

CONTRIBUTOR RIGHTS CONTRACT NOTICE: ER 06/06

BBC/ EQUITY: AUDIO AGREEMENT 2006/2007

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Date: 9th June 2006

The rates set out in this notice replace those in the Contributor Rights Notice ER 08/05 for engagements where the Final Performance Day is on or after 12th June 2006 and will apply up to and including 30th May 2007 or until further notice.

The agreement covers professional performers engaged by the BBC for services on Radio, the World Service and Audio engagements covering the following categories:

- Actors undertaking dramatic roles
- Dramatic Readings
- Variety Performance
- Ad hoc Chorus Singers
- Solo Singers (in Entertainment programming)
- Pop Groups whose performances is predominantly non-instrumental

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SECTION 1: INITIAL TRANSMISSION/ENGAGEMENT DETAILS

100. Core Services

The BBC's core services are Radios 1, 2, 3, 4 and 5. The engagement fee entitles the BBC to transmit or permit the transmission of the artist's performance in the programme, whether live or recorded, twice (or once if applicable), by any means of analogue or digital delivery on a BBC Radio Core Service (which shall cover simultaneous transmission in other BBC services and also one transmission at different times in the BBC's UK Domestic Regions, who may defer transmission for up to 30 days). The fee covers simultaneous transmission once overseas.

101. World Service

World Service engagement fees grant two transmission cycles (or one transmission cycle if applicable) on payment of the same engagement fees as Core Services. A transmission cycle in the World Service shall mean unlimited transmissions within an eight day period with the intention of enabling the programme to be heard throughout the world.

102. Public Service Digital Services

The BBC's public service digital radio services are 1Xtra, 6Music, BBC7, the Asian Network and Sports Extra. Digital Radio engagement fees grant 1 transmission cycle. The engagement fees are based on 66.66% of the core service engagement fee. A transmission cycle is defined as 9 transmission days, a transmission day is defined as 4 transmissions in a 24 hour period, within a 3-year term. This applies to all programmes except "filler" programmes (which are up to 2 minutes in length) where a transmission cycle is defined as unlimited use in a 3 year term.

103. European Broadcasting Union

Broadcasting organisations within the EBU can broadcast simultaneously or make or use a deferred recording (within 1 year if full members of the EBU or 30 days if Associate Members) without payment.

104. Engagement Fees

The engagement fees stated within this agreement grant two transmissions or transmission cycles unless otherwise specified. Engagement fees granting one transmission or one transmission cycle in the World Service or on BBC Public Service Digital Radio Services are based on 66.66% of the rates for two transmissions.

Engagements granting one transmission or one transmission cycle in the World Service or BBC's Digital Radio Services may be offered in the following areas:

- National Regional Radio
- BBC Local Radio
- World Service (vernacular)
- Single Dramatic Readings
- Pilot Programmes
- Network Radio (up to 12 programmes per year)

105. On-Demand Service

From the start of each audio-on-demand service a payment of 3% will be applied to all fees. This supplementary payment will allow programmes to be available for a period of 14 days from the date of first transmission.

106. Fee Levels

Where minimum fees are shown in this agreement they are negotiable taking into account a range of factors, including but not limited to the artist's established rate, the nature and weight of the artist's contribution and the artist's status within the industry.

SECTION 2: ACTORS / VARIETY ARTISTS

200. Minimum Engagement Fees

The fees below are negotiable.

	2 txs	1 tx
Full Day	£200	£135
Part day	66.66% of full day fee but not less than £200 £135	
Part Day (World Service and Education programmes only)	£128	£87
Vernacular Services of the World Service (excluding Europe)		£83
First engagement (and under age of 18) full day fee:	£140	£93

201. Knock On Scale

Established rates to be increased by 2.5% from rates in Contributor Rights Contract
Notice: ER/08/05 (Issued 27th July 2005)

