



## London Live Events Network

This rates guidance is designed to help you negotiate your rates for work in London's Live Events venues. They reflect a 'day rate' which includes set up and break down work, as well as an agreed break-time of at least 20 minutes to be taken no later than 6 hours after the start of the shift. This break is a statutory right.

Please note that these are recommended professional rates agreed upon by members of Bectu's London Venue Technicians Branch based on research conducted with around 200 people working in this sector.

**These rates are not agreed with venues or employers. Venues and employers are not obliged to pay them.**

**There are two categories of rates quoted here.**

- 1.) We would advise members that any offers of work below the "Professional Minimum Rate" will undermine your professional standing - this should be the minimum professional rate for this kind of work.
- 2.) The "ask for" rate is an aspirational rate that we would hope to work towards (and we know that some members are currently achieving this rate).

**Large venue = over 1500 capacity. Mid-sized venue = 500 to 1500 capacity.**

**Small venue = less than 500 capacity.**

### ADDITIONAL UNEXPECTED TIME

Members are urged to be clear about the length of the working day that has been agreed, and to quote an additional hourly 'Overtime' rate that applies in the event of unforeseen over-runs.

Bectu recommends that such Overtime rates are charged at a figure that is higher than the cost of the average hour in the Day Rate.

### HOLIDAY

If you are classified as a [worker](#) or an [employee](#), you are entitled to [statutory paid holiday](#). You should either be paid when you take holiday or 12.07% of your day rate needs to be specified as your holiday pay. Being self-employed for tax purposes does not necessarily mean you would not qualify for this holiday payment. Only those classified as genuinely [self-employed](#) for employment purposes (i.e. working as a limited company and/or making a product for a client rather than providing a service) do not need to specify part of their rate as being for holiday pay. It would be very rare for the job roles in the above rate guidance not to be considered eligible for a holiday payment.

Getting a contract or written terms is important as this can help determine your employment status, even if you sent the written T&Cs in an email to your client.

So, you and your employer should provide a breakdown of the day rate and the 12.07% holiday amount in the correspondence before and after booking the job (particularly in the invoice and any confirmation of payment from the employer). This is in line with recent case law. It is in the employer's interest to get this right; if they don't, they could face legal action from an individual who worked for them.

We encourage members to use their own judgement around whether they can negotiate an additional payment or whether part of the day rate advised above should be labelled as the holiday payment, as holiday pay for most live events workers has, up to this point, formed part of the day rate and hasn't been highlighted separately.

<b>Job title</b>	<b>Sector</b>	<b>Prof Min £</b>	<b>Ask For £</b>	<b>Hours per day</b>
Audio Visual (AV) Technician	Corporate	350	400	10
Lighting Technician	Corporate	325	400-450*	10
Lighting Technician	Music & live events - large venue	325	475	10
Lighting Technician	Music & live events – mid-sized venue	300	375	10
Lighting Technician	Music & live events - small venue	250	300	10
Lighting Technician	Touring	325	425	10
Sound Technician	Corporate	350	400-450*	10
Sound Technician	Festivals	300	475	10
Sound Technician	Music & live events - large venue	325	475	10
Sound Technician	Music & live events – mid-sized venue	300	375	10
Sound Technician	Music & live events - small venue	250	300	10
Sound Technician	Touring	325	400	10
Video Technician	Corporate	330	400	10
Senior Video Technician	Corporate	400	450	10
Video Technician	Music venue & live events -large venue	350	400	10
Video Technician	Music venue & live events -small & mid-sized venues	350	400	12**
Camera Operator	Corporate	360	380	10
Production Manager	Corporate	375	500	10
Production Manager	Festivals	325	375	12**
Production Manager	Music & live events - large venue	350	375	12**
Production Manager	Music & live events – mid-sized venue	325	350	12**
Project Manager	Corporate	400	450	10
Project Manager	Music & live events - large venue	325	425	12**

Branch Rates endorsed: 31<sup>st</sup> August 2024 (Please check the website regularly for updated guidance)

\* Dependent on your role \*\*Please remember all data is from responses to a Bectu survey.

If you are a Bectu member and have any further queries, please get in touch with your branch at [londonliveeventsnetwork@gmail.com](mailto:londonliveeventsnetwork@gmail.com).

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