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SASA GUIDELINES

TERMS OF EMPLOYMENT

1. SUGGESTED GUIDELINES FOR RATES*

***ALL RATES SET OUT IN THESE GUIDELINES HAVE BEEN INSERTED FOR REFERENCE PURPOSES ONLY. THE RATES HAVE BEEN CALCULATED IN ACCORDANCE WITH PREVAILING INDUSTRY STANDARDS. THESE RECOMMENDED RATES ARE NOT PRESCRIPTIVE AND MAY BE NEGOTIATED BETWEEN THE SASA MEMBER AND THE RELEVANT COMPANY ENGAGING A SASA STUNT MEMBER FOR STUNT SERVICES.**

It is recommended that rates are increased by approximately 7 % at the beginning of every financial year (1 March annually).

RECOMMENDED MINIMUM MEMBERS RATES FOR 2017:

Entry Level Stunt Performer/Stunt Assistant Rigger:	Recommended min R3 250.00
Stunt Performer/Stunt Rigger/Stunt Driver:	Recommended min R3 250.00
Key Rigger/Assistant Stunt Coordinator/Fight Choreographer:	Recommended min R4 300.00
Precision Drivers:	Recommended min R3 750.00
Specialised Skill Performer:	Recommended min R3 750.00
Stunt Coordinators:	Recommended min R5 900.00
Featured Role:	Recommended min R4 300.00
Outside of South Africa:	Recommended min of 1.5 x Daily
Rate	

RECOMMENDED MINIMUM MEMBERS RATES FOR 2018:

Entry Level Stunt Performer / Stunt Assistant Rigger:	Recommended min R3 500.00
Stunt Performer / Stunt Rigger / Stunt Driver:	Recommended min R3 500.00
Key Rigger/Assistant Stunt Coordinator/Fight Choreographer:	Recommended min R4 600.00
Precision Drivers	Recommended min R4 000.00
Specialised Skill Performer:	Recommended min R4 000.00
Stunt Coordinators:	Recommended min R6 300.00
Featured Role:	Recommended min R4 600.00
Outside of South Africa Rate	Recommended min of 1.5 x Daily

RECOMMENDED MINIMUM MEMBERS RATES FOR 2019:

Entry Level Stunt Performer/Stunt Assistant Rigger:	Recommended min R3 800.00
Stunt Performer/Stunt Rigger/Stunt Driver:	Recommended min R3 800.00
Key Rigger/Assistant Stunt Coordinator/Fight Choreographer:	Recommended min R4 950.00
Precision Drivers	Recommended min R4 300.00
Specialised Skill Performer:	Recommended min R4 300.00
Stunt Coordinators:	Recommended min R6 800.00
Featured Role:	Recommended min R4 950.00
Outside of South Africa Rate	Recommended min of 1.5 x Daily

FEATURED RATES:

A featured rate may be applicable if you have a cast number or in some circumstances when the director has asked you to perform dialogue or heavily featured action. This is to be discussed with the stunt coordinator **before** you accept the work or when the situation arises on set. A minimum recommended rate as per above guidelines or more is to be decided by the Stunt Company and Production. The stunt performer, stunt coordinator and producer should all be in agreement with this before the action is filmed.

WORKING OUTSIDE OF SOUTH AFRICA

When working outside of South Africa, a member's rate should be negotiated with reference to rates currently being paid to equivalent stunt service providers in the relevant country. At a minimum we recommend that members should be paid 1.5 times the Daily Rate paid in South Africa.

2. RECOMMENDED WORKING HOURS

FIRST MEAL:

Working hours do not include the first meal, unless stipulated by a Call Sheet with an early call.

DAILY RATE:

A daily rate as per contract and in correlation with the recommended SASA Rates to apply to all daily and weekly crew members/performers.

WEEKLY RATES:

Irrespective of whether on a daily or a weekly contract, it is recommended that members will earn their agreed Daily Rate per day worked. For example, for a 5-day week, the weekly rate will be calculated as 5 times the daily rate, for a 6-day week, the Weekly Rate will be calculated as 6 times the Daily Rate.

7TH DAY:

Should a member be required to work a 7th day, it is recommended that this day rate will be calculated at Premium Rate (suggested as 1.5 times the Daily Rate). Premium Rates (a rate of 1.5 x the Daily Rate) will apply thereafter until the next Off Day. (24 hours, plus a 10 hour turnaround = 34 hours turnaround). Normal rates will resume the day after the member has been given a day off and this will be seen as the first day of the new working week.

