



Backwater Artists Paying the Artist Policy

Created by: Elaine Coakley	Reviewed by: Backwater Artists Board	Approved by: Backwater Artists Board	Document Ref: 1
Effective date: 02/11/2022	Date Reviewed: 02/11/2022 Fee Payment Guidelines reviewed annually. Date of last review: 30/01/2024 Paying the Artists Policy reviewed:	Date approved: 02/11/2022 Fee Payment Guidelines approved: 30/01/2024 Paying the Artists Policy approved:	Date of next review: 30/01/2025

Policy: Our policy is to support artists and advocate for fair and equitable remuneration for them, to ensure that they can sustain productive, rewarding and financially viable careers.

Purpose: The purpose of the policy is to lay out our commitment to paying artists, to ensure all artists participating in our programmes are paid an appropriate fee and to provide clarity on our payment guidelines.

Scope: This policy applies to all artists participating in Backwater Artists programmes including exhibitions, projects and workshops.

Aligned with: This policy is aligned with the following:

- **Arts Councils Paying the Artist Policy** <https://www.artscouncil.ie/about/Paying-The-Artist/>
- **Making Great Artwork** [https://www.artscouncil.ie/Publications/All/Making-Great-Art-Work---Arts-Council-Strategy-\(2016%E2%80%932025\)/](https://www.artscouncil.ie/Publications/All/Making-Great-Art-Work---Arts-Council-Strategy-(2016%E2%80%932025)/)

- **Visual Artists Ireland Pay Guidelines**

<https://visualartists.ie/services/advocacy/visual-artists-payment-guidelines/>

Statement: Our mission is to support and advocate for visual artists allowing them to thrive. We are committed to

- supporting artists to ensure that they can sustain productive, rewarding and financially viable careers.
- cultivating a supportive, artist-led environment to enable & empower visual artists to produce innovative, ambitious, high-quality work.

We ensure fair and equitable remuneration for all artists participating in our programmes and we are committed to advocating on their behalf, to ensure that this becomes normal and expected practice. Remuneration aims to be in line with VAI guidelines of rates and standards, and we commit to upgrading them as necessary.

Operations

- We are transparent in our communications with artists and all others participating in our programmes.
- Contracts, policies and a comprehensive Terms & Conditions document are in place to ensure transparency and clarity for all.
- The full scope of what is expected is communicated to the artists in an initial meeting with the Studio Director. At this meeting, our Terms & Conditions document will be outlined to the participating artist/s and any questions they might have will be answered.
- Fees are agreed in January of each year with half of the artist and production fees being paid up to 3 months in advance of the exhibition, if requested.
- All payments are made within 30 days of receipt of invoice.
- Production fees will vary according to each individual exhibition/project and will be agreed at the initial meeting between the artist and Studio Director.
- In some instances, the organisation may need to purchase the equipment or materials required to produce the exhibition. In this instance and depending on the cost of such materials or equipment, a production fee will not be paid to the artist.
- This policy is reviewed annually at the beginning of each year.
- Below are our payment guidelines for 2024. The rates are subject to available funding. If funding or sponsorship is not secured for an exhibition or project, we commit to paying artist fees, however they may be at a lower rate.

Backwater Payment Guidelines 2024	Set Rate	Half Day Rate	Daily Rate
Artists Fees			
Solo Exhibition	€1,000.00		
Two person Exhibition	€500.00		
Group Exhibition	€350.00		
Studio 12 Residency Fee			
Solo	€300.00		
Group	€150 (per artist)		
Installation Fee			
Artist requested to install own work	€150.00		
Production costs			
Amount specific to each individual exhibition			
Artists Talk/Public Engagement			
Fee for a talk (solo) (includes prep)	€150.00		
Fee for a talk (two person) (includes prep)	€100.00		
Fee for participation in a panel discussion	€75.00		
Guest/Collaborator	€100.00		
Curator Fee			€250.00
Mentor Fee			€250.00
Interview panel			€150.00
Selection panel			€150.00
Workshop Fee (Includes Prep)			€150.00
Presentation Fee (Includes Prep)			€150.00
Expenses			
Mileage	civil service rates		
Staff daily expenses (re: travelling to exhibitions etc)	civil service rates		

Revision History

Revision	Date	Description of changes	Requested by
1	30 May 2024	<ul style="list-style-type: none">• Statement amended to include the mission.• Operations added.• Project Preparation (new work, site specific work, installation commissions) removed as not applicable.• Production costs: amount specific to each individual exhibition added.	Elaine Coakley
2	10 June 2024	<ul style="list-style-type: none">• Suggested edits from board members added• Participation in public engagement event added to Artists Talk section	<ul style="list-style-type: none">• Board members• Elaine Coakley