

SOLT / MU AGREEMENT
From 2 October 2023
Settlement ratified on 6 March 2024



The terms of settlement reached between SOLT and the MU have now been ratified.

Summary of the terms of settlement:

1. The minimum rates in the Agreement shall be increased as follows:
 - Year 1 (2 October 2023 – 29 September 2024) – 7.2% increase
 - Year 2 (30 September 2024 – 5 October 2025) – CPI plus 0.75% based on the rate published in August 2024, subject to a maximum increase of 5% and a minimum increase of 2%.
 - Year 3 (6 October 2025 – 4 October 2026) – CPI plus 0.75% based on the rate published in August 2025, subject to a maximum increase of 5% and a minimum increase of 2%.
2. SOLT agrees to engage in further discussions on AMDs and trigger effects. If those discussions result in an agreement on payments during the course of this 3-year agreement, SOLT commit to action those rates from the date that they are agreed.
3. Clause 9 Duration of a Musician's Engagement and Clause 1.2.4 Percussion have been revised.
4. SOLT members will receive an additional 2 weeks of flexible scheduling per year. The 2 weeks can be taken individually (allowing members to move performances within those weeks to different days), or as one 2-week block (allowing members to move performances and to re-allocate the number of performances per week as per existing periods of Flexible Scheduling).

All changes will be incorporated into the existing Agreement and backdating of the minimum pay rates to Monday 2 October 2023 will be due where applicable, including where shows have closed.

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FULL SETTLEMENT

1. Minimum rates of pay

3-year deal on the following basis:

- Year 1 (2 October 2023 – 29 September 2024) – 7.2% increase
- Year 2 (30 September 2024 – 5 October 2025) – CPI plus 0.75% based on the rate published in August 2024, subject to a maximum increase of 5% and a minimum increase of 2%.
- Year 3 (6 October 2025 – 4 October 2026) – CPI plus 0.75% based on the rate published in August 2025, subject to a maximum increase of 5% and a minimum increase of 2%.

Please refer to the end of this document for the full revised rates.

2. Assistant Music Directors fees and trigger effects

SOLT confirm that members will engage in further discussions on AMDs and trigger effects. If those discussions result in an agreement on payments during the course of this 3-year agreement, SOLT commit to action those rates from the date that they are agreed.

3. Clause 9 wording – end of the working week

SOLT agree to amend the wording of clause 9 as follows.

9 DURATION OF A MUSICIAN'S ENGAGEMENT

9.1 Duration

The duration of a Musician's engagement shall be subject to the following:

*9.1.1 The Musician giving the Manager **on any Saturday** 2 weeks' notice in writing **at the end of the working week** to terminate the engagement.*

*9.1.2 The Manager giving the Musician **on any Saturday** notice in writing **at the end of the working week** in accordance with 9.2 below of the closure of the production. A copy of such notice shall be sent to the MU.*

*9.1.3 The Manager giving the Musician **on any Saturday notice in writing at the end of the working week**, no later than twenty-six weeks after the official Press Night **notice in writing** in accordance with 9.2 below to terminate the engagement. Provided that in the case of a disciplinary matter, such notice shall be given only after the procedure in Appendix 4 has been exhausted.*

4. Clause 1.2.4 – wording regarding 'First Percussionist' payments

SOLT will amend clause 1.2.4 as follows.

PERCUSSION:

Shall be divided into three categories:

- 1. Drum Kit (or any individual parts thereof - i.e. snare drum, bass drum or cymbals);*
- 2. Tuned Percussion (including but not limited to xylophone, glockenspiel, marimba, vibraphone and timpani); and*
- 3. Latin and World 'Hand' Percussion (including but not limited congas, bongos, djembe etc)*

To play any one of the above categories plus standard "toys" (including, but not limited to: woodblocks, triangle, tambourine, cowbell, gongs, etc.) the minimum weekly production salary shall be as for doubling;

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To play any two of the above categories plus standard “toys” (as set out above) the minimum weekly production salary shall be as for trebling;

To play all three of the above categories plus standard “toys” (as set out above) the minimum weekly production salary shall be as for quadrupling.

5. Flexible scheduling

Clause 2.3 will be revised to allow for 2 additional weeks of flexible scheduling per year. SOLT members will have the option to elect to use these weeks as:

- a) 2 separate, non-consecutive weeks; or
- b) as one 2-week block.

If the manager elects to utilise option A, that would enable them to rearrange the performances within those 2 separate weeks. If they use option B, they will be able to reallocate the number of performances across those weeks and rearrange the performances within those weeks, as they do with the existing periods of flexible scheduling in the Agreement.

6. Equality, Diversity and Inclusion

SOLT and UK Theatre endorses the view that improving the workplace culture of the sector is of mutual benefit. The co-Chief Executives of SOLT and UK Theatre are committed to working collaboratively with the recognised Trade Unions where parties share the same aims. As these issues equally affect both SOLT and UK Theatre, we have committed to address and progress these via joint SOLT and UK Theatre forums.

SOLT / MU AGREEMENT RATES

Description	2 Oct 2023 – 29 Sep 2024	30 Sep 2024 – 5 Oct 2025	6 Oct 2025 – 4 Oct 2026
Minimum Weekly Salary		*CPI plus 0.75%, based on the CPI figure published in August 2024, with a maximum increase of 5% and a minimum increase of 2%	*CPI plus 0.75%, based on the CPI figure published in August 2025, with a maximum increase of 5% and a minimum increase of 2%
• Once-Nightly	£1,183.74		
• Twice-Nightly	£1,420.81		
• Leader Once-Nightly	£1,420.48		
• Leader Twice-Nightly	£1,704.97		
Minimum Weekly Doubling			
• Once-Nightly	£1,361.30		
• Twice-Nightly	£1,633.93		
Minimum Weekly Trebling			
• Once-Nightly	£1,538.86		
• Twice-Nightly	£1,847.05		
Minimum Weekly Quadrupling			
• Once-Nightly	£1,716.42		
• Twice-Nightly	£2,060.18		
Minimum Cash Increase			
• Single	£79.50		
• Doubling	£91.43		
• Trebling	£103.36		
• Quadrupling	£115.28		
On-Stage Payments – productions commenced performances pre-May 2016			
• Once-Nightly	£13.23		
• Twice-Nightly	£9.68		
• Additional Costume	£4.40		
On-Stage Payments – productions commenced performances post-May 2016			
• Once-Nightly	£12.43		
• Twice-Nightly	£9.23		
• Additional Costume	£4.14		
Porterage			
• A	£49.91		
• B (and up to maximum payment)	£36.98 (max £73.96)		
• C	£24.97		
EPK monthly usage fee	£33.86		
Pension Contributions (Manager / Musician)	£40.63 / £21.67		

NB - Small Theatres Agreement see next page

SMALL THEATRES AGREEMENT

Rates given below are for singling. Doubling, trebling and quadrupling payments may be calculated according to the percentage rates and seat capacity set out below. All other terms and conditions of the Agreement including on stage payments and portorage are to apply in full.

SMALL THEATRES AGREEMENT	2 Oct 2023 –29 Sep 2024	30 Sep 2024 – 5 Oct 2025	6 Oct 2025 – 4 Oct 2026
77.5% of the minimum for 26 weeks for theatres with a seating capacity from 700-799	£917.40	*CPI plus 0.75%, based on the CPI figure published in August 2024, with a maximum increase of 5% and a minimum increase of 2%	*CPI plus 0.75%, based on the CPI figure published in August 2025, with a maximum increase of 5% and a minimum increase of 2%
2/3 of the minimum for 26 weeks for theatres with seating capacity less than 700	£789.16		

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