

**FREELANCE MUSICIAN
EXTRAS AND DEPUTIES AGREEMENT**



SECTION A

1. DATE AND DURATION OF AGREEMENT

- 1.1 The terms and conditions set out in the Agreement shall be effective from 1st April 2023 and shall continue in force until terminated in accordance with clause 11, or until revised in writing between Scottish Opera and the Musicians' Union.
- 1.2 The Agreement shall govern the freelance engagement of Musicians working as Extras and Deputies with the Orchestra of Scottish Opera.
- 1.3 For the avoidance of doubt this Agreement is not intended to confer employee status on any Musician. The intention and understanding of all parties is that Musicians engaged under these terms and conditions are self-employed workers.

2. DEFINITIONS

- 2.1 Musicians shall normally be engaged under the terms and conditions set out in this Agreement as either 'Extras' when augmentation of the orchestra is required, or 'Deputies', when engaged to replace an absent orchestral player.
- 2.2 Extras and Deputies are defined as those drawn from a pool of players agreed by the Orchestra & Concerts Director and the relevant Section Principal player.
- 2.3 Opera with Reduced Orchestration (ORO) is defined as an opera in which the full orchestration is re-scored to reflect a reduced orchestration.

3. ABSENCE NOTIFICATION

- 3.1 In the event of sickness or another emergency absence, you must inform the Orchestra Manager and Orchestra & Concerts Director, giving sufficient notice for a suitable Deputy to be engaged.

4. SEATING

The seating layout of the orchestra is at the discretion of the Company, in consultation with the Section Principals and the Leader.

5. PORTERAGE

- 5.1 The transportation of instruments and baggage is the responsibility of each musician, but the cost of portorage of heavy instruments and baggage insurance in transit is borne by the Company.
- 5.2 The portorage of heavy instruments will be undertaken by the Company at the request of the Musician. In this case the Company is responsible for taking all reasonable precautions for the adequate protection of all instruments whilst in transit.

- 5.3 The portorage by the Company of heavy instruments on tour means from Glasgow to the opening town of the tour/ event and from town to town and back to Glasgow from the town in which the tour / event concludes.

Portorage rates are as follows: -

Category	Payment from 1 April 2023
1; Cello, 2 Saxaphones, Baritone Sax, Contra Bassoon	£19.84
2; Double Bass, Tuba, Cimbasso	£27.14
3; Harp	£36.34

6. HEALTH & SAFETY

The Company operates a Health & Safety policy and you are required to observe this as revised from time to time. It is the responsibility of the Company to ensure as far as is reasonably practicable your health, safety and welfare whilst at work. You are required to co-operate with the Company at all times on all matters relating to both your own, other members of staff's and visitors' health, safety and welfare. Please refer to the Scottish Opera Policies Booklet for full details.

7. SCOTTISH OPERA RULES AND POLICIES

The Musician is obliged to abide by the rules and policies of Scottish Opera. The rules and policies may be amended from time to time and are contained in the Scottish Opera Policies Booklet that is provided to the musician when commencing a first engagement with Scottish Opera. Thereafter, the booklet will be provided only upon request, from the Orchestra Office.

8. MEDIA TERMS AND CONDITIONS

Scottish Opera and the Musicians' Union have a Media Terms and Conditions Agreement applicable to the permanent musicians within the Orchestra. Some aspects of the Agreement are also relevant to Extras and Deputies as follows:-

8.1 The fee paid incorporates payment for the following; -

- Electronic Press Kits (EPK); recordings of rehearsals and performances in audio/visual format, for non-commercial / news access /promotional or educational purposes only.
- Audio-visual Recordings of dress rehearsals for archive or technical purposes.

8.2 Payment of the appropriate MU rate will apply for commercial activity as per the following: -

- An audio-visual or audio-only recording of a Main scale production or concert,
- Studio sessions

9. PAYMENT OF FREELANCE FEES FOR EXTRAS AND DEPUTIES

Freelance Fees, including Pre General and Dress overtime payments, are paid weekly by credit transfer into the Musician's nominated bank or building society. Any additional payments due, such as unscheduled overtime, will be paid in the following week.

10. FORCE MAJEURE

No fee shall be payable for any performance that is cancelled by reason of Royal demise, national mourning, enemy action, fire, strikes or lock-outs, by reason of the order of any licensing or other public authority having jurisdiction or for any cause beyond the control of Scottish Opera.

