



## Paying the Artist Policy & Guidelines

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### Introduction

Black Church Print Studio (BCPS) is an artists' collective that supports and promotes the development of contemporary art practice through the medium of printmaking. Established in 1982, with currently over 80 print artists, the studio is located in the heart of Temple Bar (Dublin's cultural quarter). BCPS is a members' organisation and we truly value the work of our artists.

### Statement

BCPS is committed to supporting artists to ensure that they can sustain productive, rewarding and financially viable careers. We ensure fair and equitable remuneration for all artists participating in our programmes. We are committed to advocating on their behalf to ensure that this becomes normal and expected practice. Contracts and policies are in place to ensure transparency and clarity for all. Rates are revised on an ongoing basis.

This policy has been devised in alignment with the [Arts Council Strategy: Making Great Art Work \(2016–2025\)](#), the [Arts Council toolkit on Equality, Diversity and Inclusion \(2022\)](#), [The Living and Working Conditions of Artists in the Republic of Ireland and Northern Ireland \(2010\)](#); [Visual Artists Ireland, The Social Economic & Fiscal Status of the Visual Artist in Ireland \(2016\)](#); [Theatre Forum, Review of Pay and Conditions in the Performing Arts in \(2019-2020\)](#).

- We are committed to supporting the development of great art through the provision of highly specialised printmaking studios, skill share, commissions, residencies and other professional development supports.
- We respect every artist's right to negotiate upwards on any fee offered. We strive to be transparent in our communications with artists so as to ensure clarity from both perspectives on both the ask and offer.
- All payments are made within 30 days of receipt of an invoice that can be emailed with the submission of commissioned or requested work.
- We are upfront about the fees from the first email or phone call for an offer of work.
- We ensure that the initial communication reflects the full scope of what an artist is expected and required to deliver, including details of any video or audio recordings that will be made of the event.
- We ensure artists fees are ring fenced within our budget so that fees are protected if overruns occur in other areas.
- We believe in the importance of transparency on matters of pay and working conditions, and that sharing this information publicly is to the benefit of all artists.
- Following the Arts Act 2003, we will continue to monitor our Paying the Artist Policy & Guidelines and keep abreast of best practices and standards recommended to continue to value our artists.

Our artist payment amounts are detailed in the table below;

<b>BCPS Payment Guidelines 2022/2023</b>	<b>Set Rate (€)</b>	<b>Hourly rate (€)</b>
<b>Artists Fees</b>		
Group Exhibition	300	
Production fee for new work	150	
Participation in a Public Engagement event	150	
Large group display/salon hang - part of membership showcasing - e.g., Black Church Editions	N/A	
Project Preparation (new work, site specific work, installation commissions i.e. BCPS Cabinet)	200	
<b>Artists Talk</b>		
Fee for a talk (solo) (excludes prep)	150	
Fee for a talk (two person) (excludes prep)	100	
Fee for participation in a panel discussion	100	
<b>Curator</b>		
Curator Fee - Emerging - Open Call	500	
Curator Fee - Invited	1,000	
<b>Workshops</b>		
Workshop Fee on-site (does not include Prep)		40
Workshop Fee off-site (does not include Prep, travel costs)		50
<b>Mentor Fee</b>		34
<b>Editioning (including prep)</b>	25	34
<b>Presentation fee</b>		
<b>Demonstration Fee - Includes 1 hour prep -</b>	175	
<b>Demonstration as part of Open Studio Event</b>	75	
<b>Studio Tour</b>		
Tour as part of Open Studio Event e.g., Culture Night	50	