

REGENTS PARK OPEN AIR THEATRE / MUSICIANS' UNION HOUSE AGREEMENT

From 1 April 2026 until 31 March 2029

The following minimum terms and conditions have been agreed between Regents Park Open Air Theatre (RPOAT) and the Musicians' Union (MU) for musicians working at the Regents Park Open Air Theatre. Where a Manager uses a Contractor to engage Musicians under this agreement, the Manager undertakes to ensure that the Contractor abides by the terms and conditions of this agreement.

Background

RPOAT is an un-subsidised registered charity operating in the not-for-profit sector. As such, it bases its personnel arrangements on the UK Theatre union agreements.

In return for various concessions, RPOAT agreed in 2009 to fixed percentage uplifts on the published UK Theatre / MU Commercial Theatre Agreement 8 performance weekly rates. This has removed the need for yearly negotiation as whenever the published rates increase, so too do the RPOAT rates as they are uplifted by fixed percentages.

Duration of Agreement

The terms set out below are to apply from 1 April 2026 to 31 March 2029. This agreement will initially be for 36 months and shall then continue to have effect unless or until terminated by either party giving six months' written notice to the other. Any proposed revisions to this Agreement by either party shall be subject to written notice, and any agreed revision shall remain in force for at least 24 months before any further revision to the same provision can be proposed.

Fees

RPOAT pays the following fixed percentage uplifts to the UK Theatre/MU Commercial Sector Rates:

- 30% more than the published rate for up to two instruments;
- 25% more than the published rate for trebling; and
- 20% more than the published rate for quadrupling.

Technical Calls

Technical calls are any rehearsal calls which take place within seven days of the first paid performance on stage with the cast and at which there is full technical support. These may last for a maximum of four hours and shall be paid at the pro rata hourly rate at single time subject to:

- no more than two, four-hour calls being scheduled in any 24 hour period; and such four hour calls being paid pro rata at the hourly rate. For the avoidance of doubt, any four hour calls may include preparatory work with the band provided that this leads to work with full technical support within the same call.

Deputies

As per 5.2 of Appendix 2 of the UKT/MU Agreement, any deputy required to 'sit in' on more than one occasion will receive a basic show fee.

Recorded Music

In any calendar year in which RPOAT also produces a musical with a live band, RPOAT may use recorded music in its play productions at RPOAT without usage fees provided that the MU agreed session rate is paid to members for recording and that the usage is limited to: general underscoring; scene changes; four songs as part of the action sung with live vocal in character; and three dances/fights (one of which forms part of one of the songs above).

At the end of each calendar year, where requested RPOAT will give the MU details of live recording sessions which it has commissioned for plays in that year, the minutes of such music actually used in performance and the musicians employed for such recordings.

Actor musicians

Will be engaged under the relevant UK Theatre/Equity agreement and are not party to this agreement.

RPOAT staff handbook

As has been the case since 2004, musicians will be required to agree to abide by the provisions of the RPOAT staff handbook.

Band Room Access

RPOAT will provide adequate band-room facilities (or an equivalent space) with enough seating, wherever possible, for all musicians.

MU Band Steward and Health & Safety Representative

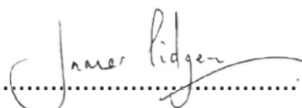
RPOAT agrees to engage constructively with MU-appointed Band Stewards and Health & Safety Representatives, and to maintain open channels of communication regarding workplace issues affecting musicians.

UK Theatre

The remaining terms of this agreement—including, but not limited to, those relating to subsistence, travel, and sick pay—shall be as set out in the UK Theatre/MU Agreement.

Signed.....

Graham Jackson
Musicians' Union

Signed.....

James Pidgeon
Regents Park Open Air Theatre