

ART DEPARTMENT 2024 - 2025

FILM RATE CARD

(4.95% increase on 2023, in line with construction department annual increase)



MINIMUM RATE Refers to 1-2 years experience at that grade. No one should accept less when accepting the responsibility that comes with that grade. These are the base rates. They are based on the minimum rates crew members have been paid in these roles over the last year, adjusted for inflation.

3+ YEAR MINIMUM Refers to 3+ years experience at that grade. These are guide rates for anyone who has at least 3 years of experience in that role. Crew members should negotiate upwards of these rates according to their skill level and experience.

Please note, computer rental / specialist box allowance / phone allowance / car allowance should be added to your rate depending on your position and the kit you provide. Please see notes on Box Rental page.

ALL GRADES A production should be crewed to reflect its budget and demands. Productions will not necessarily hire all roles.	MAJOR MOTION PICTURE (30M+)				MOTION PICTURE (5M- 30M)				FEATURE FILM (1M - 5M)				LOW BUDGET (<1M)
	Daily		Weekly		Daily		Weekly		Daily		Weekly		
	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 years experience in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 years experience in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 years experience in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	
Supervising Art Director	695	759	3,475	3,795	565	618	2,825	3,090	421	460	2,105	2,300	SEE LOW BUDGET GUIDANCE DOCUMENT
Senior Art Director	563	618	2,815	3,090	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				
Art Director / VFX Art Dir. / Set Dec. Art Dir.	483	520	2,415	2,600	437	470	2,185	2,350	353	381	1,765	1,905	
Stand-by Art Director	424	483	2,120	2,415	377	429	1,885	2,145	259	295	1,295	1,475	
Senior Assistant Art Director	391	441	1,955	2,205	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				
Assistant Art Director	362	412	1,810	2,060	332	378	1,660	1,890	259	295	1,295	1,475	
Senior Draughtsperson / Senior Set Designer	342	364	1,710	1,820	294	314	1,470	1,570	NOT OFTEN IN THIS BAND				
Draughtsperson / Set Designer	287	318	1,435	1,590	259	287	1,295	1,435	222	246	1,110	1,230	
Junior Draughtsperson / Junior Set Designer	200	236	1,000	1,180	177	208	885	1,040	165	194	825	970	
Modelmaker	324	373	1,620	1,865	274	316	1,370	1,580	212	244	1,060	1,220	
Art Dept / Set Dec Coordinator	306	365	1,530	1,825	259	309	1,295	1,545	NOT OFTEN IN THIS BAND				
Art Dept / Set Dec Assistant	184	201	920	1,005	177	193	885	965	153	168	765	840	
Art Dept / Set Dec Trainee	155		775		152		760		149		745		
Set Decorator	695	759	3,475	3,795	565	618	2,825	3,090	421	460	2,105	2,300	
Senior Production Buyer	574	630	2,870	3,152	518	564	2,590	2,820	NOT OFTEN IN THIS BAND				
Production Buyer	507	546	2,535	2,730	437	470	2,185	2,350	272	331	1,360	1,655	
Action Prop Buyer	USUALLY AS PER PROPS DEPARTMENT				280	347	1,400	1,735	212	263	1,060	1,315	
Location Set Decorator	563	618	2,815	3,090	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				
Senior Assistant Set Decorator	462	551	2,310	2,755	449	484	2,245	2,420	NOT OFTEN IN THIS BAND				
Assistant Set Decorator	390	467	1,950	2,335	352	422	1,760	2,110	237	285	1,185	1,425	
Junior Assistant Set Decorator	300	327	1,500	1,635	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				
Set Dec Buyer / Assistant Buyer	314	389	1,570	1,945	282	349	1,410	1,745	214	265	1,070	1,325	
Petty Cash Buyer	259	288	1,295	1,440	212	236	1,060	1,180	176	196	880	980	
Graphic Art Director / Lead / Key Graphic Designer	469	519	2,345	2,595	395	437	1,975	2,185	346	382	1,730	1,910	
Graphic Designer	323	384	1,615	1,920	313	372	1,565	1,860	273	325	1,365	1,625	
Assistant Graphic Designer	273	304	1,365	1,520	223	249	1,115	1,245	206	229	1,030	1,145	
Graphics Assistant	188	236	940	1,180	177	221	885	1,105	165	207	825	1,035	
Graphics Trainee	155		775		152		760		149		745		
Concept Artist	471	<i>NEG</i>	2,355	<i>NEG</i>	377	<i>NEG</i>	1,885	<i>NEG</i>	365	<i>NEG</i>	1,825	<i>NEG</i>	
Storyboard Artist	471	<i>NEG</i>	2,355	<i>NEG</i>	377	<i>NEG</i>	1,885	<i>NEG</i>	365	<i>NEG</i>	1,825	<i>NEG</i>	
Researcher	283	<i>NEG</i>	1,415	<i>NEG</i>	259	<i>NEG</i>	1,295	<i>NEG</i>	NOT OFTEN IN THIS BAND				
Scenic Artist	471	<i>NEG</i>	2,355	<i>NEG</i>	318	<i>NEG</i>	1,590	<i>NEG</i>	294	<i>NEG</i>	1,470	<i>NEG</i>	
Drapesmaster	NOT ENOUGH DATA FOR THESE ROLES												
Assistant Drapesmaster	NOT ENOUGH DATA FOR THESE ROLES												
Draper	NOT ENOUGH DATA FOR THESE ROLES												

