

Implemented March 2022 | Version 3.24

I. Introduction

West Cork Music follows The Arts Council's '*Paying the Artist Policy*' and subscribes to the Arts Council's vision for an Ireland where artists and practitioners whose exceptional talent and commitment lead them to work professionally in the arts can have productive and rewarding careers.

West Cork Music is committed to ensuring that all professional artists and arts workers who take part in our Festivals are appropriately contracted and remunerated and that we provide an environment in which artists can make work of ambition and quality.

West Cork Music endeavours to remain abreast of all current pay/remuneration information and legislation influencing the sector and will continue to advocate for the equitable rates of pay for artists and arts workers as championed by The Arts Council and national resource organisations.

II. Context

Our commitment to Artist's Pay is directly informed by the value-based principles presented in The Arts Council's *Paying the Artist Policy* on the fair and equitable remuneration and contracting of artists (2020) which states:

Value the work that artists create, and the way in which they represent and contribute to the cultural life of the nation. This value must be better reflected in how we pay artists.

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.

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.

III. Best Practice Principles

To this end West Cork Music has adopted the following policies and procedures:

Ensure that a policy and approach agreed by board and management dealing with all aspects of engagement with artists are in place and available to artists and published on the organisation's website.

Employ best practice in the pay and treatment of any artists engaged and comply with rates and standards recommended by relevant resource organisations.

Being open, transparent and upfront in communications with artists to ensure clarity from both perspectives on the ask and the offer.

Complying with rates, terms, practices and standards recommended by representative and resource organisations, and utilising available toolkits and resources to support the contracting process.

Aim for continued improvement in rates, acknowledging the low base from which current norms and standards are set and that minimum standards are not an acceptable ambition.

Ensure all engagements are covered by a contract.

Ensure that remuneration and contracts reflect the full scope of what an artist is expected and required to deliver.

Ensure that artists and/or their representatives have a voice in negotiating terms and conditions.

Being clear about the nature and status of an engagement as well as any associated tax, benefits/ obligations arising.

Ensure that payments reflect and/or differentiate between fees and expenses, including travel or other relevant payments.

Being clear and upfront about how and when payments will be made and ensure that artists are paid promptly in line with contract terms.

Ensure that artists' fees are ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.

Ensure where West Cork Music is the commissioner of new work by an artist, West Cork Music offers a commensurate commissioning fee for the development of the work.

Ensure that artists copyright is respected, both in terms of moral and economic rights.

III. Rates of Pay

The below outline of fees paid by West Cork Music is an overview of remuneration offered. It is not intended to be exhaustive but should be regarded as providing guidelines. It is demonstrative of our ongoing commitment to advancing the living and working conditions for artists by ensuring best practice and fair remuneration for artists and arts workers who contribute to activities across the organisation.

<i>Festival</i>	<i>Fee Range</i>
West Cork Chamber Music Festival	€1,000 - €2,500+ Artist Residency Fee / Multiple performance

West Cork Literary Festival	€200 - €1,000
Masters of Tradition	€500+ per Artist
Concert Series	€500+ per Artist
Education Workshops	€300+ per Artist

Additional Artist Payments / Benefits

In addition to Artist fees, West Cork Music reimburses the artists for all flight / travel costs, provides hotel standard accommodation, airport transfers and catering/hospitality.

West Cork Chamber Music Festival Artists are invited on a residency basis, normally a minimum of 5 days, in keeping with West Cork Music's commitment to reduce carbon emissions.

West Cork Music also pays 23% VAT to Revenue on performance fees paid to non-resident Artists for the West Cork Chamber Music & Masters of Tradition Festivals.

V. Continuous Improvement and Evaluation

West Cork Music will review this policy annually to ensure it remains effective.

Reviewed 22.03.2024 Next review due 22.03.2025