

# THE EXTRA FACTOR:

Comparison of Supporting Artists' Union Agreements

In association with



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**MAD DOG 2020**  
**CASTING**

Comparison of Supporting Artists' Union Agreements (09/12/20): FAA/Pact, ITV/Equity, BBC/Equity, PACT/Equity Walk Ons

Parties	For	Start Date	Extent of Agreement	Definition of Performances and Services rendered by Artists	Types of Engagement (including Day and Night)	Rates of Pay
<b>FAA/PACT AGREEMENT</b>	Background Artistes, Stand Ins and Doubles	1 July 2011, revised 1 March 2019 *New revisions 22 <sup>nd</sup> June 2020	Applicable for engagements within a 40 mile radius of Charing Cross for television and film production.	Artistes when called as Background Artistes or Stand Ins shall render such Performances and Services to set the atmosphere of the scenes as the Producer shall require both on and off camera; this may include general and/or individual directed movement, group and individual activities, mass and/or individual reactions, audible and inaudible (mimed) sound, vocal and conversation effects. Individuals may however be entitled to additional supplementary payments and in particular payment for Creative Reaction, Minimal Dialogue and Dialogue.	The engagement of an Artiste shall be for a Standard Day or a Standard Night or a Continuous Working Day/Night or a Shift Call. <ul style="list-style-type: none"> <li>The Continuous Working Day/Night Call shall be a work period (the operation of which will normally be agreed between the Producer and the Union at the Pre-Production Meeting) of any seven continuous hours and after the completion of the seventh hour Artistes shall be entitled to overtime payments</li> <li>The Standard Day shall be a working period of any eight hours with an unpaid meal break of one hour between 07.00 hours and 22.00 hours.</li> <li>Hours worked before or after the hours specified shall be paid at the Standard Night overtime rate in half-hourly instalments.</li> <li>The Standard Night shall be a working period of any eight consecutive hours (except for the meal breaks stipulated in Clause 10) that is 8 specifically called as such and scheduled to extend beyond midnight or to commence before 04.00 hours.</li> </ul>	See table below for Day and Night Rates Supplementary Fees for 2021: <b>CAT A</b> £20 – haircut, full clothing change £10 – unused change of clothes per set (max 3 sets) <b>CAT B</b> £20 – Doubling, special clothing, sports equipment, inclement weather/wetting down <b>CAT C</b> £26.01 – discharge of firearms, swimming, driving, photographic stills, minimal dialogue (up to 10 words), Specialised dancing, handling domesticated animals <b>CAT D</b> £31.73 – creative reaction, provision of uniforms, specialised driving, provision of car <b>CAT E</b> £52.54 – lookalike doubling, stand in, dialogue (more than 10 scripted words)