Two Transmission Rates			
Aug 2005/06	Aug 2006/07	Aug 2005/06	Aug 2006/07
£	£	£	£
195	200	252	258
196	201	256	262
198	203	257	263
200	205	263	270
203	208	265	272
204	209	270	277
206	211	272	279
210	215	276	283
217	222	277	284
218	223	280	287
221	227	283	290
224	230	284	291
226	232	289	296
228	234	297	304
229	235	304	312
234	240	316	324
240	246	319	327
242	248	327	335
245	251	328	336
246	252	343	352
248	254	359	368
249	255		

202. <u>Supplementary Fees</u>	2 txs	1 tx
Additional Day	£120	£85
Additional Part Day (recalls only)	£81	£53
Readthrough (part day)	£73	£73

During the readthrough the artist shall not be required to rehearse or record on microphone.

203. Single Programme/Episodes

The appropriate engagement fee is payable for one day of any single episode engagement. Rehearsal and Recording may be continuous or discontinuous as required.

204. Multi-episodic use for 15 minutes programmes

1 episode	part day or full day fee
2 episodes	150% of relevant fee
3 episodes	200% of relevant fee
4 episodes	250% of relevant fee
5 episodes	300% of relevant fee

A maximum of 75 minutes material may be recorded over 2 days.

205. Multi-episodic/ Item Recording

For use in Factual programming. Factual programming is defined as follows: current affairs/ news, features, documentary, magazine, critical, religious, music, anthology and education/ instructional programming.

(i) Full Day Engagement

A total of 50 minutes material may be recorded for multi-episodic (up to 10 episodes in the same strand, series or serial) or item use but each episode/item must not exceed 12 minutes duration.

Fee 150% of Full Day Engagement fee
 If the material recorded exceeds 50 minutes, an additional 10% is payable for each additional 10 minutes or part thereof.

(ii) Part Day Engagement

A total of 30 minutes material may be recorded for multi-episodic (up to 10 episodes in the same strand, series or serial) or item use but each episode/item must not exceed 12 minutes duration.

Fee 150% of Part Day Engagement fee
 If the material recorded exceeds 30 minutes, an additional 10% is payable for each additional 10 minutes or part thereof.

(iii) Short Single Session

A total of 10 minutes material may be recorded for multi-episode use (up to 10 episodes/ items). This provision applies to programmes produced for the World Service only. NB Artists who have been engaged for a programme under the terms outlined in paragraph 206 below prior to the introduction of this provision on 12th June 2006 must continue to be booked under the terms in paragraph 206 for that programme.

Fee 150% of Short Single Session Fee
(Referred to in 206 below)

Repeats

For subsequent repeats of the engagements described above, one full repeat fee shall be paid giving the BBC the right to repeat once all episodes/items recorded in the session.

206. Short single session for minor contributions

Up to 5 minutes material may be used in any programme, however, use is limited in drama and light entertainment to programming of a pilot or experimental nature.

2 transmissions	£130 (minimum)
1 transmission	£88 (minimum)

207. Single Dramatic Reading

The fees below acquire one transmission/cycle of a dramatic reading of poetry, fiction or short stories but excludes straight narration, Bible readings, prayers and psalms, etc.

Duration of material	maximum studio time	% of 1 transmission rate	minimum rate - 1tx
up to 5'00"	1 hour	53%	£87
5'01 - 10'00"	4 hours	66.66%	£87
10'01"-14'00"	4 hours	84%	£135
14'01 - 30'00"	9 hours	100%	£135
30'01 plus	negotiable - based on 115%/120% of 1 transmission rate		

Fees above £250 are negotiable.

208. Multiple Dramatic Readings

For dramatic readings of more than one 15 minute episode, fees for two transmissions are as follows:

Artist's 2 txs engagement fee	Minimum fee per episode/programme
up to £255	£187
£256-£344	£203
£345 and above	£215

Readings of lengths other than those of 15 minutes will be calculated on a pro rata basis.

209. Pilot programmes

Pilot programmes are contracted at one transmission engagement fee rates.

If the programme is subsequently transmitted, the artist's fee (if appropriate) will be increased to their two transmissions/cycles rate.

