



## Policy on Paying Artists

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### Policy

The Dunamaise Arts Centre recognises its local role in promoting equitable and fair remuneration and contracting within the arts in Laos.

Within our own practice, the Board and Management of the Dunamaise Arts Centre are committed to the principle of fair remuneration for professional artists. We also emphasise equitable remuneration because we are committed to equality and diversity in the arts.

Remuneration has been defined as fair when it equates to what is asked of an artist in terms of their time, input and expertise. It will account for the status of the artist and reflect the value created by their engagement.

(Remuneration is used here to encompass all potential forms of an artist's earnings. It includes pay, salary, wages, fees, allowances, benefits and non-cash incentives as well as income derived from rights or royalties.)

The Dunamaise is committed to ensuring that all professional artists who work with us or who work in our venue are appropriately contracted and remunerated and that we provide an environment in which artists can make work of ambition and quality,

The Dunamaise Arts Centre will abide by the principles of this policy when it engages professional Artists.

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## **Implementation**

The proper implementation of this policy depends intrinsically on

- Our own direct engagement with artists,
  - Those who facilitate artists in bringing their work to the public,
  - Our major funding partners - Laois County Council and in particular the Arts Council,
  - Our audiences, and our development of those audiences.
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In compliance with our Policy we will provide that

- All engagements are covered by contract terms.
  - Remuneration and contracts reflect the full scope of what an artist is required to deliver.
  - We are clear about the nature and status of an engagement
  - We ensure that artists copyright is respected, both in terms of moral and economic rights.
  - We clearly outline the benefits and values associated with the engagement whenever payment does not arise but where specific professional outcomes are provided.
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## **Reporting**

The Venue Director will report quarterly to the Board on the Venue's compliance with this Policy.

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## **Addendum**

For avoidance of doubt, the Company will seek to apply this policy to those who support the performance of professional Artists - such as lighting technicians, sound engineers and similar support professionals.

The Board of the Company is also mindful of the need to provide for adequate pay and salary structures for its own staff, who manage the Venue which supplies a platform for Artists and supports more generally the development of Artists.

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