RECOMMENDED HOURLY RATE AND OVERTIME:

Commercials	- 1/10 th of Daily Rate
Feature Film, TV Series, and Reality Shows	- 1/12 th of Daily Rate

It is recommended that an hourly rate will be calculated as **1/12th** of the Daily Rate for Feature Film, TV Series and Reality Shows, and **1/10th** of the Daily Rate for Commercials, and all Overtime.

It is recommended that all overtime (Additional hours in excess of the working day) to be calculated at **1.5** times the hourly rate for the first 4 hours, thereafter **2** times the hourly rate. Overtime is calculated in 15 minute increments.

It is recommended that overtime rates shall be calculated at a Premium Day Rates in respect of Premium Days.

TURNAROUND TIMES AND RATES:

It is recommended that:

- Daily Turnaround (the break between wrap on one day and call time on the next consecutive working day) is no less than **10** hours.
- If 6 consecutive days are worked, turnaround shall be no less than 34 hours.
- If 5 consecutive days are worked, turnaround shall be no less than 58 hours.
- Turnaround Invasion Rate will be calculated at 1.5 times the hourly rate for the invaded hours, and added to the day's total.
- Off days shall not be used to turnaround stunt crew without penalties being imposed at the recommended applicable rates set out above.

NIGHT SHOOT:

A Night Shoot generally means a shoot in respect of which call time is 15h00 or later. If a shoot is called between 12h00 and 15h00, but continues after 24h00, it is recommended that it will revert to being deemed as a Night Shoot.

Commercials:

It is recommended that:

- For all members on a daily rate/contract for a production, first night shoot of that production will be at Premium Rate (a rate of 1.5 times the daily rate).
- For all members on a weekly rate/contract, a full Turnaround day will be given and charged for on the agreed crew rate, after the last night of the night shoot.

Features, TV Series and Reality Shows:

It is recommended that:

- For all members on a Daily Contract, the first night shoot per booking on a weekly rotation will be a Premium Rate (rate of 1.5 times the Daily Rate).
- For all members on a Weekly Contract, a full Turnaround day will be required after the last night shoot before the next day shoot can commence. This Turnaround day cannot be the same day as an Off Day.

SPLIT DAY:

A Split Day is a working day that exceeds daylight hours, but not passed 24h00. It is recommended that this day be charged at normal rate.

MEALS:

It is recommended that:

There will be a maximum of 6 hours between meals.

Working hours do not include the first meal, unless stipulated by a Call Sheet with an early call.

An evening meal must be provided on an Extended Day (12 hours after breakfast)

RUNNING LUNCH:

A Running Lunch means that there is no actual break for lunch called and results in a reduced working day (also known as a Continuous Day or French Hours, where working hours change from 12 hrs to 10.5 hrs and from 10 hrs on daily rate to 8.5 hrs). The meal will be provided near set and filming will continue.

RECOMMENDED PREMIUM RATE:

It is recommended that a Premium Rate (a rate of 1.5 times the recommended Daily Rate) applies to:

- Sundays and Public Holidays on Commercials
- First Night shoots on Commercials for Daily Crew
- First Night shoot per booking on a weekly rotation for Daily Crew on Features, TV Series and Reality Shows

It is recommended that overtime rates shall be calculated at Premium Day Rates in respect of Premium Days.

CANCELLATION:

Cancellation means either the cancellation of a confirmed shoot day or the cancellation of a confirmed crew member.

It is recommended that:

- Less than 72hrs but not less than 48hrs paid 25%
- Less than 48hrs but not less than 24hrs paid 50%
- Less than 24hrs to be paid 100%

In the event of the entire shoot being cancelled less than five (5) working days prior to the day of the shoot, a cancellation fee maybe negotiated, which fee should not exceed a recommended total of 50% of the total fee.

RECOMMENDED NON-SHOOT DAY REMUNERATION

REHEARSAL DAYS:

It is recommended that a member's remuneration for rehearsal days be:

- 50% of the Daily Rate for a half day (5 hours or less, excluding lunch) if pre-arranged by the stunt coordinator; and
- 100% of the Daily Rate if the member has worked for 5 hours or more (excluding lunch).

Standard overtime rates shall apply on rehearsal days. Communication to the member of whether a full or half day rehearsal is required is vital.

CALL BACK / HAIR & MAKE-UP / WARDROBE FITTING:

The performer may be required to attend call back / hair & make-up / wardrobe fitting on a day other than the period of engagement, subject to the performer's professional availability.

It is recommended that:

- First call back < 1 hour = no fee, after which a pro rata payment of the agreed Daily Rate will become applicable.
- First (hair and make-up) & (wardrobe) < 2 hours = no fee, after which a pro rata payment of the agreed Daily Rate will become applicable.
- For second and subsequent attendances, a pro rata payment of the agreed Daily Rate will become applicable.