ITV/EQUITY	Walk-Ons	1 July 2004	Not specified	<p>A Walk-on 1 shall mean a performer who is not required to give individual characterisation nor to speak any word or line of dialogue except that crowd noises shall not be deemed to be dialogue in this context.</p> <p>A Walk-on 2 (non-speaking) shall mean a performer not required to give individual characterisation but who is required to impersonate an identifiable individual subject to individual direction.</p> <p>A Walk-on 3 (speaking) shall mean a performer who, in addition to carrying out the functions set out in Walk-on 2 above, shall also be required to speak a very few unimportant words where the precise words spoken do not matter.</p>	<ul style="list-style-type: none"> <li>• Calls where recording or rehearsing commence before 0700 will attract the night rate for all hours of the call. Calls before 0700 for the purpose of travelling only to a location, studio or place of rehearsal shall attract payment at the night overtime rate for each hour or part thereof falling before 0700. Calls where work is scheduled to extend beyond midnight shall attract the night rate for all hours of the call.</li> <li>• A working day or night shall consist of eight hours' work spread over nine hours.</li> <li>• The rates of pay for nightwork shall be one and one half times the appropriate day rate.</li> </ul>	Walk-ons shall be paid at the rates listed in Schedule B of the agreement (OTA) for each day or night of attendance or recording. When 41 or more Walk-ons are called for work on a location on a day, then the discounted rate listed in Schedule B of the agreement shall be paid. Payment for night work shall be one and one half times the appropriate day rate. A Walk-on called for an audition shall be paid for each attendance.
BBC/EQUITY	Walk-ons or Supporting Artists	6 June 2016	Not specified	<p>Walk-on: a performer who is not required to give individual characterisation in a role but may be required to impersonate an identifiable individual to accept individual direction and to speak a few unimportant (unscripted) words where the precise words spoken do not matter. Supporting Artist: a performer who is not required to give either individual characterisation in a role or to speak dialogue beyond crowd noise or reaction</p>	<p>Work Days: There are two options and a production may use both:</p> <ul style="list-style-type: none"> <li>• a continuous period of 9 hours to include up to 8 Hours of Work and a meal break of not less than one hour. An aggregate up to 30 minutes Travel Time may be scheduled over 9 hours without extra payment; or provided agreement has been reached between the BBC and the Walk-on and Supporting Artist a continuous working period of seven hours without a meal break (Continuous Working Day). Continuous periods will normally take place between 07.00 -19.00 hours, or 20.00 hours and 08.00 hours. Periods of Work: A maximum of 6 consecutive hours except for Continuous Work Days (see Clause 13.3.1 (b) OTA). When Walk-on or Supporting Artist is called before 08.00 a coffee break is normal by 10.00.</li> </ul>	

Parties	For	Start Date	Extent of Agreement	Definition of Performances and Services rendered by Artists	Types of Engagement (including Day and Night)	Rates of Pay
<b>EQUITY/PACT</b>	Walk-On Artists, Background Artists	Agreement of October 8 <sup>th</sup> 2019 between PACT and EQUITY The agreement and its appendices shall commence on 6 <sup>th</sup> January 2020 and continue until 5 <sup>th</sup> April 2022	This Agreement provides the terms and conditions for the engagement of Supporting Artists in relation to all independent screen and new media production engagements within the United Kingdom of Great Britain, the Channel Islands and the Isle of Man outside a minimum 40 mile radius from Charing Cross.	Clause 3 – Definition of Supporting Artist “Supporting Artist” shall mean a person who appears before the cameras who shall not be required to give individual characterisation or speak any specified dialogue (except that crowd noises shall not be deemed to be dialogue in this context) and subject to any additional requirements under Appendix SA2	<p>The Working Day or Night The working period shall be ten consecutive hours, inclusive of an unpaid meal break of one uninterrupted hour.</p> <p>Day Calls A day call, including the Supporting Artist's preparation for their part, shall commence at the time at which the Supporting Artist is called or attends to render services, or from a designated assembly point which the Supporting Artist is instructed to use by the Producer. In any event a day call shall not normally commence before 07.00. The Working Day shall end when the Artist is released or is returned to the designated assembly point.</p> <p>Where day work commences after 04.00 but before 07.00 the Supporting Artist shall be paid the overtime rate for each half hour or part thereof worked between 04.00 to 07.00.</p> <p>Night Calls Night calls are work scheduled to extend beyond midnight or commence before 04:00. Payment for night calls shall attract an additional payment of 50% of the Supporting Artist's Basic Fee for each night worked</p> <p>Public Holidays When the Artist is called to work on a UK public holiday they shall receive an additional payment of 50% of the Artist's Basic Fee.</p> <p>Overtime Each hour worked in excess of ten hours shall attract an overtime payment calculated on the basis of one-sixth of the Supporting Artist's Basic Fee or one-sixth of the enhanced rate for night calls and Public Holidays, whichever is applicable. The Artist shall receive payment for overtime for each half hour, or part thereof at half of the appropriate hourly overtime rate.</p>	<p>Supporting Artist Day rate: £95.00 Holiday Credit £10.23</p> <p>Supplementary Payments: SP1 (Creative Contribution) - £30 SP2 (Performance Skill) - £25 SP3 (Provision of Personal Property/Service) - £20 per provision</p> <p>Costume Fitting – The SA shall receive a payment of half of the Basic Day Fee providing the call does not exceed 5 hours. If such a call exceeds 5 hours then the full Basic Day Fee shall be payable</p> <p>Meal Allowances (where catering is not provided by Producer) Breakfast - £5 Lunch - £5 Dinner - £5</p> <p>Travel Allowances: Car (or similar) 45p per mile Motorcycle 24p per mile Cycle – 20p per mile</p>

