

BECTU AGREEMENT 2025

EDINBURGH INTERNATIONAL FESTIVAL SOCIETY

&

BECTU

An Agreement between Edinburgh International Festival Society and Broadcasting Entertainment Communication and Theatre Union

1 COLLECTIVE AGREEMENT

1.1 Parties to the Agreement

This agreement is made on **3rd June 2025** between the Edinburgh International Festival Society (hereinafter called "**EIFS**") and Broadcasting Entertainment Cinematograph and Theatre Union (hereinafter called "**Bectu**" or "**the Union**") (the "Agreement").

1.2 Duration and Amendment

1.2.1 This Agreement commences from **3rd June 2025** and continues in force until terminated by either party providing the notice below.

1.2.2 Either party can terminate the Agreement by giving to the other not less than three months prior written notice.

1.2.3 The agreement operates only during the periods of employment relating to the Edinburgh International Festival ("**the Festival**" or "**EIF**"), i.e. the preparation, running and dismantling of the Festival. It does not apply to EIF's employment of members of staff at any other time.

1.2.4 Either party may seek to amend this agreement by providing written proposals to the other setting out its proposed amendments.

1.3 Agreement Not Legally Enforceable

The parties agree that this Agreement is binding in honour upon them but that it is not intended to constitute a legally enforceable Agreement between them.

1.4 Scope of the Agreement

1.4.1 Who does the Agreement Cover?

This Agreement sets out the minimum terms and conditions, including pay for the engagement of employees covered by this Agreement. This agreement covers any individual employed by EIFS on a seasonal basis in the EIFS production department during

the period of the Festival who fall within the definitions of Category 2 and Category 3 as defined in the Schedule.

1.5 **Recognised Trade Union**

1.5.1 EIFS recognises the Union as the sole Trade Union for the purpose of representing the interests of individuals covered by this Agreement in accordance with Clause 1.4.1 above. This shall include negotiating the wages paid to individuals covered by this Agreement as set out in the Schedule.

1.5.2 EIFS will discuss other issues which affect the individuals covered by this agreement with the Union and take account of any views expressed by the Union during those discussions.

1.6 **Union Meetings**

1.6.1 **Meeting Facilities Provision**

When a meeting is reasonably requested by the Union for employee members EIFS will use reasonable endeavours to provide facilities for such a meeting to take place outside of performance or rehearsal times.

1.7 **Working Together**

1.7.1 **Partnership**

1.7.1.1 EIFS and the Union agree that they will discuss matters in a manner that is open, transparent, collegiate and inclusive.

1.7.2 **Best Services**

The members of the Union shall carry out their duties to the best of their abilities.

1.7.3 **Acceptance of Dispute Resolution before Industrial Action**

1.7.3.1 The Union members shall not individually cease work without proper notice or consent of EIFS, or act collectively to cease work before an opportunity has been afforded to EIFS and the representatives of the Union to resolve the dispute. No union member or members shall withdraw their labour without proper notice or consent of EIFS, before an opportunity has been afforded to settle the dispute through the disputes procedure below.

1.7.3.1.1 No lockouts or equivalent action should be taken by EIFS before the matter in dispute has been taken and referred through the disputes procedure below.

1.7.3.2 Both parties to this agreement recognise that it is to their mutual benefit and that therefore a responsibility rests upon them to make possible the rapid resolution of disputes and problems.

1.8 **Health and Safety**

It is the responsibility of EIFS through an EIFS Health and Safety advisor, in consultation with the respective venue and visiting company, to undertake a Health and Safety risk assessment for each production. Where appropriate, EIFS will provide a technical handbook to all employees and relevant individuals and will provide appropriate inductions. All employees will be required to undertake an EIFS induction. All individuals shall comply with all training, inductions and instructions provided by EIFS in the venues and shall co-operate with EIFS so as to enable them to comply with their statutory duties to health and safety.

1.9 **Equal Opportunities**

The parties to this Agreement are committed to the promotion of equal opportunities in all aspects of engagement, irrespective of race, sex, sexual orientation, physical disability, creed or colour.

