

## **SUBMISSION TO THE SELECT COMMITTEE ON THE FUTURE OF PUBLIC INTEREST JOURNALISM**

### **FROM THE NEW BEATS PROJECT**

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### **Introduction**

The New Beats Project thanks the Select Committee for the opportunity to make this submission on the future of public interest journalism. Our submission relates most specifically to Term of Reference 1a.

### **New Beats**

New Beats is a project studying Australian journalists whose positions became redundant during or since 2012. The four-year project is funded by the Australian Research Council and is being conducted by a team of researchers at four universities. The study uses several methodologies, including surveys and interviews and will result in several outputs, including books, radio documentaries, research articles and media stories. It began with a pilot survey in 2013 with nearly 100 journalists who took redundancy in 2012. The findings were published in *Journalism Practice*.<sup>1</sup> After receiving funding through the ARC Linkage scheme and ARC Discovery scheme in 2014, we conducted an expanded survey with 230 journalists who took redundancy between 2012 and 2014. We are conducting surveys of this group annually until late in 2017. In 2016 we also conducted a one-off survey with journalists whose positions were made redundant in regional Australia. The project has several international components, with studies based on the New Beats model completed, underway or planned in the Netherlands, Canada, Indonesia and Germany.

The project aims to create greater understanding about the process of redundancy in journalism and of the human effects and societal ramifications for an industry undergoing profound change. The project is also a means by which journalists who have been through the redundancy process can share information and gather data on jobs, demand for journalistic expertise, new career directions, re-training, and the impact of redundancy on professional identity, family life and well-being.

The main focus of our surveys is whether and how those who left newsrooms are adapting their traditional skills and remaking their careers in digital media. We are tracking and analysing the experiences of those having difficulty finding paid journalistic work, as well as those who have chosen to move to different industries. Specifically, the project addresses the following questions:

- How have journalists who were made redundant in Australia understood and made sense of that experience, both at an individual and collective level?
- How are they navigating the reinvention of their careers in journalism or other fields?
- How might the collective wisdom of these journalists be used by Australian media?
- How is the reinvention of individual careers contributing to the reinvention of journalism?
- How are their experiences and career trajectories relevant to an increased understanding of changes happening in workplaces more generally in 21st century Australia?

As well as conducting four annual surveys in 2014, 2015 and 2016 and 2017, we are also conducting 60 extended interviews with journalists who have taken a redundancy about the broad arc of their career for a collection that will be curated by the National Library of Australia. Material from these interviews will be used in radio documentaries being planned with the ABC. Our industry partners are the National Library of Australia, the Australian Broadcasting Corporation, and the Media, Entertainment & Arts Alliance. More details of the project can be found at [www.newbeatsblog.com](http://www.newbeatsblog.com).

## **Introduction**

This submission addresses themes that pertain to the current state of public interest journalism in Australia and around the world, including the role of government in ensuring a viable, independent and diverse range of media services. This inquiry is taking place at a time when the ranks of journalists employed by major news outlets have been in serious decline for a decade.

New Beats is examining the aftermath of journalism redundancies in Australia since 2012, a year when more than a thousand jobs were lost. Our surveys confirm what is apparent to any interested media consumer, namely that the journalists who have left Australia's newsrooms since 2012 include some of the most experienced practitioners in the industry. In our first survey, the median age of respondents was 50, and they averaged 25 years experience as journalists. Our research is showing that while some of them have begun to forge successful post-redundancy careers (albeit, with much lower pay on average),<sup>2</sup> the decline in the number of stable full time jobs in large media organisations means that even many of those who remain in media-related work are not in roles that could be characterised as public interest journalism positions, reporting and providing information on matters of civic significance. For a working definition of public interest journalism, we refer the committee to the submission from the Public Interest Journalism Foundation (PIJF). Further, as Andrea Carson noted in a recent article in *The Conversation*, the outcomes of

public interest reporting ‘can expose corruption, launch royal commissions, remove improper politicians from office, and jail wrongdoers.’<sup>3</sup>

### **Extent of Job Losses**

How many jobs have been lost? The official figures that do exist do not provide us with a clear or current picture. Moreover, there is no one consistent definition of what a journalism job actually is. The same economic and technological forces that have disrupted the journalism business model have also transformed common understandings of what journalism is. The Australian Bureau of Statistics, which tracks occupations as part of its five-yearly national census, focuses on distinctive skill-sets, and lists all journalists in the category of ‘writers and print media workers’, even when they work in radio, television or online.

As journalism researcher Glen Fuller has noted, ABS 2011 census data provided some evidence that contradicted gloomy newspaper headlines about job cuts, revealing that the number of Australian journalists increased modestly in the five years to 2011, from 15,573 to 16,125, with strong growth in the catch-all category of ‘not elsewhere classified’, which covers bloggers, critics, editorial assistants and photo journalists.<sup>4</sup> This positive employment trend was confirmed in the Australian Government Department of Employment’s Job Outlook for ‘Journalism and Other Writers’, which showed a projected increase in job growth of 2.4 per cent in the next five years to 2018.<sup>5</sup>

But ABS data has also pointed to a substantial reduction in the number of print journalists, from 6306 in 2006 to 5510 in 2011. Six years on, it is clear that this was just the start of the steep decline of full-time jobs in newspaper journalism. Moreover, casual contracts, freelancing and other precarious forms of employment are on the rise across journalism, once a relatively secure, unionised and middle-class occupation. In 2017, the share of full-time work in journalism stood at 69.2 per cent of the workforce<sup>6</sup>, well below the national average in 2016 of 74.8 per cent.<sup>7</sup> The 2016 census industry employment data will no doubt tell us more, but that information was not yet available at the time of this submission.

