



ART DEPARTMENT RATE CARD 2020

This structure is proposed as a guideline and will vary on the number of hours / days working per week, the amount of experience / time held at that position, the size of the project and where it is based. The rates do not include any allowances; the table below indicates which can apply to which grade, in regard to what is required to complete that particular job. When interviewed discuss and negotiate allowances one by one, and request your deal memo to be sent before you start the job.

Guideline rates shown in GBP and based on a 5 day week in greater london area and include holiday pay. Rates have an annual increase of 2.5% from 1st January.

Type and size of production	computer mobile phone car software specialist equip.	Major Motion Picture / Major International TV		Medium Feature / Medium International TV		Small Feature / TV drama	
		30M +		8.5M to 30M		< 8.5M	
Film Budget		BAND 3		BAND 2		BAND 1	
TV Band		From	To (+)	From	To (+)	From	To (+)
Supervising Art Director		£ 2,750	£ 3,500	£ 2,400	£ 2,800	£ 1,700	£ 2,200
Senior Art Director		£ 2,450	£ 2,800	£ 1,950	£ 2,600	£ 1,450	£ 1,900
Art Director		£ 2,000	£ 2,500	£ 1,800	£ 2,400	£ 1,200	£ 1,600
Stand-by Art Director		£ 1,800	£ 2,300	£ 1,600	£ 2,100	£ 1,100	£ 1,450
Assistant Art Director		£ 1,500	£ 2,000	£ 1,400	£ 1,900	£ 950	£ 1,200
Senior Draughtsperson / Set Designer		£ 1,450	£ 1,900	£ 1,250	£ 1,650	£ 1,100	£ 1,300
Draughtsperson / Set Designer		£ 1,200	£ 1,600	£ 1,100	£ 1,350	£ 875	£ 1,200
Junior Draughtsperson / Set Designer		£ 800	£ 1,200	£ 750	£ 1,100	£ 700	£ 900
Modelmaker		£ 1,200	£ 1,800	£ 1,100	£ 1,350	£ 850	£ 1,100
Art Dept / Set Dec Coordinator		£ 1,300	£ 1,800	£ 1,100	£ 1,700	N/A	N/A
Art Dept / Set Dec Assistant		£ * ₁ 800	£ 950	£ * ₁ 750	£ 900	£ * ₁ 650	£ 800
Art Dept / Set Dec Assistant Trainee		£ * ₁ 675	£ 800	£ * ₁ 660	£ 800	£ * ₁ 650	£ 800
Set Decorator		£ 2,750	£ 3,500	£ * ₂ 2,400	£ 2,800	£ * ₂ 1,700	£ 2,200
Senior Production Buyer		£ 2,300	£ 2,700	£ 2,100	£ 2,600	£ 1,450	£ 1,700
Production Buyer		£ 2,000	£ 2,400	£ 1,750	£ 2,200	£ 1,100	£ 1,600
Location Set Decorator		£ 2,300	£ 2,700	£ 2,100	£ 2,600	N/A	N/A
Senior Assistant Set Decorator		£ 1,850	£ 2,200	£ 1,450	£ 1,850	£ 1,000	£ 1,300
Assistant Set Decorator		£ 1,500	£ 1,800	£ 1,250	£ 1,550	£ 900	£ 1,250
Assistant Buyer		£ 1,250	£ 1,750	£ 1,000	£ 1,500	£ 850	£ 1,100
Petty Cash Buyer		£ 1,100	£ 1,350	£ 900	£ 1,250	£ 750	£ 1,000
Graphic Art Dir. / Key Graphic Designer		£ 1,900	£ 2,250	£ 1,600	£ 2,000	£ 1,400	£ 1,800
Graphic Designer		£ 1,300	£ 1,900	£ 1,260	£ 1,800	£ 1,100	£ 1,400
Assistant / Junior Graphic Designer		£ 800	£ 1,300	£ 750	£ 1,000	£ 650	£ 1,000
Conceptual Artist		£ 2,000	£ 2,650	£ 1,600	£ 2,100	£ 1,550	£ 2,000
Storyboard Artist		£ 2,000	£ 2,650	£ 1,600	£ 2,100	£ 1,550	£ 2,000
Scenic Artist		£ 2,000	£ 2,650	£ 1,350	£ 2,000	£ 1,250	£ 2,000

*1 increased beyond inflation to bring up to london living wage.

