

## **BECTU/BBC SCOTLAND** **PROPOSED FREELANCE AGREEMENT**

### **Holiday Pay:**

**ALL** Freelances will now receive payment for Annual Leave regardless of whether you are engaged on a daily or weekly basis. This will be paid over and above your contracted Pay Rate.

### **Driving Duties:**

**ALL** Freelances required to drive vehicles belonging to, or hired by, the BBC as part of their duties, will have driving time, at the start and end of their shifts, built into their contracted hours, and this time cannot be added on to the contracted hours.

### **Meal Allowances/Travel Expenses/Overnights:**

**ALL** Freelances will now be treated the same as Permanent Staff for claiming these (where location catering is not provided). Due to the wide variety of Inland Revenue rules, it is not possible to be prescriptive about these.

The general principle is where you incur travel expenses, or buy meals, then you should seek payment for these in line with the guidelines available on 'Gateway'.

For overnights, the guiding principle is that where your work and travel is likely to exceed 12 hours, you should seek overnight accommodation. The BBC will normally book accommodation, rather than pay on receipts.

### **Hours of Work:**

For larger productions, the BBC will meet BECTU in advance to discuss the provisional schedule. The BBC scheduling guidelines for Permanent Staff will now be applied to all Freelances. Amongst other things this governs the hours and breaks on night shoots, and changing from days to nights.

It also means that including prep and wrap, each individual **must** get an 11-hour rest break between all shifts. If anyone agrees to work on for an overrun, they must still get an 11-hour break from the time they finish.

For those Freelances on weekly contracts, you **cannot** be expected or asked to do **any** work on a seventh day (unless you are guaranteed two full days off after working 12 continuous days). The BBC have made it very clear they will put a stop to anyone working 7 days - OR being expected to work 7 days, whether it is scheduled or not.

**Overtime:**

Overtime at 1T will be paid, in half-hourly blocks, to all Freelances/Casuals, for additional hours worked in excess of a 20-minute wrap period.

**Contracts:**

All Contracts will clearly stipulate the number of hours/days per week, and the Pay Rate.

Prep. and Wrap is not included in these hours, although as detailed above, Prep and Wrap are governed by the 11-hour break and overtime payments. Therefore, the maximum working day anyone can do is 13 hours less meal breaks.

**Pay Rates:**

A minimum Rate Card is attached to this offer. The BBC is proposing a 3% increase on Seven Grades as listed over what they say are the current rates they pay. Please remember that any grades not listed here who normally work on a PAYE basis are already covered by the existing Staff Agreement between BECTU and BBC.

In conclusion, I would remind you that we are due to submit a claim in August for a Cost of Living Rise, and up until now, there is no agreement on any of these rates with the BBC.

**! PLEASE USE YOUR VOTE !**

**AND MAKE SURE IT IS RETURNED**

**TO MY OFFICE BY MIDDAY ON MONDAY 7<sup>TH</sup> AUGUST**  
**2006**

**PAUL McMANUS**  
**BECTU Scottish Organiser**