

Creative Scotland's commitment to fair pay

Creative Scotland is the public body that supports the arts, screen and creative industries across all parts of Scotland on behalf of everyone who lives, works or visits the country.

Creative Scotland is committed to fair pay for artists and those working in creative sectors

Creative Scotland is committed, through any activities we support, to ensure that artists and those professionals working in the creative community are paid fairly and appropriately for their time and effort.

Creative Scotland wants to develop the financial context for all artists

We have publicly supported the Paying Artists campaign, and outlined in our Arts Strategy that we are keen to develop a stronger financial context for artists to work in: exploring, with others, ways to improve artists pay, living and working conditions. This includes ensuring that all organisations and projects that receive public funding are demonstrating best practice with regard to fair pay and that they understand the impact on the wider sector of not doing so.

Any organisation seeking funding from Creative Scotland is expected to pay artists fairly

Across all our funding programmes we expect organisations seeking funding from us to be clear about all costs they allocate in their budgets relating to the payment of people involved in delivering their work.

When working with artists and creative professionals, we encourage applicants to reference relevant industry standards on rates of remuneration, and we expect all organisations which seek Regular Funding from us (a programme of three-year organisational funding) to commit to pay a Living Wage, according to the Living Wage Foundation, to all core workers.

We encourage all organisations receiving Regular Funding to provide clear statements on fair pay

In our latest call for applications for Regular Funding, we have further encouraged all applicant organisations to provide pay policies or clear statements that describe how they aim to support and ensure fair pay for artists, creative practitioners, staff and other creative professionals they work with.

We encourage individuals applying for project funding to include fair pay for their own artistic costs in their budgets

Individuals can apply to us for projects which are about their own development, or which are wider and involve others. In all cases we encourage applicants to pay all involved fairly – covering the applicant artist's own costs.

Key sources of guidance on industry standards, union rates and codes of practice from key lead bodies

It is not Creative Scotland's role to prescribe the rates of pay that any organisation applies when employing staff or when working with and/or commissioning artists and creative practitioners.

Beyond the National Minimum Wage/National Living Wage legislation which doesn't, for instance, cover freelancers or the self-employed, there are a wide range of unions, associations and lead bodies who provide more specific and detailed guidance on pay and conditions for those they represent in the arts, screen and creative industries. What follows is a summary of these bodies, links to their rates of pay (where possible) and a summary overview of what they offer and who they represent. Please note that in some instances full information on rates is only available to paid-up members.

Guidance for those working in the Visual Arts, Applied Arts and Crafts

Scottish Artists Union (SAU)

- [**SAU Artists Rights/Rates of Pay**](#)

The SAU provides guidance on typical rates of pay for visual and applied artists* in Scotland – which artists can use when negotiating payment. Included are hourly, sessional (ie half day/day rate) and residency rates for artists. These figures apply to a wide range of freelance and short contract employment from consultancy work, project planning and development, to all aspects of workshop delivery (set up, execution, clear up) and other freelance activity.

*(In general the SAU uses the terms 'visual artist' and 'applied artist' to indicate: painters, sculptors, multimedia artists, printers, lens based artists, photographers, audio artists, performance artists, ceramicists, jewellers, weavers, textile artists, creative metal workers, glass artists, furniture designers, wood carvers & turners, illustrators, cartoonists, graphic artists and multimedia designers. Also included are artists working in public spaces and educational and social arenas. The SAU is open to discussion about the inclusion of any further art forms.)

a-n – The Artists Information Company

- [**a-n guidance on fees and day rates for visual artists 2017**](#)
- [**Exhibition Payment: The a-n/AIR Paying Artists Guide**](#)

a-n provide sample day rates to guide arts budgeting and help visual artists negotiate a fair rate of pay for short-term contracts such as commissions, residencies and community projects. Their guidance sets out a framework for artists' fees for work such as commissions, residencies, community projects and gallery education. These reflect the artists' career stage, as well as the experience level and overheads, take account of the nature and costs of self-employment, and align artists' practices with comparator professions.

In addition, the Paying Artists Campaign was set up by a-n to secure payment for artists who exhibit in publicly-funded galleries, and in the two years since it began, it has consulted widely with artists, major public funders and visual arts organisations to come up with a set of suggested payments to cover a wide range of exhibition scenarios and guidance for implementation. In addition to the Exhibition Payment Guide itself, the campaign produces a [suite of supporting resources](#) to help with exhibition agreements, negotiation, proposals, contracts and budgets. They also highlight [other organisations' guidance on fees and payments](#) for the visual arts sector.

Association of Photography

- [**AOP Legal, Business Forms and Guidance \(including guidance on setting a day rate\)**](#)

The Association of Photography is a membership organisation, promoting and protecting the worth and standing of professional and assisting photographers working in the creative sector. It lobbies for the interests and rights of all photographers, especially in the commercial photographic industry.

Guidance for those working in Music

The Musicians Union (MU)

- [**MU Rates of Pay**](#)

The Musicians Union is a trade union representing musicians and those working in all aspects of music. They produce detailed guidance and rates of pay information for all aspects of music – covering rates for playing live; recording and broadcasting; songwriting and composition; and for those working in music education. In all cases they have detail on fees for playing live; orchestral employment and freelance rates; fees for session musicians; teaching; and musicians in theatre (in associations with UK Theatre Trust). This guidance includes their '[Fair Play Guide](#)' (a guide to ensure musicians are appropriately rewarded for their efforts when playing gigs) and their [National Gig Rates](#). They also deliver their [Work Not Play](#) campaign – a campaign calling more widely for musicians to be paid.

