



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2025 (C2025/1)

BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS AWARD 2020 [MA000091]

Broadcasting and recorded entertainment industry

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

SYDNEY, 19 JUNE 2025

Annual Wage Review 2025.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2025 on 3 June 2025 [[\[2025\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the amount “\$114,895” appearing in clause 4.4(b) and inserting “\$118,916”.
2. By deleting the amount “\$93,207” appearing in clause 4.4(c) and inserting “\$96,469”.
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	922.70	24.28
Grade 2	948.00	24.95
Grade 3	982.40	25.85

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 4	1014.70	26.70
Grade 5	1068.40	28.12
Grade 6	1102.00	29.00
Grade 7	1135.50	29.88
Grade 8	1165.70	30.68
Grade 9	1198.50	31.54
Grade 10	1224.90	32.23
Grade 11	1250.10	32.90
Grade 12	1283.50	33.78
Grade 13	1316.90	34.66
Grade 14	1333.90	35.10
Grade 15	1384.40	36.43
Grade 16	1445.10	38.03
Grade 17	1478.60	38.91
Grade 18	1545.90	40.68

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 (full-time employee)	Minimum hourly rate
	\$	\$	\$	\$
Cinema Worker Level 1	948.00	75.84	1023.84	26.94
Cinema Worker Level 2	982.40	78.59	1060.99	27.92
Cinema Worker Level 3	1014.70	81.18	1095.88	28.84
Cinema Worker Level 4	1068.40	85.47	1153.87	30.37

Classifications	Base rate per week	8% penalty averaging per week	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$	\$
Cinema Worker Level 5	1135.50	90.84	1226.34	32.27
Cinema Worker Level 6	1165.70	93.26	1258.96	33.13
Cinema Worker Level 7	1198.50	95.88	1294.38	34.06
Zone Manager	1198.50	95.88	1294.38	34.06

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	1165.70	30.68
Journalist Grade 2	1250.10	32.90
Journalist Grade 3	1384.40	36.43
Journalist Grade 4	1445.10	38.03
Band 2		
Journalist Grade 5	1512.40	39.80
Journalist Grade 6	1612.80	42.44
Journalist Grade 7	1713.60	45.09
Band 3		
Journalist Grade 8	1764.20	46.43

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

Classifications	Hourly rate
	\$
Extra (advertising productions)	42.90
Extra (feature film)	38.48
Extra/Stand-In Double (other content)	35.03
Bit Player (content other than feature films and advertising productions)	37.30
Performer not required to speak more than 2 lines of dialogue (feature film)	51.43
Performer (advertising productions)	52.03

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

Classifications	Daily rate
	\$
Extra/Stand-In/Double	256.43
Performer Class 1 (content other than feature film and advertising productions)	279.84
Performer Class 1 (feature film)	326.47
Performer Class 2 (content other than feature film and advertising productions)	294.02
Performer Class 2 (feature film)	343.01

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

Classifications	Weekly rate (full-time employee)
	\$
Stand-In/Double	1068.40
Bit Player	1135.50

Classifications	Weekly rate (full-time employee)
	\$
Performer Class 1	1165.70
Performer Class 2	1224.90

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

	No. of episodes in which work is performed in a week			
Classifications	1 or 2	3	4	5
	\$	\$	\$	\$
Double	1068.40	1535.80	2003.30	2470.70
Bit Player	1135.50	1632.30	2129.10	2625.80
Performer Class 1	1165.70	1675.70	2185.70	2695.70
Performer Class 2	1224.90	1760.80	2296.70	2832.60

10. By deleting the amounts “\$85.16” and “\$70.71” appearing in clause 13.9(c) and inserting “\$88.14” and “\$73.19” respectively.

11. By deleting the amount “\$38.81” appearing in clause 13.9(d) and inserting “\$40.17”.

12. By deleting the table appearing in clause 13.11 and inserting the following:

	\$
	Per engagement
for a musician working in television broadcasting— performance	147.20
for a musician working in television broadcasting— rehearsal	111.36
for a musician working in records for sale to the public	158.53
for a musician working in feature films, documentaries, telemovies or television mini-series	215.86

13. By deleting the amount “\$253.09” appearing in clause 13.12 and inserting “\$261.95”.

14. By deleting the year “2024” in clause 13.15(b) and inserting “2025”.
15. By deleting the amount “\$20.65” appearing in clause 15.2(a)(i) and inserting “\$21.37”.
16. By deleting the amounts “\$0.54” and “\$20.65” appearing in clause 15.2(a)(ii) and inserting “\$0.56” and “\$21.37” respectively.
17. By deleting the amounts “\$1648.17” and “\$3299.64” appearing in clause 15.2(b)(i) and inserting “\$1705.81” and “\$3415.03” respectively.
18. By deleting the amount “\$18.58” appearing in clause 34.2(b) and inserting “\$19.23”.
19. By deleting the amount “\$36.03” appearing in clause 34.2(c) and inserting “\$37.29”.
20. By deleting the table appearing in clause 34.2(i) and inserting the following:

Height	\$ per shift
15 metres to 50 metres	9.94
51 metres to 90 metres	20.94
Over 90 metres	34.72

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	57.48	344.99
Zone 2	40.28	242.85

22. By deleting the amount “\$1032.30” appearing in clause H.1.1 and inserting “\$1068.40”.
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	21.37	per week
First aid allowance—per hour	15.2(a)(ii)	Weekly allowance / 38	0.56	per hour

Allowance	Clause	% of standard rate	\$	Payable
Language allowance—Indigenous performer’s English proficiency—level 1—minimal	15.2(b)(i)	159.66	1705.81	per annum
Language allowance—Indigenous performer’s English proficiency—level 2—general	15.2(b)(i)	319.64	3415.03	per annum
Television broadcasting				
Broadcast Operator’s Certificate of Proficiency allowance ¹	34.2(b)	1.8	19.23	per week
Television Operator’s Certificate of Proficiency allowance ²	34.2(c)	3.49	37.29	per week
Height allowance—15 metres to 50 metres	34.2(i)	0.93	9.94	per shift
Height allowance—51 metres to 90 metres	34.2(i)	1.96	20.94	per shift
Height allowance—over 90 metres	34.2(i)	3.25	34.72	per shift
Cinemas				
Zone manager’s additional cinema supervision allowance—zone 1—per cinema	62.2(a)(i)	5.38	57.48	per cinema per week
Zone manager’s additional cinema supervision allowance—zone 1—maximum per week	62.2(a)(i)	32.29	344.99	per week
Zone manager’s additional cinema supervision allowance—zone 2—per cinema	62.2(a)(i)	3.77	40.28	per cinema per week
Zone manager’s additional cinema supervision allowance—zone 2—maximum per week	62.2(a)(i)	22.73	242.85	per week

24. By deleting the amount “\$1032.30” appearing in clause H.2.1 and inserting “\$1068.40”.

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	88.14	per screen test
Interview, audition and screen test rates—visual test only	13.9(c)	6.85	73.19	per screen test
Interview, audition and screen test rates—any other audition and/or screen test	13.9(d)	3.76	40.17	per hour or part thereof

B. This determination comes into operation on 1 July 2025. 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 2025.



PRESIDENT

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