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| **Turtle Key Arts - Freelancer Pay Pledge 2022/2023** |
| **RATES** | **FEE** | **NOTES** |
| ***These rates vary in scale with a minimum and maximum scale of pay that is achievable for the size of the organisations involved. The rate payable will be determined by scale of project, available budget and funding, and role within the project.*** |
| **Daily- Full working day**  | £105 up to £250 | \* a full day is defined as 8 hours plus breaks, not exceeding a 12-hour day |
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| **Half Day/ Session/ Workshop / Rehearsal / Planning (In person)** | £85-£150 | \*half days rehearsal/workshop (no more than 3 hours incl travel) |
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| **Half Day/ Session/ Workshop / Rehearsal / Planning (online)** | £60-£130 | \* no more than 3 hours incl travel) |
|   |   |   |
| **Production/Project Meetings- online** | £40- £60 | \* Outside of contractual agreement i.e. This only applies to those being engaged on a daily rate basis. Minimum 1 hour- Maximum 2.5 hours. |
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| **Production/Project Meetings- in person** | £60-£80 | \* This only applies to those being engaged on a daily rate basis. |
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| **Weekly** | £525 up to £650 | \* 5 days in a row. Any additional days will be agreed in advance and paid at a additional daily rate |
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| **Travel day** | £80-£105 | \* a full day’s travel (over 3 hours in one direction) |
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| **Half travel day**  | £45-£65 | \* where the journey time is expected to be less than 3 hours in one direction |
| **PER DIEM** |  | **\* Per diems will be paid directly into the freelancer’s bank account via BACS** |
| **Per diem on tour (where breakfast is provided)** | £22 | \*including full travel days |
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| **Half Travel Day per diem** | £12 |  |
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| **Per diem on tour (where breakfast is not provided and freelancer is away from home)** | £28 | \* if you do not wish for the company to provide you with breakfast on tour (where possible) please state at the beginning of the tour. |
|   |   |   |
| **Per diem on tour (when staying in self-catered accommodation)** | £20 | \* if staying in self-catered accommodation for 5-7 consecutive days, you will be given a weekly allowance of £100 max for food |
| **ACCOMODATION** |   |   |
| **Accommodation will be booked by the company unless discussed otherwise. When booked by the Company accommodation will be a minimum of 3 Stars. If staying in shared accommodation (i.e. Airbnb/ theatre digs) you will not have to share a bathroom with more than 2 other people.**  | booked by company | \* please note often our accommodation is mixed unless discussed otherwise.\*In line with our environmental policy, we will book the most ecologically sound accommodation within the availability of our budgets.\*accommodation will be in line with government guidelines for COVID-19\*where food allergies are present please notify TKA as soon as possible so we can accommodate accordingly. |
| **CREATIVES** |   |   |
| **Creative Fees-** (Directors/ Designers/ Choreographers/ Writers/ Lighting Designers/ Sound Designers/ AV Designers/ Movement Directors and Productions Managers)  | varying | \* We will discuss and negotiated with the freelancer and agent, as appropriate based on the demand of the role and experience. We guarantee to pay in accordance with the ITC/Equity recommended rates of pay (Link) and above when possible.  |
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| \*This document is Turtle Key Arts' 22/23 pay pledge for Freelance Artists. All projects managed by TKA will adhere to this and all partner companies which TKA work directly with will adopt this policy. These currently include: Ockham's Razor, Oddly Moving, AIK Productions, Kill The Cat Theatre, Open Sky Productions & Hassan Abdulrassak. |

Signed by: Last revised: 18/10/2022



