

**FINANCIAL PROVISIONS**

The financial provisions under this agreement are as set out below:

**1. Rates of pay**

The following minimum rates of pay shall apply from 01 May 2021:

	Annual	Hourly rate	3 hour session rate
Section Principal	£45,395.76	£49.94	£149.82
Principal	£43,484.91	£47.83	£143.51
Co-principal	£41,669.25	£45.84	£137.52
Sub - principal	£37,503.36	£41.26	£123.77
Tutti	£35,587.23	£39.15	£117.45

**2. Pension contributions**

ENO shall contribute the employer's pension contribution of 3% in respect of each Musician who remains opted-in to the pension scheme set up by ENO under the auto-enrolment provisions. For the avoidance of doubt those Musicians who do not opt-out of such pension scheme shall be required to pay the stipulated employee contribution.

**3. Long service allowance**

ENO shall make the following long service payments to the Musicians: payable in July of each year and the assessment of the entitlement shall be based on the length of service as of 1 July in the year of payment:

- (i) for a Musician with more than five years of service and less than ten years of service: £153.20; and
- (iii) for a Musician with more than ten years of service: £308.62

**4. Chamber Opera and Chamber Music**

Musicians who are required to play in Chamber Operas shall be entitled to receive an additional payment in respect of each performance of such Chamber Operas which shall be £57.32.

Musicians who are required to play in Chamber Music shall be entitled to receive an additional payment in respect of each performance of such Chamber Music which shall be £75.00

Within a concert if there are elements of chamber work, up to 20 Minutes', each musician will receive 50% of the relevant chamber rate for performances only.

## 5. **Doublings**

The following rates shall apply in respect of Schedule 3 from 29 July 2019:

- |     |                        |                       |
|-----|------------------------|-----------------------|
| (a) | Category A instruments | £17.60 per instrument |
| (b) | Category B instruments | £35.20 per instrument |
| (c) | Category C instruments | £52.40 per instrument |

## 6. **Stage performances**

The Musician shall be entitled to receive the following payments in respect of performing on stage pursuant to clause 6.12:

- (a) Playing in the pit and on stage, but not in view - payable for public dress rehearsal and performances: £9.38;
- (b) Playing in a stage band (where it is designated as so in the score) in view but not in costume - payable for public dress rehearsal and performances: £23.47
- (c) Playing on stage in view of the audience and in costume - payable for stage rehearsals at which there is an artistic need to wear the costume and performances: £37.55;
- (d) Playing in the pit and on stage, in view and in costume - payable for stage rehearsals at which there is an artistic need to wear the costume and performances: £46.94; and
- (e) Playing from memory on the stage and in view of the
- (f) audience - payable for the stage rehearsals and performances as relevant under paragraph 6(a) to 6(d): £17.60 in addition to
- (g) the payments under paragraph 6(a) to 6(d) of Schedule 1.