

The Change to Early Call Payments

Evidence from the Hair, Make-up & Prosthetics Community

The Hair, Make-up and Prosthetics Community (HMUP) are no strangers to getting up early in order to begin their work. It is in their nature to do so but the changes brought in by the 2023 Bectu/Pact Television Agreement have radically impacted the financial recompense HMUP artists rely upon to be able to safely work such long hours. This report is based on a poll of members from the HMUP community and evidences their feelings and thoughts about these changes.

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What it takes.

Being a hair, make-up or prosthetic artist takes dedication. From the time an individual's training starts they are warned about a career of long hours and being in one of the first departments to start work and one of the last to leave. Despite this, they undertake a period of substantial training followed by years working as a trainee, then years as a junior before progressing on to become an artist, supervisor and eventually for some, a designer. Through all of this, they know the importance of getting the job done on time because production's are highly time sensitive. It is fair to say that the HMUP community are hard wired to respect this fact.

What is the perception?

Years of education and many years embedding practical skills whilst honing the ability to deal with people, teams, logistic and finances means that the UK has one of the most respected HMUP communities globally. Their skills, creativity and work ethic are traits to be proud of.

Their job is not just about "making actors look pretty" and as a community the role of HMUP is often denigrated. For many years, work had to be accepted with "prep & wrap" being included in a daily rate but in HMUP departments across the Country, this was referred to as 'given time" - time you were working which wasn't paid for. It was a widely resented practise and did nothing to build a sense of value amongst the community.

What is the impact?

The advent of the Additional Contracted Hour (ACH) in the 2023 Agreement has gone some way to redress this balance with all hours of work being paid for. However it is only now the 2023 Agreement is working in practise that crews are beginning to see the true impact of the changes and the financial implications to them personally, especially with regards the changes to broken turnaround (BT) and early call (EC). As will be shown in the reports findings, these changes are impacting the workers' ability to work, the emotional impact on how they work and their decisions with regards if they continue to work in this industry.

What is the purpose of this Report?

This report is based on a survey conducted in September 2023 by the Bectu HMUP Committee to gauge the feelings of the HMUP Community as a whole regarding the effect of changes to the early call payments. It highlights the impacts of the changes between the 2017 and 2023 Agreements. The HMUP community consists of workers from across the Country, of all grades and a mix of Bectu members and those who are not.

It has to be made clear that this is not a call for renegotiation. The survey has been conducted to gain evidence to assist in the review processes as stipulated in the 2023 Agreement and in the current talks regarding a resolution to EC and BT. It aims to draw attention to situations which could occur so these can be mitigated

before productions recommence once the UK industry recovers from the effects of the American strikes.

What are the facts and figures?

The survey was sent out widely to the HMUP community across the UK calling to those who have worked on Television productions using the 2023 Agreement. A copy of the survey questions can be found in Appendix 1 of this report along with the percentage charts of answers from the 851 respondents plus a wide selection of the 266 comments received.

There was an even response from all grades. 54% of respondents were reliant on working as a daily for their income and the changes to the EC payments have had a disproportionate impact upon this group of workers.

Dailies work across the Country often covering many miles and various productions in one week to make a living. Productions have the ability to cancel these workers at short notice and do not incur the long term, contractual obligations as offered to their main crew. Every job dailies are offered will require considerations such as:-

- Impact on family life - Is childcare available? Can it be afforded given the rate offered? If it is an early call, who can have children overnight?
- The individual's call time - If this is very early, does the individual need to be closer to base? Is accommodation offered or will the individual have to pay this themselves?

- Travel - If accommodation is not offered, is it safe to drive very early or will it be safe to drive after a long day? Will this job impact life the day before working if an individual needs an early night to travel at 3am or will the day after the job be lost to exhaustion?

Dailies do not negotiate their rate. It is set out for them at the start of a production and it is not considered normal practise for a daily to negotiate. There is also no time to do this as dailies may be booked to work the following day. Good faith and colleague networks plays a massive role in how this work is obtained.

Under the 2017 Agreement, the system of pre-calls and EC payments meant a Daily could gauge if it was viable to pay for their own accommodation (if not provided by production) based on what they would earn for an early call.

As an example, an individual is to be booked on a £300 SWD rate. Unit call is 0800 to 1900. The individual will be working 0500 to 1930 and their OT rate is £45.

Under the 2017 they would work 3 hours pre call in a crowd room prior to unit call plus EC at 1 hour of OT. This would give 4 hours OT for the day and a total fee of £480. (For this example 2.5 of pre call plus 30 min prep & wrap but OT is rounded up)

Under the 2023, an individual can now factor the ACH into their daily rate which on our example above is £30. The individual works 1 hour pre 6 AM giving them £15 as their .5T uplift (£3.75 per 15 minutes). After their contracted hours they work 2.5 hrs OT to wrap giving them a payment of £112.5 making their daily fee £457.50

It should be noted that if a daily is released after their contracted hours, their daily fee will be £345. This is a difference of £135 from the 2017 agreement.

Given the decisions a daily has to make this difference would not make this job viable for many.

What do the surveys results show?

The survey was completed by 851 respondents. Almost half of the respondents worked at the grade of an artist and over 50% spend half of their working lives as dailies.

When asked what all respondents felt the correct level of remuneration was for early call, 35% called for a single payment of £45 on top of their single time. Only 2% were satisfied with the current level of EC payment.

A staggering 74% say they feel pressurised into working and accepting the current level of EC payments. Of these respondents, the overwhelming reason is financial fear.

47% of all respondents feel the changes to their payments mean they would be better off working in a different industry and of these 58% are considering this as a real possibility.

What are the conclusions?

The HMU community want and need to work but the changes to their payments mean that many are being forced to reassess their careers. One third of

our respondents had worked in the industry for over 15 years. To lose their skills and knowledge from the community would be a travesty for the next generation.

The HMU community know their work has to be carried out early in order for filming to commence but the survey would suggest this community are doing this work under duress. They are feeling devalued and insecure about the work on offer. One thing for certain is that these workers cannot afford to turn work down no matter how they may feel and they should not be exploited for that reason.

Releasing a worker after their SWD to prevent them from getting exhaustion is now possible but this has compounded the insecurity and inability for individuals to financially plan. Regardless of a worker staying post wrap or being released after their SWD, they have costs associated with working an early call eg overnight childcare or accommodation. A lack of these daily workers will affect the HMU departments capacity to hire adequate numbers of crew, fulfil crowd calls to a tight timescale and ultimately affect a shooting day. This is not an outcome the HMU community want. They want to contribute their skills to the creative whole in an effective, professional manner and take pride in their job.

This loss of personal finance also has further pernicious effect. A lack of finances means the HMU community will be far less able to pay for their own Continual Professional Development (CPD) potentially impacting on skills and quality in years ahead. Furthermore, investments in personal make-up kits may suffer especially amongst trainees and juniors, who rely heavily on OT payments to build up their kits. It has to be stated that as many in this grade are on PAYE, they do not benefit from off setting these costs against their tax bills either. The cost of living crisis has affected the costs of professional products artists need. As artists of the future, their kits will later become the backbones of HMU departments when

hired in on productions. Therefore the change to these payments are akin to a lack of investment in skills and equipment amongst the HMU community.

Renegotiation of the agreement was undertaken in good faith but with the potential pressures of a non agreement weighing heavily. Recent events with our American counterparts highlights the position we COULD have been in had an agreement not been struck. EC and BT changes were not key points on the negotiating table and how these now work in practice are proving to be highly contentious. Without restoring faith amongst the HMU community, any other vote required by this section of the industry, will be hard won.

What are suggestions?

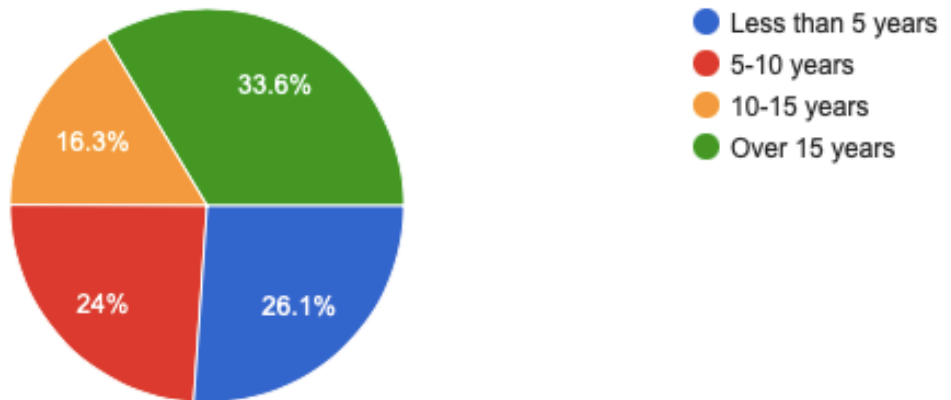
For an individual worker in the HMU community, the choice to negotiate a rate is often not seen as appropriate or not possible because of timescales. There needs to be a frank discussion to address the disparity in EC payment changes from the 2017 to the 2023 Agreement. This needs to happen to protect those who work as dailies or those who are required to regularly do their work earlier than the majority of crew thus leaving a worker prone to exhaustion. This need to be a stand alone payment, not tied to a workers wrap time or a considerably higher rate of uplift.

