

**UK THEATRE / EQUITY AGREEMENT FOR PERFORMERS AND STAGE  
MANAGEMENT IN SUBSIDISED THEATRE from 3 April 2023  
Settlement - issued on 18 April 2023**

Negotiations have now concluded for the revised UK Theatre/Equity Agreement for Performers and Stage Management in Subsidised Theatre to run from April 2023 to April 2026.

Equity's claim was extensive and sought a significant increase in the base rate and additional payments, along with changes in a number of areas. UK Theatre was mindful of the assistance Equity 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
- Issues subject to future discussions with Equity but without obligation to make any further changes to the agreement

Equity is in the process of balloting its members and has recommended that the offer is accepted. It is anticipated that the process will be concluded by Tuesday 2 May.

**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 Tuesday 2 May 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.

Wayne Lee  
**Head of Employment Relations, UK Theatre**  
0207 7557 6703 / wayne@soltukt.co.uk

**UK THEATRE / EQUITY AGREEMENT FOR PERFORMERS AND STAGE  
MANAGEMENT IN SUBSIDISED THEATRE from 3 April 2023  
Settlement - issued on 18 April 2023**



**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 (3 April 2023 – 31 March 2024) – 5%
- Year 2 (1 April 2024 – 30 March 2025) – 4%
- Year 3 (31 March 2025 – 5 April 2026) – CPI plus 1%, based on the rate published in February 2025, subject to a maximum increase of 4% and minimum increase of 3%

**Other financial increases**

Except where referenced below, other financial items in the Agreement will increase in line with the annual increases in base pay as set out above. A full rates sheet is set out at the end of this document.

	<b>Year 1 03/03/23 – 31/03/24</b>	<b>Year 2 01/04/24 – 30/03/25</b>	<b>Year 3 31/03/25 – 05/04/26</b>
<b>Understudy responsibility and performance fees</b>			
Responsibility for leading role/2 roles (per week)	£30	£35	£40
Performance fee for leading role/2 roles (per show)	£35	£40	£45
Additional roles responsibility fee (per week)	£15	£17.50	£20
Additional roles performance fee (per show)	£20	£25	£30
<b>Additional payments (per week)</b>			
Dance captain	£45	£50	£55
Swing	£40	£45	£50
Flying	£50	£50	£50
<b>Living away allowances</b>			
Relocation allowance	£210	£225	£235
Touring allowance	£280	£290	£300

**UK THEATRE / EQUITY AGREEMENT FOR PERFORMERS AND STAGE  
MANAGEMENT IN SUBSIDISED THEATRE from 3 April 2023  
Settlement - issued on 18 April 2023**

**UK  
THEATRE**

EST 1894

**OPERATIONAL CHANGES**

(in the order they appear in the Agreement and with **NEW** or **CHANGE** marked as appropriate next to each)

**Living Away Allowances **NEW****

Insert a new sub-clause into Clause 17 Living Away Allowances, to provide that allowances will be payable 4 weeks in advance of the week the allowance is applicable to.

**Clause 17.6 Dublin Allowance **(IMPENDING CHANGE)****

Any position reached under the UK Theatre/Equity Commercial Theatre Agreement settlement will also apply to the Subsidised Agreement.

**Transfer of Duties **CHANGE****

Amend Schedule 4 Clause 3 Transfer of Duties

**SCHEDULE 4 – CONDITIONS FOR STAGE MANAGEMENT**

**3 TRANSFER OF DUTIES**

*If a member of the Stage Management is required to undertake the duties of a more senior member of Stage Management on account of that senior member not being available to fulfil their own role, either through absence or because they themselves are covering a more senior role, ~~the minimum salary shall be Not Less Than the Minimum Salary for that senior member's grade~~ a covering payment will be due per performance. The covering payment will be the difference between the respective minimum payments set out at Appendix 7 of the stage manager's current role and the more senior role being covered, pro-rated ie for a full week, they will receive the full difference between the minimums, and if they cover one performance in a week, they will get 1/8 of the difference between the respective minimums.*

**SUPPLEMENTAL ISSUES**

**Timing of the next review of the agreement**

Whilst the agreement will operate through to 5<sup>th</sup> April 2026, UK Theatre and Equity have agreed that negotiations for the review of the terms of the agreement that will operate from 6<sup>th</sup> April 2026 onwards, will commence in the Spring of 2025 to provide for a better fit with the funding review cycle of portfolio organisations.

**5-day working during rehearsal periods**

UK Theatre and Equity via a working group, which will include the SOLT and UK Theatre Chief Executive(s), will seek to develop models/templates to facilitate optional five-day working in rehearsals with a view to enabling trials being held over the course of 2023. The aim of these discussions is to draft an outline of a suggested best practice process for 5-day rehearsal weeks, which will then be circulated to UK Theatre members to encourage them to trial it where

**UK THEATRE / EQUITY AGREEMENT FOR PERFORMERS AND STAGE  
MANAGEMENT IN SUBSIDISED THEATRE from 3 April 2023  
Settlement - issued on 18 April 2023**



circumstances allow. A timeframe for trials will be agreed, and there will be a review of the results after the conclusion of the agreed trial period.

In the subsidised sector, UK Theatre has confirmed a list of subsidised theatres who are willing to be part of a pilot programme to test working 5 days out of 6 during the rehearsal period. Each of the theatres taking part in the pilot will trial 5-day working on one production, and the pilot will include shows of different scales and genres. The trials will take place between now and Christmas 2023.

**Digs**

UK Theatre and Equity will seek to develop a Code of Conduct, with the intention that venues will require the digs owners on their lists to abide by the Code.

