Áras Éanna | Inis Oírr | Oileáin Árainn
**Fón:** 099-35005 **R-Phost:** eolas@aras-eanna.ie **Nasc:** www.aras-eanna.ie

CHY 19870

**POLICY ON PAY AND CONDITIONS**

Our equitable payment policy for artists ensures that creators receive fair compensation for their work, reflecting its value and the work invested.

1. **Transparency:** Payment structures will be clear, outlining how fees are determined, and ensuring artists understand the compensation process.
2. **Standardized Rates:** Established rates based on industry standards and the nature of the work (e.g., exhibition making, outreach, consultancy, etc) helps prevent underpayment. These rates consider factors such as experience, project scope, and market value.
3. **Timely Payments:** Artists will receive payments promptly upon completion of their work or according to a predefined schedule. This practice respects the artist's time and financial needs.
4. **Contracts:** Written agreements detail payment terms, deadlines, and conditions, protecting both the artist and the commissioning party.
5. **Royalties and Residuals:** For works that generate ongoing revenue (e.g., music, films), artists will receive a fair share of profits through royalties or residual payments.
6. **Cost Coverage:** Reimbursements for materials, travel, and other expenses related to the creation of the work should be provided, ensuring that artists are not out-of-pocket for project-related costs.

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| Chairperson | JCHarrold | James C Harrold |
| Director | Dara McGee | Dara McGee |
| Date | 9/9/26 | |