

**UK THEATRE / MUSICIANS UNION AGREEMENT FOR MUSICIANS
WORKING IN COMMERCIAL AND SUBSIDISED THEATRE from 3 April 2023
Settlement - issued on 14 August 2023**

Negotiations have now concluded for the revised UK Theatre/Musicians Union Agreement for Musicians working in Commercial and Subsidised Theatre to run from 3 April 2023 to 5 April 2026.

The MU's claim sought a significant increase in the base rate, along with changes including mileage rates, the issuing of contracts, the way Touring Allowance and Subsistence is negotiated and improvements to Equality, Diversity and Inclusion policies. UK Theatre was mindful of the assistance the MU provided throughout the pandemic via the Variation Agreement and sought to respond to the claim as best as they could, whilst remaining acutely mindful of the challenges currently facing UK Theatre members due to the impact of the prevailing economic climate alongside ongoing operational challenges.

UK Theatre's offer comprises the following elements which are set out further below:

- Financial
- Operational
- Supplemental issues

The MU will begin balloting its members this week. It is anticipated that the process will be concluded by 31 August 2023.

In accordance with normal practice, this settlement will be deemed to be ratified by the UK Theatre membership unless more than 15 objections from subsidised members have been received by me 14 days after the proposed settlement has been sent ie by close of play on Monday 28 August 2023.

Once agreed, all changes will be incorporated into the existing Agreement. An electronic version will be available for download from the UK Theatre website.

Michelle Major-Butler
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FINANCIAL PROVISIONS

Basic minimum salaries effective from 3 April 2023

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

- Year 1 (03/03/23 - 31/03/24) - 5.0%
- Year 2 (01/04/24 - 30/03/25) - CPI plus 1.0% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2024 is above 5%, the pay settlements in Year 2 and 3 drop away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.
- Year 3 (31/03/25 - 05/04/26) - CPI plus 1.0 %, subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2025 is above 5%, Year 3 drops away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

Mileage

This element of the claim was withdrawn by mutual consent.

OPERATIONAL CHANGES

Republic of Ireland per diems, Touring Allowance and Subsistence

The arrangements for 2023-2026 have been negotiated with Equity and are already in place as set out below.

UK Theatre wish to maintain the long-standing precedent within the industry that the touring rates remain the same for all those working on shows. However, UK Theatre is willing to engage with the General Secretaries of the MU and Equity during the course of this agreement as to how the negotiations of these payments will work going forward and what will happen in April 2026.

Republic of Ireland per diems

As previously advised the following changes will be made in respect of tours to Dublin.

From 3 April 2023 to 1 October 2023 for tours to **DUBLIN ONLY**:

The full per diem due when accommodation is not provided will increase to €90 euros.

The per diems due for providing accommodation but no meals remain unchanged ie €40 euros where accommodation only is provided, €26.67 where accommodation and breakfast is provided etc.

This is for Dublin only and per diems for touring to the rest of the Republic of Ireland remain unchanged.

From 2 October 2023 to 5th April 2026 for tours to **DUBLIN ONLY**:

Managers must provide artists with accommodation in Dublin.

The per diems for providing accommodation but no meals, or providing accommodation and meals, will remain unchanged ie €40 euros where accommodation only is provided,

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€26.67 if accommodation and breakfast is provided etc.

This is for Dublin only and the provisions for touring to the rest of the Republic of Ireland remain unchanged.

Touring Allowance / Subsistence

As previously advised the revised rates for Touring Allowance and Subsistence are as follows:

	03/03/23 - 31/03/24	01/04/24 - 30/03/25	31/03/25 - 05/04/26
Touring Allowance	£330	£340	£350
Subsistence	£210	£225	£235

SUPPLEMENTAL ISSUES

Contracts

The issuing of contracts

UK Theatre confirms that it is desirable and consistent with best practice for contracts to be issued in advance of an engagement commencing and has agreed to write to members to inform them that the late issuing of contracts has been a concern of MU members and encourage them to use reasonable endeavours to issue contracts as soon as is practicable.

Variations to the agreement

The terms of the UK Theatre MU Agreement are binding on UK Theatre members and any breach of the terms, if not satisfactorily resolved, can be referred by the MU to a Conciliation Board. UK Theatre's view is that there is a very high level of compliance with the terms of the UK Theatre MU Agreement, however, UK Theatre has agreed to write to members to remind them of their obligation to abide by the terms of the Agreement.

Equality, Diversity and Inclusion

UK Theatre endorses the MU's view that improving the workplace culture of the sector is of mutual benefit. The co-Chief Executives of SOLT and UK Theatre are committed to working collaboratively with the recognised Trade Unions where parties share the same aims, such as many of those identified in your letter. As these issues equally affect both UK Theatre and SOLT, they can be better and more effectively addressed and progressed through joint UK Theatre and SOLT forums rather than the review process of the UK Theatre MU agreement.