In an ideal world, schedules would be created to mitigate early calls but in reality, the call to break turnaround or do early calls, often falls disproportionately on to the HMU department. Training needs to be provided to First AD's and Directors with regards the impact of scheduling or quick changes to said schedules which can have a profound effect on the departments whose roles are to prep for a days filming.

Appendix 1 - The Survey

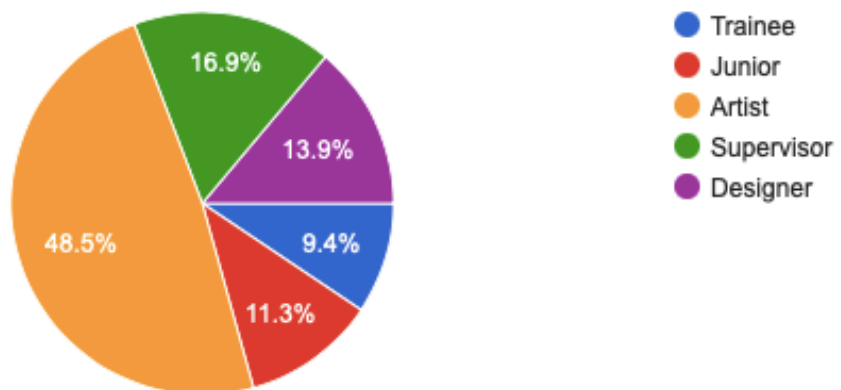
How long have you been working in the TV industry?

851 responses



What is your grade

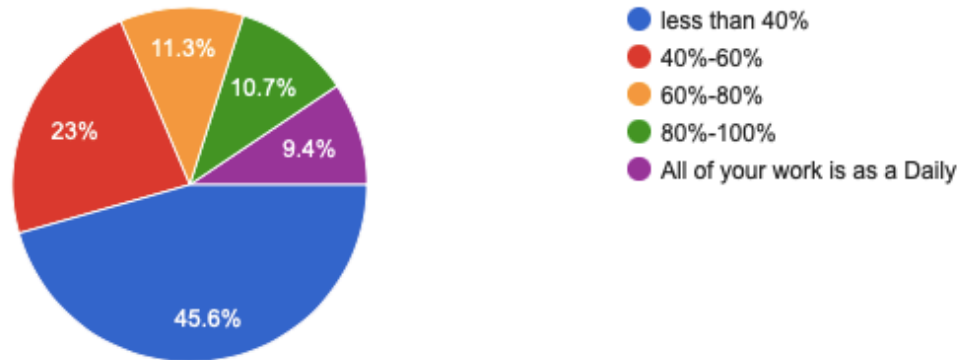
851 responses



In a typical year, what percentage of your work would you estimate you work as a daily.

(We are defining a Daily as working in a crowd room or as an additional artist on a main team for bookings of one day (or more days) where you are not contracted to the full run of a production)

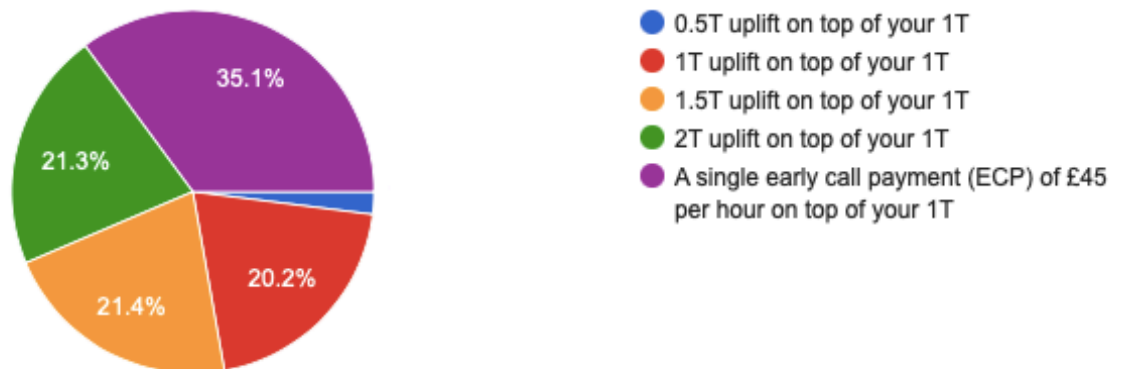
851 responses



What do you feel is the minimum acceptable compensation payment for working an early call (EC)?

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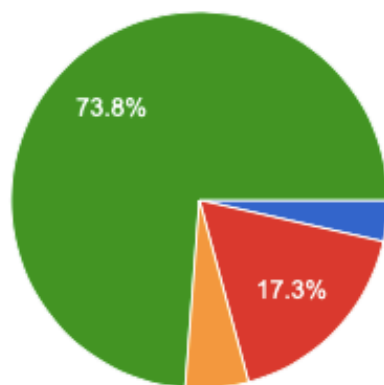
851 responses



If there are no changes to the levels of early call (EC) payment, how would you feel?



851 responses

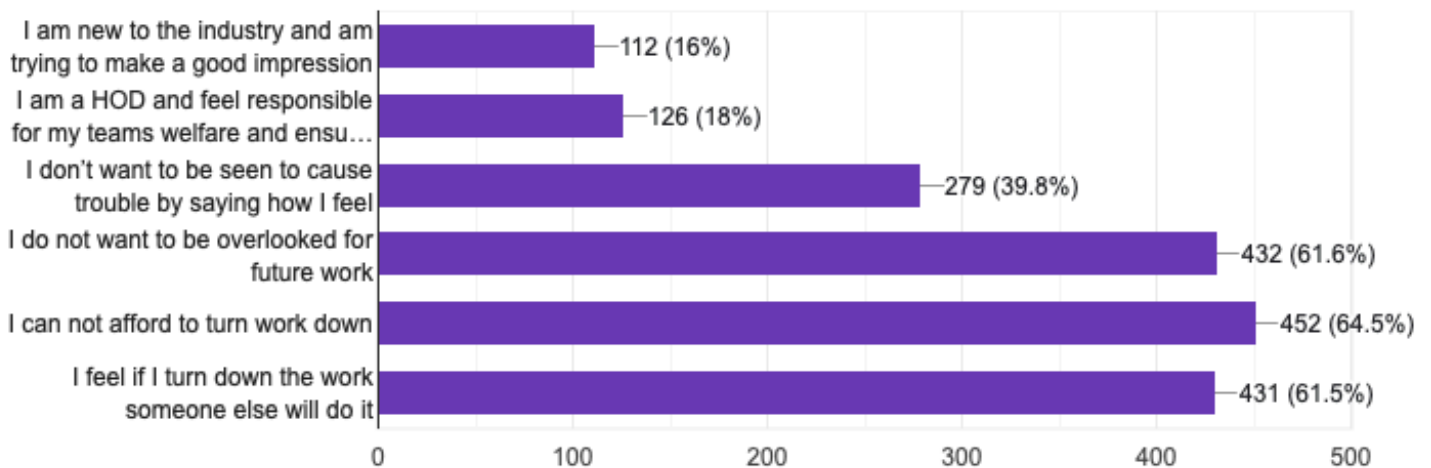


- A) I am happy and will work early call
- B) I am NOT happy but will still work early call
- C) I am NOT happy and I will not work early call
- D) I am NOT happy but I feel pressured to work early call

If you answered D) I am NOT happy but feel pressured to work early call, please expand on your answer - tick all statements that apply



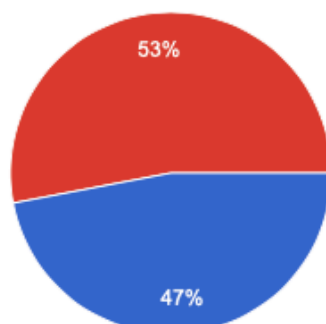
701 responses



If nothing changes with early call, is it financially better for you to work in a different industry?