**UK Theatre / Equity Subsidised Theatre Agreement –  
Rates April 2023 – April 2026**

\*Draft rates for the proposed following increases: year 1: 5% increase, year 2: 4% increase and year 3: CPI +1% with a maximum increase of 4% and a minimum increase of 3%.

	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
<b>PERFORMERS</b>			Subject to CPI published Feb 2025*
<b>Minimum Salary</b>			
MRSL Grade 1, 2 & 3 theatres	£482.00	£501.28	
<b>MRSL Grades</b>			
MRSL Grade 1 theatres	£589.11	£612.68	
MRSL Grade 2 theatres	£519.49	£540.27	
MRSL Grade 3 theatres	£482.00	£501.28	
<b>Minimum Salary</b>			
<b>ASM</b>			
MRSL Grade 1, 2 & 3 theatres	£482.00	£501.28	
<b>DSM</b>			
Grade 1 theatres	£535.55	£556.97	
Grade 2 theatres	£501.28	£521.33	
Grade 3 theatres	£491.64	£511.31	
<b>SM</b>			
Grade 1 theatres	£600.89	£624.93	
Grade 2 theatres	£530.20	£551.41	
Grade 3 theatres	£497.00	£516.88	
<b>CSM</b>			
Grade 1 theatres	£636.24	£661.69	
Grade 2 theatres	£561.26	£583.71	
Grade 3 theatres	£520.56	£541.38	

**UK Theatre / Equity Subsidised Theatre Agreement –  
Rates April 2023 – April 2026**

<b>OTHER PAYMENTS</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
Swing responsibility payment - per week	£40	£45	£50
Understudy responsibility payment - for 2 roles – per week	£30	£35	£45
Additional leading role responsibility payment – per week	£30	£35	£40
Additional role (non leading) responsibility payment - per week	£15	£17.50	£20
<b>Understudy Performance Payment</b>			
Leading role/2 roles – per performance	£35	£40	£45
Other roles – per performance	£20	£25	£30
Flying per week	£50	£50	£50
Dance Captain	£45	£50	£55
<b>STAGE MANAGEMENT RESPONSIBILITY FEES</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
	1/8 of the weekly salary of the role they are covering, pro-rated per performance when they cover the role eg a Grade 2 SM rate is £530.20. 1/8 is £66.28. If a DSM covered an SM for one performance, they would be paid 1/8 of that weekly rate, which would be £8.29.		

**UK Theatre / Equity Subsidised Theatre Agreement –  
Rates April 2023 – April 2026**

<b>SUBSISTENCE AND TRAVEL</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
Relocation Allowance	£210	£225	£235
Touring Allowance	£280	£290	£300
Commuting Allowance	£169.73	£176.52	Subject to CPI published Feb 2025*
Daily Touring Allowance	£46.38	£48.23	
Out of pocket expenses / Meal Allowance	£14.93	£15.53	
Mileage Allowance	0.44 per mile	0.44 per mile	0.44 per mile

<b>EPK FILMING</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
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 transmission	£283.50	£294.84	Subject to CPI published Feb 2025*
Commercial Gain use; making of documentary on secondary UK channel	£141.75	£147.42	
Commercial Gain use; making of documentary worldwide territories (not UK) for 3-year license	£283.50	£294.84	
<b>For using EPK footage beyond 4wks after subsequent press night for worldwide use</b>	£15.75	£16.38	

<b>SUNDAYS</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
One performance in every 4 weeks (or part thereof)	No payment	No payment	No payment
For each additional performance in the same 4-week period (or part thereof)	£42.00 per perf	£43.68 per perf	Subject to CPI published Feb 2025*
Work non-performance related	Double time for minimum 4-hour call	Double time for minimum 4-hour call	

**UK Theatre / Equity Subsidised Theatre Agreement –  
Rates April 2023 – April 2026**

	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
<b>ACTOR-MUSICIANS</b>			Subject to CPI published Feb 2025*
<b>MRSL 1 Theatres</b>			
Rehearsal	£598.37	£622.31	
Playing up to 2 instruments	£603.75	£627.90	
3 or more instruments	£664.13	£690.69	
<b>MRSL 2 Theatres</b>			
Rehearsal	£526.42	£547.47	
Playing up to 2 instruments	£530.15	£551.35	
3 or more instruments	£583.16	£606.49	
<b>MRSL 3 Theatres</b>			
Rehearsal	£486.91	£506.38	
Playing up to 2 instruments	£492.87	£512.58	
3 or more instruments	£542.16	£563.84	

<b>ACTOR-MUSICIAN UNDERSTUDYING</b>	<b>3 April 2023 – 31 March 2024</b>	<b>1 April 2024 – 30 March 2025</b>	<b>31 March 2025 – 6 April 2026</b>
<b>Where an Artist is paid as an Actor but covers an Actor-Musician:</b>			
Responsibility payment (Paid per Role, per week) <i>Calculated as 4% of performer minimum</i>	£19.28	£20.05	Subject to CPI published Feb 2025*
Performance payment:	Cannot be less than the difference between the cover's basic pro-rated per performance and the appropriate Actor-Musician minimum pro-rated per performance	Cannot be less than the difference between the cover's basic pro-rated per performance and the appropriate Actor-Musician minimum pro-rated per performance	Cannot be less than the difference between the cover's basic pro-rated per performance and the appropriate Actor-Musician minimum pro-rated per performance
<b>Where an Actor-Musician is covering another Actor-Musician:</b>	Actor understudy payments apply (other than incidental and minor covering)	Actor understudy payments apply (other than incidental and minor covering)	Actor understudy payments apply (other than incidental and minor covering)