




YIFM Artists Pay Policy

DOCUMENT HISTORY

	Name	Position	Signature	Date
Drafted by	Paul Curran Garry McHugh	Board Member Director /CEO		28-08-2018
Reviewed / approved by	Garry McHugh	Director /CEO		30/01/2019
Reviewed / approved by	Garry McHugh	Director /CEO		30/02/2021
Reviewed / approved by	Niamh O Donoghue Aoife Anderson Alan Slattery	Governance Sub Committee Board		07/11/2023

Purpose

This artist pay policy has been prepared and drafted in alignment with Arts Council policy on fair and equitable remuneration and contracting of artists.

Young Irish Film Makers (YIFM) employs the services of a range of freelance artists and practitioners on a variety of projects. The purpose of this document is to record the methods by which payment rates are determined. This document should be interpreted 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.

1. YIFM works towards a progressive, equitable and sustainable approach of compensation.
2. All individuals are entitled to have the value of their time recognised.
3. Recognition will be given to the nature of the work conducted in line with best practice.
4. Part time tutors and facilitator payment is calculated on the grounds of contact hours only.

Scope

This policy covers freelance artists working with but not limited to the following YIFM programmes:

1. NETWORK - National Youth Film & Animation Network
2. NYFAS - National Youth Film & Animation School
3. Outreach - Schools & youth arts programme
4. YIFM Creative Media Production - ETB Funded full time course
5. After Schools
6. Young Critics
7. YIFM Summer Camps

Definitions

YIFM recognises Artists as those who work with young people through the youth arts practice of filmmaking or animation as an artform for self expression. These artists may come from the audiovisual industry, youth arts practice, youth & community work among other relevant disciplines.

Rates

The rates given below (Fig. 1) are 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 is 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 (Screen Ireland, Screen Producers Ireland) <i>*(6-8 hrs 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. NETWORK & NYFAS Programmes	€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*

Related Policies:

- Child Protection Policy
- Code of conduct
- Data protection Policy
- EDI Policy
- Health & Safety Policy

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/your-employment/pay/salary-scales/hourly-rates-for-post-primary-teachers-who-entered-teaching-on/>

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