

PAY RATES & ALLOWANCES

Motion Picture production Collective Agreement



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**Agreement between
Screen Producers
Australia and the Media
Entertainment & Arts
Alliance**

screenproducersaustralia.org



**SCREEN
PRODUCERS
AUSTRALIA**

Terms of use

This Agreement and attached standard contracts are the intellectual property of Screen Producers Australia and the Australian Writer's Guild (AWG). Only Producer members of Screen Producers Australia are licensed to use this Agreement to contract crew in accordance with the terms and conditions set forth in this Agreement.

You may not sell, copy, exchange, transfer, publish, distribute or assign this Agreement or any part thereof, nor transfer or sub-licence your rights under this licence, to any third party.

If you are not a Producer member of Screen Producers Australia you can use this agreement by:

- Joining Screen Producers Australia or - purchasing a temporary membership

For details go to: www.screenproducersaustralia.org.au

If you use this agreement without being a Screen Producers Australia member you are in breach of the Screen Producers Australia and AWGs intellectual property and either party may take action to protect its rights.

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SCREEN
PRODUCERS
AUSTRALIA

MOTION PICTURE PRODUCTION COLLECTIVE AGREEMENT CLASSIFICATION AND RATES OF PAY

PART 3: WAGES, CLASSIFICATIONS AND RELATED MATTERS

14. CLASSIFICATION LEVELS AND RATES OF PAY

This clause sets out the rates of pay operative from the beginning of the first pay period to commence on or after 1 January 2010. These rates are subject to increase from the beginning of the first pay period to commence on or after 1 January of each year in accordance with the provisions of sub-clause 3(c). The rates for each particular year apply insofar as that year falls wholly or partially within the life of this Agreement.

WAGE RATES - 40 HOUR WEEK

(i) The Agreement rate to be paid for a week of 40 ordinary hours, exclusive of payments for penalty rates and overtime, to an employee employed in each of the classifications described in Schedule F shall be as follows:

Classification Level	Rate from start of first pay period beginning on or after 1 January (\$ per week)		
	2010	2011	2012
1	665	684	730*
2	714	735	763
3	750	772	801
4	803	826	857
5	855	880	913
6	925	951	987
7	1009	1038	1077
8	1104	1136	1179
9	1150	1184	1229
10	1216	1251	1298

*Current BRE minimum as at May 2016

WAGE RATES - 50 HOUR WEEK

The Agreement rate to be paid for a 50 hour week, including 10 hours of overtime (calculated on the basis of 2 hours overtime per day for five consecutive days, Monday to Friday, at time and one half of the ordinary hourly rate for each overtime hour and exclusive of any other payments for penalties) and where Saturday is worked as a part of ordinary hours the additional rates applicable under Clause 21 Penalties shall apply contracted in accordance with the terms of the Agreement to an employee employed in each of the classifications described in Schedule F shall be as follows:

Classification Level	Rate from start of first pay period beginning on or after 1 January (\$ per week)		
	2010	2011	2012
1	914	941	979*
2	982	1,011	1,049
3	1,032	1,062	1,102
4	1,104	1,136	1,179
5	1,176	1,210	1,256
6	1,271	1,308	1,357
7	1,388	1,428	1,482
8	1,518	1,563	1,622
9	1,581	1,628	1,689
10	1,671	1,720	1,785

*Current BRE minimum as at May 2016

The Base Hourly Rate is calculated by dividing the above rates by 55.

Employees engaged under the terms of this Agreement shall be classified in accordance with the classification descriptions set out in Schedule F.

SCHEDULE F - CLASSIFICATIONS

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

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

	SFX Make-up Supervisor		
	SFX Designer		
	Sound Recordist		
8	Director of Photography	Picture Editor	
	Production Designer		
	Second Unit Director		
9	Director (series & serial)*		Animation Director
10	Director (features & mini-series)*		

*The distinction between the Director at Level 9 and at Level 10 is to be determined having regard to the differences between (level 10) features and mini-series (6 episodes or less), and (level 9) series and serials, considering such matters as the Director's script rights, principal casting rights, fine cut rights and mix rights.

Note: SPAA and MEAA acknowledge that the environment in which the industry currently operates is undergoing a period of change in relation to technological, organisational and other developments. Accordingly, the classification structure set out in Schedule F is likely to require a degree of modification during the life of the Agreement. SPAA and MEAA have agreed to establish an industry working group to advise them on the impact of such change. Where the working group recommends a variation of the classification structure, and where the parties agree that such variation is appropriate to properly serve the interests of the industry, the classification structure set out in this Schedule F may be varied.

(d) Junior Rates - The rates of payment for junior employees shall be the under-mentioned percentages of the applicable Agreement rate in the respective classifications.

- 17 years of age or under60%
- 18 years of age70%
- 19 years of age80%

Provided however, that should a junior be employed in any classification carrying a rate of pay at Level 6 or more, the junior shall be paid the full adult rate.

MPPCA ALLOWANCE SCHEDULE

As at 1 January 2014

MEAL BREAK ALLOWANCES (Clause 26)	
Breakfast	\$15.90
Lunch	\$17.80
Dinner	\$27.30
Supper	\$17.80

TRAVELLING ALLOWANCES (Clause 30) Per day	
Where an employee receives the minimum rate of pay and agrees to provide their own transport between the Employer's usual place of business and a location within the 20 km radius:	\$7.60
Where an employee receives the minimum rate of pay and is required to drive a vehicle more than two tonnes tare:	\$5.30
Mileage Allowance Per km	
Motor Car	\$0.80
Motor Cycle	\$0.40

ACCOMMODATION ALLOWANCES (Clause 30) Per day	
Private home or shared	\$10.70
Caravans or sewerred mining camps	\$21.40
Shearer's quarters, rough mining camps, camping	\$42.60

CLOTHING ALLOWANCE (Clause 31) Per day	
Laundry/cleaning	\$12.50

INSURANCES - HAZARDOUS DUTY (Clause 38)	
Event*	Compensation
Death	\$275,500
Permanent Total Disablement	\$275,500
Permanent Total loss of Sight of one eye and loss or permanent total loss of use of one limb	\$275,500
Permanent Total Loss of Sight of both eyes	\$275,500
Permanent Total Loss of Sight of one eye	\$137,500
Permanent Total Loss of Sight of one eye (Camera Dept. only)	\$275,500
Loss of or permanent total loss of use of Two Limbs	\$275,500
Loss of or the Permanent Total Loss of the use of One Limb	\$137,500

*Occurring with twelve months of sustaining such injury

SUPERANUATION (Clause 17)	
Levy	Minimum Superannuation Guarantee percentage as published by the Australian Tax Office
Threshold	Nil

Cap above which no further payment required in quarterly periods:	Maximum superannuation contribution base as published by the Australian Tax Office for the relevant financial year.
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MPPCA ALLOWANCE RATES as at 1/1/14