

MA000091 PR717665

The attached document replaces the document previously issued with the above code on 20 March 2020.

The 'A' clause has been amended to incorporate the following: “and 20 March 2020 [[2020 FWCFB 1511](#)].”

Modern Awards, Economics and Research Section

On behalf of the Associate to Vice President Hatcher

20 March 2020



# DETERMINATION

*Fair Work Act 2009*

s.156—4 yearly review of modern awards

## **4 yearly review of modern awards**

(AM2018/17)

## **BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS**

### **AWARD 2010**

[MA000091]

Broadcasting and recorded entertainment industry

VICE PRESIDENT HATCHER

DEPUTY PRESIDENT DEAN

COMMISSIONER BOOTH

SYDNEY, 20 MARCH 2020

*4 yearly review of modern awards – Broadcasting and Recorded Entertainment Award 2010  
– substantive issues – modern award varied.*

A. Further to the Full Bench decision issued by the Fair Work Commission on 20 November 2019 [\[\[2019\] FWCFB 7608\]](#) and 20 March 2020 [\[\[2020\] FWCFB 1511\]](#), the above award is varied as follows:

1. By deleting the words “; Cinema Worker Level 1” in clause 14.2(b).
2. By deleting the words “; Cinema Worker Level 2” in clause 14.2(c).
3. By deleting the words “; Cinema Worker Level 3” in clause 14.2(e).
4. By deleting the words “; Cinema Worker Level 4” in clause 14.2(g).
5. By deleting the words “; Cinema Worker Level 5” in clause 14.2(h).
6. By deleting the words “; Cinema Worker Level 6” in clause 14.2(i).
7. By deleting the words “and clause 14.12” in clause 14.3.

8. By deleting clause 14.4(a) and inserting the following:

- (a) The minimum wages of junior employees, other than junior employees in cinemas, are the following percentages of the minimum wage for an entertainment employee Grade 5:

<b>Years of age</b>	<b>%</b>
16	45
17	55
18	65
19	75
20	85

9. By renumbering clauses 14.4(b) to (f) as clauses 14.4(c) to (g).

10. By inserting a new clause 14.4(b) as follows:

- (b) Junior employees in cinemas will be paid the percentages set out at clause 14.4(a) of the minimum rate for a Cinema Worker Level 3 in clause 14.12.

11. By deleting clause 14.12 and inserting the following:

**14.12 Employees in cinemas**

The minimum rates for employees in cinemas are calculated as follows:

<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>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cinema Worker Level 1	762.10	60.97	823.10	21.66
Cinema Worker Level 2	791.30	63.30	854.60	22.49
Cinema Worker Level 3	862.50	69.00	931.50	24.51
Cinema Worker Level 4	916.60	73.33	989.90	26.05
Cinema Worker Level 5	941.10	75.29	1016.40	26.75

<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>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cinema Worker Level 6	967.50	77.40	1044.90	27.50
Zone Manager	967.50	77.40	1044.90	27.50

NOTE 1: Employees in cinemas receive the 8% penalty averaging component instead of Sunday penalty payments and as compensation for reduced public holiday penalties. See also clauses 23.2 and 26.3.

NOTE 2: Zone Managers receive an additional allowance in accordance with clause 57.3.

B. This determination comes into operation from 1 May 2020. In accordance with s.165(3) 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 May 2020.



VICE PRESIDENT

Printed by authority of the Commonwealth Government Printer