



SCOTTISH FREELANCE BRANCH

<https://www.bectusfb.org.uk/>

AGENDA & MINUTES – AGM

Saturday 13th January 2024 @ 11:00

Edinburgh Summerhall Hybrid meeting

Agenda:

1. Welcome and structure of the meeting.
2. Minutes from last AGM
3. Election of committee
4. Matters arising
5. Update on Regional Production Division
6. Social media and how the branch communicates with members
7. Upcoming conferences: STUC & Prospect
8. BBC Freelance Ratecard
9. QTV Ratecard
10. Upcoming meetings for diaries.
11. AOB
12. Additional session(s)

At the end of the AGM and depending on attendance from different crafts within our branch we will break out into smaller groups to discuss craft related issues. This can include (but not be limited to):

- a. Update on the Drama Agreement with Q&A and next steps.
- b. Construction – Engagement and how we can organise.
- c. Unscripted – How we might tie in with colleagues across the UK?
- d. Production – How can the branch better represent?

13. Close - Please join us for a wee social in the Royal Dick Bar (in the Summerhall courtyard).

Attendees both Online and in-person:

BECTU Employees:

Doug McGill

Paul McManus

Theresa Irvine

Committee Members

Alex Harris-MacDuff – Co-Chair & Rep to RPD – Unscripted Production Management

Colin McNab – Chair – Co-Chair & Rep to RPD – Sound Recording

Mike Collier-Prickett – Co-Secretary & RPD Chair – Construction

Claire Stephens-Lee – Co-Secretary & Rep to RPD – Unscripted Production Management

Suvi Wallendahr – Committee Member – Costume

Mhari Sharkey – Committee Member – Costume

Graeme Aldridge – Committee Member – Greens

Paul Forest – Committee Member - Camera – Features & Drama

Chris Nordstrom – Committee Member – Grips – Drama & Features

Jennifer Barrie – Committee Member – Scripted Production Management

Barbora Orton – Committee Member – Writers, Producers, Directors

Ross McCluskey – Committee Member – SFX

Connor Dupre – Committee Member – Art Department & Set Dec

Committee Members absent:

Mark Lacey – AD

David McInally – Camera OB & Studio

Richi Holt – Grips – Commercials

Jackie McCraith-Smith – Locations

David Taylor – Locations

Leona Buchanan – Unscripted Editorial Production

Lucy MacKenzie-McNae – Unscripted Production Management

Nigel Honey – Post Production

Vito Milazzo – Post Production

Sinead Kirwan – Writers, Producers, Directors

Glossary of terms:

SFB – Scottish Freelance Branch

N&R – Nations and Regions (outside of M25, Scotland, Wales)

RPD – Regional Production Division

LPD – London Production Division

NS – National Secretary

ANS – Assistant National Secretary

OB – Outside Broadcast

STUC – Scottish Trade Union Congress

NUJ – National Union of Journalists

Dates to note:

Upcoming Committee Meetings:

Friday February 16th – Online – 20:00

Saturday April 20th – Hybrid 10:00 – Online and in person location tbc. Informal debrief after.

Upcoming All Branch Meetings:

Friday March 22nd – Online – 20:00

Saturday May 11th – Hybrid 10:00 – Online and in person location tbc. Informal debrief/social after.

Upcoming RPD Meetings:

RPD AGM – date tbc expected to be last weekend of June/first week of July in Belfast.

RPD general meeting - 14th or 28th September tbc – expected to be a London based meeting (joint with LPD)

RPD general meeting – 30th Nov or 7th Dec tbc – expected to be in Yorkshire.

Upcoming conferences:

STUC Annual Congress – Dundee – Monday 15th to Wednesday 17th April 2024 ***deadline to request delegates in February 2024***

Prospect National Conference – Birmingham – Saturday 8th June – Tuesday 11th June ***deadline to request delegates in March 2024***

Minutes

1. Welcome and structure of the meeting.

It is our intention that this meeting be a hybrid of in-person and online.

We will endeavour to make it possible for all people joining online to vote during the meeting but in the event of technical issue it may not be possible for those joining online to vote in the election of the committee or the motions.

Members both online and in the room will be required to register their names and membership numbers to vote during the meeting.

2. Minutes from last AGM

Apologies for the lack of minutes circulated. There have been committee changes within the last year.

3. Election of committee – please see attached document/upcoming NEC elections

All sitting committee members re-elected.

Connor Dupre nominated as Committee member for the Art Dept & Set Dec rep by Mike Collier-Prickett. Seconded by Colin McNab and passed by members present.

Noted we have a number of missing roles in the committee including but not limited to the following shops:

- Construction
- Hair, Make Up & Prosthetics
- Sparks/Lighting
- Sound Recording
- Props

We welcome anyone to join the committee both as shop stewards and general committee members. Please do get in touch with the committee if you would like to be more involved with union organising.

4. Matters arising

All items currently on the agenda.

5. Update on Regional Production Division

Mike Collier-Prickett is now chair of the RPD and working on union issues and update outdated by-laws.

RPD met twice yearly in London, these follow two of the quarterly meetings apart.

There are now more RPD meetings planned to take place in the regions within the next year. ***please see dates above*** These will take place between the two meetings shared with LPD

6. Social media and how the branch communicates with members

There has been an increase in social media activity for the branch – thank you to Suvi & Mhari in particular on the committee who is leading this.

