
ASSISTANT DIRECTORS' BRANCH 2021 RATE CARD

Branch Policy

The Assistant Directors' branch rejects the notion of a defined 'Going Rate' as the remuneration for Assistant Directors varies greatly depending on the complexity of the project. Factors such as stunts, special effects sequences, period settings, working in multiple countries, large numbers of cast and animals amongst other special requirements all have significant implications on the level of responsibility that an Assistant Director carries. The complexity of the shoot, along with the individual's level of experience, should be reflected in the rate paid.

Many other 'Below the Line' crew are not prone to as much variation in responsibility and therefore neither is their 'Going Rate'. The Assistant Directors Branch therefore issue a rate card with a **Recommended** and a **Minimum** rate. The Recommended Rates are based on real world figures that have recently been achieved by UK Assistant Directors. Minimum Rate should be considered a starting point for negotiations; BECTU urges all members not to accept any work below the relevant Minimum Rate at all times.

Please note that no Assistant Director is obliged to accept the Minimum Rate.

Understanding the Rate Card

This rate card lists a series of Weekly Rates and Hourly Breakdowns **including Holiday Pay rolled in at 12.1%** that will be charged for specific work-grades, working in specific sectors.

This does not cover existing agreements made between BECTU and UK Broadcast Houses.

Rates quoted are based upon the length of a Standard Working Day (SWD), which is the number of hours including a one-hour unpaid lunch break. Productions may choose to schedule based upon a Continuous Working Day (CWD) and/or a Semi-Continuous Working Day (SCWD) where the meal break is either removed or shortened; **nevertheless the SWD is what your daily or weekly rate should be based on as both a CWD and SCWD are a curtailment of a rest period to shorten the working day.**

NB: In circumstances where a Favoured Nations or Parity agreement is sought across all disciplines not covered by a pre-existing agreement, it is recommended that the Assistant Directors' deal memos reflect those of our colleagues in Camera Department in all sectors of production.

- **1st AD should at least have parity of pay and terms with 'A' Cam Operator**
- **2nd AD should at least have parity of pay and terms with 1st Assistant Camera**
- **3rd AD should at least have parity of pay and terms with 2nd Assistant Camera**
- **AD Runner should at least have parity of pay and terms with Camera Trainee**

FEATURE FILM:

An SWD on projects over £30m under the terms of the PACT-BECTU Major Motion Picture Agreement will be 11 hours with a 1 hour lunch break.

Section 3.2(a) of the above agreement that a maximum of 30m Prep and 30m Wrap can be written into any deal memo; the Branch urges all Assistant Directors take into account what is being asked of them and adjust their rate accordingly.

For feature films below £30m, Assistant Directors should take into consideration the length of the SWD being quoted and the amount of Prep and Wrap they are being asked to include in their working day.

Branch Guidance is that no more than 30 mins Prep and 30 mins Wrap should be included within the working day rate.

TV DRAMA:

An SWD on projects under the terms of the PACT-BECTU UK Independent Television Drama Agreement 2017 is either 10 or 11 hours with a 1 hour lunch break.

Rates shown are a subdivision of the three existing bands in Section 4.1 of the TV Drama Agreement, done so given the varying demands in such projects.

- Budget Band 1: Up to £850k per hour (1)
- Budget Band 2: £850,001 - £3m per hour (2A & 2B)
- Budget Band 3: Above £3m per hour (3A & 3B)

As per Section 4.2 of this agreement, 'The Producer shall notify the Worker of the Budget Band the engagement falls into'.

AD Branch Guidance is that a maximum of 30m prep and 30m wrap should be written into any deal memo – anything above this is considered excessive.

If production is asking for more than that then the rate should be adjusted accordingly.

COMMERCIALS & PROMOS:

Current Commercial Rates are in the July 2018 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production; when updated the Branch will inform its members.

Promo Rates should align with July 2018 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production. High Profile Promos should be paid at Commercials rate.

