
ASSISTANT DIRECTORS' BRANCH

BRANCH POLICY

The Assistant Directors' branch rejects the notion of a defined 'Going Rate' as the remuneration for Assistant Directors varies greatly depending on the complexity of the project. Factors such as stunts and special effects sequences, period settings, working in multiple countries, large numbers of cast, animals and special requirements all have significant implications on the level of responsibility that an Assistant Director carries. The complexity of the shoot, along with the individual's level of experience, should be reflected in the rate paid. Many other 'Below the Line' crew are not prone to so much variation in responsibility and, therefore, neither is their 'Going Rate'.

The Assistant Directors Branch therefore will issue a Minimum rate card and a Recommended rate card.

BECTU urges all members not to accept any work below the relevant '**Minimum** Rate' at all times. The **Recommended** rate is offered as a starting point for negotiations on more complex projects.

This rate card lists a series of Hourly Rates (HR) that will be charged for specific work-grades, working in specific sectors. A Standard Working Day (SWD) will be 10 hours. A 10-hour SWD will be charged at a rate of 10 x the HR.

For engagements not covered by the BECTU/PACT UK Independent Television Agreement 2017 the following will apply:

All hours worked over 10 hours will be charged at the overtime rate of Tx1.5. A SWD includes a one-hour un-paid break for lunch and workers will have the option to spend this time away from the place of work. A Continuous Working Day (CWD) is a day worked without a one-hour break.

BECTU's recommendation is that all working days include a one-hour unpaid meal-break, but where this is not offered, an additional hour will be charged. For example, a nine-hour day with no unpaid meal break will be charged at 10 x the HR.

Please note that no Assistant Director is obliged to accept the Minimum Rate, and all crew are urged not to accept any work below this rate. For complex shoots, please refer to the Recommended rates as a starting point for rate negotiations.

In addition to these figures it is recommended that the Assistant Directors deal memos reflect those of our colleagues in Camera Department in all sectors of production.

1st AD should at least have parity of pay and terms with 'A' Cam Operator/Line Producer.

2nd AD should at least have parity of pay and terms with 1st Assistant Camera.

3rd AD should at least have parity of pay and terms with 2nd Assistant Camera.

AD Runner should at least have parity of pay and terms with Camera Trainee.

The AD Branch operates the following rates: **NB all rates include Holiday Pay rolled in at 12.1%.**

MINIMUM AND RECOMMENDED RATES – ASSISTANT DIRECTORS BRANCH 2017

	FEATURES			DRAMA			OTHER	
SCALE	FEATURE FILMS ABOVE £30m (HIGH BUDGET / US STUDIO)	FEATURE FILMS (MID-SCALE BUDGET)	FEATURE FILMS (LOW BUDGET)	TV DRAMA £3m P/H+ eg US NETWORKS	TV DRAMA – £850k - £3m P/H eg. PRIMETIME UK BROADCAST	TV DRAMA - < £850k P/H eg. CONTINUING/ CHILDRENS/ SOAPS/ COMEDY)	COMMERCIALS* ONLINE CONTENT *	PROMOS**
GRADE	MINIMUM HOURLY RATE							
1 st AD	£52.17+	£41.74+	£31.30+	£37.56+	£33.39+	£28.17+	£53.30	£35.81+
Key 2 nd AD	£37.56+	£31.30+	£26.08+	£29.22+	£26.11+	£20.87+	£34.40	£23.02+
Floor 2 nd	£30.91+	£25.66+	N/A	£24.11+	N/A	N/A	N/A	N/A
Crowd 2 nd	£30.00+	£24.90+	N/A	£23.40+	N/A	N/A	N/A	N/A
2 nd 2 nd AD	£28.18+	£23.39+	N/A	£21.98+	N/A	N/A	N/A	N/A
3 rd AD	£25.04+	£20.87+	£18.78+	£20.87+	£17.74+	£15.65+	£25.70	£19.44+
AD Runner	£11.48+	£11.48+	£11.48+	£11.48+	£11.48+	£11.48+	£18.70	£12.79+
	RECOMMENDED HOURLY RATE							
1 st AD	£73.04+	£62.61+	£41.74+	£57.39+	£41.74+	£33.39+	£53.30	£46.04+
Key 2 nd AD	£52.17+	£41.74+	£33.39+	£43.83+	£37.56+	£26.08+	£34.40	£28.64+
Floor 2 nd	£43.27+	£34.62+	N/A	£36.35+	N/A	N/A	N/A	N/A
Crowd 2 nd	£42.00+	£33.60+	N/A	£36.12+	N/A	N/A	N/A	N/A
2 nd 2 nd AD	£39.45+	£31.56+	N/A	£33.14+	N/A	N/A	N/A	N/A
3 rd AD	£33.39+	£29.22+	£25.04+	£29.22+	£22.96+	£18.78+	£25.70	£23.02+
AD Runner	£18.78+	£16.70+	£15.65+	£15.65+	£14.61+	£13.56+	£18.70	£15.35+

* Commercial and Online Rates aligned with Jan 2017 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production. In the case of updated terms being published these rates will be updated accordingly.

** Promo Rates are set by AD Branch, T&Cs aligned with Jan 2017 APA Recommended Terms and Conditions for Engagement of Crew in Commercials Production and. High Profile Promos should be paid at commercials rate. Please refer to promo Daily rate card for more info.