WEATHER DAY:

Weather Day generally means a day which occurs if the scheduled shoot is not completed due to the weather. A weather day may be added on to the end of the scheduled shooting period, or may be booked as an additional day at such time as scheduled by the producer.

Weather day remuneration only takes effect once the day has been activated.

It is recommended that:

- 50% of the daily fee is payable if not called to set
- 100% of the daily fee is payable if called to set and released within one (1) hour from call
- 100% of the daily fee is payable thereafter.

Should a crew member have been confirmed, a Weather Day will become a normal Shoot Day, and standard cancellation fees will apply.

POSTPONEMENT DAYS:

If the shoot day is postponed due to weather or another unforeseen reason, the following procedure is recommended:

- If the shoot day you were booked for is moved to another day and you are not available, you will be paid for that day in full /normal cancellation fees apply.
- If you are available, then you will only be paid for that day of work.

STANDBY:

If a member is placed on standby, a half day rate is recommended to apply immediately. If that member has not been released 10 hrs before call, then a full day rate is recommended to apply. If the member is called, the standard day rates are recommended to apply.

If put on standby on the day, crew call is recommended to apply as the performer's call time and standard overtime is recommended to apply.

3. TRAVELLING DISTANCE AND WORKING AWAY

TRAVEL TIME

Members are responsible for their own local travel.

It is recommended that travel Time applies for productions where either:

- set/location is more than 50 km from Cape Town International Convention Centre (CTICC) or away accommodation. It is recommended that 1 hr will be added onto call time for travel to location and 1hr will be added for travel from location. For locations further than 50km, it is recommended that additional travel time will be added pro rata, in 15min increments; or
- travel time in excess of 45 minutes to CTICC or away accommodation due to the route required to be travelled and/or traffic. It is recommended that 1 hour will be added onto call time for each direction of travel. For travel time in excess of an hour, it is recommended that additional travel time will be added pro rate, in 15min increments.

If travelling less than 5hrs and departing after 12:00, it is recommended that a half Daily Rate will apply, if travelling more than 5 hours or departing before 12:00, it is recommended that a full Daily Rate will apply.

If travelling by car, it is recommended that time starts at home and ends at destination. If travelling by air, it is recommended that time starts 1 hour before local flight time and ends at destination, and 2 hours before international flight time and ends at destination. (This falls into same timings as everything else, rehearsals etc.)

If meals fall within travel time, it is recommended that it is to be covered by production, or a half day per diem provided to cover such for travel days not involving nights away from home (eg. Travel returning home)

TRANSPORT AND ACCOMMODATION

On away productions, it is recommended that members will be provided transport. Members should be allocated per vehicle according to legal limit.

When members are required to remain on location, they should be accommodated and unless under exceptional circumstances agreed to by the Company, and communicated through to members beforehand, it is recommended that each member will be provided with an individual room.

If the member travels by air, it is recommended that the Company shall be liable to pay the costs levied by the relevant airline in respect of 1 extra item of luggage over and above the airline's ordinary luggage allowance, it being recorded that the member may be required to pack a stunt pad or a rigging bag in order to provide the Services.

PER DIEM/TRAVEL ALLOWANCE

Per Diem means “daily” and is an allowance paid to compensate crew for personal incidental costs and meals when they are residing away from their normal place of residence for work/away shoots. It is recommended that Per Diems are to be received for every night away from home in cash prior to departure. It is recommended that No PAYE should be deducted.

The Per Diem paid to Contractors for international travel should be the same as any other crew member working on or providing services to the Production.

It is recommended that for travel returning home, all meals falling within travel time is to be covered by production, or a half day per diem provided for such travel days not involving nights away from home.

CONSECUTIVE DAYS OFF AWAY FROM HOME (I.E. HOLD DAYS):

It is recommended that any day given off or termed a hold day, other than a company off day, will be charged at a full Daily Rate.

4. GENERAL

TIME SHEETS:

Signing Daily Timesheets (and handing in weekly timesheets for full time crew) are the crew’s responsibility and should be signed off by the Head of Department (HOD) at the end of each day and week. This will help you check payments made and to know where you stand when it comes to adjustments, overtime hours and any additional fees. (Car rental, adjustments). If not handed in on time then it’s up to the HOD’s discretion what your hours are, or up to production to withhold/refuse payment.

CONTRACTS:

Rates and contracts should be finalised with the SASA members before performers go onto set. A SASA contract, with appropriate areas for Production, crew name, rates, dates, signatures, insurance cover supplier and insurance number will be made available, and each crew will produce one of these to be signed by the HOD and production, as amended as per negotiations.