Contracted hours for Major Motion Pictures (£30m+) will follow the PACT - BECTU MMP Agreement at 11+1 hours per day. However it is widely agreed that the Art Department is a self-scheduling department and traditionally work 9+1 hours for these rates. An agreement for productions under £30m is currently in early discussion.

Art Department, Set Decoration, Graphics do not do Prep and Wrap, as per the PACT - BECTU TV Agreement.
PREP AND WRAP SHOULD NOT BE PART OF YOUR CONTRACT. IF IT IS, CONTACT THE BECTU ART DEPARTMENT BRANCH.

*NEG: Negotiable based on experience / portfolio

ART DEPARTMENT 2024 - 2025

TV RATE CARD

(4.95% increase on 2023, in line with construction department annual increase)



MINIMUM RATE Refers to 1-2 years experience at that grade. No one should accept less when accepting the responsibility that comes with that grade. These are the base rates. They are based on the minimum rates crew members have been paid in these roles over the last year, adjusted for inflation.

3+ YEAR MINIMUM Refers to 3+ years experience at that grade. These are guide rates for anyone who has at least 3 years of experience in that role. Crew members should negotiate upwards of these rates according to their skill level and experience.

Please note, computer rental / specialist box allowance / phone allowance / car allowance should be added to your rate depending on your position and the kit you provide. Please see notes on Box Rental page.

