

ORCHESTRA & CONCERT MANAGERS MEETING

21 APRIL 2004, 10.30am – 4pm
GENERAL SCOTT ROOM, ROYAL ALBERT HALL

Chaired by Malcolm Warne-Holland *Orchestra & Concerts Director, Opera North*



A G E N D A

- 10.30am *Tea/coffee available*
- 11.00am Listen Up!
- ABO / MU Agreement 2004 / 5
- Update on progress of Archive Recordings Agreement
- Brainstorm on redesigning the ABO / MU Agreement
- 1.00pm *Lunch*
- 2.00pm Emerging Markets and Touring Practicalities
Donagh Collins *Project Manager, Tours & Projects, Askonas Holt*
- Round Table Discussion beginning with...
- Update on the USA visa situation **Miriam Loeben *Tours Manager, London Symphony Orchestra***
 - Italy – tax documents and financial issues
 - Flights – Security and group bookings concerns for the future; Instruments in cabin and hold
 - Carnets and Cultural Export Licenses
 - Foreign promoters returning late contracts
 - Working with Agents
 - Positive Experiences!
- 3.45pm AOB
- Next Meeting: Wednesday 6 October 2004
- 4.00pm Meeting ends

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A T T E N D A N C E

Karen	Foster	Academy of Ancient Music	Concerts & Tours Manager
Laura	Lancaster	Academy of St Martin in the Fields	Concerts Assistant
Craig	West	Academy of St Martin in the Fields	Concerts Manager
Rebecca	Guest	Association of British Orchestras	Membership Services Manager
Russell	Jones	Association of British Orchestras	Director
Carolyn	Jones	BBC Concert Orchestra	Concerts Manager
Richard	Knowles (am only)	BBC Symphony Orchestra	Orchestra Manager
Jacqueline	Noltingk (pm only)	BBC Symphony Orchestra	Tours Manager
Sarah	Roseblade	Britten Sinfonia	Orchestra Manager
Andrea	Chalk	City of Birmingham Symphony Orchestra	Assistant Orchestra Manager
Jane	Lomas	City of London Sinfonia	Orchestra Manager
Sarah	Thomas	City of London Sinfonia	Office Manager & Librarian
Howard	Bates	Guildford Philharmonic Orchestra	Music Development Officer
Matthew	Todd (pm only)	London Philharmonic Orchestra	Touring and Projects Manager
Ruth	Comes (am only)	London Philharmonic Orchestra	Concerts Manager / Glyndebourne Coordinator
Miriam	Loeben	London Symphony Orchestra	Tours Manager
Clare	Games	Manchester Camerata	Orchestra Manager
Maria	Thomas	Manning Camerata	Manager
Malcolm	Warne Holland	Orchestra of Opera North	Orchestra and Concert Director
Zoe	Poyser (pm only)	Philharmonia Orchestra	Concerts and Tours Administrator
Roanna	Chandler (am only)	Philharmonia Orchestra	Concerts Director
Hannah	Jackson	Royal Academy of Music	Concerts Administrator
Helen	Wilson	Royal Liverpool Philharmonic Orchestra	Deputy Orchestral Manager
Paul	Nicholson	South Bank Sinfonia	General Manager

Speaker

Donagh Collins Askonas Holt Limited Projects Manager

Apologies

Byron Jenkins BBC National Orchestra of Wales Orchestra Manager

Simon Fletcher Chamber Orchestra of Europe Planning and Personnel
Manager

Richard Hawley City of Birmingham Symphony Orchestra Orchestra Manager

Elaine Baines City of London Sinfonia Administrator

Ben Noakes English Sinfonia Concerts Manager

Trevor Ford Individual Member, ABO

David Wilson London Mozart Players Orchestra Manager

Marc Stevens London Symphony Orchestra Concerts Manager

Matthew Lax VIVA: the ORCHESTRA of the east
midlands Concert Manager

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R E P O R T

Listen Up!

Russell Jones ABO updated the meeting on developments for *Listen Up!* and the forthcoming press launch on 15 June 2004. Concert Managers will be crucial in getting the message across to players and the ABO will be producing material for notice boards and also requested that an announcement about *Listen Up!* could be made at rehearsals. The ABO is also looking for a player champion within orchestras and requested members to suggest relevant individuals for this role.

ABO / MU Agreement 2004 / 5

Russell Jones ABO outlined the changes in the draft Agreement for 2004/05, which the ABO were waiting for the MU to formerly ratify.

- Inflation rise of 2.5%
- Holiday Pay, Year 2 rise of 3%
- Fees increased by a total of 5.5%
- Category B portorage has increased by 10% for the central London area. N.B. This is not a payment of the congestion charge but a reflection of increased costs.
- The proposed fee increase for 2005/06 will be inflation plus 3% Holiday Pay. Therefore by 2005/06 players will have reached the correct 8% Holiday Pay level.

