



UTVU RATE NEGOTIATION GUIDE 2024/25

The below rates are the minimum recommended for your first day in that position. You should expect this to increase with experience/credits.

These rates reflect parity of pay between editorial and production roles; neither can exist without the other.

In addition to your rate, you should expect holiday pay at 12.07%. **Make sure to state that your holiday pay is on top of your rate when negotiating.**

You should also expect pension contributions in addition to your rate, if you are eligible. (A separate pensions guide will be issued by Bectu.)

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

PAYE RATES

ROLE	2024/25 MINIMUM RECOMMENDED WEEKLY RATE
Runner*	£12.60* LIVING WAGE FOUNDATION HOURLY RATE
Logger*	£13.85* LONDON LIVING WAGE HOURLY RATE
Production Assistant/Production Secretary*	£750
Researcher*	
Production Co-ordinator/ Post-production Co-ordinator	£900
Assistant Producer <i>(including Self-Shooting AP)</i>	
DV Director <i>(must be working alongside more senior director)</i>	£1,200
Junior Production Manager	£1,300
Producer	

* We recommend that no one is paid below the Living Wage, set by the Living Wage Foundation. This currently stands at £13.85 per hour for London and £12.60 for the rest of the UK.

The National Minimum Wage (NMW) is currently £11.44 per hour (2024). **It is against the law for employers to pay less than the National Minimum Wage.**

If your working hours take you under the minimum wage threshold, we recommend you notify your employer of this immediately and get in touch with Bectu.

** **If you operate as a limited company:**

Use the Sole Trader rate and add approximately 11-12% [the equivalent of Holiday Pay (12.07%)] to give you a fair rate. Note that legally it cannot be called 'holiday pay', so be careful when negotiating not to call it that.

Limited companies are not eligible for pension contributions.

PRODUCTION ROLE

EDITORIAL ROLE

SELF-EMPLOYED (SOLE TRADER) RATES

**LIMITED COMPANY – SEE ADDITIONAL INFO

ROLE	2024/25 MINIMUM RECOMMENDED WEEKLY RATE
Producer <i>(including Casting/Archive)</i>	£1,300
Gallery Producer	£1,400
Production Manager/Post-Production Supervisor	
Edit Producer	£1,500
Producer/Director	
Senior Producer	£1,650
Development Executive/Casting Executive	NEGOTIABLE
Line Producer	
Series Producer	£1,850
Production Executive	
Series Editor/Director	£2,100
Head of Production	
Executive Producer	NEGOTIABLE



GENERAL GUIDANCE

Some variation is to be expected with genre, but we encourage everyone to stand together and not undercut the community. Members can get negotiation help from their rep.

HMRC determines which roles must be PAYE and which may be engaged on a self-employed (Sole Trader) basis. If you are in any doubt about your employment status, please contact your Bectu rep for advice.

HOW ARE THESE RATES ESTABLISHED?

Rates are determined through surveying freelancers across all regions for:

- **rates achieved** – reported by freelancers from all regions
- **rates budgeted** – reported by heads of department from all regions

Production rates have been adjusted to reflect our support for pay parity between editorial and production roles.

TERMS & CONDITIONS

HOURS: Our Unscripted branch is actively campaigning to standardise working hours across the industry to ensure the demands of production are met in a sustainable way for freelancers. Excessive working hours exclude valuable voices from marginalised communities including carers, disabled and neurodivergent people.

HOLIDAY PAY: We encourage taking holiday where possible, especially on longer contracts. If this is not possible, the correct rate of holiday pay on top of your rate is 12.07%. If a production company disputes this amount, please let the branch know.

PENSION CONTRIBUTIONS: Almost everyone working in TV production, including freelancers, are entitled to an employer pension contribution from the first day of your contract (except for Loan Outs and Ltd Company contractors). This is protected by law and members can contact the branch for specific guidance.

Guidance on rate negotiation can also be found here: <https://utvu.co.uk/freelance-pack>