

# PACT/BECTU Integrated Schedule and Authorised Rate Card

For contracts entered into on or after 1st November 2003.

The rates contained in this rate card are recommended minimum rates for a basic forty hour week for the job functions shown at each level.

PACT and BECTU recognise that this Agreement covers a very broad range of productions, with widely differing budgets and forms of transmission and distribution. They recognise that rates of pay may vary to reflect this and to reflect current demand for a particular job function and the availability of suitably skilled individuals. It is agreed that it is in everyone's interest, at all levels of production, to observe the terms and conditions contained in this Agreement if effective production and safe and fair working conditions are to be maintained.

Where a Producer and an individual agree a rate below the recommended minimum, then all other obligations of this Agreement will nonetheless be observed including, without limitation, those relating to hours of work, meal and rest breaks, sickness and injury provision, holiday and pension entitlement.

It is not PACT's or BECTU's intention to destabilise established patterns of payment, either by undercutting these rates or by encouraging unwarranted inflation.

The 50, 60 and 72 hour figures in the Schedule are for hours worked and include Additional Hours Payments at 1.5T and are exclusive of meal breaks. The daily rate is calculated at one quarter of the weekly rate and is for hours worked and the 10 and 12 hour figures in the Schedule include Additional Hours Payments at 1.5T and are exclusive of meal breaks.

Where pension arrangements are appropriate these will be based on the minimum 40 hour rates.

		Weekly Rate 40 Hrs	Weekly Rate 50 Hrs	Weekly Rate 60 Hrs	Weekly Rate 72 Hrs	Daily Rate 8 Hrs	Daily Rate 10 Hrs	Daily Rate 12 Hrs
	Trainees	See Section 4 below						
1	Call Person Runner	236	324	414	520	59	81	103
2	Art Department Assistant Darkroom Assistant Library Clerk Tech. Operators Assistant	264	362	461	580	66	90	115
3	2nd Assistant Editor 3rd Assistant Director Caption Generator Operator Secretary Teleprompt Operator	295	405	517	649	75	101	129
4	Assistant Accountant/Cashier Location Assistant Negative Cutter	356	490	624	784	89	122	156

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		Weekly Rate 40 Hrs	Weekly Rate 50 Hrs	Weekly Rate 60 Hrs	Weekly Rate 72 Hrs	Daily Rate 8 Hrs	Daily Rate 10 Hrs	Daily Rate 12 Hrs
5	Assistant Editor Assistant Matte Process Artist Assistant Video Editor Basic Rigger/Scaffolder Clapper Loader Craft Labourer Darkroom Technician Driver Fire Fighter Junior Make-Up/Hair Assistant Junior Wardrobe Assistant OB Rigger/Driver Publicity Assistant Rigger/Cam Cabler Scenehand Stagehand Video Assistant Operator	394	542	689	866	99	135	173
6	2nd Assistant Dubbing Mixer Assistant Scenic Artist Assistant Script Supervisor Assistant Sculptor/Modeller Chargehand Stagehand Chief Negative Cutter Computer Video FX Programmer Draughtsperson Graphic Artist Production Assistant Sound Assistant	408	561	714	898	102	140	178
7	1st Assistant Dubbing Mixer 1st Assistant Editor Advanced Rigger/Scaffolder Armourer Assistant Costume Designer Camera Assistant Computer Graphics Artist Craft Grades Film Researcher Foley Footstep Mixer Librarian Maintenance Engineer Make-Up/Hair Assistant Modelmaker Nurse Production Organiser Props Person Researcher SFX Technician Slo Mo Operator Sound Maintenance Engineer Supervisory Stagehand Unit Manager Video FX Operator VTR Operator Wardrobe Assistant	451	621	791	993	113	155	197
8	2nd Assistant Director Animatronics Operator Assembly Editor Assistant Producer Assistant Production Accountant Dubbing Editor HOD Stagehand Miniature SFX Production Co-ordinator Rostrum Camera TV Sound Engineer Vision Links Engineer & VTR Engineer	478	656	836	1050	120	165	209

