

C.A.F.E. Company Limited by Guarantee t/a CREATE

ARTISTS' PAY POLICY

Date approved – June 2022

Review - 2023

Amendments –



create national development
agency for collaborative arts

PAYING ARTISTS AND ARTS PROFESSIONALS: ENSURING RELIABLE SUPPORTS FOR ARTISTS AND COMMUNITIES

1. Background

Research studies indicate that the working and living conditions of artists remain below acceptable standards, with some artists reporting incomes below the national minimum wage.

In response to the Arts Council's Paying the Artist policyⁱ on the fair and equitable remuneration and contracting of artists, Create has undertaken research and consultation on rates of pay for artists. We reviewed information available from Visual Artists Irelandⁱⁱ, Dublin City Council Arts Officeⁱⁱⁱ, Words Ireland^{iv}, Poetry Ireland^v, Screen Directors Guild^{vi}, Theatre Forum^{vii} and Contemporary Music Centre^{viii}. We took into account reports including, The Living and Working Conditions of Artists in the Republic of Ireland and Northern Ireland (2010)^{ix}; The Social Economic & Fiscal Status of the Visual Artist (2016)^x, Employment and Economic Impact Assessment of Covid-19 on the Arts Sector^{xi}, Life Worth Living (2020)^{xii}, and Voices of Culture Report on the Status and Working Conditions for Artists, Cultural and Creative Professionals (in Europe) (2021)^{xiii}

A primary goal of Create's strategy, '[Connect Create Change: Leading Collaborative Arts in Ireland, 2020-2025](#)', is to create innovative opportunities and ensure reliable supports for artists and communities to develop and sustain best practice. We recognise the nature of much collaborative arts practice as relational (not transactional) and durational (not occasional) and we believe this needs to be recognised and provided for accordingly. We are committed to designing support frameworks that provide appropriately for the sustained engagement of artists in collaborative practice and to influencing partners and funders to do likewise.

2. Policy Statement

It is Create policy that all artists and creative professionals we engage are properly remunerated for their work. Create is committed to transparent pay scales for artists and arts practitioners that work in collaborative practice and creative professionals involved in all types of artistic services.

We ask and expect our partners and collaborators to ensure that the principle of fair and proportionate rates of pay is honoured.

3. Rates of Pay

The rates we pay reflect the variety of roles performed, including preparation time. Fees range between €200 per session and between €450 and €650 per day, commensurate with experience and skillset.

We agree rates at contract stage, within the parameters of particular funding programmes. Implementation is intended to take into account the level of preparation involved and the durational nature of the work.

Where we anticipate significant or serial engagements, we follow fair and impartial policies and procedures and use our curatorial intelligence and discretion to ensure transparency and equal treatment and adhere to best practice in the arts sector.

In our framework, rates are suggested on the basis of:

- A principle of rates '*as a minimum, not a maximum*'
- A balance between level of experience and spent time in preparation
- A fair, reasonable yet flexible remuneration that complies with feasible living standards

4. Implementation

We will publish this policy online at www.create-ireland.ie .

Taking 2021 to 2023 as a trial period of implementation, we will review and amend the policy and framework accordingly.

ⁱ [Paying The Artist | The Arts Council](#)

ⁱⁱ [Visual Artists Payment Guidelines | Visual Artists Ireland](#)

ⁱⁱⁱ [Policies & Strategies: Equitable Payment of Artists Policy | Dublin City Arts Office](#) |

^{iv} [Pay Scale Information for Writers | Words Ireland](#)

^v [Financial Information: Cost for Writers in Schools visits | Poetry Ireland](#)

^{vi} [Screen Director's Minimum Terms \(Updated\) | Screen Directors Guild of Ireland](#)

^{vii} [Review of pay and conditions in the performing arts in 2018 | Theatre Forum](#)

^{viii} [Fee guidelines for music commissions | Contemporary Music Centre](#)

^{ix} [The living and working conditions of artists in the Republic of Ireland and Northern Ireland](#)

^x [The Social, Economic and Fiscal Status of the Visual Artist in Ireland | Visual Artists Ireland](#)

^{xi} [EY Study of economic impacts of COVID-19 on the Irish Arts sector | The Arts Council](#)

^{xii} [Life Worth Living, Report of the Arts & Culture Recovery Taskforce \(www.gov.ie\)](#)

^{xiii} [Status and Working Conditions of Artists and Cultural and Creative Professionals | Voices of Culture](#)