

BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS AWARD

DATE OF OPERATION: from the first pay period on or from 1 July 2025

UPDATE WAGES SUMMARY

ADULT EMPLOYEES:

CINEMA WORKER CLASSIFICATION	BASE WEEKLY RATE	WEEKLY RATE WITH PAC (8%)	MINIMUM HOURLY RATE	CASUAL HOURLY RATE (25% Loading)
Cinema Worker – Level 1	\$948.00	\$1023.84	\$26.94	\$33.68
Cinema Worker – Level 2	\$982.40	\$1060.99	\$27.92	\$34.90
Cinema Worker – Level 3	\$1014.70	\$1095.88	\$28.84	\$36.05
Cinema Worker – Level 4	\$1068.40	\$1153.87	\$30.37	\$37.96
Cinema Worker – Level 5	\$1135.50	\$1226.34	\$32.27	\$40.34
Cinema Worker – Level 6	\$1165.70	\$1258.96	\$33.13	\$41.41
Cinema Worker – Level 7	\$1198.50	\$1294.38	\$34.06	\$42.58
Zone Manager	\$1198.50	\$1294.38	\$34.06	\$42.58

***Classification Definitions are set out below from page 3**

JUNIOR RATES:

AGE (rate as percentage of Cinema Worker Level 4)	Weekly (with PAC)	Hourly	Casual
16 years (45%)	\$519.24	\$13.67	\$17.09
17 years (55%)	\$634.63	\$16.70	\$20.88
18 years (65%)	\$750.02	\$19.74	\$24.68
19 years (75%)	\$865.40	\$22.78	\$28.48
20 years (85%)	\$980.79	\$25.81	\$32.26

UPDATE ALLOWANCES SUMMARY

ALLOWANCES:

CLAUSE	ALLOWANCE TYPE	AMOUNT
15.2 (a)	First Aid Allowance	\$21.37 per week or \$0.56 per hour for part-time and casual employees (up to a maximum of \$21.37 per week)
15.3(a)(i)	Vehicle Allowance	\$0.98 per kilometre where the employer requires the employee to use their own vehicle in the course of their employment.
15.3(a) (ii)	Motorcycle Allowance	\$0.51 per kilometre where the employer requires the employee to use their own vehicle in the course of their employment.
15.3(c)	Uniform Allowance	\$1.51 per rostered day up to a maximum of \$7.41 per week where the employee launders and/or cleans their uniform.
15.3(b)	Working Late	Employer to provide transport home or employer to reimburse necessary expense of transfer.
62.2(a)(i)	Zone Managers – Zone 1	\$57.48 per week for each additional theatre supervised to a maximum of \$344.99 per week for Managers in central city areas of a capital city, Newcastle or any cinema regularly giving 3 or more performances daily.
62.2(a)(i)	Zone Managers – Zone 2	\$40.28 per week for each additional theatre supervised to a maximum of \$242.85 for Managers of drive-in theatres & non-Zone 1 cinemas.
62.3(a)	Removal Allowance	The cost of removal shall be paid to the employee, if the employee is appointed or transferred to a theatre and the employer requires the employee to reside in a particular suburb, town or State.
62.3(b)	Working away from usual place of work	\$103.65 per day to a maximum of \$518.27 per week, for a weekly employee if whilst travelling is required to provide their own board and lodging.

CINEMA WORKER CLASSIFICATION DEFINITIONS

Cinema Award 2010 and Cinema Award 2020

CW – Level 1

(a) 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.

(b) Indicative of the tasks which an employee at this level may perform are the following:

- (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.

(c) 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.

Cinema Award 2010 and Cinema Award 2020

CW – Level 2

(a) 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.

(b) Consistent with the employee's training an employee at this level:

- (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.

(c) Indicative of the tasks which an employee at this level may perform are the following

- (i) subject to the award and these definitions, operates flexibly as required between work area
- (ii) basic keyboard duties;
- (iii) provision of customer service;
- (iv) ushering;
- (v) telephonist, receptionist, selling tickets, cashier and information services. Provided that no employee required to handle cash will be held responsible for a correct balance of that cash if another employee, supervisor or manager has access to it;
- (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 6 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.