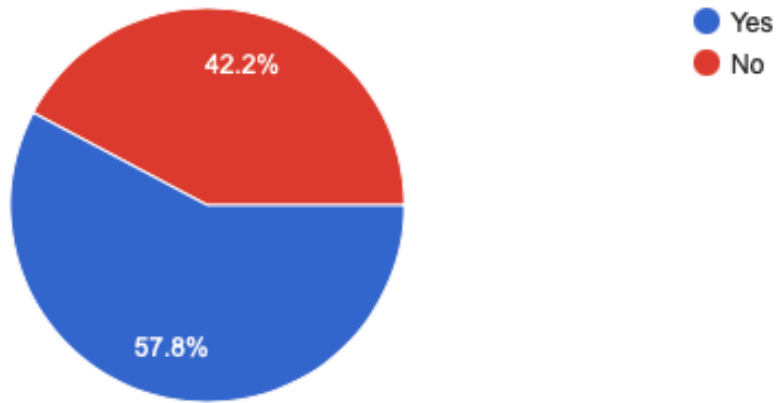
851 responses



- Yes
- No

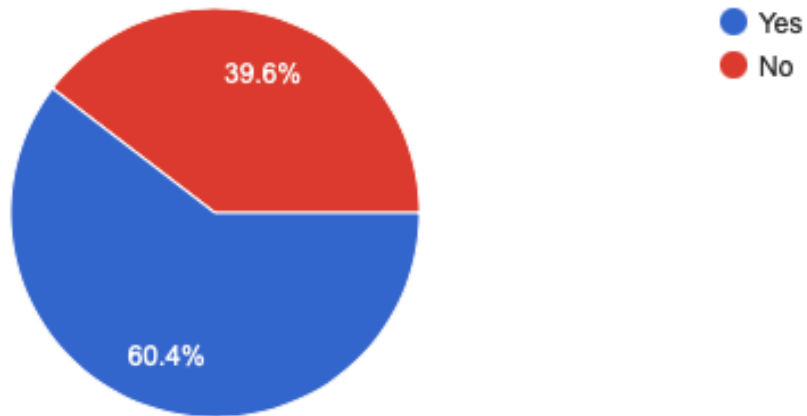
If yes, are you considering this?

618 responses



Are you a member of Bectu

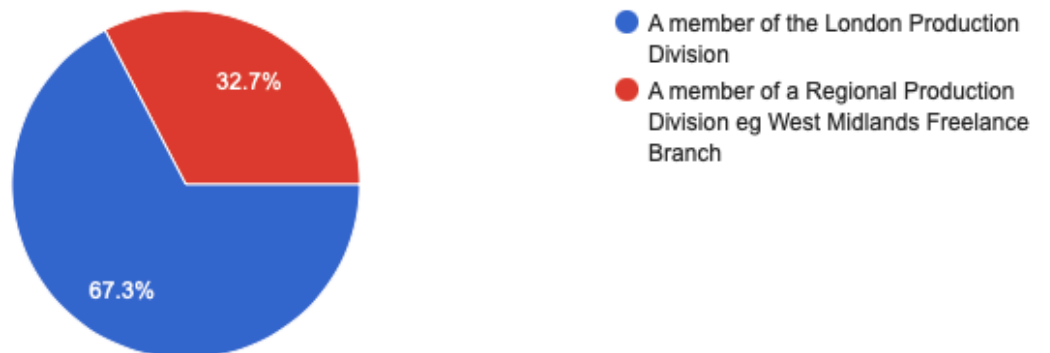
851 responses



If yes, are you:

514 responses

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Appendix 2 - Respondent Comments

An overriding factor during the design of the survey was that EVERY respondent felt able to have their voice heard. 266 people chose to leave a comment and a wide have been put into themes to allow for salient points to be seen.

1- Relating to production issues and stress

2- Relating to the system of penalty payments pg 23

3- Relating to the personal & financial impact on individuals pg 28

4- Relating to safety concerns pg 46

1 - Production Issues & stress

We need more support to encourage a healthy work environment where crew feels looked after and valued and are treated as such. We have gone down a dark path where everyone feels replaceable and it's making people ill, putting ourselves at risk and ultimately making people leave the industry."

If every department where on early call we would likely start when expected to. There is nothing more blood boiling having been in for example since 5am and still not struck an action at 8.45. Due to other departments not being prepared. Makes the early call and exhaustion at the end of the day/week pointless.

Our department is continually pushed around and singled out. We are hardly ever appreciated or valued by productions and they continue to squeeze our department because it's easy. They constantly show that they have no understanding of what we do and how we do it, sadly I feel it filters down from the top and it feels misogynistic, disrespectful and frankly rude. We are made to feel

the bad guys by asking for a fair payment that you get in most other employment when working unsociable hours, so why is it an issue. Why is it always our department. I'm bored of being looked at as an unnecessary and unimportant part of the creative process. You need us! I love my job and I want to enjoy it and be paid fairly for it and work happily with producers to make this happen. It really is not a lot to ask

The industry has had all the benefits slowly sucked out of it and work has been so boom or bust in recent years. Work needs to be either more regular or better paid so you can afford to pay your bills while waiting for the next project to come up. Prices of everything have risen dramatically and wages haven't. I heard recently of a trainee being paid the same wage to the penny I was given on my first trainee job 25 years ago. Having spent so many years building up my skills and experience seems a shame to quit the industry but Its a real struggle to make ends meet

It is very difficult to say no to early calls when you are one of the 1st departments to start in the morning & know that refusing will hold up/delay production. It's not all about money as most of us would rather have more time at home but It is unfair that we put our lives at risk by driving when tired and now have had penalty payments reduced. They used to be penalty payments for a reason, because the rules are often broken with regards to working hours and so therefor the production company should be penalised

Productions won't put people's health first. So a set, well paying fee like £45 will either deter unhealthy working hours or at least fairly compensate for early starts for those prepared to work them. Ultimately shorter working hours (and better planning from production) will get far more productivity out of crew.

If we are not compensated for our early calls I wonder if we ballot to start half an hr before crew call. I assume we wouldn't be breaking any agreement by starting

work at this time, and maybe then the production companies may realise the extra hours we work, for the efficiency of the production

Why are we going backwards? This used to be an industry that paid well for our specialised skills and antisocial hours. Since the agreement change. I am way more worse off. If the industry is going to need the extra work force it predicts in the future. They need to be looking after their freelance work force, and nurturing the new and younger members

Pay us for the pre calls, please!

The hours we work damage our health and we have little personal time, I feel that my team aren't financially compensated in particular trainees and juniors who are often the earliest to start

I think Bectu are doing amazing trying to protect the crew. However, productions are hiring very green producers and other very green production staff and taking full advantage of the loop holes in the agreement. I feel like right now, with the strikes, productions are using this to their advantage. It's a battle. As a supervisor I want to make sure the welfare of my team is top priority.

This is happening to me now with Early calls and Broken Turnaround and because they only have to pay a 0.5 uplift the production isn't bothered. If these payments were penalty payments to try and deter the production from scheduling them. Now they don't care because for example a Trainee will only be paid around £7 for a 30 minute turnaround which is just ridiculous on top of the hours we already do. If they had to pay us a flat fee then they would be less likely to do it and even if they did we would at least feel like we were being paid appropriately for our extra time.

If early call is penalised at a high rate, I'm sure the organisation of the shooting schedule will undoubtedly be more condensed to save on money and on our hours. If EC is allowed at a low rate, then it won't matter to production if they have us working extra hours.

Makeup & hair dailies are considered easy targets to save the production money . Calls get earlier & wages are continually being squeezed .

Hair & Makeup Dept continually have to fight for everything which every other dept get as standard - sparks, cameras, grips, sound All invoice & receive pre calls/overtime with no argument whatsoever. I'm beginning to think that this is because we are a predominantly female department who are seen as "pushovers". Moreover- we don't do ourselves any favours as we don't stick together & someone WILL always come in & take the job you've just turned down and until this attitude changes I don't think much else will.

"Some countries have a loading of 25% if worked before 7 am and after 8pm on top of your hourly rate so if worked from 6 am - 6 pm - paid for the 12 hrs and a loading of 25 % of hourly rate for the hr worked before 7 am.

