

Crew Placement Scheme FAQs

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What is the Crew Placement Scheme?

As a condition of Screen Australia scripted television and feature production support, a below-the-line crew placement opportunity must be allocated to each project for emerging to mid-career practitioners to gain experience in mid, senior crew and leadership roles.

Each placement opportunity should provide genuine career advancement in a mid, senior crew or below-the-line leadership/HOD role.

Potential roles for the placements should be discussed with your Investment Manager or Screen Australia's [Industry Development](#) Unit before applying for funding.

How many placement opportunities are required?

The number of placement opportunities provided is directly related to the amount of funding being provided by Screen Australia:

- Productions that receive between \$500,000 and \$1 million in production funding from Screen Australia are required to budget for and engage one emerging or mid-career crew Placée in consultation with Screen Australia. Productions that receive less than \$500,00 in production funding but have a significant production budget are strongly encouraged to include a crew placement as part of their project.
- Productions that receive more than \$1 million in production funding from Screen Australia are required to budget for and engage two emerging or mid-career crew Placées in consultation with Screen Australia.

Additional funding support for training and skills development for below-the-line crew (separate to the placement requirements set out above) is available for projects through Screen Australia's [Industry Development Funding Programs](#).

What is the length of crew placement opportunities?

The length of each crew placement opportunity depends on the role. It must provide an opportunity for a period that will deliver a genuine career advancement opportunity (with the minimum being 6 weeks). It would be for an equivalent period that the role would normally be engaged on a production. Applicants should discuss the length of placement with the Investment Manager.

What information do I need to provide as part of the application?

Please provide, if known at the time of application:

- Placement role and name
- Placement's start date and end date
- Length of opportunity (in weeks)

- Details of the placement opportunity, including the Placement Supervisor/Mentor
- Weekly rate to be paid to Placee

How do I budget for the placement?

The cost of the Placement opportunities must be included within your production budget at the time of application. Potential roles for the placements should be discussed with your Investment Manager.

These costs should cover the employment of the Placee at the applicable recognised industry rate for the relevant role including wage (at least award minimum rates), as well as superannuation, fringes, and any overtime etc.

What specific conditions are required for placement opportunities?

Placement opportunities must meet the following specific conditions:

- Productions must demonstrate an intent to provide genuine career advancement opportunities for the Placee which will be laid out in a Training Plan developed by the production and the nominated supervisor, who will be required to oversee the Placee throughout the placement period.
- Productions must commit to the awarding of a credit for the Placee for the relevant role where the placement opportunity is completed in full.
- The Placee will be engaged by the production company and the employment of the Placee will be managed by the production company. The production company is expected to adhere to all requirements of the Fair Work Act and Australian Screen Industry Code of Practice.
- The production will be responsible for ensuring the Placee undertakes any appropriate induction process before the Placee's commencement on the production including Work Health & Safety, on-set protocols and other specific requirements.
- Where possible, the opportunity should increase diversity, equity and inclusion in the screen sector by supporting the career development of workers from diverse backgrounds that reflect contemporary Australian life.

What is the definition of an emerging or mid-career practitioner?

For the Crew Placement Scheme, an emerging or mid-career BTL practitioner is considered to be an individual who has:

- Emerging: 1+ years of professional experience, with reportable credits.
- Mid-Career: 2+ years of professional experience, with reportable credits, in a position that will prepare them to step up into the placement opportunity; or
- Exceptions will apply where the applicant is from a diverse community and may not have the level of industry experience or reportable credits as outlined above, but can evidence the relevant skills, potential and experience required.

Note: This initiative is not open to entry-level practitioners

Does Screen Australia maintain a register of suitable candidates for placements?

No, Screen Australia doesn't maintain a register. It is expected that the production will find a suitable candidate for the placement opportunity.

However, the production is welcome to contact Screen Australia's [Industry Development Unit](#) to discuss potential candidates or assistance with finding suitable candidates for placement opportunities.

Can the placement be combined with other industry attachments?

No, Screen Australia requires its placement opportunities to be undertaken separately.

Most other industry attachments (eg. those required by state agency funding bodies) are generally entry-level or emerging attachments and do not usually meet the requirements of mid-level career placement opportunities to be provided under the Crew Placement Scheme.

Is it a requirement for Screen Australia to approve the Placee?

Yes, the Placee must be approved by Screen Australia at least 2 weeks before the commencement of the Placement. The production company is not permitted to engage a Placee until the approval has been received from Screen Australia in writing.

What is a Training Plan?

A training plan includes the position description and clearly defines genuine training outcomes/objectives, and strategies to achieve these outcomes/objectives. They will be agreed to by both the production company and the candidate before the placement.

The training plan should consist of the following:

- a position description including an outline of expectations of the role
- a training overview that covers the length of the opportunity, detailing how knowledge will be advanced and skills developed to a higher level, including any courses to be undertaken
- details the nominated supervisor and/or mentor for the duration of the placement
- detail the credit acknowledgement by the production company for the Placee (if the full placement is completed)

The training plan must be practical in the context of the production so as not to adversely impact on the production itself and be balanced by what the candidate can bring to the production, such as supporting the production with supervised work duties.

The training plan will need to be approved by the projects' Screen Australia Investment Manager and the Industry Development Unit prior to the commencement of the placement.

Drafting a training plan resource on the website:

<https://www.screenaustralia.gov.au/getmedia/390c3808-6908-45d3-97ff-fb35ad71d04d/Drafting-a-Skills-Development-Plan-Skills-Development-Fund.pdf>

What reporting is required after the placement?

The production will be required to submit a written report from the Placee and the Placement Supervisor as part of the delivery materials schedule detailing how the placement went.