



## Job Offers and Reports Analysis

2016 - 2018

2019/05/12

In 2015 we launched an anonymous rate offer reporter to collect data about the average rates that editors are offered, which we also compare with the data collected from our job offer submission form. The former gives editors the opportunity to report the rates they are offered, and also whether they were accepted or declined, while the latter are job submissions by producers, which we passed on to membership. We released the first findings in 2016.

For our new analysis, we processed the data to determine a general daily rate regardless of experience, and is a very broad indication, because it doesn't take into account working conditions, benefits, taxes and the duration of a job. Weekly rates were divided by five, and monthly rates by 22 workdays.

Therefore please keep in mind that although the numbers give a general average, there are many other factors that may play a role in whether it's a fair rate or not. Most of the rates offered were accepted. As for the jobs submitted by producers: we don't know if those who accepted these jobs received the rate offered, or successfully negotiated for higher rates. We haven't combined the data, because they're collected from different platforms.

### 2016

We received 63 valid submissions through the anonymous rate reporter, and 33 job submissions from producers.

#### **OFFLINE EDITING**

The average daily rate for offline editors was R2 512.

The highest offer someone received was R15 000 per day for a drama series, with overtime, which was offered to an editor with six years experience, who deemed it a great offer.



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The lowest offer was R455 per day (R10 000 per month) for a documentary. The editor, who had four years experience, deemed it as fair, but not amazing, and accepted the offer.

Three job offers included overtime. Although many were below our recommended rates, only two offers were declined. The average years of experience was 11 years, with a range of two to 28 years.

Compared to the job offers producers submitted to us, 20 postings were for offline editors, with an average of R2 175 per day. The highest offer was R7 000 per day for an international reality show, and the lowest R545 per day, or R12 000 per month.

### **ONLINE EDITING**

The average rate offer online editors received was R3 144. The highest offer was R6 500 per day, with overtime, for a 3D project, and was accepted by the editor, who had 15 years experience, while the lowest offer was R909 per day (R20 000 per month) for a 6-month reality project. This was deemed unfair by the editor, but accepted.

### **ASSISTANT EDITORS**

The highest offer reported was R6 000 per day for a commercial, and the lowest R432 per day, or R9 500 per month, for a permanent position on a drama series. The average rate was R2 344 per day. All offers were accepted.

SAGE received eight job submissions for assistants. The highest offer was R2 200 per day for a feature film, and the lowest R545 per day, or R12 000 per month, for a reality show lasting six months.



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### **SOUND EDITING**

SAGE only received two rate offer reports, both for full time final mix positions. The one offered R2 500 per day, with overtime, and the other one R17 000 per month, which works out R773 per day. Both offers were accepted. The working experience of these sound editors were ten and nine years respectively.

### **MOTION GRAPHICS**

There was one report for motion graphics, which was a rate of R2 500 per day. It was deemed as fair, but not amazing, and was for a period of 20 days.

SAGE also received one job submission for a permanent position, for R18 000 per month, or R818 per day.

### **OTHER**

We received two job submissions from producers for post supervisors. The one offered R30 000 per month, and the other R35 000 per month. Both were for long-term positions.

There were also two lecturer posts submitted, the one offered R2 000 per day for short-term training, and the other was a permanent position for R17 000 per month.



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### **2017**

We received a total of 54 rate reports, and 40 job offer submissions.

#### **OFFLINE EDITING**

The highest rate offer reported was R10 000 per day for a commercial. The editor, with almost three decades of experience, considered it fair, but not amazing. The lowest offer was R545 per day, or R12 000 per month, with overtime, for a documentary. The average daily rate offered was R2 555. Only four offers were declined, all for jobs that paid less than the average. The average years of experience was 11 years, with a range of two to 29 years.

From the job offer submissions from producers, the highest offer was R5 000 per day for a commercial, and R909 per day, or R20 000 per month, for a full-time position. The average rate was R2 228 per day.

#### **ONLINE EDITING**

We received eight rate reports, which were all accepted. The highest offer was R3 750 per day for a VR project, and the lowest was R9 500 per month, or R432 per day, for a drama.

#### **ASSISTANT EDITORS**

The highest offer reported was R500 per day for a wildlife series, and wasn't accepted by the assistant editor, who had ten years experience. The lowest offer, which was also declined, was R225 per day for a reality series. The average offer was R263 per day. All offers were declined.

As for the job submissions from producers, we received seven offers. The highest was R2 000 per day for a five-day period, and the lowest R10 000 per month (R455 per day) for a full time documentary position. The average rate was R1 301 per day.



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### **MOTION GRAPHICS**

Thought we didn't receive any rate reports, two jobs were submitted for Graphics. One offered R7 000 per day and the other R3 000 per day.

### **OTHER**

SAGE received two job submissions for post supervisors, both for full time positions. They were R16 000 per month and R20 000 per month respectively.

A tutor position of R18 000 per month was also submitted.

## **2018**

This year reflected the hardships of the industry, especially as a result of the SABC crisis, and difficulty securing funding. We received significantly fewer job offer submissions, as well as rate offer reports. As a result, the daily average fell quite a bit compared to previous years, although it can also be because of the low amount of data received. One rate report was deemed invalid, because it was for educational text editing on MS Office, which is a different kind of editing.

### **OFFLINE EDITING**

The highest rate reported was R4 170 per day, with overtime, for two months on a feature film, which was accepted by an editor with 15 years experience. The lowest offer was R115 per day for a six-day sports job, which was accepted by an editor with one year experience. The overall average was R1 893 per day. Of the 16 rate reports received for this category, only three were declined.



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The average from our job submissions by producers was even lower – R1 760 per day. The highest offer was R3 500 for a factual programme, and the lowest R20 000 pm, or R909 per day, for a permanent position.

### **ONLINE EDITING**

Two reports were received. The lowest was R115 per day for a sports show, which was considered a great offer by the editor with one year experience, and the highest was R909 per day, or R20 000 per month, for a permanent position, which was considered unfair by the editor who had 17 years of experience. Both offers were accepted.

We also received two submissions from producers for online editors. The one was R40 000, or R1 818 per day, for a permanent position, and the other R3 500 per day for a documentary.

### **ASSISTANT EDITORS**

The highest offer reported was R1 500 per day for a corporate, and the lowest R682 per day, or R15 000 per month, for a permanent position. The average rate offered was R1060 per day. All offers were accepted. The years of experience ranged from 1 to 3 years.

Only one assistant editor job offer was received for a documentary, which offered R1600 per day.

### **MOTION GRAPHICS**

We received one job submission, for R3 000 per day. No rate offers were reported.

### **OTHER**

There was one job submission of R16 500 per month for a tutor at a film school.



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### **CONCLUSION**

Thank you for reading and contributing to the data. We don't have any specific conclusions to draw from this analysis, except that the average is below our recommended rates for mid-level editors.

We are conducting a short survey this month (May 2019) to determine the average rate editors accepted during the past year, which will be the first of short monthly surveys regarding different aspects of our industry.

We have incorporated the anonymous rate offer reporter into our new website, and will release an analysis next year again. It is open to all editors, not just SAGE members, and we encourage you to use it every time you are offered a job, regardless of whether you accept it or not.