

Rua Red Artist Pay Policy

Rua Red is committed to supporting artists at every stage of their career. Rua Red is committed to supporting the production of new, ambitious work by national and international artists that responds to the people, place and politics of South Dublin County. We are committed to supporting the development of high-quality art practise through our exhibition programme, the provision of studios, commissions, residencies, and other professional development supports.

As an organisation Rua Red is committed to ensuring that all professional artists and arts workers who work in our arts centre are appropriately contracted and remunerated and that we provide an environment in which artists can make work of ambition and quality. Equitable remuneration is central to ensuring equality and diversity in the arts.

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

- [We] value 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 must be better 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 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.

Best Practice

- Ensuring 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.
- 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.
- Aiming 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.

- Ensuring all engagements are covered by a contract.
- Ensuring that remuneration and contracts reflect the full scope of what an artist is expected and required to deliver.
- Ensuring that artists and/or their representatives have a voice in negotiating terms and conditions.
- Being clear about the nature and status of an engagement — i.e. whether the contract is an employment contract or a contract for services— as well as any associated tax, social security benefits/ obligations arising (e.g. holiday pay, PRSI, etc.)
- Ensuring that payments reflect and/or differentiate between fees and expenses, including per diems or other relevant payments.
- Being clear and upfront about how and when payments will be made; this should be set out in an organisation's prompt-payment policy.
- Ensuring that artists' fees are defined within project budgets and agreed prior to contract signing.
- Ensuring that artists copyright is respected, both in terms of moral and economic rights.
- Supporting artists to share in the economic life of what they create by ensuring 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.

Prompt Payment

All payments are managed internally, and we pay artists promptly. Artists and contributor fees are processed on receipt of an invoice and payment is made within seven days of invoices received.

Terms

The rates that we pay are commensurate with experience and skills ensuring fair and equitable pay rates. We ensure that all artists engaged are issued with a contract or letter of agreement which clearly outline the following:

- Remuneration and expenses.
- Additional in-kind supports.
- The scope of what is to be delivered.
- The nature and status of the engagement.
- Any associated tax, benefits/obligations arising.
- Payment arrangements i.e., how, and when payments will be made.
- Schedule outlining key dates and deliverables.

Production budgets and the recouperation of costs

Production and installation budgets are discussed and agreed at the beginning of each project and laid out in the Artist's Agreements. Rua Red is not a commercial gallery and does not represent exhibiting artists exhibiting at the gallery. All terms associated with the sale of works, and recouperation of production costs, where appropriate, made in agreement with the artist and set out in the artist's agreement.

Rua Red endeavours to review 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.