



Motion Picture Production Certified Agreement 2010

As of 1 January 2023

Hours of Work

The MPPA is based on a 40 or 50 hour week. Hours can be worked on any 5 consecutive days, Monday to Saturday.

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 20km of the GPO.

All time spent travelling outside the radius is time worked.

Daily employees: Minimum call for daily (casual) employees is one day. Locals hired on location may be paid a minimum of 4 hours. Dailies must be paid at least the minimum Agreement rate plus 20%.

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
For two days off:	58 hours*

*Can be reduced to 54 hours where it occurs no more than once in every 4 weeks, or a majority of affected employees agree.

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

Overtime and Penalty rates

Overtime Rates: Overtime applies after 8 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 Friday	25%
12.01 am to 6am - Monday to Friday	
6am to 8pm* - Saturday	
12.01am to 6am- Saturday	50%
8pm to Midnight- Saturday	
12.01am to 6am** - Monday	100%

*unless contracted for a 6 day week

**where work commenced on Sunday

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 your contracted fee) for a minimum call of 4 hours.

Contracted fee/wages: An employee's gross agreed remuneration is the gross wages payable (including over-agreement payments) for the number of hours the employee has contracted to work in that week for the employer. Penalties, superannuation and any annual leave are calculated on gross agreed remuneration.

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Leave

Annual Leave: An employee is entitled to 4 weeks' annual leave 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. This may be extended to 6 hours where the individual employee agrees, or the majority of affected employees agree, provided that when agreement is sought the employer indicated the reason and likely duration of the delay.

The second meal break may be extended to 6 hours where a paid, catered 20 min break is taken between the first and second meal breaks.

Where an employee is required to work beyond the time of their second meal break, that 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 double time from the time the meal break falls due until the time it actually commences.

Breakfast: If duty commences before 5am, the employer shall allow a paid half hour break between the hours of 6.30am and 8am, and breakfast shall be provided by the employer or an allowance paid. Where the employer provides a catered breakfast to employees whose duty does not commence before 5am, a half hour break shall be allowed for breakfast of which 15 minutes shall be paid time on duty.

Rest Periods: Employees are entitled to paid rest periods of ten minutes during the morning (if no breakfast provided) and afternoon of each day, to be taken at times agreed between the employer and the employee(s).

Allowances

MPPA allowances are updated on 1 January each year in line with the adjustment in the relevant CPI category for the preceding 12 months.

Meal Allowance:

	Allowance
Breakfast	\$ 19.58
Lunch	\$ 22.02
Dinner	\$ 33.88
Supper	\$ 22.02

Travel Allowance: Where it is agreed that the employee who is paid the minimum agreement rate arranges their own transport to any location within a 20km radius from the GPO, an allowance of \$9.83 per day shall be payable.

When an employee who is paid the minimum agreement rate is required to drive any kind of vehicle of more than two tonnes tare, shall be paid a loading of \$6.81 per day.

Where an employee agrees to use their own car or motor cycle during the working day they shall be paid the following:

Use of own motor car	\$ 1.12 cents/km
Use of own motorcycle	\$ 0.55 cents/km

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Accommodation Allowance: Overnight accommodation shall be unshared modern motel-type accommodation or similar. Where this is impossible and an employee is accommodated in lesser accommodation, the following allowances shall be paid to each employee.

Where accommodation is provided at the standard of:

- A private home, homestead, or hotel with shared facilities or where unshared accommodation is not provided: **\$ 13.52 per day**
- Air-conditioned caravans or air-conditioned and sewerer camps: **\$ 26.59 per day**
- Shearers' quarters, rough mining camps, or by camping: **\$53.01 per day**

Laundry Allowance: Employees living away from home are entitled to a laundry allowance of **\$16.78 per day** unless the employer provides a cleaning service.

Minimum Rates

The MEAA Recommended Rates are the 2012 rates, adjusted each year by the annual National Wage Review decision conducted by the Fair Work Commission. The increases applied were: 2.6% on 1 July 2013, 3% on 1 July 2014, 2.5% on 1 July 2015, 2.4% on 1 July 2016, 3.3% on 1 July 2017, 3.5% on 1 July 2018, 3% on 1 July 2019, 3% on 1 November 2020, 2.5% on 1 July 2021, and 4.6% on 1 July 2022.

Classification Level	Recommended Rate from	Recommended Rate from
	1 July 2021 40 hour week	1 July 2022 50 hour week
	\$ per week	\$ per week
Level 1	946	1302
Level 2	1017	1398
Level 3	1067	1468
Level 4	1142	1571
Level 5	1217	1674
Level 6	1315	1808
Level 7	1435	1975
Level 8	1571	2161
Level 9	1638	2251
Level 10	1730	2379

Superannuation

Superannuation contributions of 10.5% calculated on your gross agreed remuneration must be paid on a monthly basis into your super account.

