

Team Pay & Incentive Structure

Photography & Videography

Document type: Plan / SOP / strategy / guide · Generated 27 Aug 2026

This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a pay and incentive structure for photography team/crew — per-shoot rates for freelancers, salary+incentive for in-house, quality/reliability bonuses, and editor productivity — so crew are fairly paid, motivated toward quality and reliability, and stay. Use it to structure pay. For retention use the Team Retention tool.

Purpose of this tool & output

Pay crew fairly to keep them motivated

How the output is used

Use it to pay crew fairly to keep them motivated — a team pay and incentive structure that rewards quality and reliability.

Important cautions

Pay freelancers fairly and promptly (reliability follows fair on-time pay), and incentivise quality/reliability (style match, low reshoots, editor throughput-with-quality) — not just volume, which encourages rushing. Prompt payment retains your best crew.

Companion documents

- Team & Freelancer Hiring Kit
- Freelancer Network Management
- Team Skill Development
- Editor Team Management
- Team Style Consistency
- Team Retention

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.