Parties	Standard Day & Continuous Working Day	Standard Night & Continuous Working Night	Obligations	Meals	Holiday pay	Payment Timescale
<b>FAA/Pact AGREEMENT</b>	2021 rates: Daily Rate - £94.81 Holiday Pay - £9.98 OT per half hour - £8.89 PH Rate - £142.21 PH Holiday Pay - £14.97 PH OT per half hour - £13.33  Holiday Pay on Standard OT - £0.96  Holiday Pay on PH OT - £1.44	Daily Rate - £142.21 Holiday Pay - £15.32 OT per half hour - £13.33 PH Rate - £213.32 PH Holiday - £22.97 PH OT - £19.56  Holiday Pay on Night OT - £1.44  Holiday Pay on PH Night OT - £2.15	An Artiste accepting a Standard Day Call or a Standard Night Call or a Continuous Working Day/Night Call or a Shift Call is under no obligation whatsoever to be available for any further Calls and there is no obligation on a Producer to recall any Artiste.	During this entire period the Producer shall provide a running buffet for the use of the Artistes at the cost of the Producer and no cessation or interruption of work shall take place for the consumption of refreshment or meals. The Producer will use their best endeavours to ensure that the Artistes are able to take refreshments whilst not actually working and the timing and frequency of such meals to be taken will be dependent on operational requirements.  <b>Meal Break Penalties</b> (applicable to late lunch (more than 6 hours from call time) and short lunch (less than 1 hour))  Standard/Continuous Day - £19.70 Standard/Continuous Night - £29.54 PH Day - £29.54 PH Night - £44.30  <b>Meal Allowances</b> Breakfast - £5 Lunch - £10 Dinner - £25	An Artiste shall be entitled to paid holiday at the rate of four weeks and four days per annum and pro rata for any lesser length of engagement. Holiday not taken during an engagement shall be accrued and paid in lieu at the end of the engagement at the rates shown in Appendix A of the Agreement (OTA)	The Artiste shall be paid no later than each Friday of the week following the week in which the call took place either by cash or by cheque. Nothing within this Agreement prevents a Producer from making such payments at the end of each call.
<b>ITV/EQUITY</b>	<u>Walk On 1:</u> £73.16 Walk-on 1 (where more than 41 walk-ons are called) £62.78 <u>Walk-on 2:</u> Day of attendance £75.04 Day of Recording £112.64 <u>Walk-on 3:</u>	The rates of pay for nightwork shall be one and one-half times the appropriate day rate.	Walk-ons shall not normally be offered engagements more than seven days before the first day of work or fourteen days, in the event that costume fittings are required. If in the interim, a Walk-on is offered a better engagement he/she shall be released from the engagement wherever practicable. The Companies undertake that whenever possible they will, when making an availability check,	<ul style="list-style-type: none"> <li>A meal break of one hour should normally be provided commencing where possible not more than four hours after the start of work. A Walk-on, however, may be required to work for more than four consecutive hours without a meal break or to take a meal break of less than one hour in duration in order to avoid disruption of the production arrangements.</li> </ul>	Walk-ons are entitled to paid holiday calculated at four weeks a year on a pro rata basis. The parties to this agreement recognise that it is not practical for walk-ons to take periods of paid holiday during an engagement. Therefore, for each day of engagement listed in Schedule B there is an associated	All payments, including overtime, should be paid by the Company by the Friday following the week in which work is completed.