1.10 **Harassment, Bullying and Victimisation**

1.10.1 **Statement**

The parties to this Agreement are opposed to all forms of harassment, bullying and victimisation; and are committed to providing and maintaining a working environment free from negative actions such as unfair, offensive, abusive, intimidating, humiliating or malicious behaviour. Those employees covered by this agreement will be subject to EIFS's disciplinary policy and grievance policy each as may be amended from time to time.

1.10.2 **Complaint**

Any complaint will be taken seriously and investigated impartially by EIFS. If a complaint is upheld, the appropriate disciplinary action will be taken.

2 **COMMON CONDITIONS OF SERVICE**

2.1 **Commencement of Employment**

The employee shall give EIFS details of their tax status, their payment details and evidence of their right to work in the UK in advance of the commencement of their engagement to enable EIFS to deduct and make contributions in accordance with the law currently in force and by the deadlines communicated by EIFS (please see below). EIFS will not make any payment until such time as these details are complete.

2.2 Termination of employment

2.2.1 The employee shall give not less than one week's notice to terminate their employment.

2.2.2 The employee should take notice that the completion of the last performance in the Festival is their termination date unless otherwise agreed. At all earlier times EIFS undertakes to give one week's notice excepting those instances in which the employee is dismissed for gross misconduct. Individual disputes will be dealt with under EIFS disciplinary and grievance procedures as amended from time to time.

2.3 Insurance of Personnel

All employees employed by EIFS are covered by Employers Liability Insurance.

2.4 Toolkits

2.4.1 All employees are expected to provide their own basic toolkit appropriate to the duties they are carrying out. At the main office and the workshop, EIFS keeps a stock of safety equipment for use at all venues. Employees are expected to use this equipment when guided to do so.

2.4.2 EIFS has obtained insurance cover for employee's tools. Further details are available from EIFS. Cover is provided to the extent set out in the policy applicable at the time and subject to the terms and conditions of the policy.

2.5 Engagement of employees and Hours of Work

2.5.1 Engagement of employees for the Festival

2.5.1.1 The EIFS Head of Department of the Production Department shall send to each venue hosting a Festival event a call sheet in advance of the Festival period setting out the requirements for each respective EIFS event at that venue. EIFS shall aim to issue this call sheet around 6 weeks in advance of the relevant event.

2.5.1.2 The respective venues will provide a call sheet response including a list of crew names and contact details for individuals expected to be employed by

EIFS for every call prior to the deadline for submission set out in the Schedule (the "**Deadline for Submission**").

- 2.5.1.3 Each individual included in that list will be required to complete an EIFS job application form. This must be completed and submitted to EIFS by the Deadline for Submission date.
- 2.5.1.4 Individuals included in the above list from the venues will each be required to sign an EIFS contract, provide the required payment and tax details to EIFS, and provide satisfactory evidence of their right to work in the UK prior to the commencement of any employment with EIFS and in advance of the deadline set by EIFS as set out in the Schedule (the "**Deadline for Employment**").
- 2.5.1.5 EIFS shall manage and coordinate such individual's schedules to meet EIFS's requirements.
- 2.5.1.6 The venues will collaborate with EIFS to ensure that information is provided to EIFS in sufficient time to allow EIFS to process payroll. .

2.5.2 **Hours of Work**

- 2.5.2.1 Employees should note that they are not guaranteed a full 39 hours per week. If an employee is called at all on any day, then there shall be at least one call of at least 4 hours duration. Whilst EIFS will endeavour to schedule other work within 4-hour blocks, this may not be possible and employees will be paid for each additional hour worked. The first call on any day shall be for at least 4 hours except that it may be for only 3 hours if it is scheduled in advance and starts not more than 11 hours after the completion of any call in the same venue on the previous day.
- 2.5.2.2 A show call is taken to commence at the start of the "half" and continue until the curtains are down at the end of the performance and the scenery particular to the last scene is cleared from the stage
- 2.5.2.3 A show call will be paid as a minimum four-hour call. However, in certain circumstances the call may need to commence before the half, or the performance may last more than four hours. EIFS will endeavour to give advance warning of those extra hours and will pay for the extra hours worked to the nearest whole hour, with a minimum of one hour.

