

Pact/Bectu TV Drama Agreement 2023

The new Pact/Bectu TV Drama Agreement took effect in the UK on 1 January 2023. To help you transition to the new agreement, this document sets out some of the key changes productions should be aware of.

	2017 agreement	2023 agreement						
Budget bands	Three budget bands: <ul style="list-style-type: none">• Band 1: up to £850k• Band 2: £850k-£3m• Band 3: Above £3m	The 2023 agreement introduced four budget bands. As of January 1, 2024, those budget bands are: <ul style="list-style-type: none">• Band 1: up to £1.25m• Band 2: £1.25m-£3m• Band 3: £3m-£8m• Band 4: above £8m						
Bank holidays	Not covered, but usual practice was: <ul style="list-style-type: none">• Worked bank holidays: paid at 1T*• Unworked bank holidays: unpaid	Agreement specifies: <ul style="list-style-type: none">• Worked bank holidays: paid at 2T• Unworked bank holidays: paid at 1T for Band 4 crew (Bands 1-3 remain unpaid)						
Split days	Not covered	Split day = filming day with a camera finish between 9-11pm. For crew engaged for 7+ weeks of a shooting schedule, only 40% of total filming days can be split days. A £30 premium must be paid for each additional split day. Split days should be reconciled at the end of a crew member’s contract.						
Contracted hours	Standard contracted hours: 10+1 or 11+1 Semi-continuous working day: undefined Continuous working day: defined as 9 shooting hours with a 20-min break	Standard contracted hours: 10+1 only Semi-continuous working day: defined as 9.5 shooting hours with a 30-min unpaid meal break Continuous working day: no change						
Additional contracted hour	All crew could be contracted to work additional time before or after their working hours (known as “contracted prep and wrap”). Could be a specified amount before call and after wrap, or an amount aggregated across the day. Individual overtime didn’t accrue until contracted prep and wrap time was exceeded. Contracted prep and wrap was covered by a crew member’s daily rate.	Contracted prep and wrap has been replaced with an “additional contracted hour” and limited to one hour per day (paid at 1/10th of the crew member’s daily rate). Applies only to certain departments (ADs, costume, hair and make-up (and prosthetics), locations, production and script supervisors) and increases the total hours they must work before they incur overtime by one hour (so a 10+1 day becomes a 10+1+1 day). For all other departments, the agreement specifies that a crew member’s basic daily rate is deemed to include an amount of time to get ready and pack away that is customary to their department to ensure they are ready to start the working day at their individual call time. Example deal <table><tr><td>Contracted working hours</td><td>10 hours = £200</td></tr><tr><td>Additional contracted hour</td><td>1 hour a day @ 1/10th day rate = £20</td></tr><tr><td>Rate for standard day</td><td>£220</td></tr></table>	Contracted working hours	10 hours = £200	Additional contracted hour	1 hour a day @ 1/10th day rate = £20	Rate for standard day	£220
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Overtime	Overtime was split into pre-calls, camera overtime and de-rig. Camera overtime accrued separately to other penalties (in 30-min increments for the first hour, then hourly). Grace periods applied (up to 15 mins unpaid to finish a shot).	Overtime applies when a crew member exceeds their contracted hours for the day, starting from their individual call time. Overtime is now divided between overtime that occurs before 11pm and overtime that occurs after 11pm (see Example 2). Camera overtime is no longer a separate penalty (it’s now covered as part of an individual’s “overtime”). It can still be called, but only once in 15-min increments. Grace periods have been abolished.						
Overtime rate calculation	Hourly rate x 1.5, subject to: <ul style="list-style-type: none">• A minimum cap of £35; and• A maximum cap of £45	Hourly rate x 1.5, subject to: <ul style="list-style-type: none">• A minimum cap of £35; and• A maximum cap of £70 or the hourly rate (whichever is greater)						