UK Theatre/Musicians Union Agreement Rates 2023-2026

COMMERCIAL SECTOR RATES

8 SHOW CONTRACTS	Fraction/Percentage	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Minimum weekly fee		£673.68	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Payment per additional show over 8 shows in the week	1/8th weekly fee	£84.21		
For Children's shows	1/10th of the subsidised sector weekly fee	£60.76		
Overtime				
per 15 minutes after 3 hrs (8 show wk) & after 2 hrs 20mins (12 show wk)	x1.5 musician's 1/4ly hr rate	£10.53		
per 15 minutes before 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£14.04		
statutory holidays	x3 musician's 1/4ly hr rate	£21.05		
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£673.68		
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£741.05		
Quadrupling (inform Union)	15% above trebling	£852.21		
Pension contribution	Up to 2 instruments	£20.21		
	Trebling	£22.23		
	Quadrupling	£25.57		
Sundays, if scheduled				
For 1 show	1 day off	£62.60		
For 2 shows, or as below	1 day off	£87.64		
For 2 shows	2 consecutive days off	£62.60		
Subsistence (as per Subsidised Managers Agreement)	Per week as applicable	£210	£225	£235
Touring Allowance (as per Commercial Theatre Agreement)	Per week as applicable	£330	£340	£350
Mileage rate	Per mile	30p	30p	30p

*Year 2: CPI (published Feb 2024) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2024 is above 5%, the pay settlements in Year 2 and 3 drop away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

Year 3: CPI (published Feb 2025) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2025 is above 5%, Year 3 drops away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

UK Theatre/Musicians Union Agreement Rates 2023-2026

COMMERCIAL SECTOR RATES

Porterage (See porterage clauses for details)		3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Group A (per instrument)		£13.13	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Group B (per instrument but capped at max payment)		£13.13		
	Max payment	£26.25		
Group C (per instrument or pair of instruments)		£13.13		
Group D (by negotiation)		To be negotiated	To be negotiated	To be negotiated

Use of recorded music (See recorded music clauses for details)	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
up to 4 minutes of recorded music	no payment	no payment	no payment
use of 4 - 10 minutes of recorded music	£6.51	TBC*	TBC*
over 10 minutes of recorded music up to max of 20 minutes	£1 per minute	£1 per minute	£1 per minute
over 20 minutes of recorded music	by negotiation with the Union	by negotiation with the Union	by negotiation with the Union
Electronic Press Kits (marketing & publicity uses / non- commercial gain only 4 weeks after press night)	n/a	n/a	n/a
Commercial Gain use; making of documentary for 3rd and subsequent UK terrestrial transmission	£262.50	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Commercial Gain use; making of documentary for further 3 transmissions on secondary UK channel	£131.25		
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year licence	£262.50		
Monthly payment for using EPK footage beyond 4 weeks after subsequent press night for worldwide use	£14.49		

**Year 2: CPI (published Feb 2024) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2024 is above 5%, the pay settlements in Year 2 and 3 drop away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.*

Year 3: CPI (published Feb 2025) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2025 is above 5%, Year 3 drops away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

UK Theatre/Musicians Union Agreement Rates 2023-2026

COMMERCIAL SECTOR RATES

12 SHOW CONTRACTS	Fraction/Percentage	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Minimum weekly fee		£926.33	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Payment per additional show over 8 shows in the week	1/8th weekly fee	£84.21		
For Children's shows	1/10th of the subsidised sector weekly fee	£83.55		
Overtime				
per 15 minutes after 3 hrs (8 show wk) & after 2 hrs 20mins (12 show wk)	x1.5 musician's 1/4ly hr rate	£12.41		
per 15 minutes before 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£16.54		
statutory holidays	x3 musician's 1/4ly hr rate	£24.81		
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£926.33		
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£1,018.96		
Quadrupling (inform Union)	15% above trebling	£1,171.81		
Pension contribution	Up to 2 instruments	£27.79		
	Trebling	£30.57		
	Quadrupling	£35.15		
Sundays, if scheduled				
For 1 show	1 day off	£62.60		
For 2 shows, or as below	1 day off	£87.64		
For 2 shows	2 consecutive days off	£62.60		
Subsistence (as per Subsidised Managers Agreement)	Per week as applicable	£210	£225	£235
Touring Allowance (as per Commercial Theatre Agreement)	Per week as applicable	£330	£340	£350
Mileage rate		30p	30p	30p

*Year 2: CPI (published Feb 2024) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2024 is above 5%, the pay settlements in Year 2 and 3 drop away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

Year 3: CPI (published Feb 2025) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If the January CPI figure published in February 2025 is above 5%, Year 3 drops away and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place until April 2026.

