

Na Píobairí Uilleann

Fair Pay, Fair Practice Policy



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Fair Pay, Fair Practice Policy

Introduction

Na Píobairí Uilleann (NPU), the Society of Uilleann Pipers was founded in 1968 when there were less than 100 uilleann pipers remaining.

Today NPU is a thriving arts resource organisation dedicated to “Sharing the Sound of Ireland through Access, Education, Performance and Preservation”.

NPU is accredited by UNESCO as a competent Non-governmental Organisation in the field of Intangible Cultural Heritage (ICH).

Na Píobairí Uilleann’s primary funding agencies include The Arts Council / An Chomhairle Ealaíon, Department of Culture, Communications and Sport, and Dublin City Council.

Context

The ***NPU Fair Pay, Fair Practice Policy*** replaces the ***Na Píobairí Uilleann Artistic Engagement Policy***, which was originally introduced in 2018.

The Policy was developed through the use of the Arts Council ***Fair Pay, Fair Practice Policy Toolkit***, developed by the Arts Council in close collaboration with the arts sector. The ***NPU Policy*** follows the five principles set out in the toolkit:

- **Respect**
- **Transparency**
- **Opportunity**
- **Sustainability**
- **Fulfilment**

“Remuneration is fair when it equates to what is asked in terms of time, input and expertise.”

“Fair practice is about the terms, conditions, attitudes and behaviour that ensure an ethical and respectful environment in which artists and freelance arts workers can work effectively and where opportunities are equitable.”

-p.11 *Fair Pay, Fair Practice Policy Toolkit*

Purpose

The purpose of this policy is to ensure fair pay and fair practice as the norm for artists, reducing the precarity and advancing the sustainability of artistic careers.

The policy also aims to advance pay and working conditions for artists and freelance workers.

Scope

This policy applies to NPU activities where artists and freelance workers are engaged by the organisation.

NPU is grateful to the many artists and arts workers who regularly choose to provide services to the organisation on a voluntary basis.

In cases where individuals opt to provide services on a voluntary basis, all principles in this policy (other than remuneration) continue to apply.

Principles

Respect

- Ensure artists and freelance arts workers are recognised as professionals
- Ensure that artists and freelance arts workers are paid for their time and expertise
- Ensure that fair pay is prioritised in budgets
- Provide rates of pay that recognise skills, knowledge and experience
- Pay reflects the actual time spent on every activity required to fulfil a contract

Transparency

- Conduct open and early communication with artists and freelance arts workers
- Undertake clearly written and mutually agreed contracts
- Ensure artistic control over intellectual property

Opportunity

- Provide flexible working practices
- Provide opportunities for artistic development, mentoring and multiple engagements over time
- Create paid opportunities for emerging artists

Sustainability

- Budget for fees, materials and expenses separately
- Pay cancellation fees

Fulfilment

- Provide a safe environment for productive work, tuition and performance
- Actively engage with artists and freelance arts workers, soliciting feedback

Practices

Respect

- NPU activity budgets are developed prioritising fair pay for artists and freelance arts workers
- Apply standardised rates for performance fees, travel, and accommodation allowances for all artist engagements.
- Review and revise artist remuneration annually. When updating artist remuneration rates we take account of inflation, as well as market trends regarding accommodation.

Transparency

- Make formal written, mutually agreed contracts with artists in advance of undertaking any work

Opportunity

- Provide opportunities for artistic development, mentoring and multiple engagements over time through our tuition programmes and public performance events
- Provide paid opportunities for emerging artists at our public performance events (including *Ceol Sa Chlub*, *Annual* and *Regional Tionóil*, Summer Schools and *Culture Night*)

Sustainability

- Ensure that artists are remunerated in a timely manner. All artists are paid within 5 working days of the receipt of an approved invoice
- Engage with artists at all stages of their artistic development, providing appropriate artistic opportunities
- Where appropriate employ regular teaching staff on fixed-term contracts for the duration of the teaching term
- Ensure budgets are developed with the artist at the centre of considerations

Fulfilment

- NPU conducts regular Health & Safety Audits at all NPU locations to ensure that all staff, artists and freelance arts workers and members of the public are provided with a safe environment for productive work, tuition and performance
- NPU will actively solicit feedback from artists, tutors and freelance arts workers. NPU also conducts regular member surveys which inform the iterative improvement of all NPU activities

Related Policies

NPU Fair Pay, Fair Practice Policy is related to, and complements the following current NPU Policies (which can be found at pipers.ie/constitutionpolicies):

- NPU Child Protection Policy
- NPU Code of Conduct Policy
- NPU Volunteer Policy
- NPU Disability and Reasonable Adjustments Policy
- NPU Anti-Bullying and Anti-Harassment at Work Policy
- NPU Gender Identity Policy
- NPU Staff Handbook
- NPU Equality, Diversity and Inclusion Policy

Implementation and responsibilities

The principles and practices outlined in this policy are now imbedded into the development of NPU artistic budgets, artist engagement communications and has informed the development of NPU Organisational Strategy 2027-2031

Monitoring and reviewing

The policy will be reviewed annually by the CEO and Administrator of Na Píobairí Uilleann. The first annual review will take place in September 2027