Cinema Award 2020

CW – Level 3

(a) A Cinema Worker Level 3 is an employee who is appointed by the employer as a team leader in a designated area and who performs work within the scope of this level using applied knowledge and necessary skills.

(b) Consistent with their training and in addition to the competencies and tasks performed by an employee at level 1 and level 2:

- (i) solves straightforward problems using readily available information;
- (ii) works to complex instructions and procedures;
- (iii) provides supervision and assists with training level 1 and 2 employees in a designated area;
- (iv) coordinates, organises and allocates work, materials and equipment in an efficient and effective manner for 4 or more level 1 and 2 employees in a designated area; and
- (v) is responsible for work undertaken.

(c) Tasks which an employee at this level may perform are:

- (i) indicative tasks for level 1 and level 2 employees;
- (ii) supervision of level 1 and 2 employees in a designated area; and
- (iii) assist in training of level 1 and 2 employees

Cinema Award 2010 – CW Level 3

Cinema Award 2020 – CW Level 4

(a) A Cinema Worker Level 4 is an employee who performs work within the scope of this level using applied knowledge and necessary skills.

(b) Consistent with their training and in addition to the competencies and tasks performed by an employee at level 1, level 2, and level 3:

- (i) solves straightforward problems using readily available information;
- (ii) works to complex instructions and procedures;
- (iii) provides supervision and assists with training levels 1, 2 and 3 employees;
- (iv) organises and allocates work, materials and equipment in an efficient and effective manner; and
- (v) is responsible for work undertaken.

(c) Tasks which an employee at this level may perform are:

- (i) indicative tasks for level 3 employees;
- (ii) supervision of levels 1, 2 and 3 employees;
- (iii) assist in training of levels 1, 2 and 3 employees; and
- (iv) undertake bio-box duties consistent with level 4 competencies subject to direction by a level 5 employee or a cinema operator who possesses level 5 competencies. Such direction may not necessarily involve constant supervision in the bio-box.

(d) A Cinema Worker Level 4 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 6 months, engaged in training for the duties of an assistant manager or manager. A trainee manager will not be left in charge of a cinema, except in the case of an emergency. A part-time and/or casual trainee manager will complete the equivalent of 6 months full-time training before being eligible to be appointed as assistant manager and/or manager.

Cinema Award 2010– CW Level 4

Cinema Award 2020 – CW Level 5

A Cinema Worker Level 5 is an employee who applies knowledge and skills to enable the employee to perform work at this level.

(b) In addition to competencies and tasks performed by level 4 employees, and consistent with the employee's training, an employee at level 5:

- (i) is responsible for the projection area;
- (ii) supervises work of employees at levels 1, 2, 3 and 4;
- (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.

(c) Tasks which an employee at **level 5** may perform are:

- (i) indicative tasks for **level 4** employees;
- (ii) machine setting, loading and preparation within the employee's levels of skill and training;
- (iii) supervision of levels **1, 2, 3 and 4** employees;
- (iv) programming preparation and programming;
- (v) bio-box administration and report preparation;
- (vi) identifying technical problems;
- (vii) training level **1, 2, 3 and 4** 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 Award 2010 – Level 5

Cinema Award 2020 – Level 6

A Cinema Worker Level 6 is a person appointed as an assistant manager or technical manager who assists a manager of a cinema 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 cinema.

Cinema Award 2010 CW – Level 6/Zone Manager

Cinema Award 2020 – Level 7/Zone Manager

A Cinema Worker Level 7 is a person who is appointed as a manager and:

- (a) who is responsible for the general operations at the cinema; and
- (b) who is responsible for one or more of the following:

- (i) advertising;
- (ii) supervision of maintenance and cinema staff;
- (iii) employment;
- (iv) training;
- (v) checking, safekeeping and banking of cinema funds and receipts;
- (vi) payment of salaries and wages and/or accounts;
- (vii) preparation and keeping of records;
- (viii) programming of films as directed;
- (ix) 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 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.

Zone Manager means a person who in addition to working in a cinema as a manager exercises supervision, control or direction over another manager or managers in another cinema or cinemas