



Offshore Feature Film Crew Minimum Rates

The minimum rates for each role are set out in the table below and increase on 1 July each year. Individually negotiated rates must be increased by the same dollar amount as the minimum for that role (ie. increases to minimum rates are not absorbed into the employee's personal margin; see clause 6.3 of the Agreement).

	38 hrs per week minimum rate (\$)	50 hrs per week minimum rate (\$)	Five-day flat fee minimum rate (\$)	BRECA Motion Picture Production Level
ACCOUNTS				
Financial Controller	N/A	N/A	3942	7
Production Accountant	N/A	N/A	2816	6
1st Assistant Accountant, Payroll	1584	2291		4
2nd Assistant Accountant, Payroll Assistant	1346	1948		4
Assistant Accountant	1317	1906		4
Accounts Assistant / Clerk	1149	1664		1
ASSISTANT DIRECTORS				
First Assistant Director	N/A	N/A	5068	7
Key Second Assistant Director	2256	3265		5
Second Assistant Director	1741	2520		5
Second Second Assistant Director	1584	2292		4
Third Assistant Director	1346	1948		3
Senior Production Assistant	1181	1710		2
Production Assistant	1141	1651		1
ART DEPARTMENT				
Production Designer	N/A	N/A	5631	8
Supervising Art Director	N/A	N/A	4505	7
Art Director	N/A	N/A	3942	7
Assistant Art Director	1741	2520		5
Set Designer	1464	2120		6
Draughtperson	1231	1781		3
Illustrator/Concept Artist	1741	2520		6
Senior Model Maker	1584	2291		5
Model Makers	1346	1948		5
Junior Model Maker	1231	1781		3
Graphic Designer	1741	2520		5
Art Department Coordinator	1425	2062		5
Art Department Runner, Art Department Assistant	1141	1651		1
ART DEPARTMENT – ARMOURY				
Key Armourer	2374	3378		7
Armourer	1425	2062		5
Assistant Armourer	1231	1781		3

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Armoury Assistant	1141	1651		1
ART DEPARTMENT – ANIMALS				
Head Animal Trainer (HOD)	1946	2816		6
Animal Department Coordinator	1425	2062		5
Animal Wrangler	1478	2177		6
Assistant Animal Wrangler	1317	1906		4
Animal Assistant	1141	1651		1
ART DEPARTMENT – CONSTRUCTION				
Construction Supervisor (HOD)	N/A	N/A	3716	6
Supervising Foreman/Assistant Construction Supervisor (2IC)	2138	3093		5
Construction Manager, Head of Engineering/Steel	2058	2979		6
Construction Coordinator	1425	2062		5
Head Scenic, Head Plasterer, Head Sculptor	2374	3436		5
Scenic Artist	2058	2979		5
Foreman	1820	2634		5
Construction Buyer	1346	1948		4
Leading Hand	1663	2406		4
Set Builder/Set Finisher/Set Plasterer/Set Sculptor/Set Fibreglasser, Standby	1504	2177		4
Carpenter/Painter/Sculptor/Steel Worker/Plasterer	1346	1948		4
Trade Assistant, Construction Buyer Runner	1187	1718		2
Trade Hand	1170	1694		1
Labourer	1141	1651		1
Stage Hand	1141	1651		1
ART DEPARTMENT – GREENS				
Head of Greens	1946	2816		6
Greens Foreman	1504	2177		5
Greensman/Standby Greensman	1386	2005		4
Greens Labour	1141	1651		1
ART DEPARTMENT – PROPS				
Property Master	2217	3207		5
Assistant Property Master	1584	2291		5
Props Coordinator	1425	2062		4
Senior Props Buyer	1584	2291		5
Props Buyer	1425	2062		5
Standby Props	1741	2520		4
Assistant Standby Props	1504	2177		2
2nd Assistant Standby Props	1346	1948		2
ART DEPARTMENT - PROPS MANUFACTURE				

