



Rate card 2014

2014.04.09

South African Guild of Editors

A non-profit organisation, #2007/006516/08

www.edtorsguildsa.org

 EditorsGuildSA

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Rates and conditions should be considered negotiable; this is a guideline, not a rigid set of rules. SAGE publishes a pre-employment checklist in conjunction with this rate card.

2014 marks a new direction for our rate card. We have begun matching inflation, simplified the job classifications, broadened the range of experience pay, and attempted to match rates with the camera department.

We urge you to read about the changes in detail on the [following page](#).

WEEKLY

Basic Classification	Junior		Mid-level		Senior	
Story editor "offline"	8,600	to 11,400	12,400	to 17,400	18,800	to 27,600
Finishing editor "online"	10,500	to 13,900	15,200	to 21,200	23,000	to 33,600
1st Assistant editor	5,750	to 7,600	8,300	to 11,600	12,600	to 18,400
2nd Assistant editor or logger/digitiser	3,000	to 4,000	4,300	to 6,100	6,600	to 9,600
Sound editor or designer	6,500	to 8,600	9,400	to 13,100	14,200	to 20,800

DAILY

Basic Classification	Junior		Mid-level		Senior	
Story editor "offline"	1,720	to 2,280	2,480	to 3,480	3,760	to 5,520
Finishing editor "online"	2,100	to 2,780	3,040	to 4,240	4,600	to 6,720
1st Assistant editor	1,150	to 1,520	1,660	to 2,320	2,520	to 3,680
2nd Assistant editor or logger/digitiser	600	to 800	860	to 1,220	1,320	to 1,920
Sound editor or designer	1,300	to 1,720	1,880	to 2,620	2,840	to 4,160

CONDITIONS

- Hours to be negotiated between editor and producer (see our pre-employment checklist).

OVERTIME

- All time after 10 hours per day charged at 1.5x.
- All time after 14 hours per day charged at 2x.
- 6th day and public holidays charged at 1.5x daily rate, minimum call 10 hours.
- 7th day charged at 2x daily rate, minimum call 10 hours.

INCREASES

Rates are increased annually, based on the published South African annual CPI inflation rate.



ABOUT THE RATE CARD

SAGE publishes an annual rate card of recommend salaries for editors. Though focussed on freelance editors, this rate card can also be used as a starting point for full-time employment negotiations. 2014 marks some changes to the SAGE rate card, based on four broad points:

1. Inflation matching

For many years SAGE has increased rates below CPI, attempting to maintain a rate card that better represents what editors are actually paid. This dangerously deflates editors income over time, threatening to make a career in editing unfeasible. This year we've added the average CPI for 2013, at [5.77%](#). We urge all post-production professionals to consider a longer-term view when negotiating rates. (If your rate was R1500/day in 2005, you need to be charging R2400/day in 2014 to match real-world income—before accounting for 10 years of experience.)

2. Simplifying job classification

We've collapsed some redundant categories, resulting in five new broader categories of job classification.

3. A greater spread of rates

We've created three experience groups: Junior corresponds to roughly 1–4 years experience, Mid-level to 5–9 years, Senior to 10+ years. This allows for a larger spread of fees to represent differences in experience, as well as job types.

4. Rates comparable to the camera department

SAGE's policy is that the post-production rates should match those of the camera department, as both departments contribute similar technical and creative effort. A senior DP can earn up to R40,000 for a 72-hour week, which equates to R27,700 for an editor's 50-hour week. We encourage editors to negotiate for duration pay (rather than a lump-sum), and strongly disagree with balancing the camera and post-production crew budgets regardless of time worked.

ABOUT SAGE

SAGE is a guild, not a union. We aim to improve the skills, opportunities and working conditions of editors, and to represent editors at government level.

Editors are a fundamental part of the technical and creative process of making content, and should be recognised for the role they play. We aim to encompass all post-production professionals, including: online editors, colourists, sound editors and mixers, editing assistants, loggers and subtitlers.

In the rare case of a payment disagreement, SAGE provides informal dispute resolution for both producers and editors.

While we do provide contact details for the convenience of producers, SAGE is not an employment agency, and cannot be held responsible for managing the working relationship, collecting fees or selecting an editor for a particular job. Producers should interview candidates to ensure that they have the suitable skills for a particular production. Please ask for personal references or examples of work to help you make your decision.

Please see our [website](#) for more information.

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