	Day of Attendance £75.04 Day of Recording £112.81		also tell Walk-on artists when they can expect to be told whether they will be required or not. If the artists are being contacted by an agent, the agent will be expected to do likewise. The Companies also reaffirm that they will ensure that the time between an availability check and making a booking is kept as short as possible. The Company shall inform the Walk-on in advance of the call of the rate to be paid for the engagement.	<ul style="list-style-type: none"> <li>Time and facilities should be provided for the usual morning, afternoon and, where appropriate, evening tea and/or coffee.</li> <li>All reasonable meals shall be provided during location work or a meal allowance shall be paid at the rates in force in the Company.</li> </ul>	additional payment in lieu of un-taken holiday.	
<b>BBC/EQUITY</b>	Walk-on: £106.80 SA: £86.40	Walk-on: £129.20 SA: £94.60		All reasonable meals will either (i) be provided during location work or (ii) meal allowances will be paid at agreed current rates.	Payment in respect of holiday not taken: work days Walk-on: £11.22 SA: £8.87	Subject to the BBC being in receipt of a signed contract, the Walk-on or Supporting Artist will be paid their Engagement Fee not later than seven days after the work is complete and where possible this payment will include any additional payments.
<b>Parties</b>	<b>Standard Day &amp; Continuous Working Day</b>	<b>Standard Night &amp; Continuous Working Night</b>	<b>Obligations</b>	<b>Meals</b>	<b>Holiday pay</b>	<b>Payment Timescale</b>
<b>EQUITY/PACT</b>	£95.00 No continuous working day fee but broken/short lunch penalty fees do apply	£142.50 Same as continuous working day	Not specified	Meal Breaks The Supporting Artist shall be entitled to a one hour unpaid meal break to be taken no later than five and a half hours from the commencement of work. In the event that the Walk-On/Background Artist works in excess of a normal working day or night then the Artist shall be entitled to a second one hour meal break five and a half hours after the completion of their first meal break and in all circumstances the second one hour meal break must be given no later than twelve hours from the commencement of the Artist's Call  In the event the meal break is curtailed then the Supporting Artist shall receive overtime rates for each half hour up to a maximum of one hour.	The Supporting Artist shall be entitled to paid holiday calculated at 28 days a year on a pro rata basis. The Producer may nominate periods of holiday and will provide at least twice as much notice as the length of the nominated period e.g. at least two days' notice for one day of holiday. In addition, subject to the express agreement of the Producer, holiday may be taken at times requested by the Supporting Artist. The Supporting Artist must give at least twice as much notice as the length of the period requested. Payment for complete days of holiday accrued but not taken shall be a holiday pay of £10.23. All attendances shall be subject to holiday pay as set out in	The Producer shall pay to the Supporting Artist, or the specified representative of the Supporting Artist, not later than each Friday of the week following the week/day of performance all moneys due for the services of the Artist in the making of the production up to and including the preceding Saturday.

