



THE IMPERIAL COLLEGE DRAMATIC SOCIETY  
**Committee Meeting in the 2016/2017 Session**

PRESENT:

Jack Steadman, Chris Love, Peter Bridgman, Omar Hussein, John Oliver, Daisy Rogers-Simmonds, Harry Kingsley-Smith, Elena Stein.

APOLOGIES:

Sam Gardiner, Anisha Kadri, Daniel Clay, George Ainscough, Oscar Gill.

## Agenda

1. Approval of Previous Meeting's Minutes
2. EGM
3. Shows: Red (venue/date change), Ghosts, Beowulf
4. Acting: Workshops status
5. Technical: DramSoc Wage Policy, MT Revue, Workshops
6. Socials: Update on Laser tag
7. AOB

## 1 Previous Minutes

The corrected minutes from the previous committee meeting held on 11th October 2016 were approved by majority vote.

## 2 EGM

Jack Steadman will organise the EGM for some date in the near future.

**Action Item:** JS to send out email about the EGM.

## 3 Shows

### 3.1 Red

- Red is being moved in time and space.
- **Action Item:** Interested parties will be informed of this change, and the reason.

### 3.2 Ghosts

**Omar Hussein:**

- All is going well.
- Designs will be in for Thursday, should be sent to Peter Bridgman.
- There are at least 5 members of crew around, and will try recruit more for get in.

### 3.3 Beowulf

- Daisy has asked to do pub for Beowulf
- George Ainscough updates that things are generally happening on the technical front, still need a set and Stage Manager<sup>1</sup>.
- GA would welcomes any suggestions on set.
- The resolution was that Dan Clay will find the set.<sup>2</sup>

## 4 Acting Workshops

**Oscar Gill:**

- Workshops have been organised.
- Room bookings have not been confirmed.

**Action Item:** JS to follow up room bookings.

## 5 Technical

### 5.1 Revue

**Peter Bridgman:**

- PM required for this.
- Roshani wants microphones for everyone in the show. 46 is a lot of people.
- Concerns have been raised, particularly about number of people vs. microphones available.

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<sup>1</sup>HKS definitely does not volunteer for Beowulf set

<sup>2</sup>The committee appreciates this is unhelpful.

## 5.2 Workshops

### Peter Bridgman:

- Workshops are happening.
- EFAW company sucks, can't make the date they said they can.
- PB is appearing on the One Show.

## 5.3 Wages

- As it stands, the original document sent by PB during the last committee meeting is the current Wages Policy
- Alterations have been suggested.
- Back dated pay needs to be resolved

**Action Item:** JS to talk to Union, to determine our liabilities and responsibilities and how we can / should go forward with this.

- The current policy will apply from the time of the vote being announced onwards.
- GA: is in favour of the current proposal, with Dramsoc taking some amount in line with the compromised amount.
- GA: Main question is whether minimum wage should be different for everyone (depending on their age bracket) or if we should apply the 21+ minimum wage to everyone.
- PB clarifies the structure of the current policy: everyone is paid minimum wage, irrespective of amount quoted for an event. If over quoted, Dramsoc takes a portion of the excess (before 20%, now 12.07%) and the rest split between the working crew. This generates "Crew Excess" which can be used to pay when we have under quoted / for crew things e.g. coffee.
- PB: The current policy does not allow for us to grow the "Crew Excess" pot. Solution: Make the amount more like 20%. This allows for us to increase the buffer, but it looks like Dramsoc is taking money from crew. We need to change the way we quote events to be more risk averse. Some events will not be able to pay for wages, so a volunteer based "Silfest" approach is useful here. Expenses will be paid more often.
- CJL has concerns that crew will not have the incentive to put in the effort required for some things in the event without going over the quoted amount.
- CJL proposes: Everyone paid minimum wage whether over quoted or not. Excess put in pot. This can be limited at the end of the year and the rest paid out to crew. Remaining can be used for crew activities and to fill the gap on under quoted events.
- PB has concerns over crew requirement for some "boring" events if they are paid minimum wage (even if Dramsoc gets more in staffing). It will also be hard to convince the Charities Commission and Union that paying out excess pro rata to crew at the end of the year is justifiable.

- PB: CJL wants to make Skim Rate 100%. This is not fair. We should move skim rate to 20% and then see how that works for a year.
- CJL: Under old model we are in £10,000s in liability over 8 years.
- ES suggests going for a 100% skim rate for a year to see how it goes, or suggest we change the policy to offer higher pay rate for external clients.
- In summary, fixing pay at greater than minimum wage leads to increased liability, but the pot increases to combat this.
- A 50 – 60% Skim was suggested. If we have a crew retention problem, we could also guarantee a high wage for external events.

**Summary:** 3 options emerged from the discussion: 100% Skim, 20% Skim or somewhere between 50–60%. A vote resulted in 56% Skim, inc. 12.07% Holiday, at least until 31st July 2017. This rate will continue indefinitely, however we recommend that the next committee revisits it. (Vote results: 9 For, 4 Absences.)

## 6 Socials

### Harry Kingsley-Smith:

- HKS checks the Doodle for the Laser tag social.
- There have been many responses. 12/11 is good.
- The social is also not in show month, “yay!”
- The 12th carries as the date of the social.<sup>3</sup>
- Also need to consider the timing of Freshers week bar night, and whether it should be on the same day as Laser tag.

## 7 AOB

- Data protection policy for web services. To be brought to committee before next meeting and voted on at that meeting.

## 8 Adjournment

Jack Steadman called for the meeting’s adjournment, and Omar Hussein seconded this motion.

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<sup>3</sup>We may be playing against / not with 12 year olds. “Not playing with 12 year olds, that is the key point”  
For more Dramsoc minutes see <https://www.dramsoc.org/minutes/>