



Music Network Artist Remuneration Policy

Music Network's mission is to make high quality live music available and accessible to all people throughout Ireland, as well as to support musicians to excel in the performance and creation of music. Musician Development is a key pillar of our 2021-26 Strategic Plan, which commits to:

- providing performance opportunities for professional musicians both in Ireland and internationally
- enhancing career opportunities for musicians through curation, collaboration, commissioning, audience development and residency initiatives
- providing musicians with a range of training, mentoring, funding and other supports to assist in their career development.

Underpinning these 3 objectives is a strong commitment to fair and equitable remuneration of the musicians we engage. In the broader landscape, we are conscious of our role as a national resource organisation for music in leading by example and advocating for improved standards of remuneration throughout the sector.

Music Network's approach to remuneration is aligned with the Arts Council's five policy principles concerning fair pay for artists, as follows: —

- 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.
- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.
- We submit 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.

Music Network promotes an equitable approach that does not differentiate between genres or gender. We regularly review our rates, which compare favourably with industry averages, against those of other professional organisations & ensembles.

Provision of written contracts for all engagements ensures transparency regarding all requirements and remuneration.

Fees are negotiable and reflect track record of performer, performance duration, whether a single or tour concert etc. Per diems, travel & accommodation costs are paid to artists in addition.

Music Network also requires that our partner promoters provide good standards of care for touring artists as per our contract with them.