

BROADCAST AND FILM CHAPERONES AND TUTORS BRANCH RATE CARD AND NEGOTIATION GUIDE 2026/27



This rate card was produced by the Broadcast and Film Chaperones and Tutors branch based on survey data collected in Autumn 2025 from members and non-members across all regions working in broadcast and film.

Chaperones and tutors can use this rate card as a guide to negotiate their rate. The rates reflect the minimum amount we recommend members receive and should act as a baseline for negotiations. We recommend members negotiate a higher rate (above the baseline) based on your experience and training, the complexity of the job and the budget of the production.

We encourage everyone to stand together and not undervalue themselves with regards to their baseline rate*, whether members or not. Bectu is currently in the process of negotiating ratified rate cards for selected branches with PACT and it is our branch's intention to have our rate card ratified in the future.

**We recommend that no one is paid below the Living Wage, set by the Living Wage Foundation. This currently stands at £14.80 in London and £13.45 for the rest of the UK. The National Minimum Wage is currently £12.21 and will be £12.71 from April 2026.*
It is against the law for employers to pay less than the National Minimum Wage.

NO DEDUCTIONS/COMMISSION

Rates assume no deductions (commission) prior to payment by a 3rd party such as an employment business (also sometimes known as agencies). S6 (a) of the Employment Agencies Act 1973 states that it is illegal to charge commission for chaperones who go through an agency to find work.



Bectu members:

If an agency is charging a fee/commission, inform the branch's official as agencies can be reported to the Employment Agency Standards Inspectorate.

BROADCAST AND FILM CHAPERONES AND TUTORS 2026/27 RATES



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	PRODUCTION BUDGET	2026 BASELINE RATE	HOLIDAY PAY	OVERTIME
CHAPERONE DAY RATE The day rates can be used as night rates for chaperones who are not required to stay awake all night (sleep-in time).	Lower budget	UP TO 10 HOURS: Employee or worker rate: £170 plus holiday Self-employed rate: £190.52	12.07% of £170 = £20.52 £170 plus holiday = £190.52	Your day rate / 10 x 1.5 e.g. 170 / 10 x 1.5 = £25.50
	Higher budget	UP TO 10 HOURS: Employee or worker rate: £190 plus holiday Self-employed rate: £212.93	12.07% of £190 = £22.93 £190 plus holiday = £212.93	Your day rate / 10 x 1.5 e.g. 190 / 10 x 1.5 = £28.50
CHAPERONE NIGHT RATE Applicable to night hours filming and/or chaperone required to stay overnight and stay awake. Applicable to working hours between 11pm and 6am – see supporting information.	Lower budget	UP TO 8 HOURS: Employee or worker rate: £160 plus holiday Self-employed rate: £179.31	12.07% of £160 = £19.31 £160 plus holiday = £179.31	Your night rate / 8 x 1.5 e.g. 160 / 8 x 1.5 = £30
	Higher budget	UP TO 8 HOURS: Employee or worker rate: £176 plus holiday Self-employed rate: £197.24	12.07% of £176 = £21.24 £176 plus holiday = £197.24	Your night rate / 8 x 1.5 e.g. 176 / 8 x 1.5 = £33

PRODUCTION BUDGET

Lower budget

production e.g. under £30m for film and below £3m per episode for TV

Higher budget

production e.g. over £30m for film and over £3m per episode for TV

2026 BASELINE RATE

You should negotiate a higher rate (above the baseline) based on your experience and training and the complexity of the job.

HOLIDAY PAY

If you are an employee or worker, you are entitled to holiday pay. Holiday pay is calculated at 12.07% of a worker's total pay. This is itemised above for ease of reference. If you are a worker, you should add the holiday entitlement to your invoice. If you are PAYE, the employer should add the holiday entitlement to your payslip.

OVERTIME

Your hourly rate for any overtime (any time beyond the 10-hour day).

We have calculated this in parity with film and TV crew using time and a half.

BROADCAST AND FILM CHAPERONES AND TUTORS 2026/27 RATES



Rates assume no deductions (commission etc) prior to payment by a 3rd party such as an agency.

S6 (a) of the Employment Agencies Act 1973 states that it is illegal to charge commission for chaperones who go through an agency to find work.

	PRODUCTION BUDGET	2026 BASELINE RATE	HOLIDAY PAY	OVERTIME
TUTOR No chaperone duties	Lower budget	UP TO 10 HOURS: Employee or worker rate: £210 plus holiday Self-employed rate: £235.35	12.07% of £210 = £23.35 £210 plus holiday = £235.35	Your day rate / 10 x 1.5 e.g. 210 / 10 x 1.5 = £31.50
	Higher budget	UP TO 10 HOURS: Employee or worker rate: £230 plus holiday Self-employed rate: £257.76	12.07% of £230 = £27.76 £230 plus holiday = £257.76	Your day rate / 10 x 1.5 e.g. 230 / 10 x 1.5 = £34.50
TUTOR/ CHAPERONE Dual role	Lower budget	UP TO 10 HOURS: Employee or worker rate: £285 plus holiday Self-employed rate: £319.40	12.07% of £285 = £34.40 £285 plus holiday = £319.40	Your day rate / 10 x 1.5 e.g. 285 / 10 x 1.5 = £42.75
	Higher budget	UP TO 10 HOURS: Employee or worker rate: £315 plus holiday Self-employed rate: £353.03	12.07% of £315 = £38.03 £315 plus holiday = £353.03	Your day rate / 10 x 1.5 e.g. 315 / 10 x 1.5 = £47.25

PRODUCTION BUDGET

Lower budget

production e.g. under £30m for film and below £3m per episode for TV

Higher budget

production e.g. over £30m for film and over £3m per episode for TV

2026 BASELINE RATE

You should negotiate a higher rate (above the baseline) based on your experience and training and the complexity of the job.

