

FINANCIAL PROVISIONS

The financial provisions under this agreement are as set out below and will be subject to agreed annual pay increases:

1. Rates of pay

The following minimum rates of pay shall apply from 25th August 2025:

7 month Contract	Annual	Hourly rate	3 hour session rate
Tutti	£29,254.81	£45.15	£135.45
Sub - principal	£30,792.93	£47.52	£142.56
Co-principal	£34,136.98	£52.68	£158.04
Principal	£35,594.45	£54.93	£164.79
Section Principal	£37,128.33	£57.30	£171.90

2. Pension contributions

ENO provides a workplace pension scheme with Aviva. ENO shall contribute the employer's pension contribution of 3% of qualifying earnings in respect of each Musician who remains opted-in to this pension scheme 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 and no contributions will be paid into alternative schemes.

3. Long service allowance

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

- (i) for a Musician with more than five years of service and less than ten years of service: £172.42; and
- (iii) for a Musician with more than ten years of service: £347.35

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 £64.70.

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 £84.42.

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:

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| (a) | Category A instruments | £19.80 per instrument |
| (b) | Category B instruments | £39.61 per instrument |
| (c) | Category C instruments | £58.98 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: £10.56;
- (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: £26.42
- (b) 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: £42.25;
- (c) 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: £52.81; and
- (d) Playing from memory on the stage and in view of the audience – payable for the stage rehearsals and performances as relevant under paragraph 6(a) to 6(d): £19.80 in addition to the payments under paragraph 6(a) to 6(d) of Schedule 1.

7. Welfare and personal development allowance.

£437.75 per annum.

8. Instrument and clothing allowance

£2,185.45 per season, included in the salary provisions of clause 1 of this schedule.