Our approach for identifying the extent of journalism job losses has been to follow media coverage of announced redundancies, but we note that some companies do not release information about job cuts, or provide only minimal details, and sometimes news of job losses does not distinguish between editorial and back office staff. For instance, while Fairfax announced it was cutting 1900 staff in 2012, ‘only’ around 380 of these were journalists. Our best estimate of the number (including photographers, news production workers and other editorial staff) is that around 3,000 journalism positions have been made redundant since the beginning of 2012, with the majority of these coming from the two largest newspaper companies, Fairfax Media and News Corp Australia.

In some cases, newspapers have lost more than 75 per cent of their staff. As *Newcastle Herald* journalist Ian Kirkwood told *Media Watch* in 2015: ‘We’re going from 110 staff a few years ago to 24 and I just don’t think you can expect the paper to realistically be the same ... Our fear is that it won’t have the relevance to readers anymore.’<sup>8</sup>

Significant job losses have also occurred at broadcast companies, including the ABC and all commercial television networks. Network Ten, which made heavy cuts to its news operations in 2013, went into receivership in June. We have attempted to capture details of many of these job losses on a redundancy timeline on our project blog, which includes links to news items about journalism job losses. (<http://www.newbeatsblog.com/redundancy-timeline/>). A version of this timeline is appended at the end of this submission.

The job losses are continuing; a further round of 120 redundancies from Fairfax Media's three metropolitan mastheads, *The Age*, *The Sydney Morning Herald* and *The Financial Review* was announced in May and in the week this submission was written, news leaked out of a number of high profile departures. Those taking redundancy included *The Age's* national political editor, Michael Gordon, whose work was praised in the parliament by both the Prime Minister and the Leader of the Opposition.

The redundancy timeline illustrates not only that redundancies are continuing, but that any hopes that a sustainable business model would evolve to replace the 'rivers of gold' provided by classified advertising have been repeatedly dashed. Not surprisingly, the likelihood that newspapers, including some of the country's oldest and most prestigious titles, will cease daily print publication is increasing. Media companies, already challenged to survive after the collapse of the advertising business model that sustained print media for many decades, now face a further contraction of revenue as Google and Facebook have forged what has been described as a duopoly in digital advertising.<sup>9</sup>

In the United States, where the downward spiral in journalism job numbers took hold some years before Australia, many cities, among them, New Orleans and Birmingham, Alabama, no longer have daily newspapers, and metropolitan areas of a comparable size to Melbourne and Sydney such as Seattle have become one-paper cities. Meanwhile Canada's largest newspaper company, Post-Media, which employs 4200 people, is in serious decline. It is the largest newspaper chain in the country, with more than 200 brands under its umbrella, including numerous community and local papers. Last October, it announced it would reduce its staff by 20 per cent.<sup>10</sup>

### **New entrants and broader implications of job losses**

The dropping of barriers to entry in media created by the internet has encouraged new entrants too. New publications such as *The Conversation*, *The Saturday Paper*, *The New Daily*, and *BuzzFeed*, as well as a number of other independent web-based publications, have all contributed to the coverage of public interest issues and enriched the media landscape. *The Conversation*, which is funded primarily by universities, and partly by the Victorian government, represents one of the most successful examples globally of journalism sustained by a new business model and has also increased the impact of academic research facilitating new opportunities for researchers to share their findings with a large general audience. *The Guardian* and *New York Times* have opened Australian bureaus as part of their global digital strategies.

However, all of these are limited in the extent to which they can perform routine watchdog journalism that holds power to account and keeps citizens informed. For the larger media

companies, supporting the industry requires media reform. In May this year, chief executives from Australia's major commercial and subscription TV, newspaper and radio companies united to show support for the Federal Government's broadcast and media reform package. In a media release they called for changes to bring media regulation into the digital age and preserve the future viability of the sector, which, they suggest, supports more than 30,000 jobs. This includes repealing the 'two out of three' and 75% audience reach media ownership rules.

Even if the proposed reforms pass through parliament, there is an acknowledgement that the market is not going to support everything. The same media release requested funding support for the broadcasting of niche and women's sport. In addition, the sustainability of news services for regional Australians also appears to be beyond what commercial media can deliver.. At the Senate inquiry's hearings for the Media Reform Bill in 2016, the chief executive of the Nine Network, Hugh Marks, went as far as to suggest that 'the local content provisions in the bill are attempting to address a market failure in the provision of local news in rural and regional Australia. Nine believes the ABC, as the public broadcaster, should be a mechanism for addressing what is a market failure.'<sup>11</sup>

Despite reduced funding, the ABC has been attempting to address the resourcing of regional news. Sixty million dollars of funding from the previous Labor government was used to resource new regional bureaus, state-based digital teams and the Fact Check unit. In 2017, despite an overall cut in funding, the Corporation announced it was investing \$15 million annually to create 80 new jobs in regional and rural Australia as part of its 'investing in audiences' initiative. However, the extent to which this investment will be enough to replace the loss of reporting resources in regional Australia remains to be seen.

