



Motion Picture Production Certified Agreement 2010-2012

Rates & Conditions as at 01 July 2014

Hours of work

The Motion Picture Production Certified Agreement 2010-2012 is based on a 40 hour week.

Hours can be worked on any 5 days, Monday to Saturday. Hours of work commence and finish at the employer's usual place of business or place of call if an employee elects to travel straight to the place of call.

The place of call must be a place within 20km of the GPO or within 20km of the employer's usual place of business.

On location (i.e. more than 20km from the GPO or the employer's usual place of business) time spent travelling to and from the location is regarded as time worked.

Overtime and Penalty rates

Overtime Rates (after 8 hours)

Monday – Saturday	Time and a half for the first 2 hours, double time thereafter.
Sunday	Double time
Any day exceeding 12 hours	Triple time

Night Loadings

Time	Loading
6am to 8pm - Monday to Friday	Nil
8pm to Midnight - Monday to Friday	25%
12.01 am to 6am - Monday to Friday	
6am to 8pm* - Saturday	
12.01am to 6am- Saturday	50%
8pm to Midnight- Saturday	
12.01am to 6am** - Monday	100%

Public holidays

You are entitled to public holidays (or the days observed as such) off without loss of pay.

If you work on a public holiday you are entitled to double time and a half (based on your contracted fee) for a minimum call of 4 hours.

Contracted fee/wages

Your gross wages should include:

The ordinary hours of work for persons employed under the terms of the Agreement shall be 40 per week (made up of 38 hours ordinary hours and 2 hours reasonable overtime), to be worked in five consecutive days of eight hours per day, exclusive of meal breaks.

It does not include:

- unscheduled overtime
- reimbursements for expenses or hire equipment
- late night/early morning penalties
- public holiday/Saturday/Sunday penalty rates

Leave

Annual Leave

After 12 months service you are entitled to four weeks leave plus 17.5% loading.

For less than 12 months service an employee is entitled to pro rata annual leave based on the number of weeks worked.

Sick Leave

10 days per year – entitlement accumulates on a monthly basis.

Carer's and bereavement leave

An employee may use up to five days of any accrued personal leave each year to care for members of his/her immediate family or household who are sick and require care and support.

An employee may take up to 2 days compassionate leave when a member of the employee's immediate family or household suffers an injury or illness which poses a significant threat to their life or dies.

Meal breaks and rest periods

Meal breaks should commence not later than 5 hours from the start of the work session or end of the last meal break, whichever is the later. If a meal break is not provided, a delayed meal break (DMB) must be paid at the rate of single time additional for all time worked from the time the meal break became available until the time it actually commences.

Where an employee is required to work beyond the time of their second meal break, that meal must be provided by the employer or the appropriate allowance paid.

Employees are entitled to paid rest periods of ten minutes during the morning and afternoon of each day, to be taken at times agreed between the employer and the employee(s).

Allowances

Meal Allowance

Meals must be provided on location or the following allowances paid:

	Allowance
Breakfast	\$ 15.68
Lunch	\$ 17.53
Dinner	\$ 26.86
Supper	\$ 17.53

Breakfast applies if work starts before 5am, but a catered breakfast can be supplied to provide a full 5hrs work to lunchtime. This type of breakfast break is 30 mins, but only 15 mins is paid time. Supper is always a paid meal break.

Travel Allowance

Where it is mutually agreed that the employee arranges his/her own transport, within a 20km radius, an allowance of \$7.30 per day shall be payable in addition to minimum rates of pay.

When an employee on duty is required to drive any kind of vehicle of more than two tonnes he/she shall be paid a loading of \$5.10 per day in addition to minimum rates.

Use of own motor car	\$ 0.81 cents/km
Use of own motor cycle	\$ 0.40 cents/km

Accommodation Allowance

Employees required to stay away overnight from their place of residence shall be provided with unshared modern motel-type accommodation or similar. Where this is impossible and an employee is accommodated in lesser accommodation, the following allowances shall be paid to each employee.

Where accommodation is provided at the standard of:

- a private home, homestead, or hotel with shared facilities or where unshared accommodation is not provided \$ 10.92 per day.
- Air-conditioned caravans or air-conditioned and sewered camps \$ 21.84 per day.
- shearers' quarters, rough mining camps, or by camping \$43.37 per day.

Laundry Allowance

Employees on location are entitled to a laundry allowance of \$12.61 per day unless the employer provides a cleaning service.

Superannuation

9.5% of the gross fee must be paid into MEDIA SUPER, the Superannuation Trust of Australia (STA) or another fund that has the approval of the MEAA. Superannuation is in addition to your wages.

Safety code

There is a comprehensive safety code included in the agreement.

As part of this code each production must engage a safety consultant to write a safety report, an on-set safety supervisor and a stunt/sfx co-ordinator.

The primary responsibility for safety will fall on the production company.

To find out more about the safety code, your rights and responsibilities, call your local Alliance office.

Need more information?

This award summary only provides an outline of the minimum wages and conditions for crew engaged in film and TV production

For more detailed information on your minimum award entitlements contact your Alliance office.