210. Flashbacks/Flashforwards

An extract of up to 1 minute may be incorporated in more than one episode for the purposes of flashback or flashforward on payment of £13.80 per episode regardless of whether the artist is engaged for the episode which contains the flashback or flashforward.

For the purposes of continuity between one episode of a series or serial and another, up to one minute of the previous episode may be transmitted at the beginning of the next episode without additional payment.

211. Photographic calls

Photographs may be taken during working periods for no additional fee and the BBC will use its reasonable endeavours to notify the artist in advance.

Outside working hours rates are payable as follows -

- | | |
|--|--|
| (i) on a day on which the artist is engaged | £9.50 per hour or part thereof |
| (ii) on a day on which the artist is not engaged | £38.20 (up to 4 hours) and additional hours at £11.70 per hour or part thereof |

212. Hours of Work

Unless otherwise stated the hours of work are as follows:

Full Day	7 hours work in a 9 hour period, including one break of not less than 1 hour
Part Day	4 hours
Additional Day	6 hours work out of 8 hour period, including one break of not less than 1 hour.
Short Single Session	2 hours
Work on location	in addition to the above periods an aggregate of one hour <i>may</i> be spent in travel if an artist is required on location.

A location is defined as a place of work outside a 10 mile radius of Broadcasting House or agreed radius from BBC Regional Headquarters, excluding normal BBC premises.

213. Overtime

Overtime is payable when an engagement extends beyond the permitted time outlined above:

(i) All engagements except those outlined in (ii) and (iii) below;

up to 60 minutes	£7.40 per 15 minutes or part thereof
over 60 minutes and up to 120 minutes	75% of Additional Day fee
over 120 minutes and up to 180 minutes	100% of Additional Day fee

(ii) Multi-episodic, Multiple and Item Recording sessions;

up to 60 minutes	£7.40 per 15 minutes of part thereof
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A new session fee is payable from the end of the first session if more than 60 minutes is required.

(iii) Short Single session engagements;

up to 15 minutes	£7.40 per 5 minutes of part thereof
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For overtime in excess of 15 minutes, a part day engagement fee is payable in place of the short single session and overtime.

SECTION 3: CHORUS SINGERS / SECTION 4: SOLO SINGERS
To be reviewed - see separate section

SECTION 5: ADDITIONAL USES

All fees quoted grant two transmissions/cycles unless otherwise stated.

500. Excerpts from Performances and Rehearsals of third party or BBC productions

(i) News Access

Rehearsals or performances may be recorded within a call time of one hour and transmitted in BBC News and Factual programmes reporting current events under the following terms:

up to 2 minutes transmission time	no payment
over 2 minutes transmission time	£20.30

Nothing in these arrangements shall prevent any artist requesting the BBC not to record a performance for this purpose. The artist shall not be required to exceed contracted duties nor alter nor repeat a performance for the purpose of retakes. The recording may be used in whole or in part as required without payment if the contribution did not attract payment in the first instance.

(ii) Other Programmes

For all programmes except those outlined in (i) above the following rates apply to artists recorded in rehearsals or performances whether specially staged or actuality made at the artist's place of work or recreated at another location. General "behind the scenes" activity does not attract payment.

up to 3' of transmitted material (recorded within 1 hour)	£34.00
3' – 5' of transmitted material (recorded within 3 hours)	£75.00

Stage Management / Theatre Directors:

Payment is made if their presence is necessary and required by the BBC or if they make a significant contribution to the recording. The above rates apply and acquire all rights for all purposes.

Multiples of the above fees may be negotiated as appropriate for a series of recordings made over a period of time to follow the progress of a particular production, company or management.

(iii) Large scale productions

There may be occasions when programmes wish to record short items of Opera, Ballet or Theatre productions featuring a large number of artists. These may include brief recordings for interval and introductory features and allied programming during relays.

Subject to the Union's consent and the agreement of the artists, a lump sum payment of not less than £198 may be made to the Company to allow an aggregate of up to 3 minutes material to be transmitted and it is the company's decision as to how the payment is allocated.

