



ALBA | CHRUTHACHAIL

SCREEN SCOTLAND  
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# Fair Pay: Rates of Pay Signposting Guide

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## Introduction

Creative Scotland has made Fair Work one of its key strategic priorities, as set out in our **Annual Plan 2022/23**. We are committed to promoting fair pay, conditions, and employment opportunities across the creative sector. We want to ensure that artists and those professionals working in the creative community are paid fairly and appropriately for their time and effort. **Fair Work First** is a Scottish Government policy that aims for Scotland to be a leading Fair Work Nation by 2025 where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.

Organisations and individuals seeking funding from Creative Scotland are expected to pay those involved fairly, this includes other people carrying out work for them and the applicants own artistic costs. Across all our funding programmes we expect applicants to be clear about all costs they allocate in their budgets relating to the payment of people. As a basis we strongly encourage payment of at least the **Real Living Wage** to all people being employed to undertake work.

Many people are able and wish to contribute some or all their time to a project in-kind. This is acceptable where there is a clear rationale to support that decision. It is not, however, acceptable for people to feel under pressure to work for low or no pay to secure an opportunity.

This document signposts to key sources of guidance on industry standards, union rates and codes of practice from key lead bodies.

It is important to note that across the arts, screen and creative industries there are some areas we support within the sector that are not represented by union agreements. In these scenarios, we would strongly encourage paying the **Real Living Wage** as a minimum.

While it is not Creative Scotland's role to prescribe the rates of pay that any organisation or individual applies when employing staff, paying themselves or working with and/or commissioning artists and creative practitioners, we understand that deciding which rates to apply and how to apply them can, at times, be complex.

This guidance is one of several actions that we are taking to help provide resources to people working in the arts, screen and creative industries on this issue and we will continue to develop clear and nuanced guidance that sits within the context of Fair Work. For Creative Scotland to fulfil its commitment to Fair Work, it is important that we identify any anomalies across the industry and explore actions that can be taken to achieve greater consistency across our funding programmes and decision making. During this year, we will be undertaking a period of research and consultation that will look at how industry standard rates of pay can be applied equitably and consistently and to explore how we identify and address existing sector and practice-based anomalies.

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# Visual Arts, Applied Arts, Crafts and Design

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## Scottish Artists Union (SAU)

The SAU is the representative voice for visual, applied artists and makers in Scotland. From its start it has been concerned with establishing recognised national standards in artists' contracts and payments.

The SAU provides typical rates of pay that visual and applied artists\* can use when negotiating payment for their work. These rates of pay apply to a wide range of freelance and short contract employment, from consultancy work, project planning and development, to all aspects of workshop delivery (set up, execution, clear out) and other freelance activities.

### 2022 Rates of Pay | Scottish Artists Union

Their rates of pay guide includes hourly, sessional (i.e., half day/day rate), graduate, experience level and residency rates.

Please note, if you are applying as an individual and your project is expected to last longer than 20 days, we would expect you to apply residency rates.

\* In general, the SAU uses the terms 'visual artist' and 'applied artist' to indicate painters, sculptors, multimedia artists, printers, lens-based artists, photographers, audio artists, performance artists, ceramicists, jewellers, weavers, textile artists, creative metal workers, glass artists, furniture designers, wood carvers & turners, illustrators, cartoonists, graphic artists, and multimedia designers. Also included are artists working in public spaces and educational and social arenas. The SAU is open to discussion about the inclusion of any further art forms.

In other areas of design (and sub sectors of the creative industries), you may wish to reference industry rates for your sector. You may be able to reference reports or other online information on pay levels and speak to peers and colleagues about how they determine their fees.

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## The Artist Information Company (a-n)

a-n is the largest artists membership organisation in the UK. They support artists and those who work with them in practical ways, acting on behalf of their membership and the visual arts sector to improve artists' livelihoods. Through advocacy and information, and from the perspective of artists, a-n's mission is to stimulate and support contemporary visual arts practice and affirm the value of artists in society.

a-n provides sample day rates to guide arts budgeting and to help visual artists negotiate a fair rate of pay for short-term contracts such as commissions, residencies, community projects and gallery education. These reflect the artist's career stage, as well as the experience level and overheads, take account of the nature and costs of self-employment, and align artists' practices with comparator professions.

