



Sing Ireland Artist Pay and Conditions Policy

(Updated 16th August, 2026)

Effective from 16th August, 2026 and will be reviewed by 15th August 2027. Policy Owner: Chief Executive and Executive Team.

Introduction:

Sing Ireland (SI) is committed to ensuring fair, transparent and equitable pay and working conditions for all artists, musicians and freelance arts workers it engages. We recognise artists as highly skilled professionals and value all the time, expertise and creative contribution required to undertake an engagement.

Our approach is informed by the Arts Council's Paying the Artist policy and Fair Pay, Fair Practice toolkit, Sing Ireland's Standard Rates for Musicians and Artists, relevant sector guidance, consultation with artists and changes in the cost of living. Sing Ireland will not seek unpaid professional work from artists.

This policy applies to all artists, musicians, conductors, accompanists, composers, facilitators, tutors, creative practitioners and freelance arts workers engaged directly by Sing Ireland. It should be read alongside Sing Ireland's Standard Rates for Musicians and Artists, our contracts and our Safe to Create commitments.

Sing Ireland uses open calls and transparent selection processes where appropriate, while also making direct appointments where particular artistic expertise, experience or continuity is required. We are committed to providing equitable opportunities to artists from different backgrounds and communities.

Remuneration and Payments for Artistic Work:

Sing Ireland will pay artists at or above the applicable minimum contained in Sing Ireland's Standard Rates for Musicians and Artists. Where no directly applicable rate exists, the fee will be benchmarked against relevant Irish and international sector guidance and agreed with the artist before the engagement is confirmed.

Fees will reflect the nature and scale of the engagement, the artist's responsibilities, skills and experience, the preparation required, the duration of the work, the expected outcomes and any rights being licensed.

All work required by Sing Ireland must be identified and remunerated. This may include preparation, score study, planning, rehearsals, performances, workshops, meetings, training, evaluation, reporting and other agreed duties. Artists will not be expected to undertake work outside the agreed scope without additional payment.

Artists will receive sufficient information to assess an engagement and will have an opportunity to discuss or negotiate the proposed fee and conditions before accepting it.

Sing Ireland's rates will be reviewed annually as part of the organisational planning and budgeting process, taking account of Arts Council guidance, relevant sector rates, artists' feedback and changes in the cost of living.

Payments:

The fee, payment schedule, invoicing requirements and any separately payable expenses will be confirmed in writing before work begins.

Sing Ireland will pay artists within thirty calendar days of receiving a valid invoice, or by an earlier date where this is specified in the contract. Artists will be informed in advance of the information required on an invoice.

Where an engagement involves substantial advance preparation, costs or work delivered over an extended period, Sing Ireland will consider advance or staged payments rather than requiring the artist to wait until the engagement has been completed.

Payment of an agreed artist fee will not be made dependent on Sing Ireland receiving payment from another funder or partner.

Additional or Changed Work

Any change to the agreed scope, hours, schedule or deliverables must be discussed with the artist and agreed in writing.

Additional work will be paid at the hourly, sessional or daily rate stated in the contract or calculated consistently with Sing Ireland's Standard Rates for Musicians and Artists.

An artist will not be placed at a disadvantage in relation to future opportunities if they are unable to accept additional work that was not included in the original agreement.

Travel, Expenses and Access Costs

Agreed travel, accommodation, subsistence, materials and other necessary expenses will be paid or reimbursed separately from the artist's professional fee. The contract will identify what Sing Ireland will arrange directly, what may be reclaimed and whether prior approval or receipts are required.

Reasonable access costs or adjustments required to enable an artist to undertake the engagement will be discussed confidentially and agreed in advance. Such costs will not be deducted from the artist's professional fee.

Working Conditions:

For all Sing Ireland workshops, courses, education work and performances across all of our programmes:

- The scope of work, schedule, location, duties and required attendance will be agreed with the artist in advance. Reasonable notice will be given of changes, and any change affecting the workload or fee must be agreed in writing.
- Sing Ireland will provide safe, accessible, respectful and professionally appropriate rehearsal, workshop, course and performance environments.
- Artists will be provided with relevant practical information, named contacts, appropriate equipment and reasonable breaks and rest periods.
- Artists will be invited to identify access requirements, and Sing Ireland will work with them to make reasonable adjustments.
- Sing Ireland will take appropriate steps in relation to health and safety, safeguarding, insurance and risk assessment for each engagement.

Code of Conduct:

- Sing Ireland has adopted the Safe to Create Code of Behaviour and is committed to maintaining working environments free from bullying, harassment, sexual harassment, discrimination and victimisation.

