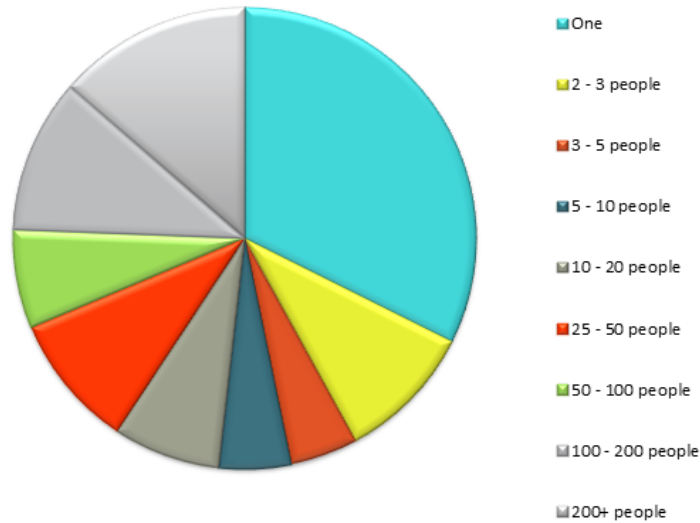
**Screen industry segmentation - by job position levels**



- 37% of all Screen Industry people are classified as Employees

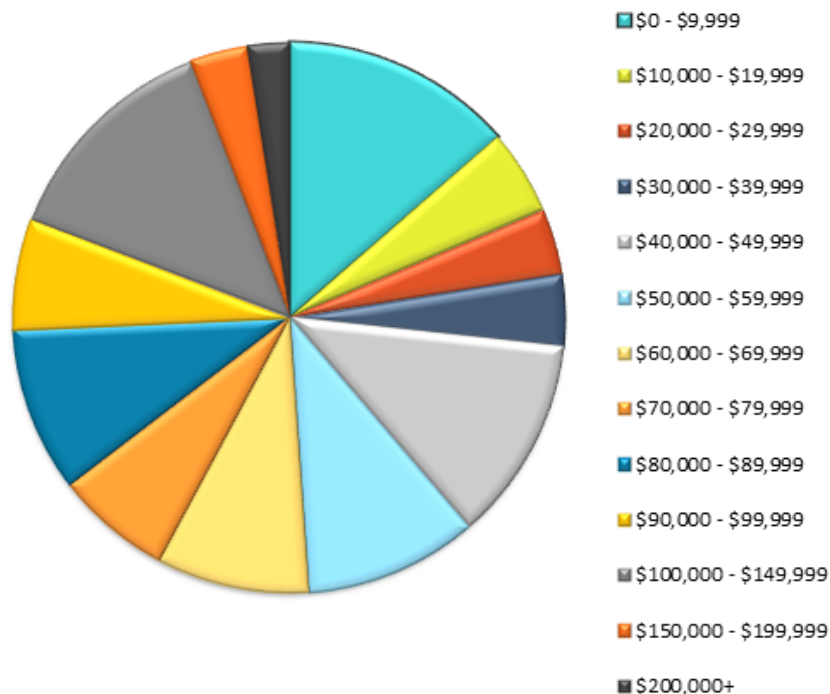
- 30% are classified as a Project Based Freelancers
- 13% are classified as Business Owners

**Screen industry organisation size**



- 32% of Screen Industry businesses employ just 1 person vs. 19% in the Arts Industry
- 14% of Screen Industry businesses employ more than 200 people vs. 18% in the Arts Industry
- 9% of Screen Industry businesses employ between 25-50 people vs. 10% in the Arts Industry
- 14% Screen Industry businesses are classified as large (200+) vs. 18% in the Arts Industry
- 27% of Screen Industry businesses are classified as medium (20-199) vs. 26% in the Arts Industry
- 59% of Screen Industry businesses are classified as small (1-19) vs. 56% in the Arts Industry
- The average organization size for the Screen Industry is 290 vs. 67 in the Arts Industry

