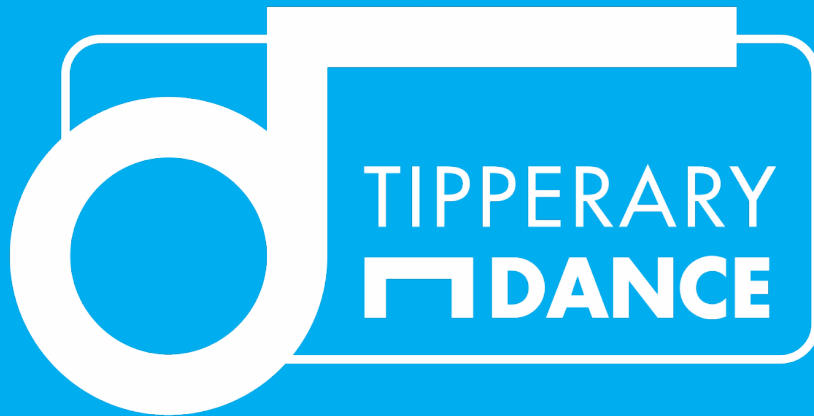


*Fair remuneration of artists
policy and strategies*



General statement

TD fully acknowledges the fact that the underpaid 'contributions of artists represent a hidden subsidy to the cultural life of Ireland' which is unfair and unsustainable. TD is artist-led. Fair remuneration for the artist is an essential aspect of its ethos and policies, and a priority consideration in the elaboration of projects and budgets.

TD acknowledges the Arts Council's 'Paying the Artist' policy as a landmark to collectively work, advocate and leverage towards better conditions for the Artists.

Improving conditions in the dance sector

Improving artists' working conditions and remuneration conditions is one of TD's priorities in its endeavor to develop the artform. TD recognises that conditions offered have been aligned on minimal standards and proposes above standard conditions in order to be a leader in the improvement of remuneration in the dance sector.

Minimum remuneration and ring-fencing

Artist fees are budgeted to a minimum rate of €150 (full day of work) for fully qualified professional Irish-based artists. Budgeted artist fees are systematically ring-fenced. In the event of funds reallocation, priority is set on improving lower fees rather than allocating resources on other expenses or activities.

Taking context into account

Once off fees paid for performance take into account the context of the company/artist, including mainly: the number of artists and staff on tour, funding status, access to touring support (touring grants, travel funding from public agencies), track record and reputation.

Clarifying conditions upfront, written agreements

Remuneration and conditions are subject to upfront negotiations with artists, including detailed description of allocated fees & conditions and of the expected service. Fees and conditions are detailed through a written agreement signed between TD and the artist.

Written agreements include a clear definition of the nature and status of engagement, usually a contract of service and specifies the deadline within which the artist will be paid. The payment of fees to individuals (artists, technicians) is set as a priority on the activity's payment schedule, over the payment of other expenses.

Reducing participation costs

Conditions offered usually include supporting contributions for the artists: per diems, travel allowance, accommodation, logistic support, covering as much as possible all/most extraordinary expenses related to the artist's participation.

Alleviating professional expenses

Tipperary Dance organises and delivers activities supporting the professional training and development of dance artists: Masterclasses, laboratories, residences, mentoring, etc. Many opportunities to alleviate the professional costs related to this professional training:

- Free of charge or low tuition costs
- Bursaries
- Fellowships

Defining the nature of non remunerated activities

Conditions offered usually include supporting contributions for the artists: perdiems, travel allowance, accommodation, logistic support, covering all/most extraordinary expenses related to the artist's participation.

In some cases, artists are not being remunerated, for activities defined as an opportunity or a service offered to artists by TD, as opposed to a service purchased from artists. This includes:

- Residencies. End-of-residence public showcases are considered a counterpart for the Platform, and an opportunity for the artist to test work-in-progress.
 - Internships.
 - Performances included in, and entirely part of, a commission.
 - Opportunities for verbal presentation in front of a professional panel to generate networking.
 - Volunteering for festival and large events.
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CONTACT US

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