



# Broadcast Recorded Entertainment and Cinemas Award Summary

As of 1 November 2020

## Hours of Work

Ordinary hours of work is based on a 38 hour week. 12 hours of overtime can be bought out to create a 50 hour week. A five day working week can be scheduled between Monday to Saturday.

**Exemption from certain clauses:** Overtime rates, penalty rates allowances and leave loadings may be varied if the employer and individual employee have genuinely made the agreement.

The agreement must result in the employee being better off overall i.e. the variances to overtime, penalties, allowances and loadings must not fall below what the employee would be entitled if paid the BRECA minimum rates of pay.

There is a strict process that needs to be followed in order to vary individual employee's conditions under Award flexibility.

**Travel:** 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 25km radius of the GPO.

All time spent travelling outside the radius is time worked at 1km = 2minutes time.

If crew are on a distant location, work starts and finishes at the place where the employee is provided with accommodation (door to door)

**Daily employees:** Minimum four hour call for studio and location. Dailies must be paid at least the minimum Award rate plus 25%.

## Turnaround

Turnaround is the break between days of work and must be provided as follows:

Between consecutive days: 10 hours  
For one day off: 34 hours

An employee who breaks turnaround, the employee must be paid double time until they receive the appropriate break set out above.

## Overtime and Penalty rates

**Overtime Rates:** Overtime applies after 7.6 hours on ordinary days and for any time worked on the 6th day or Sunday.

Monday – Saturday	Time and a half for the first 2 hours, double time up to 12 hours.
Sunday	Double time up to 12 hours.
Any day exceeding 12 hours (or 13 hours on overnight location)	Triple time

## Night and Saturday Loadings

Time	Loading
8pm to Midnight- Monday to Thursday Midnight to 7am - Tuesday to Friday	25%
Midnight to 7am - Saturday 8pm to Midnight - Friday and Saturday	50%
Midnight to 7am - Mon	100%

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**Public holidays:** You are entitled to take public holidays (or the days observed as such) without loss of pay.

If you work on a public holiday you are entitled to double time and a half (based on the Award minimum rate) and triple time past 12 hours for a minimum call of 4 hours.

## Leave

**Annual Leave:** An employee is entitled to 4 weeks' annual leave at minimum Award rates + 17.5% loading for every 12 months' service, or pro rata based on the number of weeks worked. Annual leave not taken must be paid out at the end of employment.

**Sick Leave:** 10 days per year – entitlement accumulates on a monthly basis.

**Carer's and bereavement leave:** An employee may use up to 5 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.

## Meal breaks and rest periods

Meal breaks must commence no later than 5 hours from the start of the work session or end of the last meal break.

Where an employee is required to work beyond the 5 hours either from the start of the work session or the end of the last meal break a meal must be provided by the employer or the appropriate allowance paid.

The employer shall provide meals upon location as required, or pay an allowance.

**Delayed Meal Breaks:** If a meal break is not provided when it falls due, a delayed meal break penalty (DMB) must be paid at the rate of:

Monday - Friday  
Saturdays  
Sunday  
Public Holidays

Time and a half  
Time and three quarters  
Double time  
Double time and a half

from the time the meal break falls due until the time it actually commences.

## Allowances

BRECA allowances are updated on 1 July each year.

### Meal Allowance:

	<b>Allowance</b>
Lunch	\$ 13.36
Dinner	\$ 20.51
Supper	\$ 13.36

**Travel Allowance:** Where an employer requires an employee to use their own vehicle in the course of their employment the employer must pay the employee an allowance of

Use of own motor car	\$ 0.78 cents/km
Use of own motor cycle	\$ 0.40 cents/km

**Accommodation Allowance:** Employees required to stay overnight from their place of residence will be provided reasonable accommodation. Where this is impossible and an employee is otherwise accommodated, employees will be entitled to the following allowances.

Where accommodation is provided at the standard of:

- A private home, homestead, or hotel with shared facilities or where unshared accommodation is not provided: **\$ 8.15 per day**
- Air-conditioned caravans or air-conditioned and seweried mining camps: **\$ 16.38 per day**
- Shearers' quarters, rough mining camps, or by camping: **\$32.57 per day**

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**Laundry Allowance:** Employees living away from home are entitled to a laundry allowance of **\$8.30 per day** unless the employer provides a cleaning service.

## Superannuation:

Superannuation contributions of 9.5% calculated on your gross agreed remuneration must be paid on a monthly basis into MEDIA Super, Australian Super or another complying fund agreed between the employee and employer.

## Classification Minimum Rates (50 hour week)

The BRECA Minimum rates as of November 1 2020 are set out below:

<b>BRECA Grades</b>	<b>Positions</b>	<b>BRECA Rate 50 hour week (from 1 July 2019)</b>
<b>Grade 2</b>	Brush Hand, Construction Assistant, Driver/Runner, Labourer, Art Room Assistant, Stable Hand, Unit Assistant	<b>\$1,163</b>
<b>Grade 3</b>	Production Assistant/Runner, Wardrobe Assistant, Post Production Assistant, 2nd Assistant Sound Editor	<b>\$1,207</b>
<b>Grade 4</b>	Clapper Loader, Assistant Grip, Assistant Hairdresser, Assistant Make-up, Lighting Assistant, Production Secretary, 3 <sup>rd</sup> AD, Wrangler, 2 <sup>nd</sup> Assistant Editor, Digital Colour Grader	<b>\$1,249</b>
<b>Grade 5</b>	Assistant Animal Trainer, Armourer, Carpenter, Draftsperson, Electrician, Extras Casting, Generator Operator, Lighting Technician, Pattern Cutter, Accounts Assistant, Set Dresser, Sign Writer, Standby Props, Standby Wardrobe, Transport Manager, Assistant Sound Editor, Colour Stylist	<b>\$1,316</b>
<b>Grade 7</b>	Art Department Co-ordinator, Assistant Art Director, Best Boy, Boom Operator, Grip, Hairdresser, Props Buyer/Master, Make-up Artist, Mechanic, Model Maker, Production Co-ordinator, Registered Nurse, 2 <sup>nd</sup> AD, Scenic Artist, Unit Manager, 1st Assistant Picture Editor, Foley Artist 2	<b>\$1,398</b>
<b>Grade 9</b>	Construction Manager, Focus Puller, Head Wrangler/Animal Trainer, Key Grip, Location Manager, Make-up Supervisor, Production Accountant, Dialogue Editor, Safety Supervisor, Set Designer, Stills Photographer, Wardrobe Supervisor	<b>\$1,476</b>
<b>Grade 11</b>	Art Director, Camera Operator, Continuity (HOD), Costume Designer, 1 <sup>st</sup> AD, Gaffer (HOD), Key Grip (HOD), Production Manager, SFX Make-up Supervisor, Sound Recordist, Post Production Supervisor, Sound Designer, Supervising Sound Editor, Digital Systems Manager, Storyboard Artist, Production Manager	<b>\$1,540</b>

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<b>Grade 16</b>	DOP, Production Designer, 2 <sup>nd</sup> Unit Director, Editor	<b>\$1,780</b>
<b>Grade 17</b>	Director (series & serial)	<b>\$1,821</b>
<b>Grade 18</b>	Director (features & miniseries)	<b>\$1,904</b> 2063

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