Alliance Inquiry Desk: 1300 656 512

Email: aid@alliance.org.au

Website: <http://www.alliance.org.au>

Minimum Rates of Pay

The rates in the table below reflect a 50 hour week. The base hourly rate is calculated by dividing the relevant rate by 55.

Classification Level	Agreement Rate from 1st January 2010	Agreement Rate from 1st January 2011	Agreement Rate from 1 st January 2012
	<i>\$ per week</i>	<i>\$ per week</i>	<i>\$ per week</i>
Level 1	914.00	941.00	977.00
Level 2	982.00	1,011.00	1,049.00
Level 3	1,032.00	1,062.00	1,102.00
Level 4	1,104.00	1,136.00	1,179.00
Level 5	1,176.00	1,210.00	1,256.00
Level 6	1,271.00	1,308.00	1,357.00
Level 7	1,388.00	1,428.00	1,482.00
Level 8	1,518.00	1,563.00	1,622.00
Level 9	1,581.00	1,628.00	1,689.00
Level 10	1,671.00	1,720.00	1,785.00

Classification levels

Classification Level	Production	Post-Production	Animation
Level 1	Stable Hand Brush Hand Construction Assistant Labourer Unit Assistant Driver/Runner	Assistant Tape Operator	Art Room Assistant Animation Runner Xerox Operator
Level 2	Production Assistant/Runner Wardrobe Assistant Casting Assistant SFX Assistant Occupational First Aider	Edge Numberer 2 nd Assistant Sound Editor Assistant Tape Operator 2 Post Production Assistant	Production Assistant/Digital Scanner Assistant Cel Painter Assistant Background Artist 3 Layout Artist 3 Animator 3
Level 3	Clapper Loader Camera Assistant Third AD Production Secretary Assistant Make-up Assistant Hairdresser Assistant Floor Manager Wrangler Assistant Grip Lighting Assistant 3rd / 4th Electrics Location Scout (TVC)	2 nd Assistant Picture Editor Assistant Tape Operator 1 Visual Effects Assistant 2	Assistant Digital Camera Operator Animation Library Assistant 1st Assistant Layout Artist Assistant Checker Digital Colour Grader Storyboard Assistant Digital Painter Assistant Digital Animation Compositor Digital Painter
Level 4	Armourer Carpenter Electrician Lighting Technician Generator Operator Assistant Animal Trainer/Pick-up Rider Draftsperson (Art Department) Set Dresser Set Maker Standby Props Standby Wardrobe Pattern Cutter Transport Manager Production Accounts Assistant Sign Writer Extras Casting Enrolled Nurse Chaperone Tutor	Assistant Sound Editor Broadcast Tape Operator Visual Effects 1	Checker Assistant Animator Assistant Animation (Rostrum) Camera Operator Digital Painter (HoD) Colour Stylist Digital Camera Operator Assistant Background Artist Assistant Layout Artist Track Reader Tracer /Painter (HoD) In-betweener/Clean-up Artist Digital Animation Compositor

Level 5	Assistant Art Director Props Buyer/Master Model Maker Scenic Artist SFX Technician Mechanic Best Boy Grip Boom Operator Make-up Artist Hairdresser Director's Assistant Production Co-ordinator Second AD Unit Manager Floor Manager Art Department Co-ordinator Registered Nurse	1st Assistant Picture Editor Supervising Tape Operator On-Line Editor 3 Telecine 3 Foley Artist 2 Neg Cutter 2	Digital Camera (HoD) Layout Co-ordinator Animation Production Co-ordinator Animator 3
Level 6	Set Designer Location Manager Gaffer Key Grip Focus Puller Technical Director Make-up Supervisor Hairdressing Supervisor Wardrobe Supervisor Construction Manager Production Accountant Head Wrangler/Horse Master/Animal Trainer Safety Supervisor SFX Co-ordinator Continuity Person Stills Photographer Story Editor	Dialogue Editor Effects/sound Editor On-Line Editor 2 Telecine 2 Digital Compositor 1 Foley Engineer Foley Artist 1 Neg Cutter 1	Background Artist Layout Artist Assistant Storyboard Artist Animation (Rostrum) Camera Operator (Film) Animator 2 Assistant Animator (HoD) Senior In-betweening/Clean-up Assistant Character Designer
Level 7	First AD Camera Operator Sound Recordist Gaffer (HoD) Key Grip (HoD) Continuity (HoD) Casting Director Art Director Lighting Designer Production Manager Costume Designer SFX Make-up Supervisor SFX Designer	Sound Designer Supervising Sound Editor Mixer On-Line Editor 1 Post Production Supervisor Music Editor Telecine 1 Visual Effects Designer Visual Effects Supervisor	Animator 1 Digital Production Supervisor Studio/Production Manager Digital Systems Manager Animation (HoD) Layout Artist (HOD) Storyboard Artist Production/Character Designer Assistant Animation Director
Level 8	Director of Photography Second Unit Director Production Designer	Picture Editor	
Level 9	Director (series & serial)*		Animation Director
Level 10	Director (features & mini-series)*		