



# LONDON LIVE EVENTS NETWORK RATES GUIDANCE 2025/26

This rate guidance is designed to help you negotiate your rates for work in venues and with companies that are based in London.

**These rates represent fees for a full day of work.** This includes set up and break down work, as well as an agreed breaktime of at least 20 minutes to be taken no later than six hours after the start of the shift. This break is a statutory right.

Please note that these are recommended professional rates agreed upon by members of Bectu's London Live Events Network and based upon research conducted with around 200 people working in this sector. For more information about the research process, please read the FAQs.

These rates are not agreed with venues or employers. Venues and employers are not obliged to pay them.

[bectu.org.uk](https://www.bectu.org.uk)

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# LONDON LIVE EVENTS NETWORK — 2025/26 RATES

JOB TITLE	SECTOR	ASK FOR RATE* (£)	PROF. MINIMUM RATE** (£)	HOURS
AV Technicians	Corporate	400	350	10
Camera Op	Corporate	380	360	10
Lighting Technician	Corporate	400–450	360	10
	Music and live events – large venue	475	325	10
	Music and live events – mid-sized venue	375	300	10
	Music and live events – small venue	300	250	10
	Touring	425	325	
Sound Technician	Corporate	400–450	350	10
	Music and live events – large venue	475	325	10
	Music and live events – mid-sized venue	375	300	10
	Music and live events – small venue	300	250	10
	Touring	400	350	
	Festivals	475	325	10

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JOB TITLE	SECTOR	ASK FOR RATE* (£)	PROF. MINIMUM RATE** (£)	HOURS
Production Manager	Corporate	500	400	10
	Festivals	375	325	10
	Music and live events – large venue	375	350	12
	Music and live events – mid-sized venue	350	325	12
Project Manager	Corporate	450	400	10
	Music and live events – large venue	425	325	12
Video Tech	Corporate	400	350	10
	Music and live events – large venue	400	350	10
	Music and live events – small and mid-sized venues	400	350	12
Senior Video Tech	Corporate	450	400	10

There are two categories of rates quoted here:

## \*ASK FOR RATE

The 'ask for' rate is an aspirational rate that we would hope to work towards. **We know that some members are currently achieving this rate.**

## \*\*PROFESSIONAL MINIMUM RATE

We would advise members that any offers of work below the 'professional minimum' rate will undermine your professional standing. **This should be the minimum professional rate for this kind of work.**

# FAQS

## WHY ARE YOU CALLING THESE 'RATES GUIDANCE' AND NOT 'RATE CARDS'?

Rate cards are usually the result of a collective bargaining agreement with an employer or a relevant trade body. This means that the employer or client (often represented by the trade body) has agreed to the rates set out in the rate card and therefore is obliged to honour the rates. No such agreement has been agreed with respect to these rates, and so these rates function merely as guidance for our freelancers to negotiate their own rates with employers and clients. Therefore we call this document 'rates guidance' and not a 'rate card'.

## WHAT METHOD HAVE YOU USED TO CREATE THIS FREELANCE RATES GUIDANCE?

This process has led to rate cards via collective bargaining agreements within other creative industries such as television and broadcast.

## WHERE HAVE YOU GOT THESE RATES FROM?

We polled over 200 live events freelancers in an initial 'Rates Perception' survey, which revealed the rates that freelancers expected to achieve for various different roles within the industry. Using these figures, we followed with another survey to confirm our results (the Goldilocks survey), which told us whether members thought that the figures from the first survey were accurate or not. From this data the figures were adjusted for a greater degree of accuracy. For example, respondents told us that a professional minimum rate of £240 was mostly too low, so we adjusted that rate to £280 to reflect this. Following this, we emailed a draft copy to all LLEN members and gave the opportunity for feedback.

This guidance was approved unanimously in a vote by members on 31 October 2025.

