



The Civic Theatre: Artists' Remuneration Policy

(Updated in line with The Arts Council's Policy on the Fair and Equitable Remuneration and Contracting of Artists)

Statement of Policy

The Civic Theatre acknowledges the precarious nature of work and remuneration for the freelance artistic community in Ireland. We recognise that for artists to make their best work and **build sustainable careers**, they must be supported through the fair and equitable provision of finance, contracts, and resources, **enabling them to meet their living costs and plan for their future.**

In line with The Arts Council's Policy on the Fair and Equitable Remuneration and Contracting of Artists (2024), The Civic Theatre is committed to:

- Upholding and promoting the principle that all artists should receive fair pay and decent working conditions.
- Ensuring transparency, consistency, and respect in our contractual and financial dealings with artists.
- Supporting the sustainability of artistic careers by embedding fair remuneration and contracting practice across all of our programmes and partnerships.
- Encouraging and influencing partner organisations, visiting companies, and collaborators to follow similar standards of fairness and professionalism.

The Civic Theatre aims to standardise and improve the contracts and remuneration of artists when engaging them, whether under a contract for employment or a contract for services.

We aim to show leadership in this area — particularly as many artists who work with us are at the early stages of their careers and will learn from the good precedents set by us.

Policy Principles (reflecting The Arts Council's approach)

- **Fair Pay:** Artists will be paid appropriately for their time, skill, and creative contribution. **As a minimum, we commit to paying at or above the latest published Theatre Forum Pay Scales.**
- **Transparency:** The terms of engagement, including fees, rights, and payment schedules, will be clearly communicated and agreed upon in writing before work commences.
- **Respect for Copyright and Intellectual Property:** The Civic Theatre respects the moral and economic rights of

artists and will ensure fair and transparent treatment of intellectual property.

- **Equity and Inclusion:** All artists will be treated equitably regardless of career stage, gender, ethnicity, or background, with opportunities for fair participation and progression.
- **Professional Standards:** Contracts, communications, and payments will reflect a professional and respectful approach, consistent with The Arts Council's standards and Theatre Forum guidelines.

Actions for Implementation

- All artists engaged by The Civic Theatre will be paid **at or above the latest published Theatre Forum Pay Scales. Where no specific scale exists, fees will be determined through equitable negotiation.**
- All artists will be issued with a written contract for employment or contract for services, detailing the scope of work, agreed remuneration, and payment schedule.
- **Fees for artists engaged under a contract for services are calculated as a total, all-inclusive fee in line with sectoral pay scales, acknowledging the self-employed nature of the engagement.**
- All artists under a contract of employment will receive The Civic Theatre's Employment Handbook, which includes Dignity in the Workplace and Health & Safety policies.
- All artists under a contract for services will receive Dignity in the Workplace and Health & Safety policies relevant to their engagement.
- All artists under a contract of employment are paid through payroll and receive Holiday Pay at a rate of 8%.
- All contracts will clearly differentiate between fees, per diems, and expenses, with a clear payment schedule.
- The copyright and moral rights of artists are fully respected and maintained.
- Artists' fees will be ring-fenced in all project and production budgets and protected from reallocation to cover overruns in other areas.

Internships:

Paid Internships: We believe in the value of fair compensation at all levels, including internships. All interns at The Civic Theatre are paid for their contributions, ensuring that emerging talent is supported as they develop their skills.

Artists Not Directly Employed or Contracted by The Civic Theatre

The Civic Theatre frequently presents or hosts work by visiting companies and independent producers who directly contract and pay their artists.

In these cases, The Civic Theatre will:

- **Require** all partners, visiting companies, and project collaborators to adopt The Arts Council's fair remuneration principles **as a condition of our partnership agreement;**
- **Include specific clauses** in all co-production and presentation agreements that highlight the importance of fair pay and contracting;
- **Seek written assurance** that artists are being paid in line with sectoral standards.

Review and Commitment

This policy will be reviewed annually to ensure alignment with updates to The Arts Council's Fair and Equitable Remuneration Policy, Theatre Forum pay guidelines, and sector best practice.

The Civic Theatre remains committed to leading by example, ensuring that artists are valued, respected, and fairly compensated for their work and contribution to Ireland's cultural life.