**Artists Pay Policy**

Hawk’s Well Theatre is acutely aware that the living conditions of artists in Ireland generally remain below acceptable standards. We strongly believe that arts professionals should be paid fairly for their work. We recognise our responsibility in the provision of equitable and fair remuneration and contracting within the arts. We are committed to the principle of fair remuneration for professional artists and aspire towards best practice rather than minimum standards in this area.

An artist fee is financial compensation for expertise, time and services. It does not imply the transfer of ownership or rights from artist to the contracting party. Any transfer of ownership or rights must be negotiated between the artist and the contracting party under a separate agreement. As the prevalence of online productions/presentations has come to the fore over 2020, we pledge to create agreements with artists for the use of content created for online audiences also.

Fair artist fees equate to what is asked of an artist in terms of their time, input and expertise. They account for the status of the artist and reflect the value created by their engagement. Hawk’s Well Theatre is committed to paying artists fairly, to gender pay equality & to assisting artists & freelance arts professionals develop sustainable careers. We also believe strongly in paying artists promptly.

Our approach to negotiating artists’ remuneration is very simple. We ask artists & management companies what they feel is a fair fee & where the artists do not know what to charge, we pro-offer the most recent fee level paid to an artist of similar experience. We respect every artist's right to negotiate upwards on any fee offered. As we are publicly funded, we are always prudent with our budgets so if the fee level is beyond our capacity, we either agree a level both parties are happy with or we do not programme the event.

We also cover travel & accommodation & provide subsistence at industry recommended rates. When producing our own work, we pay industry recommended rates & higher in terms of fees, PDS & travel expenses. We work with companies of repute, alot of whom are in receipt of Arts Council funding, and whose artist remuneration policies match ours.

We are upfront about the fees in our communication offering artists work. We ensure that our communication reflects the full scope of what an artist is expected and required to deliver. We ensure artists fees are ringfenced within our budgets so that fees are protected if overruns occur in other areas. We also ensure that copyright is respected, both in terms of moral and economic rights.

When employing artists, we provide contracts that specify:

* the commercial terms of the relationship
* who will bear specific costs
* who manages the artist’s copyright in the works, and
* any other mutual expectations.

We believe in the importance of transparency on matters of pay and working conditions, and that sharing this information publicly is to the benefit of all artists.