The problem arises when you only complete the 10+1+1 having started 2 to 3 hours before the unit call time . So using the above example if you we are paid our day rate +£12-50. £262-50 for the day On the old agreement we would be paid 5am to 6am £37-50+6am to 7am £37-50 7am to 7-30 (as the +1 is 30mins before call and 30mins on wrap) £93-75 so paid £342-75 regardless of when our day finished. (this is based on a 8 to 6 continues shoot day) . This is a huge difference in pay for the same work . Obviously this would change if you work until the end derig and reset of wigs etc . In practice this will create a two tier pay structure with a crowd room

Early depts are facilitating the shoot and should be compensated. OR don't call for 300 s/a on set at unit call. Call them later so we all have our rest and are not getting up at 3.00 am to 'help' production

I worked on a production last week and got paid £7 early call that's less than minimum wage

OT is optional & if not worth the workers while they should have the right to decline

All departments need to be on a par. Same rights for all crew

In an already unsupportive setting, it's becoming a less supportive environment, it's profit over people and always swings in favour of what suits production. When there are changes production rejig days and hours to fit ambiguously into the wording of agreements at the detriment of crew to get the most they can out of people. Even when there's fatality's on jobs it's shown from personal experience, sadly on more than one occasion "the show must go on" there's no heart, there's no care, there's no compassion and it's as though creatives are doing the job for a hobby and not to pay bills. It's beyond ridiculous to expect people to do even a minutes work for free. People work hard and pay a lot of money to be highly skilled in their fields, we should be paid to reflect this. People who are treated well and shown to be valued perform better at work. Productions need to stop pleading poverty, people talk to friends, partners, colleagues in different roles and we all know the endless money available for miscellaneous pointless things. Pay people fairly.

The new deal is detrimental to crew. 15 min increments and .5 uplift will not deter productions from calling us pre dawn/early. The new deal meant people who do crowd or dailies are worse off than they have ever been since I've worked in the

industry. It will put off talented skilled people who we desperately need to train new people and keep uk standards high.

On my last production they asked us not to do pre calls so ultimately all background were late on set everyday but they signed up for that.

I have been in the film and TV industry for nearly 40 years and I do feel there is more pushback from production companies now than ever, I am very dissatisfied with the new agreement and will only work now if all the working conditions and pay are correct and fair

It concerns me greatly that with the new contract the calls are getting earlier and earlier because it is cheaper than in was for production to get us to work outside of normal crew hours. I don't mind working early but I do expect to be financially rewarded for this because it is not the norm to start work at 3, 4 or 5am it is also not good for your health long term so the financial incentive must be worth it. It concerns me that as a department what is regarded as our normal working day will shift to 4am-6pm this will become the norm for our dept and I don't want to work those early hours unless I am paid well for them. I am often called in early as a daily and let go early to avoid overtime payments therefore have suffered hell that is getting up at 3am for work and then sent home at 4pm only earning a basic day rate. As a daily you are often the first to be sent home and I'd rather stay at work to get the extra money I deserve for starting work at 4am.

Waking up at 2/3am in the morning to travel between 1-2hrs is not good for my health. Being compensated well for this means I either get closer accommodation or/and take time off to recover. I'm shocked when I see how the older ladies going through menopause look so unwell. There is little if any time for self care and early call times are stressful. Unable to sleep properly as worried about sleeping through alarm.

I feel that the time I have to get to work is not compensated according. We get there before most other teams and the unsocial hours are no longer compensated for. We don't even get a mention on the call sheet on the the pre call section. I would love this to go further and look at the gender pay gap throughout departments.

Travel time should be considered for an early call also. I had call times of 3.30am over the summer with a journey of 1.5 hours in the car. As a daily I wasn't offered accommodation so was setting off from my home at 2am. Either accommodation close by should be arranged for dailies or additional travel time remuneration.

I think companies should be dissuaded from implementing early calls and instead schedule with crews well-being in mind, or at the very least offer to overnight crew that are being asked to do such unsociable hours. Or perhaps consider shift work so that there's an early call shift and a later shift to reduce hours all round. Budgets should be put together with these things in mind.

Early calls are not preferred by anyone. They are worked to help production out so that everyone can be "ready" to be on camera. it is a common occurrence that you process a call but they don't shoot on cast or crowd till much much later. This shows disrespect for our work, time and worth. It clearly hasn't cost them enough to have everyone there. In the "old days" ADs and producers would schedule accordingly and stagger the crew as to what was cost effective and practical. The American big budget films and TV eps are the worst - this wouldn't happen in the states or other countries because the unions are much stronger and the crew are listened to.

All other departments have always had pre call payments, makeup should be no different. I believe that all crew should start work at the same time to make the day more productive. For the last 40 years of my working life we have made up the actors then we have waited for hours while the other departments start their prep at unit call, sometimes not shooting anything until the afternoon. Who is doing the maths here?!!!

Make up department is constantly underpaid for the hours we do; Pre call even down to our daily rate. We are constantly driven down, some productions offering £220 a day! BBC! We have no financial stability and if we complain about rates which I have, we are seen as difficult and money driven- not creative driven which one hod said- yes we have bills to pay and want our pay to reflect the hours we work, the industry is going down hill and we are not looked after, and seen as difficult when all we do is chat and drink coffee at the monitor, I've discovered most departments on set actually have no idea what we do.

It's absolutely ridiculous that we are not paid fairly for our time. If you refuse the early call, it feels like you are solely responsible for production having to change their schedule (which they would never do). An early call when you're the last to leave is backbreaking work and should be respected.

Early calls need to be kept to a minimum, production shouldn't be allowed to schedule large crowd scenes at the beginning of a day without crew being properly compensated

Other departments ie sparks don't give one second free and they get paid much better for their extra hours without hesitations. Hair and makeup shouldn't be any different.

It just seems like our HMU and costume too are always the ones who are expected to just get on with it and stop moaning and complaining..Which is absolutely

wrong as so many other departments are treated more respectfully. We're the first in usually and always expected to be jolly, smiley and calm. Even after maybe finishing later than other departments. We should be respected and paid our worth. Not a ridiculous £3.15 for 15 mins. That doesn't even buy a coffee!!

Productions should be discouraged from early calls and extending an 11 or 12 hour day I would rather see heavy penalties for that than increasing rates

My partner is in a different department to me. He would never be asked to work prior to 6am out of principal. If their set up time took them to pre 6am, they wouldn't start before this, they would just eat into the day whilst departments like ours sit and wait. The early call penalty should be harsh enough that it is only used if absolutely necessary. It should be more expensive for productions to pay the penalty than to crew the department properly to ensure a fair, not extreme precall.

Just feel everything should now be fairly worked out and above board

This year I'm contracted as an artist on the second season of a high end TV drama. I made significantly more money last year working the same production on a junior rate. I feel I have it lucky, the trainees who are expected to always be in the earliest and often break their turnaround are being paid a pittance as it's 0.5 of their hourly rate. There's no chance for them to make up their money with overtime. It seems that because we get paid so little for our early calls it is not seen as so much as a penalty to have us come in early. We should demand to only start work from 7am if we are not compensated for waking up in the middle of the night to go to work. If you are sent home just before your 10 + 1 + 1 work day ends this is seriously long day, with little compensation. Our flat rate should have been increased to make up for this.

Work life balance is off. Work majority of the day 12hrs+ and if you work it out as an hourly rate is actually fairly low considering my skill set and the amount of years

I've trained and practiced to become an efficient and talented artist. Sometimes, I feel this is overlooked (the years and years unpaid to get to where I am and that our specialism isn't respected?!). It takes a ton of time, sacrifice and patience to get to a level of expertise. I think productions and other departments don't understand because they haven't been through it themselves. We should be financially rewarded for this as well as given the time and respect on set to do our jobs properly without unnecessary pressure that makes you feel like your job is unimportant.

I think the hours are unacceptable and we are often put in danger due to early calls. Production are usually irresponsible and put other departments welfare above ours. We should be treated with the same respect our pay should match male heavy departments. We should get automatic double pay and early calls should be within the 10 hours so that we are not overworked and overtired. If we do have to do early calls we should be compensated properly

Particularly in the current work climate, people are scrambling for work so will take anything they can get. This inadvertently lowers rates and some productions are taking advantage of this. It's all part of a bigger picture.

“To answer a previous question more honestly, I feel pressured into doing the early calls because WE NEED the time so that the call is completed in time. That is why I want to do the early call. The production NEEDS us to have that extra time in the morning, and we should be paid properly.”

Everyone in our industry, as well as producers know that we're paid more fairly BEFORE this new agreement.

