

**Genossenschaft deutscher Bühnen-Angehöriger
Department Musical**



ABC of Rights: TV GAST

practical guide

**Version 2:
July 2026**

This ABC explains the most important provisions of the collective agreement for guest artists, known as TV Gast. It is intended to help performers understand their rights and obligations — without legal jargon.

We aim to update the ABC whenever there are changes to the collective agreement. This ABC is not a substitute for legal advice and only covers selected sections of the collective agreement.

You can find the latest information and a link to the full collective agreement here:

<https://www.gdba.de/tv-gast/>

Do you have questions or feedback?

Feel free to email us at musical@gdba.de or contact us on Instagram at [@gdba.musical](https://www.instagram.com/gdba.musical). We're here for you!

Your Department Musical

AGENCY COMMISSION (§ 5)

If you are represented by an agency, the theatre may pay half of the agency commission — but only if this is expressly stated in your contract or if the theatre booked you directly through the agency.

If the theatre specifically asks for you by name because it already knows you, it does not have to pay the agency commission.

OUR ADVICE:

Raise the issue of agency commission during the negotiation phase and make sure any agreement is included in your contract.

CANCELLATION COMPENSATION (§ 9)

The amount you receive if a performance is cancelled depends on two factors: first, how many performances have already been cancelled, and second, **when you are notified of the cancellation**.

This only applies if the reason for the cancellation falls within the **theatre's area of responsibility**, for example technical problems, illness within the ensemble, operational decisions, etc.

There is a **performance guarantee (so-called "Vorstellungssockel")**: from the moment you sign your contract, you are guaranteed full payment for at least 50% of the agreed performances plus one additional performance. Optional performances that have actually taken place are included in this calculation.

Only for cancelled performances beyond this guaranteed amount does the following scale apply, depending on when you are notified of the cancellation:

- more than 8 weeks in advance: 25% of the agreed → fee
- up to 4 weeks in advance: 50% of the agreed → fee
- less than 4 weeks in advance: 100% of the agreed → fee

IMPORTANT:

- Until half of the agreed performances plus one additional performance have either taken place or been cancelled, the theatre may not pay less than 100%.
- The theatre may not apply the scale from the outset simply by arguing that it cannot yet know how many performances will actually take place. (→ Payment Modalities)

CONTRACT DETAILS (§ 2)

The employment contract must be concluded in writing before work begins. The contract must include the following information: the venue or stage of assignment, the period of employment, all known rehearsal and performance dates, the type of engagement, the production and, where possible, the role.

FEE (§ 3)

The TV Gast agreement includes various rules and new provisions on fees. These include a → **Minimum Fee, payment for cancelled performances and rehearsals** (→ Cancellation Compensation), and **rules on how and when payments must be made** (→ Payment Modalities).

INABILITY TO WORK / ILLNESS (§ 6, 7, 8, 11)

If you are ill through no fault of your own and unable to work, you are entitled to **continued pay ("Krankenbezüge")** for up to six weeks during your contractual employment. During rehearsals, the amount is based on your agreed rehearsal fee. For performances, you receive **50% of the performance fee, but at least the → minimum fee per performance and no more than twice that amount.**

You must provide a **medical certificate** from the first day of illness. Otherwise, you are not entitled to continued pay. An electronic medical certificate is also possible, but you must still personally inform the theatre or KBB that you are unable to work. If you become ill during your → vacation, these days will not count as vacation days if you provide a medical certificate.

LEGAL DISPUTES (§ 13)

In the event of a dispute, the **stage arbitration tribunals ("Bühnenschiedsgerichte")** are responsible, not the labour court.

OUR ADVICE: Contact our Legal Department directly by emailing recht@gdba.de. Very often, disputes can be resolved without going to court.

