

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

MODELS AND MANNEQUINS AWARD - STATE 2002

(Gazette, 29 November 2002)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

By deleting clause 5.1 and inserting the following in lieu thereof:

5.1 Rates of payment

The minimum rates of payment payable under this Award for modelling and Mannequin engagements are as follows:

5.1.1 *Gala parades and trade showings*

- (a) Day (not later than 6.00 p.m.) - \$152.486 for the first 2 hours or part thereof and \$25.7465 per half hour or part thereof after the first 2 hours.
- (b) Night (later than 6.00 p.m.) - \$182.103 for the first 2 hours or part thereof and \$25.7465 per half hour or part thereof thereafter after the first 2 hours.

5.1.2 *Store paradettes*

Store paradettes shall not exceed 15 minutes each and shall be paid for as follows:

For engagements of:	Per day \$
1 to 3 parades	101.96
4 to 6 parades	135.61
7 to 9 parades	169.50
Over 9 parades	215.81

Provided that engagements of 3 parades or less that occupy a spread of more than 2 1/2 hours from the commencement of the first parade to the conclusion of the final parade shall be paid for at the rate of \$92.991 and \$17.405 for each further half hour in excess of the said 2 1/2 hours.

5.1.3 *Manufacturers and/or fashion agents showings*

- (a) Engagements inside ordinary hours - Mannequins shall be engaged and paid in accordance with the following periods of work:

	\$
Complete day (9.00 a.m. to 5.30 p.m.)	127.20
Half day (9.00 a.m. to 1.00 p.m. or 1.30 p.m. to 5.30 p.m.)	76.46
Single showing (maximum period of 2 hours and minimum engagement)	51.15

- (b) Engagements outside ordinary hours - Subject to clause 5.1.3(c), where a Mannequin is required to commence work prior to 9.00 a.m. and/or continue working subsequent to 5.30 p.m., the Mannequin shall be paid for all time so worked at the rate of \$25.7465 per hour.
- (c) Evening showings - Where a Mannequin is required to perform a separate evening showing, commencing after 5.30 p.m., the Mannequin shall be paid \$114.60:

Provided that no Mannequin shall be required to work later than 10.00 p.m.

- (d) Fittings - Where a Mannequin is engaged to attend a showroom or other place at a specified time for fittings only, the Mannequin shall be paid at the rate of \$51.15 per hour or part thereof for all time spent on such engagement.

5.1.4 *Hosting*

Models and/or Mannequins who are engaged to act as a host shall be paid the same rates as prescribed in clause 5.1.1.

5.1.5 *Special hairstyles, tints, etc*

(a) The rates prescribed in clause 5.1.5 shall only apply in those instances where the employer instructs the Model or Mannequin to have a specified hairstyle and/or tint.

(b) For the time occupied in obtaining the stated hair treatment, a Model or Mannequin shall be paid:

	Per hour
	\$
Setting and water rinses	42.8525
Semi-permanent dye or bleach	51.15

(c) The rates prescribed in clause 5.1.5(b) will be in addition to the payments prescribed elsewhere in clauses 5.1.1 and 5.1.2 for the class of work being performed:

Provided that where special hairstyles and/or tints, etc. are for the purpose of demonstrating and/or promoting such hairstyles and/or tints or products connected with coiffure, the rates shall be as prescribed for the class of parade in clauses 5.1.1, 5.1.2 and 5.1.3, in addition to the rates prescribed in clause 5.1.5(b):

Provided further that photographic engagements connected with the advertising of coiffure and/or coiffure products shall be paid for as prescribed in clause 5.1.8 in addition to the rates prescribed in clause 5.1.5(b).

(d) For the purposes of clause 5.1.5, the term "semi-permanent dye or bleach" shall be deemed to mean and include any artificial colouring or tinting that cannot be removed immediately following the engagement.

(e) Where the hair of a Model or Mannequin has been re-styled and/or colour rinsed or temporarily tinted, such Model's or Mannequin's hair shall be restored to the style, colour and/or tint of the Model's or Mannequin's hair immediately prior to the engagement. Such restoration shall be carried out in the employer's time and shall be paid for at the rate of \$42.673 per hour.

Provided that where a Model or Mannequin so requests the Model or Mannequin may forgo any one or more of the requirements of clause 5.1.5(e):

Provided further that nothing prescribed in clause 5.1.5(e) shall be deemed to apply to semi-permanent dyes as defined in clause 5.1.5(d).

5.1.6 *Fittings and rehearsals (excluding manufacturers and/or fashion agents showings)*

(a) Fittings

(i) Fittings only - Where a Mannequin is engaged to attend for fittings only, the employee shall be paid at the rate of \$51.15 per hour or part thereof.

(ii) Other Fittings - Where a Mannequin is required to attend for fittings in conjunction with another class of engagement, the Mannequin shall be paid at the rate of \$17.41 per 20 minutes or part thereof for the time spent in fitting:

Provided that where such fittings are carried out later than 6.00 p.m. the Mannequin shall be paid at the rate of \$25.76 for each 20 minutes or part thereof in lieu of the rate mentioned earlier in clause 5.1.6(ii).

