



SCREEN  
PRODUCERS  
AUSTRALIA

# Screen Producers Australia Application for Authorisation (non-merger)

## Appendix B 3.2

# PAY RATES & ALLOWANCES

## Motion Picture Production Collective Agreement – from 1 November 2020



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

[screenproducersaustralia.org](http://screenproducersaustralia.org)



## Terms of use

This Agreement and attached standard contracts are the intellectual property of Screen Producers Australia and the Media Entertainment and Arts Alliance. 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](http://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 MEAA's intellectual property and either party may take action to protect its rights.



## MOTION PICTURE PRODUCTION COLLECTIVE AGREEMENT PAY RATES & ALLOWANCES – from November 2020

The minimum pay rates and classification structure in the Motion Picture Production Collective Agreement (MPPCA) are being reviewed by Screen Producers Australia and the Media Entertainment and Arts Alliance. Note that there have been no negotiated pay increases to the MPPCA since 2012. This Schedule contains the most recent rates and allowances, adjusted to take account of the 2020 National Wage Case decision to increase the minimum rates in the underpinning Broadcasting Recorded Entertainment and Cinemas Award 2010 (BRECA) by 1.75%, effective from 1 November 2020.

### Minimum Wage Rates - 40 hour week

The minimum Agreement rate for a 40 hour week (worked ordinary hours Monday – Friday), exclusive of payments for penalty rates and overtime is:

CLASSIFICATION LEVEL	MINIMUM RATES 1 NOVEMBER 2020 – 1 JULY 2021
1	\$836.62
2	\$868.66
3	\$898.55
4	\$946.88
5	\$1,006.23
6	\$1,062.12
7	\$1,107.76
8	\$1,280.49
9	\$1,310.27
10	\$1,369.94

### Minimum Wage Rates - 50 hour week

The minimum Agreement rate to be paid for a 50 hour week worked Monday to Friday, including 10 hours of overtime is set out below. Note the overtime is calculated on the basis of 2 hours overtime worked 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. Where Saturday is worked as a part of ordinary hours and/or the hours are worked before 6am or after 8pm, additional penalties apply in accordance with Clause 21 of MPPCA.

CLASSIFICATION LEVEL	MINIMUM RATES 1 JULY 2019 – 1 JULY 2020
1	\$1,163.10
2	\$1,207.65
3	\$1,249.20
4	\$1,316.40
5	\$1,398.90
6	\$1,476.60
7	\$1,540.05
8	\$1,780.20
9	\$1,821.60
10	\$1,904.55

NOTE: In order to obtain the Base Hourly Rate, divide the above rates by 55.

## Classification structure

The classification levels are contained in Schedule F of MPPCA and are set out below. Note: SPA and MEAA acknowledge that the environment in which the screen industry operates is undergoing a period of technological and organizational change and this classification structure is currently under review. SPA 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.

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

LEVEL	PRODUCTION	POST-PRODUCTION	ANIMATION
	Pattern Cutter Production Accounts Assistant Set Dresser Set Maker Sign Writer Standby Props Standby Wardrobe Transport Manager Tutor		Tracer /Painter (HoD) Track Reader
5	Art Department Co-ordinator Assistant Art Director Best Boy Boom Operator Director's Assistant Floor Manager Grip Hairdresser Props Buyer/Master Make-up Artist Mechanic Model Maker Production Co-ordinator Registered Nurse Second AD Scenic Artist SFX Technician Unit Manager	1st Assistant Picture  Editor Foley Artist 2 On-Line Editor 3 Neg Cutter 2 Supervising Tape Operator Telecine 3	Animation Production Co-ordinator Animator 3 Digital Camera (HoD) Layout Co-ordinator
6	Construction Manager Continuity Person  Focus Puller Gaffer Hairdressing Supervisor  Head Wrangler/ Horse Master / Animal Trainer Key Grip Location Manager Make-up Supervisor Production Accountant Safety Supervisor Set Designer SFX Co-ordinator Stills Photographer Story Editor	Dialogue Editor Digital Composer 1 Effects/sound Editor Foley Artist 1 Foley Engineer Neg Cutter 1  On-Line Editor 2  Telecine 2	Animation (Rostrum) Camera Operator  (Film) Animator 2 Assistant Animator (HoD) Assistant Character Designer Assistant Storyboard Artist  Background Artist Layout Artist Senior In- betweening/ Clean-up

LEVEL	PRODUCTION	POST-PRODUCTION	ANIMATION
7	Technical Director Wardrobe Supervisor Art Director Camera Operator Casting Director Continuity (HoD) Costume Designer First AD Gaffer (HoD) Key Grip (HoD) Lighting Designer Production Manager SFX Make-up Supervisor  SFX Designer Sound Recordist	Mixer Music Editor On-Line Editor 1 Post Production Supervisor Sound Designer Supervising Sound Editor Telecine 1 Visual Effects Designer Visual Effects Supervisor	Animation (HoD) Animator 1 Assistant Animation Director Digital Production Supervisor Digital Systems Manager Layout Artist (HoD) Production/Character Designer Storyboard Artist Studio/Production Manager
8	Director of Photography Production Designer Second Unit Director	Picture Editor	
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.

#### Junior Rates

17 years of age or under	60%
18 years of age	70%
19 years of age	80%

Provided however, that from Level 6 and above, the junior shall be paid the adult rate.

## MPPCA ALLOWANCES 2020

In accordance with clause 3(d) of the MPPCA allowances increase annually on 1 January by the applicable sub-group CPI

<b>MEAL BREAK ALLOWANCES (see clause 26, per missed break or meal)</b>	
Breakfast	\$17.70
Lunch	\$19.95
Dinner	\$30.65
Supper	\$19.95

<b>TRAVEL ALLOWANCES (see clause 30, per day or per km)</b>	
Where an employee agrees to provide their own transport (within 20 km radius of usual place of business) (per day)	\$8.15
Required to drive vehicle more than two tonnes tare (per day)	\$5.65
Mileage Allowance (per km)	
Motor Car	\$0.93
Motor Cycle	\$0.46

<b>ACCOMMODATION ALLOWANCES (see clause 30, per day)</b>	
Private home or shared	\$12.15
Caravans or seweried mining camps	\$23.90
Shearer's quarters, rough mining camps, camping	\$47.65

<b>CLOTHING ALLOWANCE (see clause 31, per day)</b>	
Laundry/cleaning	\$14.90

<b>SUPERANUATION (see clause 17)</b>	
Levy	Minimum Superannuation Guarantee percentage as published by the Australian Tax Office (9.5%)
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.