Are there other alternative sources of public interest journalism that don't involve additional government funding to public broadcasters? Community journalism models that have sought to fill the gaps left by the decline of local newspapers in the US and the United Kingdom have had only limited success. Whatever the skills of citizen journalists, they often lack the contacts, status and deep knowledge of institutions that journalists in larger media organisations acquire over time.<sup>12</sup>

In Australia, there is even less evidence that community-owned ventures are able to fill the gap left by formerly successful regional media operations. In regional Victoria, the hyperlocal online publication, the *Castlemaine Independent*, which was launched in 2010 ceased publication a few years later. On the site's 'goodbye note', the editor, Tim Preston, lamented that, 'We failed to make enough money to justify the work involved'.<sup>13</sup>

More generally, one feature of journalism work is that more of it is being performed as part of what was called, in a recent *New Yorker* article, 'the gig economy',<sup>14</sup> where employment is increasingly casualised, and funding more precarious. This has clear implications for the kind of public interest journalism that is being produced by a diminishing number of specialist reporters and investigative teams. As noted in one of our research papers,<sup>15</sup> some journalists in our study feel they cannot actually perform public interest or 'watchdog' journalism after redundancy because they are no longer backed by a large organisation. For instance:

‘Sometimes I’m reluctant to call myself a journalist, maybe more a writer or content producer, because I still maintain an ideal of a journalist as someone who publishes important things that not everybody wants published. There are a lot of vested interests in the way in the freelance world. But I still call myself a journalist; the skills are there for anyone who wants to stand behind me as I use them.’ (Participant 96)

And:

‘I’ve taken great pleasure in building up a community of readers for my blog, and prompting intelligent discussion. I’m a small fish in a small pond but I have a sense of achievement. What I do is worthwhile. However, I have less impact—old media has most authority and reach. Also I feel as if I’ve become “soft” as I no longer write hard news and rarely break stories.’ (Participant 126)

The more that large media companies downsize, the greater the risk of news gaps emerging (or deepening). As respondents noted in our 2016 survey of regional journalists who have taken redundancy packages,<sup>16</sup> those journalists who are left behind in dwindling newsrooms are struggling to produce the kind of information that communities require.

‘Regional journalism is more important than ever as it is the best tool for keeping people accountable, no matter (what) position they hold. Local stories are more relevant than ever as we move to a more insular society. Regional journalism can make a huge impact on people’s lives with support, information, sticking to facts and having a presence. I’ve seen our local newspaper decline in quality and consequently in sales. Local content is lacking and the public are turning away in droves, it’s very sad to see a 150-year-old community paper in disarray. The community no longer relies on the paper as its main source of information or debate.’ (Participant 28).

Or as another participant put it:

I feel sad that the resources have been cut so thin that the papers have become a collection of press releases and lacking in-depth stories. Even web content is dismal - everyone seems content to just have four paragraphs as long as it’s up there quick. I also dread how it is overlooked to provide quality journalism to entice advertisers to buy the paper. It’s a lose-lose situation. And it reduces the independent voice. The craft of writing is fading - stories are becoming simple sentences. There are no pictures drawn, characters don’t shine. It’s all fact after fact, quote from press release, cut and paste. There used to be a huge divide between reporting and communications. That divide no longer exists. (Participant 13).

### **Supporting skilled journalists to enable public interest journalism**

Our surveys indicate that around a third of all those made redundant continue to work in journalism (including as freelancers), while around 30% worked in a combination of journalism and other roles. A quarter of those made redundant were working outside of journalism. The remainder were retired or taking a break from the workforce. Of the third who have remained in journalism, we know a smaller proportion are developing public

interest journalism projects. These vary considerably and the enterprises face a range of challenges and obstacles. Some of them have enjoyed success, both in experimenting in new forms of journalism and in making a go of it financially, but not many of them, and not in ways that look to be inspiring many followers.

However, it is clear that a proportion of those who have been made redundant are motivated by the ideals of public interest journalism and remain passionate about continuing to make a contribution in this realm. These people bring a wealth of skills and experience and are often willing to mentor young journalists – a service that is being substantially diminished by the ‘hollowing out’ of newsrooms as a result of mass redundancies. We believe there is a role for government in supporting these individuals and enterprises through a combination of initiatives. This support could play an important role in incubating and developing public interest journalism. Many of the ideas to support public interest journalism are discussed in other submissions to the committee and we refer you to the submission by the Public Interest Journalism Foundation, of which two New Beats members are board members. The PIJF submission canvasses several approaches to promote public interest journalism, including tax incentives, incubator funds, small grants and greater encouragement for philanthropy. Some of these ideas are also discussed in the submission by Dr Bill Birnbauer (submission one).

