

**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 1<sup>st</sup> September 2024:

7 month Contract	Annual	Hourly rate	3 hour session rate
Section Principal	£36,046.92	£55.63	£166.88
Principal	£34,557.72	£53.33	£159.99
Co-principal	£33,142.70	£51.15	£153.44
Sub - principal	£29,896.05	£46.14	£138.41
Tutti	£28,402.73	£43.83	£131.49

**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: £167.40; and
- (iii) for a Musician with more than ten years of service: £337.23

**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 £62.62.

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 £81.96.

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	£19.22 per instrument
(b)	Category B instruments	£38.46 per instrument
(c)	Category C instruments	£57.26 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: £10.25;
- (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: £25.65
- (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: £41.02;
- (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: £51.27; 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): £19.22 in addition to the payments under paragraph 6(a) to 6(d) of Schedule 1.

## 7. Welfare and personal development allowance.

£425 per annum.

## 8. Instrument and clothing allowance

£2,121.80 per season, included in the salary provisions of clause 1 of this schedule.