
FRESH
FILM
POLICY
ARTIST'S PAY & CONDITIONS
2023 - 2027

FRESH FILM

As Ireland's national and international Young People's film organisation, festival strategically funded by the Arts Council, **Fresh Film** is responsible for inspiring, nurturing and celebrating excellence in young people's film making. As part of this mission, Fresh respects and acknowledges the artistic talent that contributes to the growth and development of young people's film.
We aspire to be a leader and uphold the best-practice principles set out in the Arts Council's *Paying the Artist* policy on the fair and equitable remuneration and contracting of artists.

CONTEXT

'Research studies indicate that the working and living conditions of artists remain below acceptable standards, with some artists reporting incomes below the national minimum wage.'

In response to the Arts Council's *Paying the Artist* policy on the fair and equitable remuneration and contracting of artists, Fresh has reviewed policies from Youth Theatre Ireland, Create and Helium Arts, Theatre Forum and Screen Producers of Ireland

A primary goal of '***Fresh Film Strategy 2022-2027***', is to lead a sustainable organisation in line with good governance and we are committed to provide appropriately for the sustained engagement of artists/filmmakers working with young people.

STATEMENT

It is Fresh Film's policy that all artists and creative professionals engaged by us are properly remunerated for their work. Fresh commits to transparent pay scales for artists and arts practitioners that work in collaborative practice and creative professionals involved in all types of artistic services.

We encourage our partners and collaborators to ensure that the principle of fair and proportionate rates of pay is honoured.

This policy complements and builds on existing work regarding dignity and respect in the workplace, Fresh FIlm's Diversity & Inclusion Policy (D&I) Policy and the Safe to Create Code of behaviour.

POLICY

Fresh Film, as a national and International organisation for the development and support of young people's film and filmmaking. recognises its role in promoting equitable and fair remuneration and contracting within the arts.

Fresh Film is committed to the principle of fair remuneration for professional artists and arts workers.

Remuneration is fair when it equates to what is asked of an artist in terms of their time, input and expertise.

It will account for the status of the artist and reflect the value created by their engagement.

We also emphasise equitable remuneration because we are committed to equality and diversity in our work.

Remuneration is used here to encompass all potential forms of an artist's earnings. It includes pay, salary, wages, fees, allowances, benefits and non-cash incentives as well as income derived from rights or royalties.

Contractual arrangements should mirror, transparently, the expectations or requirements of the engagement and set out the relevant terms.

We will promote a culture of fairness and equitable treatment and support an end to the situation of artists being underpaid.

OUR COMMITMENT IS INFORMED BY THE PRINCIPLES:

- Fresh Film values artists and filmmakers: we value the work that they create, and the way in which they represent and contribute to Irish cultural life. This value must be better reflected in how we pay artists.

- We aspire to the position that best practice, should apply to remuneration and contracting of artists.

- An artist's ability to sustain a viable career within film is an essential feature of a healthy film sector. Improving standards in what filmmakers are paid and how they are engaged is critical to this and, in particular, to ensuring a diversity of voices is represented within the arts.

- The underpaid or unpaid contributions of artists represent a hidden subsidy to the cultural life of Ireland; we recognise that this is unfair and unsustainable.

- Fair and equitable remuneration is a matter of policy and prioritisation and, accordingly, should be factored into our budgeting process.

SUPPORT IN KIND / PARTNERSHIP / SECONDMENT

There are differences in how pay and contractual issues manifest themselves with collaborators. In some cases Fresh resources roles or sources filmmakers through partner organisations. However certain best practice principles can be applied to most engagements.

THIS POLICY SPEAKS TO:

ENGAGEMENT WITH ARTISTS & FILMMAKERS

Fresh wants artists to be valued and to have the expectation of being treated reasonably. We want filmmakers to be confident, to know their worth, and to feel more empowered in negotiation and agreement stages of professional engagements. We intend this policy to play a part in encouraging filmmakers to expect fair and equitable treatment.

A commitment to artists is central to our work, and it is additionally important to model good practice as we encourage young people to consider careers in film.

While the focus of this policy is on artists / filmmakers, the principles it contains apply equally to other independent workers in the arts sector.

PARTNERS

Fresh Film recognises that, as the national organisation for the development and encouragement of young artists, we play an important role in leading and advocating for, fair and equitable remuneration that makes a career in the film sector a viable and rewarding option.