## **Conclusion**

There is clearly no going back to the way things were in the past. The consequences of the collapse of the business model that enabled commercial operators to fund public interest journalism are profound and still unfolding. We believe, therefore, that the Inquiry should consider the role policy can play in ensuring that the information needs of Australians are met. This may mean greater direct funding to public media such as the ABC and it may mean other incentives to support and sustain community or even commercial media. Without this, the danger is that journalism may be reduced to the clickbait that media outlets believe the public is interested in rather than journalism that serves the public’s interests.

The version of our redundancy timeline that follows illustrates the extent of journalism job losses since 2012, though as mentioned above, some articles cited do not distinguish between editorial and back office jobs. Furthermore, the timeline is being constantly updated as new information about journalist redundancies comes to light.

To close, we would like the committee to know that, if requested, we would be happy to appear in person at the hearings and to provide an updated version of the timeline below.

Item	Timeline dates	Event
1	June 17, 2012	<p><b>1900 job cuts predicted</b> Fairfax media announced massive job cuts to adjust to shrinking revenue. Seven news reported 150 of the cuts would be to metro reporters in Melbourne, Sydney and Canberra. <a href="http://www.smh.com.au/business/fairfax-to-shed-1900-staff-erect-paywalls-20120617-20ix1.html">http://www.smh.com.au/business/fairfax-to-shed-1900-staff-erect-paywalls-20120617-20ix1.html</a></p>
2	June 26, 2012	<p><b>News LTD loses nearly 30% of staff</b> Crickey received leaked financial statements of News Ltd from 2012-2013, showing roughly a third of all its metro newsrooms had left, been axed or not replaced. The Australian lost 54 staff, the Daily Telegraph 167, the Courier Mail 295, the Herald Sun 241 and the Adelaide Advertiser 195. It was not clear what the breakdown was between journalist, photographers and support staff. Further cuts were made to suburban papers and the digital desks, as well as regional mastheads. <a href="https://www.crikey.com.au/2014/08/20/news-corp-cut-one-in-eight-newspaper-jobs-in-2012-13">https://www.crikey.com.au/2014/08/20/news-corp-cut-one-in-eight-newspaper-jobs-in-2012-13</a></p>
3	September 2012	<p><b>MEAA estimates 700 jobs lost</b> Media Alliance federal secretary Christopher Warren estimated 700 journalists, or 1 in 7 journalism jobs in the 2 main newspaper companies, were lost over the winter: about 270 from Fairfax, 300 from News Ltd., and the rest in casuals and contributors from both groups. (Website link no longer existed) <a href="https://www.alliance.org.au/news-limited-redundancies-should-be-the-last">https://www.alliance.org.au/news-limited-redundancies-should-be-the-last</a></p>
4	November 2, 2012	<p><b>Network Ten loses its 'Breakfast'</b> After posting a full year loss of nearly 13 million, Network Ten axed its 'Breakfast' show and sacked six of its newsreaders and presenters, as well as 10 senior journalists from its Queensland news team. The MEAA reported in October that the network was looking to dismiss 100 journalists. <a href="http://www.smh.com.au/entertainment/tv-and-radio/tens-queensland-newsroom-gutted-20121102-28pbp.html">http://www.smh.com.au/entertainment/tv-and-radio/tens-queensland-newsroom-gutted-20121102-28pbp.html</a> and <a href="http://www.theaustralian.com.au/business/media/henry-robinson-go-as-ten-cuts-breakfast/story-e6frg996-1226515032897">http://www.theaustralian.com.au/business/media/henry-robinson-go-as-ten-cuts-breakfast/story-e6frg996-1226515032897</a></p>
5	December 2012	<p><b>Global Mail cuts six jobs</b> The Global Mail was less than a year old when these cuts were announced. The site closed permanently in February 2014 less than two years after its launch. <a href="https://www.theguardian.com/media/2014/jan/30/global-mail-website-to-close">https://www.theguardian.com/media/2014/jan/30/global-mail-website-to-close</a> Sydney staff of 21 told 'philanthropically funded, not-for-profit news and features website' will cease operation in February (Amanda Meade, Thursday 30 January 2014)</p>
6	June 16, 2014	<p><b>Cuts to Sky News, MMP, Seven and Ten</b> Financial axes flew at Sky (three journalist roles), Fox Sports, Metro Media Publishing (partially owned by Fairfax), letting go of 16 journalists and subs, a restructure at Seven with losses predicted in Sydney, Melbourne and Brisbane, and Ten losing a notable Canberra veteran. <a href="http://www.theaustralian.com.au/business/media/sky-news-cuts-newsroom-jobs/story-e6frg996-1226666952767">http://www.theaustralian.com.au/business/media/sky-news-cuts-newsroom-jobs/story-e6frg996-1226666952767</a></p>



