

**SOLT / EQUITY AGREEMENT FOR WEST END  
THEATRE ARTISTS From 3 April 2023  
Settlement - issued on 5 May 2023**



**SOLT/Equity Agreement Negotiations – terms of settlement**

Further to my updates of 11 April and 26 April, following further discussions SOLT and Equity have agreed jointly recommended terms of settlement.

The revisions made to the previous position reached are shown below.

*The basic pay increases are as follows:*

- Year 1 (3 April 2023 – 31 March 2024) – ~~8%~~ 9%
- Year 2 (1 April 2024 – 30 March 2025) – 5%
- Year 3 (31 March 2025 – 5 April 2026) – ~~CPI plus 4.0%~~ 0.5%, based on the rate published in February 2025, subject to a maximum total increase in pay of 5% and a minimum total increase in pay of ~~4%~~ 2%.

*In Year 3:*

- *If the rate of CPI published by the ONS in February 2025 is more than 5%, the Year 3 deal will fall away and SOLT and Equity will meet again to discuss arrangements for 2025/2026.*
- *Similarly, if the rate of CPI published by the ONS in February 2025 is under 0%, the minimum level of increase will be ~~4.0%~~ 2.0%.*

No other revisions were made. The full details of the recommended terms of settlement are set out further below. A full rates sheet will be provided in due course.

Equity will recommend acceptance of these terms in a ballot of its members, and it is anticipated that the process will be concluded by Tuesday 23 May.

Subject to formal acceptance by Equity, all changes will be incorporated into the existing Agreement.

Thank you to all members of the SOLT Equity Committee for their time and carefully considered contributions which enabled this outcome to be reached, and to all other members who contributed views and information as part of this process.

Kind regards,

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**FINANCIAL PROVISIONS**

**Basic minimum salaries effective from 3 April 2023**

SOLT have offered a 3-year deal. The basic pay increases are as follows:

- Year 1 (3 April 2023 – 31 March 2024) – 9%
- Year 2 (1 April 2024 – 30 March 2025) – 5%
- Year 3 (31 March 2025 – 5 April 2026) – CPI plus 0.5%, based on the rate published in February 2025, subject to a maximum total increase in pay of 5% and a minimum total increase in pay of 2%.

In Year 3:

- If the rate of CPI published by the ONS in February 2025 is more than 5%, the Year 3 deal will fall away and SOLT and Equity will meet again to discuss arrangements for 2025/2026.
- Similarly, if the rate of CPI published by the ONS in February 2025 is under 0%, the minimum level of increase will be 2.0%.

**Other financial increases**

Except where referenced below, other financial items in the Agreement will increase in line with the annual increases in base pay as set out above, including the stage management uplift. A full rates sheet is set out at the end of this document.

	03/03/23 – 31/03/24	01/04/24 – 30/03/25	31/03/25 – 05/04/26
Stage management uplift	£70.85	£74.39	Subject to CPI published Feb 2025
<b>Understudy responsibility (per week)</b>			
Leading role	£50	£52.50	
Supporting role	£30	£31.50	
<b>Understudy performance (per perf)</b>			
Leading role	£50	£52.50	
Supporting role	£30	£31.50	
Dance captain	£135	£141.75	
Swing	£120	£126	
Relocation allowance	£220	£231	

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## **OPERATIONAL CHANGES**

(in the order they appear in the Agreement and with **NEW** or **CHANGE** marked as appropriate next to each)

### **Holiday Entitlement **NEW****

*New clause 2.7.1.4*

#### **2.7.1 Entitlement**

2.7.1.1 The Artist is entitled to 28 days holiday with pay in each complete year of work. Entitlement for part-years will be calculated pro rata.

2.7.1.2 The annual entitlement rises to 30 days for those Artists with 5 years' or more continuous service on the Production

2.7.1.3 The Manager may choose to count any Public Holiday (other than Christmas Day) on which the Artist is not called for work as a day of the Artist's holiday entitlement, provided the Artist is paid for any such day and it is not a Nominated Rest Day. The Performance may be rescheduled in accordance with clause 2.8.6. If the Artist is not called for work on a Public Holiday then the provisions of clause 3.3 shall apply. (Cross reference to clause 2.8.1 re Christmas Day.)

