

CIRCLES AND C.O.W. MEETING MONDAY 12TH NOVEMBER 90

AT CIRCLES

PRESENT: C.O.W Jenny W Abina CIRCLES: Sarah T, Jill, Elaine, Sarah B, Liane.

- 1) Abina reported back on the information she had been collating, and handed over a file of documents to Circles which are available should anybody wish to read through. Abina went on to report back on Irene Whiteheads meeting.
- 2) Jenny W reported back on the work she had been doing with liane looking at the different structures of both organisation and comparison.
- 3) Sarah B reported back on the meetings she has had with various groups and the potential project she could develop *from cal*
- 4) The questionnaire, all seemed happy with the current model and agreed we should send this out even though it is too late for the information to be of any use to consultancy.
- 5) Royalty splits, Sarah B asked for this to be discussed as people she had met felt the current Circles and C.O.W. 50/50 split was unrealistic and that the distributor will need more benefits if it was to support itself. Jill felt strongly that we could not change current film-makers royalties, however new films taken on by the new organisation could be re-negotiated in favour of the distributor. Jenny W suggested Sarah should find out what the going rate was amongst other distributors before a final decision is made.
- 6) The meeting debate pay scales. Some felt it was important to pay the workers of the new organisation wages that reflect the skills of the workers and that this should be over and above Circles current rates. Abina said she would not be prepared to work in the new organisation for less than she is currently earning at C.O.W. Sarah felt it would be detrimental for the new organisation to start out paying worker salaries it could not sustain in four years time when the BFI had withdrawn financial support. Jill pointed out that even secretaries at CH4 were on more than 16k. The meeting then moved to agree that we should first see what the BFI pay scales are for workers doing comparable jobs. Elaine is to find out.