

Appendix H

Terms and Conditions for freelance musicians working as Extras & Deputies with the Orchestra of Welsh National Opera: Revised September 2023

A Theatrical Engagements – for performances of complete operas, ballets and musicals (including Concert Performances of Main-scale Opera)

A1 Fees:

	3 hour 30 minute Performance (or up to 4 hour dress rehearsal)	Rehearsal ^{1 2} 2.5 hours 3 hours 3.5 hours MAX short opera	Rehearsal ³ Up to 2 hour	Short rehearsal ⁴ Up to 1 hour Rehearsal or balance call	6 hour ⁵ Long opera (or up to 7 hour dress rehearsal)
Tutti	£97.70	£88.37	£66.54	£44.18	£195.41
Sub-Principal	£104.71	£94.33	£72.69	£47.18	£209.41
Principal	£106.06	£95.73	£74.07	£47.87	£212.12
Section Principal	£114.45	£104.95	£80.14	£52.44	£228.90

1. A rehearsal can be scheduled at 2.5, 3 or 3.5 hours;
2. A MAX performance of 'short' operas can be no longer than 1 hour 20 minutes in duration. A short rehearsal/balance call of up to 30 minutes can be included within the 3 hour session. Where two such performances are scheduled within a six hour spread-over there shall be a double payment. All opera performances over 1 hour 20 minutes under the MAX programme, will generate the full main-scale opera performance fee, which may include a short rehearsal or balance call of up to 30 minutes, to take place within the 3.5 hour spread over;
3. A 2 hour rehearsal can only be scheduled when there is another work session on the same day;
4. A short balance call of up to 1 hour can only be scheduled to precede a main-scale or theatrical (not MAX) performance as follows:
 - 1 hour call will finish 1 hour 30 minutes prior to the performance;
 - 45 minute call will finish 1 hour 15 minutes prior to the performance;
 - 30 minute call will finish 1 hour prior to performance.
5. A long opera performance of up to 6 hours duration or a dress rehearsal of such an opera of up to 7 hours duration is paid as two full 3 hour 30 minute sessions. A long opera is defined as one having two intervals of which one interval is no less than 50 minutes duration. All other operas register overtime payments after 3 hours and 30 minutes.

The fees above show the total session fee applicable i.e. the basic fee plus holiday pay of 12.07% of the basic fees.

A2 Overtime: per 15 minutes or part thereof:

Tutti	£10.52
Sub-Principal	£10.93
Principal	£11.39
Section Principal	£12.50

A3 Doubling:

1 st double	25%
2 nd double	15%

Overtime is payable whenever the performance or rehearsal durations stipulated above are exceeded.

A4 Expenses:

Travel

Where the theatrical engagement is at a venue which is over 25 miles from the recognised central point of the musician's normal centre of employment a travelling allowance of **30p per mile** shall be paid for all miles necessarily travelled in reaching, fulfilling and returning from the engagement. The shortest recommended AA Autoroute mileage shall be taken as the authority for distances.

Return Travel

The time of return is defined with reference to the musician's time of departure from the rehearsal or performance venue, the distance to be travelled to the recognised central point of the musician's normal centre of employment, and an average speed of travel of 50mph. The time of departure is deemed to be fifteen minutes after the finishing time of the rehearsal or performance.

Overnight

An overnight touring allowance shall be paid where:

- a) The musician's scheduled time of return is after midnight;
- b) The musician is engaged for two or more consecutive days' work and the distance to be travelled to return to the recognised central point of his or her normal centre of employment is 80 miles or further.

A Standard overnight is paid if return is possible to the recognised central point of the musician's normal centre of employment prior to 1:00 am. Where the scheduled time of arrival is after 1:00am, the appropriate Premium or London overnight payment will apply for the city where the performance has taken place.

The overnight touring allowance is paid in accordance with the UK Theatre/MU National Agreement for Opera and Ballet Companies, which is increased or reduced in line with the change in the Retail Price Index at three monthly intervals.

The rates as 1 October 2023:

	<u>Standard</u>	<u>Premium¹</u>	<u>London</u>
Nightly rate	£79.71	£99.64	£106.26

¹ Aberdeen, Birmingham, Manchester, Glasgow, Inverness, Bath, Milton Keynes, Oxford.