				<p>If the Supporting Artist is engaged on a call that commences before 08.00 the Artist shall be provided with a hot drink and a running buffet upon their arrival.</p> <p>The Producer shall provide appropriate meals and Interim refreshments for Supporting Artists at the Producer's cost in respect of which:</p> <ol style="list-style-type: none"> <li>1) The quality of food and interim refreshments and the service thereof provided for Supporting Artists shall be the equivalent of that provided for other members of the shooting unit.</li> <li>2) Interim refreshments shall be made available at appropriate intervals during the morning and afternoon and night periods of work to be consumed without any cessation or interruptions of production requirements.</li> <li>3) When it is impracticable for the Producer to provide meals and/or interim refreshments as provided for in this Clause Supporting Artists shall receive meal allowances in accordance with those set out in Appendix SA3</li> </ol>	<p>Appendix SA1, with a cap on one holiday payment per day.</p>	
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Parties	Cancellations	Pencil Bookings	Travel and Transport	Code of Conduct	Health and Safety	Disputes Procedure
<b>FAA/Pact AGREEMENT</b>	A call may be cancelled by a Producer at any time up to midday (except in the circumstances in 6 of the OTA) on the day before the call in which case no payment shall be made to the Artiste. If a call is cancelled between midday and no later than 17.30 on the day before the call is due to take place a cancellation fee of 50% for that day shall be payable.	Producers and Artistes are not obliged to honour an unconfirmed booking or engagement	Travel allowances 2020 in accordance with Appendix 'D' OTA shall apply to all engagements. Rates for 2021 are still to be confirmed. Calls within TFL Zones 1 - 3 £12.90 Calls at Pinewood, Shepperton, Twickenham, Longcross, Elstree, Leavesden and any base/location beyond TFL Zone 3 £18.04  Early Travel Allowance (for a call at or before 6am/7am on Sundays or Bank Holidays) - £15.79 <i>in addition to relevant travel allowance</i>	On all assignments Artistes are required to report punctually to the Assistant Director of the production unit concerned at the time and place specified. National Insurance numbers must be carried and produced when asked for.	Pact and the Producers recognise their duty to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all Artistes engaged under the terms of this Agreement in accordance with the relevant statutory requirements, including the Management of Health and Safety at Work regulations, the Health and Safety at Work Act and related approved Codes of Practice and Guidance.	Either party to the dispute or difference, or the FAA or Pact, shall within twenty eight days of its cause having arisen, invoke the following procedure: (a) Every endeavour shall be made by the authorised representative of the Producer, the authorised unit representative of the FAA (if any) and the Artiste(s) concerned to resolve the matter at the place at which it has arisen.
<b>ITV/EQUITY</b>	Not specified	Not specified	Where Walk-ons are responsible for making their own way to a place of rehearsal, studio, or location situated outside the radius in respect of each region defined in Schedule A OTA, they shall be paid their fares by ordinary public transport. Where a Walk-on normally works outside a town listed in Schedule A and is brought to such town specifically for the engagement, he/she shall be paid for reasonable transport and subsistence.	Not specified	Not specified	Any dispute arising between an individual Walk-on and a Company shall be dealt with, failing settlement, by reference to a Joint Standing Committee composed of representatives of Equity if appropriate and the Companies.



<b>BBC/EQUITY</b>	Not specified	Not specified	<p>A payment of £9.45 will be made to each Supporting Artist required to attend a studio or place of rehearsal situated outside a 10 mile radius of London or the Television Centre or Elstree, or more than 10 miles from the appropriate regional or area BBC Centre. Walk-ons will receive similar payments for rehearsal days.</p> <p>Supporting Artists and Walk-ons will receive second class return rail fares from King's Cross/St Pancras to Elstree. When artists are asked to make their own way to a location they will receive fares by ordinary public transport.</p>	Not specified	Not specified	Not specified
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Parties	Cancellations	Pencil Bookings	Travel and Transport	Code of Conduct	Health and Safety	Disputes Procedure
EQUITY/PACT	Not specified	Not specified	<p>Travel allowances in accordance with Appendix SA4 shall apply to all engagements.</p> <p>Where shooting is to take place at a location not serviced by public transport or the call times are such that public transport is not available the Producer shall either:</p> <p>1) Designate a rendezvous point that is serviced by public transport and call the Supporting Artist to that point. The Producer shall then provide transport at the Producer's cost from the rendezvous point to the location and return and the call shall commence and finish at the designated rendezvous point; or</p> <p>2) Provide suitable overnight accommodation</p>	Not specified	<p>a) The Producer recognises their duty to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all Supporting Artists engaged under the terms of this Agreement in accordance with the relevant statutory requirements, including the Management of Health and Safety at Work regulations, the Health and Safety at Work Act and related approved Codes of Practice and Guidance.</p> <p>b) It shall be the duty of Supporting Artists engaged under the terms of this Agreement to take reasonable care while at work for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work and to co-operate as far as is necessary to ensure that the Producer is enabled to comply with the Producer's duties and obligations in relation to health and safety at work under law and the terms of this clause.</p>	<p>Procedure for settling all disputes arising between a Producer and a Supporting Artist(s), the Association and the Union or such parties in any combination:</p> <p>a) Either the Producer or SA, or both, will notify the Association or the Union within 28 days of the issue that could give rise to a dispute being known by either the Producer or the Supporting Artist.</p> <p>b) The issue in dispute shall in the first instance be dealt with between the Producer and the authorised representative of the Union and/or the Supporting Artist concerned. In the event of a failure to agree there shall be a meeting between representatives at official level of the Association and the Union.</p> <p>c) In the event of a failure to agree either party may refer the matter to the Joint Secretaries of the Joint Films Council who shall arrange a conciliation meeting and wherever possible agree the terms of reference in writing before the meeting.</p> <p>d) This conciliation meeting shall take place within 72 hours (excluding Saturdays, Sundays and Public Holidays).</p> <p>e) This conciliation meeting shall be chaired by a representative of either the Association or the Union as jointly agreed. There shall also be present at least two representatives of each of the Union and the Association who shall not have had direct involvement in the dispute and shall not be able to</p>