All artists will receive information about the Code of Behaviour and the standards expected during their engagement. Where completion of Safe to Create or other training is mandatory, this requirement will be communicated before contracting and the time required will be included in the artist's agreed fee.

Information and training are available through the [Safe to Create website](#).

The trainings are:

- Addressing Unconscious Bias: Basic Awareness
 - Tackling Bullying and Harassment at Work
 - Being an Active Bystander in the Arts and Creative Sectors
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- For other musicians who work within our team on a shorter term basis, Safe to Create awareness is ensured.
 - Everyone involved in Sing Ireland's work, including staff, artists, contractors, volunteers and participants, is expected to treat others professionally, respectfully and fairly.
 - Bullying, harassment, sexual harassment, discrimination and victimisation are prohibited and will be addressed under the relevant Sing Ireland complaints, dignity-at-work, safeguarding or contractual procedures.

Health and Safety:

Sing Ireland is committed to providing safe and healthy working environments and will undertake appropriate planning and risk assessment. Artists will receive relevant health-and-safety information and must take reasonable care of themselves and others, follow agreed safety procedures and report hazards, accidents or incidents promptly.

Concerns, Grievances and Disputes:

Every artist will be given the name and contact details of a Sing Ireland staff member to whom concerns may be raised. Concerns will be treated seriously, confidentially and without unreasonable delay.

If a concern involves that staff member or the Chief Executive Officer, the artist may contact the Chair of the Board at [chairperson@singireland.ie].

No artist will be penalised or placed at a disadvantage for raising a concern in good faith. Artists may be accompanied by a support person at any formal meeting relating to a grievance or complaint.

Cancellation and Postponement

Sing Ireland will give artists as much notice as reasonably practicable if an engagement must be cancelled or postponed.

Where Sing Ireland cancels an engagement, the artist will be paid for work completed up to the date of cancellation, including any preparation specifically agreed in advance. Sing Ireland will also reimburse pre-approved, non-recoverable expenses, subject to appropriate documentation. Payment will not normally be made for services that have not been delivered unless otherwise specified in the artist's contract.

Where practicable, Sing Ireland and the artist may agree to reschedule the engagement. The artist will not be required to accept a replacement date, and any revised arrangements will be confirmed in writing. Any additional cancellation provisions will be agreed in advance and included in the individual contract where appropriate.

Copyright, Recording and Use of Artistic Work

Artists retain their copyright, moral rights, performers' rights and other intellectual-property rights except for rights expressly licensed through their contract.

Any recording, photography, filming, broadcast, streaming, publication or future reuse of an artist's work or performance must be identified in advance. The contract will state the purpose, duration and extent of the permitted use, the credit to be provided and any associated fee.

Sing Ireland will obtain the artist's agreement before making any materially different future use of their work or performance, and additional payment will be agreed where appropriate. In general, however, there is an expectation that Sing Ireland may use material for course promotion or other documentation purposes that help to increase attendance/participation numbers or make the case for further funding.

Contracts and Terms of Engagement

Every artist will receive a written contract or letter of agreement before beginning work. Each engagement will be approved by the Chief Executive Officer or an appropriately authorised delegate.

- The agreement will include, as applicable:
- the scope of work and expected deliverables;
- preparation and attendance requirements;
- dates, locations and working hours;
- the professional fee and applicable rate;
- payment and invoicing arrangements;
- travel, accommodation, subsistence and other expenses;
- access requirements and agreed adjustments;
- employment or contractual status and responsibility for tax;
- cancellation and postponement arrangements;
- copyright, recording and future-use provisions;
- safeguarding, conduct and health-and-safety requirements; and
- the named contact and procedure for raising concerns.
- Artists will be given an opportunity to ask questions and discuss the terms before accepting and signing the agreement.

Monitoring, Amendments and Review

The Chief Executive Officer is responsible for implementing this policy. Its operation will be reviewed at least annually by management and the Business and Audit Subcommittee, with any amendments approved by the Board.

The review will consider payment records, adherence to agreed rates and payment times, feedback from artists, changes in legislation, Arts Council guidance, sector standards and the cost of living.

Significant changes will be communicated to artists and published on Sing Ireland's website. Changes to this policy will not retrospectively alter the terms of an existing signed contract without the artist's agreement.

Contact Information:

For any queries regarding this policy, artists should contact the CEO, Dermot O'Callaghan, dermot@singireland.ie

Where a query or concern involves the Chief Executive Officer, it may be directed confidentially to the Chair of the Board: chairperson@singireland.ie