

## Artists Pay Policy

Organisations and individuals engaging with artists have a duty of care towards them. Open, fair and transparent dialogue should underpin the terms of an artist's engagement.

Ensuring fair and equitable pay rates leads Carlow Arts Festival's contracting process. We remain committed to negotiating and contracting in a fair manner by aligning the artists scope of work with fair and prompt remuneration.

One of our key contracting principles is to differentiate clearly the payments being issued i.e artist fees, expenses and other relevant payments.

In addition, we rely on the availability of information from representative bodies such as Theatre Forum and closely monitor and check any legislative changes with our payroll consultants.

Our policy is in line with The Arts Council Ireland policy on **Paying the Artist** which seeks to create an environment in which artists can make work of excellence and ambition and be remunerated appropriately. The policy expresses their commitment and position in terms of core values and provides a set of best-practice principles for all those working in the arts to aspire to. Carlow Arts Festival is committed to upholding these new policy values:

- Carlow Arts Festival values artists: we value the work that artists create, and the way in which they represent and contribute to the cultural life of the nation. This value will be reflected in how we pay artists.
- We aspire to the position that best practice, not minimum standards, should apply to remuneration and contracting of artists across all artforms and disciplines.
- An artist's ability to sustain a viable career within their chosen discipline is an essential feature of a healthy arts ecology. Improving standards in what artists are paid and how they are engaged is critical to this and, in particular, to ensuring a diversity of voices is represented within the arts.
- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.
- We submit that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into the budgeting process rather than being budget-dependent.