It's appalling that this is acceptable! What's the point of staying in this industry anymore!

Been in this industry for 30 years and once employed with a TV Company with proper benefits of employment. It is a shockingly obvious that our industry is being systematically destroyed.

If you are hired as a daily on a big crowd day with an early call, if you refuse to work without the right pay then you won't get the work, someone else will. Not enough people refuse. And as someone who has been a supervisor not enough people seem to care or pay attention to precall payments and whether they are correct. they want the work regardless and don't want to rock the boat for fear of not getting work at all.

2- Penalty payments

Constant early calls are brutal on the human body, they are exhausting & over time, they wear you down. Some compensation is very fair for the extra grind it adds onto your already long days. Especially when HETV productions are shooting for eight months at a time now.

Early calls are there to assist productions to get their calls out & on set on time. Productions approving early call payments only shows their support to their crews for all the hard work and the extra hours those departments put in to make their shows the best they can be. It's only fair.

"I feel there's no monetary penalty to the Production Company therefore refusal to work an early call would need to be accepted across the board and not be detrimental to current or future work

No incentive for them not to happen

I feel that the early call payment should be a penalty for the production, it normally means that the production company will not hire enough staff (I'm in make up) to cover the call and do it in enough time before the unit call. Unless it's a long make up (e.g. prosthetics, wigs etc). With the new agreement in place and we work to the 10 hrs + 1, it means at the end of a shooting day, there is only the juniors, trainees and an HOD left for the de rig as production also don't want to pay overtime to daily make up artists

"It's suppose to be a penalty payment - an extra £12.50 to work unsocial hours is not a penalty."

Early call and broken turnaround is not being taking seriously enough, there needs to be more of a deterrent to discourage productions from unnecessary early calls.

It's not just about being paid extra for the hour - it's also about appreciating that we've probably got up and travelled for up to 2-3hrs prior to the EC, hence badly broken sleep, driving tired etc. The extra money means that maybe we only need to do a few days like that to have a good income and can balance the work days with shorter working days.

I understood the Early Call payment was intended as a Penalty payment, to act as a deterrent for asking us to start work so early, so far ahead of other departments. If production don't want to pay a Penalty payment, then schedules should reflect that. We no longer have shot lists, so it feels the director doesn't quite know what they want. For so many jobs now, scheduling isn't locked in - it continuously changes - they then spend ages shooting the first scenes scheduled that day, and then it's 'kick bollocks scramble' to complete the day's list of scenes. This is shouts out that they are not able to run to a tight schedule. If they were more capable of managing their shoot, then maybe effective management could be remove early calls altogether.

We are getting shafted every which way by low broken turn around payments and low early call payments - with some productions refusing full stop to pay them. The point is that these are penalty payments designed to fairly compensate workers for their time and to stop productions taking liberties. Pay workers fairly!!

It should be a penalty payment to break your hours and come in early and it shouldn't be done in 15 mins increments meaning you are working a longer day for very little compensation. We don't give any hours for free therefore it should be charged at an overtime rate and not be taken off if you finish early.

I truly believe early calls, broken turnarounds and camera OT should be charged at a penalty cost not an uplift. I also strongly disagree with 15 minute increments. These penalties should be there to compensate us, but should also be used as a deterrent to productions to encourage them to only ask when absolutely necessary. With these increments it's easy for productions to not look at other ways of achieving the day

The idea of calling people into work having to get up in the middle of the night should be deterred and a penalty to production. The only penalties productions seem to value are monetary so it needs to be a far higher than 0.5. Early morning calls impact on your day before as well as the day of work and even the days after as exhaustion comes into place.

I find it insulting that it is not being paid as a penalty payment. I thought it was originally a penalty payment to put producers off doing early calls and broken turnarounds. It's not good for our health, and if we need to do it then we should be getting a decent enough rate to be doing it.

To have a flat rate for an early call plus the standard OT seems a much more transparent way to compensate crew for their time. In the same way there is a £20

night work payment. Perhaps £45 is too much on top of additional OT but the reason is to encourage film companies to avoid them as much as possible and the only way to ensure this is to make it a significant cost to production.

I think the unsocial payment should run through til unit call time . Then you day starts at normal rate

There is a life and health cost to Early Calls and I think that this should be compensated

I think Early call and broken turnaround should be considered separate PENALTY payments in addition to a workers day rate to deter productions from using unsociable working hours.

If early call isn't re negotiated to a higher payment, there's no real financial penalty for productions to not utilise crew as early as they wish and send them home before hitting overtime.

As a daily worker, from a Financial perspective, there's no incentive to take work that is asking for early call as it's often not worth the 0.5t uplift- literally additional pennies. This being said, it isn't a choice. It's often take the day EC or not, (which you often won't know about at the point of accepting that day) or you don't work. Someone will always step into your shoes. You have no real voice as a daily to say no to an early call, it's for the designers and supervisors to negotiate the safeguarding of these hours for the crew.

Under the new agreement - 'any hours before 6am', - There is no clear wording to define when night work ends and early call begins, therefore under the example above, if you are called for 03:00am for a 03:30am start, (so for most muas getting up at around 1-2am to go to work), you would receive 3 hours e/c @£12.50 =£37.50 plus your day rate at £275 - you work your full hours till 14:30pm on a

SCD and told you can leave, so your day rate is £312.50. For working such unsociable hours, it's not enough.

There needs to be a clause that defines the working hours between night work and early call to protect workers that are called pre 6am. I think this should be paid at 2T in additional to the 1T included in your 10 hours so an uplift of 2T plus day rate. This would be a true penalty to production for scheduling these working hours). If this deters productions from using it unless absolutely necessary, it would be a big step forward to improving the workforce work/life balance.

I feel penalty payments should be the highest as they are directly correlated with health and safety. I also feel penalty payments should be a flat rate, as trainees (who often arguably work the hardest/longest hours) are otherwise the ones who loose out financially.

If we work an Early Call, this should have to be a real penalty to the production for asking us to work even more unsociable hours than we're used to - as well as the effect it has on our turnaround. 1.5T as it used to be is a sufficient penalty, any lower is offensive & doesn't cost the production a lot but costs the crew working it a lot more personally!

"Early call without a penalty is totally wrong. To have taken away the early call penalty payment we can be called at 4am- complete our allocated hours, get sent home early and only be paid for the standard day.

I think the 15 min EC incrimination should be abolished, and it should be in 30 min increments instead, because production are unlikely to pay a high rate for EC, better making it in 30 min increments. That was you are doubling your rate in effect if you only do 15 mins. It's all about the impact on your wellbeing at that time in the morning.

It feels like a kick to be paid in 15min increments. It's barely worth it when it's broken down, yet you still feel exhausted from the early starts.

Early call needs to be separate from your contracted hours for a day. So if you are wrapped at 11am you should still be entitled to your early call, as it is an unsociable working hour before 6am.

Early calls should be classed as a penalty payment, along with breaking turnarounds. This new agreement was supposed to help the work/life balance and to make producers think twice when scheduling. Paying a 0.5T uplift isn't enough and needs to change

There should be a bigger penalty for pre 6 call. It should not be encouraged and become a best practice. As the broken turn around should be a bigger penalty for dangerous working conditions. Our safety comes first.

Early calls don't always include allowances for travel as well and if you're not given accommodation close by this can impact health and safety whilst travelling to and from work.

Working and early call is a penalty that a lot of the other crew do not have to do. It should be treated as a penalty and given higher payment. It is detrimental to your health long term. It also makes child care incredibly difficult and more expensive for single parents. It is a penalty and should be paid as a penalty.

3- Personal finance & impact

"There is no consideration of the actual cost of having to work early calls. Not being able to take public transport. Childcare costs because often you have to

drop your child off with a caregiver the night before. The same goes for doggy day care. It's not just that morning that is affected.”

“HMU artistes are again being penalised financially in their role, it is known throughout the industry, that our department are frequently among the first & last at work, particularly on Period productions and those with SFX. For many years we suffered the lack of respect to effectively work for free under the guise of Prep & Wrap. None of the traditionally male led departments are ever expected to do the same. By not agreeing to pay a penalty for an EC, Productions are risking the health & safety of their crew, as artists will be forced to consider driving to/from work rather than electing to pay for accommodation (on distance jobs), to reduce costs. This goes against everything that Pact/Bectu specified was important to ensure the safety of their crew.”

“I am considering some more stable financially”

I am retraining as this industry kills people.

