



Artist Pay Policy

Policy Objectives:

Wexford Festival Opera is committed to advancing the living and working conditions for artists and arts workers by ensuring best practice and fair remuneration for those who contribute to activities across the organisation.

Policy Statement

Remuneration is 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. We support the Arts Council's vision for an Ireland where artists and practitioners whose talent and commitment lead them to work professionally in the arts and to have productive and rewarding careers. We share the Arts Councils' commitment to creating an environment in which artists can make work of ambition and quality and be remunerated appropriately. Our commitment to Artist's Pay is directly informed by the value-based principles presented in Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists (2020) which states:

- We value artists: we value the work that artists create, and the way in which they represent and contribute to the cultural life of the nation. This value must be reflected in how we pay artists.
- We aspire to the position that best practice, not minimum standards, should apply to remuneration and contracting of artists across all artforms and disciplines.
- An artist's ability to sustain a viable career within their chosen discipline is an essential feature of a healthy arts ecology. Improving standards in what artists are paid and how they are engaged is critical to this and to ensure a diversity of voices is represented within the arts.
- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.

- We submit that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into the budgeting process rather than being budget-dependent.

As a company, we maintain a duty of care towards all artists and arts workers who contribute to the work of Wexford Festival Opera. We aim for continued improvement in rates of pay, acknowledging the low base from which current norms and standards are set and that minimum standards are not an acceptable ambition. We ensure that all engagements are covered by a contract and that remuneration and contracts reflect the full scope of what an artist is expected and required to deliver.

All payments are managed internally and we pay artists promptly. Artists and contributor fees are processed on receipt of an invoice and payment is made within seven days of invoices received.