STUNT HOLDING AREA:

Appropriate facilities away from extras should be supplied for cast and performers. This should have weather cover, be secure and be made known to all cast and crew.

ACCOMMODATION:

When crew is required to remain on location, they should be accommodated and unless under exceptional circumstances agreed to by the stunt company and production, and communicated through to performers beforehand, each member should be provided with an individual room.

INSURANCE:

A SASA Folder will be available to be viewed by all stunt performers that work on the production. The stunt coordinator will have this folder available at all times. It will contain the insurance certificate for the production, the aide memoir for if a SASA member is injured on set, and the SASA guidelines.

5. MEMBERS CODE OF CONDUCT

COMMUNICATION:

Make sure you are informed of what the scene is and that you know exactly what is required from you before you perform a stunt.

Make sure you are insured either by production or the stunt company. Optional personal insurance is available to all SASA members.

TRAINING:

Any training or rehearsal associated with a production will be at board determined rehearsal rates. The rate for general un-associated training will be at the discretion of the trainer. It is your duty to advance your skills and skill levels. Training schedules to be placed on a bulletin board i.e. website.

WEBSITE:

When you become a member of SASA and pay the joining fee you will have access to the site. The information will be entered by the SASA member and kept up to date by the member and it is their responsibility.

SASA will upload images to maintain uniformity on the website. It is the responsibility of the member to forward correct images to SASA to upload onto the website.

SET ETIQUETTE:

Keep chat to a minimum when on set and be professional. Ensure that all stunt equipment of your own and the stunt company you are working for is NOT left on set and stored in an easily accessible place.

Cell phones to be on silent at all times and switched off when requested from the SFX department.

LATE ARRIVAL:

If you are going to be late to set, you must contact the stunt coordinator to let them know. They should not be the one that has to call you.

DISCIPLINARY PROCEDURES:

Disciplinary procedures will be in place for not following protocol. This is at first at the discretion of the Stunt Company and Coordinator, and members may be liable for a fine.

STUNT PADS:

All stunt performers should have their own stunt pads. If the stunt companies supply stunt pads, this is as a bonus and should not be taken for granted. The company may charge you for them.

The basic requirements are the following:

- Back pad
- Knee pads (hard and soft)
- Elbow pads (hard and soft)
- Helmet (a basic skate helmet R150)
- Rigging gloves
- Hip Pads (Not a requirement yet but strongly advised)

STUNT HOLDING AREAS:

Find out the designated stunt holding area from the assistant stunt coordinator or AD. Inform all members of the stunt team and request a radio to be in this area at all times. If a stunt performer needs to leave this area, you must inform another stunt performer of your location.

RIGGERS EQUIPMENT:

Riggers will supply their own safety equipment including Harness, helmet, Cows tails x 2 and 1 x rappelling device.

ALCOHOL AND DRUGS:

Under no circumstances can a member be on set under the influence of alcohol or drugs. There will be disciplinary procedures in place for such occurrences.

STUNT MATS:

Please refrain from laying on the stunt mats, keep them clean at all times and store them in an easily accessible place known to the stunt department.

INVOICING AND PAY SLIPS:

For your records and also for tax reasons, you must invoice for all work done. Production or the Stunt Company will also provide a detailed pay slip explaining the breakdown of your payment.

CLOTHING:

Ensure you have appropriate training attire with you. Even if it is a shoot day, you must have in your pad bag a t shirt, shorts or pants and closed footwear. Rehearsals can be called at any time during the day and it does not mean you will have wardrobe to do this in from production. No jeans or sandals etc.

CONFIRMATIONS AND PENCIL BOOKINGS:

If you are pencilled for a job by a stunt company and you are called for other work with another stunt company, then you must call the company you are on a pencil for. The next step is to issue a 24 hour confirm or release for that job. It is then up to the stunt company to confirm or release you from the initial pencil job. If you are confirmed for a job then you are obliged to be available for this work. When at all possible keep an electronic copy of these bookings preferably EMAIL so that you refer back to it and have a leg to stand on when conflict occurs.

DISCIPLINARY PROCEDURE AND LEGAL REPRESENTATION:

Should any member experience a problem with another SASA member (in any position) or production, such complaint needs to be brought to the disciplinary committee's attention immediately (same day.) in order for mediation to take place soonest.

HOSPITAL PLAN:

It is advisable but not compulsory that all SASA members have an active hospital plan.

CONTACT:

Please send all correspondence to: sastuntcrew@gmail.com