

FILM & TV RUNNERS

Guidance on rates

Runners are encouraged to get involved with their union branch to ensure that rates for runners are included on their branch rate cards (see [bectu.org.uk/ratecards/](https://www.bectu.org.uk/ratecards/) to find out the rates for the work you do).

Runners should be pushing for fair rates of pay that reflect the insecure and infrequent engagements most freelancers experience in the industry. The minimum wage and real Living Wage amounts are all based on working full-time, 52 weeks per year. As such, runners should be negotiating higher than either minimum wage or the real Living Wage.

Bectu members also strongly recommend that runners ensure they have a full set of terms, in writing, provided before they start an engagement. These terms should include the daily or weekly hours, overtime rates, notice period and any terms related to sick leave or holiday. Crew are encouraged to be familiar with the Bectu Agreements – [bit.ly/](https://www.bit.ly/bectu-agreements)

bectu-agreements

Many runners have previously received contracts that give the daily rate, but do not specify the standard working hours. As such, productions can expect runners to work any number of hours each day, without further remuneration. This means that rates offered to runners are either as low as the minimum wage or risk falling below the legal minimum. As mentioned above, runners should be pushing for rates that they can live on.

By paying runners a fair wage, productions will also be contributing to improving the diversity of the industry. Due to the low rates frequently offered to new entrants in film and TV, runners can often be those freelancers who have other financial means by which to support them. By offering a fair wage that freelancers can live on, productions will engage runners of all backgrounds.

For further advice on rates, members should contact their full-time official, branch rep, or the London Production Division team (Lpd@bectu.org.uk).

How much should I get paid?

Use this checklist

	YES	NO
Have you checked the Bectu rate cards for the minimum rates in your department?	<input type="checkbox"/>	<input type="checkbox"/>
Are your daily or weekly hours included in your deal memo/contract?	<input type="checkbox"/>	<input type="checkbox"/>
Have you worked out your hourly rate to ensure it's above the real Living Wage?	<input type="checkbox"/>	<input type="checkbox"/>
Does your deal memo/contract include overtime pay?	<input type="checkbox"/>	<input type="checkbox"/>
Does your rate include holiday pay?	<input type="checkbox"/>	<input type="checkbox"/>
Have you checked holiday pay and sick pay terms in your deal memo?	<input type="checkbox"/>	<input type="checkbox"/>
Have you read through the other terms in your deal memo/contract?	<input type="checkbox"/>	<input type="checkbox"/>

Overtime

For Major Motion Pictures over £30m or Scripted TV Drama, please see the Pact/Bectu Agreements – <https://bit.ly/bectu-agreements>. Otherwise, overtime rates to be applied at either 1.5T (of hourly rate) or in line with flat rate applicable to other crew members as outlined in the deal memo.

Long Hours

The Film and TV industry should aspire to reduce the long hours worked by many freelancers, workers and employees, including Runners. Bectu members working as runners aspire to have working hours that are conducive to increased productivity, safety, mental and physical health, and work life balance. The inclusion of a 12hr Day on this guidance reflects the working day that Runners currently often experience on a regular basis, although hours can extend even further. Read BECTU's 2017 report on long working hours here: [bit.ly/eyes-half-shut](https://www.bit.ly/eyes-half-shut)



Not a Bectu member?

It only takes a few minutes to join online:

[bectu.org.uk/join/](https://www.bectu.org.uk/join/)