



Pact Bectu TV Drama Agreement Negotiations

Bectu response to Pact's offer dated 11th July 2022

Below outlines Bectu's negotiating priorities from the original letter sent from Bectu to Pact in May 2021

1. Withdrawal of PACT guidance
2. Better terms for above £5m budget bands
3. Prep & Wrap
4. Dailies get a rest day for night work
5. Weekend work should be paid at a premium
6. Work between 2100 and 2300 will be paid at X work between 2300 and 2400 at X.
7. Bank holidays – T2 if worked T1 if not
8. Definition of Semi-Continuous Working Day (SCWD)
9. During negotiations Bectu also raised overtime caps

A note on the withdrawal of Pact's guidance

The Pact guidance varies the terms of the 2017 agreement without agreement with Bectu and has undermined confidence in the agreement with our members.

On the first day of talks, in September 2021 Bectu requested Pact guidance be withdrawn before negotiations went ahead. Pact refused to withdraw the guidance and so, to avoid derailing talks, Bectu agreed to the statement below:

Pact and Bectu are currently in negotiations to review and clarify aspects of the independent TV Drama Agreement.

During the initial constructive meeting, which took place on 30th September 2021 both parties agreed the objective of talks was to deliver an unambiguous agreement without the need for additional guidance. Together we acknowledged that published guidance issued by Pact and Bectu has been a source of friction between producers and crew. Our aim is to continue the negotiations and update any sections of the agreement that have caused disagreement as soon as possible.

For clarity, any guidance produced by Pact or Bectu is independent of the agreement. It does not form any part of the collective agreement.

Upon successful conclusion of the talks Pact and Bectu commit to withdrawing all existing guidance and working together to review and resolve jointly any differences without the need for issuing separate guidance.

Below is a list of Pact's offered terms dated July 2022 followed by Bectu's current concerns.

Pact's proposal: A new fourth Budget Band is introduced on 1 September 2022 and the Budget Bands are revised as follows (all figures per broadcast hour):

Budget Band 1	up to £1,250,000
Budget Band 2	£1,250,000-£4,000,000
Budget Band 3	£4,000,000-£7,000,000
Budget Band 4	above £7,000,000

- Band 4 is outside the scope of the Pact-Bectu agreement and is subject to new terms to be negotiated. By doing this we are able to offer enhanced terms on productions in Band 4 that are not otherwise affordable. Pact and the Producers commit to beginning these negotiations immediately on confirmation that this proposal is acceptable to Bectu's members. The aim is to have these terms agreed by the end of the year so that will apply to all new engagements from 1 January 2023.
- Budget Band 4 to increase to £8m per broadcast hour on 1 January 2024.

Bectu response: We support the involvement of the streamers and are seeking clarity on the calculations of the proposed bands and yearly increments. We are also seeking assurances that accurate information on production budgets will be readily available to the union and crew.

Pact's proposal: Prep/wrap to be replaced with 1 hour off-camera work at a guaranteed additional hour's pay at 1T for the following departments

ADs
Costume
Hair and Make-up
Locations
Script Supervisor
Art Department
Production

For all departments, the crew member's rate is deemed to include an amount of time that is customary to that department to ensure that the crew member is ready to start the working day at unit call and to make good/pack-up at the end of filming.

Bectu response:

- Art department and Script Supervisor should not be included in Prep and Wrap.
- 'Being ready to start work' is ambiguous and open to misuse by productions many of whom are already applying prep and wrap to contracts incorrectly.
- Pact's guidance on TV Drama Prep and Wrap resulted in departments being contracted for excessive hours before and after shooting for no additional pay. Many of these workers did not come under the prep and wrap departments before the guidance was published. Therefore, further definition is needed.

Pact proposal: The overtime maximum cap to be increased to £70 per hour. Floor at £35 per hour

Bectu response: OT rate should not be capped

Pact proposal: Bank holidays to be paid at 2T if worked

Bectu response: Bank holiday should be paid at 1T if not worked. Weekend working uplift is needed to ensure the start of the week does not slip to weekend working in an attempt to avoid paying the 2T

Pact proposal: Grace periods to be abolished

Bectu response: Agreed

Pact proposal: Night shooting at 2T to begin at 11pm

Bectu response: Work is work and should be treated with equal value, 'shooting' needs to be removed and replaced with 'work'. Our original claim was for increased payment for crew after 9pm, increasing again after 11pm.

Pact proposal: Night Work – all night shooting hours to be added up each week and compensated on a weekly basis rather than carried forward over a longer period, so crew get paid compensatory rest each week on long blocks of night filming.

Bectu response: Work is work and should be treated with equal value, 'shooting' needs to be removed and replaced with 'work'.

Pact proposal: All crew – including dailies – to be entitled to a paid rest day where their contract ends on a night shoot pattern

Bectu response: Agreed

Pact proposal: 6th consecutive shoot days to be paid at 1.5T (plus £100 if existing cap on 11 day fortnights broken)

Bectu response: Work is work and should be treated with equal value, 'shooting' needs to be removed and replaced with 'work'. 6th consecutive day and weekend working should be at 1.5T for Saturday and 2T for Sunday and 7th day.

Pact proposal: Standard shooting day reduced to 10 + 1 hours

Bectu response: Agreed

Pact proposal: All overtime in 15 minute increments

Bectu response: This has not yet been discussed during negotiations. Bectu are against a reduction in OT penalties.

Pact proposal: All other terms as per the 2017 agreement

Bectu's response: We still seek agreement on SCWD. Our definition is 9 hours work with a 30 min formal break e.g. 8am – 5.30pm in line with the MMPA