



Below-The-Line Crew Capacity Program – Production Company Terms of Funding

The Below-The-Line Crew Capacity Program provides paid, on the job experience to below-the-line (BTL) screen practitioners on professional productions made in Western Australia.

The objectives of the program are to:

- Address priority BTL skills gaps that exist in Western Australia.
- Support the growth of local BTL talent.
- Build a sustainable screen industry in Western Australia.

Screenwest encourages applications from First Nations Australians and people from historically underrepresented groups.

Production Budget Requirements

Productions that receive Screenwest production funding over \$100,000 must budget for an Attachment or Mentorship opportunity in consultation with Screenwest.

- Productions who receive \$199,999 or less must budget for at least one opportunity.
- Productions who receive \$200,000 and more must budget for at least two opportunities.

Opportunities

- A Production may offer Attachment and/or Mentorship opportunities.
- The role must reflect the production's needs and identified BTL skills gaps in the WA industry.
- Productions must send Screenwest a completed [proposal form](#) outlining the opportunity **no less than 3 weeks prior** to the placement's proposed start date.

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| <p>Attachments</p> | <ul style="list-style-type: none"> ● The Attachee must not have full responsibility for a role. ● The Attachee must shadow an experienced BTL industry practitioner on a professional production. ● The Attachee must complete tasks under the guidance of the experienced practitioner. ● Attachment opportunities are advertised by Screenwest. Individuals are selected by the Production Company following a competitive assessment process. ● Each Attachment opportunity must be for a minimum of 6 weeks. ● Attachees are employed by the Production Company and must be paid the relevant minimum Award Rate for a 50-hour week or higher. ● The Production Company/Producer must take all reasonable steps to ensure the Attachee is supervised throughout their attachment. |
| <p>Mentorships</p> | <ul style="list-style-type: none"> ● Aimed at mid-career and established BTL industry practitioners. ● Mentorship opportunities must help an individual take the next step in their career. ● Mentorships can only be for Head of Department roles, 2 IC roles or roles that require specialist BTL skills. ● The Mentee must be supported to undertake a new role by a paid, suitably experienced external mentor. ● The Mentee is fully responsible for the role they undertake and must receive a full credit (with guidance from their mentor). ● Mentorships are a negotiation between the Production Company and Screenwest and generally will not have an application process. ● Mentees are expected to be engaged for the entire time typical of their specific role on a production. ● Mentees are employed by the Production Company and must be paid the relevant minimum Award Rate for a 50-hour week or higher. ● Mentors employed by the Production Company are expected to be available for pre-agreed check-in points and ad-hoc advice as required over the entirety of the mentee's engagement. ● Mentors should be paid an agreed fee reflective of their time and expertise. |

Eligibility

Attachees and Mentees must meet the eligibility requirements outlined in the [Below-The-Line Crew Capacity Program - Applicant Guidelines](#).

Terms of the Attachment / Mentorship

1. The practitioner must be engaged in a meaningful role for the entirety of the attachment period.
2. The practitioner must receive an appropriate credit for their work on the project.
3. The Production Company must take out and maintain appropriate insurance cover for the duration of the attachment period, and beyond the terms of the attachment if the Production Company employs the practitioner beyond the term of the original attachment period.
4. Any and all associated employment costs, insurances and all fringes including without limitation overtime, loadings, holiday pay, living away allowance and superannuation must be met by the Production Company/Producer.
5. The Production Company/Producer will require the practitioner to agree to standard employee or contractor confidentiality and/or intellectual property agreements before they start the attachment period.
6. A skills development plan must be developed by the Production Company/Producer in consultation with the practitioner and Mentor and detail agreed skills development outcomes.
7. The Production Company/Producer will sign a crew agreement with the practitioner.

Program Contact/s

Gabrielle Cole, Production Attraction & Services Manager

T: +61 8 6169 2117

E: gabrielle.cole@screenwest.com.au

Caroline Middleton, Production Attraction & Services Officer

T: +61 8 6169 2120

E: caroline.middleton@screenwest.com.au

Toll Free: 1800 463 043 (WA regional callers)