

PAY THE ARTIST POLICY | August 2025

In line with our 5-year Strategy 2022-2027, Graphic Studio Dublin is committed to ensuring the principle of fair remuneration for professional artists. We encourage and support artists at all stages of their careers to work towards a sustainable and rewarding career in the arts. We provide fair and equitable remuneration for artists working with Graphic Studio Dublin, both through payment and in-kind benefits. We advocate on behalf of the artists to ensure this becomes normal and expected practice. We align ourselves with the Arts Council's Paying the Artist Policy Document.

Principles:

- This policy and associated guidelines will be reviewed and updated annually by the Board and management of Graphic Studio Dublin.
- We agree to transparency on matters of pay and working conditions and this policy will be available for public view, with particular reference to our artist members.
- We will communicate with artists on full rates of pay or other benefits offered at the commencement of the project, and will ensure a contract reflects the full scope of what the artist is expected and required to deliver.
- We will respect the right of an artist to discuss a rate of pay as offered.
- We will inform artists if the event is being recorded and of any plans to broadcast.
- We will make payments within 30 days of receipt of an invoice following completion of the project.
- We will ensure artists fees are ring-fenced within our relevant budgets so fees are protected if overruns occur in other areas.
- We will ensure that artist's copyright is protected, both in terms of moral and economic rights.
- At times when payment does not arise, but specific professional outcomes are provided this will be clearly set out and agreed.
- Where agreed volunteer engagement or membership obligations form part of a project, this will be clearly set out and agreed.

GSD is committed to supporting artists in building sustainable and rewarding careers. We provide fair and transparent remuneration for all artistic contributions to our programmes, with rates regularly reviewed to reflect best practice. Clear contracts and policies underpin this process, ensuring accountability and equity.

This policy is informed by sectoral research and national frameworks, including the [Arts Council's Making Great Art Work \(2016–2025\)](#), the [Arts Council's Equality, Diversity and Inclusion Toolkit \(2022\)](#), [European Commission: Directorate-General for Education, Youth, Sport and Culture, The status and working conditions of artists and cultural and creative professionals](#), [Visual Artists Ireland's Social, Economic & Fiscal Status of the Visual Artist in Ireland \(2016\)](#), and [Theatre Forum's Review of Pay and Conditions in the Performing Arts \(2019–2020\)](#).

GSD Payment Guidelines 2025	Set rate (€)	Hourly rate (€)
Group show at GSD Gallery	Commission on sales 50% (Unframed Price)	
External and touring group show	Case by case, depending on funding	
Commissioning new work	Case by case, depending on the spec. and funding	
Teaching, Training, and Mentoring		
Tutoring		37.50
Workshops and Demonstrations		37.50
Peer to Peer Mentoring		20
Lecturing		120-150
Editioning and Printing Services		
Support (Trainee/ Beginner Printer)	105 - 136 per day	14
Project (Expert Level)	136 per day	18.13
Talks, Presentations and CPD		
Artists' Talks / CPD		100
Public Talks		100
Equity, Diversity, and Inclusion (EDI) Support		
Members' EDI Assistance Programme		20
Course Assistance		20
Creative Work and Representation		
Commissions	2000-5000	