



# Cork Printmakers

## Artists' Pay & Conditions Policy

Reviewed January 2024

Cork Printmakers is committed to the principle of fair and equitable remuneration for professional artists and arts workers and strives to promote and assist those in building and sustaining careers in the arts. Cork Printmakers pays all artists fairly and engages in an open, fair and transparent manner, building artists' pay into the budgets of every strand of its programme.

Payments vary according to the work that artists carry out including but not limited to: exhibiting, commissioning, tutoring, provision of tuition, provision of print editioning, artwork sales, talks, lectures, peer critiques and events. We also provide support in kind to artists in the form of bursaries, fellowships, art making (materials, technical advice) and mentorship.

We aim to show leadership and set an example within the sector, reviewing best practice and pay rates annually.

Cork Printmakers aspires to the best-practice principles as stated below in the Arts Council Policy on the Fair and Equitable Remuneration and Contracting of Artists:

- 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 ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.
- 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 Policy

Cork Printmakers Prompt Payment Policy commits to: exhibition and commissioning fees paid at the beginning and end of the activity; remaining fees and commission are paid within 30 days on receipt of invoice of the activity or artwork sale.

## Rates

The following outline of fees paid by Cork Printmakers provides an overview of the remuneration offered. While it is not exhaustive, it serves as a guideline and demonstrates our ongoing commitment to improving the living and working conditions for artists. We strive to ensure best practices and fair compensation for artists and arts workers who contribute to the various activities within our organisation.

- Tutor/Facilitator €35 p/hr
- Lecture/Artist Talk – €100
- Exhibiting Artist Fee – €150 – €300

- Artwork sale commission split 60% Artist/40% Cork Printmakers