



Guidelines on Fees for Conductors and Accompanists

Updated 2026

Introduction

Conductors and accompanists make an essential contribution to the musical life of choirs throughout Ireland. Their work involves not only the time spent in rehearsal or performance, but also preparation, musical leadership, and artistic responsibility.

Sing Ireland regularly receives queries from choirs and freelance musicians seeking guidance on appropriate levels of payment for conducting and accompanying work. The purpose of this document is to provide recommended fee ranges that can support these discussions and help establish shared expectations within the choral sector.

Sing Ireland is not a regulatory body, and the figures outlined below should be understood as guideline ranges rather than fixed or mandatory rates. They are intended to provide a helpful reference point for choirs and musicians when discussing remuneration.

The appropriate fee for any engagement will depend on a number of factors, including the experience and expertise of the conductor or accompanist, the preparation required, the scale and complexity of the repertoire, the number of rehearsals involved, and the financial resources of the choir or organisation.

Paying Artists Fairly

These guidelines are informed by the principles of the Arts Council of Ireland initiative Paying the Artist.





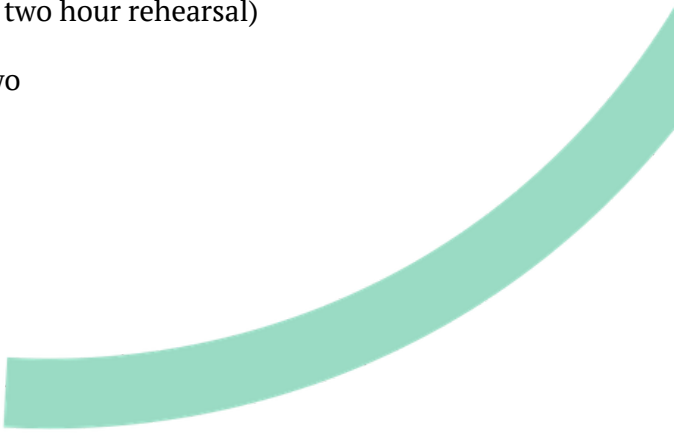
This national policy highlights the importance of recognising the value of artistic labour and encourages arts organisations to ensure that artists are appropriately compensated for their professional skills and time.

While many choirs operate on a voluntary basis and rely on limited financial resources, Sing Ireland encourages choirs to consider the value of artistic work within their planning and budgeting and, wherever possible, to aim to remunerate conductors and accompanists fairly.

Recommended Fee Ranges (2026)

The following ranges reflect common practice within the Irish choral sector and take account of changes in earnings levels and cost of living since the previous Sing Ireland guidance was issued in 2019. These are the guidelines that Sing Ireland is setting out based on current CSO cost of living changes, Arts Council best practice on paying artists. Sing Ireland acknowledges that these fees may not be achievable initially for some but Sing Ireland is setting out that the sector needs to value the work of the professionals working within it.

Activity Recommended Fee	
	Range
Choir rehearsal – conductor	€150 - €250 (based on a two hour rehearsal)
Choir rehearsal – accompanist	€80- €100 (based on a two hour rehearsal)
Concert – conductor	€250 – €350
Concert – accompanist	€200 – €250
Additional rehearsal	€150
Workshop / half-day	€250 – €350
Workshop / full day	€450 – €550



These ranges are intended to provide a guide for discussions between choirs and musicians. In practice, fees may vary depending on factors such as the experience and reputation of the conductor or accompanist, the preparation required, the complexity of the repertoire, the number of rehearsals involved, and the financial capacity of the choir.



Rehearsals

A rehearsal fee generally covers the conductor's or accompanist's time for a rehearsal of up to approximately two hours.

Preparation outside rehearsal time — including score study, rehearsal planning, and musical preparation — is normally considered part of this fee. However, programmes involving particularly complex repertoire or new works may require additional preparation and may justify a higher fee by agreement.

Where rehearsals extend significantly beyond the usual duration, choirs and musicians may wish to agree additional payment.

Concerts and Performances

Concert fees recognise the responsibility involved in leading or accompanying a public performance.