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7	June 11, 2013	<p><b>Western Australian Newspapers set to cut 100 jobs</b></p> <p>Up to 100 jobs are set to be cut at West Australian Newspapers (WAN) through voluntary and potentially forced redundancies.</p> <p><a href="http://www.abc.net.au/news/2013-06-11/redundancies-for-staff-at-west-australian-newspaper/4745852">http://www.abc.net.au/news/2013-06-11/redundancies-for-staff-at-west-australian-newspaper/4745852</a></p>
8	July 11, 2013	<p><b>More cuts at Fairfax and News LTD</b></p> <p>One year after 50 job cuts at the Illawarra Mercury and the Newcastle Herald, Fairfax announced another 15 jobs going due to operations being moved to its New Zealand sites. Meanwhile, Kim Williams strategies at News Ltd leave a path of vacancies in nearly all of its main offices</p> <p><a href="http://www.theaustralian.com.au/business/media/fairfax-cuts-15-jobs-at-illawarra-mercury/story-e6frg996-1226676657756%3Cp%3E%3C/p%3E">http://www.theaustralian.com.au/business/media/fairfax-cuts-15-jobs-at-illawarra-mercury/story-e6frg996-1226676657756%3Cp%3E%3C/p%3E</a></p> <p><a href="https://www.crikey.com.au/2013/07/11/news-corps-musical-chairs-leaves-key-places-empty/">https://www.crikey.com.au/2013/07/11/news-corps-musical-chairs-leaves-key-places-empty/</a></p>
9	October 1, 2013	<p><b>Fairfax (Magazines) fold</b></p> <p>Fairfax ceased its glossy magazines, the (Sydney) magazine and the (Melbourne) magazine, with at least 45 jobs expected to be cut – although there was talk of some of the employees being redeployed to other parts of the organisation.</p> <p><a href="http://www.smh.com.au/business/media-and-marketing/fairfax-media-to-cut-journalist-jobs-20131001-2uphh.html">http://www.smh.com.au/business/media-and-marketing/fairfax-media-to-cut-journalist-jobs-20131001-2uphh.html</a></p>
10	November 14, 2013	<p><b>Senior journalists leave AFR</b></p> <p>Another round of voluntary redundancies means departure for an estimated 30 staff at the Australian Financial Review, many with decades of experience.</p> <p><a href="http://www.theaustralian.com.au/business/media/senior-journalists-exit-afr-in-latest-round-of-fairfax-media-redundancies/news-story/9fb6dafbf55b8d6e06df1aece3c63573">http://www.theaustralian.com.au/business/media/senior-journalists-exit-afr-in-latest-round-of-fairfax-media-redundancies/news-story/9fb6dafbf55b8d6e06df1aece3c63573</a></p>
11	May 7, 2014	<p><b>News of photographer put staff on lines</b></p> <p>Fairfax announces it will dismiss 30 of its 45 metro photographers and rely more on Getty Images. The news prompted staff at the SMH and the Age to go on strike. Also on the block 35 subeditors and 15 lifestyle reporters.</p> <p><a href="http://www.abc.net.au/mediawatch/transcripts/s4003097.htm">http://www.abc.net.au/mediawatch/transcripts/s4003097.htm</a></p> <p><a href="https://mumbrella.com.au/fairfax-announces-70-80-redundancies-across-production-lifestyle-photographic-225029">https://mumbrella.com.au/fairfax-announces-70-80-redundancies-across-production-lifestyle-photographic-225029</a></p> <p><a href="https://twitter.com/amworldtodaypm">https://twitter.com/amworldtodaypm</a></p> <p>Fairfax staff in Syd &amp; Melb walk off the job for 24 hrs after announcement of 80 job cuts: 50 journos &amp; 30 photographers #fairfaxstrike</p>

