Cruit Éireann
Harp Ireland

Artist Pay and Conditions Policy

Introduction

CÉHI was established in 2016 by harpers in collaboration with An Chomhairle Ealaíon, The Arts Council, to support and promote the continuing development of Irish harping. It is the national resource organisation for the harp, its organisations, harp players and harp makers in Ireland. Its mission is twofold: firstly to continue its current momentum - attracting more performers, more learners, more harp makers and new audiences, nationally and internationally, and secondly that a World Centre for Irish Harping will be established in Dublin to act as a national asset and showcase for this iconic instrument and its practice.

Our artistic policy acknowledges that the harp occupies a unique niche in the traditional arts eco-system in Ireland and is an integral part of our national identity. The designation of harping on the UNESCO Intangible Cultural Heritage list reflects its critical place at the centre of our living culture. Sustaining and safeguarding harping is integral to our mission.

CÉHI is aligned with the principles and practices of the Arts Council's Paying the Artist and the Fair Pay Fair Practice Toolkit.

Respect

We remunerate harpers for their time and expertise acknowledging experience and skills and the amount of time required to fulfil contracts. We prioritise and ringfence artists' fees in budgets.

Transparency

We discuss all arrangements with artists in advance of professional engagements and take on board their feedback at each stage. We understand the unequal power dynamic which can exist when contracting freelance artists. We mitigate this through open communications during all stages of engagement from availability checking and booking confirmation, to contracting and payment. Commissioning contracts confirm that intellectual property rights are owned by the artist and performance conditions are agreed in advance.

Opportunity

We endeavour to support all career stages and to provide artist development opportunities through workshops, summer school/festival grants, residencies and commissions of new music and arrangements. We maximise opportunities by leveraging further funding to facilitate additional performances of new work.

Sustainability

Rates of pay reflect the expertise and overheads involved. Artists are engaged by mutually agreed contracts and cashflow is considered through prompt payment after events and through advances at the start of larger projects like commissions.

Payment terms are negotiated directly with artists. Performance fees and salaries are competitive to attract the highest calibre of players, musicians and professionals and allowances are provided for travel expenses. The CÉHI Board maintains oversight of the contracting and payment processes.

Fulfillment

CÉHI aims to promote wellbeing and motivation among artists, arts workers and personnel. We strive towards creating a safe working environment for all and to nurture a culture of care. We actively listen to and respect the views of everybody who works with CÉHI.

Safe to Create

CÉHI, its board and employees have adopted the Safe to Create Code of Behaviour, a Dignity at Work programme which aims to affect 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.

Rehearsals and Performance

Rehearsals and performances are arranged and agreed in advance and a schedule is provided. CÉHI is committed to using venues and rehearsal spaces that are safe, suitable and accessible to all.

Health and Safety

CÉHI is committed to providing a safe working environment and works with artists to ensure adherence to all health and safety regulations and to mitigate risk.

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 procedures.

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.

Contact Information

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