

Executive Officer Report – AGM – 23rd September 2025

Well, where did that go? It only seems like yesterday that we were here at the AGM 2024. As we all know it hasn't been a great year for domestic or international production slate. With a lot of our crew facing quiet times, it's been a struggle for a lot of our members. I want to take a minute to recognise that at times like this it can really take a toll on our mental health. Earlier this year we launched our ScreenSafe mental health survey for the sector and unfortunately looking at the early outcomes of the report we are standing alongside the UK and Australia when it comes to our mental health. The Guild and ScreenSafe are looking at funding opportunities to create a program to support all screen workers and we hope to have some programs in place in early 2026.

With the financial aspect of the industry in mind, the Production Partners discount program (soon to become ProdPerks as you will all be aware), was created to put money back into your pockets and help save dollars where you can - which is why its free when you have a membership to the Guild. It's our way of trying to support you and top up your pockets where we can.

Over the past year the Screen Guild has been incredibly busy building our discounts program with over 80+ companies on board including PB Tech, Barnes NZ, Hello Fresh, Common Good Coffee, First Rescue Roadside Assist, HNRY, The Sherwood, The Meat Box, Wild Rose Flowers, Paddock to Pantry, Outfitters NZ outdoor set wear plus our production partners Z Energy and Bunnings – and now the addition of Hirepool who are upscaling their offerings to the sector exclusively through ProdPerks. We are continuing to build this program for our members, and we have had a lot Productions come on board and utilise the Discount program saving thousands of dollars on the budget line of productions. The Art / Construction Departments seems to be using the Bunnings discount program the most and if you haven't signed up already to get your Bunnings PowerPass or your Z Energy fuel card please get in touch with us on projects@screenguild.co.nz and we can support you to get the best discounts and save more than your membership each year.

We will talk more about the rebranding of this program this evening.

Below in this report is more in-depth information on the projects we have been rolling out over 2024/25.

OVERVIEW

The Screen Industry Guild's mandate is to represent the interests of a broad and diverse membership with an overview of the Well-being of the entire New Zealand screen industry.

GUILD INFRASTRUCTURE

The Guild has an executive committee and has four working branch committees based in Auckland, Wellington, Christchurch, and Queenstown.

ScreenSafe has a steering committee of volunteers from across the industry, with Richard Bluck as the chair. As Executive Officer, I share my time between the day-to-day running of the Guild and ScreenSafe. There is no formal funding for ScreenSafe, and we are now looking at funding opportunities to expand the organisation. We will be separating ScreenSafe from the Guild into its own not-for-profit company in the coming month. This will help clarify the roles and governance for ScreenSafe and enable more organisation to have a seat at the table to everyone can contribute to health, safety and wellbeing for the industry.

MEMBERSHIP

The Guild has increased its individual membership numbers over the last year with 678 members, 58 new signups since last September's AGM. We know we have had members leave the industry or move overseas for work, we hope in the coming year we will see crew return and work will stabilise again.

We remain optimistic that this trend will continue so please spread the word with your peers that not only do we have an amazing Discounts Program that saves you more than your membership each year but we offer so many additional services and helps us advocate on all crew's behalf to make sure your working conditions and safety is paramount in the industry.

As mentioned previously the Discount Program powered by the Screen Guild allows members, production projects and screen companies, to access pre-negotiated discount deals, which greatly assist in keeping more budget money onscreen during prep and filming or within the day-to-day operation of any screen-related company. We have worked hard to get some very special retail partners onboard and some fantastic pricing arrangements in place, which means the hard work's done, and subscribers and members alike can jump on board, set up their supplier accounts, and save a huge amount of money AND time! Our big announcement this month is that we've made it **FREE** for all domestically funded productions to join the program, and reduced the cost hugely for International and co-productions to make it even more of a no-brainer for EVERYONE to get onboard and save on rising production spend! Our aim is always to put money back into the budget for all productions, so please spread the word far and wide! If you're on a production that's not on the discount program, let them know about it!

GENERAL PRODUCTION OVERVIEW

SCREEN SECTOR TRAINING AND INITIATIVES

Support Area

We would like to encourage our members to have a look at the support area on our website it includes information on Sexual Harassment, Bullying, and Mental Health resources, including links to national organisations.