ALL GRADES A production should be crewed to reflect its budget and demands. Productions will not necessarily hire all roles.	BAND 4 TV (8M+ PER BROADCAST HOUR)	BAND 3 TV (3-8M PER BROADCAST HOUR)				BAND 2 TV (1.25-3M PER BROADCAST HOUR)				BAND 1 TV (UP TO 1.25M PER BROADCAST HOUR)			
		Daily		Weekly		Daily		Weekly		Daily		Weekly	
		MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)	MINIMUM (1-2 Years exp in the role)	3+ YEAR MINIMUM (3+ years experience in the role)
Supervising Art Director		559	644	2,795	3,220	449	491	2,245	2,455	NOT OFTEN IN THIS BAND			
Senior Art Director		452	557	2,260	2,785	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Art Director / VFX Art Dir. / Set Dec. Art Dir.		395	499	1,975	2,495	364	392	1,820	1,960	348	375	1,740	1,875
Stand-by Art Director		421	465	2,105	2,325	322	366	1,610	1,830	301	343	1,505	1,715
Senior Assistant Art Director		378	411	1,890	2,055	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Assistant Art Director		362	385	1,810	1,925	297	321	1,485	1,605	268	289	1,340	1,445
Senior Draughtsperson / Senior Set Designer		322	331	1,610	1,655	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Draughtsperson / Set Designer		287	309	1,435	1,545	246	275	1,230	1,375	NOT OFTEN IN THIS BAND			
Junior Draughtsperson / Junior Set Designer		185	226	925	1,130	170	208	850	1,040	NOT OFTEN IN THIS BAND			
Modelmaker		324	345	1,620	1,725	225	259	1,125	1,295	212	244	1,060	1,220
Art Dept / Set Dec Coordinator	BAND 4 (8M+ PER BROADCAST HOUR) Refer to FILM RATE CARD (Major Motion Picture 30M+)	279	320	1,395	1,600	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Art Dept / Set Dec Assistant		177	193	885	965	161	176	805	880	153	167	765	835
Art Dept / Set Dec Trainee		153	153	765	765	152	152	760	760	149	149	745	745
Set Decorator		559	644	2,795	3,220	449	491	2,245	2,455	354	381	1,770	1,905
Senior Production Buyer		461	568	2,305	2,841	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Production Buyer		415	524	2,075	2,620	364	392	1,820	1,960	331	357	1,655	1,785
Action Prop Buyer		280	332	1,400	1,660	233	289	1,165	1,445	NOT OFTEN IN THIS BAND			
Location Set Decorator		452	557	2,260	2,785	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Senior Assistant Set Decorator		450	504	2,250	2,520	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Assistant Set Decorator		390	422	1,950	2,110	304	342	1,520	1,710	NOT OFTEN IN THIS BAND			
Junior Assistant Set Decorator		NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND			
Set Dec Buyer / Assistant Buyer		282	335	1,410	1,675	235	291	1,175	1,455	225	278	1,125	1,390
Petty Cash Buyer		217	239	1,085	1,195	183	204	915	1,020	153	170	765	850
Graphic Art Director / Lead / Key Graphic Designer	395	499	1,975	2,495	346	373	1,730	1,865	NOT OFTEN IN THIS BAND				
Graphic Designer	320	360	1,600	1,800	273	325	1,365	1,625	261	310	1,305	1,550	
Assistant Graphic Designer	266	282	1,330	1,410	206	229	1,030	1,145	NOT OFTEN IN THIS BAND				
Graphics Assistant	181	221	905	1,105	161	201	805	1,005	153	191	765	955	
Graphics Trainee	153		765		152		760		149		745		
Concept Artist	377	NEG	1,885	NEG	Negotiable based upon portfolio				Negotiable based upon portfolio				
Storyboard Artist	377	NEG	1,885	NEG	Negotiable based upon portfolio				Negotiable based upon portfolio				
Researcher	259	NEG	1,295	NEG	NOT OFTEN IN THIS BAND				NOT OFTEN IN THIS BAND				
Scenic Artist	318	NEG	1,590	NEG	Negotiable based upon portfolio				Negotiable based upon portfolio				
Drapesmaster	NOT ENOUGH DATA FOR THESE ROLES												
Assistant Drapesmaster	NOT ENOUGH DATA FOR THESE ROLES												
Draper	NOT ENOUGH DATA FOR THESE ROLES												

Contracted hours will follow the PACT - BECTU TV Agreement at 10+1 hours per day. However it is widely agreed that the Art Department is a self-scheduling department and traditionally work 9+1 hours for these rates.

Art Department, Set Decoration, Graphics do not do Prep and Wrap, as per the PACT - BECTU TV Agreement. PREP AND WRAP SHOULD NOT BE PART OF YOUR CONTRACT. IF IT IS, CONTACT THE BECTU ART DEPARTMENT BRANCH.

*NEG: Negotiable based on experience / portfolio

ART DEPARTMENT 2024 - 2025

BOX RENTAL & ALLOWANCES



The chart below indicates which roles should charge for allowances. Productions may attempt to cap some of these rates (ceasing payment after a number of weeks). Capping and allowances are negotiable and dependent on individual circumstances.