### Guidance on fees and day rates for Visual Artists | a-n

Their guidance includes day rates, fees and payments, paying artists, professional practices guides.

Additionally, the **Paying Artists Campaign** was launched in 2014 by a-n to secure payments for artists who exhibit in publicly funded galleries. Since it began, it has consulted widely with artists, major public funders, and visual arts organisations to produce a set of suggested payments to cover a wide range of exhibition scenarios and guidance for implementation.

The Exhibition Payment Guide supplies sectoral advice for establishing and agreeing to exhibition payments across the whole sector.

### **Exhibition Payment | Paying Artists**

The campaign produces a suite of supporting resources to help with exhibition agreements, negotiations, proposals, contracts, and budgets.

### **Resources | Paying Artists**

They also highlight other organisations guidance on fees and payments for the visual arts sector.

### **Other sector pay guidance | Paying Artists**

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## **Association of Photographers (AOP)**

AOP aims to promote and protect the worth and standing of its members, to vigorously defend, educate and lobby for the interests and rights of all photographers, especially in the commercial photographic industry.

AOP's membership is open to professional and assisting photographers, agents, freelancers, early career photographers and individuals with a general interest.

AOP have free to use legal and business forms and guidance. Their information is relevant for Scotland, England, Wales, Republic of Ireland and Northern Ireland.

### **Legal & Business Forms | The AOP**

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## **Music**

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### **The Musicians' Union (MU)**

The MU is a trade union representing employed and self-employed musicians working in every area of the UK music industry. They work to maximise the employment and overall income of musicians, as well as protecting and improving working conditions. They produce detailed guidance and rates of pay information for all aspects of the music industry – covering rates for playing live; recording and broadcasting; song writing and composition; and for those working in music education.

The MU helps to set appropriate rates of pay across all areas of musicians work with details on live performance; orchestral agreements; theatre agreements; recording agreements; teaching and composer fees.

### **Rates of Pay & Collective Agreements | The MU**

Their Fair Play Guide explains how musicians can recognise and negotiate fair deals and subsequently work with promoters to ensure that shows are successful and that they are appropriately remunerated for their efforts and performance.

### **Fair Play Guide | Gigs & Live Performances | The MU**

They recommend minimum rates for casual engagements in pubs, clubs, and function spaces in their National Gig Rates, and for groups performing on stage in their Casual Stage Rates.

### **National Gig Rates | The MU**

### **Casual Stage Rates | The MU**

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## **Incorporated Society of Musicians (ISM)**

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The ISM is a professional body for musicians and a nationally recognised subject association for music. They are dedicated to promoting the importance of music and protecting the rights of those working as musicians. They have various guides and resources on their website relating to fees and pay, contracts, musicians' rights, and all aspects of managing a career as a musician.

They specifically list fees and rates of pay for music tuition, music education, accompanists, and organists.

**Fees & pay | Advice packs | ISM**

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## **Making Music**

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Making Music are an organisation for leisure-time music. They are dedicated to empowering everyone, whatever their background or experience.

Their Rates for Professional Musicians includes lowest and highest fees of general pay rates; rehearsal rates; concert day rates and information for a vast range of musicians.

**Rates for professional musicians | Making Music**

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# **Theatre, Dance and The Performing Arts**

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## **Equity**

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Equity is the UK trade union for professional performers and creative practitioners\*, they fight for fair terms and conditions in the workplace. They bring together entertainment professionals and ensure their demands are heard. They negotiate with employers to provide minimum levels of pay and engagement fees across the industry, as well as better health and safety regulations and more opportunities for all.

Equity has a wide range of agreements and rates of pay guidance. Some are published online for all to access, while others are only accessible to those who are paid-up members.

**List of Rates and Agreements | Equity**

\* Equity represents actors, singers, dancers, designers, stage managers, puppeteers, comedians, voice artists and a variety of performers.

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## **Independent Theatre Council (ITC)**

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The ITC is the management association for theatre's independent sector. They are committed to representing the interests of those working within the sector. They offer advice on management, financial and legal matters, and peer learning and training. They work across the UK in drama, dance, opera and musical theatre, mime and physical theatre, circus, puppetry, street arts and mixed media.

The ITC negotiates minimum rates of pay with the appropriate unions\* for administrative staff, choreographers, designers, directors, fight directors, performers, stage managers and writers.