12	June 11, 2014	<p><b>Restructures, Cutbacks at Seven and Ten</b></p> <p>A restructuring of its news and cancellation of Today Tonight in Melbourne, Sydney and Brisbane leads to cuts (previously announced in 2013). Ten announced the previous month that up to 150 jobs would be cut nationwide from its news operations and engineering departments  <a href="http://www.skynews.com.au/business/business/national/2014/06/10/s-even-network-announces-redundancies.html">http://www.skynews.com.au/business/business/national/2014/06/10/s-even-network-announces-redundancies.html</a></p> <p><a href="http://www.news.com.au/entertainment/tv/dark-day-for-tv-news-as-network-ten-finalises-voluntary-redundancies-and-seven-lets-jobs-go/news-story/8d05b20d846b0028e61b74b338c21c96">http://www.news.com.au/entertainment/tv/dark-day-for-tv-news-as-network-ten-finalises-voluntary-redundancies-and-seven-lets-jobs-go/news-story/8d05b20d846b0028e61b74b338c21c96</a></p>
13	November 25, 2015	<p><b>ABC, SBS pull out the scissors</b></p> <p>Federal government cuts were blamed for the ABC and SBS planning to trim more than 10 percent of its workforce, around 100 jobs in TV and radio news. Smaller regional bureaux were closed and the public and pundits raised concerns about the quality of news.  <a href="http://www.abc.net.au/news/2014-11-24/mark-scott-announces-abc-job-cuts/5913082">http://www.abc.net.au/news/2014-11-24/mark-scott-announces-abc-job-cuts/5913082</a></p>
14	March 12, 2015	<p><b>News Now Hastens Regional Axe</b></p> <p>Fairfax announced hopes for up to 60 journalists, photographers and sub-editors to take voluntary redundancies from its Victorian, regional papers, following an earlier, similar move in NSW. Forced redundancies started in May. Additional cuts would come from sales departments and administration. MEAA condemns massive staff cuts.  <a href="http://www.abc.net.au/news/2015-03-12/fairfax-media-proposing-to-axe-regional-victoria-jobs/6306204">http://www.abc.net.au/news/2015-03-12/fairfax-media-proposing-to-axe-regional-victoria-jobs/6306204</a></p>
15	April 2015	<p><b>Radio staff told to step away from mic</b></p> <p>Nearly 50 employees at 4B, 2UE, Magic 1278 and Magic 882 were dismissed soon after their shifts as Fairfax's merger with Macquarie Radio started to take shape.  <a href="http://www.theaustralian.com.au/business/media/dismay-as-50-fairfax-radio-staff-axed/story-e6frg996-122731093266">http://www.theaustralian.com.au/business/media/dismay-as-50-fairfax-radio-staff-axed/story-e6frg996-122731093266</a></p>
16	May 21, 2015	<p><b>WIN-TV Pulls out of Mildura, Mackay</b></p> <p>WIN-TV closed its Mildura and Mackay offices with little or no warning to employees. The CEO said staff from both offices will be deployed in other roles across the network. Meanwhile, Seven confirmed the departure of executive producer of investigative news, Max Uechtritz, but downplayed rumours of up to 15 cuts, saying staff are being redeployed.  <a href="http://www.abc.net.au/mediawatch/transcripts/1517_crikey.pdf">http://www.abc.net.au/mediawatch/transcripts/1517_crikey.pdf</a></p> <p><a href="http://www.smh.com.au/entertainment/tv-and-radio/seven-network-downplays-reports-of-newsroom-cull-including-to-day-tonight-20150521-gh6fio.html">http://www.smh.com.au/entertainment/tv-and-radio/seven-network-downplays-reports-of-newsroom-cull-including-to-day-tonight-20150521-gh6fio.html</a></p> <p><a href="https://mumbrella.com.au/max-uechtritz-to-depart-as-seven-closes-investigation-unit-amid-newsroom-cuts-295279">https://mumbrella.com.au/max-uechtritz-to-depart-as-seven-closes-investigation-unit-amid-newsroom-cuts-295279</a></p>
17	May 28, 2015	<p><b>Commuters to journey without MX</b></p> <p>An estimated 30 full-time journalists will be affected by News Corp's decision to stop publishing its free afternoon newspaper in Melbourne, Sydney and Brisbane. The paper had been entertaining suburban travellers since 2001. Staff were told redundancies were inevitable but</p>

		<p>management would try to redeploy some positions.  <a href="http://www.smh.com.au/business/media-and-marketing/news-corp-shuts-down-mx-newspaper-20150528-ghblr3.html">http://www.smh.com.au/business/media-and-marketing/news-corp-shuts-down-mx-newspaper-20150528-ghblr3.html</a></p>
18	July 2, 2015	<p><b>Fairfax cuts jobs from country papers in regional SA</b>            Fairfax media has announced a shake-up of its South Australian country operations with the loss of about 35 jobs and the closure of one newspaper.  <a href="http://www.abc.net.au/news/2015-07-02/fairfax-cuts-jobs-in-regional-sa/6590578">http://www.abc.net.au/news/2015-07-02/fairfax-cuts-jobs-in-regional-sa/6590578</a></p>
19	August 27, 2015	<p><b>Fairfax cuts regional jobs</b>            Fairfax has announced 69 jobs to be made redundant in the Hunter, including 37 full-time jobs at the Newcastle Herald.  <a href="http://www.abc.net.au/news/2015-08-27/dozens-of-jobs-cut-from-fairfax-papers-in-the-hunter/6729118">http://www.abc.net.au/news/2015-08-27/dozens-of-jobs-cut-from-fairfax-papers-in-the-hunter/6729118</a></p>
20	September 18, 2015	<p><b>Three West Australian newspapers to be axed</b>            Three regional Western Australian newspapers will close under a planned Fairfax Media restructure. The Wargin Argus, the Merredin – Wheatbelt Mercury and the Central Midlands Advocate will be culled under the proposal.  <a href="http://www.abc.net.au/news/2015-09-18/fairfax-planning-to-axe-three-regional-wa-newspapers/6787066">http://www.abc.net.au/news/2015-09-18/fairfax-planning-to-axe-three-regional-wa-newspapers/6787066</a></p>
21	September 21, 2015	<p><b>Prime Media axes jobs in regional NSW</b>            Prime Media Group confirms it has made a number of senior editorial positions redundant in Wagga Wagga, Tamworth and Canberra.  <a href="http://mumbrella.com.au/prime-media-confirms-editorial-redundancies-319796">http://mumbrella.com.au/prime-media-confirms-editorial-redundancies-319796</a></p>
22	September 22, 2015	<p><b>Glen Innes to lose its radio news service</b>            Glen Innes will lose its local radio news service at the end of the month. Newsreader for 2NZ/GEMFM, John Shaw, was presented with his marching orders from Northern Broadcasters 2NZ and GEM FM on Monday, and will cease working for the radio station on Friday, October 23.  <a href="http://www.gleninnesexaminer.com.au/story/3369395/glen-innes-to-lose-its-radio-news-service/">http://www.gleninnesexaminer.com.au/story/3369395/glen-innes-to-lose-its-radio-news-service/</a></p>
23	September 23, 2015	<p><b>Southern Cross Austereo confirms journalist redundancies</b>            Journalists in Sydney, Melbourne and Brisbane have been made redundant in the wake of a “streamlining” of Southern Cross Austereo’s news services.  <a href="https://mumbrella.com.au/southern-cross-austereo-confirms-journalist-redundancies-in-the-wake-of-streamlining-317882">https://mumbrella.com.au/southern-cross-austereo-confirms-journalist-redundancies-in-the-wake-of-streamlining-317882</a></p>
24	September 24, 2015	<p><b>Launceston Examiner and Burnie Advocate could lose staff</b>            Up to 13 full-time jobs could be cut at two Tasmanian newspapers, as Fairfax undertakes a major restructure.  <a href="http://www.abc.net.au/news/2015-09-24/fairfax-launceston-examiner-and-burnie-advocate-face-jobs-losses/6802904">http://www.abc.net.au/news/2015-09-24/fairfax-launceston-examiner-and-burnie-advocate-face-jobs-losses/6802904</a></p>

