



CUSTOM HOUSE STUDIOS + GALLERY

Custom House Studios places the artist at the centre of what we do.

By remunerating artists appropriately we ensure that their career within the arts is viable. We value and support artists, the work that they create and what they contribute to society. The objective of this policy is to promote fair remuneration and contracting of artists at Custom House Studios.

We are committed to the Arts Council's five value-based principles which are:

- 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 better 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 art forms 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, in particular, to ensuring a diversity of voices is represented within the arts.
- We submit that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, is factored into the budgeting process rather than being budget-dependent.

Details of our Remuneration Policy include (but are not limited to):

- Provision of a dynamic space for artists to create, perform and share their work with the community.
- Regular communication with resource organisations to stay up-to-date with best practices on recommended pay rates/scales
- For Visual Artists - we pay a set fee to each artist who exhibits a solo show more than recommendations from Visual Artists Ireland.
- We pay an additional fee plus accommodation for artist talks. –
- We will continuously work towards further supporting artists with residencies, bursaries, space and other in-kind resources as available.
- We pay artists promptly upon completion of the work and sometimes in advance if the artist requires it.
- We ensure that artists fees are ring-fenced within project budgets so as to ensure they are protected against budget overruns in other areas.
- We will engage openly and clearly with artists at all times and ensure their agreement and comfort is prioritised at all stages of communication and collaboration.

We publish this policy on our website for increased openness and transparency around engagement practices.