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BUDGET BAND	FEATURE FILMS						TELEVISION / VIDEO ON DEMAND (Not including Continuing Drama)				
	A. MMP £30m+	B.1. £20m-£30m	B.2. £10m-£20m	B.3. £5m-£10m	C.1. £2.5m-£5m	C.2. <£2.5m	3A. £4m+ ph	3B. £3m-£4m ph	2A. £2m-£3m ph	2B. £850k-2m ph	1. <£850km ph
1st AD											
Recommended Hourly	£90.91	£78.18	£68.18	£70.00	£55.00	£50.00	£90.91	£78.18	£60.00	£51.00	£40.00
Minimum Hourly	£73.64	£59.09	£50.00	£48.00	£40.00	£36.00	£50.00	£43.64	£42.00	£38.00	£32.00
Recommended Weekly 50hrs	£4545	£3909	£3409	£3500	£2750	£2500	£4545	£3909	£3000	£2550	£2000
Minimum Weekly 50hrs	£3682	£2955	£2500	£2400	£2000	£1800	£2500	£2182	£2100	£1900	£1600
Recommended Weekly 55hrs	£5000	£4300	£3750	£3850	£3025	£2750	£5000	£4300	£3300	£2805	£2200
Minimum Weekly 55hrs	£4050	£3250	£2750	£2640	£2200	£1980	£2750	£2400	£2310	£2090	£1760
2nd AD (Key)											
Recommended Hourly	£50.91	£47.27	£41.82	£38.00	£36.00	£32.00	£50.91	£45.45	£40.00	£36.00	£32.00
Minimum Hourly	£40.91	£35.45	£33.64	£35.00	£27.00	£25.00	£36.36	£32.73	£28.00	£26.00	£24.00
Recommended Weekly 50hrs	£2545	£2364	£2091	£1900	£1800	£1600	£2545	£2273	£2000	£1800	£1600
Minimum Weekly 50hrs	£2045	£1773	£1682	£1750	£1350	£1250	£1818	£1636	£1400	£1300	£1200
Recommended Weekly 55hrs	£2800	£2600	£2300	£2090	£1980	£1760	£2800	£2500	£2200	£1980	£1760
Minimum Weekly 55hrs	£2250	£1950	£1850	£1925	£1485	£1375	£2000	£1800	£1540	£1430	£1320
2nd AD (Crowd)											
Recommended Hourly	£40.00	£40.00	£32.73	£34.00	£30.00	£28.00	£40.00	£35.45	£34.00	£31.00	£28.00
Minimum Hourly	£32.73	£30.00	£28.18	£25.00	£24.00	£22.00	£32.73	£30.00	£27.00	£25.00	£22.00
Recommended Weekly 50hrs	£2000	£2000	£1636	£1700	£1500	£1400	£2000	£1773	£1700	£1550	£1400
Minimum Weekly 50hrs	£1636	£1500	£1409	£1250	£1200	£1100	£1636	£1500	£1350	£1250	£1100
Recommended Weekly 55hrs	£2200	£2200	£1800	£1870	£1650	£1540	£2200	£1950	£1870	£1705	£1540
Minimum Weekly 55hrs	£1800	£1650	£1550	£1375	£1320	£1210	£1800	£1650	£1485	£1375	£1210
2nd AD (Floor)											
Recommended Hourly	£38.18	£36.36	£30.91	£32.00	£26.00	£24.00	£40.00	£35.45	£34.00	£31.00	£28.00
Minimum Hourly	£30.00	£27.27	£25.45	£25.00	£24.00	£22.00	£32.73	£30.00	£25.00	£22.00	£20.00
Recommended Weekly 50hrs	£1909	£1818	£1545	£1600	£1300	£1200	£2000	£1773	£1700	£1550	£1400
Minimum Weekly 50hrs	£1500	£1364	£1273	£1250	£1200	£1100	£1636	£1500	£1250	£1100	£1000
Recommended Weekly 55hrs	£2100	£2000	£1700	£1760	£1430	£1320	£2200	£1950	£1870	£1705	£1540
Minimum Weekly 55hrs	£1650	£1500	£1400	£1375	£1320	£1210	£1800	£1650	£1375	£1210	£1100
3rd AD											
Recommended Hourly	£24.55	£22.73	£21.82	£23.00	£22.00	£20.00	£23.64	£21.82	£23.00	£22.00	£20.00
Minimum Hourly	£22.73	£20.91	£20.00	£21.00	£20.00	£18.00	£21.82	£20.91	£21.00	£20.00	£18.00
Recommended Weekly 50hrs	£1227	£1136	£1091	£1150	£1100	£1000	£1182	£1091	£1150	£1100	£1000
Minimum Weekly 50hrs	£1136	£1045	£1000	£1050	£1000	£900	£1091	£1045	£1050	£1000	£900
Recommended Weekly 55hrs	£1350	£1250	£1200	£1265	£1210	£1100	£1300	£1200	£1265	£1210	£1100
Minimum Weekly 55hrs	£1250	£1150	£1100	£1155	£1100	£990	£1200	£1150	£1155	£1100	£990
AD Runner											
Recommended Hourly	£14.55	£13.64	£12.73	£14.00	£13.50	£13.00	£14.55	£13.64	£14.00	£13.00	£13.00
Minimum Hourly	£12.73	£11.82	£11.82	£12.00	£11.50	£11.16	£12.73	£11.82	£12.00	£11.16	£11.16
Recommended Weekly 50hrs	£727	£682	£636	£700	£675	£650	£727	£682	£700	£650	£650
Minimum Weekly 50hrs	£636	£591	£591	£600	£575	£558	£636	£591	£600	£558	£558
Recommended Weekly 55hrs	£800	£750	£700	£770	£743	£715	£800	£750	£770	£715	£715
Minimum Weekly 55hrs	£700	£650	£650	£660	£633	£614	£700	£650	£660	£614	£614