

UK Theatre / Equity Commercial Theatre Agreement – 8-Show Rates for 2023 – 2026

WEEKLY SALARY MINIMA 8 Show Weeks	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Tier A* (1,500 seats +)			
Rehearsal Minima			
Performer / ASM	£507.54	£532.92	£551.57
DSM	£578.71	£607.65	£628.79
SM	£644.35	£676.57	£700.49
C&SM	£695.11	£729.87	£755.65
Performance Minima			
Performer / ASM	£543.21	£570.37	£590.33
DSM	£679.15	£713.11	£737.92
SM	£760.48	£798.50	£826.47
C&SM	£815.08	£855.83	£885.50
Tier A (500 – 1,499 seats)			
Rehearsal Minima			
Performer / ASM	£502.03	£527.13	£545.58
DSM	£572.64	£601.27	£621.96
SM	£637.73	£669.62	£692.89
C&SM	£687.94	£722.34	£747.45
Performance Minima			
Performer / ASM	£523.71	£549.90	£569.14
DSM	£654.63	£687.36	£711.43
SM	£733.18	£769.84	£796.80
C&SM	£785.56	£824.84	£853.71
Tier B (250 - 499 seats)			
Rehearsal Minima			
Performer / ASM	£474.44	£498.16	£531.69***
DSM	£540.63	£567.66	£606.13
SM	£602.43	£632.55	£675.25
C&SM	£649.87	£682.36	£728.42
Performance Minima			
Performer / ASM	£501.42	£526.49	£561.93***
DSM	£626.78	£658.12	£702.41
SM	£701.99	£737.09	£786.70
C&SM	£752.14	£789.75	£842.89
Tier C (0 – 249 seats)			
Rehearsal Minima			
Performer / ASM	£448.06**	£491.92**	£525.03**
DSM	£452.93	£560.79	£598.53
SM	£504.23	£624.74	£666.79
C&SM	£543.95	£673.93	£719.29
Performance Minima			
Performer / ASM	£479.32**	£526.24**	£561.66**
DSM	£501.42	£657.80	£702.08
SM	£561.59	£736.74	£786.32
C&SM	£601.70	£789.36	£842.49

*Year 2: CPI (as of Feb 2024) +1% subject to a maximum increase in pay of 5% and a minimum increase in pay of 2%, year 3: CPI (as of Feb 2025) +0.5% subject to a maximum increase in pay of 5% and a minimum increase in pay of 3%. Year 2 CPI is 4% (rate increase 5%) and Year 3 CPI is 3% (rate increase 3.5%).

**Tier C rates adjusted in line with the NLW of £10.42/hour from 1 April 2023, £11.44/hour from 1 April 2024 and £12.21/hour from 1 April 2025. Stage management rates subsequently adjusted in line with the % differentials set out in clause 3.2.2.3 of the Agreement. Tier B rates adjusted in 2025 to account for NLW and to match the 2024 differential between Tier B and Tier C.

UK Theatre / Equity Commercial Theatre Agreement –
12-Show Rates for 2023 – 2026

WEEKLY SALARY MINIMA 12 Show Weeks	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Tier A* (1,500 seats +)			
Rehearsal Minima			
Performer / ASM	£507.54	£532.92	£551.57
DSM	£578.71	£607.65	£628.79
SM	£644.35	£676.57	£700.49
C&SM	£695.11	£729.87	£755.65
Performance Minima			
Performer / ASM	£597.81	£627.70	£649.37
DSM	£747.12	£784.48	£811.71
SM	£836.82	£878.66	£909.11
C&SM	£896.43	£941.25	£974.05
Tier A (500 – 1,499 seats)			
Rehearsal Minima			
Performer / ASM	£502.03	£527.13	£545.58
DSM	£572.64	£601.27	£621.96
SM	£637.73	£669.62	£692.89
C&SM	£687.94	£722.34	£747.45
Performance Minima			
Performer / ASM	£576.07	£604.87	£626.06
DSM	£720.37	£756.39	£782.57
SM	£806.73	£847.07	£876.48
C&SM	£864.12	£907.33	£939.08
Tier B (250 - 499 seats)			
Rehearsal Minima			
Performer / ASM	£474.44	£498.16	£531.69***
DSM	£540.63	£567.66	£606.13
SM	£602.43	£632.55	£675.25
C&SM	£649.87	£682.36	£728.42
Performance Minima			
Performer / ASM	£551.57	£579.15	£618.12
DSM	£689.73	£724.22	£772.65
SM	£772.19	£810.80	£865.37
C&SM	£827.35	£868.72	£927.18
Tier C (0 – 249 seats)			
Rehearsal Minima			
Performer / ASM	£448.06**	£491.92**	£525.03**
DSM	£452.93	£560.79	£598.53
SM	£504.23	£624.74	£666.79
C&SM	£543.95	£673.93	£719.29
Performance Minima			
Performer / ASM	£504.74	£578.86**	£617.83**
DSM	£551.57	£723.58	£772.28
SM	£617.86	£810.41	£864.96
C&SM	£661.88	£868.30	£926.74

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**Tier C rates adjusted in line with the NLW of £10.42/hour from 1 April 2023, £11.44/hour from 1 April 2024 and £12.21/hour from 1 April 2025. Stage management rates subsequently adjusted in line with the % differentials set out in clause 3.2.2.3 of the Agreement. Tier B rates adjusted in 2025 to account for NLW and to match the 2024 differential between Tier B and Tier C.

