



Payscales

From April 2026

| Role Level | Freelance Day Rate | PAYE hourly rate / FTE Salary | Additional Duties/ overtime (PAYE) |
|---|---------------------------|--|--|
| Executive Director/Consultant | £250+ | £22.24 £46,250 | Time & half |
| Lead Artist/Artistic Director/Senior Manager | £200+ | £18.70 £748/week £38,896 | £190 per day or ITC rate where relevant (e.g. directors fee) |
| Producer/ Project Manager | £180+ | £15.78 £32,812 | Time & half |
| Performer/Stage Manager | | £140/day+ £631/week (4-6 days) £32,812 | Time & half |
| Support Artist/ Project Coordinator/ Administrator | £160 | £14.50 - £15.50 £30,160 - £32,240 | Time & half |
| Support Worker/Trainee | £140 | £14 - £14.50 | Time & half |

No member of staff will be paid below the current Living Wage as set by the [Living Wage Foundation](#) (£13.45 per hour as October 2025) nor below the minimum daily rate recommended by the [Independent Theatre Council](#) (£139 per day in 2026/27)

Pay at the upper end of the scale for short-term PAYE engagements.

Contracts will state when overtime or additional duties pay is due.

Allowances

| Description of allowance | Rate |
|--|---------|
| Commuting costs threshold (costs over this are paid when commuting to company base, if a base is stated in contract) | £35 |
| Commuting costs ceiling | £145.58 |
| Daily allowance (per diem) for overnight stay when breakfast provided | £25.28 |
| Daily allowance (per diem) for overnight stay when breakfast not provided | £35.84 |