



Youth Theatre Ireland

Artist Pay Policy

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An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Clár Éire Ildánach
Creative Ireland
Programme
2017–2022



funding
theatre

Purpose

The purpose of this policy is to ensure that artists working with Youth Theatre Ireland are paid fairly and equitably for their work in line with the Arts Council's Pay the Artist Policy. Youth Theatre Ireland is committed to paying artists fairly and equitably for their work. This policy is designed to ensure that all artists working with Youth Theatre Ireland are treated with respect and dignity.

Scope

This policy applies to all freelance contractors working with Youth Theatre Ireland.

Definitions

- Artist: A person who creates, performs, supports, or presents work in the arts.
- Fair pay: Payment that is commensurate with the artist's skills, experience, and the value of their work.
- Equitable pay: Payment that does not discriminate on the basis of race, gender, disability, sexual orientation, or other protected characteristics.

Pay Rates

Youth Theatre Ireland will pay artists a fair and equitable rate for their work. Youth Theatre Ireland will also ensure that pay rates are not discriminatory. Travel costs for artists may be considered in addition to artist fees upon agreement with Youth Theatre Ireland. The indicative rates below, which are based off current programmes, outline the minimum commitment to artists from Youth Theatre Ireland.

Indicative rates of pay for artists

2 hour workshop (in-person or online)

To include planning and preparation as appropriate - €150

Half day rate – up to 4 hours

To include planning and preparation as appropriate - €200

Full day rate – Up to 8 hours

To include planning and preparation as appropriate - €450



Residential training weekend (eg. Leading On...)

To include planning and preparation as appropriate - €1,000

Assistant Facilitator at National Festival of Youth Theatres

This is a paid internship opportunity exclusive to recent graduates of our accredited training programmes

To include planning and preparation as appropriate - €500

Welfare team

Youth Theatre Ireland will pay an hourly rate of €15 to all welfare staff working Youth Theatre Ireland projects.

National Youth Theatre

For theatre artists involved in the National Youth Theatre programme we will pay industry standard rates for artists.

Payment Terms

Youth Theatre Ireland will pay artists within 30 days of the completion of their work.

Dispute Resolution

If an artist has a dispute about their pay, they should contact the Director of Youth Theatre Ireland. The Director will investigate the dispute and work to resolve it in a fair and equitable manner.

Review

This policy will be reviewed annually to ensure that it remains effective.

Additional Considerations

In addition to the pay rates and payment terms outlined above, Youth Theatre Ireland may also consider the following factors when determining artist pay:

- The size and budget of the project
- The number of artists involved
- The length of the project
- The level of responsibility required
- The location of the project