It needs to change

I'm already leaving the industry but praying that I can get work again very soon because I cannot afford to live right now

I thank god that I am also a landlord so I have other sources of income. For those solely relying on make-up work it's not fair they aren't treated properly . It's a killer doing an early call sometimes and it should be paid for. I do it but I can afford to say no to it sometimes.

The hours we work need to be shorter. It's unsustainable for anyone to live a decent life with the hours we work and why are we expected to sacrifice our lives for a tv show, why can't we work reasonable hours? I'll take less money if I could do a 9-5 on a longer contract.

The changes to early call and rounding to 15 mins instead of 30 and the changes to BT terms it is not discouraging productions to have us work longer hours in fact it's monetary worth them working us longer hours on the new deal. I would rather not have the monetary compensation of working EC and BT and instead have more time and energy and safety to avoid burn out

I just want to be paid fairly for the hours I have worked and consideration for regularly getting up at 3am just to get to work.

I've already made steps to go back to education and leave the industry in a few years

I feel in a world where we are trying to be equal, it is always clear that makeup and hair are one of the departments that are expected not work for free or not their worth.

We need to agree as a dept not to work them going forward without fair remuneration

I've already re trained because this work is becoming unsustainable

I have considered changing industry many times but it's what I do I love my job. The conditions aren't perfect

Have left the industry to work for the NHS

I've worked as a designer and supervisor over the years. It is a constant battle with line producers getting fair overtime for your team. Tech crew (mainly men) are paid without the battle. Makeup get an unfair deal with less respect. I always try to get the best for my team. I will only work as a supervisor now for a few designers who will also do the best for their team. I've done many jobs where costume standbys have been extremely unhappy because their designer and supervisor don't fight for their overtime but expect them to come in early.... Including them constantly breaking 11 hr turnarounds with no compensation. I have always shown integrity and gumption but others will not stand beside and support when something is wrong. They are frightened in a self employed industry that they'll be blacklisted and lose work. This applies with bullying in the work place from producers, directors and artistes..... We have no HR dept!!! One of the many reasons I don't do dailies is there's even more lack of respect. Makeup artists continuously moan about the conditions..... The days long enough. This new pact deal isn't great for our dept. We know producers put pressure on hod's to release people and not pay them the overtime. I've worked for 34 yrs in this industry. It's become more pressured, toxic and our dept less respected. I've had more than a few bad experiences so it's impacted my mental health. I'm working on getting out of the industry as it's no longer the fun, exiting and creative industry it used to be

I've just started a IT course with the open university because of how dire the industry is

I feel that this industry is particularly exploitative and relies heavily on the fact that it is perceived as competitive. Early calls and broken turnaround as not conducive to good health nor or they absolutely necessary. The only incentive for many to work the hours that we do for many is financial

I love my job and don't want to change the profession cause I enjoy doing it.

I am towards the end of my career. I find the hours we work in TV very hard to endure as it is. The financial compensation previously given made it just about bearable but now it's not just very hard to cope with these hours but now the money is not good either. I would be better getting a job which is not as gruelling in the hours which will now work out at the same in money terms or actually be better financially

We are not treated equally to other skilled departments, Grips etc would expect nothing less other than to be fully compensated for the O/T. As they should. However, we've effectively been strong armed into giving our services for free or vastly reduced rate.

As a Daily, working mostly on period productions, our Dept is inevitably called hours before the unit call to locations that require us to make arrangements to travel the night before. Mostly we aren't compensated for our own personal time to travelling to accommodation. It's the exception if we are given travel time and/or mileage. Even this doesn't truly reflect the actual hours we give, just to ensure we arrive safely and on time for a pre dawn call. We do it because we are diligent and professional. We understand the importance of arriving in good time, so not to delay camera time. We have to make it work, despite it not being convenient for our personal lives, family, mental health or finances. The persistent undervaluing our time and skills is leading us to an untenable place. When actually we should feel more optimistic and reassured that our jobs are protected. There is after all more productions being made in the UK, using our skills. But I question if this flattery really conceals the requirement of cheaper labour for longer hours. Saving made in the less protected workers. We're witnessing and experiencing exactly this., it's not difficult to see the direction of travel.

In conclusion, what I considered to be a brilliant and creative job, that mostly employs women, is not the job it once was. Because we have a union sending out a questionnaire asking if we feel aggrieved that we've been forced to accept a payment of £37.50 for hours we would have received £150 or more. Not because we're greedy, it just brought our pay up to a rate that made our finances manageable and feeling less vulnerable.

We're just a line on a spread sheet that is easier to reduce and devalue than more traditionally male dominated Depts that also have stronger union representation.

I love our industry and the creativity but feel like our department is being hugely taken advantage of. When we are booked we agree to be available for the whole day of unit hours. It's unfair to make us leave early and cut payments for being up at crazy hours.

I've been in the industry for 35 years this year so I will not be changing my career now as I'm only a few years off retirement. However, with all that has happened and is currently happening I would not choose/recommend this industry to anyone contemplating going into it.

Although it's not financially better to work in another industry the perks are better, better hours = less tired and long days with the commute on top of the call and wrap. This is rarely considering when pre-calls are arranged.

It's meant to be an enjoyable industry but there isn't a work / life balance. And it's exhausting leading many to exit by their 30's or 40's because of life changes / family commitments and physical issues.

Ultimately it's not more financially beneficial to work in another industry, as a typical 9-5 may not pay the same rates that our industry pays. But they are also not subjected to 3am wake up calls, to allow for an hours drive into work to start at 5am. It is unsustainable and any financial compensation doesn't fix the toll that it takes in health, both mental and physical. The danger to ourselves when driving to and from these early calls is massive - production should be offering accommodation to anyone at work at that sort of hour, regardless of where filming is taking place.

With early calls in prosthetics and complicated make ups - you get up at some very unsociable hrs which can be dangerous in driving- it gives you more incentive to do these jobs. With the high standard of living and interest rates going up , petrol- we need to make as much as we can for survival. We fought hard to get the pre calls and it got taken away again . Also we are fighting for the next generation!

I feel I am going backwards rather than progressing, and this is gutting, so entertaining the idea of coming out of the industry and working elsewhere.

This is particularly hard on single parents

We are being squeezed like never before - the basic standard of living is getting harder and harder to maintain. Ironically, studio profits have never been higher and we are not seeing any reward or acknowledgement as crew for actually CREATING the product that they gain so much from...

I paid so much money to study the art of Hair and Makeup and feel other departments i.e. camera have been able to push and maintain a strong union which I'm hoping we can create

Not family friendly

It's not that I feel pressured to work an early call, it's a case of we have to, that's our job. We have to get there early to get everyone ready in time to shoot. It's essential that we do early calls. My main issue being, as a mother I cannot get childcare at 3am cheaply, it's incredibly unsociable hours and getting £30 for it just doesn't cut it. Or give you the incentive to wake up at that time of the morning.

Difficult in current circumstances to answer some of these questions. Not having worked since May plus have a large contract cancelled until next year, I would actually be grateful for any work even if it was badly paid.

The early calls are a part of the working day yes, but they also impact out of work greatly. Schools runs, general errands & such aren't open so early so work life balance is impacted. Other industries though perhaps not paid so well balance out by being more fluid with muggle working hours.

I just think it's about time our voice was heard and we were considered valued members of the crew and they should stop trying to cut costs with our department, in the grand scheme of things the payments they are quibbling about such is a small amount of there overall budgets.

Because not everyone lives close to the filming location, (I have been in the industry for 30 years, trained in London) but now live in Yorkshire due to family commitments, but with the rise of petrol and cost of living it is essential that we have some sort of payment to wake up at 2or 3am, drive to the film, set up then start work. I'm a single mum with 2 children and this is making it more of a struggle. After 30 years in the industry it's just getting worse.

For early calls alot of makeup artists are having to leave home at 1,2 or 3 in the morning in order to make it for a 3,4 or 5 call. The hours are incredibly unsociable and we deserve compensation for this.

Leaving to do wedding hair and makeup / mobile barber hairdresser

I was happy with the way we were paid before the 2023 came into place . I felt the payment was fair.

I think this industry is making people give up all of their lives without adequate payment. It's hard enough having a family as a freelancer and many of us new parents get by on dailies. It's bad enough the days we work we don't see are child and have to pay for someone else to have them. But then to not get paid adequately for early calls, broken turn around, overtime I even think we should be paid a penalty for call time changes as it all effects are home life and how we survive.

