



Crash Ensemble - Artist & Arts Worker Pay Policy

July 2025

PURPOSE

Crash is Ireland's leading contemporary music ensemble. We commission, collaborate, explore, investigate and experiment with a broad spectrum of music creators and artistic collaborators working across all genres, artforms and disciplines.

Crash is committed to the principle of fair remuneration for professional musicians, artists and arts workers engaged for projects. We believe that remuneration is appropriate to the time, input and expertise required for a project.

SCOPE

This policy applies to Crash's freelance musicians, artists, composers, conductors and arts workers engaged by Crash. This policy is in line with the Arts Council's Paying the Artist policy.

PRINCIPLES

We are committed to nurturing and developing the music and arts sector by fostering sustainable careers for those individuals who are key to this creative ecology. We do this by creating a safe, supportive and inclusive environment where every musician, artist and arts worker is respected, valued and empowered.

PRACTICES

Alignment to our organisational strategy: We operate in line with the values and strategic priorities outlined in our organisational strategy. Our work programme is underpinned by these and we ensure that every action supports our long-term goals for Crash.

Clear and Fair Contracts: We issue clear, transparent contracts with fair and equitable terms for all roles outlining the terms and conditions and rates of pay.

Aligning with Industry Standards: We set pay rates and expenses based on industry standards as our baseline. We strive to ensure our compensation packages reflect the true value of the work involved.

Prompt Payment: We are committed to prompt payment of artists and arts workers within 2 weeks unless there are exceptional circumstances. Commission fees are paid in line with terms agreed in contracts.

Opportunities: Where possible and where the individual has the appropriate skills for the role in question, we will offer additional paid work opportunities to individuals that we work with on a regular basis.

Building long-term relationships with musicians: We prioritise our core ensemble members for Crash projects. When they are not available we work with a pool of deputies. Where we can, we work with the same individuals across multiple projects in a year.

Building long-term relationships with freelancers: We prioritise long-term collaboration with freelancers (production managers, sound engineers, technical crew, facilitators, Visuals/LX designers/operators) across our projects where they have the skills and expertise for the roles we require. These requirements can vary from project to project. Where we can, we work with the same individuals across multiple projects in a year giving greater stability and consistency.

Safe Work Environment: We are committed to the Safe to Create code of conduct and apply this standard across our work.

Musician Representation: We are committed to developing a process of musician representation with an opportunity to feedback to the Crash board.

RELATED POLICIES

Crash Strategy 2026-2030

Dignity & Respect in the Workplace Policy

Equality, Diversity and Inclusion Policy

Safety Statement/Health & Safety Policy

Safe to Create Code of Behaviour

Child Protection Policy & Procedures

RESPONSIBILITY

CREATED DATE: August 2025 BY: CEO	APPROVED DATE: 18 August 2025 BY: Board	LATEST REVIEW DATE: N/A BY: CEO/Board	REVIEW DUE DATE: August 2026 BY: CEO/Board
DISTRIBUTED TO (SIGNED AS READ AND UNDERSTOOD)	BOARD		