(b) Rehearsals

(i) Dress rehearsals - Dress rehearsals shall be paid for at the same rate as is prescribed for a gala parade or trade showing in accordance with clause 5.1.1.

(ii) Rehearsals including fittings - Where a Mannequin is booked for rehearsals and fittings combined in the same engagement, the Mannequin shall be paid at the rate of \$51.15 per hour or part thereof.

(iii) Other rehearsals - All other classes of rehearsals shall be paid for at the rate of \$42.673 per hour or part thereof.

5.1.7 Fashion compering

The rates for compering a parade shall be the same as prescribed for Mannequins in accordance with clauses 5.1.1, 5.1.2 and 5.1.3, depending upon the class of parade being performed, with the addition of the following allowances:

	\$
For compering only	34.15
For compering and providing a script for a paradette	42.66
For compering and providing a script for a parade	76.46

5.1.8 Photographic modelling - fashion and/or advertising

(a) For an assignment of:

	\$
Up to and including 1 hour	67.62
Up to and including 2 hours	106.07
Up to and including 3 hours	135.61
Up to and including 4 hours	165.22
Up to and including 5 hours	194.73
Up to and including 6 hours	224.54
Up to and including 7 hours	253.93
Up to and including 8 hours	283.69

(b) By mutual agreement between the Union and the Queensland Master Photographers' Association, established Models shall be graded in accordance with the grades set out hereunder and shall be paid the following rates in lieu of those prescribed in clause 5.1.8(a):

	A Grade Model \$	Premier Model \$
For an assignment of:		
Up to and including 1 hour	76.46	85.00
Up to and including 2 hours	122.94	139.96
Up to and including 3 hours	160.93	186.13
Up to and including 4 hours	199.05	232.98
Up to and including 5 hours	236.96	279.30
Up to and including 6 hours	278.32	325.65
Up to and including 7 hours	312.88	372.15
Up to and including 8 hours	351.08	418.60

(c) Work outside ordinary hours - Where a photographic Model is required to work outside of the hours of 8.00 a.m. and 6.00 p.m., the Model shall be paid the rates prescribed in clauses 5.1.8(a) and 5.1.8(b), as the case may be, plus an extra \$8.4035 per hour or part thereof.

(d) Work in excess of 8 hours - Where a photographic Model is required to work in excess of 8 hours in any one day, the Model shall be paid for such work at \$36.4885 per hour or part thereof:

Provided that those Models graded in accordance with clause 5.1.8(b) shall be paid at the following rates per hour or part thereof:

A Grade Model	Premier Model
\$46.8819	\$55.361

(e) Travelling time - Where a photographic Model is engaged for work on location, the Model shall be paid, in addition to all other moneys due to the Model, at the rates prescribed in clause 5.1.8(a) for all time spent in travelling outside of a 8 km radius of the G.P.O., Brisbane, or the main post office in other centres. For the purposes of this Award, the term "on location" shall mean any place outside of a photographer's studio.

(f) Novice Models - Novice Models shall be paid at the rate of 75% of the rates prescribed in clause 5.1.8(a):

Provided that a Model shall be deemed to be a novice until such time as the Model has completed 12 professional photographic assignments in any period of 12 months:

Provided further that the term "novice" shall also be deemed to mean and include any person who is not usually engaged in the modelling profession for the major and substantial part of the person's employment.

(g) Bookings

- (i) The rates prescribed in clause 5.1.8 are to be paid as from the time that a Model is booked to commence work until the time that the Model is released from such work, including all travelling time except where otherwise provided in clause 5.1.8(e):

Provided that a Model shall arrive ready to commence work, or in sufficient time to prepare for such engagement, unless the assignment demands the use of some special cosmetics or other special preparation in which case such preparation shall be carried out in the employer's time.

- (ii) Where a Model arrives late for an assignment and, without reasonable excuse, delays the work of the photographer, the Model shall only be paid as from the time that work commences and shall forfeit an amount not exceeding 25% of the hourly rate for each period of 15 minutes, or part thereof, that the Model is late in arriving.

(h) Cancellations

- (i) Weather check - Except as provided in clause 5.1.8(h)(ii), where an engagement is not carried out on a weather check, a Model shall not be entitled to receive any payment apart from travelling time rates in accordance with clause 5.1.8(e).
- (ii) On location - Where an engagement is cancelled on location, a Model shall be entitled to receive full payment for the engagement at the appropriate rate/s prescribed in clause 5.1.8.
- (iii) General - Except as provided in clause 5.1.8(h)(iv), where a Model receives less than 24 hours' notice of cancellation of an engagement the Model shall receive full payment for the engagement at the appropriate rate prescribed in clause 5.1.8:

Provided that where the Model receives at least 24 hours' but less than 48 hours' notice of such cancellation, the Model shall receive 45% payment:

Provided further that where at least 48 hours' notice of cancellation is given, the Model is not entitled to receive any payment whatsoever.

