



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2020–21** (C2021/1)

### **BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS AWARD 2020** [MA000091]

Broadcasting and recorded entertainment industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the amount “\$97,674” appearing in clause 4.4(b) and inserting “\$100,116”.
2. By deleting the amount “\$79,236” appearing in clause 4.4(c) and inserting “\$81,217”.
3. By deleting the table appearing in clause 13.3 and inserting the following:

| <b>Classification level</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|-----------------------------|---|----------------------------|
|                             | \$  | \$                         |
| Grade 1                     | 772.60  | 20.33                      |
| Grade 2                     | 794.80  | 20.92                      |
| Grade 3                     | 825.20  | 21.72                      |

| <b>Classification level</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|-----------------------------|---|----------------------------|
|                             | <b>\$</b>   | <b>\$</b>                  |
| Grade 4                     | 853.60  | 22.46                      |
| Grade 5                     | 899.50  | 23.67                      |
| Grade 6                     | 927.70  | 24.41                      |
| Grade 7                     | 955.90  | 25.16                      |
| Grade 8                     | 981.50  | 25.83                      |
| Grade 9                     | 1009.00   | 26.55                      |
| Grade 10                    | 1031.30   | 27.14                      |
| Grade 11                    | 1052.40   | 27.69                      |
| Grade 12                    | 1080.60   | 28.44                      |
| Grade 13                    | 1108.70   | 29.18                      |
| Grade 14                    | 1123.00   | 29.55                      |
| Grade 15                    | 1165.60   | 30.67                      |
| Grade 16                    | 1216.50   | 32.01                      |
| Grade 17                    | 1244.80   | 32.76                      |
| Grade 18                    | 1301.40   | 34.25                      |

4. By deleting the table appearing in clause 13.4 and inserting the following:

| <b>Classifications</b> | <b>Base rate per week</b> | <b>8% penalty averaging per week</b> | <b>Minimum weekly rate</b> | <b>Minimum hourly rate</b> |
|------------------------|---------------------------|--------------------------------------|----------------------------|----------------------------|
|                        | \$                        | \$                                   | \$                         | \$                         |
| Cinema Worker Level 1  | 794.80                    | 63.58                                | 858.38                     | 22.59                      |
| Cinema Worker Level 2  | 825.20                    | 66.02                                | 891.22                     | 23.45                      |
| Cinema Worker Level 3  | 853.60                    | 68.29                                | 921.89                     | 24.26                      |
| Cinema Worker Level 4  | 899.50                    | 71.96                                | 971.46                     | 25.56                      |
| Cinema Worker Level 5  | 955.90                    | 76.47                                | 1032.37                    | 27.17                      |
| Cinema Worker Level 6  | 981.50                    | 78.52                                | 1060.02                    | 27.90                      |
| Cinema Worker Level 7  | 1009.00                   | 80.72                                | 1089.72                    | 28.68                      |
| Zone Manager           | 1009.00                   | 80.72                                | 1089.72                    | 28.68                      |

5. By deleting the table appearing in clause 13.6 and inserting the following:

| <b>Grade</b>       | <b>Minimum weekly wage<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------|---|----------------------------|
|                    | \$  | \$                         |
| <b>Band 1</b>      |   |                            |
| Journalist Grade 1 | 981.50  | 25.83                      |
| Journalist Grade 2 | 1052.40   | 27.69                      |
| Journalist Grade 3 | 1165.60   | 30.67                      |
| Journalist Grade 4 | 1216.50   | 32.01                      |
| <b>Band 2</b>      |   |                            |
| Journalist Grade 5 | 1273.30   | 33.51                      |
| Journalist Grade 6 | 1357.80   | 35.73                      |
| Journalist Grade 7 | 1442.70   | 37.97                      |
| <b>Band 3</b>      |   |                            |
| Journalist Grade 8 | 1485.30   | 39.09                      |

