



Artists Pay & Conditions Policy

**Approved
July 2026**

Context – Here & Now

South Tipperary Arts Centre is committed to securing fair pay and conditions for artists and arts workers. Our aim is to always ensure that we operate in line within industry guidelines (VAI, Pay the Artist, Theatre Forum pay scales). This plan describes our current pay and conditions and outlines specific actions over the course of the coming years to improve pay and conditions for artists and arts workers.

South Tipperary Arts Centre (STAC) acknowledges and firmly believes that all artists and arts workers have the right to fair pay and respectful and safe working conditions. As a publicly funded organisation STAC is committed to promote and implement the Arts Council 'Pay the Artist Policy'.

Artist & Arts Worker Pay - Rates

All artists involved in our exhibition programme receive an artist's fee and this is always communicated clearly and in writing with the artist in advance. For Open Calls the rate of fee available will always be detailed in our call out information.

Our 2026 standard rate for artist fees for solo shows is €1000 and €500-800 for group shows, depending on the number of artists. For exhibitions where new work is being created, we always endeavour to increase the artist fee offered or include an additional fee to cover production. This, and all other rates aim to act as a minimum, and are often modified on a case by case basis depending on specific funding programme, experience and scale of the exhibition/project/event.

We also ensure that all artists/invites guests are paid for workshops/talks etc. The rate we offer is €250. These rates are based off Create guidelines of €200 per session/workshop. Rates for commissioning writers for exhibition texts ranges from €250 - €500, depending on word count.

Our residency programmes vary in terms of duration, funding etc so any stipends offered will also vary, and some offerings are of a BIK nature i.e. free access to space. Again, these parameters are always communicated clearly and in advance.

Since January 2025, all employees are paid above minimum wage - minimum rate of €15 per hour.

Artist & Arts Worker Pay – Conditions

STAC is a member of Safe to Create and all staff have undergone training related to respect and safety within the work place. Imbedded in the organisation is a culture of respect and openness – all staff respect each other and collaborate, and treat all persons who engage with us (whether in-person or online) with respect, kindness and dignity.

STAC is aware of the Karshan case in the Supreme Court which set out a test for determining a person's employment status. STAC is also aware of guidelines on this question which have been issued by the Revenue Commissioners and the Workplace Relations Commission. In its arrangements with persons whose services it retains, the STAC board endeavours to adhere to the foregoing guidelines.

Actions

Short term - Within the next 12months -

1. Request an increase to artists fees in our annual funding application – request solo exhibition fee to be increased to €1,500.
2. Request increased funding to secure better pay and hours for core staff.
3. Publish this policy online – www.southtippartscentre.ie

Long term - Over 3 years

1. Secure funding to increase artists fees.
2. Secure increased funding to increase pay for core staff and to expand number of employees to help us to better fulfil our remit.

This policy will be reviewed by the Artistic Director and Board every 12months, including an evaluation of objectives and outcomes, with revisions and updates implemented as required.