

c/o Mr K Carson  
Bectu Negotiations Officer  
Bectu Sector Office  
London  
SW1P 1JP

By email: [KCarson@bectu.org.uk](mailto:KCarson@bectu.org.uk)

12 March 2025

Dear Bectu Member

**Re: Annual Pay Review 2025-26**

At a recent meeting of its Board of Trustees, the Executive Leadership Team of Theatre Royal Plymouth presented the budget for 2025-26. Contained in this budget was a recommendation for 5% pay increase for all TRP colleagues.

Consideration was given to the pay claim submitted on behalf of Bectu Members last year which requested a 5% increase. Significant thought was also given to the prevailing economic conditions, the impact of changes to NI announced in October's budget, TRP's commercial performance and resilience and the increasingly challenging financial landscape ahead.

Despite these challenges, I am pleased to inform you that the Board of Trustees remain committed to maintaining the Real Living Wage and recognise the importance of the effort and contribution made by all our colleagues to the continued success of TRP.

The Board of Trustees therefore voted in favour of a 5% increase to rates of pay to be implemented from 1 April 2025. This increase applies to all basic and tiered rates of pay but excludes the Get Out rate and the Workshop Site Rate which remain unchanged.

This offer is subject to a ballot by Bectu Members which will be organised by your branch and details of which accompany this letter. We look forward to receiving the result of the ballot.

On behalf of the Board of Trustees and the Executive Leadership Team, we would like to thank you for your continued dedication and hard work and for the collaboration of Bectu colleagues as we have determined this year's pay offer.

If you have any questions relating to this offer, please direct them via your Bectu Representative.

Yours sincerely



Debbie Clinton, *Chartered MCIPD*  
**Head of People**

T: +44 (0)1752 668 282  
E: [info@theatreroyal.com](mailto:info@theatreroyal.com)

Registered Office: Royal Parade, Plymouth, PL1 2TR  
Production & Learning Centre: TR2, 12 Neptune Park, Plymouth, PL4 0SJ

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