

# Pre-text ADU Minimum Rate Card

- 1 The following table is a MINIMUM RATE CARD for our members. Except in justifiable cases, the minimum rates listed should not be undercut. Such exceptions include, for example: Non-commercial projects, student & debut films, or „friendship services“. The requirement of these minimum rates is based on the [job descriptions](#) defined by the ADU, and rests on the high qualifications of its members.
- 2 The structure of the rate levels is based on the UK system. This means that the minimum rate directly depends on the PROJECT TYPE and the BUDGET HEIGHT of the project. Especially in the professional groups represented by the ADU, the requirement profile and responsibility within a project are severely linked to the project size, the project-format and the budget.
- 3 There are two models for **weekly hours** listed in the ADU minimum rate table. In addition to a 50-hour rate (for 5 days a week), we offer a **60-hour partial flat rate** (for 5 days a week), **in which the working hours 51 to 60 within this contingent are free of any extra pay**. The aim is to agree on a partial flat rate in more complex, working time-intensive productions, by which a large part of the overtime is already compensated in a non-bureaucratic manner. With this model, unused hours within the agreed partial flat rate cannot be deducted or offset with weeks with longer working hours. The ADU strongly refuses to accept flat rates with more than 60 hours or 5-day full flat rates.
- 4 The minimum salaries listed were taken from an extensive, anonymous survey within the ADU, showing the rates and data from over 200 projects from 2018 to 2021. We feel this request for a MINIMUM FEE is fair in both directions: fair for our qualified members, whose work time is paid accordingly without questioning the basic rate structure, and fair for the production companies, as we waive the overtime allowances established by TV FFS within the 60-hour partial flat rates. Overtime that exceeds these flat rates should be accurately recorded and paid with all surcharges according to TV FFS.
- 5 Each ADU member can freely negotiate higher fees - according to personal professional expertise and/or the increased difficulty of a project.
- 6 All regulations of the TV FFS (in the currently valid version) shall apply to ADU members irrespective of the negotiated rate. In particular, this includes the regulations regarding vacation, bonuses (night, 6th and 7th working day per week, work on Saturdays, Sundays and public holidays), as well as per diems and contributions to professional pension schemes and/or other pension funds. These points cannot be offset against so-called “above-tariff” rates but remain untouched.
- 7 Only the actual non-working time is considered as break time for ADU members. Lunch breaks during which work is required, as well as prep & wrap work before & after shooting or prep days are recorded and calculated as normal working hours. The ADU is strictly against undercutting of rest and break times and recommends the introduction of shift systems in critical cases. Should it not be possible to take the breaks and rest periods in full due to production reasons, solely with the consent of the employees, broken turnarounds should be paid like overtime with full bonuses.
- 8 The rate card is based on German practice that crew normally gets employed and half of the health- & unemployment-insurance & pension funds are covered by the production company on top of these rates. Also 10 % holiday pay is mandatory after 10 workdays. If you invoice you should charge at least 25 % higher.

# ADU Minimum Rate Card 2023



Position	Cinema/ TV-Budget	Series Budget for 6 x 45 min.*	Levy Rate**	50h Minimum Rate	60h Minimum Rate	10h Day Rate / Short Time***
1st AD (local system)	A	under 1.2 Mio €		1,553 €	1,864 €	357 €
	B	1.2 - 3 Mio €	7%	1,662 €	1,994 €	382 €
	C	3.1 - 6 Mio €	10%	1,708 €	2,050 €	393 €
	D	6.1 - 13 Mio €	15%	1,786 €	2,143 €	411 €
	E	over 13.1 Mio €	20%	1,864 €	2,236 €	429 €
2nd AD (local system)	A	under 1.2 Mio €		999 €	1,199 €	230 €
	B	1.2 - 3 Mio €	7%	1,069 €	1,283 €	246 €
	C	3.1 - 6 Mio €	10%	1,099 €	1,319 €	253 €
	D	6.1 - 13 Mio €	15%	1,149 €	1,379 €	264 €
	E	over 13.1 Mio €	20%	1,199 €	1,439 €	276 €
1st AD	A	under 1.2 Mio €		1,736 €	2,083 €	399 €
	B	1.2 - 3 Mio €	7%	1,858 €	2,229 €	427 €
	C	3.1 - 6 Mio €	10%	1,910 €	2,292 €	439 €
	D	6.1 - 13 Mio €	15%	1,996 €	2,396 €	459 €
	E	over 13.1 Mio €	20%	2,083 €	2,500 €	479 €
2nd AD	A	under 1.2 Mio €		1,392 €	1,670 €	320 €
	B	1.2 - 3 Mio €	7%	1,489 €	1,787 €	343 €
	C	3.1 - 6 Mio €	10%	1,531 €	1,837 €	352 €
	D	6.1 - 13 Mio €	15%	1,601 €	1,921 €	368 €
	E	over 13.1 Mio €	20%	1,670 €	2,004 €	384 €
2nd AD Crowd	A	under 1.2 Mio €		1,157 €	1,388 €	266 €
	B	1.2 - 3 Mio €	7%	1,238 €	1,486 €	285 €
	C	3.1 - 6 Mio €	10%	1,273 €	1,527 €	293 €
	D	6.1 - 13 Mio €	15%	1,331 €	1,597 €	306 €
	E	over 13.1 Mio €	20%	1,388 €	1,666 €	319 €
3rd AD (Floor   Crowd   Base)	A	under 1.2 Mio €		999 €	1,199 €	230 €
	B	1.2 - 3 Mio €	7%	1,069 €	1,283 €	246 €
	C	3.1 - 6 Mio €	10%	1,099 €	1,319 €	253 €
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AD-PA	A	under 1.2 Mio €		684 €	821 €	157 €
	B	1.2 - 3 Mio €	7%	732 €	878 €	168 €
	C	3.1 - 6 Mio €	10%	752 €	903 €	173 €
	D	6.1 - 13 Mio €	15%	787 €	944 €	181 €
	E	over 13.1 Mio €	20%	821 €	985 €	189 €

(Chart valid until March 31st, 2024)

\* The budget limits for series are calculated from the prices per broadcast minute. Category A corresponds to budgets up to 10,000 €, B up to 20,000 €, C up to 35,000 €, D up to 75,000 € and everything over 75,000 € per broadcast minute (e.g. 8 x 60 min. for 12 Mio € = 25,000 € per min. => Cat C). The minimum rates for lengths other than the 6 x 45 min. used here can be converted accordingly.

\*\* Depending on the budget category, the minimum rates of pay will be increased by a levy rate of 7%, 10%, 15%, or 20% to reflect the significantly higher requirements and increased responsibility.

\*\*\* For jobs under 7 days where no vacation is granted. This rate is valid for 10 hours. Higher overtime like TV FFS with full extra pay.

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