

HELENSBURGH ORCHESTRAL SOCIETY

MUSICIAN PAYMENT POLICY

Policy Statement

1. This document is intended to rationalise and set out the orchestra's current practice for payments to professionals including conductor and soloists, the leader, and additional players.
2. It will be reviewed on an annual basis by the Committee prior to the preparation of the budget for the season ahead.
3. It distinguishes 3 categories of players:
 - a. Professional. In the case of professionals we recognise that this is their livelihood, and the fee and expense rates below are informed by the Making Music /Musicians Union Fee agreement (2023). In this context, professionals should be taken to be musicians for whom performing is their primary source of income.
 - b. Music students. We also seek to recompense students appropriately, recognising their financial circumstances.
 - c. Non-professional but experienced players known to members. We are very appreciative when additional players do not request fees or full expenses.
4. It is recognised that there may be situations which arise where payment rates are varied for specific reasons. The Committee reserves the right to review and agree any such variations prior to confirmation of the proposed fee for individual musicians which must be approved by the Hon Treasurer and President in advance.
5. Payment of expenses:
 - a. If an invited extra professional player lives out-with the 30 mile radius as defined by the MM agreement we will pay the agreed rates. (see footnote)
 - b. However, in general, to a) minimise the budgetary impact and also to reduce the orchestra's carbon footprint, we aim to engage more local players where musically acceptable. Any exceptions should be agreed with the Hon Treasurer in advance.
 - c. The starting point for agreeing "Reasonable expenses" is therefore the return rail fare from Glasgow, per trip.
6. "Final rehearsal" - This is referred to in the table below and is usually held on the concert day, in which case only one set of travel expenses and/or portage will be paid.

Payment Rates - as of August 2024:

	Musician Category	Fee	Notes
1.	Conductor (rehearsals)	£125 per rehearsal	a) This includes £110 fee and £15 expenses. b) Rehearsals have a 2 ¼ hour duration. c) The same rate applies if the conductor is acting as a Sectional Tutor. d) This rate has been agreed between the HOS President and the Conductor (for 2024/25 season)

HELENSBURGH ORCHESTRAL SOCIETY

2.	Conductor (concerts)	£135 per concert	a) No separate expenses as it assumes a rehearsal fee (on the day of the concert) will also be paid.
3.	Conductor (stand-in).	£42/hour	a) Often this is at late notice b) In addition, reasonable travel expenses are paid. c) This aligns with our current arrangements.
4.	Leader	£500 per session (currently £1500 per annum)	a) This includes expenses. b) Where the Leader is engaged for an additional summer project/concert any fee will be negotiated based on a nominal additional fee. The benchmark for this is £50 per additional concert including rehearsals.
5.	Sectional Tutors	£50/hour	a) Reasonable expenses will be paid
6.	Soloist (professional)	£300 per concert	a) This fee includes the concert and two or more rehearsals as required b) In addition, reasonable travel expenses are paid per trip.
7.	Soloist (student and amateur)	£200 per concert	a) This fee includes the concert and two or more rehearsals as required b) In addition, reasonable travel expenses are paid per trip.
8.	Soloists (group)	£100 per concert per musician	a) This fee includes the concert and two or more rehearsals as required b) In addition, reasonable travel expenses are paid per trip.
9.	Additional Orchestral Players:		
	i) Students	£100 per concert + rehearsal on the day of the concert	a) A fee may be paid for any additional rehearsals agreed with the conductor at the discretion of the Treasurer and/or President as a minimum to equate to reasonable travel expenses.
	ii) Non-student Professionals	£122.58 per concert + rehearsal on the day of the concert	a) A fee may be paid for any additional rehearsals agreed with the conductor - see iii)

HELENSBURGH ORCHESTRAL SOCIETY

	iii) Non-student Professionals	£73.55 per rehearsal (not on the day of the concert)	a) This aligns with MM/MU agreement whereby 60% of the Concert + Rehearsal Fee is due to be paid. b) This includes travel expenses falling within the MM/MU payment schedule.
	iv) HOS Friends, Ex-members, and other occasional players	Expenses only – if requested	a) Reasonable expenses shall be paid as defined above
10.	Porterage	Per concert + rehearsal	a) Double Basses = £19.62 b) Harp = by negotiation

Endorsed and adopted at Committee Meeting 07/10/24

Due for review: October 2025