**Rates of Pay | ITC Arts**

\* They negotiate with unions including Equity; WGGW Writer's Guild and Unite Hospitality.

The ITC also offers guidance on how to implement rates of pay that are not covered by their union agreements e.g., composers, dramaturgs, sound designers.

### **Rates of Pay Guidance | Contracts and Rates of Pay Resources & Activities | ITC Arts**

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## **UK Theatre**

UK Theatre is the UK's leading theatre and performing arts membership organisation. They promote excellence, professional development, and campaign to improve resilience and increase audiences across the sector.

They have rates of pay and agreements negotiated with recognised unions (The MU, Bectu, SSP, Equity) outlined on their site.

### **Rates of Pay & Agreements | UK Theatre**

There are some areas within the sector that are not represented by union agreements such as, theatre directors and designers. There are industry norms for these which can be obtained from relevant support bodies such as Theatre Directors Scotland and the Envelope Room.

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## **Theatre Directors Scotland**

Theatre Directors Scotland are a group of professional theatre directors working in Scotland. They launched in 2018 and have been campaigning for a better working environment for directors ever since.

They have resources on contracts and agreements on best practice guidelines around commissioning a play.

### **Contracts & Agreements | Theatre Directors Scotland**

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## **The Envelope Room**

Founded in 2003, the Envelope Room supports, promotes, and connects performance designers (including set, costume, lighting, and video designers) based in Scotland.

Their guide to hiring designers holds information on deadlines, timescales, and responsibilities. They recommend that rates should fall in line with the ITC/Equity Designers rates.

### **A Guide to Hiring a Designer | The Envelope Room**

In the absence of an agreed industry rate or norm, it is recommended that Equity/BECTU rates are applied, even if the role is not an exact match as this will be within the appropriate range for performing arts fees.

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## Traditional Arts

Traditional Arts encompasses a wide range of art forms including music, dance, storytelling, theatre, and crafts.

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### **Traditional Arts & Culture Scotland (TRACS)**

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TRACS brings together the Traditional Music Forum, the Scottish Storytelling Forum and the Traditional Dance Forum of Scotland to showcase, develop and advocate Traditional Arts in contemporary Scotland. They lead on policy development, strategic relationships, programme initiatives and promotion involving different aspects of Scotland's Traditional Arts.

The Scottish Storytelling Forum provide recommend rates for Storytelling Sessions, Training and Workshops and for working with not-for-profit/voluntary organisations.

#### **Booking Rates | Scottish Storytelling Forum**

For those working in areas such as Traditional **Music, Dance, Theatre** and **Crafts** please refer to the relevant sections in the guide for information on recommended rates.

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## Playwrights

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### **Federation of Scottish Theatre (FST)**

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The FST is the membership and developmental body for professional dance, opera, and theatre practitioners in Scotland. They undertake strategic advocacy on behalf of the sector. They produce Best Practice guidelines on commissioning plays and have developed rates of pay for new commissions in partnership with the Scottish Society of Playwrights.

#### **Commission Rates | Scottish Society of Playwrights**

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### **Scottish Society of Playwrights (SSP)**

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The SSP is a collective voice to champion new writing in Scottish Theatre. They advocate for the strategic support and development of new work. The SSP works with various partners across Scotland to identify and negotiate best practice guidelines for professional playwrights and rates for dramaturgs.

#### **Best Practice Guidelines | Scottish Society of Playwrights**

#### **Dramaturgy Rates | Scottish Society of Playwrights**



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## **The Writer's Guild (WGGB)**

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The WGGB is a trade union representing professional writers in TV, film, theatre, radio, books, comedy, poetry, animation, and videogames. Since 1959 they have been negotiating better pay and working conditions for writers.

Their national rates and agreements cover key industry bodies including the BBC, ITV, Pact, National Theatre, Royal Court, and Royal Shakespeare Company. Their rates and agreements cover TV, theatre, radio, and some areas of film.

### **Rates & agreements | Writers' Guild of Great Britain**

The WGGB also produces a vast number of resources including guidelines on animation, working online, and writing for videogames.

### **Resources | Writers' Guild of Great Britain**

They pioneer the Free is NOT an option campaign directly tackling the growing trend of asking writers to work for free.