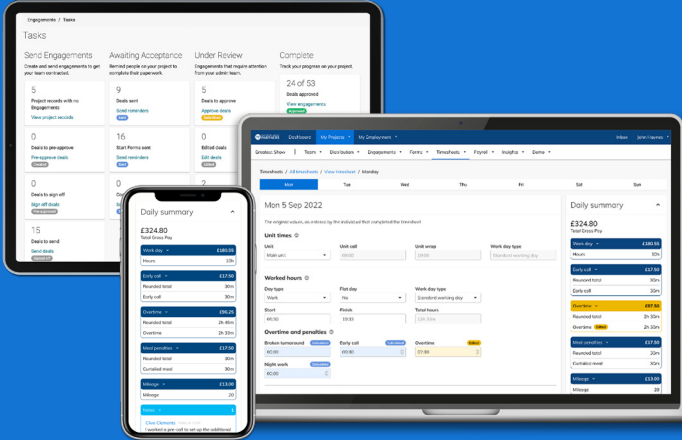
*T = a crew member’s hourly rate

Enhanced overtime	Did not exist	<p>A new enhanced overtime rate applies to all overtime after 11pm.</p> <p>Hourly rate x 2, subject to:</p> <ul style="list-style-type: none">A minimum cap of £35; andA maximum cap of £70 or the hourly rate (whichever is greater) <p>Note: Pact has advised that on days paid at 2T (ie, seventh days and worked bank holidays), the enhanced overtime rate applies instead of the overtime rate (both pre and post-11pm).</p>																													
Overtime and penalty rounding and rates	<table><tr><th>Type</th><th>Rate</th><th>Rounding</th></tr><tr><td>Camera overtime</td><td rowspan="3">OT</td><td>30-min increments for first hour, then hourly</td></tr><tr><td>Penalties (pre-calls, de-rig, excess travel, curtailed meal, delayed meal and broken turnaround)</td><td rowspan="2">30-min increments</td></tr><tr><td>Early call</td></tr><tr><td>Night work</td><td>1T</td><td></td></tr></table>	Type	Rate	Rounding	Camera overtime	OT	30-min increments for first hour, then hourly	Penalties (pre-calls, de-rig, excess travel, curtailed meal, delayed meal and broken turnaround)	30-min increments	Early call	Night work	1T		<table><tr><th>Type</th><th>Rate</th><th>Rounding</th></tr><tr><td>Overtime before 11pm</td><td>+OT</td><td rowspan="7">15-min increments</td></tr><tr><td>Overtime after 11pm</td><td>+Enhanced OT</td></tr><tr><td>Excess travel</td><td rowspan="3">+OT</td></tr><tr><td>Curtailed meal</td></tr><tr><td>Delayed meal</td></tr><tr><td>Early call</td><td>+0.5T (no caps)</td></tr><tr><td>Broken turnaround</td><td rowspan="2">+1T (no caps)</td></tr><tr><td>Night work</td></tr></table>	Type	Rate	Rounding	Overtime before 11pm	+OT	15-min increments	Overtime after 11pm	+Enhanced OT	Excess travel	+OT	Curtailed meal	Delayed meal	Early call	+0.5T (no caps)	Broken turnaround	+1T (no caps)	Night work
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Night work	<p>Defined as scheduled shooting hours worked past 12am.</p> <p>Rounded in 30-min increments, capped at 1 working day (ie, 10 hours).</p> <p>Could be compensated at the end of a block of night work.</p>	<p>Defined as scheduled shooting hours worked past 11pm.</p> <p>Rounded in 15-min increments and capped at 1 working day (ie, 10 hours).</p> <p>Must be compensated by the first day of the following week.</p>																													
Broken turnaround	<p>Could be offset by any time off, but unclear when this could occur.</p>	<p>Can be offset across whole week (eg, a crew member can be sent home early on Friday to offset a broken turnaround on Tuesday).</p>																													
Sixth and seventh days	<p>Sixth days: paid at 1T</p> <p>Seventh days: paid at 2T</p>	<p>Shoot days: contracted hours worked on a sixth day are now paid at 1.5T (ie, 1.5 x hourly rate).</p> <p>Non-shoot days: crew must receive prior written approval before working a sixth day on a non-shoot day. If worked, payment is as follows:</p> <ul style="list-style-type: none">Less than six hours worked: crew member is paid for 10 hours at 1TMore than six hours worked: crew member is paid for 10 hours at 1.5T <p>Seventh days are still paid at 2T.</p> <p>Sixth and seventh days must be consecutive (ie, you must work six and/or seven days in a row to be paid at the uplifted rate).</p> <p>Note: Pact and Bectu have agreed that crew will not work for eight consecutive days.</p>																													
Weekend working	<p>Not covered</p>	<p>If crew receive less than 2 weeks’ notice, they are not obliged to work a weekend.</p> <p>Note: weekend working doesn’t constitute working a sixth or seventh day unless it is the crew member’s sixth or seventh consecutive day of working.</p>																													