- 2.5.2.4 Where a late-night show is programmed, a second four-hour show call will be paid but with one hour's setting call between the two shows.
- 2.5.2.5 It is the time at which work has been completed and the employee have left the theatre that is take into account for calculating the eleven-hour rest break.
- 2.5.2.6 Should EIFS require work on the last call of the day to continue beyond midnight, then for up to two hours of such an extension, payment shall be made for each additional hour (or part of an hour) at double time as provided in clause 2.9.3. Should work continue for more than two hours, the whole of the time additional to the original call shall be regarded as a four-hour call paid at double time. Please note that this clause will not apply when a Get Out payment is being made.
- 2.5.2.7 In an emergency, short notice situation where that call that is not an extension of another call, that emergency call shall be paid as a four-hour call.

2.6 Rest Breaks

2.6.1 Overnight Rest

- 2.6.1.1 An employee shall be entitled to a break of 11 consecutive hours between the finish of one day's work and the start of the next day's work. If such a break cannot be given for operational reasons, compensatory rest equivalent to the period not taken shall be given to the employee during basic scheduled hours.
- 2.6.1.2 Due to the nature of the Festival it is understood that often it may not be possible to schedule this compensatory rest. Where this compensatory rest cannot be scheduled during the Festival it shall be given by extending the period of employment by the equivalent of the period of rest that is owed. In practice, where this occurs it shall be dealt with as follows: the employee must record the hours breached on the timesheet for the week in which the breach occurs and shall receive payment at single time for these in that week's wages.
- 2.6.1.3 Payment for an infringed overnight break of less than eleven hours shall be at single time extra per 30 minutes breached but this shall not include any period for which a Get Out payment is in effect.

2.6.2 Weekly Rest

2.6.2.1 An employee shall be entitled to a break of 24 consecutive hours (in addition to the 11-hour overnight rest break) in each 7-day period. The EIF working week runs from Sunday to Saturday. If such a break cannot be given for operational reasons, compensatory rest equivalent to the hours of rest not taken will be given during basic scheduled hours.

2.6.2.2 Where this compensatory rest cannot be scheduled during the Festival, it shall be given by extending the period of employment by the equivalent of the period of rest that is owed. In practice, where this occurs it shall be dealt with as follows: the employee must record the fact of the breach of the 24-hour break on the timesheet for the week in which the breach occurs and shall receive payment in that week's wages at single time for as many hours as were actually worked on the day when a 24-hour break was due but not given.

2.6.3 Daily rest

2.6.3.1 An employee is also entitled to daily rest under the Working Time Regulations.

2.6.3.2 When an employee is unable to take, or is interrupted during, their daily rest break, they will be entitled to an additional payment in respect of each 15-minute period lost from that daily break. The additional payment shall be paid at double the applicable hourly rate under clause 2.9, for the proportion of break impacted, in 15-minute blocks.

2.6.3.2.1 For example, where 30 minutes of daily rest is lost, the individual shall receive $2 \times \text{applicable hourly rate} \times 0.5$ (being 30 minutes).

2.6.3.3 This additional payment shall not be paid when the break is forgone voluntarily, (for example, for the convenience of finishing work earlier, as is often the case on Get Outs and one-nighters).

2.7 **Paid Leave**

2.7.1 All employees shall be entitled to paid leave.

2.7.2 Holiday Entitlement shall accrue from the commencement of employment pro rata to the rate of 5.6 weeks per annum. It is not normally possible to schedule holidays during the Festival. In lieu of holidays, Holiday Pay shall be paid, at the end of the Festival, as a single payment for any accrued but untaken annual leave calculated based on an average of the employee's earnings during the period for their employment during that Festival.

