

HMUP BRANCH NEWS

Updates and info from the Bectu Hair, Make-up & Prosthetic Branch

For many working HMUP artists, the effects of the production downturn plus the strikes in the USA have had a dramatic effect on working lives. Our Bectu volunteers continue to contribute their time to help improve those aspects of our working lives which we can have influence on. We hope you find the information on this news letter helpful and if you want contribute, please reach out to us. Let's stay strong together.

Your Committee

Our Branch Website

Our HMUP website is a great resource where you can download the [2023 TV & the MMP \(Major Motion Picture\) Agreements](#), plus [rate cards](#) for HMU and [prosthetics](#). Our [Trainee Skills Passport](#) is also there to utilised along side the [College Pack](#) which is packed with free resources for those in further education.

We want to add pages for

- education & training
- remembrance in honour of departed colleagues.
- sustainability
- trainees & juniors

Our team of clever creatives, welcome your input & help so please get in touch through the website if you can spare us some time and ideas!



2023 TV Agreement - Guidelines

Written into the TV agreement was bi annual reviews to clarify the meanings of clauses that were causing confusion. [Joint guidelines](#) have now been issued regarding certain clauses but in order to keep refining grey areas, please email any issues to our branch official Keelia at kfitzpatrick@bectu.org.uk so Bectu can compile evidence for the next bi annual review.

Early Call & Broken Turnaround

During the latter stages of renegotiating the 2017 TV Agreement, PACT made changes to BT & EC clauses which were not listed in the agreed renegotiating points. The impact of these changes only became clear to crews & production teams once we all started working under the T&C's of the agreement. The effect of these changes has been especially hard on artists who work as dailies. This is why our department was the first to act. We undertook the EC/BT survey and compiled a report which was used during the arbitration between PACT and BECTU. Sadly the arbitrator did not find favour with either party.

To tackle BT, Bectu will be launching a campaign aimed at reiterating your rights to a rest period under the Health and Safety Act. The issue of EC is still being actively pursued by Bectu to reach a resolution.

The Freelancer Manifesto

With the vast majority of our workforce being freelance, Bectu are compiling a Freelance Manifesto to present to government to highlight the challenges brought by this type of work and our branch are involved. There is a [Freelancers page](#) on the Bectu website containing useful information.

Support & Wellbeing

The downturn in production has, and still is for many, proving financially and emotionally difficult. There are [useful links on our HMUP website](#) plus Bectu can offer a reduced rate membership fee. In these times, let's look out for each other.

New rule change

BECTU offer advice & support when issues arise on a production but a new rule change means you must be a member **before** any issues arise. Other benefits to BECTU membership include discounted training and access of money saving opportunities through [Prospect Plus](#).

New APA Agreement

APA Recommended terms and rates have been negotiated and this is effective from the 1st September 2024. For more details, see the Bectu Agreements & Grading schemes page [here](#).

The Mentoring Scheme

This year sees the third cohort of the Bectu mentoring scheme which aims to support many new entrants to the industry. The programme has a structure of group and one to one mentoring opportunities plus education sessions on topics such as set etiquette and the structure of a film unit.

This years scheme has also been extended to assist artists at the mid point in their career who need help with any barriers they feel they are facing.

We would like to say a big thank you to the team behind the scheme and to all the wonderful artists who have stepped up to be mentors. Your time and effort is much appreciated

Diversity & Inclusion

With a desire to be at the forefront of supporting and instigating change in our industry, our Diversity and Inclusion group are looking to create a strategy of education and awareness. To be successful this will require voluntary contributors, supporters and committed members to share the workload. Please join the group via the WhatsApp HUB to get involved.

A TV Drama Diversity Action Plan is nearing completion having been created by Bectu following on from the [Commercials Production Diversity Action Plan](#) launched with the APA back in November 2021.

Trainees & Juniors - We want You!

On 15th October at 7pm, our Young Workers group will be hosting a Zoom session to support trainees and juniors. It will be a safe space to talk, share concerns and have your voice heard. The session will be a judgment free zone, answering questions about your career - money, negotiating wages or up skilling to name a few. They will also introduce you to the Trainee Skills Passport. To help structure the event, it would be great to have some questions submitted ahead of the event so please send this in via the branch email. [Click here to reserve a place](#)

The BECTU Community HUB on Whats App

The HUB allows us to send out important information instantly to all BECTU HMUP members. There are also community of groups you can opt into such as...

- Training
- Equality & Diversity
- Young Persons

If you are a BECTU member and want to join the HUB, send your name, phone number & your membership number to hmuphub@gmail.com

Bectu Big Autumn Gathering

Held in London on Saturday 12th October this is a chance to meet colleagues from all branches for a family friendly event aimed at sharing our collective knowledge. HMU branch will be there is you want to come and say hello.

The event is free to members but £15 to non members (there will be a 3 months free joining offer available on the day). Tickets and additional information is on the [Bectu website](#).



Low budget features & BBC Drama T&C discussions

Work is underway to create a T&C agreement for low budget features from £1 million to £30 million budgets. Bectu have consulted with members to create a framework of ideas ahead of negotiations with PACT. Given new tax breaks for Indie features who fit into this budget bracket, we will hopefully see growth in this sector.

BBC Studios are also entering into talks with Bectu regarding changes to their T&Cs for freelancers working on serials or continuing dramas.

Lives Behind the Lens

This new campaign aims to support and educate freelancers who strive to balance home life and work. It calls for greater flexibility and understanding in our working lives. For more information see the [Bectu website](#)

Understanding how you get paid under the 2023 TV Agreement

It is important you understand how your rate is worked out because we are hearing that not all production companies understand it either.

Your rate is based on a 10 hour standard working day (SWD) so with your 1 hr for lunch (unpaid) this becomes 10+1. When shooting (not in prep) you are paid an additional contracted hour (ACH) at 1T (Single time). This is **on top** of your 10hr rate not included in it & you are paid this even if you are released early. It is calculated as 1/10th of your SWD rate. Therefore a SWD will be 10 +1 +1

10 hrs work +1hr lunch +1hr ACH

Contact information

Branch email - bectuhairmakeup@gmail.com

Branch website - www.hairmakeupbranch.org.uk

Branch Instagram - [bectuhairandmakeup](https://www.instagram.com/bectuhairandmakeup)