Please do follow and share the [facebook](#), [Instagram](#), & [website](#).

Action – Glossary of terms/acronyms to be added to website

7. Upcoming conferences: STUC & Prospect

There are a number of conferences in the next year, including the STUC held in Dundee in April, and Prospect in Birmingham in June ***see exact dates above***. The dates run

across the work week which is less than ideal for freelancers, and we'll be feeding this back to the organisers.

If you would like to attend as a rep for the BECTU SFB please let any of the Chairs, or Secs know asap and we'll request seats. If we have more requests than seats we will hold a ballot to allocate. Travel and accommodation will be covered by BECTU.

Separate note – Hello and welcome to Theresa who is the new Glasgow Office Executive Assistant, assisting Paul & Doug with union operations.

Jenny Tingle is the new BECTU Assistant National Secretary working with the two freelance production divisions RPD & LPD

8. BBC Freelance Rate Card

The updated rate card has been submitted to the BBC by Paul following feedback and waiting for agreement. This is for BBC Scotland output, and not BBC Studios or BBC Studiowork productions who operate separately.

9. QTV Rate Card

There has been an informal agreement with QTV re a ratecard. This is due to expire and Paul McManus is asking for feedback re pay rates with QTV, particularly with Sound Assistants and those working on their streaming output. Please get in touch with Paul on PMcmanus@bectu.org.uk.

10. Upcoming meetings for diaries.

Please see dates above.

11. Any Other Business/questions

- a. **Government investigations.** There are two separate government investigations in relation to Anti-Competitive behaviour within the industry. Links:
 - i. <https://www.gov.uk/cma-cases/suspected-anti-competitive-behaviour-relating-to-the-purchase-of-freelance-services-in-the-production-and-broadcasting-of-sports-content>
 - ii. <https://www.gov.uk/cma-cases/suspected-anti-competitive-behaviour-relating-to-freelance-and-employed-labour-in-the-production-creation-and-slash-or-broadcasting-of-television-content-excluding-sport>

These are in the review stage and there should be an update in March 2024. Paul McManus noted the OB/Sports output that could be affected by this investigation. However, if anyone has any problems please do get in touch with

the union at the time, as no issues should be put on hold due to the investigations.

- b. **Question re BECTU/PACT updates.** There is a focus group with reps from both parties that have produced joint guidance, they will meet this week (w/c 15th Jan) to build upon the document published in Dec 2023. BECTU and PACT entered mediation in the first half of last year, the results arising from the changes in the BECTU/PACT agreement that refer to “early calls” and “broken turnaround” were “inconclusive”. Further discussions will continue in this respect. Mike C-P is part of this group so please let him know any feedback you have, and to see the evidence pack that the Hair and Make Up branch have been putting together regarding early call in particular.

- c. **Updates from Paul McManus - BBC Studioworks redundancies updates.** BBC Studioworks operate out of Kelvinhall, PQ, and other studios across the UK. There is due to be a round of redundancies for their staff members due to the lack of work (strikes and unscripted commissioning pause part of this). They’ve closed two studios in England – one for the RACI issues, and one due to lack of work. Kelvinhall in particular is not expecting commissions until 2025.

- d. **Updates from Paul McManus - STV Staff wages increase.** BECTU has been part of the negotiations for a raise in wages alongside the NUJ for the STV group. BECTU members have accepted the last offer, but NUJ members have rejected it. Negotiations are ongoing. It’s noted that STV Studios Production Company have had no new commissions in the past year. A quarter of the STV group’s income has come from the newly acquired Greenbird <https://greenbird.tv/partners/> (Group of production labels) which is a shift in finances. If anyone had any feedback re STV please discuss with Paul McManus or your committee members.

- e. **Question re Unscripted Rate Card.** Last year there was a survey conduction across all job roles in Unscripted productions to generate an updated Rate Card. CSL apologies for the lack of rate card, this has been due to SFB committee changes, an awareness of a lack of work within the Unscripted work force and personal delays. CSL has been discussing rates and ratecards across the industry with the Unscripted Branch of BECTU and the aim is to issue a joint rate card asap.
Please ensure you keep your rates and report any production companies capitalising on the lack of work to reduce rates. CSL also reminded members (unless you are a ltd co) all rates are to be exclusive of holiday as per the legal requirements, and please report any production companies who try and wrap holiday % into your rates.

- f. **Updates from the committee – BECTU Vision [Website](#) [Facebook](#) [Twitter/X](#).** We’re blessed in Scotland to have BECTU vision who run training and socials

regularly. Please use them and get in touch if you have any training recommendations, or are unable to attend any training but would be keen to see the recording (if applicable) or sign up for future training. During conference in the summer BECTU Vision presented their ways of working to RPD and is seen as quite the jewel in Scotland's crown. **Please use it!** We thank the team at Vision for all their hard work.

- i. Q – when is the next First Aider Training? There was a round of First Aider training in December, and it runs regularly so please keep an eye on emails and social media for updates.

g. **Question re NEC reps changes.** There have been a number of resignations at the NEC by BECTU reps – are BECTU reps to be replaced? There have been resignations, and those reps have been replaced by BECTU reps.

- i. Please note Prospect NEC elections will be posted out soon, and each member has one vote. Please vote and encourage your fellow members to do so.

12. Additional session(s) – N/A

13. Close – N/A