



These are the main clauses of the TV Group's Terms, effective from September 1st 2022.

## **1 Branch Representatives**

Workers and Producers will allow the election of a BECTU representative from among the crew at each stage of the production. That representative will be given the time and facilities to execute their duties, up to a maximum of 5 hours per week.

## **2 Budget Bands**

The Budget Band must be clearly displayed on a crew member's deal memo, prior to their first day of work.

Budget Band 1	up to £850,000
Budget Band 2	£850,001 - £3,000,000
Budget Band 3	£3,000,001 - £5,000,000
Budget Band 4	above £5,000,001

## **3 Shooting Crew Hours**

The following schedules will be paid at 10 hours:

- 3.1 SWD: 10 hours work with one hour unpaid meal break, for example 8am-7pm.
- 3.2 CWD: 9 hours work without a formal break, for example 8am-5pm.
- 3.3 SCWD: 9 hours work with a half hour formal break, for example 8am-530pm.

## **4 Non Shooting Crew Hours**

The following schedules will be paid at 9 hours:

- 4.1 SWD: 9 hours with one hour unpaid meal break, for example 8am-6pm.
- 4.2 CWD: 8 hours without a formal break, for example 8am-4pm.

## **5 Start Times**

- 5.1 A Worker's Start Time is when that Worker begins work and their finish time is when that work ends. Between these two points their hours will be calculated.
- 5.2 Other than Night Work the earliest Start Time will be 0500.
- 5.3 An Early Start between 0500-0600 will be paid at T2 for the first hour and T1.5 for the second hour. The remaining 8 hours work will be at T1 after which Overtime is triggered.
- 5.4 An Early Start between 0600-0700 will be paid at 1.5T for the first hour. The remaining 9 hours work will be at T1 after which Overtime is triggered.

## **6 Unsociable Hours (not applicable to Night Work)**

- 6.1 Work between 2100 and 2300 will be paid at T1.5.
- 6.2 Work between 2300 and 0000 will be paid at T2.

## **7 Weekend Work**

- 7.1 Weekend work is not compulsory.
- 7.2 Weekend work can only take place if both the Worker and the Producer agree in advance there are exceptional circumstances.
- 7.3 Saturday work will be paid at T1.5.
- 7.4 Sunday work will be paid at T2.

## **8 National Public Holidays ("Bank Holidays")**

- 8.1 UK Bank Holidays will be paid rest days at the Worker's daily rate. Such days will not coincide with Turnaround Days (clause 9.4) or rest days (clause 11.3).
- 8.2 Work on a UK Bank Holidays can only take place if both the Worker and the Producer agree in advance there are very exceptional circumstances.
  - 8.2.1 UK Bank Holidays will only be scheduled as an 8 hour CWD paid at 2T for 10 hours.
- 8.3 While abroad UK Bank Holidays will be recognised and local national public holidays will not.

## **9 Night Work**

- 9.1 A day will become Night Work when any part of that day takes place between 0000 and 0500.
- 9.2 Workers will receive an additional Night Work Payment equal to 10% of their daily rate for each night worked.
  - 9.2.1 Night Work on a Bank Holiday will trigger clause 8.2.1 and Night Work on a weekend will trigger clause 7 in addition to the Night Work Payment described in clause 9.2.
- 9.3 Night Work Overtime is not compulsory and will be agreed by both the Worker and the Producer in advance.
  - 9.3.1 Night Work Overtime will be paid at T2 unless that Overtime takes place during a weekend or Bank Holiday when clause 10.3 will be triggered.
- 9.4 Any night or period of consecutive nights shall be followed by a Turnaround Day, paid at the worker's daily rate. Such days will not coincide with Bank Holidays (clause 8) or rest days (clause 11.3)
- 9.5 If consecutive weeks of nights are scheduled they will be in blocks of five nights, with a rest period between each week of 48 + 11 hours.

## **10 Overtime (for Night Work Overtime see clause 9.3)**

- 10.1 Overtime is not compulsory and will be agreed by both the Worker and the Producer in advance.
  - 10.1.1 All Overtime will be rounded up to half hour increments.
  - 10.1.2 Overtime payments will not be capped.
  - 10.1.3 "Grace" is no longer recognised.
- 10.2 Overtime before 2100 will be paid at T1.5.
  - 10.2.1 Overtime between 2100 and 2300 will be paid at T2.
  - 10.2.2 Overtime between 2300 and 0000 will be paid at T3.
- 10.3 Saturday Overtime will be paid at T2 for the first hour and T3 thereafter.
  - 10.3.1 Sunday and Bank Holiday Overtime will be paid at T3 for the first hour and T4 thereafter.

## **11 Rest Periods**

- 11.1 Workers will have 11 hours rest between the end of one working day (or working night) and the start of the next.
- 11.2 Workers will receive 48 + 11 hours rest between the end of one 5 day week and the start of the next. A rest period of 24 + 11 can only be given in exceptional circumstances and must be agreed between the Worker and the Producer in advance.
- 11.3 Hours worked in breach of 11.1 & 11.2 can only be worked in exceptional circumstances and must be agreed between the Worker and the Producer in advance. Such time will be paid in half hourly increments at T1.5 for the first hour and T2 for the second hour and T3 thereafter. Such payments will be in addition to clause 5.
- 11.4 In exceptional circumstances agreed between the Worker and the Producer in advance additional days can be worked in breach of 11.3. During a weekend this will trigger clause 7. After seven consecutive working days the Worker's will be paid at 3 times their daily rate until 24 + 11 hours rest is taken.
- 11.5 Rest days described in 11.3 and 11.4 will not coincide with UK Bank Holidays.

## **12 Travel**

### **12.1 Mileage**

- 12.1.1 The Mileage rate will be agreed annually during rates of pay negotiations.
- 12.1.2 Trips in excess of 20 road miles from Production Base to Unit Base/Crew Parking/Location will pay all miles travelled.
- 12.1.3 Each worker will have one Production Base throughout the job.
- 12.1.4 Mileage driven after a crew member has arrived at their place of work, but before they depart for home, will be paid. This will not apply to vehicles hired by the production.
- 12.1.5 If a place of work is in excess of 50 miles from Production Base, the Worker will be offered Overnight Accommodation.
- 12.1.6 All Mileage will be paid for a Worker whilst in Overnight Accommodation being provided by the Production.

### **12.2 Travel Time**

- 12.2.1 Travel Time will be paid or taken off the day after 45 minutes travel from the Production Base to Unit Base/Crew Parking/Location. Travel Time must

be clearly stated on the Movement Order and calculated taking into account the Time of Day the journey is expected to take place.

12.2.2 Travel Time will be paid at 1T or taken off the day.

12.2.3 Travel Time in excess of 1.5 hours each way must be taken off the working day.

12.2.4 If Travel Time is in excess of 2 hours each way, the worker must be offered Overnight Accommodation, regardless of clause 12.1.3.

12.2.5 Travel Time between Crew Parking/Unit Base and Location must be taken off the day or paid at applicable OT rate.