**Estimated individual earnings**

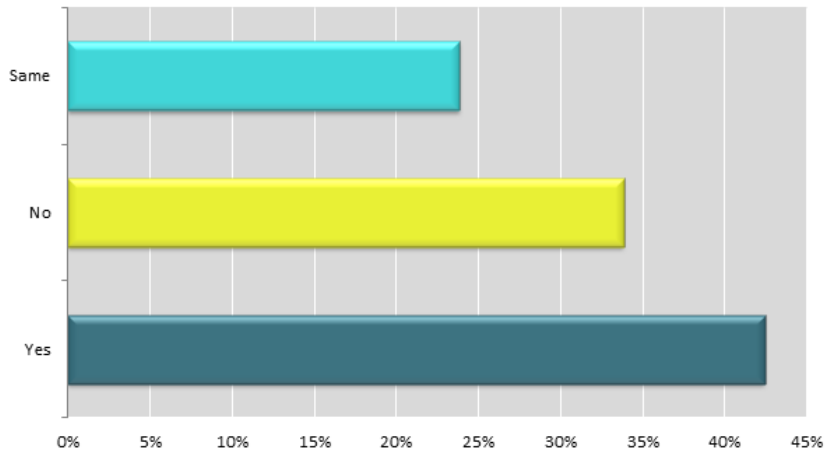


- 13.6% of Screen Industry people earn between \$0-\$9,999 vs. 11.5% of the Arts Industry
- 13.4% of the Screen Industry earn between \$100,000-\$149,000 vs. the 6.6% in the Arts Industry
- Those earning between \$60,000-\$69,000 equate to 10% of all people employed in the Screen Industry vs. 12% of the Arts Industry
- The average annual earnings for Screen Industry people is \$69,000. This compares to average annual earnings of \$77,000 for all Australians [14] and \$55,000 for the Arts Industry
- 35% of Screen Industry employees earn more than the average annual earnings vs. 21% of the Arts Industry
- 65% of Screen Industry employees earn less than the average annual earnings vs. 79% of the Arts Industry
- 19% earn in excess of \$100,000 annually vs 8% of the Arts Industry
- 39% earn less than \$50,000 annually vs. 44% of the Arts Industry

### **Estimated individual earnings – this year versus last year**

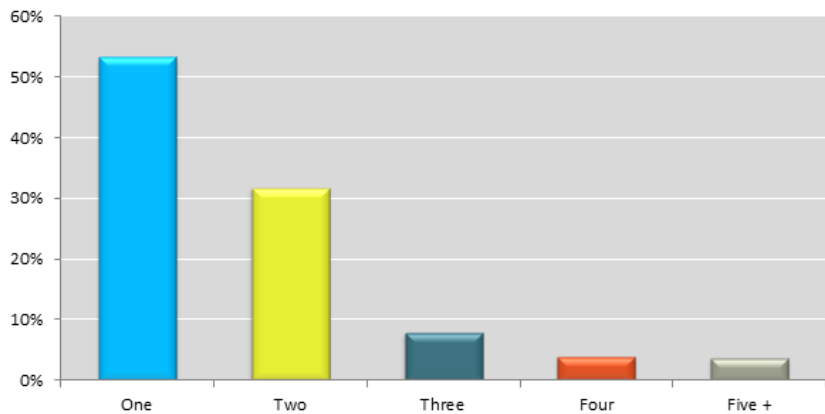
Do you expect your earning increase in the next year?





