



# PRIORITIES FOR INDUSTRY REFORM

*The purpose of the measures listed is to make the industry safe, sustainable and inclusive for crew. Putting these measures in place will ensure that the industry can attract, develop and retain skilled and experienced crew and creatives.*

## Living Wages

All agreements must include a schedule of market rates for domestic and offshore productions respectively. Rates must increase annually to keep up with the cost of living.

Offshore TV market rates are the same as the offshore film agreement, subject to the required updates

Role and department reviews:

- Unit wages increase to maintain weekly pay at a liveable level given the necessary reduction in hours
- Construction wages increased to a competitive level to build a skilled workforce that can work safely and can afford to commit to the industry
- Art department and props manufacturing to be reviewed
- Assistant level roles have not kept pace with increases at the top and need to be increased more than CPI
- Inclusion of provision to match any new jobs with roles listed in the schedule

Inclusion of experienced/senior rates and structures to ensure career path

Make contributions sufficient to fund and administer industry long service leave, sick/carer's leave and paid parental leave via a trust

MPPA to include public holiday pay entitlement clause on the same basis as offshore agreements

Pay and conditions parity as a minimum for work that is outsourced or performed by a contractor

## Living Hours

Recognition that excessive hours are unacceptable and damaging and that every producer commits to changing the culture and eliminating the practices that drive excessive hours

Producers to monitor and record all hours and turnarounds actually worked, including travel time, in line with their WHS obligations. No unpaid overtime. No unpaid broken turnaround.

Develop a scheduling framework to ensure that schedules are realistic and properly managed for pre, production and post. Framework to prioritise the cost of hours on crew's families, physical and mental health, and safety alongside production needs.

Off-set start, break and finish times are to be included in the agreement

Paid recovery time after night work or long hours

Crew have a right to accommodation and return transport on request in order to manage fatigue

Any work on seven or more consecutive days will be paid at the seventh day/Sunday penalty rate regardless of when the working week started

No work to be required on unpaid time such as before the time an engagement is due to start, after hours and before hours, including commencement tasks (e.g. policy induction, COVID testing, crewing up), phone calls, checking emails or messages (e.g. for call sheets), reports, COVID testing, or meetings

Meal or meal allowance to be provided when unscheduled OT is worked at the end of the day

Offshore agreements to use the same overtime, turnaround, night loading, meal break and radius provisions as the MPPA

## Safe and Professional Workplaces

Productions to provide training to employees with management or supervisory responsibilities, including producers, in how to manage people. Training to include appropriate behaviour and communication in the workplace, employee rights, how to handle/escalate a complaint, cultural safety, mental health first aid, and reasonable expectations of employees in relation to hours and work-life balance.

Productions to train all employees, including producers, on bullying, harassment, sexual harassment, and discrimination policies and complaints processes. Every production must have a functioning complaints process and action must be taken to remedy or remove unsafe behaviour.

Commitment to develop an industry fatigue management protocol

Safety and accessibility audit of all proposed work locations before occupation. Workplace not to be occupied until all defects have been resolved.

Morning and afternoon paid rest breaks to be reinstated in offshore agreements, including during continuous hours

Crew employment conditions to be negotiated and respected on an equitable basis across all departments, including on-set, off-set and in post-production

Meals and drinks of equal quality to be provided to all crew. Budget minimum equal to meal allowance per head, or to be a reimbursable expense up to the meal allowance. Production may not restrict what food or drinks are reimbursable. Where meal ingredients are supplied in place of meals, a person qualified in food safety must be employed to ensure that food and preparation areas are kept in a safe and hygienic state.

Contracts to be issued to crew before start of employment. Any proposed variation of contract must be explained to crew in a meeting during work time, as well as in a written summary of changes, and crew to be given adequate time to receive advice. Contracts to have start and end date.

Ensure that kit and/or car rental arrangements are covering real costs and cover the entire engagement. Tool allowances to be standardised and included in agreements. Damage or loss of kit, tools and vehicles to be covered by production insurance.

Crew to have reasonable opportunity to access union advice and consultation at work including during continuous hours

Time for quarantine, isolation, and leave relating to COVID to be paid. COVID leave to be paid commensurate with other forms of leave. Quarantine costs to be paid.

Commitment to develop a program that includes accreditation of crew skills and recognition of qualifications and experience. Commitment to develop industry initiatives to address challenges such as skills gaps or factors working against retention of crew.