

Rates & Negotiating your Contract for TV Freelancers

Our panel on this topic from ♥Unions Week 2023 have the following top tips:

Sharmila Kumar, Line Producer:

- When asked, always state your rate as £*** per 5-day week plus/including (as applicable) holiday pay (commonly payable at 10.77%.)
- As a runner/entry level applicant, make sure the rate offered to you is reflective of the current minimum wage for hours/days worked; companies are responsible for budgeting accordingly and allowing for time back in lieu for any additional hours worked if those hours can't be paid to you.
- Always read your contract thoroughly and don't be afraid to flag up anything that isn't clear or doesn't sound right ahead of agreeing & signing.

Beatrice Ni Bhroin - Director, Co-Communication and Recruitment Officer UTVU:

- It's hard to get a break when starting in TV and you don't want to seem to be 'trouble' but questioning anything you're not sure of in interviews / negotiations only shows your diligence and if that is also evident in your work that's a good quality and won't be looked at badly.
- Be sure of your role's obligations. If that role expands and you take on other responsibilities (happily) think about having a conversation about recognition for that either in title or payment. It's a great way to make a step up.
- When you've got repeat work with a production company it's okay to ask for more money even if it's the same show. Inflation / cost of living / more experience etc are all valid reasons to ask for an updated rate.

James Taylor - Producer-Director, Co-Chair of the UTVU:

- Use the UTVU Rate Negotiation Guide if you're unsure what rate you should be achieving. Remember that the number against each job is the minimum you should get on day 1 in that role. So if you're a year or two into doing a particular role, you should be getting more than the rate in the guide.
- Don't feel you have to give your rate ahead of being offered the job. But be careful how you respond when you are directly asked, you don't want to come across as difficult. It's fine to say something like "this role involves a bit more responsibility than my last job, so let me have a think and get back to you". If you are subsequently offered the job, you are in a much stronger negotiating position to achieve a higher rate as you know they want you.
- At UTVU we support Production and Editorial roles having parity of pay, so make sure you make this part of your negotiation if you are in a production role.

Arun Devasia - Organising Official Bectu:

- If you are operating as a freelancer or 'SchD' (but not a Ltd Co), then your employer is obligated to provide a "written statement of particulars" on day 1 of your employment. This needs to include the basics of how much and how often you should be paid, where and for whom you will be working, your holiday entitlement, hours of work, and length of contract.
- Check to see if your contract has any wording on 'credit' as this can be a tricky to navigate if the contract is terminated early
- You may be asked in your interview or over the phone about your rate so be prepared to answer this question and be assertive on your reasons why this is your rate



bectu



UNIONS

utvu.co.uk

Tel: 020 7346 0900

info@bectu.org.uk