

2022 Lighting Technicians' Pay Increase

The below sets out the agreement reached between Pact and BECTU as approved by a ballot of lighting technicians:

- As of **1st April 2022**, additional grades have been added to the agreement and the rates have been set for rigging and shooting grades as outlined in Appendix A ('Rate Increases') on all feature films intended for initial cinematic exhibition or a single piece of theatric-type content (i.e. not a series) intended for a global SVOD platform with a budget equal to or above £30 million ('Major Motion Picture').
- The Rate Increases will apply retrospectively and is implemented on all new productions, and on all productions that commenced before 1st April 2022.
- The Rate Increases will apply for 3 (three) years starting from the 1st April 2022 until the 31st March 2025 (inclusive).
- At the end of year 2 (31st March 2024), the Rate Increases will be reviewed against inflation statistics so that the rates for year 3 (1st April 2024 to 31 March 2025) can be assessed in accordance with inflation.
- The rates for Desk Ops will continue to increase beyond the 3-year period of this agreement so that the rates for shooting and rigging Desk Ops will be the same by year 5.
- Producers acknowledge that Heads of Department, Gaffers and Best Boys negotiate their rates and other terms at the outset of a production as per the Major Motion Picture Agreement.
- Pact and BECTU have also agreed to have an on-going dialogue over trainees' roles and their rates.



PACT

John McVay



BECTU

Spencer MacDonald

Appendix A

Please use the agreed figures in the tables below (some increases have been rounded-up or down or have been increased to arrive at parity).

Shooting Lighting Technicians Rates					
(based on a working day of 11 hours + 1 hour for lunch)					
1st April 2022 – 31st March 2023 (inclusive)		1st April 2023 – 31st March 2024 (inclusive)		1st April 2024 – 31st March 2025 (inclusive)	
Weekly rate	Daily rate	Weekly rate	Daily rate	Weekly rate	Daily rate
£1,881.07	£376.21	£1,984.52	£396.90	£2,082.76	£416.55

Rigging Lighting Technicians Rates (3.5% increase)						
(based on a working day of 9 hours + 1 hour for lunch)						
	1st April 2022 – 31st March 2023 (inclusive)		1st April 2023 – 31st March 2024 (inclusive)		1st April 2024 – 31st March 2025 (inclusive)	
Grade	Weekly rate	Daily rate	Weekly rate	Daily rate	Weekly rate	Daily rate
Rigging Lighting Technicians	£1,590.80	£318.16	£1,646.47	£329.29	£1,704.10	£340.82
Supervisor Rigging Lighting Technicians	£2,158.91	£431.78	£2,234.47	£446.89	£2,312.67	£462.53
Chargehand Rigging Lighting Technicians	£1,940.63	£388.13	£2,008.55	£401.71	£2,078.85	£415.77
Rigging Practical Electricians	£1,590.80	£318.16	£1,646.47	£329.29	£1,704.10	£340.82

Please see additional rates overleaf.

Practical Electrician Rates						
(based on a working day of 9 hours + 1 hour for lunch for rigging)						
(based on a working day of 11 hours + 1 hour for lunch for shooting)						
	1st April 2022 – 31st March 2023 (inclusive)		1st April 2023 – 31st March 2024 (inclusive)		1st April 2024 – 31st March 2025 (inclusive)	
Grade	Weekly rate	Daily rate	Weekly rate	Daily rate	Weekly rate	Daily rate
Supervisor Practical Electrician	£2,158.91	£431.78	£2,234.47	£446.89	£2,312.67	£462.53
Chargehand Practical Electrician	£1,940.63	£388.13	£2,008.55	£401.71	£2,078.85	£415.77
Standby Practical Electrician	£1,881.07	£376.21	£1,984.52	£396.90	£2,082.76	£416.55

Desk Op Rates						
(based on a working day of 9 hours + 1 hour for lunch for rigging)						
(based on a working day of 11 hours + 1 hour for lunch for shooting)						
	1st April 2022 – 31st March 2023 (inclusive)		1st April 2023 – 31st March 2024 (inclusive)		1st April 2024 – 31st March 2025 (inclusive)	
Grade	Weekly rate	Daily rate	Weekly rate	Daily rate	Weekly rate	Daily rate
Shooting Desk Op	£2,477.46	£495.49	£2,613.72	£522.74	£2,743.10	£548.62
Rigging Desk Op	£2,185.92	£437.18	£2,262.43	£452.49	£2,341.61	£468.32