



## SAGE Rate Card 2024

2024/06/15

### Introduction

SAGE has published an annual rate card of recommended remuneration for editors since 1997. Though focussed on freelancers, this rate card can also be used as a starting point for full-time employment negotiations.

The tables below represent a broad spread of possible rates. It should be taken into account that these are intended to cover a wide range of job types, genres, durations, locations, funding models, labour conditions, schedules and budgets. Also keep in mind the realistic growth rate of a career over a period of 40 years.

### **Rates do not include the rental of equipment or software.**

Rates should be considered negotiable. We encourage editors and producers alike to read and consider our publications around employment:

[Pre-employment checklist](#)

[What to expect from an editor](#)

[Guidelines for producers](#)

[Employees vs Independent Contractors](#)

[Independent contractor sample agreement](#)

### Weekly rates, ZAR

	Junior		Mid-level		Highly experienced and/or international	
Story editor - "Offline"	9 450	to 14 310	14 310	to 23 850	23 850	to 34 470
Finishing editor - "Online"	11 560	to 17 424	17 424	to 26 936	26 936	to 42 400
Colourist	13 250	to 19 272	19 272	to 29 360	29 360	to 46 272
1st Assistant Editor	6 360	to 9 636	9 636	to 14 840	14 840	to 23 196
2nd Assistant Editor	4 506	to 5 982	5 982	to 8 730	8 730	to 12 882
Sound Editor or Designer	7 284	to 13 250	13 250	to 23 850	23 850	to 42 400
Post-Production Coordinator	6 360	to 9 636	9 636	to 14 840	14 840	to 23 196
Post-Production Supervisor	9 450	to 14 310	14 310	to 23 850	23 850	to 34 470



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### Daily rates, ZAR

	Junior		Mid-level		Highly experienced and/or international	
Story editor - "Offline"	1 890	to 2 862	2 862	to 4 770	4 770	to 6 894
Finishing editor - "Online"	2 312	to 3 485	3 485	to 5 387	5 387	to 8 480
Colourist	2 650	to 3 854	3 854	to 5 872	5 872	to 9 254
1st Assistant Editor	1 272	to 1 927	1 927	to 2 968	2 968	to 4 639
2nd Assistant Editor	901	to 1 196	1 196	to 1 746	1 746	to 2 576
Sound Editor or Designer	1 457	to 2 650	2 650	to 4 770	4 770	to 8 480
Post-Production Coordinator	1 272	to 1 927	1 927	to 2 968	2 968	to 4 639
Post-Production Supervisor	1 890	to 2 862	2 862	to 4 770	4 770	to 6 894

### Conditions

- Hours to be negotiated between editor and producer;
- Excluding equipment and software license;

### 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;
- 7th day charged at 2x daily rate;



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### About the rate card

Our rate card is calculated using the following broad points:

#### 1. Inflation matching

We've looked at the average CPI from last year (2023) in order to calculate the rates. The 2nd Assistant rate however has increased by 17,27% in line with the average CPI over the last 3 years since the last rate card was updated. This is all in accordance to StatsSA.

We urge all post-production professionals to consider job sustainability when negotiating rates.

#### 2. Skills growth

On top of inflation, we consider a 15-year career growth, which works out to an average additional increase of 3.6% per year. Not everyone will improve their skills at the same rate, which is why we maintain a spread across all levels of experience.

Beyond 15 years of skills growth, highly experienced editors are considered to be in a strong individual negotiating position.

#### 3. A spread of rates

Note that experience does not necessarily equate to the number of years spent working in the post-production industry, but rather the specific years of experience at a specific task. We have chosen not to provide a specific years of experience criteria for each group, as we feel that different editors progress at different rates. When deciding on which category to place yourself in, keep in mind that the average career lasts 40 years, and that your skills will continuously develop over that period.

**PLEASE NOTE** In compliance with the South African Competition Act, SAGE is not allowed to prescribe rates. The above rates are therefore recommended guidelines.