Incorporate Society of Musicians (ISM)

- [**ISM fees and pay**](#)

The ISM is the UK's professional body for musicians. On their website they have advice and resources on contracts, rights, and all aspects of managing your career as a musician. They specifically list fees and rates of pay for music tuition, music education, accompanists, and organists.

Guidance for those working in Theatre, Dance and the Performing Arts

EQUITY

- [**EQUITY rates and agreements**](#)

Equity is the UK trade union for professional performers and creative practitioners – covering acting, comedy, dancers, singers and all aspects of the performance sector. Equity negotiates agreements with employers and employer groups to cover all areas of live and recorded media, and also negotiates with employers to provide minimum levels of pay and engagement fees across the entertainment industry. Please note that whilst Equity have a wide range of agreements and rates of pay guidance, some are published online for all to access, whereas others are only accessible to those who are paid-up members.

Independent Theatre Council (ITC)

- [**ITC Rates of Pay**](#)

The ITC is the management association for UK theatre's independent sector. They work across the UK in drama, dance, opera and musical theatre, mime and physical theatre, circus, puppetry, street arts and mixed media. The ITC negotiates minimum rates of pay on behalf of its members with the appropriate unions for administrative staff, choreographers, designers, directors, fight directors, performers, stage managers and writers.

Federation of Scottish Theatre (FST) and Scottish Society of Playwrights (SSP)

- [**FST/SSP rates for new play commissions**](#)

FST is the development body for professional dance, opera and theatre in Scotland – representing a network of over 200 professional performing arts organisations and individuals throughout Scotland. They produce 'Best Practice' guidance on commissioning plays, and have developed rates of pay for new commissions of plays in partnership with the Scottish Society of Playwrights.

Scottish Society of Playwrights (SSP)

- [**SSP Commission Contract**](#)
- [**SSP Dramaturgy Rates**](#)

The SSP is a collective voice to supporting new/contemporary writing in Scottish theatre. They provide a contract template for the commissioning new plays as well as payment guidelines for playwrights working in a devising setting, as a dramaturg, as part of the devising process or in any capacity where the traditional FST/SSP commissioning contract is inappropriate.

UK Theatre

- **[UK Theatre Rates of Pay and Agreements](#)**

UK Theatre is the UK's leading theatre and performing arts membership organisation. They have rate of pay agreements outlined on their site which bring together relevant rates and agreements from the main unions (MU, BECTU, WGGB, SSP, EQUITY) as they pertain to those working in theatre and performing arts.

Guidance for writers and those working in Literature and Publishing

Society of Authors (SoA)

- [SoA guidance on rates and fees](#)

The Society of Authors is a trade union for writers, illustrators and literary translators, at all stages of their careers. Whilst fees are a matter for individuals to negotiate, and competition law prevents them from recommending rates they do provide the observed rates and other resources to help with rates for freelance writing, editing and proofreading rates, rates for appearances, events, translation, broadcasting and indexing. They also oversee the [C.R.E.A.T.O.R campaign](#) – advocating for fairer rights and contracts for writers.

The Writers Guild of Great Britain

- [WGGB Rates and Agreements](#)

The Writers' Guild of Great Britain (WGGB) is a trade union representing professional writers in TV, film, theatre, radio, books, poetry, animation and videogames. Their rates and agreements cover TV, theatre, radio and some areas of film. In addition, they produce detailed, best-practice advice, guidelines and rates for writers in videogames, animation, comics and musical theatre in their [resources section](#). They're also behind '[Free is NOT an option](#)' – a guide (and supporting campaign) for TV Writers, Agents and Programme Makers to tackle the growing trend of asking writers to work for free.

National Union of Journalists

- [NUJ reported rates](#)
- [NUJ freelance fees guide](#)

The National Union of Journalists is the voice for journalists and journalism, representing a broad range of media professionals. They carry reported rates for a wide range of writing in broadcast, newspaper, book and magazine publishing, teaching, and translation. They also cover photographic commissions across these sectors. The NUJ freelance fees guide is aimed primarily at freelance members working for UK publishers and other media outlets.

Guidance for those working in Screen and Media Industries

BECTU

- [BECTU Rates of Pay](#)

BECTU is the UK's media and entertainment trade union. Its membership includes broadcasting, film, independent production, theatre and the arts, IT and telecoms, live events, leisure and digital media – and their website includes detailed guidance and rates of pay for a wide range of roles in film, tv and independent production.

Production Base

- [Production Base Rates of Pay guideline rates](#)

Production Base are a digital publication and network for freelancers working in TV, film, theatre, radio and commercial production. Production Base aim to ensure freelancers are paid the correct industry rates of pay. They provide guideline rates for the TV, film, theatre and commercial production community.

PACT

- <http://www.pact.co.uk/>

Pact is the trade association representing the commercial interests of UK independent television, film, digital, children's and animation media companies.

Further information

If you are looking for further information, please contact our Enquiries Service:

enquiries@creativescotland.com

0845 603 6000

Lines are open 10am-12pm and 2-4pm, Mon – Fri, and voicemail outwith these hours.

If you want us to call you back, then send us a message with your number and we'll arrange a time to call you.

Web: You can send us a message via [the Creative Scotland website](#)

Twitter: Get in touch [@creativescots](#)

Facebook: We are at www.facebook.com/CreativeScotland

If you are a deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Go to www.contactscotland-bsl.org/public for more information.