Malcolm Warne Holland Opera North reminded the meeting that employers must be clear about the holiday pay contribution on contracts / pay slips as in law players need to be aware that their pay includes this contribution. **Russell Jones ABO** commented that paying holiday pay will not affect a player's freelance status as yet.

Update on progress of Archive Recordings Agreement

Russell Jones ABO informed the meeting that there had been no progress on this since it was last discussed in October as the MU were moving slowly on it.

Action: Russell Jones to set up meeting with the MU.

Redesigning the ABO / MU Agreement

Is the current Agreement still appropriate for ABO members? With a new team at both the ABO and MU, there is a willingness to discuss the Agreement as a whole and whether it is still a workable and appropriate document for the 21st century. Therefore, as a preliminary to that discussion, the ABO asked Concert & Orchestra managers to give their opinion on the Agreement and suggestions of areas where it could be improved. **Malcolm Warne Holland Opera North** reminded the meeting that other opted out orchestras and the BBC have revised and renegotiated their Agreements so there is a precedent for this. The issues discussed included:

- Units of time for pay – should it be 3 hours?
- Should pay be docked if players are late?
- Should fees be inclusive of all expenses?
- Travel payments – **Andrea Chalk, CBSO** outlined their new system of travel bands with set payments, which seemed to be working well. The issue of an orchestra who has no set base not using travel payments and the consequent difficulties in attracting players was raised.
- Should there be a buy out for doubling? Would this affect attracting doubling specialists to freelance work?
- When should portorage be payable and can it be bought out? There was a general feeling that freelance and smaller orchestras would find this problematic but also that it should only be paid when it is incurred, although policing this can be problematic.

- Differentiating fees between instruments would cause problems. It is important to be seen to be equal in remuneration.
- Education fees are useful, some members have found that when asked to do instrument demonstrations the issue of obligatory fees has been raised and it would be useful to have this covered by the Agreement.
- Payment for free days on tour.

The meeting agreed that travel payments and doubling were two possible areas to revise.

Action: **Andrea Chalk CBSO** to forward details of their new travel system to the ABO. **Russell Jones** to produce a paper on the Agreement for the membership before discussion with the MU began.

Emerging Markets and Touring Practicalities

Led by **Donagh Collins Project Manager, Tours & Projects, Askonas Holt**

Donagh Collins Askonas Holt outlined his findings from a recent trip to China where he met with promoters and viewed venues and new facilities. There were clear opportunities emerging in the area and a number of concert halls / cultural centres were in the process of being built. The artistic side of the venues was quite different and there was a need to work with people and keep them informed of artistic activity in the west. Cultural activities were moving up the government's agenda and the stature and quality of local orchestras was improving. With the right product and soloists it is possible to unlock funding; they are very proud of their own artists and interest in western music is increasing. With such a large population, China is a good investment for the future. On a practical note, it was necessary to have multiple entry visas if you were travelling to Hong Kong. **Matthew Todd LPO** and **Miriam Loeben LSO** reported back on their recent Chinese tour experiences.

Update on the USA visa situation

Miriam Loeben Tours Manager, London Symphony Orchestra

The ABO, MU and LSO had recently been invited to the USA Embassy for a meeting on the current visa situation. As it stands, from this September every player will have to go to the Embassy in person for an interview, lasting around 5 minutes every time they apply for a visa. The USA Government insists that the Embassy sees each person every time they want a visa to ensure they are the same person. There was nothing the Embassy could do about players / orchestras who live and work outside of London and one of the reasons for the new system was the introduction of the new biometric scans.

- All applications have to be filled in online and even if the online service is not working, hand written applications will not be accepted.
- The embassy will except normal sized passport photographs but only if they are very good quality, therefore it is recommended that the square ones are used.
- The website information is not always up to date.
- The visa fees are \$100 (approx £65), the special courier service £25 return and the speed process for a notice of action from the promoter anything from \$1000 – 3000.
- Most members had not paid players for time spent at the Embassy interview, but those outside London could not see how they could avoid it.

Action: The meeting requested the ABO to lobby our government on the issue.

Touring Practicalities

Items discussed included:

- Problems touring in Italy with late contracts and tax
- Problems with cello's using seats and spikes not being allowed on the plane
- Problems transporting timpani in the hold due to weight, members recommended to send them cargo.
- Difficulty of travel agents guaranteeing that you can get instruments on the plane and that the person on the desk at the airport has the ultimate control.
- Restrictive baggage allowances
- Carnet's and documentation for the EU accession countries
- Travelling by Eurostar with large instruments. Concern was expressed about security of this.

Action: The meeting requested ABO to consult with other orchestra associations, particularly ASOL, on the problems and look into the possibility of an airline industry agreement on the transportation of instruments.

AOB

None.

Date of next meeting:

Wednesday 6 October 2004