COMPUTER ALLOWANCE (Production Standard)	A fee paid to crew members who use their basic laptop / desktop for work-related tasks, compensating for equipment wear and tear. This rate will be set by the production and should be equal across departments. If you have computer equipment of high value, you should claim 'Specialist Kit Rental' at a higher rate.
PHONE ALLOWANCE	A fee paid to crew members, to cover the costs of using their personal phone for work requirement, including calls, data usage etc.
CAR ALLOWANCE	A fee paid to crew, to cover the costs associated with using a personal vehicle for work purposes. In addition to this fee, fuel receipts can also be claimed. Productions may negotiate on the percentage of receipts paid, to take into account fuel used for personal / commuting purposes. If no car allowance is provided, mileage should be claimed at the HMRC rate (currently 45p per mile)
SOFTWARE ALLOWANCE	A payment for any specialist computer software or licences that you are required to provide for your role. EG. Vectorworks, Creative Suite etc. Productions may pay this as monthly fee, calculated from the total cost of your software / subscriptions.
SPECIALIST KIT RENTAL	If you provide computer equipment of high value, you should claim this allowance rather than the standard computer allowance rate. This rate is negotiable and should be based on the value of your equipment list.

	COMPUTER ALLOWANCE (Production Standard)	PHONE ALLOWANCE	CAR ALLOWANCE	SOFTWARE ALLOWANCE	SPECIALIST KIT RENTAL
	£ / WEEK	£ / WEEK	£ / WEEK	£ / WEEK	£ / WEEK
Supervising Art Director	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Senior Art Director	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Art Director / VFX Art Dir. / Set Dec. Art Dir.	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Stand-by Art Director	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Senior Assistant Art Director	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Assistant Art Director	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Senior Draughtsperson / Senior Set Designer	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Draughtsperson / Set Designer	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Junior Draughtsperson / Junior Set Designer	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Modelmaker	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Art Dept / Set Dec Coordinator	£25-30	£10	NOT NORMALLY CLAIMED	NEG	SEE COMPUTER ALLOWANCE
Art Dept / Set Dec Assistant	£25-30	£10	£150	NEG	SEE COMPUTER ALLOWANCE
Art Dept / Set Dec Trainee	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Set Decorator	SEE SPECIALIST KIT RENTAL	£10	£150	NOT NORMALLY CLAIMED	NEG
Senior Production Buyer	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Production Buyer	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Action Prop Buyer	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Location Set Decorator	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Senior Assistant Set Decorator	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Assistant Set Decorator	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Junior Assistant Set Decorator	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Set Dec Buyer / Assistant Buyer	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Petty Cash Buyer	£25-30	£10	£150	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Graphic Art Director or Lead / Key Graphic Design	SEE SPECIALIST KIT RENTAL	£10	£150	NEG	NEG
Graphic Designer	SEE SPECIALIST KIT RENTAL	£10	NOT NORMALLY CLAIMED	NEG	NEG
Assistant Graphic Designer	SEE SPECIALIST KIT RENTAL	£10	NOT NORMALLY CLAIMED	NEG	NEG
Graphics Assistant	£25-30	£10	NOT NORMALLY CLAIMED	NEG	SEE COMPUTER ALLOWANCE
Graphics Trainee	£25-30	£10	NOT NORMALLY CLAIMED	NEG	SEE COMPUTER ALLOWANCE
Concept Artist	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Storyboard Artist	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG	NEG
Researcher	£25-30	£10	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	SEE COMPUTER ALLOWANCE
Scenic Artist	SEE SPECIALIST KIT RENTAL	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG
Drapesmaster	£25-30	£10	NEG	NOT NORMALLY CLAIMED	NEG
Assistant Drapesmaster	£25-30	£10	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG
Draper	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NOT NORMALLY CLAIMED	NEG

ART DEPARTMENT 2024 - 2025

RATE CARD - FAQs



Before interpreting the rate guidance, please take some time to read the FAQs below.

What is the MINIMUM and 3+ YEAR MINIMUM?

MINIMUM:

These are the base rates. No one should accept less than these rates. They are based on the minimum rates crew members have been paid in these roles over the last year, adjusted for inflation.