2.8 **The Working Week**

The working week is from Sunday to Saturday. Provided the information is received timeously, wages shall be paid into the employee's bank/ building society account the following Friday for hours worked up to midnight Saturday the previous week. The venues, employees and EIFS shall collaborate to ensure that a record of hours worked is provided to EIFS payroll team in sufficient time to enable payroll to be processed. EIFS does not accept responsibility for late payments arising out of delays in handing in timesheets or tax and National Insurance information.

2.9 **Pay rates**

2.9.1 **Hours of Work Payable at Single Time**

A maximum of 39 hours between 8am and 11pm, Monday to Friday. On any day on which an employee is called, at least one call for duty shall be payable for not less than four hours.

2.9.2 **Hours of Work Payable at Time and a Half**

2.9.2.1 Time and a half rate shall be payable for hours worked:

2.9.2.1.1 in excess of 39 single time hours work per week

2.9.2.1.2 for a third call in any one day

2.9.2.1.3 for any call on a Saturday

2.9.3 **Hours of Work Payable at Double Time**

2.9.3.1 Double time rate shall be payable for hours worked:

2.9.3.1.1 Between 8am and 9am*

2.9.3.1.2 Between 11pm and 12 midnight

2.9.3.1.3 between midnight and 8am in multiples of one hour.

2.9.3.1.4 for any call on a Sunday

2.9.3.1.5 on Statutory Public Holidays

2.9.3.2 *At the commencement of a company's get-in, the call will often commence at 8am and continue for five hours before a rest break. The first hour's work will be paid at double time (as provided above) and subsequent hours at

single time (unless this occurs on a Saturday or a Sunday when the hourly rates are enhanced as provided above).

2.10 **Statutory Public Holidays during the Festival**

2.10.1 The Statutory Public Holiday which may fall during the Festival is the relevant bank holiday in Scotland typically falling each August. The date each year is confirmed in the Schedule.

2.11 **Overtime**

2.11.1 It is assumed that any employee of the Production Department within the period of the Festival will be prepared to work overtime unless they specify otherwise at the beginning of their employment.

2.11.2 It is understood by both parties that EIFS shall not take advantage of this clause to schedule an excessive number of hours. Similarly, it is understood that all Festival employees covered by this Agreement will share overtime hours between themselves for their mutual rather than exclusive benefit.

2.11.3 Overtime hours will usually be scheduled in advance. Overtime without 48 hours' notice is not compulsory. Single and overtime calls cancelled with less than 48 hours' notice shall be payable in full.

2.11.4 Overtime will be paid at the appropriate multiplier as set out in clause 2.9 depending on the day of the week and hours worked, at the rate set out the Schedule.

2.12 **EIFS / Union Dispute Procedure**

2.12.1 For promoting the best interests of the parties and for the settlement of disputes between the employers and employees it is anticipated that where possible all disputes will be discussed and settled by the management and employees. Failing settlement the follow procedure shall be adopted:-

2.12.2 **STAGE ONE:** Should any dispute fail to be settled at venue or local level the question or difference shall be first considered by the authorised representatives of EIFS and Union. This meeting should take place as soon as possible but within 24 hours of the matter being raised.

2.12.3 **STAGE TWO:** In the event of the parties being unable to arrive at a settlement the question of the difference shall be referred to a Conciliation Board for consideration. The Conciliation Board will consist of an Independent Chair chosen and accepted by both parties, EIFS's Creative Director and Head of Production and the Branch Official and Staff Representative

of the Union. The Board will meet within 48 hours of failure to agree at Stage One. The Independent Chair will endeavour to achieve a decision by the Board by majority if possible. In the event of being unable to achieve a majority the Independent Chair will decide the issue in question.

- 2.12.4 Any decision arrived at by the Conciliation Board either by consensus, majority, or Chair's decision will be binding on all parties to this agreement.
- 2.12.5 Having regard to the procedure for settlement of disputes, no strike or lockout either individual or collective shall take place until the question at issue has been dealt with in the manner provided and then only if either party should refuse to honour the finding of the Board or Arbitrator as the case may be. No decision to strike shall take place without a majority decision in favour decided at a ballot arranged in accordance with Bectu rules and regulations. EIFS shall be informed in writing of the results of such a ballot before any action takes place.
- 2.12.6 No member of the Union shall be prejudiced or victimised by EIFS in any way, by reason of the fact that the Union is bringing or has brought forward representation on their behalf.