## THESE RATES ARE NOT WHAT I WAS EXPECTING - WHAT GIVES?

These figures reflect what the respondents to two surveys have responded with. These surveys received over 200 responses from across London. There were a wide range of roles being polled and some of these roles only received a small amount of responses each.

The results to some of the less popular roles may be less accurate than other roles. We intend to repeat the research process again to improve the accuracy of this guidance in the future.

## I AM CURRENTLY ACHIEVING HIGHER RATES THAN THOSE QUOTED IN THIS DOCUMENT, SHOULD I BE QUOTING LESS?

If you are able to earn higher than these rates then we by no means expect anyone to bring their rates down. It is up to freelancers to interpret and apply these rates guidance themselves. Please also consider the rates in this guidance are advised as a minimum rate you should be working for, not a rate that everyone should charge.

## I WORK IN A 'SMALL VENUE' (LESS THAN 500 CAPACITY). HOWEVER, I AM UNSURE IF THE RATES QUOTED HERE ARE APPROPRIATE.

LLEN accepts that there are some very small grassroots venues in which it may not be appropriate to use these rates. LLEN advises that the guidance in this document is presented for your use and it is important for the freelancer to apply these rates with their own discretion. We created a "Grassroots venues techs" working group (subgroup of our branch) that is looking at ways to collect more granular data about rates and terms & conditions in smaller/independent venues. If you're a member and interested in contributing in the working group activities please send us an email to [londonliveeventsnetwork@gmail.com](mailto:londonliveeventsnetwork@gmail.com).

# FAQS

## DO THESE DAY RATES INCLUDE ANY ADDITIONAL EXPENSES?

No, these rates are for a working day, and do not include any other expenses such as travel, meals and accommodation. LLEN advises that these additional expenses are not always applicable and should be negotiated separately

## WHAT ABOUT OVERTIME?

Members are urged to be clear about the length of the working day that has been agreed, and to quote an additional hourly 'Overtime' rate that applies in the event of unforeseen over-runs.

Bectu recommends that such Overtime rates are charged at a figure that is higher than the cost of the average hour in the Day Rate.

## AS A FREELANCER, AM I ENTITLED TO HOLIDAY PAY?

If you are classified as a worker or an employee, you are entitled to statutory paid holiday. You should either be paid when you take holiday or 12.07% of your day rate needs to be specified as your holiday pay. Being self-employed for tax purposes does not necessarily mean you would not qualify for this holiday payment. Only those classified as genuinely self-employed for employment purposes (i.e. working as a limited company and/or making a product for a client rather than providing a service) do not need to specify part of their rate as being for holiday pay. It would be very rare for the job roles in the above rate guidance not to be considered eligible for a holiday payment.

Getting a contract or written terms is important as this can help determine your employment status, even if you sent the written T&Cs in an email to your client.

So, you and your employer should provide a breakdown of the day rate and the 12.07% holiday amount in the correspondence before and after booking the job (particularly in the invoice and any confirmation of payment from the employer). This is in line with recent case law. It is in the employer's interest to get this right; if they don't, they could face legal action from an individual who worked for them.

We encourage members to use their own judgement around whether they can negotiate an additional payment or whether part of the day rate advised above should be labelled as the holiday payment, as holiday pay for most live events workers has, up to this point, formed part of the day rate and hasn't been highlighted separately.

## MY ROLE IS NOT REPRESENTED HERE.

If enough members feel the need for any other categories to be included, please let the branch know by getting in touch at [londonliveeventsnetwork@gmail.com](mailto:londonliveeventsnetwork@gmail.com)

## I WOULD LIKE TO GET IN TOUCH TO SHARE MY VIEW ABOUT THE RATES GUIDANCE.

If members would like to have their voice heard, please email the Northern Live Events Network at [londonliveeventsnetwork@gmail.com](mailto:londonliveeventsnetwork@gmail.com)

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Bectu, 100 Rochester Row, London SW1P 1JP  
Tel: 020 7346 0900

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