3+ YEAR MINIMUM:

These are guide rates for anyone who has established themselves in a role with at least 3 years of experience. Crew members should negotiate upwards of these rates according to their skill level and experience.

What are the working hours per day?

This depends which contract you are working under. For features over £30m, your contract will be based on the PACT-BECTU MMP agreement, in which the contracted hours are 11+1 (11 hours work and 1 hour for lunch) for off set crew.

For TV Drama Productions following the PACT - BECTU TV Drama Agreement, hours are 10+1. However, you could also be scheduled on a Semi-continuous working day (SCWD: 9.5 + 30) or a Continuous working day (CWD: 9) if agreed between your HoD and production.

Productions that do not follow either of these agreements are free to negotiate their own terms with crew members. Nevertheless, it is widely agreed that the Art Department is a self scheduling department and traditionally works 9+1 for the rates on the rate card.

Box Rental

We have provided a guide for minimum box rentals / allowances that crew should claim. This should be dependant on the value of your kit, and many members do claim higher rates. Please note that 'computer allowance' is for a basic laptop / desktop. If you have computer equipment of high value, you should claim 'Specialist Kit Rental' at a higher rate.

How have these rates been calculated?

Each year, the Bectu Art Department Branch holds a rates survey and collect results from approximately 1000 respondents. The Bectu Art Department Committee then take the rates from the previous rate card and apply a percentage that is reflective of the increase adopted by comparable departments and that also accounts for inflation in the last 12 months. For 2024-2025, we have increased the rates by 4.95%, in line with the construction department agreed increase with PACT.

The new rates for each role are then carefully considered, across all bands, and also compared with the survey data. Over the last few years, some grades have been given an additional increase / decrease in order to match their rates with job roles of similar responsibilities in both the Art Department and other departments. Please see the parity chart in this rate card document.

Are these rates ratified with PACT?

It is a long term goal of the Bectu Art Department Branch to have a rate card that is ratified with the Producers' Trade Association (PACT), along with the existing PACT - Bectu contract agreements.

In 2023, PACT and Bectu began discussions on agreed rate cards for several of the branches, including the ADs and Grips. However, these discussions were put on hold during the CMA investigation into production company rate fixing. It is hoped that when the CMA investigation is finished, the discussions will continue, and the Art Department Branch will be able to negotiate for a ratified rate card.

Details of the CMA investigation can be found here:

<https://www.gov.uk/cma-cases/suspected-anti-competitive-behaviour-relating-to-the-purchase-of-freelance-services-in-the-production-and-broadcasting-of-sports-content>

What are the bands?

The bands that you see on the rate card are dictated by the Bectu - PACT TV and Film agreements. The film agreement is called the Major Motion Picture (MMP) Agreement and is for films with budgets over £30 million. There are currently no agreements for films under £30 million, however, the Bectu Art Department committee have identified 3 other commonly used terms used to refer to films of particularly budgets. Rates have been grouped into these bands: Motion Picture (5M - 30M), Feature Film (1M - 5M) and Low Budget (<1M).

The Bectu-PACT TV agreement specifies 4 budget bands and these have been used on the rate card to group rates.

What about Holiday Pay?

These rates are inclusive of holiday pay at 12.07%. PAYE and Self employed crew members will be paid holiday pay at the end of the contract.

Crew members who are LTD will not have holiday pay separated out.

The Bectu Art Department is currently questioning the legality of holiday pay being paid at the end of a contract.