25	March 17, 2016	<p><b>Fairfax Media to cut 120 editorial jobs at the Sydney Morning Herald and The Age</b></p> <p>Fairfax Media is set to cut the “equivalent of 120 full-time jobs” from news and business across newspapers The Sydney Morning Herald and The Age.</p> <p><a href="https://mumbrella.com.au/fairfax-media-saves-20-jobs-cuts-100-offers-redundancies-361603">https://mumbrella.com.au/fairfax-media-saves-20-jobs-cuts-100-offers-redundancies-361603</a></p>
26	March 31, 2016	<p><b>The Canberra Times to adopt quality compact print format</b></p> <p>Across the ACT publishing operations and The Canberra Times there are expected to be voluntary redundancies of approximately 12 full-time equivalent positions.</p> <p><a href="http://www.fairfaxmedia.com.au/pressroom/au---nz-press-room/au---nz-press-room/the-canberra-times-to-adopt-quality-compact-print-format">http://www.fairfaxmedia.com.au/pressroom/au---nz-press-room/au---nz-press-room/the-canberra-times-to-adopt-quality-compact-print-format</a></p>
27	April 28, 2016	<p><b>WA’s Scoop Publishing ceases publication of its nine magazines</b></p> <p>The independent publisher Scoop Magazines closes down after publishing niche magazines for 19 years.</p> <p><a href="http://www.watoday.com.au/wa-news/scoop-publishings-demise-another-blow-for-wa-journalists-curtin-academic-20160428-gohhqs.html">http://www.watoday.com.au/wa-news/scoop-publishings-demise-another-blow-for-wa-journalists-curtin-academic-20160428-gohhqs.html</a></p>
28	May 5, 2016	<p><b>Farewell to a good friend</b></p> <p>Former Cooma-Monaro Express editor Lee Evans farewells the 134 year-old paper as it publishes its final edition.</p> <p><a href="http://www.coomaexpress.com.au/story/3889403/farewell-to-a-good-friend/">http://www.coomaexpress.com.au/story/3889403/farewell-to-a-good-friend/</a></p> <p>(link has been replaced with snowytimes.com online article no longer exist)</p>
29	May 18, 2016	<p><b>More BBC on the ABC: full news division cuts revealed</b></p> <p>About 30 positions will be affected by changes, the ABC says. And the number of job losses will be 14.</p> <p><a href="https://www.crikey.com.au/2016/05/18/more-bbc-on-the-abc-full-news-division-cuts-revealed/">https://www.crikey.com.au/2016/05/18/more-bbc-on-the-abc-full-news-division-cuts-revealed/</a></p>
30	July 28, 2016	<p><b>Redundancies loom as prime set to outsource</b></p> <p>Prime7 is consulting with presentation and ingest staff as it looks to outsource operations, to MediaHub in Ingelburn, NSW</p> <p><a href="http://www.tvtonight.com.au/2016/07/redundancies-loom-as-prime-set-to-outsource.html">http://www.tvtonight.com.au/2016/07/redundancies-loom-as-prime-set-to-outsource.html</a></p>
31	August 2, 2016	<p><b>The West Australian sheds senior journalists as profits, share price tumble</b></p> <p>The West Australian has shed senior journalists, as the newspaper confronts a significant fall in profit in the 12 months to the end of June.</p> <p><a href="http://www.watoday.com.au/wa-news/the-west-australian-sacks-senior-journalists-as-profits-share-price-tumble-20160802-ggje2h.html">http://www.watoday.com.au/wa-news/the-west-australian-sacks-senior-journalists-as-profits-share-price-tumble-20160802-ggje2h.html</a></p>
32	September 5, 2016	<p><b>Up to 30 more redundancies at Fairfax</b></p> <p>Around 30 more redundancies take place at Fairfax in Sydney and Melbourne, many of which are involuntary, according to an MEAA spokesperson.</p> <p><a href="http://www.abc.net.au/news/2016-05-09/fairfax-media-makes-30-journalists-redundant/7399216">http://www.abc.net.au/news/2016-05-09/fairfax-media-makes-30-journalists-redundant/7399216</a></p>

