



Paying the Artist – Fair remuneration Policy

Tinahely Courthouse CLG is an arts centre in rural west Wicklow. Our aim is to provide an inclusive and diverse engagement with the arts and artists.

Functioning as a creative space, the Courthouse Arts Centre supports cultural and artistic exchange within our communities, encouraging collaboration of ideas and experiences for both audience and artists in what is regarded as a culturally disadvantaged area.

We support artist research and development and nurture new ideas while focusing on artist support to ensure we cultivate relationships with artists and support them in their career.

The Courthouse Arts Centre adheres to the Arts Council Paying the Artist Policy, “we seek to create an environment in which artists can make work of ambition, quality and be remunerated appropriately.”

In line with the Arts Council ‘Paying the Artist Policy – 2021; remuneration is used here to encompass all potential forms of an artist’s earnings. It includes pay, salary, wages, fees, allowances, benefits and non-cash incentives as well as income derived from rights or royalties.

At The Courthouse we aim to provide equitable and fair remuneration, while creating and nurturing an inclusive culture for all artists and staff. Dignity and respect at the workplace is part of our work culture at The Courthouse.

We aim to ensure artists in Ireland can sustain a viable career.

Payment policy:

Fees and rates of pay outlined in this proposal are based on budgeting material supplied by the artists themselves who have attributed fees based on industry standards. Fees are in the range €800 to €1000 per week. Contracts between the Courthouse and music, comedy and theatre performed are always offered on the basis of a box office split or a fee.

- All remunerations are agreed between the artist and CAC before work/engagement takes place. All remuneration packages take into account the artists experience, skillset and duration of engagement.
- Daily rates and fees are in line with best practice. The arts centre's minimum daily rate is €150. Visual Artists are paid with VAI rates of €540 per exhibition.
- We differentiate between fees and work related expenses for the artist. Travel and subsidy rates are based on civil servant rates.
- We ringfence fees within our budgets to ensure fees are protected if overruns occur elsewhere.
- Contracts are in place for all engagements reflecting the full scope of the work and what is expected of the artist.
- All payments are paid via bank transfer in a swift manner.

The Courthouse will consistently review, evaluate and adjust our policy as required. We are focused on artists maintaining a viable career in their chosen discipline. We prioritise fair pay and assist with additional supports where possible.