

MINIMUM HOURLY RATE FOR DANCER FREELANCERS



Freelance Dancer X wants to know the minimum amount to charge per hour for a performance during the 2022/23 season. Dancer X graduated from university in 2017.

STEP 1. JOB MATRIX/ DESCRIPTION

Check the job matrix/ description (attachment 2a in the cao Theater and Dance) for the relevant job title for you (VID is always for dancers).

Bureaustaf en Directie	Artsmaak	Productie en Techniek	Artistiek Staf
XI			
X			
VIII			
VII			
VID			



STEP 2. PAYROLL/ SALARY SCALE/ SALARY MATRIX

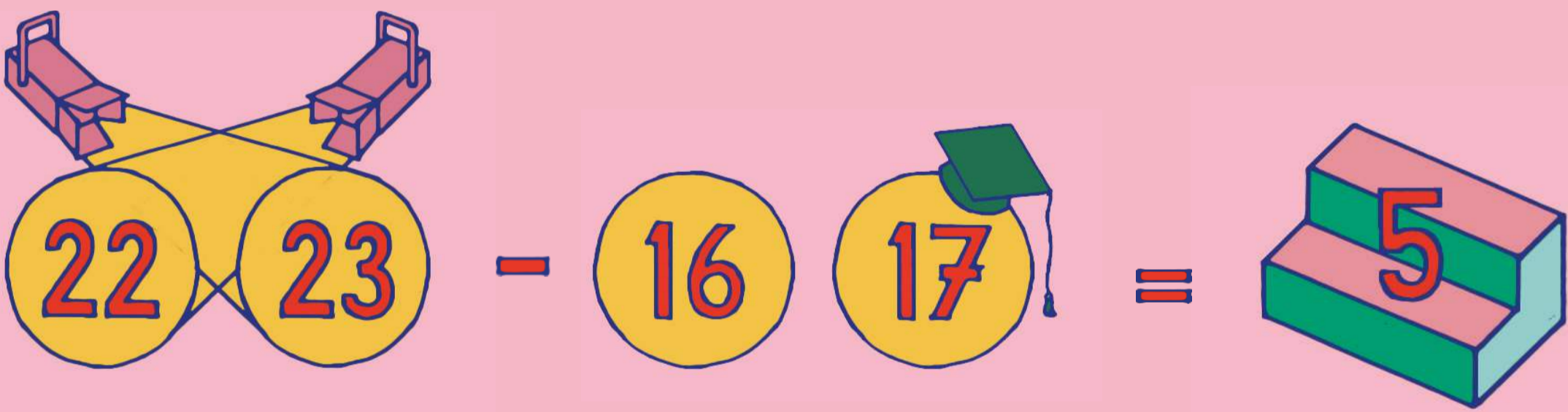
Search across the horizontal axis/top row in attachment 1a in cao Theater and Dance for the correct column (VID) corresponding to the function's gross monthly salary for an employee in this same function.

	II	III	V	VID	VI	VII	VIII	X	XI
1									
2									
3									
4									
5									



STEP 3 – INCREMENTAL STEPS/SCALE

Each increase in salary is based on years of experience. In our example, Dancer X's years of experience is calculated by the number of years since graduation. Dancer X has five years of experience (2017-2023). Therefore, they are on salary scale 5 or row 5.



MONTHLY INCOME

Once you have found the correct job matrix/ description (column) and correct years of experience (row), you find the gross monthly income on which to base your hourly rate.



STEP 4. HOURS

In order to transform the monthly wage into an hourly rate, we divide the salary with the number of hours worked in fulltime employment. That is 1720 hours over the course of a year which equates to 143 hours per month.

Jan	Feb	Mrt	Apr
Mei	Jun	Juli	Aug
Sept	Okt	Nov	Dec



ZZP'ERS/FREELANCERS RECEIVE AT LEAST 150%

In accordance with the cao theater and dance, freelancers receive a minimum of 50% more per hour than someone who does the same work as an employee. This 50% reflects the extra costs employers incur on top of the gross salary amount they pay employees in the same position.



STEP 5. HOURLY RATE

Calculating the minimum freelancer rate, we divide the monthly salary by 143 hours (hours worked per month). Then we multiply this by 1.5 in order to make this 150%.