***2.7.1.4: The Manager must specify any holiday embargoes at the point of contract.***

### **Transfer of Duties **NEW****

*Replace clause 6.3.5 Transfer of Duties with the following new clause*

#### ***6.3.5 Transfer of duties/ cover payment***

***A member of the Stage Management team required to cover a more senior role will be paid a weekly responsibility fee of £Appendix 7 and a per show fee of £Appendix 7\* (see footnote below) when asked to fulfil the more senior role due to absence or stepping up. The weekly responsibility fee will apply from the point that the member of Stage Management is asked to learn the extra track/s for the senior role.***

**\*Footnote – Per show fee calculated by taking the prevailing stage management uplift minus the weekly responsibility fee divided by the number of shows per week. 2023/2024 calculation is £70.85 uplift - £25 responsibility fee / 8 = £5.73.**

### **Betterment **CHANGE****

*Amend clause 6.6.5*

#### **6.6.5 Betterment**

A member of Stage Management may *give notice to terminate the employment in the case of a contract which is longer than 20 weeks, provided that at least 20 weeks will have been worked at any time at least 13 Weeks after the West End Press Night by giving the Manager notice* in accordance with clause 6.6.5.4 and written evidence of an offer and acceptance of a position *are provided*

6.6.5.1 as a DSM in another theatrical production (if the employment is solely as an ASM); or  
6.6.5.2 as Stage Manager or Company Stage Manager in another theatrical, television or film production (if the employment hereunder is as a DSM); or

*6.6.5.3 as Company Stage Manager or Company Manager in another theatrical, television or film production (if the employment hereunder is as a Stage Manager); or*

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6.6.5.4 mutually agreed to constitute betterment.

6.6.5.5 Any such notice must expire at the end of a Week and in each case not less than 6 Weeks' prior notice must have been given, *and in any case the termination cannot occur in the final six weeks of the run of a production unless mutually agreed.*

### **SUPPLEMENTAL ISSUES**

#### **5-day working during rehearsal periods**

SOLT and Equity via a working group, which will include the SOLT Chief Executive(s), will seek to develop models/templates to facilitate optional five-day working in rehearsals with a view to enabling trials being held over the course of 2023. The aim of these discussions is to draft an outline of a suggested best practice process for 5-day rehearsal weeks, which will then be circulated to SOLT members to encourage them to trial it where circumstances allow. A timeframe for trials will be agreed, and there will be a review of the results after the conclusion of the agreed trial period.

#### **Buy-out contracts**

Equity raised concerns about the operation of buy-outs by managers and sought to make further revisions to the existing provisions, but SOLT rejected those changes.

SOLT will issue guidance to producers regarding the practical application of buy-outs to ensure that they meet the provisions of the SOLT Equity Agreement.

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**SOLT/Equity Rates for Performers and Stage Management 2023-2026**

*\*Year 3 will increase in line with the CPI figure published by ONS in February 2025, plus 0.5%, subject to a minimum total increase in pay of 2% and a maximum total increase in pay of 5%*

<b>SOLT/Equity – 8 Show minima</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 5 April 2026*</b>
<b>Category A (1,100 + seats)</b>	9%	5%	Subject to CPI published Feb 2025*
ASM / Performer	£838.19	£880.10	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£909.04	£954.49	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£979.89	£1,028.89	
<b>Category B (800 - 1099 seats)</b>			
ASM / Performer	£762.46	£800.58	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£833.31	£874.97	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£904.16	£949.37	
<b>Category C (up to 799 seats)</b>			
ASM / Performer	£686.06	£720.36	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£756.91	£794.75	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£827.76	£869.15	

<b>SOLT/Equity – 12 Show minima</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 5 April 2026*</b>
<b>Category A (1,100 + seats)</b>	9%	5%	Subject to CPI published Feb 2025*
ASM / Performer	£981.39	£1,030.46	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£1,052.24	£1,104.85	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£1,123.09	£1,179.25	
<b>Category B (800 - 1099 seats)</b>			
ASM / Performer	£892.15	£936.76	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£963.00	£1,011.15	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£1,033.85	£1,085.55	
<b>Category C (up to 799 seats)</b>			
ASM / Performer	£802.95	£843.10	
DSM (£70.85 pw uplift / £74.39 pw uplift / £TBC pw uplift)	£873.80	£917.49	
SM (£141.70 pw uplift/ £148.79 pw uplift/ £TBC pw uplift)	£944.65	£991.89	