	38 hrs per week minimum rate (\$)	50 hrs per week minimum rate (\$)	Five-day flat fee minimum rate (\$)	BRECA Motion Picture Production Level
Head of Props Manufacture	2490	3604		6
Props Manufacture 2IC	1900	2750		5
Props Manufacturing Coordinator	1425	2062		5
Foreman, Engineer, Senior Props Painter	1741	2520		5
Weapon Maker, Pattern Maker, Sculptor, Mould Maker	1663	2406		4
Senior Prop Maker	1425	2062		4
Prop Maker- Qualified	1347	1949		4
Props Manufacturing Buyer	1317	1906		4
Junior Prop Maker	1221	1766		3
Props Manufacturing Labour	1141	1651		1
ART DEPARTMENT - SET DECORATION				
Set Decorator	2217	3207		5
Assistant Set Decorator	1900	2750		4
Lead Hand / On-set Set Dresser	1584	2291		4
Set Dresser, Set Decoration Buyer	1425	2062		4
Swing Labour / Swing Gang	1267	1834		3
Junior Swing Gang	1141	1651		1
ART DEPARTMENT – VEHICLES				
Vehicle Supervisor (HOD)	1946	2816		6
Vehicle Coordinator	1425	2062		5
Assistant Vehicle Supervisor, Vehicle Manager	1663	2406		4
Mechanic	1425	2062		4
CAMERA				
Director of photography - main unit	N/A	N/A	9010	8
Director of Photography - second unit	N/A	N/A	7884	8
Camera Operator/Steadicam	3502	5068		7
First Assistant Camera	2218	3210		6
Second Assistant Camera	1425	2062		3
Digital Imaging Technician	1946	2816		6
Truck Loader	1267	1834		2
Stills Photographer	N/A	N/A	3942	6
Video Split/Video Assist/Video Playback	1979	2864		5
Video Split Assistant	1346	1948		3
Data Wrangler/Utility	1346	1948		3
Camera trainee	1141	1651		1
EXTRAS CASTING				
Extras Casting Director	1556	2251		4
Extras Casting Coordinator	1307	1891		2

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Extras Casting Assistant	1170	1694		1
CONTINUITY				
Script Supervisor	2102	3041		7
COSTUME				
Costume Designer	N/A	N/A	4505	7
Assistant Costume Designer	1979	2864		5
Costume Supervisor	N/A	N/A	3942	6
Costume Coordinator	1425	2062		5
Key Standby, Extras Coordinator	1900	2750		4
Standby, Assistant Extras Coordinator	1663	2406		4
Costume Buyer	1584	2291		5
Standby Costume Assistant	1346	1948		2
Art Finisher, Textile Artist	1820	2634		4
Assistant Art Finisher	1464	2120		3
Patternmaker/Cutter	1584	2291		4
Junior Cutter	1464	2120		4
Sewer/Maker	1307	1891		3
Assistant Buyer, Costume Assistant	1425	2062		3
Costume Runner	1141	1651		1
Senior Leather/Armour, Sculptor, Mould Maker, Costume Prop Maker	1820	2634		5
Leather/Armour, Sculptor, Mould Maker, Costume Prop Maker	1504	2177		4
Costume Props Assistant	1267	1834		3
GRIPS				
Key Grip	2179	3153		7
Dolly Grip	1820	2634		5
Best Boy	1820	2634		5
Stabilised Head Technician, Crane Grip Telescopic	1820	2634		5
Senior grip	1584	2291		5
Grip	1464	2120		5
Grip Assistant	1346	1948		3
Junior Grip	1178	1705		1
Grips Trainee	1141	1651		1
GRIPS – RIGGING				
Key Rigging Grip	2102	3041		7
Rigging Best Boy Grip	1820	2634		5
Rigging Senior Grip	1584	2291		5
Rigging Grip	1464	2120		5

