

PMcM/AMH

12 July 2006

1<sup>st</sup> Class Post

Dear Colleague

**RE: BECTU/BBC SCOTLAND FREELANCE AGREEMENT**

Please find enclosed your **Ballot Paper**, and the **Proposed Rate Card and Conditions**, which have been arrived at as a result of our negotiations with BBC Scotland.

I would be grateful if you would consider these proposals, and return your **Ballot Paper**, in the Prepaid Envelope provided, to reach this office,

**NO LATER THAN MIDDAY on MONDAY 7<sup>th</sup> AUGUST 2006**

Going into these groundbreaking negotiations with the BBC, we had a long list of issues which Members wished to see addressed, and as with any negotiation, we made more progress in some areas than we did on others.

It is also important to understand the different categories of contracts used by the BBC, and how they are affected by, not only this Agreement, but also by the Staff Agreement.

Essentially there are Three Categories: -

**‘P.A.Y.E.’ Freelances engaged on a weekly basis,**

**Schedule ‘D’ Freelances & PAYE Casuals/Freelances engaged on a daily basis,**

**And thirdly, Schedule ‘D’ Freelances engaged on a weekly basis.**

PAYE Freelances contracted on a weekly basis have always been treated as Fixed Term Contract Staff, which are covered by our existing Staff Agreement with the BBC.

I believe the vast majority of these Freelances are not aware of what this means, and would not particularly wish to raise concerns on an individual basis when working on a Production.

However these proposals mean that, if accepted, there are a range of key areas where everyone on the Production would now, for the first time, be receiving the same entitlements that allow us to improve and enforce your rights across the whole Production, and indeed BBC Scotland as a whole.

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Some of the attached proposals are there to deal with issues of concern specific to daily work, and would not usually arise on a longer Production, and vice versa.

The Negotiating Team is under no illusions that if you accept these proposals, then in areas like Scheduling, 7th day working, Rest Breaks, and Overtime, there will need to be a big change in the current culture.

The extremely positive changes proposed in these areas will have to be rigorously reported and pursued, and will only be achieved for your benefit if we all work extremely hard to ensure they are enforced.

BBC Scotland management have been categorical in their assurances that these proposals, if agreed by you, will be applied across the board, and they will make every Department and Production work to them.

In considering these proposals, you must remember that this process now gives us Annual Negotiations with BBC Scotland, and the Negotiating Team is due to submit a claim for 2006/2007 by late August.

Therefore you must decide whether the proposals as they stand are a good enough starting point to begin our First Agreement.

We believe that if you do accept them, then in August we need to concentrate on establishing the principle of annual across-the-board cost of living pay increases, which up till now the BBC have always resisted.

The Negotiating Team believes we have taken the discussions as far as we can through negotiation, and now seeks your views.

**! PLEASE USE YOUR VOTE !**

Yours sincerely

A handwritten signature in black ink that reads "Paul McManus". The signature is written in a cursive, slightly slanted style.

**PAUL McMANUS**  
**Scottish Organiser**

Enc. As noted above.