

YIFM Artists Pay Policy

Young Irish Film Makers (YIFM) employs the services of a range of practitioners on a variety of projects and in a variety of capacities. The purpose of this document is to record the methods by which payment rates are determined. Reasonable efforts have been made to develop a standardised practice that takes into account the assorted variables in every context, however, defining procedure with exact precision for all situations is not possible from the outset. This document shall be interpreted, therefore, as a guide for future decisions, allowing practitioners the freedom to negotiate and respecting the various constraints and altered circumstances that may arise over time.

Principles

The process of determining rates of pay has been respectful of a number of factors that have a bearing on the economic value of a practitioner's service. All individuals are entitled to have the value of their time recognised but this may be calculated at differing rates. The stage at which a practitioner is in their career has a bearing on the value of their service. It is fair and appropriate, in our view, to compensate an experienced veteran more generously than a developing artist at an early stage in their career as the quality of their contribution can be expected of greater worth. Their experience brings insight which must carry some monetary value. Recognition must be given, also, to the nature of the work conducted, the number of participants engaged and whether or not a practitioner has supplied their own materials or equipment. As is standard in the practice of part time tutors and teachers payment is generally calculated on the grounds of contact hours, and preparation time is considered to have been included as part of the rate agreed on this basis.

Rates

The rates given below (Fig. 1) have been calculated with reference to the National Youth Council of Ireland's guidelines for costing youth arts projects¹ and their guidelines for drawing up contracts with artists². Reference has been made to the ASTI's published rates for part time unqualified teachers³ and to information published by SIPTU and Screen Producers Ireland⁴ for the purposes of calculating rates of pay for industry professionals. Collaboration with IADT has also informed the practice of employing current students and early stage talents.

Position	Description	Rate
Youth Film Facilitator	A recent college graduate delivering a standard workshop for Outreach or Network.	Film Trainee daily rates <i>*(4- 6hrs approx)</i>
Workshop Assistant	An individual assisting with the delivery of workshops, in a supervisory role, admin or corrections in LTI.	ETB Rates of pay <i>*Rates set by KCETB for each programme budget</i>
Qualified Tutor	A masters level qualified individual delivering accredited workshops for LTI & Career Traineeship.	ETB Rates of pay <i>*Rates set by KCETB for each programme budget</i>
Professional Artist / Industry Expert	An expert, currently working in a specialised role within the film or animation industry, delivering a masterclass, seminar or industry lecture.	€50 per hour <i>*Max €250 per half day OR €500 per full day</i>

Fig. 1

** All pay rates must be approved by YIFM Operations manager at the planning stage prior to any offers being made to tutors or freelance staff.*

** YIFM does not pay for travel/prep time outside the classroom/workshop space*

¹ <http://www.youtharts.ie/sites/youtharts.ie/files/How%20to%20cost%20a%20project.pdf>

² <http://www.youtharts.ie/sites/youtharts.ie/files/ArtistsContract.pdf>

³ <https://www.asti.ie/pay-and-conditions/non-permanent-teachers/what-contract-do-you-have/unqualified-casual-part-time-teacher/>

⁴ <http://www.iftn.ie/news/?act1=record&aid=73&rid=4283338&tpl=archnews&only=1>