the linenhall
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The Linenhall Arts Centre
Linenhall Street
Castlebar

Communities where everyone
can connect and create

094 9023733
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Linenhall Arts Centre
Artist Remuneration Policy - 006

The Linenhall Arts Centre places the artist at the centre of what we do. By remunerating our artists appropriately we play a part in ensuring that their career within the arts is viable. We value artists, the work that they create and what they contribute to society.

The objective of this policy is to promote equitable and fair remuneration and contracting of artists within the Linenhall. We strive for continuous improvement in this regard.

An artist fee is financial compensation for expertise, time and services. It does not imply the transfer of ownership or rights from artist to the contracting party. Any transfer of ownership or rights must be negotiated between the artist and the contracting party under a separate agreement.

Our approach to negotiating artists' remuneration is very simple. We ask artists and management companies what they feel is a fair fee and where the artists do not know what to charge, we pro-offer the most recent fee level paid to an artist of similar experience. We respect every artist's right to negotiate upwards on any fee offered. As we are publicly funded, we are always prudent with our budgets so if the fee level is beyond our capacity, we either agree a level both parties are happy with or we do not programme the event.

We are committed to work with relevant agencies to develop appropriate means of recompensing artists who are part of the application for international protection process. Artists seeking asylum, or living in direct provision, who participate in any relevant Linenhall activity will be treated equitably, in line with standard payment practices for artists. We will work with artists to develop a protocol and mechanism for paying artists who do not have bank accounts in place.

The Linenhall Arts Centre is committed to the Arts Council's five value-based principles which are:
— 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, 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.

Trustees: Kate Blackett, Ger Deere, Bryan Gerard Duffy, Edith Geraghty, Jennifer Loftus,
Shireen McDonagh, Elaine Mears, Brendan Minish, John Scahill,
Chair: Clodagh Geraghty | **Secretary:** Lorraine Gannon
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— 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.

Details of our Remuneration Policy include (but are not limited to):
- Provision of a dynamic space for artists to create, perform and share their work with the community.
- Regular communication with resource organisations to stay up-to-date with best practices on recommended pay rates/scales.
- For musicians, theatre makers and performers we respond to fees as set by companies/tour managers/agents. This varies depending on the requirements of the performance.
- For Visual Artists in our Visual Art Gallery: we pay a set fee to each artist who exhibits a solo show in line with recommendations from Visual Artists Ireland. We pay an additional fee plus accommodation for artist talks. For group shows, we take it on a case-by-case basis, and the Visual Art Gallery Selection Panel advise when shows require an additional fee per artist or the set exhibition fee is divided among the artists. We offer hanging and technical supports as required by the artist.
- Literature - we pay all artist fees in line with rates set by the Irish Writers Centre and Match in the Dark.
- We will continuously work towards further supporting artists with residencies, bursaries, space and other in-kind resources as available.
- We will pay artists promptly upon completion of the work and sometimes in advance if the artist requires it.
- We will ensure that artists fees are ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.
- We will engage openly and clearly with artists at all times and ensure their agreement and comfort is prioritised at all stages of communication and collaboration.
- We publish this policy on our website for increased openness and transparency around engagement practices and welcome feedback from artists and the general public on this work.

Outcomes:
We believe it is critical to empower artists and that artists cannot sustain a productive career without being economically viable. By investing in our artists we invest in our cultural economy.

We will implement change over time and will adapt this policy as needed for artists over the coming years. We will appoint a Board Trustee as champion of the policy and report on our work in our annual Director's Report in our audit review.

We will welcome all in the community to read this policy and feed back to us on changes they would like to see to ensure that artists pay is prioritised and that artists remain at the heart of what we do.

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Signed:
Lorraine Gannon
Board of Trustees

First established: Mon 6 June 2021
Date Reviewed & Approved: August 2026
To Be Revised: June 2027

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