



**PANPAN**

# **Artist Pay Policy**

Version 0.1, August 2023

Version 1.0, September 2023

## **Context**

Pan Pan is a world-facing theatre production company, committed to fair remuneration for professional artists. We want our workforce, including artists, collaborators and employees, to feel respected, empowered and valued. We want them to be able to achieve and contribute to their full potential, and do their best work.

Pan Pan works with artists at all stages of their development. We also invest in artist development through our artist development programmes and through developing innovative work. These initiatives, both structured and organic, provide opportunities for artists to enhance and develop their practice, to increase professional opportunities, to expand horizons and worldviews through exposure to international contexts, and to significantly develop their interdisciplinary practice.

We are committed to being a modern, diverse and inclusive organisation that pays our artists fairly and can serve 21<sup>st</sup>- century Irish society.

## **Policy**

Pan Pan is committed to advancing the living and working conditions of artists by ensuring best practice and fair remuneration for all artists, collaborators and employees who contribute to activities across the organisation.

Remuneration is fair when it equates to what is asked of artists in terms of their time, input and expertise. It should reflect the value created by their engagement. Remuneration encompasses all potential forms of an artist's earnings, including pay, salary, wages, fees, allowances, benefits, and income derived from rights or royalties.

We want our artists, collaborators and employees to feel welcome, empowered, supported to do their best work, to enjoy their work, feel they are contributing, and that their voices are heard, understood, and valued. We also emphasise equitable remuneration and are committed to equality and diversity in the arts.

We care for our artists, collaborators and employees, and create safe and enjoyable working conditions within which expectations and boundaries are clearly set out.

We support the Arts Council's vision for an Ireland where artists and practitioners, whose talent and commitment lead them to work professionally in the arts, have productive and rewarding careers. We share the Arts Council's commitment to creating an environment in which artists can make work of ambition and quality, and be remunerated appropriately.

## Principles

Pan Pan values the work created by artists, collaborators, and employees. This value is reflected in how we pay artists, collaborators, and employees. Our principles in implementing our Artists Pay Policy are as follows:

- We aspire to play a central role in leading on, and advocating for, fair and equitable remuneration.
- We aspire to pay artists above market rates, to the maximum available within budget, and to provide regular increments.
- While working with artists, we will be fully flexible in our rehearsal schedules to enable them to maximize their income.
- We recognise that pay is not the only issue contributing to the precariousness of artists' lives. However, if artists are not appropriately remunerated for their work, a career within the arts is not viable.
- We will be open, transparent, and upfront in communications on pay.
- We will ensure all engagements are covered by a contract.
- We will ensure remuneration and contractual arrangements transparently reflect the full scope of what is expected and required to deliver, and set out relevant terms.
- We want the artists we work with to be confident, to know their worth, to feel empowered in negotiation, and know they can expect fair and equitable treatment.
- We will ensure that payment reflects and differentiates between fees and expenses, including per diems or other relevant payments.
- We will pay artists and collaborators promptly. Fees will be processed on receipt of an invoice and payment made within 30 days of invoices received.
- We will ensure that artists' fees are ring-fenced within project budgets to ensure they are protected against budget overruns in other areas.
- We recognise that where public funding is involved, fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into the budgeting process rather than being budget-dependent.
- We will ensure equality, fairness and respect for all in our employment, whether temporary, part-time or full-time employees, or contract status.
- We oppose and avoid all forms of discrimination, including in pay and benefits, terms and conditions of employment/contracts, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

This Policy has been developed with reference to the Arts Council's Policy Paying the Artist: An Arts Council policy on the fair and equitable remuneration and contracting of artists (2020), and the Arts Council's Equality, Human Rights and Diversity Policy.

This policy has been agreed by Pan Pan's management and board, and is published on our website.