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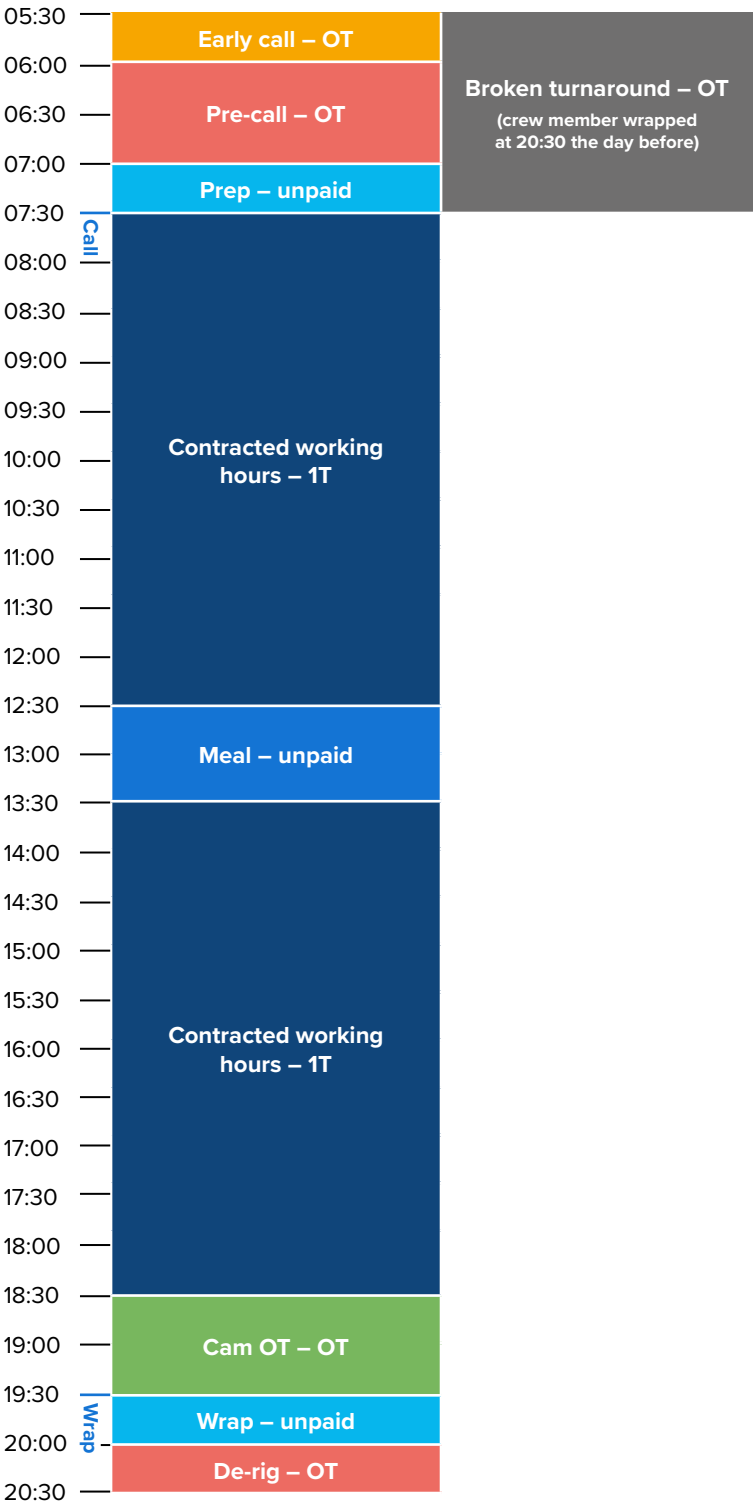


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Pact/Bectu TV Drama Agreement 2023: Overtime and Penalty Examples