HOLIDAY PAY

If you are an employee or worker, you are entitled to holiday pay. Holiday pay is calculated at 12.07% of a worker's total pay. This is itemised above for ease of reference. If you are a worker, you should add the holiday entitlement to your invoice. If you are PAYE, the employer should add the holiday entitlement to your payslip.

OVERTIME

Your hourly rate for any overtime (any time beyond the 10-hour day).

We have calculated this in parity with film and TV crew using time and a half.

BROADCAST AND FILM CHAPERONES AND TUTORS SUPPORTING INFORMATION



WHO DO THE RATES APPLY TO?

These rates apply to chaperones and tutors safeguarding children and young people up to the age of 18, including those no longer subject to a child performance licence. Productions have a continued duty of care to 16–18-year-olds and increasingly employ chaperones to support young people.

TERMS AND CONDITIONS

If you have been offered a job, Bectu advises members to get what was agreed in writing as soon as possible. If the employer does not send you a written agreement, Bectu advises members to send their own 'deal memo' with agreed terms and conditions before the job starts, especially if they have been hired verbally. Members who work without a written agreement – including the basics such as dates, rate, travel payment terms, cancellation terms, payment timelines etc – are vulnerable to exploitation and risk not being able to enforce their rights.

Members can find Bectu's Deal Memo Template and Guidance here: <https://union.bectu.org.uk/resource/get-it-in-writing-deal-memo-template-and-guidance.html>

TAX STATUS

HMRC establishes tax status, determining which roles must be PAYE and which may be engaged on a self-employed basis. Chaperones and Tutors are listed in [HMRC Appendix 1](#), meaning they can be engaged on a self-employed basis but it depends on the nature of the role – more info below.

EMPLOYMENT STATUS

Your employment status can be different to your tax status and can change depending on the nature of the role/job. If you do not know if you are an employee, worker or genuinely self-employed you can find more information on the [ACAS website](#). Bectu members can also contact the branch's official for individual advice.

HOLIDAY PAY

If you are an employee or worker, the employer pays you holiday pay and you should quote the employee/worker rate plus holiday. If you are genuinely self-employed, use the self-employed rate (which includes the amount you would pay yourself for holiday pay).

PENSION

If you are an employee or worker, you are entitled to a pension from day one of your contract and you can ask your employer to enrol you in their pension scheme. If you are genuinely self-employed you may want to include your own pension arrangements in your daily rate. If you want more information on pensions, please contact your branch official.

NIGHTWORK REGULATIONS

The night period is 11pm to 6am. Night workers must not work more than an average of 8 hours in a 24-hour period. The average is usually calculated over 17 weeks. Regular overtime is included in the average, but not occasional overtime. Workers cannot opt out of the limit. Employers must keep records of night workers' working hours to show they are not exceeding the limits.

BROADCAST AND FILM CHAPERONES AND TUTORS SUPPORTING INFORMATION



SLEEP-IN TIME

In some jobs, employers might need workers to stay or sleep at the workplace. This is called 'sleep-in time'. **Sleep-in time** usually counts as working time, even if the person spends it asleep. This is because the worker is required by their employer to be at the workplace.

BROKEN TURNAROUND

A worker is considered to have 'broken turnaround' when they are required by their employer to return to work with less than 11 consecutive hours rest in each 24-hour period. This is in breach of workplace rights set out in Regulation 10 of The Working Time Regulations 1998. If you are asked to provide 24-hour care for a child (including sleep-in time) your employer may be breaking these regulations and you can contact your branch official to discuss further.

JOINING BECTU

Joining Bectu means you can get:

- Career development (training opportunities/cross industry networking events)
- Monies owed/debt recovery support
- Legal support and representation when in dispute with employers
- Help with negotiating pay, terms and conditions
- Access to other members who understand the complexities and challenges of working as a chaperone and tutor in the film and television/broadcast media sector
- Public Liability Insurance combined with Personal Accident Insurance for just £40 a year (2026 price)
- Opportunities to help shape the work of both our branch committee and Bectu as a whole.

Interested? Join here: <https://bectu.org.uk/join>.

GETTING IN TOUCH

If you're a current member who would like to get involved with the branch or you are not a member who would like to chat to the branch, please contact the branch committee on: bfctbectu@gmail.com.

Members requiring individual support or advice can always contact our branch official directly: suzie.shepherd@bectu.org.uk.

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