### **Free is NOT an Option Guide | Writers' Guild of Great Britain**

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# **Literature and Publishing**

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## **Society of Authors (SoA)**

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The SoA is the UK trade union for all types of writers, illustrators, and literary translators, at all stages of their careers. They advise individuals and speak out for sector workers of all types. While fees are a matter for individuals to negotiate and competition law prevents the SoA from recommending rates, they provide the observed rates and other resources to help with rates for freelance writing, editing, proofreading, appearances, events translation, broadcasting and indexing.

### **Guidance on rates and fees | The Society of Authors**

They pioneer their C.R.E.A.T.O.R campaign, asking for the introduction of legislation to address unfair contract terms and to ensure a fair share of reward throughout the value chain.

### **C.R.E.A.T.O.R | The Society of Authors**

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## **National Union of Journalists (NUJ)**

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The NUJ is an independent journalists' union representing a broad range of media professionals within journalism. They carry reported rates for a wide range of writing in broadcast, newspaper, book and magazine publishing, teaching, and translation. They also cover photographic commissions across these sectors.

The NUJ freelance fees guide is aimed primarily at freelance members working for UK publishers and other media outlets.

### **Freelance Fees Guide | NUJ**

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## Marketing

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### **Arts Marketing Association (AMA)**

The AMA is a membership body who work with individuals and organisations in the arts, culture, and heritage sector. Their members are responsible for marketing, communications, and audience development.

As part of its role in representing arts marketing and audience development expertise, they produce a set of salary baselines for these roles, in support of fair and equal pay in the sector.

**Salary Minimum Guidelines 2021 | AMA**

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## Film, TV and Screen

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### **BECTU**

BECTU is the UK's media and entertainment trade union. They represent staff, contract and freelance workers in the media and entertainment industries. Its membership spans broadcasting, film and cinema, digital media, independent production, leisure, IT and telecoms, theatre, and the arts.

Their website includes detailed guidance and rates of pay for a wide range of roles. Their ratecards reflect the recommended going rates set by the relevant freelance branches, covering film and independent production.

**Ratecards | Bectu**

BECTU also recommend terms and conditions to provide a minimum level of protection and awareness for those not covered by a contract or collective agreement.

**Basic Terms & Conditions 2020/21 | Bectu**

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### **Directors UK**

Directors UK is the professional association of directors working with the moving image in the UK. They exist to ensure that the importance of directors and their work is recognised - giving directors a powerful and united voice at the centre of the industry.

Directors UK believe that freelance directors should be paid fairly, appropriately, and proportionately, both by way of salary and rights payment. On behalf of their members, they negotiate pay deals with production companies, including the BBC and ITV.

**Pay Campaign | Directors UK**

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## **Production Base**

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Production Base are a digital publication and network for freelancers working in TV, film, theatre, radio, and commercial production. Production Base aim to ensure freelancers are paid the correct industry rates. Their rates of pay guidelines are based on a nationwide average and have been collated over several years working with the production community.

### **Rates of Pay | Production Base**

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## **PACT**

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PACT is the trade association representing the commercial interests of UK independent television, film, digital, children's and animation media companies. PACT support their members with legal business affairs advice and support.

### **Resource Library | PACT**

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## **The Writer's Guild (WGGB)**

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The WGGB is a trade union representing professional writers in TV, film, theatre, radio, books, comedy, poetry, animation, and videogames. Since 1959 they have been negotiating better pay and working conditions for writers.

PACT and WGGB provide a rate card, detailing the minimum fees for writers working on feature and television films, these fees differ depending on the overall budget of the film and include fees for the treatment and first and second draft.

### **PACT Rate Card | WGGB**

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## **Graphics Union UK**

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The Graphics Union is a self-governing body that represents interests and protects employment rights of its members - Graphic Designers working in the UK Film and TV industry.

Their rate card reflects the recommended going rates set by BECTU and agreed on by The Graphics Union, covering film and independent production.

### **Rates | The Graphics Union**

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## Further Information

If you have any general enquiries or are looking for further information, please contact our Enquiries Service. You can do this by email, through our website or social media.

**Email:** [enquiries@creativescotland.com](mailto:enquiries@creativescotland.com)

**Web:** Fill out a form **on our website**

**Twitter:** Send us a tweet **@creativescots**

If you are a D/deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Go to: **[www.contactscotland-bsl.org](http://www.contactscotland-bsl.org)** for more information.



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