11. TERMINATION OF AGREEMENT

The Agreement will remain in place subject to three months' notice by either the Musicians' Union or the Company to amend or terminate it.

Signed on behalf of Scottish Opera:
Union:

Signed on behalf of the Musicians

Signature

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Position Alex Reedijk
General Director
Scottish Opera

Date

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Signature



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Position Jo Laverty
National Organiser, Orchestras,
The Musicians' Union

Date

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SECTION B

OPERA

1. HOURS OF WORK

- 1.1 The basic unit of work will be a 'three hour session', Rehearsal or Performance.
- 1.2 A seating and balance rehearsal will not exceed thirty minutes duration, and will be held within one hour forty-five minutes of a performance.
- 1.3 Pre General and Dress Rehearsals may be scheduled for up to six hours and will attract overtime as detailed in clause 5.
- 1.4 The Musician will be seated, tuned and ready to play at the stated time for all rehearsals and performances.

2. OPERA FEES FROM 1 APRIL 2023

OPERA		Session Fee	Holiday pay 12.07%	Total Fee
Section Principal	Tier 1	£91.81	£11.08	£102.90
Principal	Tier 2	£82.11	£9.91	£92.02
Sub-Principal	Tier 3	£78.92	£9.53	£88.45
Tutti	Tier 4	£75.70	£9.14	£84.83
Seating & Balance				
Section Principal	Tier 1	£22.11	£2.67	£24.78
Principal	Tier 2	£20.34	£2.46	£22.80
Sub-Principal	Tier 3	£19.15	£2.31	£21.46
Tutti	Tier 4	£18.34	£2.21	£20.56

3. DOUBLING / TREBLING

The fee paid to a musician incorporates payment for the requirement to play more than one instrument, for all Category A instruments, subject to the Doubling, Trebling, Out of Family category conditions, as detailed in Section D.

4. STAGE PAYMENTS

The musician may be required to play in the following situations, and the under noted payment will apply.

Situation	Payment
a) Solely off stage	No payment
b) Solely on stage, in view of the audience	£10.66
c) In the Pit and off-stage, not in view of audience	£9.04
d) In the Pit and on-stage, in view of audience	£14.05
e) With make-up, wigs, on-stage in view of audience	£7.12 for each category
f) Perform on-stage from memory	£28.38
g) Costume fitting session	£28.38

5. OVERTIME

5.1 Rehearsals

Overtime will be paid in quarter hourly units at time and a half whether or not the time is used.

5.2 Performances

5.2.1 Opera and Opera in Concert performances incur overtime after 3 hours, from the scheduled start of the call. Overtime will be calculated after three hours in quarter hourly units at time and a half.

5.2.2 The designated end of a performance is when the house lights are illuminated.

5.3 Working After Midnight

When rehearsing or performing after midnight the hourly rate is calculated in units of fifteen minutes at double time, except when performing on Foreign Tours.

6. BREAKS

6.1 There will be a break of not less than fifteen minutes during each three-hour rehearsal session, which will be taken no later than one hour and forty-five minutes from the start of the rehearsal session.

6.2 In the case of Pre General and Dress Rehearsals, the breaks will be taken in accordance with the breaks in Performances and should total not less than twenty minutes in a four-hour session.

6.3 There will be a break of not less than one hour between rehearsals, and a break of not less than one hour fifteen minutes between a seating & balance session and performance.

6.4 The timing of breaks may be adjusted, depending upon circumstances and by agreement of a majority of all players affected.

7. LEAVING THE PIT DURING PERFORMANCES

You shall only leave the pit during performance with the permission of the Orchestra and Concerts Director (unless required to perform on and/or off-stage as directed by the Company). At the end of the performance all members of the orchestra shall remain in their places in the pit until the final curtain comes in and the house lights are illuminated, unless otherwise agreed with the Orchestra and Concerts Director.

8. DRESS

Activity	Ladies	Gentlemen
Opera	Black knee length or longer dress, or suitable black top and black <u>TAILORED</u> trousers.	Black dinner suit trousers and black or white shirt, or Black or White dinner suit Jackets and appropriate tie.

