



Policy for the remuneration of artists

Backstage Theatre 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.

Backstage Theatre is committed to ensuring that all professional artists who work in our venue are appropriately contracted and remunerated and that we provide an environment in which artists can make work of ambition and quality.

To this end the theatre has adopted the following policies:

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

Ensure that all communications with artists are open, transparent and upfront to ensure clarity from both perspectives on the ask and the offer

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

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

Ensure that all artists engaged are issued with a contract or MOU which clearly outline the following

- Remuneration and expenses
- additional supports to be offered by the theatre
- the scope of what is to be delivered.
- the nature and status of the engagement
- any associated tax, benefits/ obligations arising (e.g. holiday pay, PRSI)
- payment arrangements i.e. how and when payments will be made

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

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

Ensure that any contractual arrangements for artists to benefit from the future exploitation of their work are appropriate and proportional and reflect the value of what the artist has created.