

Paying the Artist Policy and Guidelines

Introduction

National Irish Visual Arts Library (NIVAL) is the internationally recognised and trusted custodian of Ireland's record of art and design from 1900 to the present day. NIVAL is committed to making our collections accessible to everyone for exploration, education and research. NIVAL's artistic policy is situated in how it sustains its collections through active collaboration with artists, designers and cultural organisations.

NIVAL was formally established in 1997 with the aim of documenting 20th and 21st century Irish art and design and providing public access to the collection to enhance knowledge and facilitate research. The Library is designed to foster interest in Irish visual culture and promote Irish art and design across a broad range of constituencies. Importantly, NIVAL aims to benefit artists by providing a secure and permanent place for the deposit of visual and textual information related to their work.

This policy has been devised taking account of and in accordance with the [Arts Council Strategy: Making Great Art Work](#) (2016–2025), the [Arts Council Toolkit on Equality, Diversity and Inclusion](#) (2022), and additional key sectoral reports: [The Living and Working Conditions of Artists in the Republic of Ireland and Northern Ireland](#) (2010); and Visual Artists Ireland, [The Social Economic & Fiscal Status of the Visual Artist in Ireland](#) (2016).

Statement

NIVAL is committed to promoting equality of opportunity and participation in the contemporary arts and advocating for the rights of the artist to sustain productive and financially viable careers.

- When programming events and creative residencies, we ensure fair and equitable remuneration for all participating artists.

- We strive for transparency in our communications with artists and encourage open negotiation to allow artists a voice in determining terms and conditions.
- Each project is negotiated on a case by case basis and we provide contracts for all artists engaged in production and delivery.
- We ensure that artists' copyright is respected, both in terms of moral and economic rights, by engaging in appropriate consultation and administering documentation.
- We ensure that artists' fees are ring-fenced within project budgets so as to ensure they are protected against budgetary adjustments.
- All pay is managed internally through a financial administrative system, including a supplier set-up process which allows for the adherence to swift payment procedures.

We are committed to applying industry standard rates of pay in remuneration of artists by employing the [Visual Artists Payment Guidelines Calculator](#) to determine equitable levels of payment for artists' fees, production and installation, public talks and residencies.

Our artist payment amounts are as follows;

NIVAL PAYMENT GUIDELINES 2023/2025	SET RATE (€)	HOURLY RATE (€)
Production fee for new work	€150	
Participation in public engagement event	€150	
Project preparation (new work, site specific work, commissions)	€200	
Fee for a keynote presentation (excludes prep)	€200	
Fee for a talk - solo (excludes prep)	€150	
Fee for a talk - two person (excludes prep)	€100	
Fee for participation in a panel discussion	€100	
Fee for curator	€500	
Fee for workshop on-site (excludes prep)		€60

Contributing to a healthy arts ecology

NIVAL is a facilitator of research and custodian of heritage material. We operate a model of collection development based on reciprocity and an understanding that the library is both of and for the arts community and that its success is dependent upon the continuing mutual benefit to both the artist and the institution.

NIVAL offers its services free to all visitors and contributors to the collection and operates a no-cost-to-artists policy, providing benefit in kind in appraisal, archiving and reference services.

NIVAL will acquire through purchase any artists' publication designed and/or produced at direct cost to the artist.

When partnering with exhibition venues, artists' fees may be paid by the host while NIVAL will reimburse all receipted expenses for materials, installation and transport. In certain instances, an honorarium is offered in recognition of the artistic investment in the development of the collection.

This policy is reviewed biennially in August of each year.

Updated: August 2023

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