



Royal Ballet and Opera

The Royal Ballet and Opera (RBO) continues to lead the way in opera, ballet, music and dance both live on stage and through multiple digital platforms, from live streaming to worldwide cinema screenings.

Aberdare Stores

Our store is 14,000m² in Aberdare, Wales. It was built in 1995 with the purpose of storing our custom-made pallet system for Royal Ballet and Opera costumes and scenery.

The team working onsite manage the complex needs and statistical logging data for the busy requirements of the organisation in the UK and worldwide.

We are looking for casuals who can work as part of a small team to deliver the below.

£12.85 per hour (Grade F)

Aberdare Casual Staff responsibilities

Day to day operations

- Carry out unloading and reloading of scenery, props, costumes and any equipment to and from the stores.
- Assemble and dismantle temporary scenic structures (sets)
- Safe mechanical handling of scenery, and safe use of lifting equipment including block and tackle (manual and mechanical)
- On hand to deal with live requests from the Covent Garden teams
- Prepare scenery and costume for export and travel needs

Health and Safety

- Take personal responsibility for the safety of self and others
- Always promote a positive approach to Health & Safety and safe working practices, following the risk management processes required by approved risk assessments and method statements.
- Work with colleagues to maintain a clean, efficient, well-organised and safe physical working environment, ensuring all areas are kept in a clean and tidy manner.
- Assist in building an effective team by taking individual responsibility for attendance, quality of work, motivation and discipline, and providing support for other team members.

Communication and Relationships

- Treat people with respect and maintain good working relationships
- Coordinate work with others, sharing relevant information, ideas and resources, and demonstrate a disciplined approach to work.

Continuous Improvement

- Maintain high standards under pressure and carry out tasks

- Contribute to a culture of innovation and continuous improvement

Deliverables

- Maintain high production standards and timely delivery of duties.
- Compliance with Health and Safety best practice and RBO procedures.

Terms of engagement

- Beyond the duration of the confirmed engagement, which may be as short as one 4-hour call, there are no guaranteed hours. The RBO is under no obligation to offer any further work to an individual (or a reasonable share of any work available), who are under no obligation to accept any further work offered (or a reasonable amount of the work offered) and are entirely free to carry out work for other employers.
- If you accept a call, you are required to attend your place of work for the duration of that call. The RBO is at liberty to cancel or amend the start or end time of any call without notice and without payment or penalty. If you are guilty of gross misconduct, serious breach of the Royal Ballet and Opera's internal regulations, or act in a way which brings the RBO into disrepute the RBO may terminate the engagement prematurely and without any payment in respect of hours not yet completed
- Hourly rate: You will be paid at the rate assigned to the position assigned to this shift, less tax and other statutory deductions. You will only be paid in respect of hours worked and approved by the Royal Ballet and Opera. You will not be paid in respect of travelling time. Your pay will be paid weekly in arrears by credit transfer directly into your bank
- Paid leave: The 'Holiday Year' runs from 1st September to 31st August. During the holiday year you will accrue annual leave in proportion to the number of hours you work pro-rata to a full time equivalent of 5.6 weeks. You are expected to take your holiday during the holiday year.
- The RBO may cancel OR reduce OR change the start and end time of a call, with certain conditions:
- A call may be **extended at short notice** or on the day (for example an earlier start the next morning, or finishing later if work unexpectedly overruns). If the individual cannot adjust to an extension within 24 hours short notice, then although flexibility is appreciated it is understood if the individual cannot adjust and the hours will be paid as originally booked.
- A call may be **moved** by up to 2 hours (for example 8am-4pm becomes 10am-6pm). If there is less than 24 hours' notice, then although flexibility is appreciated it is understood if the individual cannot adjust and the hours will be paid as originally booked.
- If the call moves by more than 2 hours, then 48 hours' notice is required.
- If a day's call is **reduced by less than 4 hours** (for example 12 hours cut to 10 hours) then 24 hours' notice from the start of the call should be given. Less than 24 hours and the call will be paid as originally booked.
- If a day's call is **reduced by 4 or more hours** (for example 12 hours cut to 6 hours) then 48 hours' notice from the start of the call should be given. Less than 48 hours and the call will be paid as originally booked.

- If a day's call is completely **cancelled** within 48 hours of the start of the call, then the call will be paid as originally booked.
- If the day's call is changed to be in a completely **different timeslot**, then it will be a new call and the above rules will apply to the original and cancelled call.

If you would like further information, please contact the Aberdare Team on aberdare@roh.org.uk