



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24 (C2024/1)

BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS AWARD 2020 [MA000091]

Broadcasting and recorded entertainment industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the amount “\$110,742” appearing in clause 4.4(b) and inserting “\$114,895”.
2. By deleting the amount “\$89,838” appearing in clause 4.4(c) and inserting “\$93,207”.
3. By deleting the table appearing in clause 13.3 and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1 ¹	891.50	23.46
Grade 2	915.90	24.10
Grade 3	949.20	24.98

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 4	980.40	25.80
Grade 5	1032.30	27.17
Grade 6	1064.70	28.02
Grade 7	1097.10	28.87
Grade 8	1126.30	29.64
Grade 9	1158.00	30.47
Grade 10	1183.50	31.14
Grade 11	1207.80	31.78
Grade 12	1240.10	32.63
Grade 13	1272.40	33.48
Grade 14	1288.80	33.92
Grade 15	1337.60	35.20
Grade 16	1396.20	36.74
Grade 17	1428.60	37.59
Grade 18	1493.60	39.31

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

Classifications	Base rate per week	8% penalty averaging per week	Minimum weekly rate	Minimum hourly rate
	\$	\$	\$	\$
Cinema Worker Level 1	915.90	73.27	989.17	26.03
Cinema Worker Level 2	949.20	75.94	1025.14	26.98
Cinema Worker Level 3	980.40	78.43	1058.83	27.86
Cinema Worker Level 4	1032.30	82.58	1114.88	29.34
Cinema Worker Level 5	1097.10	87.77	1184.87	31.18

Classifications	Base rate per week	8% penalty averaging per week	Minimum weekly rate	Minimum hourly rate
	\$	\$	\$	\$
Cinema Worker Level 6	1126.30	90.10	1216.40	32.01
Cinema Worker Level 7	1158.00	92.64	1250.64	32.91
Zone Manager	1158.00	92.64	1250.64	32.91

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

Grade	Minimum weekly wage (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
Journalist Grade 1	1126.30	29.64
Journalist Grade 2	1207.80	31.78
Journalist Grade 3	1337.60	35.20
Journalist Grade 4	1396.20	36.74
Band 2		
Journalist Grade 5	1461.30	38.46
Journalist Grade 6	1558.30	41.01
Journalist Grade 7	1655.70	43.57
Band 3		
Journalist Grade 8	1704.50	44.86

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

Classifications	Hourly rate
	\$
Extra (advertising productions)	41.45
Extra (feature film)	37.18

Classifications	Hourly rate
	\$
Extra/Stand-In Double (other content)	33.85
Bit Player (content other than feature films and advertising productions)	36.04
Performer not required to speak more than 2 lines of dialogue (feature film)	49.69
Performer (advertising productions)	50.27

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

Classifications	Daily rate
	\$
Extra/Stand-In/Double	247.76
Performer Class 1 (content other than feature film and advertising productions)	270.38
Performer Class 1 (feature film)	315.43
Performer Class 2 (content other than feature film and advertising productions)	284.08
Performer Class 2 (feature film)	331.41

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

Classifications	Weekly rate (full-time employee)
	\$
Stand-In/Double	1032.30
Bit Player	1097.10
Performer Class 1	1126.30
Performer Class 2	1183.50

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

Classifications	No. of episodes in which work is performed in a week			
	1 or 2	3	4	5
	\$	\$	\$	\$
Double	1032.30	1483.90	1935.60	2387.20
Bit Player	1097.10	1577.10	2057.10	2537.00
Performer Class 1	1126.30	1619.10	2111.80	2604.60
Performer Class 2	1183.50	1701.30	2219.10	2736.80

10. By deleting the amounts “\$82.09” and “\$68.16” appearing in clause 13.9(c) and inserting “\$85.16” and “\$70.71” respectively.
11. By deleting the amount “\$37.41” appearing in clause 13.9(d) and inserting “\$38.81”.
12. By deleting the table appearing in clause 13.11 and inserting the following:

	\$
	Per engagement
for a musician working in television broadcasting— performance	142.22
for a musician working in television broadcasting— rehearsal	107.59
for a musician working in records for sale to the public	153.17
for a musician working in feature films, documentaries, telemovies or television mini-series	208.56

13. By deleting the amount “\$243.94” appearing in clause 13.12 and inserting “\$253.09”.
14. By deleting the year “2023” in clause 13.15(b) and inserting “2024”.
15. By deleting the amount “\$19.90” appearing in clause 15.2(a)(i) and inserting “\$20.65”.
16. By deleting the amounts “\$0.52” and “\$19.90” appearing in clause 15.2(a)(ii) and inserting “\$0.54” and “\$20.65” respectively.
17. By deleting the amounts “\$1588.62” and “\$3180.42” appearing in clause 15.2(b)(i) and inserting “\$1648.17” and “\$3299.64” respectively.

- 18. By deleting the amount “\$17.91” appearing in clause 34.2(b) and inserting “\$18.58”.
- 19. By deleting the amount “\$34.73” appearing in clause 34.2(c) and inserting “\$36.03”.
- 20. By deleting the table appearing in clause 34.2(i) and inserting the following:

Height	\$ per shift
15 metres to 50 metres	9.60
51 metres to 90 metres	20.23
Over 90 metres	33.55

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

	Allowance for each additional cinema supervised	Maximum allowance
	\$ per week	\$ per week
Zone 1	55.54	333.33
Zone 2	38.92	234.64

- 22. By deleting the amount “\$995.00” appearing in clause H.1.1 and inserting “\$1032.30”.
- 23. By deleting the table appearing in clause H.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
General				
First aid allowance—per week	15.2(a)(i)	2.0	20.65	per week
First aid allowance—per hour	15.2(a)(ii)	Weekly allowance / 38	0.54	per hour
Language allowance—Indigenous performer’s English proficiency—level 1—minimal	15.2(b)(i)	159.66	1648.17	per annum
Language allowance—Indigenous performer’s English proficiency—level 2—general	15.2(b)(i)	319.64	3299.64	per annum
Television broadcasting				

Allowance	Clause	% of standard rate	\$	Payable
Broadcast Operator's Certificate of Proficiency allowance ¹	34.2(b)	1.8	18.58	per week
Television Operator's Certificate of Proficiency allowance ²	34.2(c)	3.49	36.03	per week
Height allowance—15 metres to 50 metres	34.2(i)	0.93	9.60	per shift
Height allowance—51 metres to 90 metres	34.2(i)	1.96	20.23	per shift
Height allowance—over 90 metres	34.2(i)	3.25	33.55	per shift
Cinemas				
Zone manager's additional cinema supervision allowance—zone 1—per cinema	62.2(a)(i)	5.38	55.54	per cinema per week
Zone manager's additional cinema supervision allowance—zone 1—maximum per week	62.2(a)(i)	32.29	333.33	per week
Zone manager's additional cinema supervision allowance—zone 2—per cinema	62.2(a)(i)	3.77	38.92	per cinema per week
Zone manager's additional cinema supervision allowance—zone 2—maximum per week	62.2(a)(i)	22.73	234.64	per week

24. By deleting the amount "\$995.00" appearing in clause H.2.1 and inserting "\$1032.30".

25. By deleting the table appearing in clause H.2.2 and inserting the following:

Rate	Clause	% of standard rate	\$	Payable
General				
Interview, audition and screen test rates—screen test for television	13.9(c)	8.25	85.16	per screen test
Interview, audition and screen test rates—visual test only	13.9(c)	6.85	70.71	per screen test
Interview, audition and screen test rates—any other audition and/or screen test	13.9(d)	3.76	38.81	per hour or part thereof

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.

PRESIDENT