

VFX FREELANCE SHOOT CREW RATE CARD FOR FILM & TV 2022

GRADE	MINIMUM RATE (WEEKLY)
VFX PA	£700 +
ASSISTANT / JUNIOR DATA WRANGLER	£1000 +
DATA WRANGLER	£1400 +
LEAD / SENIOR DATA WRANGLER	£1800 +
VFX ON-SET SUPERVISOR	£2500 +

Notes on this Guidance

BECTU members consulting with client-side, on-set VFX shoot crew can use this rate card with **minimum** rates drawn from real world figures recently achieved by surveyed UK VFX shoot crews throughout these roles. Minimum rates should be considered as a **baseline** for any worker performing the tasks of their listed role, and we urge all members not to accept any work below the minimum rate at all times. The extent & complexity of the specific work required for a production has direct implications on the level of skills & responsibility for members of the VFX Shoot Crew involved, & so the remuneration for VFX Shoot Crew roles should be reflective of the demands of the project on a **job-to-job basis**.

Understanding the Rate-Card

This rate card lists a series of Weekly Rates that will be charged for specific work grades. All rates are inclusive of 12.1% Holiday Pay. These work grades relate specifically to **freelance VFX shoot crew** working on "client side", & are not intended to cover or conflict with any existing agreements made by the BECTU VFX Branch.

Rates listed are based upon a 5 day working week, and apply universally to "Standard Working Days" (SWDs), "Continuous Working Days" (CWDs), and/or "Semi-Continuous Working Days" (SCWDs) as defined by latest BECTU guidelines. **All hours worked outside of the contracted day should be paid for as overtime.** The rates listed should be applied to both MMP & HETV Drama productions equally.

Crew are advised to keep labour rates separate from other charges such as equipment hire and box rates (fees for tools, computer etc). If you negotiate a deal we advise you to maintain the labour rate and discount the equipment / box.



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Guidance on Gradings

VFX shoot crews expect an amount of fluidity in exact team structures & sizes, dependent on the demands of the project. Crew should bear in mind the expectations for the responsibilities their role will require of them on a per project basis when negotiating rates and gradings. We offer the following as broad guidance:

A **VFX PA** rate is acceptable for new starters in the industry with little VFX specific experience.

A **Junior / Assistant Data Wrangler** rate is acceptable for crew with **1-3 full length jobs completed**, with VFX specific experience having been expanded on (technical photography, data entry, sorting & management, knowledge of VFX post requirements, etc.) It should not be expected for a Junior wrangler to be working solo for a substantial period of time (i.e. covering an additional shooting unit by themselves in any more frequency than a rare ad-hoc capacity).

A **Data Wrangler** rate is acceptable for crew with **2+ years experience**, who are knowledgeable & competent in all aspects of day-to-day shoot requirements, and can be expected to cover additional shooting units solo as required where an adequate technical brief has been given by an experienced supervisor.

Lead / Senior Data Wrangler rates are acceptable for crew with **4+ years of thorough experience**, who can work confidently as the leader of a VFX shoot team under an experienced supervisor. At this grading an individual can manage a large shoot team on a complex project, with the appropriate knowledge required to train & run their team in a wide variety of specific technical areas of shoot-based data capture & processing.

VFX On Set Supervisors are able to act as a proxy for the main VFX Supervisor, & will routinely liaise with other HODs to help coordinate VFX requirements for all aspects of shoot. They are highly technically knowledgeable & able to make judgement calls on shooting methodologies as required.



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