



**The New Theatre
Artist's Pay Policy**

The New Theatre believes that artists should always be paid for their work and strives to set minimum guidelines according to industry standards (Theatre Forum pay scales, VAI, Pay the Artist).

The New Theatre is committed to ensuring that all professional writers, actors, directors, technicians and theatre makers are appropriately contracted and remunerated and that we provide an environment in which artists can make work of ambition and quality.

To this end, The New theatre has adopted the following policies and procedures.

We:

- employ best practice in the pay and treatment of any artists engaged and comply with rates and standards recommended by relevant resource organisations.
- ensure that all communications with artists are open, transparent and upfront to ensure clarity from both perspectives on the ask and the offer.
- ensure that the artists and/or their representatives have a voice in negotiating terms and conditions.
- ensure that payments reflect and/or differentiate between fees and expenses, including per diems or other relevant payments. In setting fees and expense rates, we endeavour to consider and respond to inflation and cost of living levels.
- ensure that artists' fees are ring-fenced within project budgets to ensure they are protected against budget overruns in other areas.
- ensure that all artists engaged as either employees or contractors are issued with a contract or letter of agreement which clearly outline the following:
 - Remuneration and expenses
 - additional in-kind supports to be offered by the theatre
 - any associated tax, benefits/ obligations arising
 - payment arrangements i.e. how and when payments will be made
- ensure that the artist's copyright is respected, both in terms of moral and economic rights.
- ensure that artists and promoters are paid promptly in line with our contract terms
- ensure where The New Theatre is the commissioner of new work by an artist, The New Theatre offers a commensurate commissioning fee for the development of the work, and any rehearsal fees and performances fees are in addition to the original commissioning fees.
- endeavour to ensure that re-mounting/future production by The New Theatre of commissioned work establishes contractual arrangements that are appropriate, proportional and reflect the value of what the artist has created.

- endeavour, in the situation where The New Theatre is paying an artist/company a guaranteed fee, to advocate for the the artist/company paying all involved artists in line with industry norms and at least Equity minimum rates. This will be communicated to the company as a clause in their contract.
- strongly recommend, in the situation where an artist/company is hiring the venue, that the artist/company paying all involved artists are in line with industry norms and at least Equity minimum rates. This will be communicated to the company as a clause in their contract.
- The New Theatre endeavours to remain abreast of all current pay/remuneration information and legislation influencing the sector and will continue to advocate for the equitable rates of pay for artists and arts workers as championed by The Arts Council and national resource organisations.

For work commissioned by The New Theatre, artists are always paid and offered clear contracts. The rate of pay/commission fee will always be communicated in advance, whether detailed in an open call or in the initial approach to the artist/arts worker.