- 24% working in the Screen Industry estimate their individual earnings will be the same in 2014 compared to last year vs. 48% of the Arts Industry
- 42% estimate their individual earnings will be up in 2014 compared to last year vs. 36% of the Arts Industry
- Whilst 34% estimate their individual earnings will be down in 2014 compared to last year vs. 16% of the Arts Industry

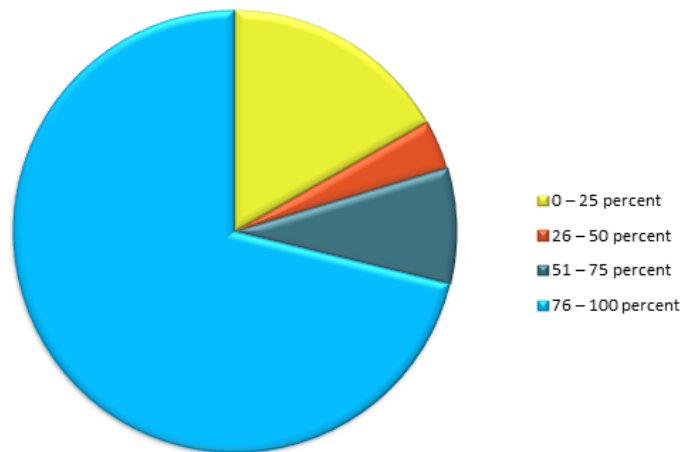
**Number of screen industry sources of income**



- 53% of Screen Industry workers have 1 source of income vs. 49.5% of Arts Industry workers
- 32% of Screen Industry workers have 2 sources of income vs. 30% of Arts Industry workers
- 8% of Screen Industry workers have 3 sources of income vs. 11% of Arts Industry workers
- 4% of Screen Industry workers have 4 sources of income vs. 2% of Arts Industry workers
- 3.6% of Screen Industry workers have more than 4 sources of income vs. 7% of Arts Industry workers

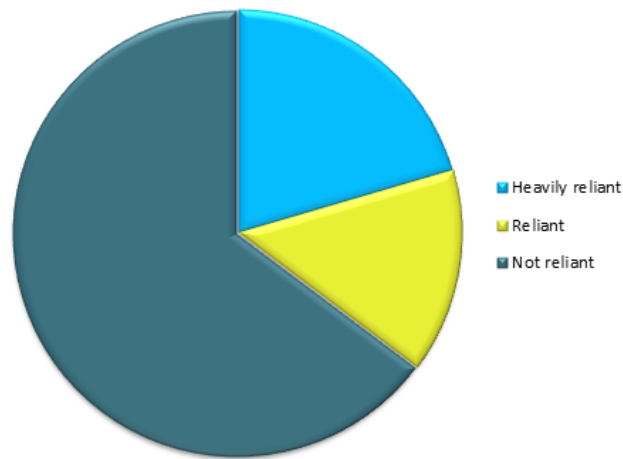
- 47% of Screen Industry workers have more than 1 source of income (versus 6% of all workers and 50% of Arts Industry workers)
- The average number of Screen Industry income sources per person is 2.03 vs. the Arts Industry 1.88

### Proportion of income from screen industry activity



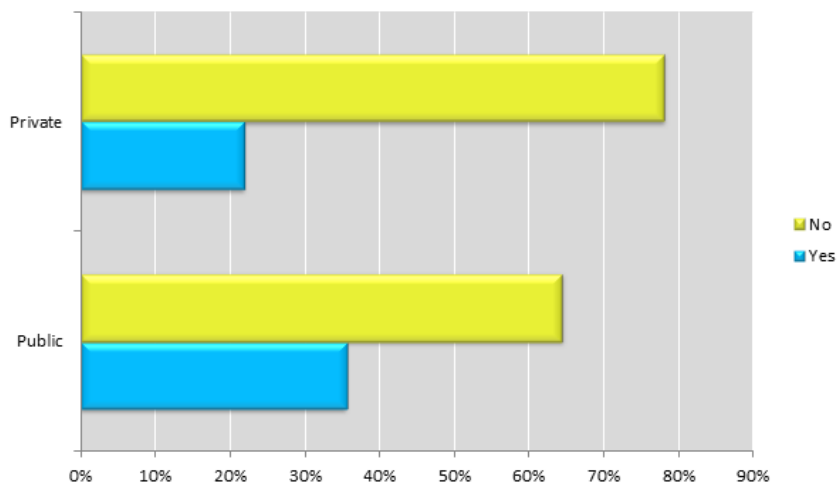
- 71% of people derive between 76%–100% of their income from the Screen Industry vs. 76% in the Arts Industry
- 17% of people derive between 0%–25% of their income from the Screen Industry vs. 11% in the Arts Industry
- 3.6% of people derive between 26%–50% of their income from the Screen Industry vs. 6% in the Arts Industry
- 8.4% of people derive between 51%–75% of their income from the Screen Industry vs. 7% in the Arts Industry

