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Effective date: 02/11/2022	Paying the Artists Policy reviewed: 18/01/2024	Paying the Artists Policy approved: 18/06/2024	Date of next review: 28/01/2026
	Fee Payment Guidelines reviewed annually.	Fee Payment Guidelines approved:28/01/2025	

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.
- Exhibition production costs will vary according to each individual exhibition/project and will be agreed at the initial meeting between the artist and Studio Director.
- Production costs do not include materials for the making of artworks.
- This policy is reviewed annually at the beginning of each year.
- Below are our payment guidelines for 2025. The rates are subject to available funding. If funding or sponsorship is not secured for an exhibition or project, we commit to pay artist fees, however they may be at a lower rate.

Backwater Payment Guidelines 2025	Set Rate	Half Day Rate	Daily Rate
Artists Fees			
Solo Exhibition	€1,000		
Two person Exhibition	€500		
Group Exhibition	€350		
Studio 12 Residency Fee			
Solo	€300		
Group	€150		
Installation Fee			
Artist requested to install own work	€150		
Exhibition production costs			
Amount specific to each individual exhibition			
Artists Talk/Public Engagement			
Fee for a talk (solo) (includes prep)	€150		
Fee for a talk (two person) (includes prep)	€100		
Fee for participation in a panel discussion	€75		
Curator Fee (per visit)			€250
Mentor Fee (per engagement)			€250
Interview panel			€150
Selection panel			€150
Workshop Fee (Includes Prep)			€200 - €250
Presentation Fee (Includes Prep)			€150
Expenses			
Mileage	civil service rates		
Staff daily expenses	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	Board members Elaine Coakley