On every single job we are having to fight to be paid fairly for our time as make up artists. This is becoming more and more disheartening in an industry I love. We aren't being un reasonable in asking to be recognised and acknowledged as vital crew members and paid accordingly for the extra time we have to give

I feel like the hours are too long in general. We need to make shoots longer with shorter days! OT is such a massive part of the budgets but if you included think in the shoot day it would be better all round.

It feels like we are not being valued. We are asked to work such long hours and arrive so very early, and getting such a small amount for that is devaluing us and our commitment to getting the best work done for the production

The early call is meant to be a penalty to prevent productions asking for silly early calls, making us work extra long hours. We shouldn't be asked to be in before 6 am. If called earlier then production should be putting crew up in accommodation close to the location so we don't have to drive. I'd rather work more sensible hours than get extra pay and risk my life driving when tired

The hours before 7am are unsocial and can be very unsafe if working long hours the night before, the EC payment is a penalty for this, if we don't get paid this I would rather work normal hours and live a normal life

Completely unacceptable we are receiving a pay cut when the cost of living is going up. Early Calls are a penalty and should be paid accordingly.

I will just work in film not TV

If productions require pre dawn calls due to the level of detail required for H&MU then they should budget for paying pre dawn penalties. No other industry would expect their employees to work in excess of a 16 hour day and not financially compensate for the excessive time we spend at work. I love my job but have grown to realise that there is little to no duty of care when it comes to people working in the film/ tv industry, which is a sad sad realisation!

I find all the acronyms above to work out what I should get really difficult to understand. I often can't work out what I should be getting until it's too late and I'm unable to claim my hours correctly. Then with all the chances I worry about looking stupid and causing trouble by asking for help or for people to explain it to me. I've been told it looks like I'm complaining

I feel the dailies industry is very sadly over looked. As an HOD we rely heavily on dailies and when I'm not working I rely on them for bread and butter. We cannot afford to be scaring people off from the industry as well as putting people's mental health and lives at risk.

If I'm going to start work at 3.30am on a regular basis I want proper compensation. It costs more to me to begin work in unsociable hours. I have to provide overnight care for example when I do that and that is not cheap. Also even if I only do 10hrs (from 3.30am), that means I finish at 1.30pm. There is no life to participate in at that time. Everyone else (in life) is on standard hours. I need to be up at 1am (to start at 3.30am) which means going to bed at 6pm, so I don't get to have a life either. At least when we were paid properly, I earned more, I could work a little less and have some form of life that way.

Early calls are just expected of us, as it's part of our normal working day. Early calls should therefore be paid above the normal rate as it's antisocial hours & very difficult to cover childcare this early

I am currently studying a course outside of this industry, as the money does not compensate for the time given and the work life balance is non-existent. We need better work conditions/compensation. It shouldn't just be expected of us to give up our time because it's a "privilege" to work in this industry.

For the hours worked, it's an insult to be paid so little for pre calls, especially when it's a requirement for pre calls in order to get cast ready in time, and sometimes to not be used for hours.

The new deal is absolutely terrible for dailies, we are losing out on at least £100 per day in O/T every time we work. I hardly ever get any O/T now with it being paid at the end of the day.

Why should we leave a career that we have trained for and love?

The additional strain of an early call, over a period of time, begins to have a negative impact on one's ability to have any sense of a normal work life balance. The lack of sleep and driving very early in the morning/middle-of-the-night should be properly compensated for its demand on one's health and wellbeing. In the elimination of an early call payment, it makes it financially challenging to pay for accommodation near to base and this is where people may look for alternative careers. If the industry starts to expect people to pay for their own accommodation, receive no incentive for getting up in the middle of the night and then working a long and demanding shift it will deter many people from doing this career.

If we are expected to get up so early before many other people are on set we should be paid accordingly. These regular very early calls impact our mental health and family life. I don't want to leave this industry as I love my job. But the days are very long and we should be paid properly for pre call overtime.

It may not be financially better for me to work in a different industry but I would have a happier, healthier life where I wouldn't feel that those responsible for my wellbeing were in fact directly profiting from not looking after my welfare. I've worked on jobs recently with 4.00am starts with no hotels offered and it's appalling. I'm genuinely surprised there aren't more accidents on the road. And now to have so little extra pay for early call and broken turnaround, there's no disincentive to call us in early and break our turnaround.

With the crazy amount of working hours we work as well as working conditions we put up with it is the bare minimum to get a fair pay. Especially knowing what others in our industry earn. Why does the money need to be saved in departments which are paid less already anyways.

Any work over the 10 hours should be enough of a penalty to discourage productions from doing this ! This is NOT about money this is for work/life balance. The time of the clock we are much worse of now compared to last agreement . Which really is a huge problem !

For me it isn't about being financially better off regarding early call, it is more of the principle, we are leaving our homes and families at a stupid hour in the morning to travel to work and when you do an early call you should be paid properly for it nobody wants to get up that early or arrive at work before 6am for a meaningless amount of money

It costs me an extra £36 in childcare each morning between 7-7.30am on top of £10 for normal working hours at a breakfast club. So in order for me to be in early I'm already down a total of £46 on the day not including what I pay for after school club and an extended hour on their normal opening hours and extra to give my children a hot meal so they have eaten by the time we have wrapped. I am only able to work because I have negotiated these opening times and provisions for my children with the childcare provider. When it is asked of me to do before 7am it's is not possible at all as I have no childcare for them and to work past 7pm again is not possible. I have had to take holidays to compensate for not being able to work these unscheduled hours OT also I have been dropped from a shoot for not being able to accommodate these hours

Early call often means that I (and no doubt many others) have to find accommodation in order to meet it. With this in mind I feel fair compensation would make this feel less unfair when other crew members can make their way in much later from their own homes. I feel that inconvenience should have acceptable recompense.

Financially I feel it's better to stay in this industry but because of the recent downturn in work and the insecurity that has always prevailed around work I'm considering leaving the industry.

I find that the hours and amount of kit we have to provide and hotel bills because we need this for early calls which are not being provided for now when you work out your cost of what you actually get paid for the long hours is not worth getting up so early.

The early call rates are not worth doing these days for me. Especially given that if the SAs on a crowd job are wrapped early then we lose our pre call so therefore the pre 6 payments have to be of a fair amount. In order for me to start before 6am I have to pay for someone to stay overnight to watch my children so for there to be no pre call, or a low pre 6 payment it just isn't worth doing.

It would not be viable for me without pre calls as I live away and stay in hotels. The precall pays my hotel accommodation. I would have to only do main team

"At the moment my circumstances means I am financially stable but only just getting by, this year has seen gas, electricity and mortgages on the rise but our pay has gone down considerably.

I also fear in the future if I need child care I can't see myself being in the industry due to the lack of early calls and pre-call payments, I would then need to find work else where.

As a daily we rely on early call and overtime payments because the work is so irregular and not guaranteed, especially with constantly changing schedules where we can be cancelled the day before and not be compensated.

"I don't think productions realise what other practices/skills being a make up artist entails.

Practices such as hair and beauty and wedding, hair extensions industry's, wigs and even the theatre all of which their wages have increased in the years, and tv has not!...making other jobs now on par.

If you consider your early calls and travel, taking out your own tax and possibly even accommodation let alone your kit and the impact doing these hours has to your health, social and family life, no pension benefits or health care benefits or holidays...I'm not sure it's a viable option to continue in this industry.

The industry is not improving after working for 33yrs. We should be paid well for the horrific start times that we do (and other departments). time and time again. Never valued and yet we are the vision on screen. I have lost out on a few jobs over the yrs as I will always up my rate when ever possible. We need to guide the new folk coming in, so they don't get abused financially

It's very difficult when it comes to money as there is always someone behind who will say yes to less money. 20 years ago I was paid more than I am today. I've started training in something different to possibly change career

I would rather not work an early call but sometimes it's necessary. Other industries that have extreme or unusual hours or locations or weekends, public holidays are paid for the inconvenience but our industry now seem to think it is our norm and should not be compensated for it, due to the nature of our jobs being mostly freelance we are pressurised into accepting this for fear of not being employed. I just want paid fairly.

Starting work at 5am impacts the day before and restricts what you can do the night before is just one example of an extremely early start.

While I love the film industry, the cost of getting to set when public transport is not yet running means that I would have to hire a car (even if I owned a car, the pay for getting to set would not cover cost of fuel) never mind inconvenience of time. It doesn't take into account my time and certainly does not reflect my skill and expertise.

Being freelance your wage should be compensated from not getting the above benefits to being employed on a permanent contract. (Not a short term contract, a permanent contract).