- (iv) Short notice bookings - Where a Model is booked for an assignment on less than 48 hours' notice and such assignment is subsequently cancelled the Model shall, where 50% or more of the period of notice of assignment has elapsed, receive 50% payment and 10% payment in any other instance.

(i) Postponements

- (i) Where an assignment is postponed on at least 48 hours' notice, the Model shall not be entitled to any payment whatsoever.
- (ii) Where an assignment is postponed on at least 24 hours' notice, the Model shall be entitled to 10% payment.
- (iii) Where an assignment is postponed on less than 24 hours' notice, the Model shall be entitled to full payment:

Provided that where the Model is available, and such assignment can be carried out within 24 hours of the original time fixed, the Model shall only be entitled to receive 25% payment.

- (iv) A Model shall, in addition to any postponement payment in accordance with clause 5.1.8(i), be entitled to receive full payment for an assignment after it has subsequently been completed.
- (j) Calculation of payment - For the purposes of calculating the payment due to a Model who has had work cancelled or postponed, the photographer shall, when booking a Model, specify the approximate period of time that will be involved in an engagement and such cancellation and/or postponement payments shall be calculated upon such approximate period of time.

5.1.9 *Photographic modelling - art and/or figure photography*

	\$
Per hour or part thereof	34.1665
Half day	101.96
Full day	203.23

5.1.10 *Television*

(a) Advertising

	\$
Full day	211.79
Half day (minimum fee)	127.10

(b) Parades

	\$
10 minutes or less	67.92

- (c) Where a Mannequin is required to attend a television studio prior to the commencement of a parade or remain at a studio subsequent to a parade, all such time in excess of 30 minutes shall be paid for at the rate of \$24.8355 per hour or part thereof.

5.1.11 *Film work (other than as prescribed in clause 5.1.9)*

(a) On location or in studio

	\$
Per day	211.79
Per half day (minimum fee)	127.10
On call - per day	131.20

- (b) For the purposes of clause 5.1.11, the term "on call" shall be deemed to mean and include any attendance at a location or studio for the purpose of appearing in a film where the Model is not required to work whether by reason of inclement weather, unsuitability, or any other cause brought about by no fault of the Model concerned.

5.1.12 *Bookings (other than photographic)*

Where a Mannequin is engaged for a parade, the Mannequin shall arrive at least 15 minutes before the first parade or at the time fixed when the booking was made. In the event of the Mannequin arriving late, the Mannequin may forfeit the booking, or, if at the discretion of the principal, be allowed to join in subsequent parades. In such case the Mannequin shall only be entitled to a proportionate payment based on the number of parades actually worked.

5.1.13 *Cancellations (other than photographic)*

The following shall be the minimum rates payable in the event of work being cancelled by the employer through no fault of the Model and/or Mannequin concerned:

- (a) Where cancellation occurs 2 days or less prior to the commencement of an engagement, a Model and/or Mannequin shall be paid the full rate.
- (b) Where cancellation occurs 7 days and more than 2 days prior to the commencement of an engagement, a Model and/or Mannequin shall be paid 45% of the rate.
- (c) Where cancellation occurs after 7 days and up to 10 days prior to the commencement of an engagement, a Model and/or Mannequin shall be paid 25% of the rate.
- (d) Provided that no Model and/or Mannequin shall be entitled to claim cancellation pay in respect of any day or part of a day on which the Model and/or Mannequin may receive payment for an alternative engagement.

5.1.14 *Modellettes and/or novices (other than photographic)*

Modellettes and/or novices shall be paid 75% of the rates prescribed for the class of engagement.

For the purposes of clause 5.1.14, a Model and/or Mannequin shall be deemed to be a modellette and/or novice during the first 12 months' experience in the modelling profession:

Provided that such Model and/or Mannequin shall have completed at least 12 professional engagements during such period of 12 months and that in the event of the Model and/or Mannequin not having completed such 12 engagements, the Model and/or Mannequin shall remain classified as a modellette and/or novice until such time as 12 professional engagements have been completed.

Confirmation of such 12 months' experience shall be obtainable from Union membership records and evidence of such 12 professional engagements shall be supplied by the Model and/or Mannequin.

5.1.15 *Make-up*

Where a special make-up or leg tan is required by the employer for an engagement, such special make-up or tan shall be supplied by the employer free of cost and shall be applied and/or removed in the employer's time:

Provided that where the rates prescribed in clause 5.1 for the class of work being performed are not specific at an hourly rate and/or are outside the prescribed ordinary hours, such time shall be paid for at a rate of \$36.323 per hour.

5.1.16 *Calculation of hourly rates*

Except where otherwise provided in clause 5.1, all hourly rates shall, for the purposes of payment, be taken to the next highest complete half hour:

Provided that where the work ceases on a complete half hour, such rates shall only be for the actual time worked.

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

Dated 1 October 2009.

G.D. SAVILL,
Registrar.