Dance Limerick Policy Statement on Pay & Conditions of Artists and Arts Workers

Dance Limerick values artists, the work they create, and their contribution to Dance Limerick's programme and the cultural life of Limerick. We are committed to fair pay for artists and artistic fees are ringfenced and protected within all of our programme budgets.

When working with Artists, Dance Limerick pledges to

Be open and transparent in all communications with artists to ensure clarity from both perspectives on all work being undertaken for Dance Limerick.

Provide contracts of engagement which clearly state the nature, scope and status of the engagement.

All contracts will itemise separately, artistic fees, living expenses, travel and accommodation expenses and any other terms and conditions relating to the engagement.

Dance Limerick will make payments to Artists within two weeks of receipt of invoices. Should cash flow become an issue for the organisation, this will be communicated to artists and payments to individuals will be prioritised.

Ensure that artists' copyright is respected and put in place contractual arrangements for artists to benefit from the future exploitation of their work appropriately and proportionately, recognising the value of the work created.

On occasion, artists volunteer with Dance Limerick or offer their services on a barter system. On such occasions, the value of the exchange will be acknowledged and the benefits to both parties, clearly stated.

In all instances, Dance Limerick will engage openly with artists, ensuring their agreement with the terms and that they have full understanding and awareness of the rationale for the terms and conditions outlined.

All staff, artists and volunteers will be respected, properly trained and not asked to take on responsibilities beyond their experience

Conclusion

Dance Limerick accepts that minimum standards of pay are not an acceptable ambition and will strive to work with other key organisations to improve rates and standards of conditions for artists.

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