Artist Payment Policy

Adopted June 2024

Fidget Feet CLG trading as Fidget Feet Aerial Dance vision is to create aerial art that invokes a sacred energy, connecting hearts across the globe. In creating and presenting unique and distinctive performances and programmes that stimulate, challenge and enrich people's lives, FIDGET FEET COMPANY is committed to the principle of fair remuneration for professional artists and arts workers. Remuneration is fair when it equates to what is asked of an artist and arts worker in terms of their time, input and expertise. We also emphasise equitable remuneration because we are committed to equality and diversity in the arts.

Remuneration is used here to encompass all potential forms of an artist's and arts worker's earnings. It includes pay, salary, wages, fees, allowances, benefits and non-cash incentives as well as income derived from rights or royalties.

This policy is in line with the Arts Council's Paying the Artist policy.

Fidget Feet company believes that enabling artists and arts workers to have stable careers is key to a sustainable sector.

It is important to note that it is a key strategic intention that we find the funding to employ a core group of dancers on an ongoing basis and we are working towards this goal.

Aerialists:

Fidget Feet is the leaders in Aerial Dance ,having built the infrastructure of aerial arts in Ireland , there was no aerial dance in Ireland , Fidget feet were the first company to introduce this art form in Ireland . FF is committed to improving the conditions for aerialists in which work in Ireland. We do this by providing a safe and nurturing workplace where the each artist is valued. We appreciate the particular challenges that a professional aerialist faces in maintaining a career in Ireland and work towards improving this.

We work toward this goal in the following ways:

- Working within our values and strategic priorities as set out in our Strategic Plan
- Issuing clear contracts with good terms.
- All employees are paid through the Irish PAYE system and employed under contracts of service with all relevant tax, PRSI and holiday pay payments made. *
- We pay industry standard weekly wages. These are set by consulting industry stakeholders like Performing Arts Forum as well as other similar artistic companies.
- Paying industry standard fees and commissions. We pay a flat weekly rate for rehearsal and performance weeks

*Irish Employers PRSI contributions made to Revenue on behalf of the employee at the rate of 11.05%
All employees in Ireland are entitled to paid holidays even those on short contracts. Unused holidays are paid to the employee at the end of each employment period at a rate of 0.38 of a day per week worked. E.g for a period of 5 weeks of 5 days per week then 1.9 days pay would be paid at the applicable rate.

- Endeavouring to engage freelancers for multiple projects on an annual basis so that they can better plan their working life. Our hope is that FF can become part of a sustainable career path for aerialists in Ireland.
- Providing income covered under contract in the event of illness or injury. This is judged on a case-by-case basis and in conjunction with statutory sick pay as described below.

Performer Pay Rates: Based on a 6 day week

Weekly rate Salary Band 1: **(+ 3 years professional experience)**

The weekly rate or part there of will apply for contracts of more than one week
Standard Daily rate **€650/ 850** (The daily rate will apply for contracts of less than one week)

The weekly rate or part there of will apply for contracts of more than one week
Daily rate **€ 650/850** (The daily rate will apply for contracts of less than one week)

Rehearsals weekly rate is lower than on tour.

Fidget Feet's corporate work which could be for 1 night and rehearsals €650-850

Fidget Feet's aerial crane work which could be 1 night and rehearsals or up to 3 nights and rehearsals €650-1200

Fidget Feet teaching €25 per hour : €150/200 a day : if it is a weekly teaching contract €500/650

IADF festival teachers that teach 4 classes a day for the 2 weeks is €1800

Apprentice aerial dancers: The designation of apprentice aerial dancers will be at the discretion of the Artistic Director. Fees will be negotiated on a case-by-case basis and in good faith, Fidget Feet has run a 3 year *Soar up 8-10week* program for dancers who want to become professional aerialists get stipe-end to cover travel, accommodation and food and when performing as part of *House!* receive a fee.

Performers will be expected to take part in publicity, outreach and company cultivation and development events as part of their weekly salaried duties where reasonable.

Dancers may engage in teaching activities with company partners as part of their yearly activities. Pay rates for this teaching vary depending on the circumstances.

Per Diems, Travel and Accommodation

Per Diems are paid for work overseas and for touring within Ireland. Per Diems are not paid to any employee or anyone contracted when in rehearsals at the company's home base of Limerick. The standard company Per Diem rate for Europe is €35p/day/ this can go up to €40p/day

Accommodation while working in Limerick will be covered for those who require it. Some will stay in the FF cabins. It is understood that employees will endeavour to work with FF to secure their own accommodation. The rate is under constant review depending on prevailing price levels and availability. Please note that accommodation in Limerick provided by FF usually comprises of a single or shared room in a shared house.