Meal Allowances

Following an overnight stay, and where the second day of an engagement does not incur a full overnight payment, a meal allowance will be paid as follows (based on the return time to the recognised central point of musician's normal centre of employment):

	After 1:30 pm	After 6:30 pm	After 9:30 pm
Standard venues	£6.63	£13.26	£19.89
Premium venues	£8.29	£16.58	£24.87
London	£8.95	£17.90	£26.85

Porterage

For the transportation of cello, double bass, harp or tuba the musician shall receive the following porterage payments:

Cello **£10.50** Tuba **£12.60** Double Bass **£13.65** Harp **£42.00**

A porterage payment shall be due for each day of an engagement, except where a musician is able to leave his or her instruments in situ overnight at a rehearsal or performance venue which has been used for the final call of the day, and which is also to be used for the first call of the following day. In this latter case, porterage payments shall not be paid for each night during which the instrument is left at the venue. The venue concerned must be secure. These payments do not apply when the Orchestra Management makes arrangements to transport the instruments, unless the musician is required to bring the instruments to a pick-up point nominated by the Management, in which latter case porterage payments shall be due in full.

B Concert Engagements:

B1 Fees:	Concert / Daily Rate ¹	Single Rehearsal Rate ²	3 hour concert session for Performance and Engagement (formerly MAX) Concert – family or schools concert scheduled for no more than one hour, taking place when the player is engaged for a separate performance or rehearsal on the same day
Tutti	£128.10	£76.86	£88.37
Sub-Principal	£136.50	£81.90	£94.33
Principal	£141.75	£85.05	£95.73
Section Principal	£157.50	£94.50	£104.95

1. This rate applies for:
 - a) a concert of up to three hours in length with a rehearsal of up to three hours in length on the same day;
 - b) two rehearsals with a combined total of six hours in length on the same day (Six and a half hours may be called in line with WNO / MU House Agreement);
 - c) a concert with a rehearsal contained within a two, three or four hour period;
 - d) two short concerts, scheduled for no more than 1 hour in length, within a 6 hour spread over, with no more than two and a half hours rehearsal and a minimum break of one hour between concerts;
 - e) a 4 hour P and E session or a double P and E concert session.
2. For a single rehearsal of up to 3 hours in length, which is the only working period on a day other than a concert day.

The fees above show the total session fee applicable i.e. the basic fee plus holiday pay of 12.07% of the basic fees.

B2 Doubling:

1 st double 15%	2 nd double 10%
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B3 Expenses when travelling by coach:

For one-off and repeat concert performances, a coach will normally be provided and the musician will either be requested to join the coach or will be instructed to travel independently (see B4 below). Where the concert engagement is at a venue which is over 25 miles from the recognised central point of the musician's normal centre of employment and the musician has been requested to join the coach, the following expenses will be due.

Travel A travelling allowance of **10p per mile** shall be paid for all miles travelled in reaching, fulfilling and returning from the engagement by coach. Where the recognised central point of the musician's normal centre of employment is over 25 miles from Cardiff, an additional travelling allowance of **30p per mile** shall be paid for all miles necessarily travelled in reaching and returning from the coach pick-up point. The shortest recommended AA Autoroute mileage shall be taken as the authority for distances.

Late Return Where the time of return of the coach to Cardiff is between midnight and 2:00 am, late return payments shall be made as follows:

Return between midnight and 12.30 am	£ 6.63
Return between 12.30 am and 2.00 am	£13.26

Early Start Where the time of departure of the coach from Cardiff is between 8:00 am and 10:30 am, early start payments shall be made as follows:

Departure between 9:30 am and 10.30 am	£ 6.63
Departure between 8:00 am and 9:30 am	£13.26

Meal Allowances The following meal allowances will be paid in addition to any travel, late return & early start expenses that may be due:

a) Concerts within a round coach trip distance of 250 miles

Leaving Cardiff before 1:30 pm & returning after 6:30 pm:

Standard venues	£13.26
Premium Venues ¹	£16.58

Leaving Cardiff & returning at other periods:

Standard venues	£6.63
Premium Venues ¹	£8.29

b) Concerts within a round trip distance over 250 miles but not more than 400 miles