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Rigging Grips Assistant	1346	1948		3
Junior Rigging Grip	1178	1705		1
HAIR AND MAKEUP				
Hair and Makeup Designer/Supervisor	2957	4280		6
Key Makeup Artist, Key Hair Stylist, Wig Coordinator	1979	2864		5
Senior/Prosthetics/SFX Makeup Artist	1979	2864		5
Hair and Makeup Artist, Hair Stylist, Body Makeup - trade qualified	1741	2520		5
Hair and Makeup Artist, Hair Stylist, Body Makeup - non-trade qualified	1584	2291		5
Junior Makeup Artist - trade qualified	1425	2062		4
Assistant Makeup Artist, Assistant Hair Stylist	1267	1834		3
Hair and Makeup trainee	1141	1651		1
LOCATIONS				
Supervising Location Manager (HOD)	N/A	N/A	3153	6
Location Scout	1285	1860		4
Location Manager 2IC	1979	2864		5
On-set Location Manager, Locations Coordinator	1425	2062		5
Locations Assistant	1187	1718		2
Locations PA	1141	1651		1
LIGHTING				
Gaffer	2179	3153		7
Rigging Gaffer	2102	3041		7
Best Boy, Rigging Best Boy	1820	2634		5
Electrician – licensed	1584	2291		5
Senior Lighting Technician/Rigger	1584	2291		5
Board Operator, Systems	1663	2406		5
Lighting Technician, Rigger, Generator Operator	1464	2120		4
Assistant Lighting Technician/Rigger	1346	1948		3
Junior Lighting/Rigger	1178	1705		1
LIGHTING – PRACTICAL				
LX Prac HOD	1868	2704		6
Best Boy (2IC)	1820	2634		5
Electrician – licensed	1663	2406		5
Technician	1425	2062		4
Junior Technician	1267	1834		3
PRODUCTION OFFICE				
Unit Production Manager	N/A	N/A	5361	7
Production Manager	N/A	N/A	3942	7
Production Supervisor	N/A	N/A	3379	6

	38 hrs per week minimum rate (\$)	50 hrs per week minimum rate (\$)	Five-day flat fee minimum rate (\$)	BRECA Motion Picture Production Level
Production Coordinator	1741	2520		5
Assistant Production Coordinator	1425	2062		4
Production Secretary	1231	1781		3
Runner, Production Assistant - offset	1141	1651		1
Chaperone – offset	1317	1906		4
SAFETY				
Nurse	1556	2251		5
Safety Supervisor	2334	3378		6
Safety Assistant	1584	2291		3
STUNTS				
Stunt Coordinator	N/A	N/A	5631	7
Assistant Stunt Coordinator	N/A	N/A	4009	5
Head Stunt Rigger	2334	3378		6
Stunt Rigger	1979	2864		5
Stunt Assist	1584	2291		4
SFX				
SFX Supervisor	N/A	N/A	5068	7
Assistant Supervisor	2771	4010		5
Workshop/Prep Supervisor, MOCON , Solid Works, Engineer	2374	3436		5
Lead Senior Technician/Foreman	2217	3207		5
SFX Buyer	1663	2406		5
SFX Technician	1741	2520		5
SFX Coordinator	1425	2062		5
SFX Senior Technician	2058	2979		5
SFX Assistant technician	1425	2062		4
SFX Assistant technician – junior	1141	1651		1
SOUND				
Production Sound Mixer/Sound Recordist	2179	3153		7
Boom Operator	1663	2406		5
Assistant Sound	1346	1948		3
Sound Utility	1231	1781		3
Sound PA	1141	1651		1
TRANSPORT				
Transport Manager	N/A	N/A	3723	4
Transport Captain	1584	2291		4
Transport Coordinator	1425	2062		4
Driver - truck/bus licence	1181	1710		2
Driver - car licence	1141	1651		1
UNIT				

	38 hrs per week minimum rate (\$)	50 hrs per week minimum rate (\$)	Five-day flat fee minimum rate (\$)	BRECA Motion Picture Production Level
Unit Manager	1900	2750		5
Assistant Unit Manager	1425	2062		4
Unit Assistant	1170	1694		1
Junior Unit Assistant	1141	1651		1
POST PRODUCTION				
Post Production Supervisor	N/A	N/A	3492	7
Editor	N/A	N/A	4505	8
VFX Editor	1946	2816		6
1st Assistant Editor	1584	2291		5
2nd Assistant Editor/VFX Assistant Editor	1231	1781		3
3rd Assistant Editor	1181	1710		2
Editorial Production Assistant	1141	1651		1
VFX				
VFX Supervisor	N/A	N/A	4505	7
VFX Producer	N/A	N/A	4044	7
VFX Lead Data Wrangler/Plate Supervisor	2490	3604		6
VFX Production Coordinator	1425	2062		5
VFX Data Wrangler	1979	2864		5
Assistant VFX Data Wrangler	1267	1834		3
Witness Camera Operator	1231	1781		3
VFX Production Assistant	1141	1651		1