6. By deleting the table appearing in clause 13.8(a) and inserting the following:

| <b>Classifications</b>   | <b>Hourly rate</b> |
|--|--------------------|
|  | <b>\$</b>          |
| Extra (advertising productions)  | 36.12              |
| Extra (feature film)   | 32.37              |
| Extra/Stand-In Double (other content)  | 29.51              |
| Bit Player (content other than feature films and advertising productions)    | 31.45              |
| Performer not required to speak more than 2 lines of dialogue (feature film) | 43.31              |
| Performer (advertising productions)  | 43.83              |

7. By deleting the table appearing in clause 13.8(b) and inserting the following:

| <b>Classifications</b>  | <b>Daily rate</b> |
|---|-------------------|
|   | <b>\$</b>         |
| Extra/Stand-In/Double   | 215.88            |
| Performer Class 1 (content other than feature film and advertising productions) | 235.60            |
| Performer Class 1 (feature film)  | 274.85            |
| Performer Class 2 (content other than feature film and advertising productions) | 247.53            |
| Performer Class 2 (feature film)  | 288.77            |

8. By deleting the table appearing in clause 13.8(c) and inserting the following:

| <b>Classifications</b> | <b>Weekly rate</b>          |
|------------------------|-----------------------------|
|                        | <b>(full-time employee)</b> |
|                        | <b>\$</b>                   |
| Stand-In/Double        | 899.50                      |
| Bit Player             | 955.90                      |
| Performer Class 1      | 981.50                      |
| Performer Class 2      | 1031.30                     |

9. By deleting the table appearing in clause 13.8(d) and inserting the following:

| <b>Classifications</b> | <b>No. of episodes in which work is performed in a week</b> |           |           |           |
|------------------------|---|-----------|-----------|-----------|
|                        | <b>1 or 2</b>   | <b>3</b>  | <b>4</b>  | <b>5</b>  |
|                        | <b>\$</b>   | <b>\$</b> | <b>\$</b> | <b>\$</b> |
| Double                 | 899.50  | 1293.00   | 1686.60   | 2080.10   |
| Bit Player             | 955.90  | 1374.10   | 1792.30   | 2210.50   |
| Performer Class 1      | 981.50  | 1410.90   | 1840.30   | 2269.70   |
| Performer Class 2      | 1031.30   | 1482.50   | 1933.70   | 2384.90   |

10. By deleting the amounts “\$72.40” and “\$60.12” appearing in clause 13.9(c) and inserting “\$74.21” and “\$61.62” respectively.

11. By deleting the amount “\$33.00” appearing in clause 13.9(d) and inserting “\$33.82”.

12. By deleting the table appearing in clause 13.11 and inserting the following:

|   | \$                    |
|---|-----------------------|
|   | <b>Per engagement</b> |
| for a musician working in television broadcasting—<br>performance                               | 123.93                |
| for a musician working in television broadcasting—<br>rehearsal                                 | 93.75                 |
| for a musician working in records for sale to the public  | 133.46                |
| for a musician working in feature films, documentaries,<br>telemovies or television mini-series | 181.73                |

13. By deleting the amount “\$215.15” appearing in clause 13.12 and inserting “\$220.53”.
14. By deleting the year “2020” in clause 13.15(b) and inserting “2021”.
15. By deleting the amount “\$17.55” appearing in clause 15.2(a)(i) and inserting “\$17.99”.
16. By deleting the amounts “\$0.46” and “\$17.55” appearing in clause 15.2(a)(ii) and inserting “\$0.47” and “\$17.99” respectively.
17. By deleting the amounts “\$1401.18” and “\$2805.16” appearing in clause 15.2(b)(i) and inserting “\$1436.14” and “\$2875.16” respectively.
18. By deleting the amount “\$15.80” appearing in clause 34.2(b) and inserting “\$16.19”.
19. By deleting the amount “\$30.63” appearing in clause 34.2(c) and inserting “\$31.39”.
20. By deleting the table appearing in clause 34.2(i) and inserting the following:

| <b>Height</b>          | <b>\$ per shift</b> |
|------------------------|---------------------|
| 15 metres to 50 metres | 8.37                |
| 51 metres to 90 metres | 17.63               |
| Over 90 metres         | 29.23               |

