



# UTVU RATE NEGOTIATION GUIDE

# 2022

This document, based on research with over 3000 responses from the TV Freelancers Taskforce and The Time Project, outlines rates guidance for those working in editorial and production roles in Unscripted TV.

The guidance overleaf should be used by freelancers to negotiate rates of pay starting at the listed rate and negotiating upward of that figure based on experience and the demands of the role.

# Guidance for freelancers

## Groups with protected characteristics

- Some groups struggling to attain the same rates as other colleagues, particularly disabled people, and those from Black, Asian and minority ethnic backgrounds, is a problem the UTVU acknowledges.
- Discrimination rights apply to you before you are offered the job. If you believe you are being discriminated against when negotiating your rates, please contact us immediately.

## Production management rates

- Production management rates have remained historically low when compared to similar editorial roles with the same years' experience.
- The figures presented recommend rates in line with the nearest comparable editorial rate, and not from the current data received as we believe pay parity should be industry standard.

## Sticking together

- These rates are only as strong as freelancers sticking to them. If you are struggling to negotiate rates as indicated, quote this rate guide in the first instance.



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Role	Minimum recommended weekly rate
Runner	£11.40 p/h
Logger	£450
Junior Researcher	£500
Researcher	£600
Production Secretary	£600
Assistant Producer	£800
Production Coordinator	£800
Self-Shooting AP	£900
DV Director	£1,000
Archive Producer	£1,130
Gallery Producer	£1,300
Producer	£1,200
Junior Production Manager	£1,200
Casting Producer	£1,200
Producer Director	£1,400
Production Manager	£1,400
Edit Producer	£1,400



Role	Minimum recommended weekly rate
Senior Producer	£1,600
Series Producer	£1,760
Line Producer	
Series Editor	£1,900
Series Director	£1,900 – NEGOTIABLE
Executive Producer	£2,140 NEGOTIABLE
Production Executive	
Head of Production	NEGOTIABLE
Development Executive	NEGOTIABLE
Head of Development	NEGOTIABLE

## Accounting for experience

- A simple calculation to is to add £65 per week for each year of experience you have in the role.
- This calculation for yearly increments corresponds with a general 'rule of thumb' and should be used only as a guide to rate negotiation.
- This increase per year generally, though not always, levels off at approximately three years for a majority of roles.

## Hours

- The National Living Wage as of April, 2022 for anyone over the age of 23 is £9.50. We encourage members, particularly those on the lower bands, to track their hours to ensure you do not go under the National Living Wage.
- To continue to allow us to monitor industry rates, update rate guidance and ensure accuracy please sign up to [www.thetimeproject.co.uk](http://www.thetimeproject.co.uk) and submit (anonymously) your rate data.