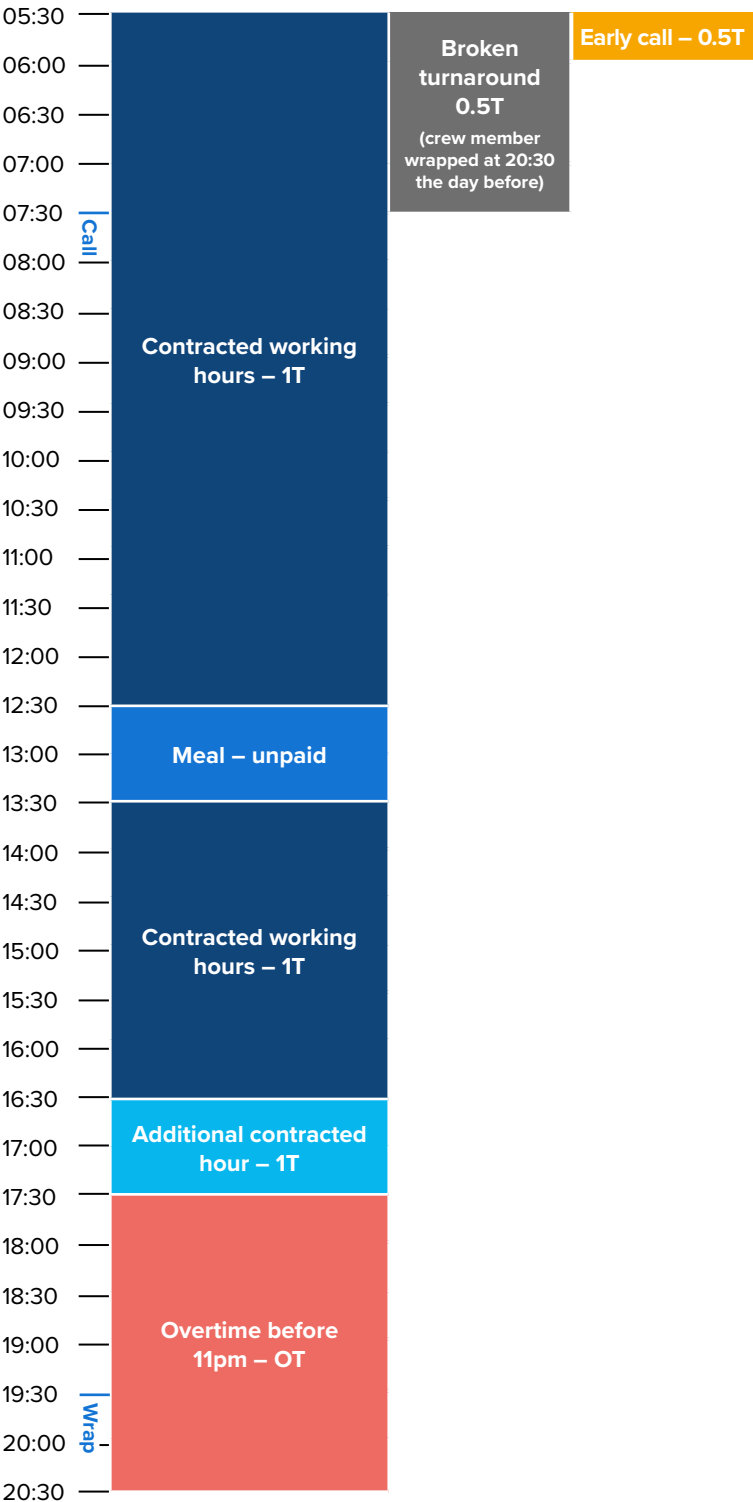
Example 1: overtime, early call and broken turnaround

Fig 1: How it worked under the 2017 agreement



Crew member's contracted hours are 07:30-18:30 but they work an additional two hours in the morning and in the evening, including 30mins of unpaid prep and wrap. Overtime is split into pre-call, camera overtime and de-rig. Pre-call is not applicable during early call.

Fig 2: How it works under the 2023 agreement



Crew member's contracted hours start at 05:30 (early call is paid on top of their daily rate). They work an additional contracted hour (paid at 1T), after which overtime accrues. Overtime is no longer split into pre-call, camera overtime and de-rig. In effect, the crew member works the same amount of overtime but it accrues at the end of their working day.