21. By deleting the table appearing in clause 62.2(a)(i) and inserting the following:

|        | <b>Allowance for each additional<br/>cinema supervised</b> | <b>Maximum allowance</b> |
|--------|--|--------------------------|
|        | <b>\$ per cinema</b>                                       | <b>\$ per week</b>       |
| Zone 1 | 48.39  | 290.45                   |
| Zone 2 | 33.91  | 204.46                   |

22. By deleting the amount “\$877.60” appearing in clause H.1.1 and inserting “\$899.50”.

23. By deleting the table appearing in clause H.1.1 and inserting the following:

| <b>Allowance</b>  | <b>Clause</b> | <b>% of<br/>standard<br/>rate</b> | <b>\$</b> | <b>Payable</b> |
|---|---------------|-----------------------------------|-----------|----------------|
| <b>General</b>  |               |                                   |           |                |
| First aid allowance—per week  | 15.2(a)(i)    | 2.0                               | 17.99     | per week       |
| First aid allowance—per hour  | 15.2(a)(ii)   | Weekly allowance / 38             | 0.47      | per hour       |
| Language allowance—Indigenous performer’s English proficiency—level 1—minimal | 15.2(b)(i)    | 159.66                            | 1436.14   | per annum      |
| Language allowance—Indigenous performer’s English proficiency—level 2—general | 15.2(b)(i)    | 319.64                            | 2875.16   | per annum      |
| <b>Television broadcasting</b>  |               |                                   |           |                |
| Broadcast Operator’s Certificate of Proficiency allowance <sup>1</sup>        | 34.2(b)       | 1.8                               | 16.19     | per week       |
| Television Operator’s Certificate of Proficiency allowance <sup>2</sup>       | 34.2(c)       | 3.49                              | 31.39     | per week       |
| Height allowance—15 metres to 50 metres                                       | 34.2(i)       | 0.93                              | 8.37      | per shift      |
| Height allowance—51 metres to 90 metres                                       | 34.2(i)       | 1.96                              | 17.63     | per shift      |
| Height allowance—over   | 34.2(i)       | 3.25                              | 29.23     | per shift      |

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>      |
|--|---------------|---------------------------|-----------|---------------------|
| 90 metres  |               |                           |           |                     |
| <b>Cinemas</b>   |               |                           |           |                     |
| Zone manager's additional cinema supervision allowance—zone 1—per cinema       | 62.2(a)(i)    | 5.38                      | 48.39     | per cinema per week |
| Zone manager's additional cinema supervision allowance—zone 1—maximum per week | 62.2(a)(i)    | 32.29                     | 290.45    | per week            |
| Zone manager's additional cinema supervision allowance—zone 2—per cinema       | 62.2(a)(i)    | 3.77                      | 33.91     | per cinema per week |
| Zone manager's additional cinema supervision allowance—zone 2—maximum per week | 62.2(a)(i)    | 22.73                     | 204.46    | per week            |

24. By deleting the amount “\$877.60” appearing in clause H.2.1 and inserting “\$899.50”.
25. By deleting the table appearing in clause H.2.2 and inserting the following:

| <b>Rate</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>           |
|---|---------------|---------------------------|-----------|--------------------------|
| <b>General</b>  |               |                           |           |                          |
| Interview, audition and screen test rates—screen test for television            | 13.9(c)       | 8.25                      | 74.21     | per screen test          |
| Interview, audition and screen test rates—visual test only                      | 13.9(c)       | 6.85                      | 61.62     | per screen test          |
| Interview, audition and screen test rates—any other audition and/or screen test | 13.9(d)       | 3.76                      | 33.82     | per hour or part thereof |



B. This determination comes into operation from 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2021.

PRESIDENT