

## SOLT/Equity Rates for Performers and Stage Management (including Actor-Musicians) from 8 April 2019

**PLEASE NOTE – under the SOLT/Equity Covid-19 Variation Agreement, the 2019/2020 rates will remain in place until the end of the Variation Agreement.**

SOLT / EQUITY – 8 Show minima	Year 1	Year 2	Year 3	Year 4
	From 8 April 2019	<del>6 April 2020 – 4 April 2021</del>	<del>5 April 2021 – 3 April 2022</del>	<del>4 April 2022 – 2 April 2023</del>
<b>Category A (1,100 + seats)</b>				
ASM / Performer	£712.73	£728.41	£742.98	£757.84
DSM (65pw uplift)	£777.73	£793.41	£807.98	£822.84
SM (£130pw uplift)	£842.73	£858.41	£872.98	£887.84
<b>Category B (800 - 1099 seats)</b>				
ASM / Performer	£648.34	£662.60	£675.85	£689.37
DSM (65pw uplift)	£713.34	£727.60	£740.85	£754.37
SM (£130pw uplift)	£778.34	£792.60	£805.85	£819.37
<b>Category C (up to 799 seats)</b>				
ASM / Performer	£583.38	£596.21	£608.13	£620.29
DSM (65pw uplift)	£648.38	£661.21	£673.13	£685.29
SM (£130pw uplift)	£713.38	£726.21	£738.13	£750.29

SOLT / EQUITY - 12 show minima	Year 1	Year 2	Year 3	Year 4
	From 8 April 2019	<del>6 April 2020 – 4 April 2021</del>	<del>5 April 2021 – 3 April 2022</del>	<del>4 April 2022 – 2 April 2023</del>
<b>Category A (1,100 + seats)</b>				
ASM / Performer	£834.49	£852.85	£869.91	£887.30
DSM (65pw uplift)	£899.49	£917.85	£934.91	£952.30
SM (£130pw uplift)	£964.49	£982.85	£999.91	£1017.30
<b>Category B (800 - 1099 seats)</b>				
ASM / Performer	£758.61	£775.30	£790.81	£806.63
DSM (£65pw uplift)	£823.61	£840.30	£855.81	£871.63
SM (£130pw uplift)	£888.61	£905.30	£920.81	£936.63
<b>Category C (up to 799 seats)</b>				
ASM / Performer	£682.76	£697.79	£711.74	£725.97
DSM (£65pw uplift)	£747.76	£762.78	£776.74	£790.97
SM (£130pw uplift)	£812.76	£827.78	£841.74	£855.97

ADDITIONAL PAYMENTS	Year 1	Year 2	Year 3	Year 4
	From 8 April 2019	<del>6 April 2020 – 4 April 2021</del>	<del>5 April 2021 – 3 April 2022</del>	<del>4 April 2022 – 2 April 2023</del>
Dance Captain	£98	£105	£112	£120
Swing - no manning levels	£69	£75	£82	£90
Appearance on stage in costume - Stage Mgrs	£7.45	£7.64	£7.76	£7.92
Performer with stage mgt duties	£20.70	£21.16	£21.58	£22.04
<b>Understudy Responsibility</b>				
each 'supporting role'	£18.25	£19.50	£24	£22
up to three featured parts within an ensemble role	n/a	n/a	n/a	n/a
leading role (play) or principal roles (musical)	£28	£30	£32	£35
<b>Understudy Performance payments</b>				
Leading role, per performance	£28	£30	£32	£35
Supporting role, per performance	£18.25	£19.50	£24	£22
Minor or crowd roles performance	£8.43	£8.62	£8.79	£8.97
Emergency cover or understudying	£8.43	£8.62	£8.79	£8.97
Emergency ensemble cover of feature	£4.10	£4.19	£4.28	£4.36
<b>Walking Understudy resp &amp; perf</b>				
one leading role responsibility	n/a			
two supporting roles responsibility	n/a			
up to two performances a week	n/a			
for each perf over two a week	£28/ £18.25/ £8.43	£30/ £19.50/ £8.62	£32/ £21/ £8.79	£35/ £22/ £8.97