ART DEPARTMENT 2024 - 2025

PARITY ACROSS DEPARTMENTS



ALL GRADES	PARITY TARGETS ON LARGE BUDGET PRODUCTIONS
Supervising Art Director	
Senior Art Director	
Art Director / VFX Art Dir. / Set Dec. Art Dir.	HoD Carpenter
Stand-by Art Director	
Senior Assistant Art Director	Sup. Carpenter
Assistant Art Director	
Senior Draughtsperson / Senior Set Designer	Charge Carpenter
Draughtsperson / Set Designer	
Junior Draughtsperson / Junior Set Designer	
Modelmaker	Assist. Art Dir. (by 2027)
Art Dept / Set Dec Coordinator	
Art Dept / Set Dec Assistant	
Art Dept / Set Dec Trainee	
Set Decorator	Supervising Art Dir.
Senior Production Buyer	Sen Art Dir +5% (by 2025)
Production Buyer	Art Dir. +5%
Action Prop Buyer	Assist. Art Dir. (by 2025)
Location Set Decorator	Senior Art Dir.
Senior Assistant Set Decorator	
Assistant Set Decorator	Art Dir. (by 2027)
Junior Assistant Set Decorator	
Set Dec Buyer / Assistant Buyer	Assist. Art Dir. (by 2025)
Petty Cash Buyer	
Graphic Art Director or Lead / Key Graphic Designer	Art Dir
Graphic Designer	Assist. Art Dir.
Assistant Graphic Designer	Draughts. (by 2025)
Graphics Assistant	Junior Draught.
Graphics Trainee	Art Dept. Trainee
Concept Artist	
Storyboard Artist	
Researcher	
Scenic Artist	
Drapesmaster	
Assistant Drapesmaster	
Draper	

Notes on Parity

In 2020, the BECTU Art Committee created a responsibility chart which aligned roles with other roles that have comparable levels of responsibility on the **largest budget productions**. This was to enable the committee to check rates across roles, and examine if certain roles were being under or over paid. Rates are being incrementally adjusted each year on the rate card to bring roles in line with their comparable roles, whilst still reflecting actual rates paid.

Roles were also aligned with roles from the construction department as a rate comparison exercise. It was discovered that the hourly rates for construction (who have a PACT ratified rate card) were much higher than the hourly rates of Art Department roles that have a similar level of responsibility.

For MMP, Art directors are on an hourly rate of £44 for an 11 hour day (as contracted), or a £54 hour rate for a 9 hour day (as commonly worked)

By comparison, an HoD Carpenter (similar level of responsibility), gets £69.32 per hour for a 7.5 hour day.

The top 4 roles in SFX (Workshop Supervisor, Floor Supervisor, Assistant Supervisor, Supervisor) are rated at £55, £59, £61, £82 per hour for both 11 and 10 hour days.

In London design studios, freelance senior creative roles charge around £50 - £75 an hour.

Trainees:

SFX pay a fixed trainee rate of £750 per week
 Camera Trainees are at £944 per week
 Grip Trainees range from £725 (Band 1 TV) to £1100 (MMP)

As a reminder, the current London Living Wage is £723.25/week for a 55 hours week; and National Living Wage (legally mandatory rate for anyone over 21) is £629.20/week for the same hours. No one should ever be offered less, for these hours, on any of the bands.

Set Decoration:

The Set Decorator has creative and budgetary responsibility for what appears on screen. Often working in partnership with the Production Designer to create the aesthetic through colour, texture and objects on screen. They are recognised alongside the designer for industry awards in design. Therefore, their role has been given parity with the Supervising Art Director.

In recent years the Set Decoration department and responsibilities for the team have grown immensely. Set Decoration crew often run large teams of internal and external manufacturers. It is no longer possible to use a few hire companies and retailers to source for the sets. It is not uncommon on the larger productions for Set Decoration to have their own art directors, concept artists, painters, modellers etc which were always traditionally only found within the Art Department. In 2020, a meeting was held with 163 Set Decoration crew members, where 93% voted that Set Decoration rates should have parity with Art Department rates as per the alignment of the roles on the Responsibility Diagram.

Graphics:

Graphic roles have changed drastically over the last decade. It was agreed that Graphics Art Directors should now have pay parity with Art Directors. At the top level, Graphics Art Director is an HoD role, with responsibility for crewing the graphics department, controlling labour and spend budgets and managing and scheduling the graphics requirements for all departments and all the sets. The Graphics Art Director will often work directly under the Designer and also take responsibility for meetings and requests from producers and director. There is often little or no supervision from HoDs.