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		Weekly Rate 40 Hrs	Weekly Rate 50 Hrs	Weekly Rate 60 Hrs	Weekly Rate 72 Hrs	Daily Rate 8 Hrs	Daily Rate 10 Hrs	Daily Rate 12 Hrs
9	Assistant Art Director Associate Producer Boom Operator CH Props CH to Craft CH to Rigger/Scaffolder Crane Technician Decor & Lettering Artist Floor Manager Focus Puller Graphic Designer Grip Location Manager Make-Up/Hair Artist Matte Process Artist Senior Production Assistant Transport Manager Vision Mixer Wardrobe Mistress/Master	521	716	911	1147	130	178	228
10	Animatronics Technician Casting Director Chief Draughtsperson Prod/Prop Buyer Prop Master/Mistress Scenic Artist Script Supervisor Sculptor Senior Film Researcher Senior Researcher Set Decorator Stills Camera Supervisor Craft Grades Supervising Armourer Unit Publicist Video Camera Operator Video Co-ordinator	554	762	969	1218	139	190	243
11	1st Assistant Director Art Director Assistant Construction Manager Camera Crew Senior Camera Operator Costume Maker Dubbing Mixer Editor (Film/Music/Sound etc) HOD Craft HOD Rigger/Scaffolder Lighting Director Make Up Design Prosthetics Model Designer OB Sound Supervisor Post Prod. Sound Supervisor Production Accountant Production Manager Senior SFX Technician Sound Recordist/Mixer Technical Director Wardrobe Supervisor	598	823	1048	1317	149	206	262
12	Chief Make-Up/Hair Construction Manager Costume Designer Lighting Camera Senior Graphics Designer	676	930	1183	1488	169	233	296

		Weekly Rate 40 Hrs	Weekly Rate 50 Hrs	Weekly Rate 60 Hrs	Weekly Rate 72 Hrs	Daily Rate 8 Hrs	Daily Rate 10 Hrs	Daily Rate 12 Hrs
13	Animatronics Designer Director Director of Photography Director/Cameraperson Line Producer Producer Producer/Director Production Designer Production Supervisor Publicity Director Scenic Designer Senior VTR On-Line Editor SFX Lighting Camera SFX Supervisor Sound Supervisor Supervisory Casting Director Supervisory Editor	Individual negotiation						

### 1. Holiday Entitlement

Individuals are entitled to take four weeks paid holiday per annum [pro-rata for engagements of duration of less than one year]. Payment shall be at the Individual's Agreed Weekly, or Daily rate, pro rata. The minimum rates in this rate card are for the specified number of hours worked, and do not include any element of consolidated holiday pay. (See Appendix B of the PACT/BECTU Agreement.)

Letters of engagement should clearly outline the arrangements relating to the Individual's entitlement to paid holidays. In particular letters of engagement should clearly set out:

- a. either, in the case of contracts for a specified period, the number of days/weeks of holiday entitlement due in respect of the engagement, or, in the case of contracts subject to notice, the basis upon which holiday entitlement will be calculated.
- b. the procedures to be followed if the Producer wishes to nominate, or the Individual wishes to take holidays during the period of the engagement.
- c. the rate of holiday pay for any days or weeks of holiday accrued but not taken during the engagement.

### 2. Additional Hours Ceiling Payments

#### Weekly Engagements:

Additional Hours are hours worked in excess of forty hours in a working period of not less than four consecutive days but not more than five consecutive days. For Individuals on Weekly Engagements, the rate per hour is calculated by dividing the forty hour weekly rate by forty, and then multiplying by 1.5, subject to a maximum payment of £26.75 per hour.

#### Daily Engagements:

Additional Hours are hours worked in excess of eight in a day. For Individuals on Daily Engagements, the rate is calculated by dividing the eight hour daily rate by eight and multiplying by 1.5, subject to a maximum payment of £33.52 per hour.

#### Single Night Engagements:

Additional Hours are hours worked in excess of eight in any one night, or hours worked beyond 07.00, whether or not eight hours have been worked. For Individuals on Single Night Engagements, the rate is calculated by dividing the eight hour Single Night rate by eight and multiplying by 1.5, subject to a maximum payment of £67.03 per hour.

