

Spencer MacDonald  
National Secretary  
New Prospect House,  
8 Leake Street,  
London,  
SE1 7NN

10<sup>th</sup> March 2023

Dear Spencer,

Further to the meetings that we have had with your reps, I write with an offer for the Construction crew as follows:

1. General Pay Claim: A 5% pay rate increase from 1 April 2023 for one year.
2. The OT Cap: This was increased significantly by us in the last year, but we committed to a further increase to £60/£55 (from £55/£50) (N.B. Overtime is calculated at 1.5T up to the new cap rates). We also agree that no overtime rate should drop below 1T of the relevant grade. The cap for Stagehand HoDs shall also increase to £60 (in line with that of craft grade supervisors). Accordingly, we shall agree the rate card with BECTU.
3. Anti-Social Hours payments: The Night work premium will be increased in line with the MMPA to £20 (previously £16.01) for time after Midnight and also £15 (previously £12.81) for time after 9pm but before Midnight. The increases in the unsocial hours payments will also apply to scheduled work on a Sunday.

Again, I have been asked to make your members aware that the latest European Observatory figures show box office in the UK (like the rest of Europe) to be 33% lower than pre-pandemic levels. Accordingly, there is less investment available for films, and the members have already explained that fewer films are to be produced in the UK this year by them.

The Producers appreciate that the time given to these negotiations in very difficult times for the film sector. We hope that inflation will continue to fall as projected.

Yours sincerely,

**Max Rumney**

Deputy CEO, Director of Business Affairs