2.13 **Special Provisions, Get Outs**

- 2.13.1 Definition: A "GET OUT" shall mean and include, where required by EIF, the dismantling and removal by the Theatre's Stage and Electrical staff (and Wardrobe staff if required) from the theatre and the loading (not necessarily on the same day) on to vehicles after any of the visiting company's performance of its scenery, properties, costumes, effects and electrical equipment at any time and on any day. Where a visiting company's possessions consist solely of hand-held luggage carried out by themselves or their nominees, then a Get Out will not be paid. Any time that is considered a Get Out and attracts a Get Out payment in accordance with the Schedule shall not be considered as overtime or time to be paid in accordance with the multipliers and rates referred to in clause 2.9.
- 2.13.2 Those employees operating a "GET IN" (as distinct from a "fit-up") shall also be offered employment (or replaced, if required) for the "GET OUT" thereof.
- 2.13.3 The de-rigging and loading of house and/or EIFS hired sound and lighting equipment or that of other scenic items hired to or owned by EIFS does not constitute a "Get Out". The de-rigging and loading of house and/or EIFS sound and lighting equipment or that of other scenic items hired to or owned by EIFS is covered by within the applicable Get Out payment. Depending on quantity and nature of equipment there may be an additional payment at EIFS discretion.

- 2.13.4 At the discretion of the Head of Production of EIFS, there may be a further negotiable bonus in the rare event of extreme circumstances. However, this should not be taken to mean that negotiations will be required each and every time a "Get Out" is taking place. Such payment is exceptional. One truck Get Out lasting over four hours may attract an additional payment at EIFS's discretion.
- 2.13.5 If a particular truck arrives late during a "Get Out" period, those employees involved must inform a suitable representative of EIFS immediately so that contact can be made with the driver. If there is a significant delay in contacting EIFS, such delay shall not be paid at 'Get Out' rates and will instead be paid at ordinary hourly rates.
- 2.13.6 If any "Get Out" involves the preparation or checking over of a Customs and Excise Document, which slows the normal rate of work then a negotiated bonus may be paid. This payment is not mandatory every time a Customs Officer is present at a "Get Out", it will only come into effect if the Officer requires extra work to be completed.

2.14 **Appearance Money**

- 2.14.1 If the employees are required to appear before an audience as part of their normal duties, then no extra payment will be made. The wearing of "blacks" is not considered as an appearance in costume and will not warrant extra payment. Employees are personally responsible for obtaining their own blacks.
- 2.14.2 If employees are required to work in costume or make-up EIFS will pay a sum in accordance with the sum set out in the Schedule.

2.15 **Television/Video/Film/Websites**

- 2.15.1 The EIFS Head of Production will advise as to the nature of the recording to be made, subject to that information being made available to him/her by the Production Company. Production employees should be aware that there are authorised Festival photographers who have clearance to take pictures at all times for the Festival archives.
- 2.15.2 All recordings for television or radio have to be cleared by EIFS to ensure the appropriate payments are made. All employees should be aware that companies may try to get material at the Festival without this permission. Unless the recording crew are accompanied by a member of the EIF Press Office or you have been informed by EIFS Head of Production that the crew have permission to record, then assume they do not have permission and you should contact the EIFS Head of Production.

