



THEATRE FREELANCERS

Rates Guidance for *Self-Employed Sole Trader* (“schedule D”) tax status workers

This is rates guidance for some Theatre Freelance roles – for workers who have a *Self-Employed Sole Trader* (i.e., “schedule D”) tax status. This is the second iteration of this guidance. It only covers roles where a survey gave us enough data to go on. It covers two types of recommended rates for each role:

1. **An Achievable ‘Ask For’ Rate** - the rate that we aspire to - some workers should ask for this rate in negotiations, and we know some people are already achieving them.
2. **A Professional Minimum Rate** - a figure that is the minimum professional rate for this kind of work.

The *Minimum Professional Rate* is the rate that the union urges all members to expect as wages below this rate undermine professional skills and make our work unsustainable in the long term.

* Updated May 2025 using Bank of England Inflation Calculator rounded up to the nearest **£10**

Sector	Job Title	Ask For Rate	Prof Min Rate
High-end commercial theatre	Costume Assistant / Buyer	260	190
	Production Electrician	420	320
	Production Sound Engineer	420	320
	Sound Operator	340	260
Commercial theatre	Lighting Programmer	420	320
	Production Electrician	390	290
	Relighter	370	250
	Production Sound Engineer	390	310
Fringe / small commercial theatre	Production Electrician	310	240
Arts Council England-funded or subsidised theatre	Lighting Programmer	360	280
	Production Electrician	310	230
	Relighter	310	240
	Production Sound Engineer	360	260

DON'T SEE YOUR JOB TITLE IN THIS LIST?

For other roles we still need more data. We would urge people who wish to have their job title added to this list to fill out the survey here <https://tinyurl.com/tfbrates> (or scan the QR code). Any questions or comments, please email a&e@bectu.org.uk



Bectu's Theatre Freelancers' Branch urges all workers to apply these rates wherever practicable