Also the cost of make up on the high street and from professional retailers has gone up. “

Hair & makeup do not get the rate they deserve, while other departments do. We are working from the crack of dawn, driving in the dark, sometimes dangerous conditions to get to a Job. Rates are low as it is.

THE answer to the last two questions is that I don't know. Like so many I find this deeply sad. I greatly enjoy this industry and meeting so many talented HMUA. I really hope that it all ends well and very very soon

I feel like the changes to the early call and broken turnaround payments mean productions are less mindful of the impact on our health and safety that arises from the long hours we work. I am lucky that my designer will push back on early calls and broken turnaround but when working as a daily and doing big crowd days this isn't always possible. The EC payment helps contribute to a hotel which we often need in order to reduce the amount of driving we do when we work such long hours.

I'm not always confident about what the rates are so depending on the production company (especially if I don't know them) I don't want to be seen like I'm making any trouble

Early call means very unsociable hours. It means me getting up in the middle of the night to drive on roads which can be more dangerous and have night closures. It means me losing my evening before as I need to go to bed extra early. Early calls are not enjoyable and my family and friends think I am crazy working them but I have no choice. I think we need to be compensated for this. I'd like to see producers and directors getting in to work at 4am and being paid an insulting amount to do so.

I need to pay travel and hotel to be available to work as no work in the north so I need to be compensated for this outgoing

Feels like we aren't valued financially. Our time, talent and skills are taken for granted because we have to fight for every penny. This wouldn't happen to camera/lighting deps - always seems to be H+M and it is really frustrating.

It would not necessarily make me financially better to work in a different industry, but I feel we should be getting paid worth fully for being at work for an early call and not being penalised for it which is what is happening with the new terms. Also, I do agree as a collective we are paid well in this industry but once you assess the work life balance and breakdown the hours given and the recovery time required at weekends and between jobs it is not. We work in a creative industry and get so much back in terms of satisfaction that we are almost held at ransom to the new pact and productions. There needs to be change.

Broken turnaround also has to be addressed in the same way as it also affects an early call

I have just been sacked for fighting for the new agreement. It is not safe for us to question production companies.

I feel all these types of payments should be penalty payments for unsociable hours. It should not be a given that these hours are acceptable. The new agreement was meant to create a better work/life balance but these hours and broken turnarounds are not seen as penalties and the payments don't make it undesirable for productions to not work these hours. We currently have a worse work/life balance than before with little financial payout and bigger financial penalties need to be in place to promote a better life for us all.

I used to supervise main team HETV Drama for years and regularly did pre 6am calls and broke turn around (myself and my team) I now have a 2yr old so mainly rely on daily work instead. I used to always make sure my team and I got paid fairly for these hours. It's so damaging to your health physically and mentally and a high fee for compensation on these antisocial hours force productions to only schedule it when it's a last option. Paying per 15mins instead of full hours and with only a 0.5 uplift means that we are only receiving the same payment for that hour as if we had gone a half an hour over in the evening. Overtime within socially acceptable hours is 1.5T and so should the early call payment be. It seems ludicrous and there is no financial deterrent to productions. This issue is also interlinked so closely with broken turnaround which in my opinion has become so weak in the new agreement and again means productions don't care about it happening as the financial implications aren't a huge cost to them. This agreement was supposed to make things safer for crew and I personally think it's done the opposite.

All these agreements need to be revised and also need a much clearer simplified breakdown of rates and costs with no room for manipulation! Overtime rate per hour even if you have gone over by 10 minutes you are charged for the hour and rate for the day! Fixed rate for broken lunch etc! Clear and simple no manipulation!

This is our livelihoods we need to get it sorted once and for all, so there is no further arguments and everyone at every level knows what's what.

The early call payment was for working unsociable hours. Getting up early and driving a long way from home to be in to work in the very early hours. Which has now been removed.

If you have families and need childcare to cover that early payment. To pay for that childcare the 0.5 uplift is not sufficient to cover out of hours childcare.

People will begin to look else where. Valuable skills will be lost as people without children and commitment will take the work. In the younger generation. But will come up against the same problem when they want families.

4 -Safety

There has to be a penalty for working such unsocial early hours. It is not for making lots of money the idea of it being a penalty is that it dissuades the production from abusing us. The fact that it isn't an enough of a penalty at the moment, means productions over utilise bringing us in pre dawn. They far more frequently break turnarounds. It becomes dangerous for us always being over tired and driving to where ever we need to go because it is cheaper for us to be sleep deprived than to extend the shoot days

Early call often leads to tiredness, mistakes, and accidents happening on the way home or to work especially if doing weeks of early calls.

We work very long hours 12-16. With 10 hours off to drive home, sleep before we have to return which more often than not leads to broken turn arounds weekly!!. Which often results in very dangerous driving situations due to lack of sleep.

Early call payments should be a penalty to a production as it's asking people to work unsafe hours. The current payment productions are paying are pennies therefore not it is not putting them off scheduling them.

Early call times mean waking at 2/3am with a 1-3 hr drive. Sleep deprivation is bad for your health. There is also a safety issue driving whilst tired. There needs to be compensation for this to enable me to pay for a condition which is closer to work and for having my time off. The implications of early call times are worrying and not being paid for this I feel exploited.

I have a team of 80 plus and no one is complaining about money it's excessive hours and productions are now interpreting agreement in favour of 11 hour days stopping for lunch which has set us back 10 years

I don't like for it to seem as though we are greedy by wanting more. It's one thing if it's a one off EC. But there are some jobs where just by the nature of the job it will be many consecutive ECs of more than just an hour. It has to be financially worthwhile waking up at 2am or 3am ahead of a long day of work, as it affects not only that day but also the evening previous. This is particularly a concern on dailies if you are waiting for a call sheet so can't get an early night therefore also having a potential knock-on effect on safety.

Long days are dangerous to our health and wellbeing.

The hours that I have been expected to work on some of my jobs are so dangerous with the driving either end also considered that you'd think you would be compensated better for this.

Doing early calls is technically a big risk. People are doing long hours driving early hours of the morning then working until late. To have terrible payment for this is

unjustified. I am sick of Hair & Makeup departments being underpaid and undervalued. It is time for a change.

Early call penalty payments are required for the health and safety of driving through night hours, not enough sleep, and will cover things as overnight childcare costs and a safety hotel cost. The impact of working these unhealthy hours is severely detrimental to our health and wellbeing, (that is a fact and there is plenty of research on this) it must be penalised accordingly, as you are asking people to work and travel dangerously.

We should be paid a good over time rate for EC. I have been so exhausted driving to and from work sometimes, which is so dangerous as I'm not able to concentrate properly on the road and my sat nav at the same time. It is only right that we are compensated for getting up in the middle of the night which has been proven to be detrimental to your health and working very unsociable hours. Why would I want to get up in the middle of the night for peanuts?! It's just not worth it at all!! And if I had a choice I would just come in from unit call and get everyone ready then if productions can't be bothered to pay fairly and properly.

There comes a time where it is more important to have sleep. Wellbeing and life balance are more important than money. We want our time and if it is to be taken from us and we don't have a choice, we want to be heavily compensated for everything we have lost.

We leave and work extremely early with minimal hours sleep in between shifts. Any other industry you are paid adequately for high risk roles. Our travel to start early call is high risk on the road with many car accidents in the industry. We should be compensated for this risk by getting early call pay that is fair and reflects the risk we have to take!

I feel like not having an Early Call payment would force me to travel back and forth on day of call which is very dangerous. Driving on the road with little of sleep will impair my judgment on the road

The early call is 5am but I have to travel there which lets say for arguments sake it's 1 hour. Then I need half an hour to get ready, that's a 3.30am start, I do the standard working day of 12 hours total with the hour travel home, through rush out now may I add. I am home for 7. I then have 8.5 hours to get wind down from work/cook dinner/feed the kids/shower... and get a full nights sleep. Back up again at 3.30am. IT IS UNATTAINABLE and should be illegal. The penalties on these schedules are not high enough or harsh enough, production companies can afford the penalties so they just pay it off. Wicked was the prime example, the production does not care and people were crashing their cars from exhaustion.

If these schedules are completely unavoidable we should at the very very least be payed appropriately for risking our lives due to exhaustion.

If production can't afford to put people up, they should shrink their ideas

Please look at the physical & mental health implications of reduced sleeping hours. It drastically reduces life expectancy along with numerous other issues. If make up artists crew are starting at 6am, they are setting up 15/30 mins before hand. They are also driving to and from work which should also be considered.