

UPDATE AND GUIDANCE NOTE

- UPDATE ON PACT-BECTU TV DRAMA AGREEMENT
- GUIDANCE ON PREP AND WRAP



UPDATE ON PACT-BECTU TV DRAMA AGREEMENT

As you will have read, Bectu's negotiating team, made up of reps from all departments recently voted unanimously to terminate the Pact-Bectu TV Agreement.

We are naturally disappointed at this decision. We want you to know that Pact and the Producers' HoP negotiating group worked very hard to try and agree terms with Bectu. Many concessions and compromises were offered to the crew. These were rejected.

Further talks with Bectu are planned – but barring a breakthrough, the agreement will end on 1st September 2022.

What will replace the agreement?

NEW WORKING TERMS AND CONDITIONS

Pact is currently working on new standard working terms and conditions which will be recommended to members to replace the existing agreement. These will be published before 1st September 2022 to give you time to engage crew for the autumn on the new terms.

The terms will not vary greatly from the existing agreement. It is important to ensure consistency of approach, fairness and clarity. So, while some of the more problematic areas of the old agreement will be clarified, the main focus will remain the promotion of good working practices, and a set of terms and conditions that prevent crew from working excessively long hours.

GUIDANCE ON PREP AND WRAP

One of the reasons the agreement has been terminated by the Bectu reps was a failure to agree prep and wrap terms that were acceptable to the crew.

While talks with Bectu are ongoing and during the notice of termination period, it is important to remember that the current agreement is still in place and will be in place until September 2022.

Under that agreement, crew have agreed to do prep and wrap that is “customary to that department and in accordance with current working practice.” (This is the agreed Pact-Bectu position).

What is customary and reasonable prep and wrap?

As producers, you will know what is customary for any particular department. This will depend on the needs of the production, and the nature and requirements of the role. Different departments do different jobs.

The key is that prep and wrap times should always reflect normal industry practice and cover the type of activity typically covered by prep and wrap.

It is customary and standard practice for prep and wrap times for non-technical departments to be in the region of 60-90 minutes as a key part of carrying out their roles, and negotiated as part of the agreed daily rate.

GUIDANCE ON PREP AND WRAP

Should prep and wrap times be aggregated?

YES – where you are engaging non-technical departments such as production, the art department, assistant directors, locations, costume and makeup.

While supporting what happens in front of camera, crew members in these non-technical departments are not tied to the camera in the same way as the lighting, sound and camera departments. Because of this, the HoDs have much greater flexibility in scheduling crew within their departments.

If prep and wrap is contracted as two separate 30 minute periods for example, this means the HoD is asking for their crew to be tied to the camera hours where the requirements of the shoot may mean this is not necessary. This runs counter to reducing working hours.

Aggregating prep and wrap times allows HoDs to stagger call times, and allow crew who come in early to leave early.

Pact's advice is that to follow the agreement correctly you must contract crew for their customary prep and wrap, and this prep and wrap must be aggregated for those departments who support the shoot. This is the basis upon which the 2017 agreement was negotiated and is fundamental not only to good working practice but to all the other elements of the agreement.

Additional prep and wrap undertaken by crew

Any additional prep/wrap pre-approved by the Producer, which is in addition to the contracted prep and wrap that has been bought out as part of the agreed daily rate, should continue to be paid as a penalty payment.

As a reminder, to calculate Penalty Payments, Producers should, at the end of the working day, add up all the penalties that have accrued over the day. Round up the final total to the nearest 30 minutes.