
ASSISTANT DIRECTORS' BRANCH

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 and special effects sequences, period settings, working in multiple countries, large numbers of cast, animals and 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 so much variation in responsibility and, therefore, neither is their 'Going Rate'.

The Assistant Directors Branch therefore will issue a Minimum rate card and a Recommended rate card.

BECTU urges all members not to accept any work below the relevant '**Minimum Rate**' at all times. The **Recommended** rate is offered as a starting point for negotiations on more complex projects.

This rate card lists a series of Hourly Rates (HR) that will be charged for specific work-grades, working in specific sectors. A Standard Working Day (SWD) will be 10 hours. A 10-hour SWD will be charged at a rate of 10 x the HR.

For engagements not covered by the BECTU/PACT UK Independent Television Agreement 2017 the following will apply:

All hours worked over 10 hours will be charged at the overtime rate of Tx1.5. A SWD includes a one-hour un-paid break for lunch and workers will have the option to spend this time away from the place of work. A Continuous Working Day (CWD) is a day worked without a one-hour break.

BECTU's recommendation is that all working days include a one-hour unpaid meal-break, but where this is not offered, an additional hour will be charged. For example, a nine-hour day with no unpaid meal break will be charged at 10 x the HR.

AD Branch Guidance in TV Drama for 2019:-

The AD branch would like to make our position clear that every hour worked should be paid for. Therefore we do not recognise that any *pro gratis* prep or wrap time should be written into any deal memo, but that an additional hour be paid for every working day at the agreed rate in recognition of the fact that an AD is traditionally expected to start their day 30m before unit call and work 30 mins after. Any time worked over that 60 minutes should be paid at standard overtime rates/intervals.

For example: If an 2nd AD is offered £250 for a 10+1 day, this gives an hourly rate of £25 / hour. The addition of 30 mins prep and 30 mins wrap would add an hour to the total giving £275 for an 11+1 day. Any time worked over that should be paid at standard overtime rates/intervals. All productions should ensure the use of timesheets to record hours worked by the AD department

Please note that no Assistant Director is obliged to accept the Minimum Rate, and all crew are urged not to accept any work below this rate. For complex shoots, please refer to the Recommended rates as a starting point for rate negotiations.

In addition to these figures 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/Line Producer.

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.

The AD Branch operates the following rates: **NB all rates include Holiday Pay rolled in at 12.1%.**

RECOMMENDED RATES – ASSISTANT DIRECTORS BRANCH 2019

| SCALE | FEATURES | | | DRAMA | | | OTHER | |
|--------------------------------|--|--|---------------------------------------|-------------------------------------|---|--|--------------|----------|
| | FEATURE FILMS ABOVE £30m HIGH BUDGET/US STUDIO | FEATURE FILMS £5 - £30m MID-SCALE BUDGET | FEATURE FILMS <£5m (LOW BUDGET) | TV DRAMA £3m P/H+ eg US NETWORKS | TV DRAMA - £850k - £3m P/H eg. PRIMETIME UK BROADCAST | TV DRAMA - < £850k P/H eg. CONTINUING/ CHILDRENS/ SOAPS/ COMEDY | COMMERCIALS* | PROMOS** |
| RECOMMENDED HOURLY RATE | | | | | | | | |
| 1st AD | £78.24+ | £67.06+ | £49.00+ | £61.48+ | £44.71+ | £35.77+ | £54.90 | £49.54+ |
| Key 2nd AD | £56.24+ | £44.71+ | £36.09+ | £46.95+ | £40.23+ | £27.93+ | £35.40 | £30.69+ |
| Floor 2nd | £46.35+ | £37.08+ | N/A | £38.93+ | N/A | N/A | N/A | N/A |
| Crowd 2nd | £46.79+ | £35.99+ | N/A | £38.69+ | N/A | N/A | N/A | N/A |
| 2nd 2nd AD | £42.26+ | £33.80+ | N/A | £35.50+ | N/A | N/A | N/A | N/A |
| 3rd AD | £35.77+ | £31.30+ | £26.82+ | £31.30+ | £24.59+ | £20.12+ | £26.50 | £24.66+ |
| Floor Runner /AD Trainee | £20.12+ | £17.89+ | £16.77+ | £16.77+ | £15.60+ | £14.52+ | £16.05^^ | £16.44+ |
| MINIMUM HOURLY RATE | | | | | | | | |
| 1st AD | £55.89+ | £44.71+ | £33.53+ | £50.50+ | £37.75+ | £31.50+ | £54.90 | £38.36+ |
| Key 2nd AD | £40.23+ | £33.53+ | £27.93+ | £35.25+ | £27.50+ | £23.25+ | £35.40 | £24.66+ |
| Floor 2nd | £33.11+ | £27.49+ | N/A | £33.00+ | N/A | N/A | N/A | N/A |
| Crowd 2nd | £34.28+ | £26.68+ | N/A | £25.75+ | £25.25+ | N/A | N/A | N/A |
| 2nd 2nd AD | £30.19+ | £25.06+ | N/A | £24.75+ | £20.75+ | N/A | N/A | N/A |
| 3rd AD | £26.82+ | £22.35+ | £20.12+ | £20.75+ | £18.75+ | £17.00+ | £26.50 | £20.83+ |
| Floor Runner /AD Trainee | £12.50+ | £12.50+ | £12.50+ | £12.50+ | £12.50+ | £12.50+ | £16.05^^ | £13.90+ |

* Commercial and Online Rates aligned with July 2018 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production. In the case of updated terms being published these rates will be updated accordingly.

** Promo Rates are set by AD Branch, T&Cs aligned with July 2018 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production. High Profile Promos should be paid at commercials rate. Please refer to promo Daily rate card for more info.

^^ Commercial Floor Runners Rate is based on the July 2018 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production and calculated as a 12hr basic rate of £192.00. Any subsequent OT hours are paid at £25ph.