Suitable accommodation will be provided for all employees while touring outside of company bases.

Travel costs to Limerick will be covered for Dancers and Designers who live outside of the company's bases. All touring travel expenses will be covered by the company.

For overseas travel inbound or outbound a travel day rate of €100 will apply to contracts which are being paid on a daily rate. For weekly rate contracts no travel day is paid.

Statutory Sick Leave

In compliance with the recent Sick Leave Act 2022, employees employed with Fidget Feet for a period of thirteen weeks or longer (to include separate contracts with no more than 26 weeks cessation in between) will be entitled to five days statutory sick pay per year in 2024 (with further roll-out of the scheme over a three-year period). Sick days may be consecutive or non-consecutive, and must be certified by a registered medical practitioner. Payment will be made by the Company at a rate of 70% of usual daily earnings up to €110.

Illness Benefit

In the event of a period of illness lasting more than three days, qualifying employees are entitled to apply for Illness Benefit through the State. To qualify for Illness benefit, certain criteria must be met, including minimum PRSI contributions (stamps) paid in Ireland over the relevant tax period – for more information on eligibility see: https://www.gov.ie/en/service/ddf6e3-illness-benefit/

Combining Social Insurance Contributions

Employees who do not have sufficient PRSI contributions in Ireland, may still be eligible for Illness Benefit by combining social insurance contributions from abroad, for example the UK and EU States. For more info see: citizensinformation.ie Social Insurance

There is a provision that employees who have worked in Ireland and in one or more EU country with a bilateral social security agreement with Ireland, may be eligible to add previous social insurance contributions to Irish social insurance contributions to help qualify for payments such as Illness Benefit. The most recent contribution must be paid in Ireland. Form E104, which provides social security records, can be requested by the relevant agency (in country of previous employment) and submitted when making an application for Illness Benefit in Ireland. However, the Department of Social Protection can also assist in obtaining these relevant details on application for Illness Benefit, so a timely application should be made.

Riggers rates:

Riggers are always employed with the entitlements mentioned above

Weekly rehearsal rate **€ 650 -€2000**

Weekly Production / Touring rate **€ 650 -€2000**

Depending on experience and responsibility Daily production / Touring rate **€175/€200/€250/€400**

Per Diems, Travel and Accommodation - As above

Other Contractors / Freelancers - Designers, Composers, Writers, Dramaturgs and Crew

Fidget Feet company is committed to developing the Arts sector in general and fostering sustainable careers for those working in it. We do this by providing a safe and nurturing workplace where the artist is valued

We work toward this goal in the following ways:

- Working within our values and strategic priorities as set out in our Strategic Plan.
- Issuing clear contracts with good terms.
- We pay industry standard fees, royalties, expenses and commissions. These are set by consulting industry stakeholders like Performing Arts Forum as well as other similar dance companies.

- Endeavouring to engage freelancers for multiple projects on an annual basis so that they can better plan their working life. This includes Lighting Designers, Set Designers, Costume Designers, composers , riggers , technical team , Production Managers, Stage Managers, Dramaturgs and Facilitators.

Per Diems, Travel and Accommodation – As above

Sick Leave

Agreements with self-employed contractors regarding payment when contracts cannot be completed due to illness will be made in their contracts of employment.

Resources for wellbeing at work: SAFE TO CREATE

We would recommend that all contract employees familiarise themselves with the Safe to Create Code of Conduct and to complete the 3 recommended online training videos provided Here

They are:

ADDRESSING UNCONCIOUS BIAS

TACKLING BULLYING AND HARASSMENT AT WORK

BEING AN ACTIVE BYSTANDER IN THE ARTS AND CREATIVE SECTORS

Safe to Create - https://www.safetocreate.ie/artist-arts-worker/

A dignity at work programme providing information to artists and arts workers regarding their rights and dignity at work. This programme is about providing you with knowledge and signposting ways for you to seek guidance, support and advice.

The company is on the road to fully adopting the Safe to Create Code of behaviour.

Minding Creative Minds - https://mindingcreativeminds.ie/

As a member of the creative industry in Ireland, you can talk to a counsellor free of charge by accessing Minding Creative Minds, where an experienced team of trained counsellors and psychotherapists can offer medium-term intervention as well as advice covering practical, day-to-day issues that cause anxiety and stress.

Updates

This policy is reviewed and updated by the board of directors annually.

Last updated by the Board of Directors on: 29/05/2024