



PAYING THE ARTIST POLICY

Approved by the Board: 1st November 2024

Review Date: On or before 1st November 2025

Kerry Writers' Museum (KWM) subscribes to the Arts Council's [Paying the Artist Policy](#) and supports the Arts Council's vision for an Ireland where artists and practitioners working professionally in the arts can have productive and rewarding careers.

KWM values the work that artists create, and we are committed to providing an environment in which artists are appropriately contracted and remunerated. Remuneration is considered fair when it equates to what is asked of an artist in terms of their time, input and expertise. KWM will account for the status and experience of the artist and reflect the value created by their engagement. We also emphasise equitable remuneration because we are committed to equality and diversity in the arts.

We strive to ensure that best practice, not minimum standards, apply to remuneration and contracting of artists across all disciplines. We consider fair and equitable remuneration to be a matter of policy and prioritisation, which is factored into the budgeting process rather than being budget-dependent. Artist fees are ring-fenced within project budgets in order to protect them against budget overruns in other areas.

When KWM engages artists directly, we are open and transparent in all communications with the artists and their representatives, to ensure clarity on both sides regarding each project and the remuneration involved. We comply with rates, terms, practices and standards recommended by representative and resource organisations, and ensure that a contract is in place to cover each engagement. We are open to negotiation from artists and/or their representatives in relation to fees and terms.

KWM aims to pay all artists as soon as possible after each engagement, in line with our prompt payment timelines.

We recognise that fair remuneration extends to copyright, and respect copyright both economically and morally.

When KWM engages artists and others for a voluntary activity, we ensure clear communication in relation to the benefits and values related to the activity. We respect volunteers, and their time and input, and will never ask them to take on responsibilities beyond their experience.

When a promoter/artist is hiring the venue, KWM strongly recommends that the payments made to all artists are in line with industry norms and best practice. This recommendation is communicated to the promoter/artist as a clause in their contract.

Signed:



David Browne
Chairperson

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