



Cruit Éireann

Harp Ireland

Artist Pay and Conditions Policy

1. Introduction

Cruit Éireann | Harp Ireland (CÉHI) was established in 2017 by harpers in collaboration with The Arts Council | An Chomhairle Ealaíon to support the continuing evolution of the harp and to address the need for a professional national resource organisation to service the needs of the sector and develop and promote harping generally. CÉHI strives to ensure that artists are paid in line with recommended industry rates and is committed to ensuring fair pay and working conditions for all artists. This policy applies to all harpers, artists, arts workers and other employees engaged by Cruit Éireann | Harp Ireland.

2. Remuneration

CÉHI operates a contracting and remuneration process with artists and arts workers. Payment terms are negotiated directly with artists/agents based on sector norms and are reflected in contracts. Performance fees and salaries are competitive in order to attract the highest calibre of players and travel expenses are reimbursed at cost, where appropriate. The CÉHI Board maintains oversight of the contracting and payment processes and regular checks are performed by CÉHI's Finance Committee to ensure that payments are in accordance with Arts Council funding conditions and conditions of its taxable status as a charity.

3. Processing Payments

Artists are contracted in advance of performances and are paid promptly following performances upon receipt of contract and invoice. All payments are made and overseen by the CÉHI Chair, Secretary and Treasurer.

4. Overtime and Additional Work

Any additional hours or services conducted by artists on behalf of CÉHI are agreed beforehand and compensated accordingly. Time in lieu is offered to CÉHI

employees for overtime and additional hours worked outside of regular office hours.

5. Working Conditions

a. Code of Conduct

CÉHI, its board and employees have adopted the Safe to Create Code of Behaviour, a Dignity at Work programme which aims to impact change on the culture and practice of the arts and creative sectors in Ireland to provide safer working conditions for all workers. Artists contracted by CÉHI are expected to conduct themselves in a professional manner, and in line with the Safe to Create Code of Behaviour. Any form of harassment or discrimination is strictly prohibited and will be dealt with in accordance with CÉHI's disciplinary procedures.

b. Rehearsals and Performances:

Rehearsals and performances are arranged and agreed in advance with artists/agents and a schedule is provided by CÉHI in advance of all events. Artists are paid pro rata for rehearsals. CÉHI is committed to using venues and rehearsal spaces that are safe, suitable and accessible to all.

c. Health and Safety

CÉHI is committed to providing a safe working environment and maintains an incident log and risk register which are reviewed regularly. Artists are expected to adhere to all health and safety regulations and report any hazards or incidents immediately to CÉHI staff or a board member.

d. Complaints and Disputes

CÉHI operates a Feedback and Complaints procedure where artists can raise any concerns or issues. All issues will be addressed and dealt with promptly and fairly in line with CÉHI's own procedures.

6. Policy Review

This policy will be reviewed annually and amended to reflect changes in legislation, industry standards or organisational requirements as necessary.

Artists and our core funders will be informed of any significant changes to the policy.

7. Contact Information

For any queries on this policy, please contact CÉHI Chair or CEO at info@harpireland.ie