### Business reliance on funding



- 65% of all Screen Industry businesses are not reliant on funding vs. 37% of the Arts Industry
- 20% of the Screen Industry are heavily reliant on funding vs. 40% of the Arts Industry
- 15% of the Screen Industry are reliant on funding vs. 23% of the Arts Industry
- 35% of the Screen Industry are either reliant or heavily reliant on funding vs. 63% of the Arts Industry

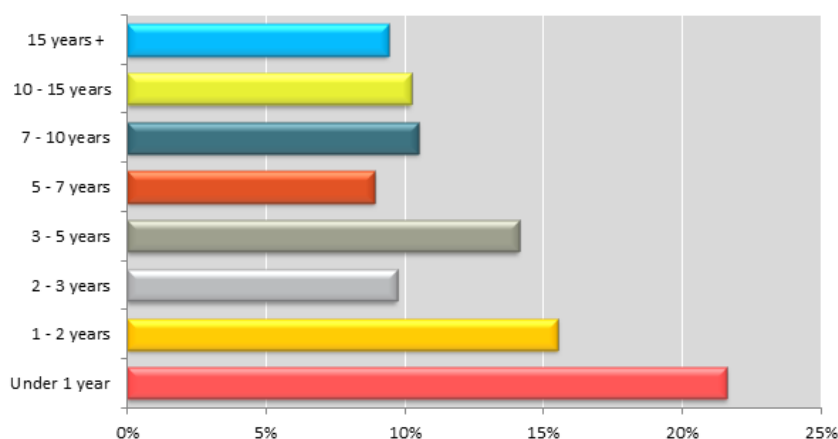
**Businesses receiving public and private funding**



- 22% of Screen Industry businesses have received private funding in the past 5 years vs. 62% of the Arts Industry
- 78% of Screen Industry businesses have not received private funding in the past 5 years vs. 38% of the Arts Industry

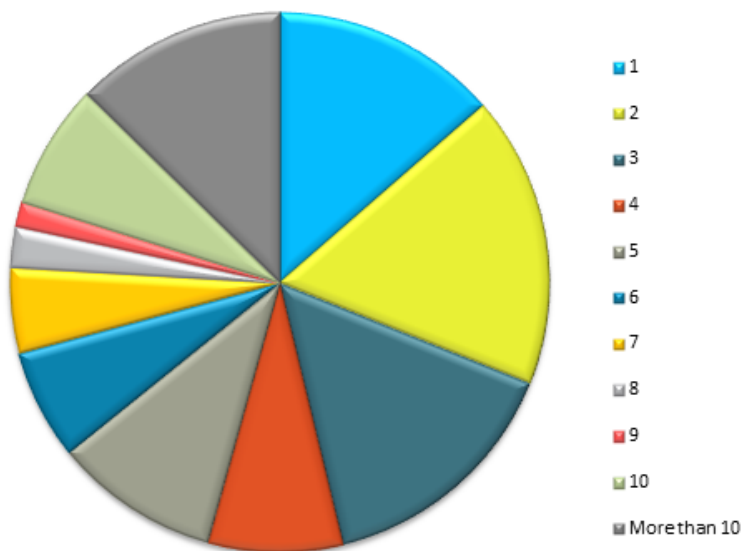
- 35% of Screen Industry businesses have received public funding in the past 5 years vs. 72% of the Arts Industry
- 65% of Screen Industry businesses have not received public funding in the past 5 years vs. 28% of the Arts Industry
- 34% of Screen Industry businesses have received private funding in excess of \$100,000 over the past 5 years vs. 35% of the Arts Industry
- 38% of Screen Industry businesses have received public funding in excess of \$100,000 over the past 5 years vs. 47% of the Arts Industry
- The average amount of private funding screen businesses have received over the past 5 years is \$379,457
- The average amount of public funding screen businesses have received over the past 5 years is \$2,364,059