UK Theatre/Musicians Union Agreement Rates for 2023 – 2026**SUBSIDISED SECTOR RATES – 8 SHOW CONTRACTS**

8 SHOW RATES	Fraction/Percentage	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Minimum weekly fee		£607.64	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Payment per additional show over 8 shows in the week	1/8th weekly fee	£75.95		
For Children's/Christmas shows/12 shows	1/10th weekly fee	£60.76		
Overtime				
per 15 minutes after 3 hrs (8 show wk) & after 2 hrs 20mins (12 show wk)	x1.5 musician's 1/4ly hr rate	£9.49		
per 15 minutes after between 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£12.66		
statutory holidays	x3 musician's 1/4ly hr rate	£18.99		
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£607.64		
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£668.40		
Quadrupling (inform Union)	15% above trebling	£768.66		
Pension contribution	Up to 2 instruments	£18.23		
	Trebling	£20.05		
	Quadrupling	£23.06		
Sundays, if scheduled				
· For 1 show	1 day off	£62.60		
· For 2 shows, or as below	1 day off	£87.64		
· For 2 shows	2 consecutive days off	£62.60		
Subsistence (as per <i>Subsidised Managers Agreement</i>)	Per week as applicable	£210	£225	£235
Touring Allowance (as per <i>Commercial Theatre Agreement</i>)	Per week as applicable	£330	£340	£350
Mileage rate		30p per mile	30p per mile	30p per mile

*Year 2: CPI (published Feb 2024) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%.
If the January CPI figure published in February 2024 is above 5%, the pay settlements in Year 2 and 3 drop away
and we return to negotiations on the pay increase only. All other elements of the settlement will remain in place
until April 2026.

Year 3: CPI (published Feb 2025) +1% subject to a minimum increase of 3% and a maximum increase of 5.0%. If
the January CPI figure published in February 2025 is above 5%, Year 3 drops away and we return to negotiations
on the pay increase only. All other elements of the settlement will remain in place until April 2026.

UK Theatre/Musicians Union Agreement Rates for 2023 – 2026**SUBSIDISED SECTOR RATES – 12 SHOW CONTRACTS**

12 SHOW RATES	Fraction/Percentage	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Minimum weekly fee		£835.50	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Payment per additional show over 8 shows in the week	1/8th weekly fee	n/a		
For Children's/Christmas shows/12 shows	1/10th weekly fee	£83.55		
Overtime				
per 15 minutes after 3 hrs (8 show wk) & after 2 hrs 20mins (12 show wk)	x1.5 musician's 1/4ly hr rate	£11.19		
per 15 minutes after between 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£14.92		
statutory holidays	x3 musician's 1/4ly hr rate	£22.38		
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£835.50		
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£919.05		
Quadrupling (inform Union)	15% above trebling	£1,056.90		
Pension contribution	Up to 2 instruments	£25.06		
	Trebling	£27.57		
	Quadrupling	£31.71		
Sundays, if scheduled				
· For 1 show	1 day off	£62.60		
· For 2 shows, or as below	1 day off	£87.64		
· For 2 shows	2 consecutive days off	£62.60		
		3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
Subsistence (as per Subsidised Managers Agreement)	Per week as applicable	£210	£225	£235
Touring Allowance (as per Commercial Theatre Agreement)	Per week as applicable	£330	£340	£350
Mileage rate		30p per mile	30p per mile	30p per mile

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Group A (per instrument)		£13.13	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Group B (per instrument but capped at max payment)		£13.13		
	Max payment	£26.25		
Group C (per instrument or pair of instruments)		£13.13		
Group D (by negotiation)		To be negotiated	To be negotiated	To be negotiated

Use of recorded music (See recorded music clauses for details)	3 April 2023 – 31 March 2024	1 April 2024 – 30 March 2025	31 March 2025 – 5 April 2026
up to 4 minutes of recorded music	no payment	no payment	no payment
use of 4 - 10 minutes of recorded music	£6.51	TBC*	TBC*
over 10 minutes of recorded music up to max of 20 minutes	£1 per minute	£1 per minute	£1 per minute
over 20 minutes of recorded music	by negotiation with the Union	by negotiation with the Union	by negotiation with the Union
Electronic Press Kits (marketing & publicity uses / non- commercial gain only 4 weeks after press night)	n/a	n/a	n/a
Commercial Gain use; making of documentary for 3rd and subsequent UK terrestrial transmission	£262.50	TBC subject to CPI published Feb 2024 +1%* (with a maximum increase of 5% and a minimum increase of 3%)	TBC subject to CPI published Feb 2025 +1%* (with a maximum increase of 5% and a minimum increase of 3%)
Commercial Gain use; making of documentary for further 3 transmissions on secondary UK channel	£131.25		
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year licence	£262.50		
Monthly payment for using EPK footage beyond 4 weeks after subsequent press night for worldwide use	£14.49		

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