



**EQUITY/PACT CINEMA FILMS AGREEMENT 2016:
A Digest of Minimum Terms and Conditions**

Minimum Rates effective 6th April 2018 – 5th April 2019

ARTISTS

(Including eligible performance capture; dancers; puppeteers)

Basic Performance Salary (exc. Use Fees)		Performance Salary (inc. applicable pre-purchase of Use Fees) ¹		
		Production Budget:		
		£3m and over (+280%)	£1-3m (LBF) (+75%)	Under £1m (VLBF) (+50%)
Daily	£138.00	£524.40	£241.50	£207.00
Weekly (5 days)	£552.00	£2,097.60	£966.00	£828.00

Overtime: **1/3** of negotiated Daily Basic Performance Salary (exc. Use Fees) subject to a maximum of **£82 per hour**

Fittings / Travel Days: **1/2** of negotiated Daily Basic Performance Salary (exc. Use Fees)

Post-Synchronisation²: **Up to 5 hours - 1/2** of negotiated Daily Basic Performance Salary (inc. Use Fees) with a minimum of **£138**

5 hours or more - negotiated Daily Basic Performance Salary (inc. Use Fees)

¹ See breakdown and separate rules for Low Budget Films and Very Low Budget Films on page 4

² Dubbing of Artist's own role

STUNTS

Minimum Rate (inc. Performance Salary and Use Fees)	Stunt Performer	Stunt Co-ordinator
Daily	£575.00	£730.00
Weekly (5 days)	£2,300.00	£2,920.00

Overtime:	1/7 of negotiated Daily Rate (no maximum)
Fittings:	£138.00
Travel Days:	1/2 of negotiated Daily Rate
Stunt Insurance Daily:	£18.00
Stunt Insurance Weekly:	£36.00

SESSION SINGERS

(Calculated based on total hours of employment (no. of sessions x no. of hours per session x no. of singers))

Scale 1 (1-36 total hrs)	£131.00 per hour (£262.00 per min. 2hr session)
Scale 2 (37-350 total hrs)	£97.00 per hour (£194.00 per min. 2hr session)
Scale 3 (351-800 total hrs)	£88.00 per hour (£264.00 per min. 3hr session)
Scale 4 (801+ total hrs)	£65.00 per hour (£195.00 per min. 3hr session)

VOICEOVERS

(Including re-voicing and commentary)

Session rate (4 hours): £103.00 + applicable Use Fees

ADR

(Creation of atmosphere and general characteristics, sounds and dialogue to fit with action, often over crowd scenes)

ADR session rate (4 hours):	£300.50 inclusive of Use Fees
ADR session rate (LBF/VLBF):	£98.00 plus applicable Use Fees

APPLICABLE TO ALL ENGAGEMENTS

Holiday pay³ £15.60 per day

³ Applicable to any attendance / contracted attendance

Late Payment Penalty: £10.00 per day subject to a maximum of £1,000.00 per Artist

Terms of Engagement

Working Day/Night: 10 hours including 1 hour for lunch

Continuous Working Day: 8 hours between 7am & 7pm; includes a running buffet

Makeup/Hair/Wardrobe: Included as part of the working day

Payment: On a weekly basis and is due by Friday of the week following that in which the work is done

Night work: Negotiated Daily Basic Performance Salary + 50%. No automatic enhancement to apply on Resident Locations but night work to be taken into account in negotiation of fee

Work on Sixth day: Negotiated Daily Basic Performance Salary

Work on Seventh day: Negotiated Daily Basic Performance Salary + 50%

Declared Holidays: Negotiated Daily Basic Performance Salary + 50%

Daily rest period: Normally 12 consecutive hours between calls but can be reduced to a minimum of 11 consecutive hours if essential for production demands

Weekly rest period: Normally 24 consecutive hours during a 7 day period but can be reduced to a minimum of either 2 rest periods of 24 consecutive hours each during a 14 day period or 1 rest period of 48 consecutive hours during a 14 day period

Penalty for broken Daily/

Weekly rest periods: Overtime payment for those hours by which rest period is curtailed

Rest break: Uninterrupted rest break of 20 minutes no later than 6 hours from call time (including hair/make up etc.) or six hours from last rest break

BREAKDOWN OF PRE- PURCHASED USE FEES

(totalling 280%) per Appendix FA

Market/Medium and Territory	Use Fee Percentage
Theatric North America and Non-Theatric Worldwide	30
Theatric World excluding North America and Non-Theatric Worldwide	30
World Videogram	140
UK Pay Per View and Subscription Television	15
UK Network Terrestrial Television	12.5
UK Secondary Television	2.5
USA Major Network Television	15
USA Non-Major Network Television	5
USA Pay Television	10
World Television Exc. UK and USA	5
World Download to Own/Electronic Sell-through	5
World Free Video on Demand and Pay Video-on-Demand	5
World Clip Exploitation	5

LOW BUDGET FILMS

A film with a budget below £1 million can be registered with PACT as a Very Low Budget Film (VLBF).

A film with a budget below £3 million can be registered as a Low Budget Film (LBF).

Such films attract lower Use Fees (50% on VLBF & 75% on LBF). This pre-purchase allows a Producer to exploit the film across the board (i.e. the pre-purchase buys all Uses listed above). In exchange for this concession, the producer must pay an enhanced Net Profit Share (5% instead of the standard 3% - see below).

BACK-END

Option A

3% of the film's Net Profits from all sources, to be shared among Artists pro rata, on a points system and to be reported via an independent collection agent approved by Equity. This Option will usually apply to independent British films.

Options B and C

A percentage of gross receipts (Royalty Payments) from home video, new media and television sales / licenses to be shared among Artists pro rata, on a points system. This Option will usually apply to films with a higher budget such as US Studio films made in the UK. Option C buys out ancillary rights but offers enhanced Royalty Payments compared with Option B.

POINTS SYSTEM

(Applicable to Options A, B & C)

Time Units:

Each day worked = $1/5^{\text{th}}$ (0.2) Time Unit

Each week worked = 1 Time Unit

Maximum = **5 Time Units**

Salary Units:

For three days or less;

Each multiple of £138 = $1/5^{\text{th}}$ (0.2) Salary Unit

Four or more days/weeks;

Each multiple of £552 = 1 Salary Unit

Maximum = **10 salary units**

EQUITY'S DISTRIBUTION FEES

(For disbursement of Net Profit Share and Royalty Payments)

Either (as the Producer shall elect):

- A one off payment of £3,000 to cover all accounting with respect to the film for all accounting periods; or
- A sum equivalent to 1% of the lump sum payment made by the Producer for each accounting period

FINANCIAL ASSURANCES / ESCROW

Any film production must either provide a letter of financial guarantee (only accepted from organisations recognised by Equity, for example, US Studios or broadcasters) or place a sum of money with either Equity or PACT.

In all cases the escrow required is the entire sum to be paid to each Artist subject to a maximum of £5,000 per week, with a maximum of two weeks' money held, i.e. we hold a maximum of £10,000 per Artist.

The escrow will be returned as soon as practicable following:

- Confirmation by the Producer that all Artists have been paid;
- Receipt of a completed time and salary sheet; and
- Provision of final production budget / definition of Net Profit / identity of collection agent as applicable

CONTACTS

Further details on all issues connected with the Cinema Films Agreement can be obtained from Equity:

Christine Blake (Organising Assistant): cblake@equity.org.uk

Laura Messenger (Films Organiser): lmessenger@equity.org.uk