The Blue Book + Screen Industry Workers Act (SIWA)

The Screen Industry Guild has been having some important conversations with funders regarding the Blue Book guidelines and Screen Industry Workers Act and what this means for producer's contracts with the funders. We have had confirmation from NZ On Air and NZFC that all their funding contracts includes that the producers follow the Blue Book Guidelines and The Screen Industry Workers Act that came into legislation in December 2022. This is really important for all crew to be aware of if they are working on NZOA funded projects and if they see that their contracts are not aligned with the Blue Book and SIWA please let us know so we can address any issues that may create.

Just a quick update on the Collective Bargaining. The Screen Guild has registered as the Worker Organisation for Technicians, so once Collective Bargaining gets underway we will represent all crew. There are ongoing discussions with the other Unions and SPADA at when this will get underway. We were hoping this would have happened by now and all of the registered worker organisations have requested a meeting with SPADA to discuss next steps. The Guild has an extensive review of SIWA on the website. This guide has everything you need to know about what the Act means for our members, what is involved, and how we go about the process. Please take some time to review this information, and don't hesitate to reach out if you have any questions. We hope to have a SIWA micro-credential available in the next 6 months.

Rate Card Review

The Rate Card project has been in soft launch since December 2022, and all Screen Guild members have unlimited access to the rates at any given time. There will be a new process and tool available that Christian will discuss later in this meeting.

Crew Representative Training

The Crew Rep workshop modules to support Productions to engage Crew Rep's onset are available online. There is a series of **3 online modules** to guide productions through the process of how to vote in a Crew Rep (with the Guild's support). What makes a great Crew Rep, and a module on how to be a Crew Rep.

We support productions through the nomination and voting of the Crew Reps so don't hesitate to reach out if you would like us to help this set up on your production. We will be creating a micro-credential in the future to support anyone who would like to step up into this role.

SIGANZ Project Development

Reminder: The Business Toolkit now has five modules available online.

The project includes:

Improved access to legal and business tools, including templates and workshops online to help explain contracts, production policies and procedures, ScreenSafe policies, regulatory forms, and self-employed tools.

Lawyer consultation

Many of our members have been utilising our free lawyer service over the past year. Please don't hesitate to send your contracts through to me confidentially if you have any questions, but please do this before you sign them or have received your first payment. The contracts can be reviewed by our lawyer free of charge.

Letters of Non-Objection (LONO)

Letters of Non-Objection support International Crew VISA applications to come into New Zealand to work on particular productions. The Guild issues LONOs when we have deemed there aren't New Zealanders available/experienced to do this role. The Guild asks productions to provide due diligence and explain why a New Zealander can't fill this role. We have created contact departmental groups that we confer with regarding these LONOs.

News Section

We are now on the hunt for a new section editor. We would like to bring you all the latest up to date news from NZ and afar and have this a regular spot for you to keep connected with what is happening in the sector.

Executive Coordinator

We would like to welcome Tania Chesnokova to the team! Tania is coming on board to support myself and Tracey Sharman our Project Manager on the day to day running of the Guild. She will also be taking care of our Social Media comms so we are looking forward to keeping you all in touch with what is happening at the Guild.

Leadership Skills Modules for HODs

I'm pleased to share that we've officially launched the **Leadership Fundamentals Micro-Credential Course Series**, now live and available to all members through the Guild website.

This brand-new training series was built specifically for the New Zealand screen industry — with a clear purpose: to grow confident, capable leaders across all departments and crew levels. Whether you're already a Head of Department or an emerging team lead, these courses are designed to strengthen leadership from the ground up.

The course includes five short, interactive modules, each focused on a key area of effective leadership:

1. Negotiation Fundamentals
2. Fostering Positive Team Dynamics
3. Developing an Inclusive Workplace Culture
4. Leading with Emotional Intelligence
5. Employing Effective Management Skills

Each module ends with a 15-question multiple-choice test. Members who score 80% or higher will receive an official micro-credential certificate, sent straight to their email. These certificates can also be uploaded to their ScreenSafe profile — a great way to demonstrate commitment to best practice, crew welfare, and professional development.

This is a highly accessible training option — each course takes just 5 to 15 minutes to complete and fits easily around the demands of production work. It's good to make HOD's, and producers aware of this program as we'd love it be looked at as the essential gold standard for all those in a leadership role - and it's worthwhile doing even for those wanting to know more leadership **SHOULD** look like!

The feedback so far has been incredibly positive. People love the interactive format and the fact that it speaks directly to the realities of working on set — no fluff, just practical tools for building better teams.

A huge thank you to **Tracey Sharman** for leading the development of this initiative, and to **NZ On Air** and the **New Zealand Film Commission** for funding this valuable tool for the sector. It's already proving to be an impactful resource — and we're proud to see it live and in use.