For conductors, this often includes musical preparation, rehearsal planning, and artistic leadership during the performance. Accompanists may also undertake significant preparation of the repertoire in advance of rehearsals and performances.

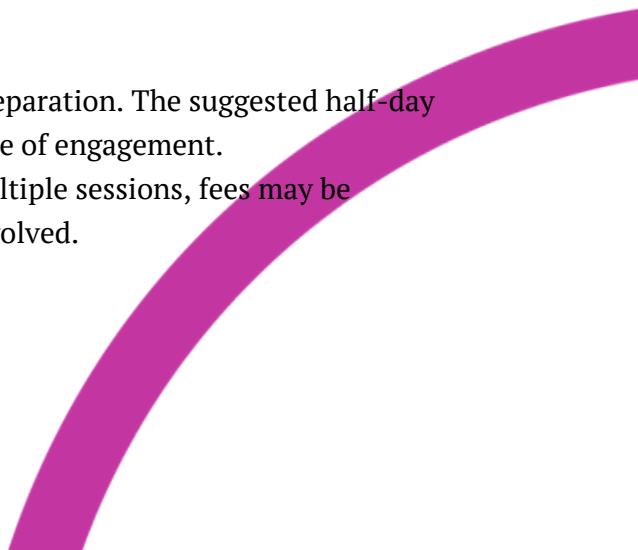
Where additional rehearsals, sound checks, or technical calls take place on the day of a performance, these may be considered separately and agreed in advance where possible.

Workshops and Educational Work

Conductors and accompanists are frequently engaged to lead workshops, training sessions, or development programmes for choirs or singers.

Such work may involve specialist expertise and significant preparation. The suggested half-day and full-day rates above provide general guidance for this type of engagement.

For longer projects, residencies, or programmes involving multiple sessions, fees may be negotiated separately depending on the scope of the work involved.





Other Considerations

When agreeing fees, choirs and musicians may wish to consider a range of factors, including:

Experience and expertise

Conductors and accompanists with extensive professional experience, specialist expertise, or an established reputation may command higher fees.

Preparation required

Programmes involving complex repertoire, new works, or unfamiliar music may require significant preparation time.

Additional responsibilities

Sectional rehearsals, music preparation, programming advice, or artistic planning may involve additional work.

Travel and accommodation

Where significant travel is required, it is good practice to reimburse reasonable travel expenses.

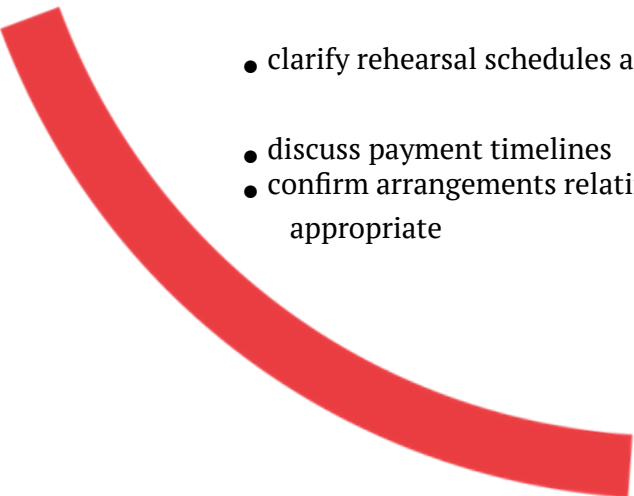
Financial capacity of the choir

Many choirs operate with limited resources. Open discussion between choirs and musicians is important in agreeing arrangements that are fair and sustainable.

Good Practice

Clear communication between choirs and musicians helps ensure positive working relationships.

Sing Ireland recommends that choirs and musicians:

- agree fees and expectations in advance
 - clarify rehearsal schedules and performance commitments
 - discuss payment timelines
 - confirm arrangements relating to cancellations or additional rehearsals where appropriate
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Where possible, putting these arrangements in writing can help avoid misunderstandings.

Review of Guidelines

These guidelines were updated in 2026 to reflect changes in economic conditions and sector practice since the previous Sing Ireland guidance issued in 2019.

Sing Ireland intends to review these recommendations periodically to ensure they remain relevant to the needs of choirs and musicians working within the Irish choral sector.