9. OUT OF TOWN PAYMENTS

9.1 Main Scale Opera

For all main scale opera work undertaken outwith a 15-mile radius of Glasgow (Theatre Royal), you will be paid the UK Theatres (UKT) Opera and Dance Touring Allowance. These rates are subject to a six-monthly review and the Rates in use from **1 April 2023 are: -**

Description	Payment
Touring nightly rate	£79.71
Uplifted nightly rate for Aberdeen, Birmingham, Manchester, Glasgow, Inverness, Bath, Milton Keynes, Oxford.	£99.64
London nightly	£106.26

9.2 Opera with Reduced Orchestrations (ORO)

For all ORO work undertaken outwith a 15 miles radius of Glasgow (Theatre Royal), the Musician will be paid the applicable Travel allowance, early start / late return or overnight subsistence payments as noted below. These rates are as defined in the ABO – Musicians’ Union Casual Concert/Freelance Orchestral Agreement [April 2023 - 2024].

Description	Payment
Early start payment – When required to leave Glasgow (Theatre Royal) before 8.30 am.	£7.00
Late return payment for return to Glasgow (Theatre Royal) between midnight and 12.29 a.m.	£5.25
Late return payment for return to Glasgow (Theatre Royal) between 12.30 a.m. and 1.59 a.m.	£10.50
Late return payment for return to Glasgow (Theatre Royal) between 1.00 a.m. and 2.00 a.m.	£15.75
Sea crossing [not applicable to ferry travel within Scotland] Paid per hour, or part thereof, up to a maximum payment of £39.82	£9.77

10. TRAVEL

10.1 Main Scale Opera

- 10.1.1 For main scale opera work outwith a 15-mile radius of Glasgow (Theatre Royal) the Company will pay the cost of a standard class rail fare for all necessary journeys.
- 10.1.2 As an alternative, the Company may provide transport at the request of the majority of the members of the Orchestra. The Company will not then be liable to pay the equivalent of a standard class rail fare.

10.2 Opera with Reduced Orchestrations (ORO)

The Company will provide suitable coach transportation for all ORO work outwith a radius of 15 miles from Glasgow (Theatre Royal). When suitable coach transportation is provided a travel allowance of 0.19p per mile is paid.

SECTION C

CONCERTS, EDUCATION AND OUTREACH

1. HOURS OF WORK

- 1.1 The basic unit of work will be a 'three-hour session', Rehearsal or Performance.
- 1.2 A rehearsal and concert will normally be for six hours' duration, excluding the meal break between the two sessions.

2. FEES [from 1 April 2023]

CONCERTS, EDUCATION AND OUTREACH						
		Rehearsal & Concert	Holiday Pay 12.07%	Total Fee	Doubling 10% of fee	Trebling 15% of fee
Section Principal	Tier 1	£151.08	£18.24	£169.32	£16.93	£25.40
Principal	Tier 2	£126.02	£15.21	£141.24	£14.12	£21.19
Sub-Principal	Tier 3	£113.55	£13.71	£127.26	£12.73	£19.09
Tutti	Tier 4	£109.28	£13.19	£122.47	N/A	N/A

A single concert rehearsal scheduled on a day with no other work will be paid at 60% of the relevant Rehearsal & Concert fee.

CONCERTS, EDUCATION AND OUTREACH						
		Rehearsal only	Holiday Pay 12.07%	Total Fee	Doubling 10% of fee	Trebling 15% of fee
Section Principal	Tier 1	£90.65	£10.94	£101.59	£10.16	£15.29
Principal	Tier 2	£75.61	£9.13	£84.74	£8.48	£12.71
Sub-Principal	Tier 3	£68.13	£8.22	£76.35	£7.64	£11.45
Tutti	Tier 4	£65.57	£7.91	£73.48	N/A	N/A

3. DOUBLING / TREBLING

The fee paid to a musician incorporates payment for the requirement to play more than one instrument, for all Category A instruments, subject to the Doubling, Trebling, Out of Family category conditions as detailed in Section D. **For Doubling 10% of the session fee is paid. For Trebling a further 15% is payable.**

4. OVERTIME

For Rehearsal or Concert sessions that exceed three hours, overtime will be paid in quarter hour units at time and a half.

5. BREAKS

- 5.1 Breaks between Rehearsals will normally be one hour, but not less than half an hour. Breaks between a Rehearsal and Concert, will not be less than one hour, unless agreed by mutual consent.
- 5.2 The timing of breaks may be adjusted, depending upon circumstances and by agreement of a majority of all players affected.