501. Extracts

Extracts may be taken from any BBC/BBC commissioned programmes from any media (that may or may not have already been transmitted) and may be taken from any source other than commercials and commercial audio recordings on payment of the following:

Extracts not exceeding 1 minute	£10.50
Extracts exceeding 1 minute and up to 5 minutes	£20.30

Extracts that criticise or ridicule the artist or are of a sexual nature may only be used with consent of the artist.

Extracts from television programmes may be used in radio programmes on payment of the appropriate fee above.

Extracts from radio programmes may be used in television programmes on payment of the appropriate fee outlined in the Television Agreement.

Further use of Extracts

For a repeat fee of 100% of the original extract fee the BBC may acquire the right over an unrestricted period to all public service uses of the extract integrated in either a radio or television programme. The fee is payable on first use under this provision.

For a fee of 100% of the original extract fee the BBC may obtain the rights over an unrestricted period for all further uses of the extract in all media. The fee is payable on first use under this provision.

502. Commercials

Subject to the consent of the artist, commercials may be used on payment of the following:

Extracts	minimum £15.70
Entire commercial	minimum £21.00

Further use of commercials

For a repeat fee of 100% of the original extract fee the BBC may acquire the right over an unrestricted period to all public service uses of the extract integrated in either a radio or television programme. This fee is payable on first use under this provision.

For a fee of 100% of the original extract fee the BBC may obtain the rights over an unrestricted period for all further uses of the extract in all media. The fee is payable on first use under this provision.

503. Historic, Reminiscent and Obituary Programmes

Brief extracts may be used without payment in programmes of an historic or reminiscent nature and for obituary programmes.

504. Trailers

Contributions recorded under this agreement may be used for promotional and publicity purposes by the BBC, BBC Worldwide, its licensees and assigns in trailers and promotional material for programmes, campaigns and BBC interest channels or for promotion of BBC programmes on other channels (between programmes or within review programmes) in all media without further payment provided that such use does not constitute commercial exploitation.

With the permission of the artist, recording may take place during engagements for trailer purposes without payment and may be made during a rehearsal or balance test or a previous public performance in the case of a relay of a public concert or opera.

If a session is called to record for trailer purposes only, the artist will receive one short single session fee, which grants to the BBC all rights for trailer purposes.

SECTION 6: SECONDARY USES

All secondary use payments are based on an aggregate fee which shall be the aggregate of the Engagement, Additional Days (including recalls for recording new material) and Readthrough Fees. The aggregate fee excludes overtime, supplementary attendances (including recalls to re-record material) and flashbacks/flashforwards.

The aggregate fee for members of the Radio Drama/Schools Repertory Companies is 50% of the artist's weekly salary.

600. Public Service Uses

(a) Repeats on Core and World Services

Two transmissions/cycles engagement fees acquire the second transmission/cycle in the originating service. If the second transmission/cycle is not in the originating service the appropriate repeat fee is payable. A transmission cycle in the World Service shall mean unlimited transmissions within an eight day period with the intention of enabling the programme to be heard throughout the world.

(i) Repeats within 3 years of 1st transmission

For use of material up to 3 years from 1st transmission, the following percentages of aggregate fees apply.

(a) Core Services

Two txs engagement fee 33.33% for the 3rd and subsequent tx
 One tx engagement fee 50% for the 2nd and subsequent txs

(b) World Service

Two tx cycles engagement fee 23% for the 3rd and subsequent cycles
 One tx cycle engagement fee 35% for the 2nd and subsequent cycles

(ii) Out of time repeats

For use of material more than 3 years from the 1st transmission, the following percentage of aggregate fees apply.

