

Regional Cultural Centre Policy on Artist Pay and Conditions

1. Purpose

The purpose of this policy is to ensure that the Regional Cultural Centre upholds fair, transparent, and equitable pay and conditions for all artists working with or for the organisation. Our commitment is to promote best practices that respect the value of artists' contributions to our programs, performances, exhibitions, and other creative work.

2. Scope

This policy applies to all artists, including but not limited to visual artists, musicians, performers, writers, filmmakers, designers, curators, and all creative professionals engaged by the Regional Cultural Centre, whether on a freelance, contractual, or residency basis.

3. Principles

Fair Pay: The RCC is committed to paying artists fairly for their work, time, and expertise. We adhere to national and industry-specific pay guidelines where applicable, ensuring that rates reflect the artist's experience, the nature of the work, and the time required.

Transparent Agreements: All artists will receive clear, written contracts or agreements outlining the nature of their engagement, including payment terms, scope of work, deadlines, and other relevant terms. These agreements will be provided prior to the commencement of any work.

4. Pay Structure

Exhibiting Artists: Fees for artists exhibiting their work in the Regional Cultural Centre Gallery 1 will be based on industry standards such as guidelines set by Visual Artists Ireland (VAI), paying for exhibition rights, production, and presentation costs.

Performing Artists: Fees for musicians will be based on experience and the scale of the event. Fees will follow recommendations by organisations such as the Musicians Union or Theatre Forum, as applicable.

Commissioned Work: Artists commissioned to create new work will be compensated for the entire scope of the project, including research, development, and production, in accordance with negotiated terms. This will reflect the complexity of the work and the time invested.

Residencies: Artists in residence will be provided with appropriate fees and workspace so that the conditions of their stay are fully supported.

5. Working Conditions

Health and Safety: Regional Cultural Centre ensures a safe and secure working environment for all artists, adhering to health and safety standards. Artists working in our facilities will be informed of any relevant safety policies and provided with necessary resources.

Non-Discrimination and Inclusion: Artists will be treated respectfully, regardless of gender, race, age, disability, sexual orientation, religion, or socio-economic background. We promote an inclusive environment that encourages collaboration and diversity.

Support for Artists with Disabilities: We will provide reasonable adjustments and additional support for artists with disabilities to ensure equal access to opportunities, workspace, and resources.

6. Intellectual Property

Artist Rights: Artists retain ownership of their intellectual property, including copyright and moral rights, for all work they create unless otherwise agreed in writing. Any usage of an artist's work beyond the terms of the contract will require additional compensation.

Royalties and Licensing: Where an artist's work generates additional income (e.g., through sales, licensing, or reproduction), appropriate royalty arrangements will be made, ensuring the artist benefits from the continued use or sale of their work.

7. Freelance and Part-Time Work

Equity in Freelance Engagements: We recognise the often-precarious nature of freelance work and will ensure that freelance artists are offered fair terms and conditions equivalent to those of permanent staff where possible, including access to relevant facilities, resources, and professional development opportunities.

8. Professional Development

Capacity Building: We are committed to supporting artists' long-term professional development. We will provide opportunities for artists to access mentorship, residencies, workshops, and networking events that enhance their career prospects.

9. Dispute Resolution

Conflict Management: Any disputes or issues arising related to artist pay and conditions will be addressed through a fair, transparent process. Artists are encouraged to raise concerns directly with RCC management, which will be handled promptly with due care and consideration.

10. Review and Amendments

This policy will be reviewed annually to ensure it remains in line with best practices and national/international standards for artist pay and conditions.