



# THEATRE FREELANCERS

Rates Guidance for *Self-Employed Sole Trader* (“schedule D”) tax status workers

This is rates guidance for some Theatre Freelance roles – for workers who have a *Self-Employed Sole Trader* (i.e., “schedule D”) tax status. This is the first iteration of this guidance. It only covers rates for roles where a survey (conducted in February 2023) gave us enough data to go on. It covers two types of recommended rates for each role:

1. **An Achievable ‘Ask For’ Rate** - the rate that we aspire to - some workers should ask for this rate in negotiations, and we know some people are already achieving them.
2. **A Professional Minimum Rate** - a figure that is the minimum professional rate for this kind of work.

The *Minimum Professional Rate* is the rate that the union urges all members to expect as wages below this rate undermine professional skills and make our work unsustainable in the long term.

Sector	Job Title	Ask For Rate	Prof Min Rate
High-end commercial theatre	Costume Assistant / Buyer	250	180
	Production Electrician	400	310
	Production Sound Engineer	400	310
	Sound Operator	330	260
Commercial theatre	Lighting Programmer	400	310
	Production Electrician	375	280
	Relighter	350	240
	Production Sound Engineer	375	300
Fringe / small commercial theatre	Production Electrician	300	230
Arts Council England-funded or subsidised theatre	Lighting Programmer	350	270
	Production Electrician	300	220
	Relighter	300	230
	Production Sound Engineer	350	250

## DON'T SEE YOUR JOB-TITLE IN THIS LIST?

For other roles, if we are to quote draft rates guidance, we still need more data that we received in our February 2023 survey. We would urge people who wish to have their job-title added to this list to contact the Theatre Freelancers’ Branch via Bectu Official Kevin Carson ([kcarson@bectu.org.uk](mailto:kcarson@bectu.org.uk)) and discuss how the union can gather the data needed to do this.

### Our survey showed that...

- 24% of respondents will stick to these rates “as a matter of principle”
- 65% said that they will “generally try to stick to these rates where possible.”

Bectu’s Theatre Freelancers’ Branch urges all workers to apply to these rates wherever practicable.

