

IAF

FAIR PLAY

PAY THE ARTIST POLICY

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1.0 Our Commitment to Others

The IAF values architects, artists and art workers and their contributions to cultural life nationally and internationally. As a resource and programming organisation, we rely on their work to help us deliver on our mission. We are therefore determined that our engagement with architects, artists and arts workers is based on best-practice principles, and that, when possible, the IAF shows leadership in this regard. The IAF strives to be open and transparent in how we treat architects, artists and arts workers and aspires to contribute to, and advocate for, the improvement of the work conditions of this sector in Ireland.

The IAF's Fair Play policy is set out to establish the best-practice principles for the organisation's engagement with architects, artists and art workers; the IAF also works with volunteers and has a dedicated programme for graduate architects. This policy is intended to also guide our work with these specific cohorts. The policy also serves as a guide to best practice and standards for the IAF Board and Executive, external partners and collaborators, outlining the minimum expectation for the organisation's engagement with architects, artists and arts workers.

1.1 Process

This policy is written in line with the Arts Council 'Paying the Artist Policy'.¹ It refers to a number of other relevant policies listed in the appendix. This policy was developed by the Executive in practice but also with reference to the Arts Council's support network and workshops offered to the IAF in 2025. The IAF also consulted with representatives of the sector. Finally, the Board was consulted on this policy and was approved and adopted by the Board.

2.0 Principles

The IAF

- Is committed to supporting the work of architects, artists and art workers involved in all types of artistic and creative services by ensuring appropriate remuneration in accordance with national and international best practice.
- Is committed to ensuring dignity at work, creating fair, safe and respectful working conditions. All IAF staff have completed training by the Safe to Create programme

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and those principles are applied on all our engagements with architects, artists and collaborators.

- Is dedicated to fostering equality, diversity and inclusion, cultivating a culture of fairness and equity in everything we do. This is guided by our policy, We Are Various, our EDI Policy.
- Is committed to encouraging our partners and collaborators to ensure that the principle of fair remuneration and dignity at work is honoured.
- Is committed to a process of regular review, reflection and sectoral consultation in order to improve this policy and ensure it remains relevant to architects, artists and arts workers in architecture.
- Is striving to support the career development of recent architecture graduates through specific programmes in order to support the development of a sustainable career structure in cultural production in architecture.
- Is committed to delivering on all of the above, guided by our strategy, Building Our Knowledge, 2026-37.

3.0 Key Practices

This section relates to how the IAF engages with architects, artists and arts workers in the delivery of its programme.

The IAF engages with architects, artists and arts workers in two key ways. First are individuals who are invited to participate in specific talks, events, workshops and so on that are part of specific projects. Second are individuals who are appointed to work with us longer term on a project, such as exhibition designers, graphic designers and so on.

The IAF will

- Communicate clearly, transparently, and upfront in all interactions with architects, artists and arts workers.
- Ensure transparency and inclusivity in processes for engaging with artists.

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- Define the scope of work, timelines, fees, and payment conditions clearly from the outset and ensure these are agreed by both parties.
- Establish contracts / memoranda of understanding that outline all terms and conditions for each engagement.
- Ensure the organisation's policies and terms and conditions of engagement are clearly communicated to the artists.
- Fees and rates are based on industry standards, considering both national and international comparable, and should be reviewed regularly to ensure it meets artist's needs.
- Fees and rates consider the type of work and level of engagement (e.g. speaker, exhibition designer, principal artist).
- Ensure that travel, accommodation, and other expenses incurred by artists in connection to the engagement are differentiated from the artist's fee.
- Process payments within 30 days of the invoice receipt.
- Respect artists' copyright and intellectual property, ensuring both moral and economic rights are upheld.

This section relates to how the IAF engages with volunteers in the delivery of its programme or other activities. Regarding volunteers, the IAF will:

- Manage volunteers through a dedicated platform, providing them with easy access to the appropriate handbook and guidelines. Volunteers should receive appropriate training and not be asked to take on responsibilities beyond their experience and availability.



4.0 Fees and Rates

Payment Structure for IAF for speakers and panellists

Please note the below prices are only guidelines. Where budgets allow, we will endeavour to pay rates as below. This policy is part of our commitment to 'pay the artist' (Arts Council).

Speakers	250-300 per session
Chair	350-450 per session
Presenter/ Provocateur/ Speaker (inc panel) 25mins	250-350
Keynote/ Lecture	Budget specific / agreed in advance
Panel discussion only	250-350

Facilitation	60 - 75 per hour 300 - 400 half day
Workshop preparation	60 - 75 per hour 300 - 400 half day 500 - 600 full day

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Commission	
Where possible we will pay towards the higher side of the scale.	Budget specific / agreed in advance

Consulting rate will be determined by their rates.

Implementation and Responsibilities

The Executive in practice is responsible for ensuring the implementation as well as overseeing the monitoring and review of this policy. This document will be reviewed (annually / bi-annually) to ensure the policy follows any changes in legal or regulatory frameworks and remains aligned with strategic objectives.

Approved by the Board of the IAF, November 2025.