6. DRESS

Activity	Ladies	Gentlemen
Concerts	Coloured knee length or long(er) dress, or suitable coloured top and black <u>TAILORED</u> trousers.	Tails, Black dinner suit, White Jacket with DJ trousers Black or white shirt, black straight tie, grey tie or appropriate bow tie.
Education /Community Concerts	As for concerts or as provided by the Company.	

7. TRAVEL

The Company will provide suitable coach transportation for all Concert, Education and Outreach work that takes place outwith a 15 miles radius of Glasgow (Theatre Royal).

When suitable coach transportation is provided an allowance of 0.19p per mile will be paid.

For all concert and education/outreach work undertaken outwith a 15 miles radius of Glasgow (Theatre Royal), the Musician will be paid the applicable Travel allowance, early start / late return or overnight subsistence payments as noted below. These rates are as defined in the ABO – Musicians' Union Casual Concert/Freelance Orchestral Agreement [April 2023/24]

Description	From 1 April 2023
Early start payment – When required to leave Glasgow (Theatre Royal) before 8.30 am.	£7.00
Late return payment for return to Glasgow (Theatre Royal) between midnight and 12.29 a.m.	£5.25
Late return payment for return to Glasgow (Theatre Royal) between 12.30 a.m. and 1.59 a.m.	£10.50
Late return payment for return to Glasgow (Theatre Royal) between 1.00 a.m. and 2.00 a.m.	£15.75
Sea crossing [not applicable to ferry travel within Scotland] Paid per hour, or part thereof, up to a maximum payment of £39.82	£9.77
Overnight ABO rate for Bed & Breakfast [when late return payment does not apply]	£70.00

SECTION D

1. DOUBLING, TREBLING, OUT OF FAMILY

When a musician is required to play more than one instrument in a three-hour session, an additional fee of 25% of the session fee will be paid for the second instrument. If the musician is required to play a third instrument in the same session a total payment of 33% of the session fee is paid.

Category A	
Any musician who is required to play more than one Category A instrument, as defined by the composer, in any session shall be paid a 'doubling' fee. Only Category A instruments will be treated as doubling or trebling instruments for the purposes of this clause.	
Category B	
No musician shall be obliged to play a Category B instrument. However, by mutual consent between the individual musician and the Company, a category B instrument may be played, in which case the musician will be paid a 'doubling' fee. Instruments in this category shall not be treated as doubling or trebling instruments for the purposes of this clause.	
Category C	
No musician shall be obliged to play a Category C instrument, or any other instrument that does not appear in the under noted list of instruments. However, by mutual consent between the individual musician and the Company, an instrument in this category may be played, in which case any additional payment would be subject to negotiation between the musician and the Company. Instruments in this category shall not be treated as doubling or trebling instruments for the purposes of this clause.	
Flute [Tier 1 and Tier 2]	
Category A:	Flute, Piccolo, Alto Piccolo, Alto Flute, Bass Flute, Eb Flute, Military (low C) Boehm system piccolo.
Category B:	Tin Whistles, Kazoo, Swanee Whistle, Single-Note Whistles, Recorder, Fifes, Nose Flute.
Category C:	Contrabass Flute, Baroque Flute, Renaissance Flute, Flute d'Amore, Ethnic Flute, Pan Pipes, Saxophone, Non-Flute Family Instrument.
Oboe [Tier 1 and Tier 2]	
Category A:	Oboe, Cor Anglais, Oboe d' Amore.
Category B:	
Category C:	Bass Oboe, Heckelphone, Recorder.
Clarinet [Tier 1 and Tier 2]	
Category A:	Boehm System Clarinets as follows: Bb Clarinet, A Clarinet, C Clarinet, D Clarinet, Eb Soprano Clarinet, Bass Clarinet in A & Bb, Eb Alto Clarinet, Basset Horn in F, Contrabass Clarinet in Bb, Basset Clarinet in A & Bb, Contralto Clarinet in Eb.
	Any Clarinet pitched not more than a semi tone apart and in the same octave will be treated as one instrument (with exception of Eb Alto).
	The following instruments will be treated as one instrument: Bb Clarinet, A Clarinet.
Category B:	Saxophone, Sopranino Clarinet in Ab.
Clarinet [Tier 1 and Tier 2]	
Category C:	Non-Boehm System Clarinets, Taragato, Clarina, Holztrumpete and other related instruments.
Bassoon [Tier 1 and Tier 2]	
Category A:	Bassoon, Contra Bassoon
Category B:	
Category C:	Heckelphone, French Bassoon, Sarrusaphone, Serpents
Horn [Tier 1, Tier 2 and Tier 3]	
Category A:	F/Bb Horn, Bb/F Alto Horn
Category B:	Wagner Tuba
Category C:	All period instruments and Vienna Horn
Trumpet [Tier 1 and Tier 2]	
Category A:	Trumpets Bb, C, Eb - each of these instruments will be treated as if playing one instrument
Category B:	Rotary Valve Trumpet in Bb, C, D and Eb - each of these instruments will be treated as if playing one instrument. Trumpet in D, Cornet
Category C:	Piccolo Trumpet, in G, A and Bb, - each of these instruments will be treated as if playing one instrument. Posthorn, Flugelhorn, Fanfare Trumpet, Natural Trumpet.
Trombone [Tier 1 and Tier 2]	
Category A:	Tenor Trombone,

