



Equity / King's Head Fringe House Agreement 2017

1 The Agreement

- a) It has been agreed between Emmanuel de Lange of Equity and Adam Spreadbury-Maher of The King's Head Theatre that all productions at the King's Head Theatre will use the following as their minimum terms for the engagement of performers and stage management (referred to as 'Company Members' hereafter).
- b) With the exception of those variations approved below, this agreement incorporates the terms of the Equity Fringe Agreement 2015.
- c) The King's Head Theatre will require all visiting companies to abide by the terms of this agreement, and to contact the relevant Equity Organiser in order to arrange a cast visit prior to the first performance.

2 Scope of the Agreement

- a) This agreement is to commence on the 1st January 2017, and subsist until 31st December 2017. This agreement may be terminated by either party giving one month's notice.
- b) This agreement will be used for all performances, solely at the King's Head Theatre venue.
- c) Any variations to this House Agreement must be approved by the relevant organiser at Equity.

3 Salaries

- a) For all main stage productions, Company Members will be paid a minimum of £275 per week.
- b) For the purposes of s.3)a) a main stage production shall be one nominated as such by the King's Head, identified as such with visiting companies in their hire agreement, and which runs for three weeks or more. There shall at all times be one main stage production at the King's Head, other than in exceptional circumstances as agreed with Equity.
- c) For any productions other than main stage productions, salaries shall be paid at a minimum of the applicable statutory minimum wage (National minimum Wage or National Living Wage), and the terms of the Equity Fringe Agreement will apply.

- d) The salary and any other payment shall be paid weekly by a mutually convenient method on a specified day.

4 Working Time

- a) The Company Member's salary covers 36 hours of work, exclusive of breaks, worked over no more than 6 days in a 7 day period.
- b) All time during which Company Members are required to be present at the venue, rehearsal space or other place of work shall be considered working time.
- c) The Working Time Regulations mean that no more than 48 hours a week, on average, may be worked. This average should be calculated over length of the run of the production.
- d) The usual maximum working day shall be 10 hours (including meal breaks) and those hours shall fall between 8.00am and 12.00 midnight apart from the technical and dress rehearsal days and preview period, and exceptional circumstances.
- d) There shall be a one-hour meal break between morning and afternoon working periods and between afternoon and evening working periods.
- e) There shall be a break of 15 minutes within any continuous working period of 3 hours.
- f) A minimum period of at least 11 hours shall elapse after the conclusion of each day's work.
- g) There shall be no more than 12 performances of under 75 minutes or 8 performances of over 75 minutes in one week.
- h) There shall be at least one free day for every 6 days worked and there shall not be more than 6 days worked between each free day.

5 Overtime

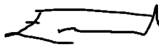
- a) The producer may call up to 4 additional working sessions prior to the start of staging or technical rehearsals. For the purpose of this clause a working session shall be paid £27.45 and last no more than 3 hours.
- b) Additional hours of work in excess of those specified in ss.4.a) and 5.a) shall be paid at £9.15 per hour, up until 40 hours worked over no more than 6 days in a 7 day period.
- c) Additional hours of work in excess of 40 hours worked over no more than 6 days in a 7 day period will be paid at £13.73 per hour.
- d) All hours worked in excess of the daily maximum shall be paid at £13.73 per hour.
- e) Where there is a breach of the Free Day provision or of the overnight gap, overtime shall be paid at £18.30 per hour.

6 Holidays

- a) The Company Member shall be entitled to 7/13ths of a day's paid holiday for each week worked based on the Company Member's average salary including all additional payments. This may be at the end of engagement if no holiday can be given during the engagement.
- b) Holiday shall be taken at a date agreed by The Company.
- c) No work shall be required on 25th December or in Scotland on the 1st of January.


7 Equity Meetings

The management shall contact the relevant Equity Organiser to schedule an Equity meeting during working hours at least once during the run of each production. All Company Members shall be encouraged to attend this meeting and if not already members should be encouraged to join Equity. Equity meetings shall be held before the first performance.

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For Equity

Emmanuel de Lange

Date: 9/28/2016

DocuSigned by:

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For The King's Head Theatre

Adam Spreadbury-Maher

Date: 9/28/2016