<b>Actor-Musicians Understudying</b>				
Where an Artist is paid as an Actor but covers an Actor-Musician:				
Leading role responsibility, per performance	£42.76	£43.70	£44.57	£45.47
Supporting role responsibility, per performance	£28.51	£29.14	£29.72	£30.32
Where an Actor-Musician is covering another Actor-Musician:				
Leading role responsibility	£28.00	£30.00	£32.00	£35.00
Supporting role responsibility	£18.25	£19.50	£21.00	£22.00
Leading role performance payment	£28.00	£30.00	£32.00	£35.00
Supporting role performance payment	£18.25	£19.50	£21.00	£22.00
<b>Actor-Musician Walking Understudy</b>				
Rehearsal and performance (Actor minimum +5%)				
Category A	£748.37	£764.83	£780.13	£795.73
Category B	£680.76	£695.73	£709.64	£723.84
Category C	£612.55	£626.01	£638.55	£651.33
one leading role responsibility	n/a			
two supporting roles resp	n/a			
up to two performances a week	n/a			
for each perf over two a week	Not less than the difference between the walking understudy's basic pro-rated per performance and the Actor-Musician minimum pro-rated per performance.			
<b>ALLOWANCES</b>				
West End Relocation Rate	£168.08	£171.78	£175.22	£178.72
Meal allowance	£28.13	£28.75	£29.33	£29.92

<b>CEILINGS</b>				
Failure to produce	£1,600	<del>£1,600</del>	<del>£1,600</del>	<del>£1,600</del>
West End Relocation Rate - cut off salary	£2,400	<del>£2,400</del>	<del>£2,400</del>	<del>£2,400</del>
Understudy ceiling	£1,200	<del>£1,200</del>	<del>£1,200</del>	<del>£1,200</del>
Ceiling salary during rehearsals	£712.73/ £648.34/ £583.38	<del>£728.41/ £662.60/ £596.20</del>	<del>£742.98/ £675.85/ £608.14</del>	<del>£757.84/ £689.37 £620.31</del>
<b>OVERTIME</b>				
Single-time overtime rate for Performers during Performance Period: 1/40 <sup>th</sup> of Applicable Minimum Salary	£17.82/ £16.21/ £14.58	<del>£18.21/ £16.57/ £14.91</del>	<del>£18.87/ £16.90/ £15.20</del>	<del>£18.95/ £17.23/ £15.51</del>
Single-time overtime rate for Performers during Rehearsal Period: 1/45 <sup>th</sup> of Applicable Minimum Salary	£15.84/ £14.41/ £12.97	<del>£16.19/ £14.72/ £13.25</del>	<del>£16.51/ £15.02/ £13.50</del>	<del>£16.84/ £15.32/ £13.78</del>
Single-time overtime ceiling for ASM for rehearsal and performance: 1/42 <sup>nd</sup> capped at 1.5 x Applicable Minimum Salary (DSM and SM will increase accordingly)	£25.45/ £23.16/ £20.84	<del>£26.01/ £23.66/ £21.29</del>	<del>£26.54/ £24.14/ £21.72</del>	<del>£27.07/ £24.62/ £22.15</del>
<b>OTHER</b>				
	From reopening until no later than 3 April 2022*		From the end of January 2022 or the end of the 12 month period onward*	
Sunday performance payment - performers or stage management	n/a		£64.74	
Sunday performance payment – booth singers	n/a		£58.27	
Sunday performance payment - supernumeraries	n/a		£29.13	
	<p>*The Sunday performance payment will not be due until the end of January 2022, other than where a show opens after 1 February 2021, where a period of up to 12 months (52 weeks) from the first performance will apply, but in any event, this period will end no later than and including Sunday 3 April 2022.</p> <p>At the end of January 2022, or the end of the 12-month (52 week) period (being no later than and including Sunday 3 April 2022), the Sunday performance payment will be payable at the 2019/2020 rate.</p>			

