

BECTU/ BBC Scotland Minimum Rates for Freelances / Casuals 2024/25

Job Designation	Basic Rate	Holiday Pay	Total Daily Rate
		12.1%	
Engineering Manager	£356.82	£43.18	£400
Audio Operator OB (Buyout) *	£322.93	£39.07	£362
Audio Operator STA/STB	£281	£34	£315
Audio Operator Continuous Output	£234.61	£28.39	£263
Audio Supervisor OB	£412.13	£49.87	£462
Audio Supervisor STA/STB	£397.86	£48.14	£446
Audio Supervisor Continuous Output	£328.28	£39.72	£368
Audio Grams	£328.28	£39.72	£368
Sound Recordist (Audio Sup)	£285.46	£34.54	£320
Camera Assistant OB	£209.63	£25.37	£235
Camera Assistant STA /STB	£209.63	£25.37	£235
Camera Assistant Continuous Output	£147.19	£17.81	£165
Camera Operator OB (Buyout) *	£374.67	£45.33	£420
Camera Operator STA /STB	£338.98	£41.02	£380
Camera Operator Continuous Output	£257.81	£31.19	£289
Jib Operator OB	£341.66	£41.34	£383
Jib Operator STA/STB	£347.90	£42.10	£390
Jib Operator Continuous Output	£281	£34	£315
Jib Assistant OB	£227.48	£27.52	£255
Jib Assistant STA/STB	£227.48	£27.52	£255
Jib Assistant Continuous Output	£191.79	£23.21	£215
Floor Manager OB	£281	£34	£315
Floor Manager STA/STB	£318.47	£38.53	£357
Floor Manager Continuous Output	£234.61	£28.39	£263
Assistant Floor Manager	£182.87	£22.13	£205
News Editor (Picture Editor)	£263.61	£28.39	£263
Production Electrician	£272.08	£32.92	£305
Chargehand	£309.55	£37.45	£347
Radio Audio Supervisor (Core Output)	£290.81	£35.19	£326
Radio Audio Supervisor (Lead)	£374.67	£45.33	£420
Radio Operator	£322.93	£39.07	£362
Radio PA	£304.19	£36.81	£341
Recording/ Tech Operator	£149.87	£18.13	£168
Rigger/Access Op	£206.07	£24.93	£231
Rigger Class 1 Licence	£234.61	£28.39	£263

Rigger/Access Supervisor	£257.81	£31.19	£289
Runner/Cable Basher	£126.67	£15.33	£142
Vision Engineer	£356.82	£43.18	£400
Vision Mixing	£374.67	£45.33	£420
Lighting Console Operator	£374.67	£45.33	£420

*** rate for OB Camera Operators and OB Audio Operators is a buyout.**

- Day no longer than 12 hours including travel
- Travel day paid at half day rate
- Tech rig day paid at full day rate
- Hotel accommodation not included (the BBC has in practice been willing to offer this facility)
- Meals included – catering on site may be provided which will include freelance
- Mileage included
- Pool cars will be offered when available but cannot be guarantee

All other rates are for a 10 hour day.

Overnight shifts paid at 1.5T if 4 full hours worked between 0000-0600. 1.5T on full shift not just night hours i.e. £300 would be £450 if you worked 1700-0500.