

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	£707.36	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	£88.42	
For Children's shows	1/10th of the subsidised sector weekly fee	£60.76	£63.80	
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	£11.05	
per 15 minutes before 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£14.04	£14.74	
statutory holidays	x3 musician's 1/4ly hr rate	£21.05	£22.11	
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£673.68	£707.36	
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£741.05	£778.10	
Quadrupling (inform Union)	15% above trebling	£852.21	£894.82	
Pension contribution	Up to 2 instruments	£20.21	£21.22	
	Trebling	£22.23	£23.34	
	Quadrupling	£25.57	£26.84	
Sundays, if scheduled				
For 1 show	1 day off	£62.60	£65.73	
For 2 shows, or as below	1 day off	£87.64	£92.02	
For 2 shows	2 consecutive days off	£62.60	£65.73	
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. – CPI published in February is 4%.

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	£13.79	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	£13.79	
	Max payment	£26.25	£27.56	
Group C (per instrument or pair of instruments)		£13.13	£13.79	
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	£6.84	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	£275.63	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	£137.81	
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year licence	£262.50	£275.63	
Monthly payment for using EPK footage beyond 4 weeks after subsequent press night for worldwide use	£14.49	£15.21	

*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. – CPI published in February is 4%.

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	£972.65	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	£88.42	
For Children's shows	1/10th of the subsidised sector weekly fee	£83.55	£87.73	
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	£13.03	
per 15 minutes before 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£16.54	£17.37	
statutory holidays	x3 musician's 1/4ly hr rate	£24.81	£26.05	
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£926.33	£972.65	
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£1,018.96	£1,069.91	
Quadrupling (inform Union)	15% above trebling	£1,171.81	£1,230.40	
Pension contribution	Up to 2 instruments	£27.79	£29.18	
	Trebling	£30.57	£32.10	
	Quadrupling	£35.15	£36.91	
Sundays, if scheduled				
For 1 show	1 day off	£62.60	£65.73	
For 2 shows, or as below	1 day off	£87.64	£92.02	
For 2 shows	2 consecutive days off	£62.60	£65.73	
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. – CPI published in February is 4%.

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	£638.02	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	£79.75	
For Children's/Christmas shows/12 shows	1/10th weekly fee	£60.76	£63.80	
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	£9.97	
per 15 minutes after between 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£12.66	£13.29	
statutory holidays	x3 musician's 1/4ly hr rate	£18.99	£19.94	
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£607.64	£638.02	
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£668.40	£701.82	
Quadrupling (inform Union)	15% above trebling	£768.66	£807.09	
Pension contribution	Up to 2 instruments	£18.23	£19.14	
	Trebling	£20.05	£21.05	
	Quadrupling	£23.06	£24.21	
Sundays, if scheduled				
· For 1 show	1 day off	£62.60	£65.73	
· For 2 shows, or as below	1 day off	£87.64	£92.02	
· For 2 shows	2 consecutive days off	£62.60	£65.73	
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

*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. – CPI published in February 2024 is 4%.

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	£877.27	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 12 shows in the week	1/10th weekly fee	n/a	£87.73	
For Children's/Christmas shows/12 shows	1/10th weekly fee	£83.55	£87.73	
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	£11.75	
per 15 minutes after between 8.30am and after 12 midnight	x2 musician's 1/4ly hr rate	£14.92	£15.67	
statutory holidays	x3 musician's 1/4ly hr rate	£22.38	£23.50	
Doubling (now to be called "up to two instruments")	Inclusive in minimum	£835.50	£877.27	
Trebling (now to be called "up to one additional instrument" and to apply to all instrument families)	10% above doubling	£919.05	£965.00	
Quadrupling (inform Union)	15% above trebling	£1,056.90	£1,109.75	
Pension contribution	Up to 2 instruments	£25.06	£26.32	
	Trebling	£27.57	£28.95	
	Quadrupling	£31.71	£33.29	
Sundays, if scheduled				
· For 1 show	1 day off	£62.60	£65.73	
· For 2 shows, or as below	1 day off	£87.64	£92.02	
· For 2 shows	2 consecutive days off	£62.60	£65.73	
		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

*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. – CPI published in February 2024 is 4%.

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**

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	£13.79	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	£13.79	
	Max payment	£26.25	£27.56	
Group C (per instrument or pair of instruments)		£13.13	£13.79	
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	£6.84	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	£275.63	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	£137.81	
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year licence	£262.50	£275.63	
Monthly payment for using EPK footage beyond 4 weeks after subsequent press night for worldwide use	£14.49	£15.21	

*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. – CPI published in February 2024 is 4%.

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.