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AWARD SUMMARY SHEET

BROADCASTING AND RECORDED ENTERTAINMENT AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2018**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This industry award covers employers throughout Australia in the broadcasting and recorded entertainment industry and their employees listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision **broadcasting and recorded entertainment industry** means broadcasting and recorded entertainment industry means the production (including pre-production and post-production), broadcasting, distribution, showing, making available, and/or sale of audio and audio/visual content including but not limited to feature films, television programs (including series, serials, telemovies and mini-series), news, current affairs, sport, documentaries, video clips, digital video discs, television commercials, training films and the like whether for television exhibition, theatrical exhibition, sale to the public, digital media release or release in any other medium.

To avoid doubt, this award **does not** cover employers covered by the following awards with respect to employees covered by the:

- i. Clerks- Private Sector Award 2010;
- ii. Journalists Published Media Award 2010;
- iii. Air Pilots Award 2010; or
- iv. Commercial Sales Award 2010.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

Wage Rates

Adult (21 years of age and over)

The following wage rates include the 8% penalty averaging component. This is applied instead of Sunday penalty payment and reduced holiday penalties.

The following wage rates are only applicable to Cinema Worker Employees.

Cinema Worker- Permanent Employees- Full Time and Part Time				
Classification	Minimum Weekly Wage	Mon-Sun 8am-1am*	Mon-Sun 1am-8am	Public Holiday
Grade 2- Cinema Worker Level 1	\$799.09	\$21.03	\$42.06	\$42.06
Grade 3- Cinema Worker Level 2	\$829.76	\$21.84	\$43.68	\$43.68
Grade 5- Cinema Worker Level 3	\$904.39	\$23.80	\$47.60	\$47.60
Grade 7- Cinema Worker Level 4	\$961.09	\$25.29	\$50.58	\$50.58
Grade 8- Cinema Worker Level 5	\$986.80	\$25.96	\$51.92	\$51.92
Grade 9- Cinema Worker Level 6	\$1,014.44	\$26.70	\$53.40	\$53.40

Cinema Worker- Casual Employees			
Classification	Mon-Sun 8am-1am*	Mon-Sun 1am-8am	Public Holiday
Grade 2- Cinema Worker Level 1	\$26.29	\$47.32	\$42.06
Grade 3- Cinema Worker Level 2	\$27.30	\$49.14	\$43.68
Grade 5- Cinema Worker Level 3	\$29.75	\$53.55	\$47.60
Grade 7- Cinema Worker Level 4	\$31.61	\$56.90	\$50.58
Grade 8- Cinema Worker Level 5	\$32.45	\$58.41	\$51.92
Grade 9- Cinema Worker Level 6	\$33.38	\$60.08	\$53.40

*In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 55 and clause 58 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Junior Rates

Cinema Worker- Permanent Employees- Full Time and Part Time				
Classification	Minimum Weekly Wage	Mon-Sun 8am-1am*	Mon-Sun 1am-8am	Public Holiday
16 years of age and under	\$406.98	\$10.71	\$21.42	\$21.42
17 years of age	\$497.42	\$13.09	\$26.18	\$26.18
18 years of age	\$587.85	\$15.47	\$30.94	\$30.94
19 years of age	\$678.29	\$17.85	\$35.70	\$35.70
20 years of age	\$768.73	\$20.23	\$40.46	\$40.46

Cinema Worker- Casual Employees			
Classification	Mon-Sun 8am-1am*	Mon-Sun 1am-8am	Public Holiday
16 years of age and under	\$13.39	\$24.10	\$21.42
17 years of age	\$16.36	\$29.45	\$26.18
18 years of age	\$19.34	\$34.81	\$30.94
19 years of age	\$22.31	\$40.16	\$35.70
20 years of age	\$25.29	\$45.52	\$40.46

*In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 55 and clause 58 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Classification

<p>Cinema Worker Level 1</p>	<p>A Cinema Worker Level 1 is an employee who is undertaking the necessary induction and training to perform work within the scope of this level.</p> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> i. cleaning and hygiene; ii. policy and procedures knowledge; iii. food and beverage preparation for sale; iv. stock replenishment; v. ticket tearing and customer assistance; vi. product presentation and service knowledge; vii. telephone skills; viii. ensuring customer comfort is maintained; ix. undertaking minor maintenance or repairs as required. <p>Provided that no Cinema Worker Level 1 employee shall be required to handle cash except in the course of supervised training in cash handling tasks and in such circumstances the employee shall not be responsible for a correct balance of that cash. An employee who has completed 100 hours of service at Cinema Worker Level 1 may request cash handling training. The employer will not unreasonably refuse such a request. After 30 hours of such training and upon achieving the required level of competency for a Cinema Worker Level 2, the employee shall be classified at Cinema Worker Level 2.</p>
<p>Cinema Worker Level 2</p>	<p>A Cinema Worker Level 2 is an employee who has completed necessary induction and training or is undertaking such training or who possesses equivalent experience or expertise required to perform work within the scope of this level.</p> <p>Consistent with the employee's training an employee at this level:</p> <ul style="list-style-type: none"> i. is responsible for the quality of work allocated to the employee, subject to routine supervision; ii. works under routine supervision either individually or in a team environment on a range of tasks; iii. exercises discretion within the employee's level of skill and training; and iv. makes decisions in relation to routine matters within their area of work. <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> i. subject to the award and these definitions, operates flexibly as required between work areas; ii. basic keyboard duties; iii. provision of customer service; iv. ushering; v. telephonist, receptionist, selling tickets, cashier and information services. <p>Provided that no employee required to handle cash will be held</p>

