



THE RESPECT CHARTER FOR SUPPORTING ARTISTES

FILM ARTISTES ASSOCIATION & BECTU

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This Charter aims to acknowledge and recognise that:

- **Supporting Artistes are an integral part of the film and television industry and their contribution to such productions in the industry should be valued.**
- **Supporting Artistes should be treated with the same respect and consideration that other members of production crew would expect.**
- **Industry-wide Good Practice Guidelines for Respect and Dignity At Work are equally important to Supporting Artistes, Casting Agents, Productions and their representatives, and should be observed by all.**

RESPECT & DIGNITY AT WORK

The FAA and BECTU works to ensure industry-wide best practices are in place to promote good working relationships between Supporting Artistes, Casting Agents, Productions and their representatives, based on mutual respect and dignity in the work place.

THE FAA/PACT AGREEMENT

The FAA/PACT Agreement sets out the agreed minimum rates, and terms and conditions under which Supporting Artistes are to be engaged, and this should be fully honoured when Supporting Artistes are booked for work by Casting Agents and/or Productions under the Agreement.

The FAA and BECTU works to ensure that Casting Agents or Productions do not use alternative terms and conditions or 'deals', in breach of the Agreement, when a production falls within the FAA remit.

RIGHT TO WORK AND TO EARN A LIVING

Supporting Artistes should be able to accept any confirmed bookings or engagements from Casting Agents and Productions. This should be respected as their right to work and to earn a living.

They are not bound to honour, any unconfirmed booking or engagement, and they should be allowed to check the status of, or request further details about the job without being penalised in any way by the Production or Casting Agent.

Any fees due under the FAA/PACT Agreement for the work done by a Supporting Artiste should be paid promptly. This payment should not be substantially or totally reduced by the deductions of the Casting Agent's fees and commission; and the final payment due after deductions should not fall below the national living wage for the number of hours worked.

EQUAL RESPECT AND CONSIDERATION

Supporting Artistes should be treated with the same respect and consideration that would be expected by other members of production crew. This means they should be regarded as integral to the production, and they should be given meals, rest and comfort facilities that are comparable, or of equivalent quality, to those provided to the crew on the production.

They should be allowed sufficient time to obtain and consume their meals during the meal breaks.

They should be provided with adequate shelter and facilities, and sufficient protection from any extreme or unseasonal weather conditions (due to climatic changes or artificially created conditions for filming purposes), with proper regard to their wellbeing, and health and safety on set or in the holding area, and at unit base or locations used for filming.

CLARITY OF CONFIRMED BOOKING OR ENGAGEMENT

There should be clarity and certainty in the booking of Supporting Artistes for work by Casting Agents and Productions, specifically:

- The confirmation of a booking or engagement should be notified as soon as possible.
- Supporting Artistes should not be held bound to an unconfirmed booking or engagement. Following an availability check, the Casting Agent or Production should release them from any unconfirmed booking or engagement as soon as possible, where their services are not required.
- At the booking stage or at signing in for work, the Supporting Artiste should be notified of the type of working day that they have been booked for, and the estimated wrap time.
- At signing out at the end of the day, the Supporting Artistes should be given details of the amount earned for the day, including any supplementary fees payable. This applies irrespective of whether a paper or electronic Artistes Salary Voucher system is being used.
- Electronic signing out en masse is not to be permitted, as this would not allow Supporting Artistes the opportunity to verify or query their fees before they leave.
- Any electronic Artistes Salary Voucher should be emailed to Supporting Artistes within 24 hours for their verification.

In the event of a cancellation of a booking or engagement, a cancellation fee is due and payable according to the FAA/PACT Agreement, and it should be paid promptly.

ACCESS TO MOBILE PHONES

Being self-employed, Supporting Artistes regularly need to check their mobile phones in order to respond promptly to job enquiries from their Casting agents. Failure to do so would potentially result in a loss of income by Supporting Artistes. They should therefore be allowed to keep or have reasonable access to their mobile phones whilst on set or at filming locations. This will also allow them to deal with emergency situations at home or at work.

LOSS OF PROPERTY

Production should be responsible for the loss or damage to the Supporting Artistes' property incurred on set, at filming locations or at unit base, and compensation should be offered for any such loss or damage suffered.

BEST PRACTICE GUIDELINES ON DIGNITY AT WORK AND ANTI-BULLYING AND HARRASSMENT

The FAA and BECTU supports the adoption of best practices across the industry and works to ensure that Supporting Artistes, Casting Agents and Productions observe BECTU's Dignity at Work Policy, and BFI's Anti-Bullying And Harassment Guidelines. These Good Practice Guidelines apply equally to Supporting Artistes, Casting Agents, Productions and their representatives.

To view these best practice policy and guidelines, please visit the following web-pages:

- BECTU Dignity At Work Policy - Standing Up Guide For Freelancers
<https://www.bectu.org.uk/get-involved/campaigns/Dignity>
- BFI Guidelines Anti-Bullying And Harassment
<http://www.bfi.org.uk/abt-bfi/policy-strategy/set-principles-screen-industry>

VARIATION OF THE CHARTER

Any agreed changes to the Charter should be a reasonable and proportionate response to an issue which is affecting Supporting Artistes or which would reasonably affect them.

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