					<p>c) The Producer shall arrange the appropriate insurance provisions to meet their statutory obligations.</p>	<p>gain direct advantage from any decision of the meeting however construed or arrived at.</p> <p>f) In the event of a failure to agree at the conciliation meeting the matter shall be referred to a meeting of the Joint Films Council within 72 hours (excluding Saturdays, Sundays and Public Holidays).</p> <p>g) A meeting of the Joint Films Council shall have the power to determine the matter in dispute if the vote on each side of the Council is unanimous. Before the meeting of the Joint Films Council the parties to the dispute shall be informed of this. If an unanimous decision is failed to be met, the matter may be referred to Arbitration</p> <p>h) While the above is in operation no stoppage of work, lock-out or ban shall take place or be authorised</p>
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<b>FAA/Pact AGREEMENT</b>	In consideration of the payments made to an Artiste under the terms of this Agreement the Producer shall be entitled to incorporate any resultant recording in which the Artiste appears in vision and/or sound into the film or programme, or series of films or programmes and shall acquire the right to use and to license others to use any such recording in all media now known or yet to be invented throughout the world in perpetuity.	Daily Rate - £7.93 Holiday - £6.24 PH Shift Call - £86.90 PH Holiday – £9.36  OT - £8.69* PH OT - £13.04* <i>*covers 15 minutes OT, if shoot goes over then full day rate applies</i>	Not specified	Non-performance capacity fees (up to 4 hours): £46.35 + £4.99 holiday		
<b>ITV/EQUITY</b>	Walk-ons' rates of pay are in respect of one transmission in either all areas of ITV1, BBC1, BBC2, Channel 4 (including S4C) or Five. Walk-on 1s shall not be entitled to repeat payments in respect of any repeat transmission within five years of the initial transmission of a programme, but thereafter shall be entitled to repeat payments	Not specified	See Day of Attendance Rates	See Day of Attendance Rates and night rates.	Per full day £47.83 Per half day: £23.92	£12.43
<b>BBC/EQUITY</b>	Payment of the Engagement Fee entitles the BBC to transmit the Walk-ons and Supporting Artists' performance in the relevant Programme whether live or recorded and as follows: SA: All Further Uses throughout the world in all media and by any means of distribution now or in the future known. Walk-ons: as above except the second and subsequent transmissions on BBC One/Two which may be repeated on payment of a fee calculated by multiplying the Residual Basic Fee by the percentages listed within the agreement and in Appendix 4 OTA	not specified	£86.40	£94.60	Per 8 hours £46.70 Per 4 hours £25.10	£18.10

EQUITY/PACT	By engaging with the Agreement the Artist hereby grants all consents under the Copyright, designs and Patents Act 1988 or any statutory modification or re-enactment thereof for the time being in force which the Producer may require for the making and use of the Production subject to the restrictions on use of the Production contained herein and in the agreement and any other agreement current at the time of such use between Pact and Equity in relation to any means of distribution now known or hereafter developed. The Artist grants all necessary consents for all and any rights and additional uses to be exercised in accordance with the Agreement	Not specified	Not specified	Not specified	Half of basic day rate (covers up to 5 hours) If fitting/test goes over then full day rate applies	Not specified
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