**Unsocial Hours Payments:**

a) Hours worked beyond twelve in any one working period but falling within the guaranteed minimum of forty hours.

£4.70 per hour.

b) Hours spent travelling between base and a non-resident location or between locations in excess of a combined travel and working period of twelve hours.

£4.70 per hour.

c) Time spent travelling between base and a non-resident location, or between locations that infringes an individual's minimum eleven hour break between working periods.

£14.70 per hour.

d) Hours worked when a meal break is cut short, delayed or cancelled.

£8.23 per hour.

e) Hours worked between 21.00 and 24.00 (except under Single Night Engagements).

£11.76 per hour.

f) Hours worked between 24.00 and 07.00 (except under Single Night Engagements).

£14.70 per hour.

g) Hours worked on Declared Holidays.

£14.70 per hour.

h) Hours worked which cut short the minimum fifty nine hours allowed for a two day rest period, or the thirty five hours allowed for a single day off.

£14.70 per hour.

i) Hours worked which cut short the minimum eleven hour break between working periods.

£18.81 per hour.

Entitlement to Un-Social Hours Payments shall be calculated in half hour multiples with any fraction of a half hour counted as though it were a full half hour.

**3. Aggregation**

**Guaranteed Hours**

PACT and BECTU recognise that on some productions Individuals and Producers may find it convenient and effective to guarantee each other a number of working hours which is higher than forty hours a week, or eight hours a day, and to agree a fee which takes account of these hours.

The terms of individual engagements of this kind should never oblige the Individual to work more than:-

- on a weekly engagement, seventy two hours over six days in each consecutive seven day period, or twelve hours in any twenty four hour period. Seventy-two hours is the maximum number of hours that may be scheduled in any one week. It is therefore not possible to schedule around an average of seventy-two hours.

- on a Daily or Single Night Engagement, twelve hours in any twenty four hour period.

Payments guaranteed to Individuals engaged in this way should never be less than those specified in this agreement, calculated as the price of the forty hour guaranteed week, or the eight hour guaranteed day, plus Additional Hours Payments based on the number of working hours guaranteed.

### **Additional Hours**

For the purposes of calculating what Additional Hours Payments are due, over and above the Guaranteed Hours, Individuals and Producers may agree that hours worked can be aggregated [i.e. averaged] over the contract period. Additional hours over the guaranteed number in some weeks may be balanced against other weeks in which fewer than the guaranteed number of hours are worked.

Total hours worked will have to be calculated at the end of the engagement to determine whether further Additional Hours Payments are due.

Aggregation shall be subject to the following conditions:

- for the purposes of aggregation each week worked shall represent a minimum of forty hours i.e. if less than forty hours are worked in any week the week shall count as forty hours for the purposes of aggregation.
- no hours worked in excess of seventy-two in any week shall count for the purposes of aggregation.
- only six hours from each week may be carried forward for the purposes of aggregation.

It follows that the maximum number of hours which may be guaranteed in a single week, while still retaining maximum flexibility for the purposes of aggregation, is sixty-six

e.g. if in one week ten hours are worked in excess of the guaranteed number of weekly hours then six of these hours can be carried forward for aggregation and four of these hours must be paid as Additional Hours.

e.g. if the Individual works ten hours less than the guaranteed number of hours in a week then minus six hours may be carried forward for the purposes of aggregation [but if less than forty hours have been worked in the week then any shortfall of hours below forty shall not count for the purposes of aggregation].

### **Additional Payments**

PACT and BECTU further strongly recommend that the terms of 'guaranteed hours' engagements should provide for separate payment under the terms of this agreement of the following:

- any Unsocial Hours.
- any meal allowances or any reimbursement of the cost of meals where the meals are the Producer's responsibility.

These payments should be made in addition to the agreed guaranteed payment.

## **4. Trainees**

PACT and BECTU encourage the creation of training opportunities in the film and television industry. In all circumstances Trainees should receive no less than the National Minimum

Wage. Where established industry training schemes pay above this level, these rates should be maintained.