

SOLT / BECTU AGREEMENT
SCHEDULE OF MINIMUM BASIC RATES PER SHOW AND HOURLY RATES
Operative from 19 January 2026 to 21 January 2029

MINIMUM BASIC WEEKLY WAGES

- Year 1 (19 January 2026 to 17 January 2027) – 4.5% increase to Grades 1 to 7, 5.25% increase to Grades 8 and 9
- Year 2 (18 January 2027 to 23 January 2028) – rates to increase by CPI published in December 2026 plus 1%, with a maximum increase to the rates of 5% and a minimum increase to the rates of 2%
- Year 3 (24 January 2028 to 21 January 2029) – rates to increase by CPI published in December 2027 plus 1%, with a maximum increase to the rates of 5% and a minimum increase to the rates of 2%

	Role	New role / role title / grade	Hours per week	19 Jan 2026 – 17 Jan 2027
1	Chief Electrician	Head of Electrics	40	£914.78
	Master Carpenter	Head of Stage	40	£914.78
	Head of Wardrobe	Head of Wardrobe/WHAM/Costume	40	£914.78
2	Deputy Chief Electrician	Deputy Head of Electrics	40	£780.60
	Deputy Master Carpenter	Deputy Head of Stage	40	£780.60
	Box Office 1 st Assistant		40	£780.60
	Deputy Wardrobe	Deputy Head of Wardrobe/WHAM/Costume	40	£780.60
3	Chargehand Electrician/Stage	Senior Technician Stage or Electrics	40	£720.02
	Box Office 2 nd Assistant		40	£720.02
	Deputy Wardrobe	Costume and Wardrobe Assistant	40	£720.02
4	1 st Grade Electrician	Technician Electrics	40	£698.99
	1 st Grade Stage	Technician Stage	40	£698.99
		Costume and Wardrobe Assistant	40	£698.99
5	Dayman (Trainee)	Junior Technician Stage or Electrics	40	£663.00
	Full-time Wardrobe Assistant	Wardrobe Assistant Trainee	40	£663.00
		Stage Door Keeper	40	£663.00
	Housekeeper		36	£596.72
6	Box Office Clerk/Telephonist		40	£594.13
	Full-time Fireman	Building Fire Officer	40	£594.13
7	Cleaner		24	£339.19

As part of the settlement, SOLT and Bectu agreed to insert new costume and WHAM roles at the grades set out in the table above. Sound and automation roles will be inserted into the grading structure in due course, once grades have been confirmed. It was agreed that:

- The Manager shall determine the number of Individuals to engage in sound/automation roles (if any) for the Production and the Grade at which to engage each Individual.
- Where the Production only requires limited sound/automation duties, the Individual may also undertake other duties.
- The Manager shall determine to whom the Individual shall report and shall specify this to the Individual at the start of the engagement.

SHOW RATES (Once-Nightly)

	Role	New role / role title	Hours per show	19 Jan 2026 – 17Jan 2027
3	Console Operator		3	£53.96
	Sound Operator		3	£53.96
	Chargehand Electrician / Stage	Senior Technician Stage or Electrics	3	£53.96
4	Assistant Console Operator		3	£52.42
	Follow-spot Operator		3	£52.42
	Swing Showman	Swing Show Technician	3	£52.42
5	Showman / Super	Show Crew Electrician/Carpenter	3	£49.72
	Dresser		3¼	£62.11
6	Performance Fireman	Performance Fire Officer	5	£74.30
8	Head Bar Person	Bar/Retail/Front of House Supervisor	3¼	£49.26
	Attendant Cleaner		3¼	£49.26
	Performance Cashier		3¼	£49.26
9	Bar Person	Bar/Retail/Front of House	3¼	£48.19
	Checktaker		3¼	£48.19
	Usher		3¼	£48.19
	Cloakroom Attendant		3¼	£48.19

Hourly Paid	19 Jan 2026 – 17Jan 2027
Wardrobe Daytime Assistant	£16.56
Production Worker	£16.56
Skilled Production Worker	£17.46

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