UK Theatre / Equity Actor-Musician Rates for 2023 - 2026

The minimum weekly salaries for Actor-Musicians are dependent on the rates agreed with the MU under the UK/Theatre MU Agreement. Please contact Members@softukt.co.uk for the rates for 12 show weeks.

ACTOR-MUSICIANS			
WEEKLY SALARY MINIMA 8 Show Weeks	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Tier A* (1,500 seats +)			
Rehearsal Minima	£590.61	£620.14	£643.61
Playing up to 2 instruments	£673.68	£707.36	£735.66
Playing 3 or more instruments	£741.05	£778.10	£809.22
Tier A (500 – 1,499 seats)			
Rehearsal Minima	£587.86	£617.25	£640.62
Playing up to 2 instruments	£673.68	£707.36	£735.66
Playing 3 or more instruments	£741.05	£778.10	£809.22
Tier B (250 - 499 seats)			
Rehearsal Minima	£574.06	£602.76	£633.68
Playing up to 2 instruments	£673.68	£707.36	£735.66
Playing 3 or more instruments	£741.05	£778.10	£809.22
Tier C (0 – 249 seats)			
Rehearsal Minima	£560.87	£599.64	£630.35
Playing up to 2 instruments	£673.68	£707.36	£735.66
Playing 3 or more instruments	£741.05	£778.10	£809.22

ACTOR-MUSICIAN UNDERSTUDYING	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Where an Artist is paid as an Actor but covers an Actor-Musician			
Responsibility payment (Paid per role, per week)	£24.76	£26.00	£26.91
Performance Payment	Cannot be less than the difference between the cover's basic pro-rated per performance and the appropriate Actor-Musician minimum pro-rated per performance.		
Where an Actor-Musician is covering another Actor-Musician	Actor understudy payments apply (other than for incidental and minor covering)		
Actor-Musician walking understudy			
Minimum Rehearsal Salary	Equivalent to Performer rehearsal minima for each respective Tier		
Minimum Performance Salary (to cover up to 3 roles) – <i>performer minimum plus 5%</i>			
Tier A*	£570.37	£598.89	£619.85
Tier A	£549.89	£577.39	£597.60
Tier B	£526.49	£552.82	£590.02
Tier C	£503.29	£552.55	£589.74
Performance payment	Cannot be less than the difference between the cover's basic pro-rated per performance and the appropriate Actor-Musician minimum pro-rated per performance.		

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UK Theatre/Equity Commercial Theatre Agreement

Additional Payments for 2023 - 2026

OTHER	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Subsistence	£214.50	£221	£227.50
Touring Allowance	£330	£340	£350
Daily Touring Allowance	£52.50	£55.13	£57.05
Understudy Responsibility Payment (per role, per week)	£20	£21	£21.74
Understudy Performance Payment (per role, per performance)	£30	£32	£32.60
Understudy performance payment (ceiling)	n/a	n/a	n/a
Stage management cover responsibility payment	£15	£16	£16.30
Stage management performance cover fee	1/8 of the weekly salary of the role they are covering, pro-rated per performance when they cover the role (eg a Tier A SM rate is £796.80. 1/8 is £99.60. If a DSM covered an SM for one performance, they would be paid 1/8 of that weekly rate, which would be £12.45)		
Flying	£50	£50	£50
Swing Dancer	£45	£47	£48.90
Dance Captain	£55	£58	£59.77
Mileage Allowance (as needed)	£0.48		
ELECTRONIC PRESS KITS			
Marketing & publicity uses / non- commercial gain only 4 weeks after press night	No payment		
Commercial Gain use; making of documentary for 3rd and subsequent transmission	£283.50	£297.68	£308.09
Commercial Gain use; making of documentary on secondary UK channel	£141.75	£148.84	£154.05
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year license	£283.50	£297.68	£308.09
For using EPK footage beyond 4wks after subsequent press night for worldwide use	£15.75	£16.54	£17.12

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year 3: CPI (as of Feb 2025) +0.5% subject to a maximum increase in pay of 5% and a minimum increase in pay of 3%.
CPI in Year 2 was 4% and CPI in Year 3 was 3%. CPI in Year 2 was 4% and CPI in Year 3 was 3%.

CEILING SALARIES (1.5x performer/ASM performance minima)

Tier A*	£814.81	£855.56	£885.50
Tier A	£785.56	£824.84	£853.71
Tier B	£752.13	£789.74	£842.89
Tier C	£718.98	£789.36	£842.49

REPUBLIC OF IRELAND PER DIEMS	3 April 2023 – 1 October 2023	2 October 2023 – 30 March 2025	31 March 2025 – 5 April 2026
Facilities provided			
Accommodation Only – Dublin	€40	€40	€40
Accommodation and Breakfast – Dublin	€26.67	€26.67	€26.67
Accommodation Only – rest of Republic of Ireland	€34	€34	€34
Accommodation and Breakfast – rest of Republic of Ireland	€22.67	€22.67	€22.67
No accommodation and no meals in Republic of Ireland, other than Dublin (85% of previous Dublin rate of €80)	€68	€68	€68
No accommodation and no meals in Dublin	€90	<i>From 2 October 2023, Managers are required to provide accommodation in Dublin, and paying the full per diem rate instead of providing accommodation will not be an option.</i>	

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