



## **Artist's pay and conditions Policy**

**An Chéad Tíne CLG Art Gallery & Studios** is committed to fair pay and conditions for participating artists, and to review fees, supports, and access on a regular basis. An Chéad Tíne actively seeks feedback from artists taking part in our programme, workshops, talks or exhibitions or studio use which has directly fed into how our programme has been developed. In addition, through accessibility research An Chéad Tíne has both highlighted and implemented accessibility and transparency changes within our organisation.

Artist who facilitate workshops or participate in talks or any part of our programme will be paid artists fees that are in line or above Visual Artists Ireland guidelines for our scale of organisation. An Chéad Tíne supports the Arts Councils 'Paying the Artist' Policy document, and is committed to monitoring and increasing payments and supports for artists when needed.

An Chéad Tíne will also extend this policy to any international projects and partners that they engage with in the future, ensuring commitment to artists payments as a requirement for all our cooperative projects. All artists exhibiting with An Chéad are provided with curatorial support, promotion, technician, gallery supports, and will be guaranteed a safe, supportive and nurturing environment in which to work.

An Chéad Tíne has a strong commitment to equality, diversity, fair treatment, and the Health and Safety of all visitors especially to those who will be working on our premises.

An Chéad Tíne extends this commitment to all staff and collaborators, and a staff handbook is available laying out best practice on all areas of work relations.

January 2025