**Average tenure in current job**



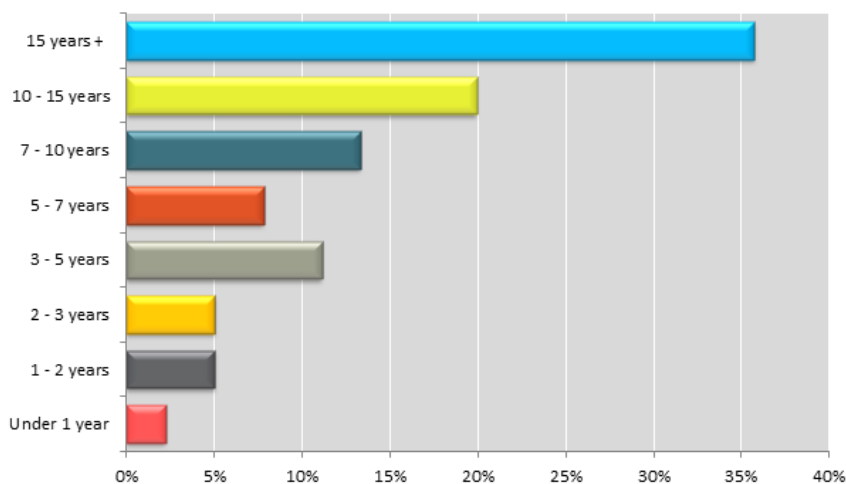
- 21.6% of Screen Industry employees have been in their current job for less than 1 year vs. 20% of Arts Industry employees
- 9.4% of Screen Industry employees have been in their current job for more than 15 years vs. 10.5% of Arts Industry employees
- 47% of Screen Industry employees have been in their current job under 1 year – 3 years vs. 51.5% of Arts industry employees
- The average current job tenure for people employed in the Screen Industry is 6.35 years vs. 5.6 years in the Arts Industry
- The average job tenure for all employed persons in Australia is 7 years[15]

Number of screen industry jobs held in the last 10 years



- 29% of all Screen Industry employees have had more than 7 screen related jobs in the last 10 year vs. 25% of all arts industry employees
- 46% of all Screen Industry employees have had between 1-3 related related jobs in the last 10 years vs. 41% of all arts industry employees
- The average number of Screen Industry jobs held in the last 10 years is 9.65 years vs. 4.86 in the Arts Industry

**Average screen industry tenure**

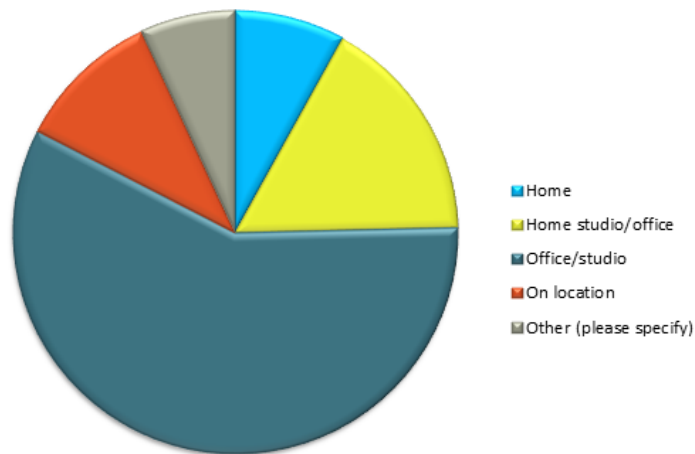


- 36% of Screen Industry employees have worked in the industry for more than 15 years vs. 38% of Arts Industry employees
- 77% of Screen Industry employees have worked in the industry