	<p>responsible for a correct balance of that cash if another employee, supervisor or manager has access to it;</p> <ul style="list-style-type: none"> vi. preparing for sale and selling food and drink items and where required prepare, cook and quality assure all food items in any of the food outlet preparation areas in the cinema complex; vii. assisting other workers in any of these tasks; viii. training as a bio-box operator subject to routine supervision. An employee undertaking training in the bio-box will undergo a performance appraisal at six months and, subject to fulfilling the employer requirements for level 3, be promoted to that level; ix. cleaning, when specifically engaged as such; x. general maintenance as required.
<p>Cinema Worker Level 3</p>	<p>A Cinema Worker Level 3 is an employee who performs work within the scope of this level using applied knowledge and necessary skills.</p> <p>Consistent with their training and in addition to the competencies and tasks performed by an employee at level 1, and level 2:</p> <ul style="list-style-type: none"> i. solves straightforward problems using readily available information; ii. works to complex instructions and procedures; iii. provides supervision and assists with training levels 1 and 2 employees; iv. organises and allocates work, materials and equipment in an efficient and effective manner; and v. is responsible for work undertaken. <p>Tasks which an employee at this level may perform are:</p> <ul style="list-style-type: none"> i. indicative tasks for level 2 employees; ii. supervision of levels 1 and 2 employees; iii. assist in training of levels 1 and 2 employees; and iv. undertake bio-box duties consistent with level 3 competencies subject to direction by a level 4 employee or a cinema operator who possesses level 4 competencies. Such direction may not necessarily involve constant supervision in the bio-box. <p>A Cinema Worker Level 3 is also a person appointed as a trainee manager, under the supervision of a manager or assistant manager for a period of not more than six months, engaged in training for the duties of an assistant manager or manager. A trainee manager will not be left in charge of a theatre, except in the case of an emergency. A part-time and/or casual trainee manager will complete the equivalent of six months full-time training before being eligible to be appointed as assistant manager and/or manager.</p>
<p>Cinema Worker Level 4</p>	<p>A Cinema Worker Level 4 is an employee who applies knowledge and skills to enable the employee to perform work at this level.</p> <p>In addition to competencies and tasks performed by level 3 employees, and consistent with the employee's training, an employee at level 4:</p> <ul style="list-style-type: none"> i. is responsible for the projection area;

	<ul style="list-style-type: none"> ii. supervises work of employees at levels 1 , 2 and 3; iii. understands and applies quality control techniques; iv. performs work under limited supervision either individually or in a team environment; v. exercises discretion within the scope of this level; vi. may be responsible as required for the administration of the cinema; and vii. may be operationally responsible for food preparation department covering day-to-day operations to ensure efficient delivery of food ensuring adherence to standard recipe cards and food hygiene requirements. <p>Tasks which an employee at level 4 may perform are:</p> <ul style="list-style-type: none"> i. indicative tasks for level 3 employees; ii. machine setting, loading and preparation within the employee's levels of skill and training; iii. supervision of levels 1, 2 and 3 employees; iv. programming preparation and programming; v. bio-box administration and report preparation; vi. identifying technical problems; vii. training level 1, 2 and 3 employees; viii. maintenance of technical equipment; ix. maintenance of lighting throughout the cinema; and x. supervising and directing general technical operations throughout the cinema complex, including computer systems. This may include, but not be limited to local management of film content, including playlists and alternate content; identifying and resolving technical issues; maintenance of all projector lighting; completing local repairs and maintenance, or arranging for work to be completed.
Cinema Worker Level 5	<p>A Cinema Worker Level 5 is a person appointed as an assistant manager or technical manager who assists a manager of a theatre in carrying out the duties of a manager as provided in this award and who is called upon to carry out the duties and responsibilities of a manager during the absence of a manager from the theatre.</p>
Cinema Worker Level 6	<p>A Cinema Worker Level 6 is a person who is appointed as a manager and:</p> <ul style="list-style-type: none"> i. who is responsible for the general operations at the theatre; and ii. who is responsible for one or more of the following: <ul style="list-style-type: none"> a) advertising; b) supervision of maintenance and cinema staff; c) employment; d) training; e) checking, safekeeping and banking of cinema funds and receipts; f) payment of salaries and wages and/or accounts; g) preparation and keeping of records; h) programming of films as directed; i) supervising and directing the programming of films for the entertainment of the customer as required by their employer. In doing so, where the screening of a film classified as restricted under

	<p>the relevant legislation governing the censorship classification of films results in a prosecution against a manager or assistant manager, the employer will pay all fines and costs resulting from such prosecution unless the prosecution results from the wilful default of such manager or assistant manager.</p>
<p>Zone Manager</p>	<p>Means a person who in addition to working in a theatre as a manager exercises supervision, control or direction over another manager or managers in another theatre or theatres.</p>