Level 1 Roles

Any employee who has either a qualification relevant to their current role or prior experience working in a similar role for a production of similar scale must be paid a minimum of \$1,181 for a 38-hour week or \$1,710 for a 50-hour week (pro-rata if contracted to a different number of hours).

60-hour rates

Weekly minimum rates for employees who are contracted to 60 hours per week are calculated:

- Hourly rate = 38 hour per week minimum rate of pay for their role (above) ÷ 38
- Weekly rate = hourly rate of pay x 70

Minimum Night and Weekend Rates for Dailies

Where a casual (daily) Employee is engaged to work on nights or weekends (ie. before 7am or after 8pm on any day during the period, Monday to Friday, or on a Saturday or Sunday) the minimum hourly rate (inclusive of casual loading) for any ordinary hours worked shall be the higher of either:

- the hourly rate calculated on the basis of the relevant rate set out in the table above (ie. hourly rate plus 25% casual loading), or
- the applicable hourly rate set out below for the BRECA Motion Picture Production Level corresponding to that role ("Award Rate"), whichever is higher. If the Award Rate is higher

then the Employer will ensure that the Employee’s payment for the day is at least \$1 above the equivalent payment calculated by reference to the Award Rate.

BRECA Motion Picture Production Level	<ul style="list-style-type: none"> • Monday-Friday before 7am; • Monday-Thursday after 8pm; • Saturday 7am-8pm 	<ul style="list-style-type: none"> • Friday-Saturday after 8pm; • Saturday before 7am 	Monday 12.01am to 7am where work continues from Sunday	Sundays
1	\$36.15	\$42.18	\$54.23	\$66.28
2	\$37.47	\$43.72	\$56.21	\$68.70
3	\$38.70	\$45.15	\$58.05	\$70.95
4	\$40.76	\$47.55	\$61.63	\$74.72
5	\$43.31	\$50.52	\$64.96	\$79.39
6	\$45.71	\$53.32	\$68.56	\$83.79
7	\$47.67	\$55.62	\$71.51	\$87.40
8	\$55.11	\$64.30	\$82.67	\$101.04

Part-time Employees

If an employee is contracted as a part-time employee (ie. less than 30 hours per week), the production must review the employee’s hours and pay each week to ensure that they are receiving at least \$10 more than they would get under the BRECA rates and conditions for their role.

Nights and Weekends

If a full-time or part-time employee (ie. anyone who is not a daily) works 30% or more of their non-overtime hours on nights or weekends (defined above), the production must review the employee's hours and pay to ensure that the employee is receiving, each week, at least \$10 above the amount they would get under the BRECA for their role.

Use of this Agreement

The offshore feature film template agreement was created to set standard employment conditions for international film productions being shot in Australia. The agreement and how it operates was endorsed by MEAA members and the major US studios in 2018.

The agreement sets minimum rates and conditions for work on offshore feature films based in Australia. It is also used by other international studios who agree to continue using it for future offshore feature film productions shot in Australia. It is intended to cover films made by the major studios and those that are eligible for the Location Offset tax incentive.

The agreement is registered as a production-specific greenfields agreement with the Fair Work Commission before each production starts. The minimum rates are adjusted annually by a minimum of 2%, or in some cases more where it is necessary to ensure that the overall rates and conditions are better off overall than the relevant Award.

The relevant Award is the Broadcasting, Recorded Entertainment and Cinemas Award 2020 (BRECA). The rates table includes an indicative BRECA classification level for each role. There is no direct correspondence between the Award level and pay in this agreement, other than to provide a basis for safety net calculations.