for more than 7 years vs. 66% of Arts Industry employees

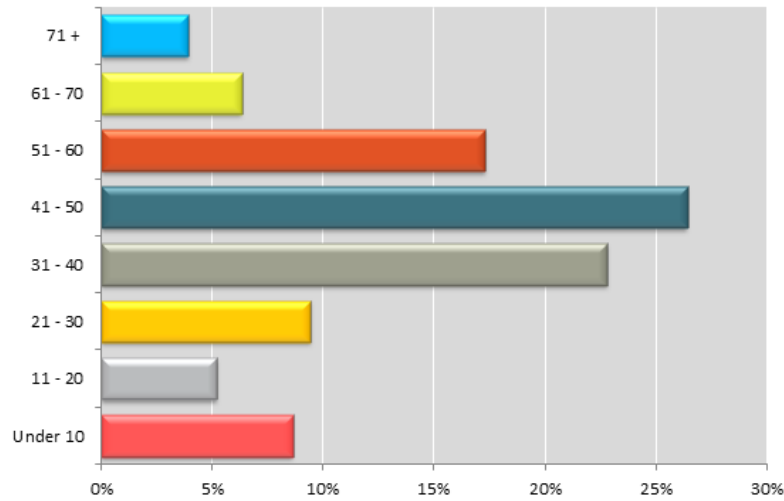
- 2.2% of Screen Industry employees have worked in the industry for less than 1 year vs. 2.5% of Arts Industry employees
- The average tenure in the Screen Industry is 14.34 years vs. 10 years for Arts Industry employees

**Physical location of screen industry work**



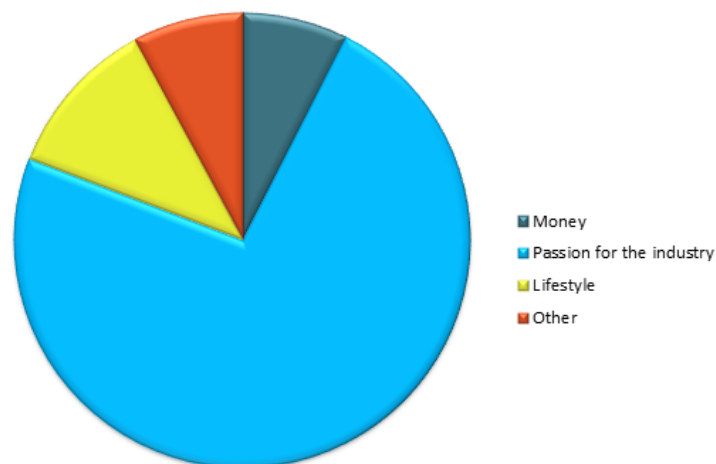
- 16% of Screen Industry people work from an Home studio/office
- 58% of Screen Industry people work from a Office/Studio
- 8% of Screen Industry people work from home
- 10.5% of Screen Industry people work on location

