

## Crew Rates

Currency in Finland is Euro (€).

Salary groups:

- Group I: Assisting tasks (for example a runner, videoassistant, wardrobe assistant)
- Group II: Actualizing tasks (for example a lighting technician, 2nd AD)
- Group III: Actualizing, demanding tasks (for example a grip, gaffer, 1st AD, location manager)
- Group IV: Creatively responsible of the whole (for example DOP, set designer, editor)

1.10.2011-31.10.2013 (2,4% raise has been added)

This salary is per 8-hour-day

LTS	2-10 days	11-29 days	30-60 days
<b>Group1</b>	119,3267	109,4758	100,7206
<b>Group2</b>	210,1965	179,5482	154,368
<b>Group3</b>	251,8016	191,6006	166,4102
<b>Group4</b>	295,5981	229,9187	208,0154

Monthly salary according to 8-hour-days:

<b>Group1</b>	1643,305-1938,903
<b>Group2</b>	2224,64-2837,729
<b>Group3</b>	2737,019-3404,851
<b>Group4</b>	3174,943-4116,48

Trade union has set crew minimum wages. These are widely used as a maximum too. The daily rates are for 8-hour day.

- Multiplying the 8-hour-daily rate by 1,375, you'll get the 10-hour-daily rate
- dividing 8-hour daily rate by 8, you'll get rate of one normal hour
- dividing monthly rate by 162, you'll get rate of one normal hour
  
- crew rates are divided into four categories depending on the length of the production:
  - o 2-10 days
  - o 11-29 days
  - o 30-60 days
  - o over 60 days (can be paid as monthly salaries)
  
- The rates are then divided into four groups depending on the responsibility of the duty:
  - o I: assisting roles
  - o II: actualizing roles
  - o III: demanding actualizing roles
  - o IV: creative, main responsibility
  
- On a feature film; The 'creative' crew members (Set designer, Costume designer, DOP...) negotiate a flat deal based on the daily rate. Flat includes overtime.
- Others negotiate about the amount of pre-productions days + shooting days

- pre-production/ prep day is 8-hour day rate, shooting day is 10-hour day
- The average shooting day in Finland is 10 hours except for lighting, wardrobe and make-up usually at least 1 hour extra
- Holiday entitlement is 9-13,5%: usually for crew 13,5% and for cast 10,5%
- Average amount of shooting days in a feature film in Finland is 35 days
- Only the production team usually has monthly salaries
- Preparation can be agreed on an hour basis and not pay the overtime; compensate the overall number of days
- Compensation for travel when filming outside your own turf; travel day is 50% of the shooting day rate (8-hour rate). Perdiems apply.
- week rest must be minimum continuous 35 hours

There can be a maximum of one intern per each department. The interns are usually students later phase in their studies and should be paid for example a 1000€ flat price + food on set.