**Motion Picture Production Certified Agreement 2010**

**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.

**Allowances**

**Meal Allowance**

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

<table>
<thead>
<tr>
<th>Allowance</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>$14.50</td>
</tr>
<tr>
<td>Lunch</td>
<td>$16.30</td>
</tr>
<tr>
<td>Dinner</td>
<td>$24.90</td>
</tr>
<tr>
<td>Supper</td>
<td>$16.30</td>
</tr>
</tbody>
</table>

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 $7.00 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 tare he/she shall be paid a loading of $4.90 per day in addition to minimum rates.

| Use of own motor car | $0.80 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 $9.60 per day.
- air conditioned caravans or air-conditioned and sewered camps $19.30 per day.
- shearer’s quarters, rough mining camps, or by camping - $38.30 per day.

**Laundry Allowance**

Employees on location are entitled to a laundry allowance of $11.60 per day unless the employer provides a cleaning service.

---

**Authorised by Christopher Warren**

**Web:** http://www.alliance.org.au | **Email:** mail@alliance.org.au | **Phone:** Alliance Inquiry Desk: 1300 656 512
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).

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.

**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.

**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.

Superannuation

9% 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.

**Need more information?**

This award summary only provides an outline of the minimum wages and conditions for crew engaged in film and 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](http://www.alliance.org.au)

Authorised by Christopher Warren
Web: [http://www.alliance.org.au](http://www.alliance.org.au) | Email: mail@alliance.org.au | Phone: Alliance Inquiry Desk: 1300 656 512
**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.

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

**Classification levels**

<table>
<thead>
<tr>
<th>Classification Level</th>
<th>Production</th>
<th>Post-Production</th>
<th>Animation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>Stable Hand Brush Hand Construction Assistant Labourer Unit Assistant Driver/Runner</td>
<td>Assistant Tape Operator</td>
<td>Art Room Assistant Animation Runner Xerox Operator</td>
</tr>
<tr>
<td>Level 2</td>
<td>Production Assistant/Runner Wardrobe Assistant Casting Assistant SFX Assistant Occupational First Aider</td>
<td>Edge Numberer 2nd Assistant Sound Editor 2nd Assistant Tape Operator 2 Post Production Assistant</td>
<td>Production Assistant/Digital Scanner Assistant Cel Painter Assistant Background Artist 3 Layout Artist 3 Animator 3</td>
</tr>
<tr>
<td>Level 3</td>
<td>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)</td>
<td>2nd Assistant Picture Editor Assistant Tape Operator 1 Visual Effects Assistant 2</td>
<td>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</td>
</tr>
<tr>
<td>Level 4</td>
<td>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</td>
<td>Assistant Sound Editor Broadcast Tape Operator Visual Effects 1</td>
<td>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-between/Clean-up Artist Digital Animation Compositor</td>
</tr>
</tbody>
</table>
| 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 Recorist  
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 | Animation Director |
| Level 9 | Director (series & serial)* | | |
| Level 10 | Director (features & mini-series)* | | |