



Artist Payment Policy

1. Purpose

Dublin Dance Festival is committed to fostering a fair and inclusive work environment where every employee, contractor, artist and arts worker is valued and respected. We recognise the skills, expertise and contribution which individuals bring to the organisation. We strive to support the ongoing growth and development of the employees and artists that we work with, encouraging learning and professional development to expand capacity and enable individuals to reach their full potential.

Dublin Dance Festival is an equal opportunities employer and is committed to providing fair and equitable remuneration and appropriate terms and conditions of employment for all the staff, artists and arts workers it engages. We recognise our legal and statutory responsibilities as an employer and are fully committed to ensuring that these are upheld throughout our organisation.

In this context, the purpose of this Artist Payment Policy is to ensure that fair and equitable remuneration and working conditions are offered to the artists and arts workers that Dublin Dance Festival works with.

2. Scope

This policy applies to all artists, arts workers and creative professionals working with Dublin Dance Festival.

3. Principles

3.1 Working Conditions

Equality, Inclusion and Diversity – In line with Dublin Dance Festival's commitment to equality, inclusion, and diversity in the workplace, Dublin Dance Festival is committed to providing a work environment in which all artists and arts workers have the right to be treated with dignity

and respect, free from discrimination, intimidation, bullying and harassment. Dublin Dance Festival adopted the **Safe to Create**, 'Dignity in the Workplace Code of Behaviour' in 2023.

Professional Development – Dublin Dance Festival is committed to supporting artists' long-term professional development. We offer capacity-building opportunities for artists through residencies, mentorship, work-in-development platforms and training and development programmes.

Access and Additional Support – Dublin Dance Festival will provide additional support to artists with a disability and any reasonable accommodations required to ensure equal access to creating and presenting work and participating in the Festival.

Transparent Contracting – Dublin Dance Festival will provide written agreements to the artists and arts workers it engages, clearly outlining the scope of work, timeframe or dates of engagement, payment terms and details of any studio space, technical support, accommodation, travel and per diems which are covered. Commissioning fees and performance or presentation fees will be delineated where relevant. Terms of royalties and any fees or payments related to future performances, tours or presentations of dance works will also be clearly specified. Dance artists retain ownership of their intellectual property for all work they create unless otherwise agreed in writing. Dublin Dance Festival will pay for any additional or further use of an artist's work beyond the terms of the initial contract.

3.2 Payment

Fair Pay – Dublin Dance Festival is committed to paying artists and arts workers fairly for their work, time and expertise, ensuring that payment rates reflect the nature of the work created/delivered, the expertise of the artist and the time involved in the creation/delivery of work. *(Our definition of fair remuneration is when it equates to what is asked of an artist in terms of their time, input and expertise. Fair remuneration takes into account the status of the artist and the value which is created with their engagement).*

Timely Payments – Artists will receive payments promptly according to a pre-agreed schedule. Dublin Dance Festival strives to pay artists and arts workers within 1 week (5 working days) of a final performance/event or completion of a project.

Rates of Pay:

New Commissions – Commissioning fees to artists vary according to the scope of work.

Performance fees – Performance fees to artists vary according to the nature of the performance. Fees are benchmarked against industry norms and assessed by Dublin Dance Festival to ensure fair and equitable rates of pay.

Workshop Facilitation Rates – €80-€100 per hour. Daily rate: €300-€350.

International Residencies & Visiting Artist Programmes – Artists are paid a fee of €200-€250 per day. Expenses for accommodation, travel, per diems and studio or residency space are covered.

4. Review

This policy has been developed in line with The Arts Council's *Paying the Artist* policy and *Fair Pay, Fair Practice* policy toolkit. It will be reviewed every two years by the Executive Director and the Board of Directors.