**Screen industry – average weekly hours of work**



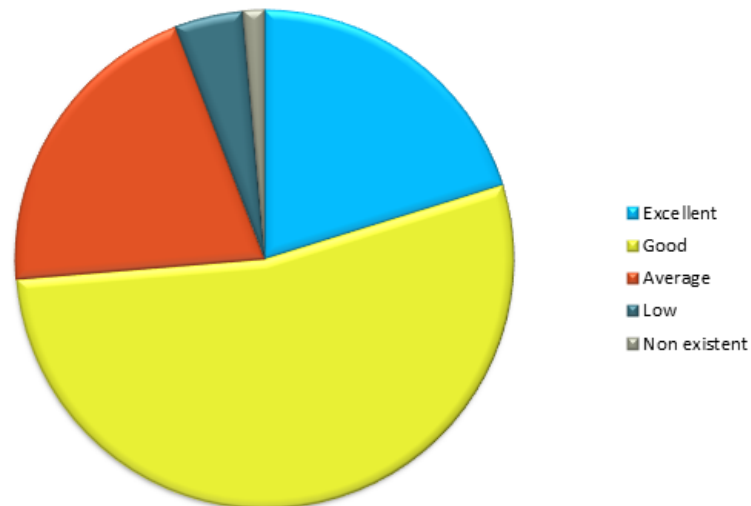
- Just over a third or 26% of all people employed in the Screen Industry work on average between 41-50 hours per week vs. 34% of Arts Industry people
- 23% of all people employed in the Screen Industry work on average 31-40 hours per week vs. 25% of Arts Industry people
- The average weekly hours per week of all people employed in the Screen Industry is 41.67 hours vs. 37.77 hours in the Arts Industry
- This compares to the national average of 33 hours per week[16]
- 53% of all people employed in the Screen Industry work longer hours than the national average of 33 hours vs. 52% of all Arts Industry people
- 23% of all people employed in the Screen Industry work less hours than the national average. This is the same for Arts Industry people

**Screen industry – key career drivers**



- 73% of people working in the Screen Industry state that passion is the key career driver vs. 79% of all Arts Industry people
- 11.4% of people working in the Screen Industry are driven by lifestyle 16% of all Arts Industry people
- Only 7.5% of people working in the Screen Industry are driven by money vs. 5% of all Arts Industry people

### Screen industry – job satisfaction ratings



- 54% of the arts industry rated their job satisfaction as good vs. 53% of the Arts Industry
- 20% rated their job satisfaction as excellent vs. 21% of the Arts Industry
- 21% rated their job satisfaction as average vs. 20% of the Arts Industry
- 4% rated their job satisfaction as low vs. 6% of the Arts Industry
- 1% rated their job satisfaction as non-existent vs. 0.3% of the Arts Industry
- The overall average Screen Industry job satisfaction is good

### Respondents thoughts on their future within the screen industry





- 9% of people described their future in the Screen Industry as Uncertain
- 8% of people described their future in the Screen Industry as Challenging
- 6.33% of people described their future in the Screen Industry as a Producer
- 6.02% of people described their future in the Screen Industry as a Exciting

## About artsHub

ArtsHub is a leading online portal for the Screen and Arts industries and for anyone who enjoys theatre, music, visual arts, literature or cultural life.

We provide information and entertainment on every aspect from previews, features and reviews for audiences to jobs, news and policy analysis for professionals.

Founded in 2000, ArtsHub has grown from an industry job site to Australia's leading arts website. We enjoy a strong and growing subscriber base, which depends on ArtsHub, often accessing us daily to stay tuned in to the arts.

Our editorial coverage is broad and comprehensive, augmented by hundreds of contributors who cover the Screen and Arts Industries from all around Australia.

For job-seekers and job advertisers in the industry, ArtsHub is their exclusive portal. All subscribers receive ArtsHub's weekly News, What's On and Jobs bulletins, as well as our popular industry Special Reports and Festival Focus bulletins.

With a strong understanding of the Screen and Arts industry and policies, ArtsHub has come to realise the need of arts professionals, for specialist hubs and tailored opportunity, to find audience and art-buyers. At the same time the public needs a portable user-

friendly solution to access information anywhere, anytime; about what's on and what's interesting beyond the limits of movie listings and gig guides.

A significant expansion in 2013 means ArtsHub is now a cutting-edge cross-platform website accessible on wide range of devices including mobile, tablet and desktop. It now includes specialist Hubs for Screen, Visual, Performing, Architecture, Design and Publishing as well as dedicated and comprehensive What's On and Jobs search facilities for everyone.

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### **ABOUT THE AUTHOR**

To contact the ArtsHub news desk email [editor@artshub.com.au](mailto:editor@artshub.com.au). Keep up-to-date with the latest industry news; be part of the conversation and an engaged arts community by following ArtsHub on [Facebook](#)

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