It is with this in mind that we adopt the Arts Council's best-practice principles and encourage colleagues and partners in the sector to meet appropriate standards and to measure their remuneration and contracting processes to ensure fairness and equitable treatment.

BEST-PRACTICE PRINCIPLES

Best-practice principles for all those engaging artists:

- **Ensuring that a policy and approach agreed by board & management** dealing with all aspects of engagement with artists are in place and available to artists and published on our website.
- **Being open, transparent and upfront in communications with artists** to ensure clarity from both perspectives on the ask and the offer.
- **Complying with rates, terms, practices and standards recommended by representative and resource organisations**, and utilising available toolkits and resources to support the contracting process.
- **Aiming for continued improvement in rates,** acknowledging the low base from which current norms and standards are set and that minimum standards are not an acceptable ambition.
- **Ensuring all engagements are covered by an agreement.**
- **Ensuring that remuneration and agreements reflect the full scope** of what an artist is expected and required to deliver.
- **Ensuring that artists and/or their representatives have a voice i**n negotiating terms and conditions.
- **Being clear about the nature and status of an engagement**—i.e. whether the contract is an employment contract or a contract for services— as well as any associated tax, social-security benefits/ obligations arising (e.g. holiday pay, PRSI)
- **Ensuring that payments reflect and/or differentiate** between fees and expenses, including per diems or other relevant payments.
- **Being clear and upfront** about how and when payments will be made; this should be set out in an organisation's prompt-payment policy.
- **Ensuring that artists' fees are ring-fenced** within project budgets so as to ensure they are protected against budget overruns in other areas. – Ensuring that artists copyright is respected, both in terms of moral and economic rights.
- **Supporting artists** to share in the economic life of what they create by ensuring that any contractual arrangements for artists to benefit from the future exploitation of their work are appropriate and proportional and reflect the value of what the artist has created.

There may be occasions where remuneration does not apply. This may arise from genuine voluntary activity or from some form of legitimate value exchange. It is important to acknowledge this, but also to stress the need for clarity and the need for the rationale and approach to be clearly articulated by:

- **Outlining clearly benefits and values** associated with the engagement where payment does not arise but where specific professional outcomes are provided.

– **Engaging openly with artists**, ensuring their agreement with the terms of the value exchange and that they have full understanding and awareness of the rationale for the voluntary or nonpaying engagement.

– **Ensuring the engagement of volunteers is part of a clearly-set-out volunteer policy** and is not in lieu of a staff requirement. Furthermore, ensuring volunteers are respected, properly trained and not asked to take on responsibilities beyond their experience.

LEGAL & LEGISLATIVE CONSIDERATIONS

- The Arts Council must act within its statutory powers, which do not include setting rates of pay or negotiating fee arrangements. It must also be cognisant of its functions under the Act and not offend the provisions of other legislation such as the Competitions Act 2002.

EMPLOYMENT AND EQUALITY LEGISLATION

Fresh Film acknowledges key legislation underpinning employment practices, particularly, the ***Payment of Wages Act 1991*** and the ***National Minimum Wage Act 2000.***

Fresh FIlm's *Diversity and Inclusion Policy*, in accordance with the ***Employment Equality Acts 1998–2015,*** the ***Equal Status Acts 2000–2015*** asserts equality of opportunity and treatment regardless of gender, civil status, family status, sexual orientation, disability, age, race, religion and membership of the Traveller community.

FEE RATES

ROLE	WORKSHOP ONCE OFF	TUTOR CLINIC SESSIONS	PROJECT*
Filmmaker / artist	€300-350	€500 - 750	€2500
Support	€135Pd	€135Pd	€400Pw
Technican	€150 - 350	€200 - 500	€1500-2000
Coor/Prod	€150 - 250	€150 - 250	€1500-2000

*Project fees are subject to the scale, duration and scope of the project/programme and will be agreed in advance of commencement of work.

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REVIEWED BY THE FRESH FILM BOARD:
10 SEPTEMBER 2026

THIS POLICY LINKS TO PROCEDURES & STRATEGY DOCUMENTS ADOPTED BY FRESH FILM.

- SAFE TO CREATE CODE
- DIVERSITY & INCLUSION POLICY
- EMPLOYEE RECRUITMENT POLICY
- VOLUNTEER RECRUITMENT POLICY

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