

Spencer MacDonald
National Secretary
BECTU
New Prospect House
8 Leake Street
London
SE1 7NN

21st February 2024

Dear Spencer,

Thank you for your and the BECTU reps' time during our various meetings on this agreement. These have been fruitful meetings and we have agreed to have a forum that meets once each six months to update each other on the agreement and the state of production, with the first such meeting to take place week commencing 12th August 2024.

We would like to highlight that the UK is rightly regarded as an excellent place for film and television production - thanks to skilled crew like the Construction Department. However, the ever-raising prices in the UK – especially construction materials - threatens to make the UK an unaffordable place for production to take place - thus taking away work from our respective members.

We write to confirm that our offer for a 3-year rate increase at 4.95%, 2.5%, 2% was our best and final offer, to be implemented on all new productions and all productions that commenced before 1st April 2024. However, following the concerns raised by your reps about locking in a rate when inflation has been unpredictable, we agree to a review process of inflation rates v wage increases to take place at the end of each year. At those meetings in December, we will compare the % wage increase against the CPI rate of inflation for the year to date.

The December meeting will take place after November's CPI figures are announced. With regard to the review process, this will work both ways. The subsequent April increase can go both up and down as required.

With regard to the mileage and meal allowance, and pensions options, we agreed to discuss these in the context of the crew generally and other agreements during the abovementioned forum meetings.

We also agreed to increase the HoD caps (as we did last year) if the rate of increase takes the payment above the current cap. This is to ensure that they do not fall behind.

Finally, in respect of extending the rate card, we welcome this suggestion, but we think it is going to take a little longer to collate information on Trainee rates and other roles, such as members of the Art Department, who work under the Construction Manager. I shall revert to you on this.

We are making good progress on the agreement, but we still need to illustrate some working practices with examples. If you can kindly take the above offer to ballot, we would be most grateful.

We look forward to hearing from you.

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Best wishes,

Max Rumney

Deputy CEO, Director of Business Affairs