Fife Contemporary Fair Pay Policy for Artists and Freelance Workers

Fife Contemporary is committed to promoting and supporting the work of contemporary artists – we work cross the fields of both Craft and Visual Art and recognise the work of high-quality and dedicated practitioners in both fields with the title Artists. In integral part of supporting the work of Artists is to ensure they are efficiently and fairly paid for their work.

All rates of pay are offered to Artists on a self-employed basis – all freelance workers are responsible for their own tax declarations and are not entitled to sick pay, maternity pay or holiday pay from Fife Contemporary.

Fair Work for Artists

We ensure fair pay for artists by referring to the **SAU Guidance for Rates of Pay** as a guide.

When we approach artists to work for us:

- We will pay a newly graduated artist the current recommended new graduate rate as a minimum where work as an Artist is undertaken for Fife Contemporary.
- We will pay an artist with 3+ years' experience the current recommended rate as a minimum where work as an Artist is undertaken for Fife Contemporary.
- Where an artist has specific and demonstrable experience and commitment to practice over 5+ years, and where this level of experience is needed for a project, we will offer the current recommended rate for experienced artists for work as an Artist for Fife Contemporary.

All freelance artists can quote their own required rates of pay by negotiation; these must be agreed with Fife Contemporary in writing in advance of any work being started.

When we issue calls for application:

Where advertised projects and opportunities have a set fee this will be advertised in advance so that an artist has full knowledge of the financial remuneration available before making an application. We refer to SAU rates when setting project fees.

Expenses and other remuneration:

Where expenses, travel or other costs are covered by Fife Contemporary this will be explicitly described and agreed in advance of work being undertaken.

Fair Work for technical and other contracts

We have two minimum rates for gallery and exhibition technicians.

Technician – this pay rate is for movement and delivery of art works, our Craft Pods and assisting with gallery installations.

Senior Technician – this pay rate is for technical work which requires experience such as lead work on gallery installations.

Work as an Independent Curator – We offer Curators the same rates of pay as Artists based on experience.

Swift and Efficient Payment

Payment to all freelance artists and technicians will be made on receipt of a dated and numbered invoice. This must contain full and accurate BACS details for payment to be possible.

We aim to pay all invoices within 7 working days of receipt.

In exceptional circumstances such staff illness or unavoidable absence, or during our Christmas closure and end of year accounting, this may extend to 14 working days. We will endeavour to give notice of any planned periods of extension beyond our usual terms.