<u>Years after 1st tx</u>	<u>(i) Core Services</u>	<u>(ii) World Service</u>
3 - up to end of year 8	50%	40%
9 - up to end of year 14	80%	65%
15 - up to end of year 19	125%	110%
20 - up to end of year 24	175%	160%
25 - up to end of year 29	230%	215%
30 - up to end of year 34	285%	270%
35 - up to end of year 39	310%	295%
40 - up to end of year 44	325%	310%
45 - up to end of year 49	515%	500%
50 plus	540%	525%

(iii) On-Demand Service

From the start of each audio-on-demand service a payment of 3% will be applied to all repeat fees. This supplementary payment will allow programmes to be available for a period of 14 days from the date of first repeat.

(b) Public Service Pre-Purchase: Factual Programmes

On payment at point of contract of 7% of the artist's aggregate fee the BBC purchases all public service uses of the programme excluding transmissions on Radios 1 – 5, BBC 7 and the World Service for a term of 5 years from first transmission of the episode/programme.

This provision only applies to programmes of a factual nature featuring minor dramatic contributions. Factual is defined as follows: current affairs/ news, features, documentary, magazine, critical, music, anthology, religious and education/ instructional programming. A minor dramatic contribution is defined as up to 10 minutes of drama in a 27 minute episode/programme (NB this length of contribution may be pro-rated e.g. 5 minutes in a 13.5 minute episode/programme).

601. Commercial Uses

(i) Royalty Provisions

A 17% royalty of the gross income and deemed receipts accruing to BBC Worldwide, its licensees and assigns, will be paid in respect of any commercial activity (unless there is a specific separate agreement which varies terms e.g. commercial audio release). In the case of operas, concerts and chart-type programmes featuring both MU and Equity artists a royalty of 25% will be paid in respect of sales. In both cases the royalty shall be shared in proportion to the artist’s aggregate fees in the programmes concerned.

(ii) Additional Use Payments

As an alternative to the royalty arrangements, the BBC has the option to purchase the following rights on payment of the following percentages for two transmission engagement fees.

NB for programmes over 3 years old the aggregate fee should be adjusted under the terms of 600 (ii).

(a) Unlimited Rights

80% of aggregate fee for all radio rights throughout the world applies to 2 transmission engagement fees.

125% of aggregate fee for all radio rights throughout the world applies to 1 transmission engagement fees.

(a) Limited Rights

As an alternative to taking unlimited rights, the following percentages apply to the artist’s aggregate fee and acquire 4 transmissions over a 6 year period.

		2 tx eng fee	1 tx eng fee
British Commonwealth, British Forces overseas and Eire (excluding the UK), or	33%	50%	
Australia		10%	15%
New Zealand		7%	10%
Canada		7%	10%
South Africa		10%	15%
Minor Commonwealth		7%	10%
USA and its territorial possessions		16%	25%
Rest of World (excluding UK)		16%	25%
British Forces Broadcasting Service only		7%	10%
The Archers, British Forces Broadcasting Service		see chart below	

Rate for The Archers	BFBS Payment
£206	£12.74
£213	£13.16
£224	£13.93
£235	£14.56

Trapped Audiences (e.g. airlines, oil rigs, etc) 2% 3%

NB trapped audience rights are limited to 12 months in the case of an airline and 4 years in the case of oilrigs etc)

(iii) Compilations

Compilation programme(s) may be edited together from programmes in the same series. Each compilation programme payment will be based on the aggregate fee of the contributor for one programme in the series.

(iv) Minor Contributions in non-drama and light entertainment programming

On payment of 23% (or 35% for 1 tx engagement fees) of the aggregate fee all further usage of the contribution is acquired.

602. Commercial Audio Recordings

The following sets out the terms agreed between the BBC, BBC Worldwide Ltd and Equity for the exploitation by the BBC, its subsidiaries, its licensees or assignees of the contributions of Equity-type artists.

Royalty payments are based on net receipts of those amounts actually received by BBC Worldwide in respect of the sale of the recordings less only any applicable taxes and accounting for returned (i.e. unsold) recordings.

(a) Dramatic and Multi-voice Readings

Artists will receive a £50 advance payment to be recouped against royalty payments, such a payment shall be shared among the artists in proportion to their aggregate fee for the programme concerned for physical products (e.g. cassette, CD, DAT) only.

