

Birr Theatre & Arts Centre  
**Fair Remuneration of the Artist**



Birr Theatre & Arts Centre adheres to The Arts Council's policy – Paying the Artist<sup>1</sup>.

We at Birr Theatre & Arts Centre believe that artists should be paid for their work and strive to set minimum guidelines according to industry standards (Theatre Forum pay scales, VAI, Pay the Artist).

For work in our performance/events programmes, artists are paid and offered clear contracts or MOUs. The rate of pay/fee is communicated in advance, whether detailed in an open call or in consultation with the artist.

We do not produce the work we present in our performance programme however we meet the guarantees requested/suggested by artists to ensure their costs are covered. If we feel the artist is under budgeting we will discuss that with them in an effort to ensure artist costs are covered.

Our arts programme budget is set out at the start of each year with ongoing oversight ensuring financial commitments to artists are met and can be achieved.

This policy is reviewed and updated annually.

References:

1. <https://www.artscouncil.ie/about/artists-pay-policy/>

*Last Review: April 2023*