

# NORTHERN LIVE EVENTS NETWORK RATES GUIDANCE 2024/25

This rates guidance is designed to help you negotiate your rates for work at venues in the North of England.

**These rates represent fees for a full day of work.** This 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 six 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 Northern Live Events Network and based upon research conducted with around 200 people working in this sector. For more information about the research process, please read the FAQs.

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

# NORTHERN LIVE EVENTS NETWORK — 2024/25 RATES

JOB TITLE	SECTOR	PROFESSIONAL MINIMUM RATE* (£)	ASK FOR RATE** (£)
AV Technicians	Corporate	280	390
Lighting Technician	Corporate	290	335
	Large venue <i>1,500+ capacity</i>	280	370
	Medium venue <i>500-1,500 capacity</i>	240	340
Sound Technician	Corporate	285	330
	Large venue <i>1,500+ capacity</i>	255	360
	Medium venue <i>500-1,500 capacity</i>	235	310
	Small venue <i>Less than 500 capacity</i>	195	280
Video Technician	Corporate	290	400
	Venue <i>All sizes</i>	300	390

These rates were ratified by NLEN members on 31 October 2024

## \*PROFESSIONAL MINIMUM RATE

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.**

## \*\*ASK FOR RATE

The 'ask for' rate is an aspirational rate that we would hope to work towards. **We know that some members are currently achieving this rate.**

# FAQS

## WHY ARE YOU CALLING THESE 'RATES GUIDANCE' AND NOT 'RATE CARDS'?

Rate cards are usually the result of a collective bargaining agreement with an employer or a relevant trade body. This means that the employer or client (often represented by the trade body) has agreed to the rates set out in the rate card and therefore is obliged to honour the rates.

No such agreement has been agreed with respect to these rates, and so these rates function merely as guidance for our freelancers to negotiate their own rates with employers and clients. Therefore we call this document 'rates guidance' and not a 'rate card'.

## WHAT METHOD HAVE YOU USED TO CREATE THIS FREELANCE RATES GUIDANCE?

We followed a method that has previously been used to produce rate guidance by other branches of Bectu such as the London Live Events Network. This same process has also led to rate cards via collective bargaining agreements within other creative industries such as television and broadcast.

## WHERE HAVE YOU GOT THESE RATES FROM?

We polled over 200 live events freelancers in an initial 'Rates Perception' survey, which revealed the rates that freelancers expected to achieve for various different roles within the industry.

Using these figures, we followed with another survey to confirm our results (the Goldilocks survey), which told us whether members thought that the figures from the first survey were accurate or not. From this data the figures were adjusted for a greater degree of accuracy. For example, respondents told us that a professional minimum rate of £240 was mostly too low, so we adjusted that rate to £280 to reflect this.

Following this, we emailed a draft copy to all NLEN members and gave the opportunity for feedback. This guidance was approved unanimously in a vote by members on 31 October 2024.

## THESE RATES ARE NOT WHAT I WAS EXPECTING - WHAT GIVES?

These figures reflect what the respondents to two surveys have responded with. These surveys received over 200 responses from across the North of England. There were a wide range of roles being polled and some of these roles only received a small amount of responses each.

The results to some of the less popular roles may be less accurate than other roles. We intend to repeat the research process again to improve the accuracy of this guidance in the future.

## I AM CURRENTLY ACHIEVING HIGHER RATES THAN THOSE QUOTED IN THIS DOCUMENT, SHOULD I BE QUOTING LESS?

If you are able to earn higher than these rates then we by no means expect anyone to bring their rates down. It is up to freelancers to interpret and apply these rates guidance themselves. Please also consider the rates in this guidance are advised as a minimum rate you should be working for, not a rate that everyone should charge.

## I WORK IN A 'SMALL VENUE' (LESS THAN 500 CAPACITY). HOWEVER, I AM UNSURE IF THE RATES QUOTED HERE ARE APPROPRIATE.

The NLEN accepts that there are some very small grassroots venues in which it may not be appropriate to use these rates. NLEN advises that the guidance in this document is presented for your use and it is important for the freelancer to apply these rates with their own discretion. If enough members feel the

# FAQS

need for a category of smaller venues, please let your opinion be heard by getting in touch at [northernliveeventsnetwork@gmail.com](mailto:northernliveeventsnetwork@gmail.com)

## HOW LONG IS A DAY RATE?

The length of your day rate is whatever you determine it to be. While we do plan to survey what members want to set as a day rate, at present we do not have official NLEN guidance on this.

Historically day rates have been typically for work up to 10 or 12 hours. However, recently there has been a push to reduce this to 10 hours as standard. We at NLEN advise members to set their day rate at a maximum of 12 hours.

## DO THESE DAY RATES INCLUDE ANY ADDITIONAL EXPENSES?

No, these rates are for a working day, and do not include any other expenses such as travel, meals and accommodation. NLEN advises that these additional expenses are not always applicable and should be negotiated separately.

## MY ROLE IS NOT REPRESENTED HERE.

If enough members feel the need for any other categories to be included, please let the branch know by getting in touch at [northernliveeventsnetwork@gmail.com](mailto:northernliveeventsnetwork@gmail.com)

## I WOULD LIKE TO GET IN TOUCH TO SHARE MY VIEW ABOUT THE RATES GUIDANCE.

If members would like to have their voice heard, please email the Northern Live Events Network at [northernliveeventsnetwork@gmail.com](mailto:northernliveeventsnetwork@gmail.com)

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