- 2.15.3 If the recording is for rehearsal, promotional, advertising or archive purposes related to a Festival production, or if the recording is for a news, current affairs or arts magazine programme slot of under two minutes broadcasting time, then no extra payment is payable, as long as no undue extra work is required. If extra work is required then a minimum payment in the sum set out in the Schedule will be payable to those whose normal work patterns have increased substantially.
- 2.15.4 If the recording is a recording of, or related to, a Festival production, for any purpose other than those indicated above, such employees as are requiring to be actively engaged in the recording process shall be paid one show call at double time in addition to all other payments due under this agreement for the hours worked. There shall be no additional payments in respect of time during which cameras and other recording equipment may be present during rehearsals and production calls. The payment of one show call at double time may cover recording at more than one performance of a production.
- 2.15.5 Any enquiries concerning the use of recording equipment within a venue hired for the Festival by EIFS, shall, in the first instance, be directed to the Head of Production of EIFS.
- 2.15.6 There are five types of TV/Filming situations.
- 2.15.6.1 Press Photocall - organised by the EIFS Press Office: contact press office
- 2.15.6.1.1 Filming is allowed for news items only, that help publicise the particular EIF production.
- 2.15.6.1.2 They are allowed to the photocall only if:
- (a) The item is not used for anything other than broadcast on a News, Current Affairs or Arts Magazine Programme, within one month of recording
- (b) The item is broadcast for under 2 minutes duration.
- (c) The recorded footage lasts for no longer than 30 minutes. The film crew will, however, be allowed into the theatre before the start of the photocall to set up their equipment.

- (d) No additional work is required by the EIF technical crew over and above that undertaken for a general photocall/rehearsal situation.

2.15.6.2 Websites

2.15.6.2.1 For example: requests from Press Association, edfesttv.tv, showcasefringetv.com etc to cover the Festival in daily bulletins.

2.15.6.2.2 They will be news/current affairs/arts magazine programmes. Featured shows will be on screen for less than 2 minutes.

2.15.6.2.3 Footage will be taken at scheduled rehearsals and no filming will exceed 30 minutes or be require additional work by the technical crew.

2.15.6.2.4 In these circumstances no facility fee is payable to EIFS, or extra payments made under the Bectu agreement to employees.

2.15.6.2.5 In exceptional circumstances, a payment of the amount set out in the Schedule, per head, may be payable to EIF technical crew if their normal work pattern is increased significantly. This would be if the TV company requested something other than general rehearsal working. If more than one TV company is present and recording during the same session, then a payment shall be made in respect of each such company.

2.15.6.3 Special TV Call for Broadcast of Two Minutes or Longer

Calls may involve filming part of a rehearsal or a special performance extract. Artists may be paid. Any technical crew called will be paid double time for each hour or part thereof during which recording takes place, in addition to their normal hourly rate in force. If it is a special call (not a scheduled production rehearsal), the minimum call for crew is for four hours and the minimum additional payment shall be four hours at double time. If more than one TV company is present and recording during the same session, then a payment shall be made in respect of each such company whose activity falls outwith the provisions (a) to (d) of clause 2.15.6.1.2 above.

2.15.6.4 Live Visual Performance Recording for Live or Deferred Transmission

2.15.6.4.1 See Clause 2.15.3 of this agreement. Strict controls apply. Contact Head of Production, EIFS.

2.15.6.4.2 Any problems arising from the operation of these conditions and all general or financial enquiries pertaining to the normal business of the Festival must be addressed in the first instance to the EIFS Head of Production and if necessary to the Staff Representative.

2.15.6.5 Webcasting

These are to be arranged and agreed in advance and as such will attract no additional payment for technical employees. This is on the basis that no additional work is required and that the filmed work is not being used or sold in a commercial capacity.

Schedule 1

RATES SHEET

3 Agreed Rates

Minimum weekly rates and payments		2024 Festival Rates	2025 Festival Rates
Category 2	Deputy Electrician, Carpenter, Scenic Artist, Metalworker, Head Flyman, Cutter, Sound/LX Board Operator.	£12.00/hr (increase from £11.10/hr)	£12.60 (increase from £12.00)
Category 3	Electrician, Stage Technician, Flyman, Driver, Wardrobe Assistant, Make-up/Wigs person, Dresser	£12.00/hr (increase from £10.90/hr)	£12.60 (increase from £12.00)
Get Outs (see section 2.13 of the Agreement for exceptions and explanations)	Stage Crew	Rate agreed for 2024 & 2025: £186.00 per truck block plus £62.00 per hour for any hours over the initial 3 (see below)	
	LX/Sound	Rate agreed for 2024 & 2025: £62.00 per hour minimum of 3-hour call	
	Wardrobe, wigs, hair, and make-up	Rate agreed for 2024 & 2025: £62.00 per hour minimum of 3-hour call	