Royalties payable are:

- (i) 8.35% on sales in the UK and Northern Ireland, increasing to 9.47% after overall sales reach 20,000 copies
- (ii) 4.18% on sales (a) outside the UK, N.I. and North America, (b) through audio/book clubs and/or by mail order, (c) as budget re-issues, increasing to 4.74% after overall sales reach 20,000 copies
- (iii) 9.47% on sales in North America
- (iv) 8.35% from exploitation of the Extract rights

(b) Single voice reading

Artists will receive a £1000 advance payment to be recouped against royalty payments for physical products (e.g. cassette, CD, DAT) only.

- (i) Royalties are payable in the UK and Northern Ireland as follows:
 - 4% on sales up to 50,000 copies
 - 5% on sales of 50,001 - 100,000 copies
 - 6% on sales of 100,001 - 150,000 copies
 - 7% on sales of 150,001 copies or more
- (ii) Royalties are payable (a) outside the UK, NI and North America, (b) through audio/book clubs and/or by mail order, (c) as budget re-issues as follows:
 - 2% on sales up to 50,000 copies
 - 2.5% on sales of 50,001 - 100,000 copies
 - 3% on sales of 100,001 - 150,000 copies
 - 3.5% on sales of 150,001 copies or more
- (iii) 7% on sales in North America
- (iv) 4% from exploitation of the Extract Rights

SECTION 7: GENERAL

700. Travel and Allowances

(i) Travel

If an artist is required to attend at a location outside a 10 miles radius of Broadcasting House (excluding normal BBC premises) or the accepted mileage from BBC Regional Headquarters in the area concerned, the BBC shall provide or pay for second class transport.

Travel time is deemed to commence at the time of departure from the appropriate railway station or point of assembly nominated by the BBC and is deemed to finish at the time of returning to this nominated point.

If an artist is required to work outside the BBC area in which s/he is normally based the BBC shall either provide or pay for reasonable transport, and overnight accommodation if appropriate.

If an artist is detained at work when public transport is not available the BBC shall transport the artist home or arrange accommodation.

(ii) Allowances

Where an artist is required to stay away from their base and if the BBC does not provide accommodation and/or meals the artist will be entitled to one of the following:

- (a) 24 hours allowance to cover bed, breakfast, lunch and dinner: £66.00 per 24 hours, or
- (b) Where an artist stays in private accommodation: £25.00 (including breakfast).

701. In-House Training rates

Full Day	£85.90
Part Day	£49.80

702. BBC English (World Service) Freelance Rates

Artist with one transmission fee of:	Freelance: half day fee	Freelance: full day fee
£135 - £156	£124	£158
£157-£177	£134	£166
£178-£216	£142	£178
£217 and above	£152	£191

(ii) Rights

The above fees acquire all rights except commercial audio recordings where payment will be made in accordance with Section 6, paragraph 604.

703. Radio Drama Company

Weekly Rate: £457 (minimum)
Hours of Work: 40 hours per week averaged over a 4 week period
Engagement Period: 3 months (with notice period of one month on either side)
Leave entitlement: 6 days' paid leave

Carleton Hobbs Bursary Recipient + Norman Beaton Fellowship

Fixed Weekly Trainee Rate: £400
Contract Completion Bonus: £500
Hours of Work: 40 hrs per week averaged over a 4 week period
Engagement Period: 5 months to include 1 week induction
Leave entitlement: 10 days' paid leave

704. The Archers

Fees

2 txs engagement fee	Archers' Rate (acquires 2 transmissions)
up to £227	£206
£228 - £262	£213
£263 - £323	£224
£324 plus	£235

An additional payment of £10.00 per episode will be paid to artists who have given 30 years or more service to the programme.

Hours of Work

2 hours and 15 minutes in which 1 x 15 minute episode may be recorded.

Where a 30 minute episode is recorded for an Archer's Special the artist will be paid 150% their episode fee for a 4 hours and 30 minutes recording session.