Standard venues	£17.89
Premium Venues ¹	£22.37
London	£24.16

c) Concerts involving an overnight stay

Payable for the following return times to Cardiff on the day following an overnight stay:

	After 1:30 pm	After 6:30 pm	After 9:30 pm
Standard venues	£6.63	£13.26	£19.89
Premium venues ¹	£8.29	£16.58	£24.87
London	£8.95	£17.90	£26.85

¹ Aberdeen, Birmingham, Glasgow, Leeds, Liverpool, Manchester & Sunderland

Overnight

An overnight touring allowance shall be paid where:

- a) The time of return of the coach to Cardiff is after 2:00 am;
- b) For the previous night, if the time of departure of the coach from Cardiff is before 8:00am;
- c) The engagement has been designated as an overnight stay.

The overnight touring allowance is paid in accordance with the TMA/MU National Agreement for Opera and Ballet Companies, the rates for which are the same as for Opera Engagements (see A4 above).

Porterage For the transportation of cello, double bass, harp or tuba the musician shall receive the following porterage payments:

Cello **£10.50** Tuba **£12.60** Double Bass **£13.65** Harp **£42.00**

A porterage payment shall be due for each day of an engagement, except where a musician is able to leave his or her instruments in situ overnight at a rehearsal or performance venue which has been used for the final call of the day, and which is also to be used for the first call of the following day. In this latter case, porterage payments shall not be paid for each night during which the instrument is left at the venue. The venue concerned must be secure. These payments do not apply when the Orchestra Management makes arrangements to transport the instruments, unless the musician is required to bring the instruments to a pick-up point nominated by the Management, in which latter case porterage payments shall be due in full.

B4 Expenses when travelling independently:

Where the concert performance or rehearsal is at a venue which is over 25 miles from the recognised central point of the musician's normal centre of employment, and the musician has been requested to travel independently or a coach is not provided, the following expenses will be due:

Travel A travelling allowance of **30p per mile** shall be paid for all miles necessarily travelled in reaching, fulfilling and returning from the engagement. The shortest recommended AA Autoroute mileage shall be taken as the authority for distances.

Late Return Where the musician's time of return to his or her normal centre of employment is between midnight and 2:00 am, late return payments shall be made as follows:

Return between midnight and 12.30 am	£ 6.63
Return between 12.30 am and 2.00 am	£13.26

The time of return is defined with reference to the musician's time of departure from the rehearsal or performance venue, the distance to be travelled to the recognised central point of the musician's normal centre of employment, and an average speed of travel of 50mph. The time of departure is deemed to be fifteen minutes after the finishing time of the rehearsal or performance.

Early Start Where the musician's time of departure from his or her normal centre of employment is between 6:00 am and 8:30 am, early start payments shall be made as follows:

Departure between 7:30 am and 8.30 am	£ 6.63
Departure between 6:00 am and 8:30 am	£13.26

The time of departure is defined with reference to the musician's time of arrival at the rehearsal or performance venue, the distance to be travelled from the recognised central point of the musician's normal centre of employment, and an average speed of travel of 50mph.

Overnight An overnight touring allowance shall be paid where:

- The musician's scheduled time of return is after 2:00 am;
- For the previous night if the musician's scheduled time of departure is before 6:00 am;
- The musician is engaged for two or more consecutive days' work and the distance to be travelled to return to the recognised central point of his or her normal centre of employment is 80 miles or further.

The overnight touring allowance is paid in accordance with the TMA/MU National Agreement for Opera and Ballet Companies, the rates for which are the same as for Opera Engagements (see A4 above).

Porterage Porterage payments will be payable as specified in B3 above.

C Media:

Musicians involved in rehearsals and performances that are recorded and /or broadcast / distributed within the arrangements set out in the 'Broadcast and Digital Distribution Agreement' of the WNO/MU House Agreement (Appendix G) will be paid the appropriate point value – **£18**

The only area where this Appendix does not apply to Extra Musicians is when the Orchestra is working on CD recordings (terms normally applied by the BPI/MU agreement). In such cases the Musician will be paid the appropriate session rates under the BPI/MU Agreement.