4 Get Outs

4.1 **STAGE STAFF** including stage manager, flymen, stage technicians, props persons etc: Minimum of £186 per truck block plus £62 per hour beyond 3 hours, payable in truck blocks as follows,

4.1.1 Block 1 - 1 – 3 trucks in 3 hours = £186

4.1.2 Block 2 - 4 – 6 trucks = £372 plus £62.00 per hour any hours over the initial 3

4.1.3 Block 3 - 7 – 9 trucks = £558 plus £62.00 per hour any hours over the initial 3

By way of example:

4.1.4 1 truck loaded in 1.5 hours would be paid as block 1 = £186

4.1.5 1 truck loaded in 4 hours would be paid as block 1, £186 plus 1 additional hour, £62, giving a total of = £248.

4.1.6 4 trucks loaded in 2.5 hours would be paid as block 2 = £372

4.1.7 4 trucks loaded in 7 hours would be paid as block 2, £372 plus 4 additional hours, £248, giving a total of = £620.

4.1.8 In the rare instance where a Get Out happens over a number of days, after the initial night then each subsequent day would be paid at double the applicable hourly rate for normal work plus the applicable Get Out Block rate.

4.1.8.1 e.g. 1 truck loaded on a Saturday day time or which continues into the third call of a week day would be paid at 2 x 1.5T for every hour worked plus the applicable Get Out Block rate.

4.1.9 If any stage crew have to remain to assist the electrics department after the stage Get Out is complete, they will go on to the standard applicable hourly rate (see section 2.9 for applicable hourly rates)

4.2 **WARDROBE, WIGS, HAIR, AND MAKE-UP STAFF** (including wardrobe maintenance, dressers, make-up and wigs persons) involved in the packing and transfer of wardrobe materials belonging to a visiting company after their final performance:

4.2.1 £62.00 per hour for a minimum of 3 hours.

4.3 **ELECTRICAL STAFF** (including lighting, sound and AV technicians).

4.3.1 £62.00 per hour for a minimum of three hours, hours thereafter paid at £62.00 per hour. The hourly rate will cease when all the visiting companies equipment is packed and placed at the get out door ready for loading by stage crew. Any LX get- out/changeover anticipated to be more than the minimum 3-hour call must be discussed and agreed prior to work commencing. The re-rigging and focusing of lights for changes in repertoire during a stage Get Out will be paid as an electrics get- out, payment applicable for a minimum of one hour and a maximum of four hours unless negotiated in advance. However, if this work is completed at any other time, then normal hourly rates will be paid.

5 Appearance money

5.1 Rates

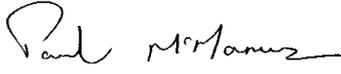
Clause reference	Appearance circumstance	Fee payable
2.14.2	If employees are required to work in costume or make-up	Minimum of £7.66 and no more than £11.41 per performance

2.15.3	Television/Video/Film/Websites: no additional fee will be payable assuming that no undue extra work is required. However, if extra work is required for: <ul style="list-style-type: none"> • rehearsal, promotional, advertising or archive purposes related to a Festival production, or • news, current affairs or arts magazine programme slot of under two minutes broadcasting time. 	If extra work is required then a minimum payment of £34.37 will be payable to those whose normal work patterns have increased substantially
2.15.6.2.5	Websites: In exceptional circumstances, a payment may be made to EIF technical crew if their normal work pattern is increased significantly.	£37.00 per head

6 Dates

- 6.1 Employment starts from: Monday 14th July 2025
- 6.2 Induction day 2025: Sunday 21st July 2025
- 6.3 Recruitment pool for all closes 2025: Friday 1st August 2025
- 6.4 Statutory Public Holiday 2025: Monday 4th August 2025

Signed..... Date..... On behalf of Edinburgh International Festival Society

Signed...  Date 4 June 2025

On behalf of Bectu