SCHEDULE 1

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 1st September 2026:

7 month Contract	Annual	Hourly rate	3 hour session rate
Tutti	£30,485.27	£46.61	£139.83
Sub - principal	£32,088.09	£49.06	£147.18
Co-principal	£35,572.79	£54.39	£163.17
Principal	£37,091.56	£56.71	£170.13
Section Principal	£38,689.95	£59.16	£177.48

2. Pension contributions

Subject to the Company's Pensions Policy and to the applicable pension scheme rules, both of which may be amended from time to time, you are eligible to join the appropriate Company pension scheme (currently held with Cushon). In order to comply with the Pensions Act 2008, the Company has a duty to automatically to enrol into a qualifying pension scheme any eligible jobholder. Such a scheme will require contributions from the employee. You will be an eligible jobholder if you are aged between 22 and the State Pension Age, work, or ordinarily work, in the UK and earn above the threshold set by government. If you are eligible on at your commencement the Company will enrol you and notify you in writing. You will have the right to opt out of the scheme by notifying the pension company after you have been enrolled

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: £178.02; and
(ii) for a Musician with more than ten years of service: £358.64

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 £66.80.

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 £87.16.

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:

(a) Category A instruments, £20.44 per instrument
(b) Category B instruments, £40.90 per instrument
(c) Category C instruments, £60.90 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: £10.90;
(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: £27.28.
(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: £43.62;
(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: £54.53; and
(e) 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): £20.44 in addition to the payments under paragraph 6(a) to 6(d) of Schedule 1.

7. Welfare and personal development allowance.

£500 per annum.

8. Instrument and clothing allowance

£2,256.48 per season, included in the salary provisions of clause 1 of this schedule.

9. Orchestra Committee, MU Steward, MU Health & Safety Representatives

Position	Duration	Hours credited	Own choice session leave (at no cost to the player)
Player Committee Chair	1 year	12 hours	Two 3-hour sessions
Committee members	1 year	6 hours	One 3-hour session
MU Steward*	1 year	9 hours	One 3-hour session
MU Health and Safety rep*	1 year	6 hours	

*For the MU Steward and MU Health and Safety Representatives this would be in addition to the statutory rights for time off to attend to their trade union duties.

Further to this arranged committee/H&S meetings with members management will be credited on a per hour basis, annually. Meetings called in 'out of contract' time shall be paid at a session rate, based on the Co-Principal rate for on-line or in-person meetings. Extra provision will be made for the Steward and Players Committee Chair in case there is a need for phone calls or communications outside of meeting times. All own choice sessions to be agreed with the Orchestra Manager, as per the NA procedure in Clause 18.1, at no cost to the player.