*2 increased for parity within art department.

ART DEPARTMENT GUIDANCE SHEET 2020



This is a Guidance Sheet to refer to when negotiating terms before starting a job. This will sit alongside the Rate Card and serve as discussion points to expand upon. Be personable, reasonable and friendly when negotiating.

Remember **REEL**. **R**ate, **E**quipment, **E**nd Date, **L**ocation.

1) RATE

CHECKLIST

- Check the Job Title and match it to the correct band on the BECTU Ratecard. If, after asking for the band and it is withheld, use the highest band as your rate.
- In the Art Department we have many grades with different experience. Use your judgement to see if your experience in the role reflects the rate.
- Who are you talking to? Do some research on iMDB to get prepared.
- Have you been sent a Deal Memo after the phone call? This should be given to you prior to your first day. If no deal memo has been issued you should seek confirmation of your deal in writing, even if this means you sending an email confirming your agreed role, rate and terms.

TO BE NOTED

- Do not be bullied into providing payslips from past jobs.
- Do not drop your rate from previous jobs.
- Do not hesitate to re-negotiate if the job requirements change.
- If you are PAYE you have employee's rights (incl. paternity, pension, etc.) more info @ <https://www.gov.uk/employment-status/employee>
- London Living wage £10.55 + holiday pay at 12.07% x 55 hour week is £650.

2) EQUIPMENT

Refer to the symbols on the rate card to get an idea of the type of equipment you need to complete your job. Negotiate for these accordingly.

CHECKLIST

- Box (Computer Allowance) – BECTU recommends £30 uncapped pw.
- Phone Allowance - £5pw.
- Car Allowance - £100pw - £150pw depending on budget (For grades who don't receive car allowance, mileage for the production will be repaid.)
- Software - Receipts required. Top 3 software used, costs divided by 52. Eg. Software total £1000 per year. 1000/52= 19.23. Software allowance £19pw.
- Specialist Equipment (3D Printer, Vinyl Cutter etc.) up to £50pw per machine for hire – materials provided by production.

TO BE NOTED

- All of these will be taxed on your payslip apart from mileage which is not taxed at source.

3) END DATE – LENGTH OF CONTRACT

CHECKLIST

- Check the working Hours. We recommend 8am until 6pm. Times are negotiable, job sharing can be an option.
- Check what the working week is: (Usually Mon-Fri)
- Personal Holidays – Mention if you have a holiday already booked.
- Approx finish date - note this can change while on the job and is an estimation, but you will always have a week's notice.
- Find out if there is likely to be 6th/7th days you will be expected to work. Are you ok with this?

TO BE NOTED

Overtime – must be pre approved by production through SAD / Set Decorator. Do not work it if this doesn't happen.
Missed lunch break penalty - must be pre approved by production through SAD / SD. If you are required to work through lunch, let your supervisor know. If a lunch break is missed / delayed (5 hours after starting work) penalty payment must be paid.
Bank Holidays – paid single time (T1) when not worked. Paid double time (2T) when worked. Check the agreements, TV and Film differ.
Holiday on long job – it is reasonable for people to be able to take a holiday while on a long job, don't be afraid to ask.

4) LOCATION – WORKING CONDITIONS

CHECKLIST

- Base Location – Is it a recognised Studio?
- Will there be any locations we might have to get to?
- (If not an established studio) – Will there be a safe place to park?
- (If working away) – ask about per diems. Will I be put up in hotel/apartment etc. Make sure your per diems aren't combined with your pay when you get your payslip.

TO BE NOTED

Workplace (Health, Safety and Welfare Regulations 1992) – Workplaces should have adequate heating, access to clean drinking water, adequate space for workstations, adequate toilets, ventilation, adequate chairs and workstations etc. Full Regs @ <https://www.legislation.gov.uk/ukxi/1992/3004/contents/made>

If you want to contact BECTU to join, and then get advice, please email info@bectu.org.uk
PACT & BECTU TV and MMP Agreements can be found @ <https://bectu.org.uk/get-involved/agreements-grading-schemes/>

**Also don't be afraid to turn down work if it doesn't sound right.
Be personable, reasonable and friendly when negotiating.**