**Performing Arts Forum's Artists' Pay Policy**

*Updated August 2026*

## Introduction

This is the Fair Pay, Fair Practice policy of Performing Arts Forum (PAF). It sets out our commitment to the fair and equitable remuneration of the artists and freelance arts workers we engage across our programmes, and builds on practice already in place at PAF. It has been developed with reference to the Arts Council's Paying the Artist policy (2020) and its Fair Pay, Fair Practice Toolkit (2025).

## Context

Research consistently shows that artists and freelance arts workers face precarious incomes, unpredictable work patterns, and pay that often does not reflect the time, preparation and expertise a job actually requires. As the national resource organisation for the performing arts, PAF recognises a particular responsibility to model fair practice in how it engages artists and freelance arts workers directly, and to support its members in doing the same. This policy sits alongside PAF's Equality, Diversity and Inclusion Policy and Environmental Policy as part of a coherent set of organisational commitments.

## Purpose

This policy exists to ensure that everyone PAF engages as a freelance artist, facilitator, mentor or arts worker is paid fairly, contracted clearly and treated with respect, and to give PAF's board, staff and the people we engage a shared, transparent standard to work to.

## Scope

This policy applies to freelance artists, mentors, facilitators, panel members, consultants and other independent arts workers engaged by PAF, including but not limited to: MAKE and Next Stage artist development programmes; facilitation, panels and speaker sessions at the Gathering; bursary attendance at the Gathering; members of our working groups; consultancy; and any other paid artist or freelancer engagement across PAF's programme of activities. It does not cover PAF's employees, whose terms are set out separately.

## Principles

This policy is built around the Arts Council's five Fair Pay, Fair Practice principles.

### Respect: Valuing artists and freelance arts workers, their time and their work

- Artists and freelance arts workers are recognised as professionals and always paid for their time and expertise.
- Fair pay is prioritised in budgets, and rates recognise skills, knowledge and experience.
- Rates reflect the actual time needed to fulfil an engagement, including preparation and follow-up, not just delivery.

### Transparency: Being open and clear, giving artists and freelance arts workers an effective voice

- Fees are communicated in advance of engagement, whether via open call, commission brief or direct approach.
- This policy and our actual rates of pay are published on PAF's website.
- Engagements are covered by a clear contract or letter of agreement setting out fee, scope, timeline, expenses and payment terms.

**Opportunity: Ensuring fair and equitable access to work and career development**

- Fair pay and fair practice are built into our Equality, Diversity and Inclusion Policy.
- We offer paid development opportunities to emerging artists through MAKE and Next Stage.
- We consult with artists about access requirements and preferred ways of working.

**Sustainability: Advancing careers for the long term**

- Artist and freelancer fees are ring-fenced within project budgets and protected from reallocation to cover overruns elsewhere.
- We aim for continued improvement in our rates over time, rather than treating current norms as a ceiling.
- Payments are made promptly, in line with the payment terms set out below.

**Fulfilment: Enabling artists and freelance arts workers to do their best work**

- We seek feedback from the artists and freelance arts workers we engage, formally and informally.
- Artists' copyright and moral rights in their work are respected in all engagements.

**Rates of Pay**

Fees reflect the nature of the role, level of experience, and time commitment involved, including preparation. Rates are agreed at the point of engagement and treated as a minimum rather than a ceiling. As a reference point, the Arts Council's own published rates for comparable engagements include €200–450 per day for panel participation and €250–750 for conference or seminar speaking, depending on role and preparation required. PAF's indicative current bands:

| Engagement type | Indicative rate |
|---|---|
| Gathering bursary attendees | Value is €450 which includes ticket, honorarium and stipend for travel and accommodation.<br>The amount may change if accommodation is not required.<br>Bespoke access costs are supported separately. |
| Gathering speakers/panelists | From €300 plus ticket, accommodation, travel (if needed)<br>Bespoke access costs are supported separately. |
| Next Stage participant | All participants receive €400 plus all festival tickets (valued at €500)<br>Out of town participants can apply for an additional €600.<br>Bespoke access costs are supported separately. |
| MAKE participant | All participants receive €600 plus one-week full board at Tyrone Guthrie Centre. Bespoke access costs are supported separately. |
| MAKE mentor | Fee is €2,500 for MAKE duration plus one-week full board at Tyrone Guthrie Centre and travel. Bespoke access costs are supported separately. |
| Working Groups | Freelance members of our working groups are paid €75 per hour for meeting attendance.<br>Bespoke access costs are supported separately. |

## Payment Terms

- Fees are confirmed in writing (contract, letter of agreement or email) before an engagement begins.
- Invoices are paid within 10 days of receipt, in line with Arts Council best practice, or sooner where possible.
- Reasonable expenses (travel, materials) are reimbursed separately from the agreed fee, on production of receipts.

## Related Policies

This policy should be read alongside PAF's Equality, Diversity and Inclusion Policy and Environmental Policy, both published on PAF's website.

## Responsibilities

- This policy is approved by the PAF Board.
- Implementation is led by the Director, with day-to-day application by the team responsible for each programme.
- The Board is responsible for reviewing the policy annually.

Date: 7 August 2026
Next planned review: August 2027

## Monitoring and Review

This policy will be reviewed by the Board on an annual basis, or sooner if sector benchmarks change materially, informed by data on artists' fees and wages reported through PAF's Arts Activity Report to the Arts Council. This policy will be published on PAF's website.