



# Understanding the Screen Industry Workers Act 2022

## → A guide for workers

### What is the Screen Industry Workers Act?

The Screen Industry Workers Act 2022 gives contractors who work in the screen industry new rights and protections, and provides a framework to enable screen industry worker organisations and engagers to bargain collectively.

### Who is covered by this Act?

This Act only applies to screen production workers who are paid contractors, and to the engagers who hire them (for example, producers and production companies). Both need to meet certain requirements. You can use our guide on page 2 to find out if your work is covered or visit [employment.govt.nz/screen-industry-work-covered](https://employment.govt.nz/screen-industry-work-covered).

### The new rights and protections for contractors

All individual contracts between contractors and engagers must be in writing and include mandatory terms about health and safety at work, contract termination, dispute processes, and obligations under the Human Rights Act.

When making or changing individual contracts, engagers must also follow a specific process. Both parties must act in good faith. They cannot do anything to mislead or deceive each other, or anything that is likely to do so. Freedom of association is also guaranteed under this Act.

This means workers have the freedom to choose whether to join a worker organisation (such as a union or guild) and engagers have the freedom to choose whether to join an engager organisation.

You can read more about individual contracts, good faith, and freedom of association at [employment.govt.nz/screen-industry-protections](https://employment.govt.nz/screen-industry-protections)

### Collective bargaining

Screen industry organisations and engagers can now bargain collectively to set minimum terms for work done in the screen industry.

Collective bargaining can produce:

- › Occupational contracts: This covers work done by certain occupations in the screen industry, or
- › Enterprise contracts: This covers work done within a certain company or production.

You can learn more about collective bargaining at [employment.govt.nz/screen-industry-collective-bargaining](https://employment.govt.nz/screen-industry-collective-bargaining)

### Resolving disputes

If you have a dispute about your individual contract, bargaining, or the workplace, Employment NZ dispute resolution services are available for contractors, engagers and unions.

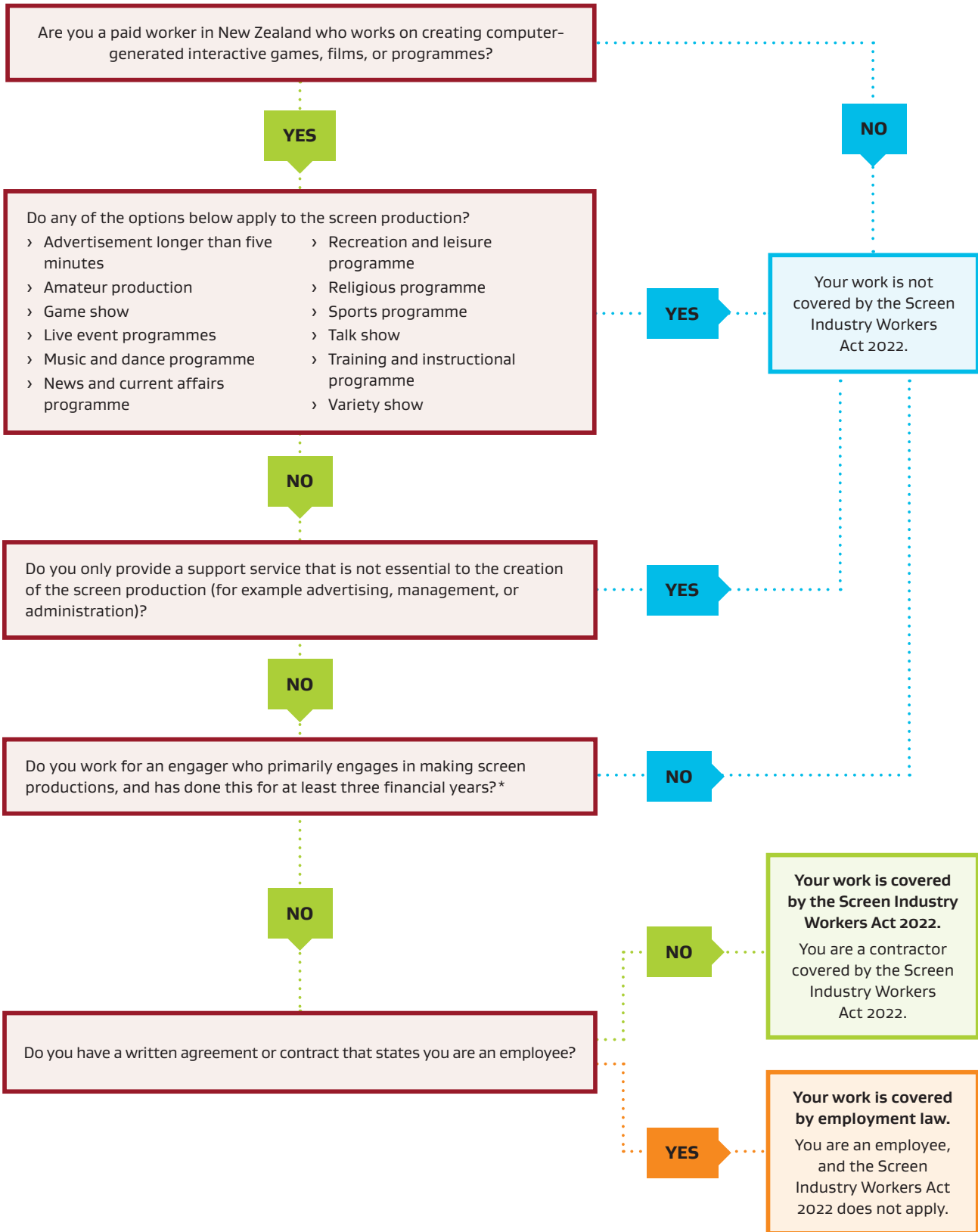
**Mediation:** A free and confidential service where an independent person gives impartial guidance to parties in a dispute to help them reach agreement.

**Determinations:** Legally binding decisions on disputes given by the Employment Relations Authority.

You can find more information about these services at [employment.govt.nz/screen-industry-disputes](https://employment.govt.nz/screen-industry-disputes)

## Find out if your work is covered by the Screen Industry Workers Act

If you work in the screen industry, you can use the guide below to help you assess if the Screen Industry Workers Act 2022 applies to you and your work.



\*Primarily engages means at least half of the engager's average annual gross income from the past three financial years is from screen production work, or they were set up in the last three financial years primarily for the purpose of creating/contributing to screen productions.