

Paying the Artist

Implementation Plan – Revised and updated 2021

1. Research Actions
2. Developmental Actions
3. Funding conditions / monitoring / processing
4. Advocacy

Note

- The Paying the Artist Policy was launched and in February 2020.
- The published policy included an Implementation Plan setting out actions and deliverables over the 3-year period 2020 – 2022. However, Progress against the plan was significantly held up in 2020.
- The Plan was revised and updated in Q1 2021 – as set out below.
- All of the original published *Actions* and *Desired Outcomes* remain relevant and are still included.
- The main changes are in the *Deliverables* and *Timelines*.
- The implementation period has moved on 1-year (from the original 2020-22 to the period 2021-23).
- The level of detail on Deliverables and Timeline is consistent with the previously published Plan.
- The Plan below also includes a more detailed breakdown of *Deliverables* and *Timeline* specifically for 2021.
- A small number of new requirements have arisen. These have been incorporated as additional *Deliverables* within the scope of existing *Actions* and are highlighted below.

[The published policy document *Paying the Artist* is available here](#)

Research Actions			Revised overview		Revised 2021	
	Actions	Desired outcomes	Deliverables	Timeline	Deliverables <u>2021</u>	Timeline <u>2021</u>
1.1	Commission on-going research into artists' pay and conditions and the associated impact on artists and the arts sector.	Up-to-date picture maintained across arts areas to inform: - Policy development - Monitoring and evaluation - Advocacy	Main research scoped and commissioned by end of 2021. Fieldwork, reporting, sharing through 2022/3 Issues / recommendations arising actioned through 2023	Q1 2021 – Q4 2023	Longer term/larger scale research initiative/project/report scoped, commissioned and initiated by end of 2021	Q2 Scope Q3 - Consult and tender Q4 - Appoint and initiate
					New Smaller scale internally managed artist survey - picture of period covered by covid - identification of issues arising on pay and conditions - baseline data to inform development of bigger study	Q1 Scope and plan Q2 - Survey, Review and analyse Q3 Share and report
1.2	Initiate a review into the changing practices around employment/contract-for-services arrangements.	Published report providing improved insight for Arts Council and the arts sector. Informed engagement with public-sector bodies, including schools, local authorities, ETBs, third-level institutes, etc.	Report delivered 2021. Findings shared and distributed Advocacy and engagement with public sector bodies through 2022	Q1 2021 – Q3 2022	Report published and findings shared	Q1 - Scope and tender Q2 - Appoint, undertake, including consultations with sector Q3 - Publish Q4 onwards - Advocacy and awareness
1.3	In partnership with the Irish Research Council and others, create and invest in an opportunity to expand the scope of research into artists' living and working conditions.	Improved knowledge around artists' living and working conditions gained through deeper insight and a broadened perspective.	Options scoped and identified 2021 Research initiative commencing 2022	Q2 2021 – Q 4 2023	Options scoped and identified	Q2 - Consult with IRC Q3 - prepare and engage in call out

Developmental Actions			Revised overview		Revised 2021	
	Actions	Desired outcomes	Deliverables	Timeline	Deliverables <u>2021</u>	Timeline <u>2021</u>
2.1	Support key representative and resource organisations to review and update recommended pay rates/scales, and to develop or update relevant toolkits, information resources, template contracts, etc.	New and updated sectoral-led recommendations on pay rates/scales. New and updated information resources available, particularly in areas of low capacity.	Representative and resource organisations engaged in dialogue to identify scope and remit. Investment in capacity building and resource development. Promotion and advocacy of outcomes	Q2 2021 – Q4 2023	Representative and resource organisations engaged in dialogue to identify scope and remit. Investment in capacity building and resource development. Promotion and advocacy of outcomes	Q2 2021 - Engage with key representative/ resource organisations to scope a process. Q3 - Engage support Q4 2021 - onwards - promote, advocate, support
2.2	Using the best-practice principles set out in the Arts Council's policy, support Strategically Funded organisations to develop and publish their own statements or policies.	Increased openness and transparency around engagement practices	Develop and pilot in 2021. Review and expand in 2022. Promote and monitor in 2023.	Q3 2021 – Q4 2022	Develop and pilot in 2021.	Q2 - Engage support Q3, 4 - Consult, develop and introduce templates and pilot on a voluntary basis
2.3	Incorporate a commitment to artists' remuneration within proposals (as published in our three-year plan) to support professional development and training programmes.	Improved information and advice for artists and those engaging artists.	Implement as part of three-year-plan programme activity and Professional Development and Capacity Building Schemes.	Q1 2022– Q4 2023		
2.4	Identify and address arts-area specific needs through artform policies.	Specific actions implemented at arts-ares specific level to address bespoke issues and needs.	Incorporate within policy-development process across artform/arts-practice areas.	Q2 2021 – Q4 2023	Incorporate within policy-development process across artform/arts-practice areas.	TBC