MINIMUM FEE (§ 3)

TV Gast specifies the minimum fee you must receive. The minimum fee under TV Gast currently corresponds to the entry-level salary under NV Bühne. The exact amounts depend on whether the theatre is covered by TVöD, usually municipal theatres ("Stadttheater"), TV-L, usually state or regional theatres ("Staatstheater", "Landestheater") or TV-H, theatres in the state of Hessen.

Current minimum fees under TV GAST:

Pay scale	Monthly minimum fee	Performance fee	Rehearsal fee (per day)
TVöD (since May 2026)	€3,095	€309.50	€154.75
TV-L & TV-H (retroactively since April 2026)	€3,175	€317.50	€158.75
TV-L & TV-H (from March 2027)	€3,240	€324	€162
TV-L & TV-H (from January 2028)	€3,270	€327	€163.50

In practical terms, this means: you receive **at least the specified performance fee for each performance you play**, and **at least the specified rehearsal fee for each rehearsal day**, if your contract states that you are paid per rehearsal day. If agreed in your contract, you may receive a **flat-rate rehearsal fee** for the entire rehearsal period instead of a daily rehearsal fee. This is usually more beneficial.

For **two performances on the same day**, you receive a total of **at least 150%** of the specified minimum performance fee. This means that the fee per performance is slightly lower than usual.

For so-called "smaller roles", the performance fee and/or rehearsal fee may be slightly lower, **but not more than 20% below the minimum fee** for a performance or rehearsal.

OUR ADVICE:

The amounts listed are minimum rates. You can — and should — negotiate a higher fee!

PAYMENT MODALITIES (§ 4)

Your fee must be paid no later than the last working day of the following month. If this day falls on a weekend or public holiday, you must receive your fee one working day earlier. If the theatre does not have to pay the full agreed fee because of a cancellation (→ Cancellation Compensation) or illness (→ Inability to work / Illness), it may only correct this afterwards — for example by reclaiming money or offsetting the amount against the final performance fee. It may not deduct the amount in advance.

TIME LIMITS FOR CLAIMS (§ 14)

Claims — whether made by you or by the theatre — must be **submitted in writing** within six months after they become due. It is enough to assert the claim once in writing.

IMPORTANT:

The six-month time limit runs separately for each individual performance or rehearsal.

VALIDITY (§15)

TV Gast has been in force since **1 June 2025** and applies to all guest artist contracts concluded on or after that date with performers who are contracted for a specific number of performances. It covers engagements of up to 72 performances per season.

VACATION DAYS (§ 10)

For **every 26 days of employment**, you are entitled to **three vacation days**. This means that you only become entitled to another three vacation days after 52 days of employment.

"Days of employment" means individually agreed rehearsal days and individual performance days, regardless of whether you are employed continuously during the contract period or not.

The employer **must take your wishes into account** when granting vacation and, where possible, schedule it primarily **during the rehearsal period**.

If your vacation days are not designated and granted as vacation days by the end of the contract period, they must be paid out according to the following formula:

$$(\text{total rehearsal fee} + \text{opening night fee}) / (\text{number of rehearsal days} + 1) = \text{compensation per vacation day}$$

For each vacation day, you receive at least the → **minimum fee per rehearsal day**, but no more than **1.5 times** that amount.

IMPORTANT:

- Blocked dates ("Sperrtermine") are not automatically vacation days!
- The amount of your vacation compensation therefore depends primarily on your rehearsal pay — that is, your rehearsal fee or the agreed flat-rate rehearsal fee. Performance fees after opening night are not taken into account. The better your rehearsal period is paid, the higher your vacation compensation will be.



Vddb – STAGE SUPPLEMENTARY INSURANCE (§ 12)

The Versorgungsanstalt der deutschen Bühnen (Vddb) provides supplementary insurance, for example for your retirement provision. The Vddb is part of the Bayerische Versorgungskammer (BVK), so you may see both names used in this context. If you are employed by a theatre, the theatre must register you with the Vddb and pay half of your contributions. You pay the other half. Your share is automatically deducted from your salary.

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