Fig 3: Rates under 2017 agreement

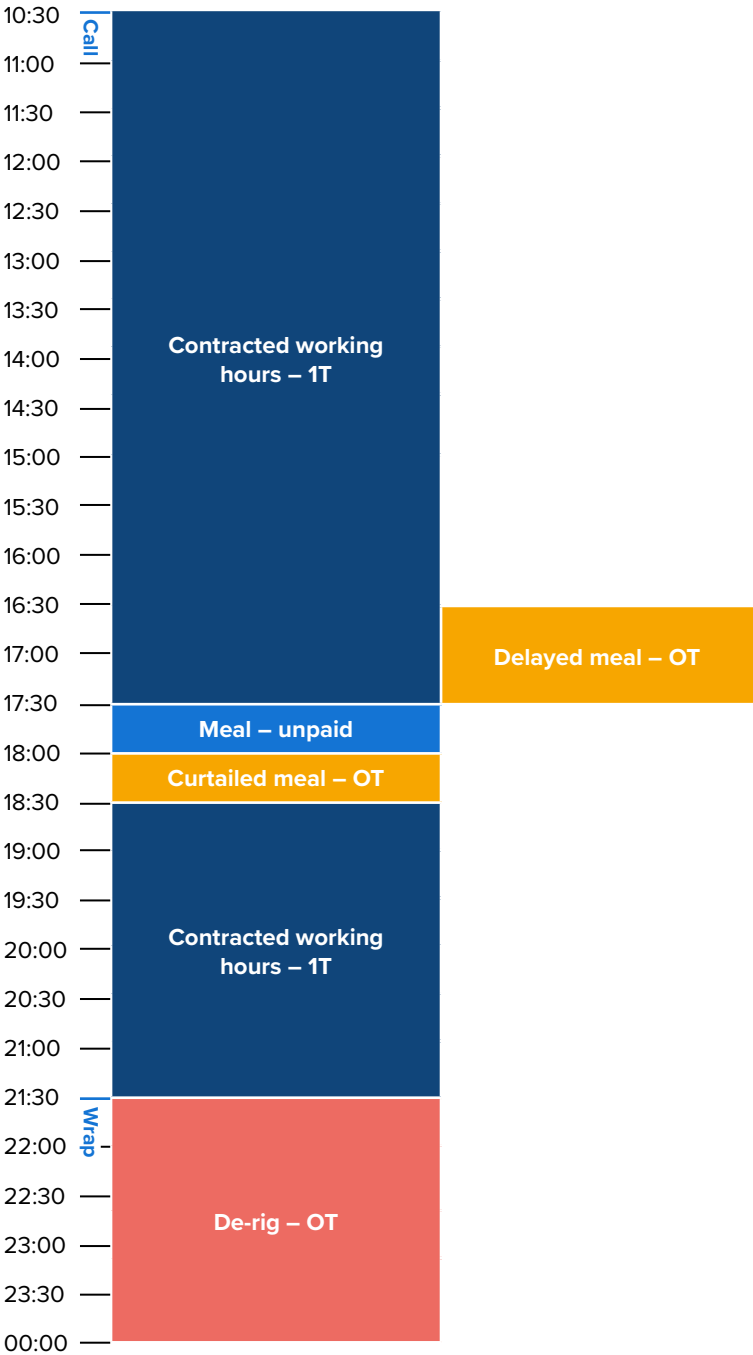
2017 agreement		
Daily rate	£600	
Hourly rate	£60	
OT rate	£45	
Contracted working hours	10 hours – paid at 1T	£600
Contracted prep and wrap	0.5 hours of each – unpaid	£0
Penalties <i>Pre-call: 1h</i> <i>De-rig: 0.5h</i> <i>Broken turnaround: 2h</i>	3.5 hours – paid at OT	£157.50
Early call	0.5 hours – paid at OT	£22.50
Camera overtime	1 hour – paid at OT	£45
	Total daily pay	£825

Fig 4: Rates under 2023 agreement

2023 agreement		
Daily rate	£600	
Hourly rate	£60	
OT rate	£70	
Enhanced OT rate	£70	
Contracted working hours	10 hours – paid at 1T	£600
Additional contracted hour	1 hour – paid at 1T	£60
Broken turnaround	2 hours – paid at 0.5T	£60
Early call	0.5 hours – paid at 0.5T	£15
Overtime before 11pm	3 hours – paid at OT	£210
	Total daily pay	£945