New

Funding Conditions/Monitoring/Processing			Revised overview		Revised 2021	
	Actions	Desired outcomes	Deliverables	Timeline	Deliverables <u>2021</u>	Timeline <u>2021</u>
3.1	Publish and announce a clear statement on our expectations and requirements for funding applicants and recipients.	Clarity established in regard to expectations and requirements for Arts Council-funded activities.	Statement issued with launch of policy and included within guidelines for all relevant funding programmes.	Q1 2020– Q 4 2023	Statement issued with launch of policy and included within guidelines for all relevant funding programmes.	Q1, 2 - Ensure requirement captured within any process change arising from IT transformation
3.2	Ensure artists' pay forms part of assessment criteria for all relevant funding programmes.	Pay and conditions for artists engaged in Arts Council-funded activities continues to improve.	Continued reference to remuneration as key part of funding assessment criteria.	Q1 2020 – Q 4 2023	Continued reference to remuneration as key part of funding assessment criteria.	Q1, 2 - Ensure requirement captured within any process change arising from IT transformation
3.3	Ensure consistent information on artists' pay is captured at key stages in the grant-management process.	Capacity to monitor delivery is improved.	ICT systems allow Arts Council to capture and monitor information on artists' remuneration.	Q1 2022 – Q4 2023	ICT systems allow Arts Council to capture and monitor information on artists' remuneration.	Q1, 2 - Ensure requirement captured within any process change arising from IT transformation
3.4	Actively monitor commitments set out in funding arrangements.	Commitments in terms of pay and conditions are delivered on as agreed.	Establish baseline in 2022 Monitor through 2023.	Q1 2022 – Q4 2023		Q1, 2 - Ensure requirement captured within any process change arising from IT transformation
3.5	Utilise data captured through reporting mechanisms to monitor and report on overall levels of investment in artists through Arts Council programmes.	Aggregate data used to support and inform research and advocacy initiatives.	Establish baseline in 2022. Monitor through 2023	Q1 2022 – Q4 2023		Q1, 2 - Ensure requirement captured within any process change arising from IT transformation
3.6	Review artists' funding programmes to ensure they reflect principles and values of this policy.	Arts Council supports reflect artists' needs and align with best-practice principles of support. Receiving an Arts Council award does not place undue financial pressures on an artist.	Internal review of processes and procedures - 2021 Issues identified and acted upon Monitor and review through 2022/3	Q2 2021 – Q4 2023	Internal review of processes and procedures	Q3 - Scope, Review, Consult Q4 - Report on identified issues and identify options/solutions

Advocacy Actions			Revised overview		Revised 2021	
	Actions	Desired outcomes	Deliverables	Timeline	Deliverables <u>2021</u>	Timeline <u>2021</u>
4.1	Incorporate our commitment to artists' remuneration within our advocacy and awareness campaign to champion the unique role of artists in a changing Irish society (as published in three-year plan).	Greater knowledge and awareness of standards, expectations and impact on artists' lives.	Social-media campaign. Implement as part of three-year-plan programme activity.	TBC	Social-media campaign. Implement as part of three-year-plan programme activity.	TBC
4.2	Advocate with colleague organisations at government (national and local), institutional and agency level to ensure enhanced engagement with best-practice principles.	Key partner organisations/agencies aware of, and engaged with, Arts Council recommended best-practice principles.	2021/2 A process of engagement with CCMA, ALAAO, CNCI and interdepartmental working group on Per Cent for Art 2022/3: extend to other key partners, including educational institutions.	Q3 2021 – Q4 2023	Process plan in place	Q3 - Scope and consult Q4 - Create plan and engage
4.3	Identify, monitor and engage with key public policy and legislative issues that impact on income-earning potential of artists and their working conditions.	Arts Council engaged in and influencing key issues impacting artists' earning potential.	Information and support on Brexit related challenges Engagement on transposition of EU Copyright Directive on copyright legislation. Other issues as they arise	Q1 2020 – Q 4 2023	Artists informed and engaged re Brexit transition process EU Directive on Copyright in the Digital Single Market transposed into Irish law in a manner that reflects intended benefits to creators and rightsholders. AC contributing to EU OMC working group on status and working conditions of artists .	2021 - Identify, monitor and engage with challenges arising from Brexit. 2021 - Engage with Department of Enterprise, Business and Innovation on copyright legislation. Q1 - Engage with DTCAGSM to ensure AC represented on OMC.
					New	Support and advocacy provided around implementation of recommendations of The Report of the Arts and Culture Recovery Taskforce Q1 - Engage with DTCAGSM on proposals to pilot a universal income scheme within the Arts and Culture sectors.