Safety code: There is a comprehensive safety code incorporated into the agreement.

The primary responsibility for safety will fall on the production company.

To find out more about the safety code, your rights and responsibilities, call your local MEAA office.

Need more information?

MEAA Member Central: 1300 656 512

Email: members@meaa.org

Website: <http://www.meaa.org>

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Classification Levels

Classification Level	Production	Post-Production	Animation
Level 1	Stable Hand Brush Hand Construction Assistant Labourer Unit Assistant Driver/Runner	Assistant Tape Operator	Art Room Assistant Animation Runner Xerox Operator
Level 2	Production Assistant/Runner Wardrobe Assistant Casting Assistant SFX Assistant Occupational First Aider	Edge Numberer 2nd Assistant Sound Editor Assistant Tape Operator 2 Post Production Assistant	Production Assistant/Digital Scanner Assistant Cel Painter Assistant Background Artist 3 Layout Artist 3 Animator 3
Level 3	Clapper Loader Camera Assistant Third AD Production Secretary Assistant Make-up Assistant Hairdresser Assistant Floor Manager Wrangler Assistant Grip Lighting Assistant 3rd / 4th Electrics Location Scout (TVC)	2nd Assistant Picture Editor Assistant Tape Operator 1 Visual Effects Assistant 2	Assistant Digital Camera Operator Animation Library Assistant 1st Assistant Layout Artist Assistant Checker Digital Colour Grader Storyboard Assistant Digital Painter Assistant Digital Animation Compositor Digital Painter
Level 4	Armourer Carpenter Electrician Lighting Technician Generator Operator Assistant Animal Trainer/Pick-up Rider Draftsperson (Art Department) Set Dresser Set Maker Standby Props Standby Wardrobe Pattern Cutter Transport Manager Production Accounts Assistant Sign Writer Extras Casting Enrolled Nurse Chaperone Tutor	Assistant Sound Editor Broadcast Tape Operator Visual Effects 1	Checker Assistant Animator Assistant Animation (Rostrum) Camera Operator Digital Painter (HoD) Colour Stylist Digital Camera Operator Assistant Background Artist Assistant Layout Artist Track Reader Tracer /Painter (HoD) In-betweeners/Clean-up Artist Digital Animation Compositor
Level 5	Assistant Art Director Props Buyer/Master Model Maker	1st Assistant Picture Editor Supervising Tape Operator On-Line Editor 3	Digital Camera (HoD) Layout Co-ordinator Animation Production Co-ordinator

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	<p>Scenic Artist SFX Technician Mechanic Best Boy Grip Boom Operator Make-up Artist Hairdresser Director's Assistant Production Co-ordinator Second AD Unit Manager Floor Manager Art Department Co-ordinator Registered Nurse</p>	<p>Telecine 3 Foley Artist 2 Neg Cutter 2</p>	<p>Animator 3</p>
Level 6	<p>Set Designer Location Manager Gaffer Key Grip Focus Puller Technical Director Make-up Supervisor Hairdressing Supervisor Wardrobe Supervisor Construction Manager Production Accountant Head Wrangler/Horse Master/Animal Trainer Safety Supervisor SFX Co-ordinator Continuity Person Stills Photographer Story Editor</p>	<p>Dialogue Editor Effects/sound Editor On-Line Editor 2 Telecine 2 Digital Compositor 1 Foley Engineer Foley Artist 1 Neg Cutter 1</p>	<p>Background Artist Layout Artist Assistant Storyboard Artist Animation (Rostrum) Camera Operator (Film) Animator 2 Assistant Animator (HoD) Senior In-betweening/Clean-up Assistant Character Designer</p>
Level 7	<p>First AD Camera Operator Sound Recordist Gaffer (HoD) Key Grip (HoD) Continuity (HoD) Casting Director Art Director Lighting Designer Production Manager Costume Designer SFX Make-up Supervisor SFX Designer</p>	<p>Sound Designer Supervising Sound Editor Mixer On-Line Editor 1 Post Production Supervisor Music Editor Telecine 1 Visual Effects Designer Visual Effects Supervisor</p>	<p>Animator 1 Digital Production Supervisor Studio/Production Manager Digital Systems Manager Animation (HoD) Layout Artist (HOD) Storyboard Artist Production/Character Designer Assistant Animation Director</p>
Level 8	<p>Director of Photography Second Unit Director Production Designer</p>	<p>Picture Editor</p>	
Level 9	<p>Director (series & serial)*</p>		<p>Animation Director</p>
Level 10	<p>Director (features & mini-series)*</p>		

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