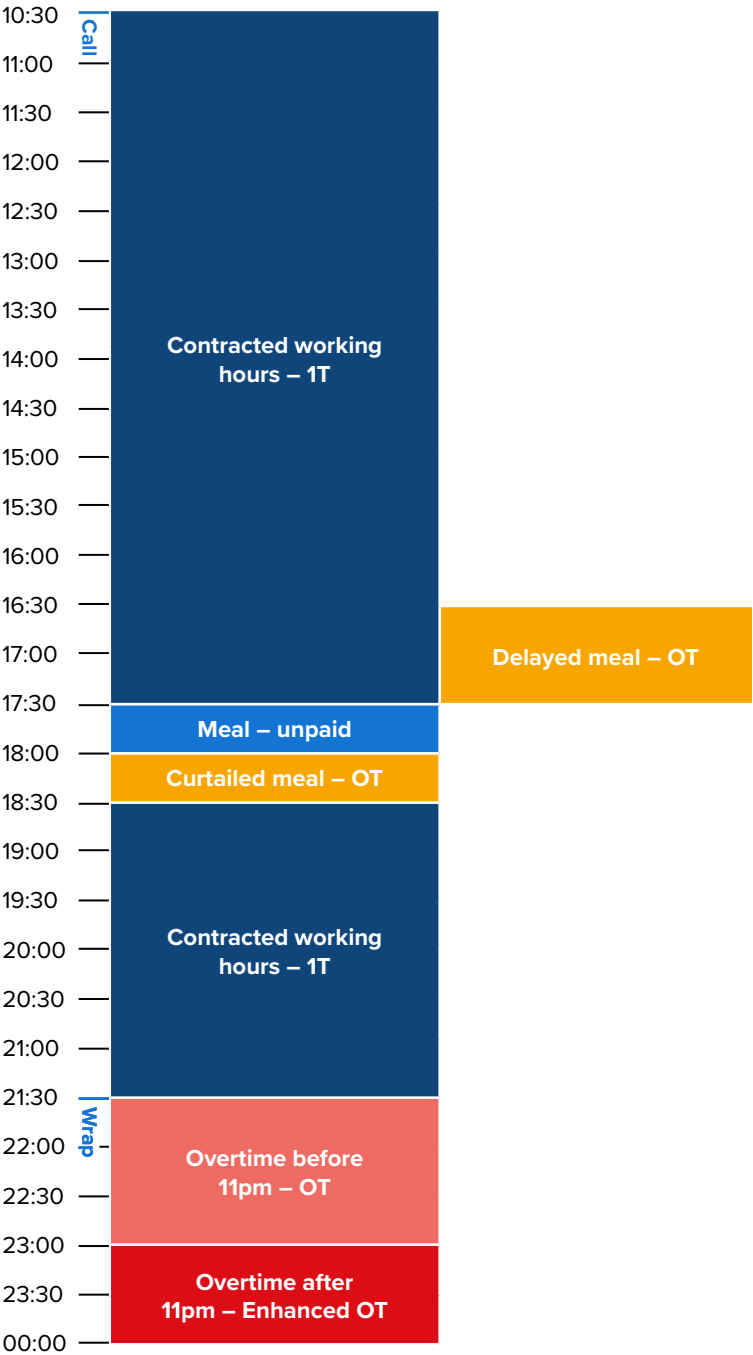
Example 2: meal penalties and overtime before and after 11pm

Fig 1: How it worked under the 2017 agreement



The de-rig rate is the same (OT), regardless of whether it occurs before or after 11pm.

Fig 2: How it works under the 2023 agreement



Overtime is no longer split into pre-call, camera overtime and de-rig, but different overtime rates apply before 11pm (OT) and after 11pm (Enhanced OT). Curtailed and delayed meals are no longer grouped with other penalties (see table below).

Fig 3: Rates under 2017 agreement

2017 agreement		
Daily rate	£300	
Hourly rate	£30	
OT rate	£45	
Contracted working hours	10 hours – paid at 1T	£300
Penalties	4 hours – paid at OT	£180
<i>De-rig: 2.5 hours</i>		
<i>Delayed meal: 1 hour</i>		
<i>Curtailed meal: 0.5 hours</i>		
	Total daily pay	£480

Fig 4: Rates under 2023 agreement

2023 agreement		
Daily rate	£300	
Hourly rate	£30	
OT rate	£45	
Enhanced OT rate	£60	
Contracted working hours	10 hours – paid at 1T	£300
Delayed meal	1 hour – paid at OT	£45
Curtailed meal	0.5 hours – paid at OT	£22.50
Overtime before 11pm	1.5 hours – paid at OT	£67.50
Overtime after 11pm	1 hour – paid at Enhanced OT	£60
	Total daily pay	£495

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