



Irish Association of Youth Orchestras

Policy Control Document

To be attached preceding the front cover of all hard and soft-copies of the policy.

Policy Name: Policy on Artists' Pay and Conditions

Version: 1.0

Approved by the IAYO Board on: 02 September 2021

Replaces version approved on: n/a

Due for review on: 02 September 2024

Clare Daly

Chairperson (Name)

Chairperson (Signature)

Allin Gray

CEO (Name)

CEO (Signature)

Irish Association of Youth Orchestras

Policy on Artists' Pay and Conditions

August 2021

Extent of Policy

This policy refers to contracted and employed specific-purpose artistic and non-artistic staff that IAYO engages for its programmed and other activities. It does not apply to full-time and / or permanent staff who are employed under the conditions of their contracts and under the conditions laid out in the IAYO Employee Handbook.

Statement

The Irish Association of Youth Orchestras is committed to paying artists and contract staff fairly and to providing them with fair and safe conditions of employment while working with the organisation.

To this end, all paid staff will be provided with a contract outlining their duties and our agreed expectations for the time that staff are employed with us. Staff will not be expected to carry out duties beyond what they are contracted for or for longer than has been agreed.

All staff are subject to the conditions of our Employee Handbook except where this is excluded by their contract. Such exclusions relate to benefits that are available to full-time or permanent staff only such as leave entitlements, pension entitlements etc.

Where staff need to travel and stay over for their work, IAYO will provide for travel, accommodation and meals as appropriate to the work commitment or pay reasonable expenses directly to staff for travel and accommodation where required.

Where preparation time is needed, this is recognised in artists' fees as agreed with IAYO.

Our artistic staff are paid for contact hours at rates comparable to ETB music teachers or as appropriate to their professional standing which may often be at a higher rate.

Payment rates form part of the ongoing discussions with our co-producers, our course directors and artistic directors and the other staff with whom we work.