We encourage all members to get involved and complete the course — it's free, it's fast, and it makes a difference. How many of you have completed the course yet? Show of hands?

Creation of Standard Crew Contract

We are in the final thoughts for finishing the Standard Crew Contract this is Blue Book and SIWA compliant. The team along with Daniel Watterson have worked hard to put this together so we are looking forward to that being released in the coming months.

ScreenSafe

As I mentioned earlier there is changes coming to ScreenSafe. We are in the process of applying for funding to expand the organisation and with the changes to WorkSafe under a review of what we need to do to make sure we have all the right information in place for the sector. This also includes funding for the Mental Wellbeing program for the industry. The new website we launched last year has been well received by the industry and from here we want to make sure we are offering support where it is needed.

So please check this out and register and create a profile where you can upload your certifications, CV and save your relevant guidelines. This makes it easy to share with a production if you choose and keep track of important Health and Safety information. We have also taken it a step further and created an online portal for productions to track the Risks and Incident reporting. This portal enables producers/HODs to oversee what is happening on their production at any given moment.

Mental Health Behind the Scenes Survey - Cross Sector

In May 2025, ScreenSafe released an extensive Mental Wellbeing Survey to cover the entire industry and conduct a 'temperature check' to identify areas that need support. The survey will also help determine how best to create a Mental Wellbeing Program for the sector. We will close the survey at the end of July.

ScreenSafe is recognised by the industry as the go-to source for health and safety guidance. The EO will be hosting a session at the Big Screen Symposium alongside Miranda Rivers to discuss the first set of outcomes from the survey. ScreenSafe has also connected with the UK Film and TV Charity and Griffin University in Australia regarding their own survey outcomes and has been invited to co-lab with these organisations to see how we can improve mental health in the industry.

Professional Respect Training Program

ScreenSafe has continued with the Professional Respect Training program over the past year. To date, there have been over 700+ people attending these workshops, and the feedback has been incredibly positive from all who have attended, with many commenting they would like this program to be mandatory for all HODs. From mid-2024 into 2025, ScreenSafe hosted six workshops: three in Auckland and three in Wellington.

If you still need to attend one, our next one is on 10th October in Queenstown. Another big thank you to NZOA and NZFC for continuing to fund this important program.

Bullying and Harassment Prevention Online Module - Cross Sector

We have finalised the Bullying and Harassment Prevention online module, which is now available on the ScreenSafe website.

Bullying and Harassment

I would like to take a minute to acknowledge the elephant in the room regarding Bullying and Harassment. I am concerned that we are having an increase of reported incidents across our sector with most of the people not wanting to make a formal complaint due to the fear of blacklisting. Bullying and Harassment is against the law. With the new SIWA Act in place and under the WorkSafe Health and Safety Act, bullying/harassment behaviour is an offence and there are fines for anyone that has been found to be undertaking this kind of repeated, harmful behaviour that does another person harm. Everyone deserves to have a safe working environment. We will be sharing more information about what is Bullying and Harassment, the legal expectations and how we can stop this in our community. Please stand up to be a part of this cultural change.

Hardcases – Addressing Bullying and Harassment + independent mediation service

The Screen Industry Guild / ScreenSafe has engaged an independent company, Hardcases, to manage all disclosures for bullying and harassment. This service is available free and confidentially to anyone in the Screen Sector and can be accessed confidentially through our EO at any time – contact support@screenguild.co.nz

Wider Screen Industry Involvement

The Guild recognises we must have a strong voice in the NZ Screen industry. Crew represents approximately 95% of those working on any production. I also presented incredible talk at the Big Screen Symposium discussing Mental Health alongside Miranda Rivers who has been running Mental Health First Aiders courses.

IN CONCLUSION

The Guild continues to grow and has a significant favourable influence within the NZ screen industry. I am so lucky to love my job and work for you, our people on the ground. We will continue to bring more training, more support and advocacy to our crews.

In closing, I want to say a massive thank you to Christian Gower and Adrian (Wookie) our President and Vice President. They have both generously give a lot of their time to support the work we do. To Tyrone Payne, Annette Houghton, Tracey Sharman, and all the executive/branch chairs, secretaries, and committees for their support over the past year. Also, another big thank you to all of you, our members; without your continued support of the Guild, we couldn't do this vital work.

Ngā mihi nui

Kelly

Kelly Lucas
Executive Officer
Screen Guild NZ