Category B:	Alto Trombone, Narrow Bore Trombone Bass Trombone.
Category C:	Valve Trombone, Euphonium, Bass Trumpet, ,Sackbutt, German Trombone
Bass Trombone [Tier 2]	
Category A:	Bass Trombone
Category B:	Contrabass Trombone, Narrow Bore Bass Trombone, Euphonium, , Cimbasso
Category C:	Sackbutt, Dung Chang, German Trombone, Valve Trombone
Tuba [Tier 1]	
Category A:	Eb Tuba, F Tuba,
Category B:	C Tuba, Bb Bass Tuba, Cimbasso,
Category C:	Sousaphone, Ophicleide, Euphonium.
Harp [Tier 1]	
Category A:	Double Action Concert Harp
Category B:	
Category C:	Clarsach, Single Action Harp, Chromatic Harp, Double Harp.
Timpani [Tier 1] and Percussion [Tier 1]	
Category A:	<p>Timps: Will be required to play 4 Timps. If required to play instruments in any of the undernoted Groups, an additional payment will be made as follows: 10% for all instruments in Group1, 15% for all instruments in Group 2, 20% for all instruments in Group 3.</p> <p>Percussion: Will be required to play all instruments in Group1 (except 5th Timp) If required to play instruments in any of the undernoted Groups, an additional payment will be made as follows: 10% for all instruments in Group 2, 15% for all instruments in Group 3, 20% for all instruments in Group 4.</p>
Group 1:	Concert Bass Drum Snare/Tenor Drums, Roto Toms, Concert Toms Chinese Toms, Tabor, Tambourine Provençal, Tambourines, Triangle Finger Cymbals, Clash+ Suspended (inc Chinese) Whips (wooded) Wood/Temple/Granite Blocks, Castanets, Ratchets Glass/Shell/Wood Chimes, Tam Tams, Thunder Sheet, Anvils, Sistrums, Log Drums, Sirens, 5 th Timp.
Timpani [Tier 1] and Percussion [Tier 1]	
Group 2:	Glockenspiel, Xylophone, Marimba, Bass Marimba, Tubular Bells Vibraphone, Tuned Gongs, Bell Plates, Tubaphone, Waterphone, Motor Horns, BooBams, Lujons, Flexitones, Baroque Timpani
Group 3:	Bongos, Congas, Timbales, Caxixi, Latin Cow/Agogo Bells, Cabasa, Claves, Mark/Bell Tree, Vibra Slap, Kokiriko, Guiros, Rain Sticks, Torpedos, Maracas, Talking Drum, Lions/Bulls Roar.
Group 4:	Pedal and Hand Tune Timpani. (Only Percussion).
Category B:	Set of Gamelon Gongs, Melodic Kalimba, Bones, Cat O'Nine Tails, Baroque Timpani
Category C:	Drum Kit – Traps, Tabla, Darabuka, Steel Drums, Berimbau, Cymbalom, Zither, Bottlephone.
All Players except Timpani and Percussion (Tiers 1 – 4)	
Category C:	Period Instruments, Percussion. Excluding Baroque Timpany