Electronic Press Kits (marketing & publicity uses / non- commercial gain only 4 weeks after press night)	n/a			
Commercial Gain use; making of documentary for 3rd and subsequent transmission	£270.00	£270.00	£270.00	£270.00
Commercial Gain use; making of documentary on secondary UK channel	£135.00	£135.00	£135.00	£135.00
Commercial Gain use; making of documentary worldwide territories (not UK) for 3 year license	£270.00	£270.00	£270.00	£270.00
For using EPK footage beyond 4wks after subsequent press night for worldwide use	£15.00	£15.00	£15.00	£15.00
Booth singers (1/8th of Category C minimum)	£72.93	£74.53	£76.02	£77.54
Supernumeraries (1/16th of Category C minimum)	£36.46	£37.26	£38.01	£38.77
<b>Pension Contributions – Equity Pension Scheme – employer’s contribution is 5% and employee’s contribution is 3%</b>				
<i>Employer – maximum employer’s contribution of 5%</i>				
Category A maximum contribution - 5% of ceiling salary (x1.75 min weekly salary)	£62.37	£63.74	£65.01	£66.31
Category B maximum contribution - 5% of ceiling salary (x1.75 min weekly salary)	£56.73	£57.98	£59.14	£60.32
Category C maximum contribution - 5% of ceiling salary (x1.75 min weekly salary)	£51.05	£52.17	£53.21	£54.28
<i>Employee - minimum employee's contribution is 3%</i>				
Category A contribution	£37.42	£38.24	£39.01	£39.79
Category B contribution	£34.04	£34.79	£35.48	£36.19
Category C contribution	£30.63	£31.30	£31.93	£32.57

## Actor-Musicians\*

Note that these minimum rates are revised twice a year in line with the annual Equity (April) and Musicians' Union (October) rates changes.

<b>SOLT/Equity Actor Musician Rates</b>	<b>From 7 October 2019</b>	<b><del>6 April 2020 – 4 October 2020</del></b>	<b><del>5 October 2020 – 4 April 2021</del></b>
<b>Category A (1,100+ seats)</b>			
Rehearsal	£882.19	£890.04	£901.60
Performance:			
- 1 instrument	£1,051.65	£1,051.65	£1,074.78
- up to 2 instruments	£1,209.40	£1,209.40	£1,236.00
- 3 or more instruments	£1,367.14	£1,367.14	£1,397.22

<b>Category B (800-1,099 seats)</b>	<b>From 7 October 2019</b>	<b><del>6 April 2020 – 4 October 2020</del></b>	<b><del>5 October 2020 – 4 April 2021</del></b>
Rehearsal	£850.00	£857.13	£868.70
Performance:			
- 1 instrument	£1,051.65	£1,051.65	£1,074.78
- up to 2 instruments	£1,209.40	£1,209.40	£1,236.00
- 3 or more instruments	£1,367.14	£1,367.14	£1,397.22

<b>Category C (up to 799 seats)</b>	<b>From 7 October 2019</b>	<b><del>6 April 2020 – 4 October 2020</del></b>	<b><del>5 October 2020 – 4 April 2021</del></b>
Rehearsal	£817.52	£823.94	£835.50
Performance:			
- 1 instrument	£1,051.65	£1,051.65	£1,074.78
- up to 2 instruments	£1,209.40	£1,209.40	£1,236.00
- 3 or more instruments	£1,367.14	£1,367.14	£1,397.22

*See next page for rates applicable to actor-musicians in Category C small theatres*

### Small Theatres Agreement\*

Following the conclusion of negotiations with the MU there have been changes to the Actor-Musician minima in Small Theatres under SOLT/Equity from 5 October 2016 and which change at intervals.

If you are engaging an Actor-Musician under the Small Theatres agreement please request an up to date SOLT/Equity contract template containing the rates that are relevant to your production.

<b>77.5% for 26 weeks for theatres with seating capacity 700-799 seats</b>	<b>From 7 October 2019</b>
Rehearsal	£699.20
Performance:	
- 1 instrument	£815.03
- up to 2 instruments	£937.29
- 3 or more instruments	£1,059.53

<b><math>\frac{2}{3}</math> rate for the first 26 weeks at theatres with less than 700 seats</b>	<b>From 7 October 2019</b>
Rehearsal	£642.24
Performance:	
- 1 instrument	£701.10
- up to 2 instruments	£806.27
- 3 or more instruments	£911.43