

**BECTU/ BBC Scotland Daily Rates Freelance**  
**Rates as at Agreed Jan 2019 - Effective 1st October**

Rates 1st October:

Job Designation	Hrly Rate		Rate	
	base exc hol	base inc hol	Rate	10 hr day inc H/P
Art Director	£ 16.73	£ 18.75	£	187.52
Camera Operator	£ 23.41	£ 26.24	£	262.41
Costume Designer	£ 18.89	£ 21.18	£	211.76
Editors	£ 26.80	£ 30.04	£	300.38
First AD	£ 18.35	£ 20.57	£	205.70
Floor Managers	£ 18.22	£ 20.42	£	204.21
Lighting Camera				
Make-up Designer	£ 21.76	£ 24.39	£	243.89
News Editor	£ 21.19	£ 23.75	£	237.49
Production Buyer	£ 18.27	£ 20.48	£	204.79
Production Designer	£ 19.89	£ 22.30	£	222.97
Script Supervisor	£ 18.18	£ 20.38	£	203.76
Sound Recordist	£ 25.64	£ 28.75	£	287.46

**Notes**

These rates are agreed minimum daily rates for Freelance workers based on a 10 hour day.

Freelance workers get paid for the time worked based on on-site and off-site times.

Freelance workers can claim mileage expenses for jobs outside a 15 mile radius based on BBC Public Transport rates Other Travel, Meal costs and Overnights will be re-imbursed in accordance with the BBC Staff guidelines. (Overnight Accommodation will normally be booked direct by the BBC).

Freelance workers will get paid from a BBC Scotland base if they are required to leave from this base. All other expenses are in-line with BBC Expenses policy.

The BBC Scheduling Guidelines will be followed in the scheduling of Freelances and any infringement such as over runs will be the subject of consultation with the crew ..

All contracts will specify the number of days and hours a Freelance is expected to work.

Provision will be made for any Freelance who has driving duties at the start and/or end of any shifts.

**BECTU/ BBC Scotland Minimum Rates for Casuals 2019  
Effective from 1 October 2018**

Job Designation	Band	JPR	JPR Floor hrly rate	JPR Floor hrly rate	JPR Floor 10 hr day	Agreed	Rates 1 Oct	2% increase
				Incl 12.1% Hols	Incl 12.1% Hols	BBCS min Casual hrly rate	BBCS min Casual rate	BBCS min Casual 10 hr Day
						Excl hol12.1%	Incl hol12.1%	Incl hol12.1%
Asst Floor Manager	A	20000-30000	£10.99	£12.32	£123.19	£10.99	£12.32	£123.20
Audio Op(Boom op)	B	22500-33000	£12.36	£13.86	£138.59	£20.97	£23.51	£235.09
Audio Supervisor TV	C	25000-39000	£13.74	£15.40	£153.98	£25.39	£28.46	£284.60
Camera Assistant (junior)	A	20000-28000	£10.99	£12.32	£123.19	£11.28	£12.65	£126.46
Camera Assistant/Operator	B	22500-37000	£12.36	£13.86	£138.59	£23.41	£26.24	£262.41
Costume Supervisor	C	30000-47000	£16.48	£18.48	£184.78	£16.48	£18.47	£184.74
Make-Up Assistant	B	22500-37000	£12.36	£13.86	£138.59	£12.36	£13.86	£138.56
Make-Up Supervisor	C	25000-39000	£13.74	£15.40	£153.98	£16.29	£18.26	£182.60
Make-Up Artist	B	23500-36000	12.91£	£14.47	£144.74	£14.28	£16.01	£160.08
News Editor	C	30000-47000	£16.48	£18.48	£184.78	£21.19	£23.75	£237.49
Production Electrician	B	22500-36000	£12.36	£13.86	£138.59	£18.04	£20.23	£202.27
Radio Audio Supervisor	C	25000-39000	£13.74	£15.40	£153.98	£17.85	£20.01	£200.10
Recording Operator	B	22500-36000	£12.36	£13.86	£138.59	£16.00	£17.94	£179.40
Rigger/Access Op	B	22500-33000	£12.36	£13.86	£138.59	£15.62	£17.51	£175.06
Rigger/Access Supervisor	C	25000-39000	£13.74	£15.40	£153.98	£17.04	£19.11	£191.07
Runner/Cable Basher	A	20000-30000	£10.99	£12.32	£123.19	££10.99	£12.32	£123.20
Scenic/Access Operator	B	22500-33000	£12.36	£13.86	£138.59	£15.62	£17.51	£175.06
Scenic/Access Supervisor	C	25000-39000	£13.74	£15.40	£153.98	£17.04	£19.11	£191.07
Sound Recordist	C	25000-39000	£13.74	£15.40	£153.98	£25.64	£28.75	£287.46
Standby Costume	C	25000-39000	£13.74	£15.40	£153.98	£13.74	£15.40	£154.03
Vision Engineer	C	25000-39000	£13.74	£15.40	£153.98	£19.87	£22.27	£222.74
Vision Mixing	C	25000-39000	£13.74	£15.40	£153.98	£19.88	£22.29	£222.85

**Notes**

These are the agreed minimum rates based on a 10 hour minimum day.

PAYE Freelances/ Casuals engaged for 12 weeks or more must be offered a Fixed Term Contract and members should consult BECTU for the appropriate advice on such contracts .

Casual/PAYE employees can claim travel time from their stated base and mileage as with staff or Fixed term contract staff.

All other expenses are in-line with the BBC staff expenses policy.