



ARTIST PAY POLICY

Irish Theatre Institute (ITI) supports theatre artists at all stages of their profession to make work and develop sustainable careers. We work with actors, makers, writers, directors, designers, producers and company managers. We provide dedicated workspaces, mentoring and continuing professional development opportunities to nurture talent and drive the development of new work and support the Irish theatre repertoire.

ITI VALUES

1. **Fairness / Equity** - We act respectfully, openly and with integrity in all our dealings.
2. **Empower** - We are responsive to the needs of artists and focused on supporting them to be their best. We ensure that artists' agency is centred so they know that they control their own fate.
3. **Relevant** - We ensure that we are relevant to our core aims, to the sector and to the people we are funded to serve. We strive to be informed, incisive and current in what we provide.
4. **Leadership** - We seek to represent the Irish theatre sector with purpose, confidence, but most importantly, with compassion.

ITI ETHOS

At all times ITI works in ways where we truly value our artists, their work, and their working environment and conditions by valuing:

- **Artists' time and wellbeing:** ITI places real value on artists' time: administration, planning and creative thinking and recognises the struggles artists experience; financial precarity as well as precarity with time and space. ITI endeavours to reduce these stresses and maximise support through our programmes and space.
- **Accessibility and equity:** ITI believes all artists must have the same opportunities and access to support, no matter their background or circumstances and aims to ensure all activities are reviewed and open to all.
- **Artists' agency:** Through our work in Gap Exchange ITI works with artists to co-design programmes and construct supports in a way to best fit the process of the artists we support.



POLICY STATEMENT

ITI is committed to the well-being of all artists and arts workers and their fair and equitable remuneration, in line with [the Arts Council's 'Paying the Artist'](#) policy. ITI supports best practice principles of governance and remuneration.

ITI strives to ensure that all artists are remunerated appropriately and equally in line with best practice and statutory requirements throughout all ITI's programmes and activities.

POLICY COMMITMENTS

ITI prioritises employing artists and practitioners for paid engagements as they arise to assist in the delivery of programmes and negotiates directly with them on terms through programmes such as Six in the Attic and Safe to Create, and participation in annual networking events such as Information Toolbox and International Theatre eXchange (ITX).

ITI is committed to paying artists involved in its artist support programmes such as Six in the Attic, the Phelim Donlon Bursary, and Gap Exchange through the payment of Artists Practice Bursaries.

In 2023, selection for all ITI programmes was moved to Open Call and selection of artists is done through peer panel. ITI pays honoraria to all artists who sit on peer panels.

ITI guarantees no artist works without proper payment. Rates are set at levels equitable to senior management and are reviewed to ensure they are sufficient for the ambition and scale of work undertaken. Our rates of pay are transparent, and we provide frequent guidance to others in the sector.

In 2024, ITI increased rates of pay to artists to match inflation and is partnering with Dance Ireland, The Irish Street Art, Circus and Spectacle Network (ISACS), and The Irish Society of Performance Designers (ISPD) to create a set of 'Artist Shaped Resources' to include guidelines on pay rates to influence uniformity / industry standards. In 2024, ITI has introduced pension contributions to artists employed for over three weeks or more and plans to expand this offer in 2025.

All rates of remuneration and honoraria are commensurate with experience and industry norms and, in addition to fees, can include PRSI, Holiday Pay, and Pension contributions as appropriate. Travel rates are calculated using the most up to date civil service travel rates and daily subsistence rates are paid in line with industry best practice.

All artist invoices are processed promptly and paid no later than 14 days following receipt.



2024 Guide to rates of pay for artists

Artist engagements

- From €200 per day / per Continuing Professional Development (CPD) session
- All ITI programmes are through Open Call and decided by artist peer panel. Each panel contains a minimum of two freelance artists paid €200 per day including preparation and meeting time.

Artist Practice Bursaries

- €500 - €3000 for participation on ITI's annual programmes

Administration

- €200 per day / €750 per week for freelancers engaged for administration work

Events & Consultation

- €450 per event, to artists to consult / participate in ITI & Safe to Create events

Training

- ITI pays an honorarium of €150 to all engaged artists to complete the mandatory Safe to Create training courses: Tackling bullying and harassment, Unconscious bias, and Being and Active Bystander. Payment is made on receipt of invoice and the three completion certificates.

PLAYOGRAPHYIreland's ePlays

- More than 50% of sales revenue from PLAYOGRAPHYIreland's ePlays goes directly to the playwright through the Irish Copyright Licensing Agency.

Support in-kind

- In the form of free space for meeting and rehearsals in ITI's offices at 17 Eustace Street to all associated and supported artists.

The ITI Board will review this policy annually.