Topical Inserts/Pick-ups

Where an artist is already contracted the following rates apply:

1 topical insert/pick-up 100% episode fee

2 or more topical inserts/pick-ups 150% episode fee

SECTION 8: TERMS OF AGREEMENT

800. Duration and termination

The agreement is effective from 12th June 2006. The agreement shall continue until terminated by either party giving six months notice in writing of its termination. Either party may not give less than three months notice to seek revision of terms and conditions which have been in place for at least 12 months.

801. Supply of information

The BBC guarantees to keep Equity regularly informed of the number of engagements contracted under this agreement, output plans and consult on the introduction of new forms of distribution.

802. Pension Scheme

Where the Artist is a member of the Equity Pension Scheme and has elected to make a contribution the BBC will contribute 5% of the Artist's Basic Engagement Fee (which excludes readthroughs, additional days, short items, extracts, overtime, expenses, assembly fees and all secondary use payments) subject to a maximum contribution of 5% of three times the minimum engagement fee.

The Artist will contribute 2.5% of their Basic Engagement Fee subject to a maximum contribution of 2.5% of three times the minimum engagement fee.

The BBC will remit their contribution and the Artist's contribution direct to the Pension Fund on a monthly basis.

The Equity Pension Scheme is administered by First Act Insurance and provided by Commercial Union.

803. Leave Entitlement

Actors are entitled to annual paid leave of 4 weeks pro rata to the length of the engagement. Not less than a half day may be scheduled.

Where possible leave should be allocated during the course of the engagement (and where engagements are for a year or longer in duration this should be the case). Days of leave taken during the engagement period shall be paid at the same rate as days of work.

Where this is not possible the following payments in respect of leave not taken apply:

£2.85 for each part day an artist works

£5.70 for each day an artist

(A part day is defined as up to 4 hours work (NB this rate can only be used for part day engagement). A full day is defined as over 4 hours work).

804. BBC/Equity Disputes procedure

In the event of a dispute between Equity and the BBC about the operation of the agreement the following procedure will be followed:

- (i) a meeting will take place between Equity officials and a senior BBC manager from the directorate involved;
 - (ii) failing resolution under stage (i) the matter will be referred to a meeting between Equity, the Head of BBC Rights Negotiation and an appropriate senior manager;
 - (iii) failing resolution under stage (ii) two options can be considered;
 - (a) to refer the matter to a joint standing committee comprising representatives of Equity and the BBC (see below), or:
 - (b) to refer the matter to ACAS for conciliation. As a final resort arbitration can be used by mutual agreement.
2. Stage 1 (i) can be by-passed by mutual agreement where the dispute involves the overall operation of the agreement.
 3. Normal working will continue while an issue is being processed through the procedure.

Joint Standing Committee

Where it is agreed that an issue will be referred to a joint standing committee under Clause 1 (iii)(a) above the procedure will work as follows;

- the joint standing committee shall consist of four representatives - two nominated by the BBC and two by Equity - joint secretaries will be appointed, one by the BBC and one by Equity
- the joint standing committee shall be established and should meet within four weeks of an issue being referred
- it should receive written submissions from each side a week in advance of the meeting
- at the meeting it should hear any further verbal submissions and have the opportunity to ask questions of either side

it will then consider the matter and make a recommendation for the settlement of the dispute within two weeks of the meeting.

805. Equal Opportunities

The parties to this Agreement are committed to the development of positive policies to promote Equal Opportunities and fair employment regardless of age, colour, disability, ethnic origin, marital status, race, sex or sexual orientation.

The BBC is committed to widening the talent base from which acting talent is recruited and will take practical steps to ensure that diverse talent is considered wherever appropriate. The principal criteria for casting an artist for a particular role shall be that artist's ability and the requirements of the role. The parties agree to annually monitor and review the operation of this policy.

In order to enable the casting of performers with disabilities whether or not the part specifically calls for a performer with a disability the company will make every practical effort to ensure that access to any area of audition, rehearsal or performance is available to an artist with a disability. Where disabled access is outside the company's control and is inadequate the company shall use every effort practical to effect improvements.

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