

# Photo Museum Ireland Artists Payment Policy

## Policy Statement

Photo Museum Ireland is committed to the principle of fair remuneration for professional artists.

## Our Values

We value the great art created by artists and their contribution to the flourishing, dynamic photographic culture in Ireland and internationally.

We are committed to equality and diversity in the arts, ensuring that diverse voices are represented within the arts and emphasising equitable remuneration to support this.

We are committed to investing in the development of the art of photography across the island of Ireland and regularly seek additional funding to support artists in developing their practices and to promote engagement with wider communities and special interest groups.

Photo Museum Ireland is committed to maximising artists' pay and takes account of the Arts Council and Visual Artists Ireland Guidelines.

## Photo Museum Ireland Artist Fees

Our Artists' Pay Policy reflects the time and support artists require to create exhibitions. We issue Exhibition Contracts that outline the full scope of what we offer including exhibitor fees, timescales, production budgets and exhibition budgets. We outline what an artist is expected and required to deliver. This differentiates between fees and expenses or other relevant payments and outlines how and when payments will be made.

### 1.1 Artists Fees for Solo Exhibitions

Photo Museum Ireland's Artists Fee schedule and plans for 2025:

- Tier 4 artists €10,000 fee rising to €12,500 in 2025
- Tier 3 artists €4,000 fee rising to €5,000 in 2025

- Tier 2 artists €2,000 fee rising to €2,500 in 2025
- Tier 1 artists €1,000 fee rising to €1,250 in 2025

We aim to increase these fees by 25% in 2025 e.g. increase Tier 4 €8,000 by 2025.

- We issue exhibition contracts that outline the full scope of what an artist is expected and required to deliver, exhibitor fees, timescales, production budgets and exhibition budgets. This differentiates between fees and expenses, including per diems or other relevant payments; it is clear about how and when payments will be made.
- We put in place appropriate contractual arrangements for artists to benefit from the future exploitation of their work through any touring hire fees arising.
- We ensure that artists' fees are ring-fenced within project budgets to ensure they are protected against budget overruns in other areas.
- We ensure that artists' copyright is respected, both in terms of moral and economic rights.

## **1.2 Artists Fees for Group Exhibitions**

For group exhibitions, fees for exhibiting artists are proportional to contributions and the total number of artists in the show. The solo fee for exhibitions is divided by the number of artists with a minimum payment of €250 e.g. *Changing States* exhibition with 35 artists.

## **1.3 Artists' Solo Exhibition Development Residencies & Supports**

Each exhibiting Irish artist can avail of our Exhibition Workplace Residency scheme which provides free access to unique bespoke professional-level production facilities over 1-2 years with in-house, on-hand professional expertise.

### **Development of Artists' Work**

This includes:

- Ongoing curatorial mentoring to support the development of their work, curation, design, and preparation of the artworks for the exhibition.
- Free in-house expertise and access to unique bespoke professional-level production digital, darkroom and printing facilities.
- Pro-scanning facilities. We offer exhibiting artists free access to our in-house professional scanning services: average value per artist:

### **Bespoke exhibition printing**

We work with the artists to develop, print, produce, install and design exhibitions - offering a unique, bespoke in-house experience tailored to individual artists' requirements. Our expert, experienced team undertakes in-house exhibition production, framing, design, lighting and exhibition installation, working with the artist to tailor the lighting to their requirements

#### Value/Cost

Free access to our PRO-scanning facilities up to 20 days

€4,000

15 days digital-production for image files:

€3,300

Artists' Training allowance:

€1,000

Post-production, print preparation and test printing

€1,500

Exhibition printing budget

€4,000

Exhibition installation, lighting design.

€3,000

**Total value of PMI production contribution:**

**€16,800**

These costs represent a considerable saving on commercial rates and a significant contribution of time and resources by Photo Museum Ireland.

#### **Framing**

Adhering to our Green Plan we offer artists free use of extensive museum-standard Halbe frames and cover the costs of framing prints.

Total value of PMI framing (prep time & condition reporting):

€1,000

#### **Catalogue & exhibition text value**

Commencing in 2024 we design and produce an exhibition catalogue for each show with a commissioned text and cover all the costs for this.

Total value to artist:

€3,000

Marketing, invigilation and public engagement programmes. Value:

€2,500

## **Exhibition shipping**

If transport of works is required for the exhibition Photo Museum Ireland will arrange for this with the artist. Artists also receive travel & accommodation support.

### **1.4 Touring Exhibitions**

In the case of touring solo exhibitions - both those we originate and those we collaborate on in a non-lead role - fees for exhibiting artists are set out in a Touring Partnership agreement with a baseline payment set at a minimum of €600.

### **1.5 Artists participating in Engagement activities:**

- Professional artists giving a programmed talk receive a fee of €150 rising to €250 in 2025.
- For artists contributing to shorter panel discussions, we pay a fee of €80 rising to €120 in 2025.
- We cover the costs of public transport. Where this is not available, we pay petrol expenses.

### **1.6 Employment of Artists as Independent Contractors on Training Courses**

- We are committed to employing artists in our training courses. We pay a minimum of €45.50 per hour. A further payment of €100 is payable towards the development cost of new courses.

1.7 **Artist Commissions:** 15-30 % artist fee dependent on role - average 7k - 15k

### **1.8 Additional Supports**

We strive to augment fees and production budgets with fundraising & grants from international sources and through fundraising campaigns. To support substantial exhibitions and achieve production costs, and where relevant, we work with artists to support Project Award applications.

Approved in principle by the Board of Directors: September 2024

