

BBC Scotland Agreed Freelance rates

1 April 2025 – 2026



The following conditions apply to the rates set out below

* 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

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.

Role	Agreed Rate 25/26	Base rate	Holiday pay
Engineering Manager	£492	£432.47	£59.53
Audio Operator OB (Buyout)	£371	£326.38	£44.93
Audio Operator STA/STB	£323	£283.81	£39.07
Audio Operator Continuous Output	£269	£236.51	£32.56
Audio Supervisor TV OB	£474	£416.25	£57.30
Audio Supervisor TV STA/STB	£457	£401.83	£55.32
Audio Supervisor TV Continuous Output	£377	£331.11	£45.58
Audio Grams Op	£377	£331.11	£45.58
Sound Recordist (Audio Sup)	£328	£288.54	£39.72
Camera Assistant OB	£241	£211.73	£29.15
Camera Assistant STA/STB	£241	£211.73	£29.15
Camera Assistant Continuous Output	£182	£159.54	£21.96
Camera Operator OB (Buyout)	£431	£378.41	£52.09
Camera Operator STA/STB	£407	£357.40	£49.20
Camera Operator Continuous Output	£309	£271.58	£37.38
Camera Supervisor OB	£474	£416.25	£57.30
Camera Supervisor Continuous Output	£354	£310.84	£42.79
Jib Operator OB	£400	£351.38	£48.37
Jib Operator STA/STB	£400	£351.38	£48.37
Jib Operator Continuous Output	£323	£283.81	£39.07
Jib Assistant OB	£261	£229.75	£31.63
Jib Assistant STA/STB	£261	£229.75	£31.63
Jib Assistant Continuous Output	£220	£193.71	£26.67
Floor Manager OB	£337	£296.27	£40.78
Floor Manager STA/STB	£375	£329.49	£45.36
Floor Manager Continuous Output	£281	£247.36	£34.05
Asst Floor Manager	£210	£184.47	£25.39
News Editor (Picture Editor)	£270	£236.96	£32.62
POST Production Editor (Minimum)	£330	£290.07	£39.93
Production Electrician	£312	£274.35	£37.77
Charge Hand	£355	£312.19	£42.97
Radio Audio Supervisor (Core Output)	£334	£293.27	£40.37
Radio Audio Supervisor (Lead)	£431	£378.41	£52.09
Radio Operator	£371	£326.38	£44.93
Radio PA	£350	£307.46	£42.32
Recording/Tech Operator	£172	£151.36	£20.84
EVS/Replay Operator (Buyout)	£420	£369.18	£50.82
News Hub Senior Tech Op	£225	£197.78	£27.23
News Hub Tech Op	£185	£162.18	£22.32
News Radio Studio Tech Op	£250	£219.75	£30.25
Rigger/Access Op	£237	£208.13	£28.65
Rigger Class 1 Driver	£269	£236.51	£32.56
Rigger/Access Supervisor	£296	£260.16	£35.81
Runner/Cable Basher	£145	£127.71	£17.58
Vision Engineer	£410	£360.39	£49.61
Vision Mixing	£431	£378.41	£52.09
News Director	£500	£439.50	£60.50
Lighting Console Operator	£431	£378.41	£52.09
Presentation Announcer	£256	£225.24	£31.01