33	September 12, 2016	<p><b>News Corp to axe 300 jobs in arm acquisition, suggests report</b></p> <p>The News Corp acquisition of APM News &amp; Media’s Australian Regional Media (ARM) will see 300 jobs cut as News Corp looks to secure “back office synergies”, according to a report in The Australian.</p> <p><a href="https://mumbrella.com.au/news-corp-axe-300-jobs-arm-acquisition-suggests-report-394653">https://mumbrella.com.au/news-corp-axe-300-jobs-arm-acquisition-suggests-report-394653</a></p>
34	November 3, 2016	<p><b>ABC Catalyst staff to be made redundant, new format announced</b></p> <p>Staff on controversial ABC science program Catalyst have been told they will be made redundant.</p> <p><a href="http://www.theaustralian.com.au/business/media/abc-catalyst-staff-made-redundant-new-format-announced/news-story/a247b21414531696754779c3743a3afe">http://www.theaustralian.com.au/business/media/abc-catalyst-staff-made-redundant-new-format-announced/news-story/a247b21414531696754779c3743a3afe</a></p>
35	November 16, 2016	<p><b>Radio National to lose eight staff as ABC cuts several programs from 2017 schedule</b></p> <p>The ABC is imposing a new round of cuts at Radio National with eight staff and several programs to be slashed from the 2017 schedule.</p> <p><a href="https://www.theguardian.com/media/2016/nov/16/radio-national-to-lose-eight-staff-as-abc-cuts-several-programs-from-2017-schedule">https://www.theguardian.com/media/2016/nov/16/radio-national-to-lose-eight-staff-as-abc-cuts-several-programs-from-2017-schedule</a></p>
36	December 2, 2016	<p><b>Seven West Media opens voluntary redundancy program</b></p> <p>Seven West Media has kicked off a voluntary redundancy program as the media company struggles with a short advertising market.</p> <p><a href="https://mumbrella.com.au/seven-west-media-opens-voluntary-redundancy-program-413099">https://mumbrella.com.au/seven-west-media-opens-voluntary-redundancy-program-413099</a></p>
37	December 7, 2016	<p><b>News Corp Australia announces redundancies and \$40M cost-cutting</b></p> <p>Company says it will use, forced redundancies, if necessary, to reach goal of cutting 42 full-time positions</p> <p><a href="https://www.theguardian.com/media/2016/dec/07/news-corp-australia-announces-redundancies-and-fresh-cost-cutting?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546">https://www.theguardian.com/media/2016/dec/07/news-corp-australia-announces-redundancies-and-fresh-cost-cutting?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546</a></p>
38	March 8, 2017	<p><b>Foreign Correspondent and 7.30 staff tapped for redundancy at ABC</b></p> <p>Up to 85 staff have already been told they will be made redundant after Michelle Guthrie announced major cuts.</p> <p><a href="https://www.theguardian.com/media/2017/mar/08/foreign-correspondent-and-730-staff-tapped-for-redundancy-at-abc">https://www.theguardian.com/media/2017/mar/08/foreign-correspondent-and-730-staff-tapped-for-redundancy-at-abc</a></p>
39	April 5, 2017	<p><b>Fairfax Media announces further job losses, slashes 30 million from editorial budget</b></p> <p>Editorial staff at mastheads including The Age and The Sydney Morning Herald are again facing redundancies, though it is not yet known how many jobs will go.</p> <p><a href="http://www.abc.net.au/news/2017-04-05/fairfax-media-announces-further-job-losses-amid-\$30m-budget-cut/8419584">http://www.abc.net.au/news/2017-04-05/fairfax-media-announces-further-job-losses-amid-\$30m-budget-cut/8419584</a></p>
40	April 11, 2017	<p><b>News Corp Australia makes most of its photographers and subeditors redundant to cut costs</b></p> <p>Daily Telegraph, Herald Sun and Courier-Mail will lose dozens of staff and comes after company posted a second-quarter loss of \$287m in February.</p> <p><a href="https://www.theguardian.com/media/2017/apr/11/news-corp-australia-sacks-most-of-its-photographers-and-subeditors-to-cut-">https://www.theguardian.com/media/2017/apr/11/news-corp-australia-sacks-most-of-its-photographers-and-subeditors-to-cut-</a></p>

		<a href="https://www.theguardian.com/media/2017/may/03/fairfax-media-job-cuts-sydney-morning-herald-the-age-australian-financial-review?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546">costs?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546</a>
41	May 3, 2017	<b>Fairfax Media to cut a quarter of journalists at SMH, The Age and AFR</b> Up to 120 newsroom staff to be made redundant in \$30m cost-cutting drive that will see the three mastheads rely more on contributors. <a href="https://www.theguardian.com/media/2017/may/03/fairfax-media-job-cuts-sydney-morning-herald-the-age-australian-financial-review?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546">https://www.theguardian.com/media/2017/may/03/fairfax-media-job-cuts-sydney-morning-herald-the-age-australian-financial-review?utm_source=esp&amp;utm_medium=Email&amp;utm_campaign=Media+briefing+2016&amp;utm_term=203065&amp;subid=720830&amp;CMP=ema_546</a>

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