

Spencer MacDonald
National Secretary,
Bectu
Head Office, 373-377 Clapham Road
London
SW9 9BT

10th October 2022

Dear Spencer,

I should like to thank you and the BECTU reps and officials for their diligent work this last month during our negotiation meetings. I appreciate that such conversations can be difficult, but we believe that they have been fair and fruitful for both sides. Independent production is now far more varied than when this agreement was first put in place 5 years ago. At that time, most drama was produced for the UK public service broadcasters, but now the UK has rightly been seen by many foreign commissioners as a centre of excellence for drama production (thanks to our respective members). That said, the Indies are grateful that, during the course of our negotiations, the crew reps acknowledged the difficulty in producing some content here especially for our comedy, kids and regional/nations producers.

The attached document sets out Pact's final and best offer to your members. It has been formed by that discussions of several all-day meetings. We have also spent numerous hours meeting separately as a working group to find practical solutions for the problems identified by the Bectu representatives. The Producers have listened and recognised the problems put forward by your members. As a result, the objective has always been to balance the genuine needs of the crew for change within the constraints and competition the current market demands and budgets. The reduction in the working day from 11 + 1 to 10 + 1; redefined and improved provisions to replace the old prep and wrap conditions with a fixed department list of application departments; the substantial uplift in the overtime cap; the removal of grace; a cap on splits; weekend working only if two weeks' notice is given; the introduction of a premium payment for the 6th consecutive day; night work compensatory rest significantly improved; and bank holiday payments are all new provisions intended individually and together to help towards delivering an improved sense of work/life balance which was lacking under the 2017 agreement.

The Producers acknowledge the value and benefit a collective agreement delivers. Therefore, if the ballot is successful then it's imperative it continues to operate efficiently for all concerned. Consequently, we propose that Bectu and Pact officials monitor the agreement and meet every 6 months to evaluate its effectiveness and tackle any anomalies. In addition, we can discuss the setting up of an industry working group regarding work/life balance.

Best wishes,

Max Rumney

Deputy CEO, Director of Business Affairs