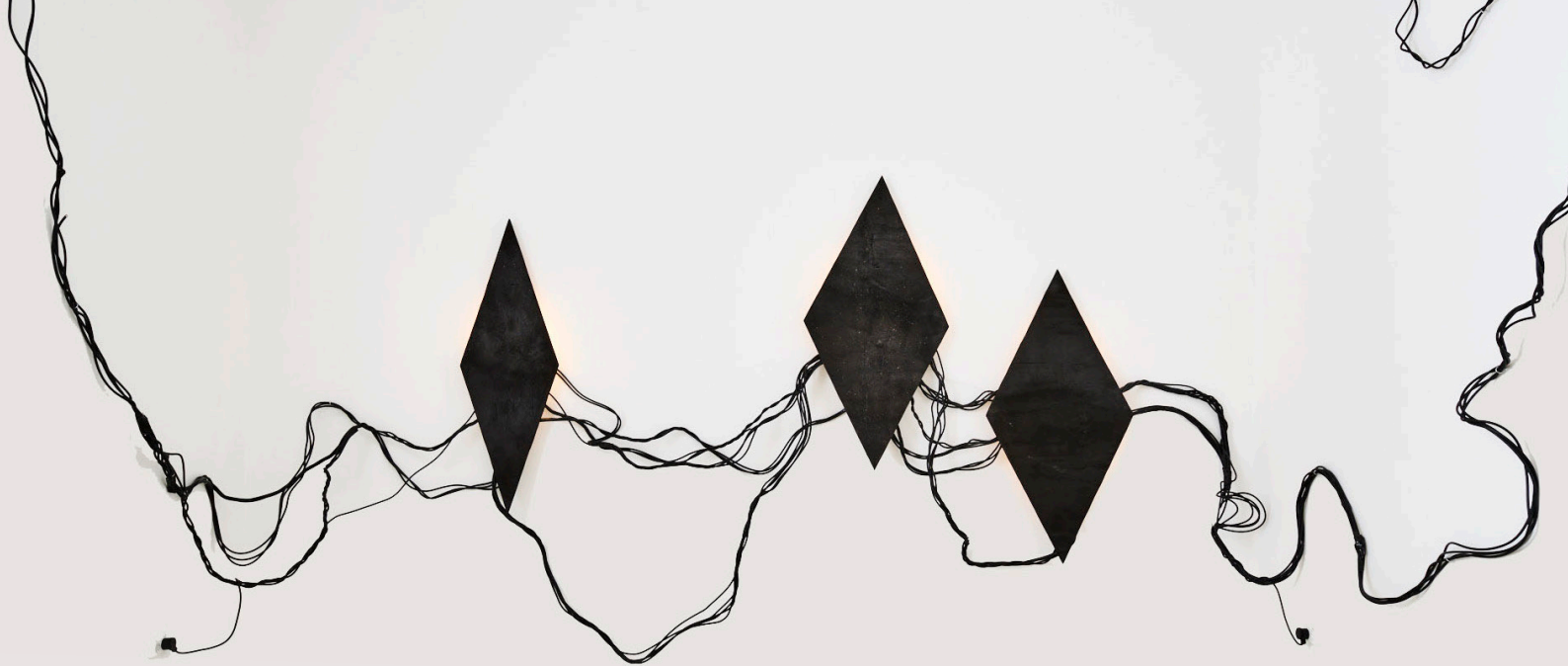


# Remuneration Principles and Practices for Artists and Arts Workers

# 2022



**ACT**  
Government



*Nganygulia Murunwiginya by Aidan Hartshorn  
at the Tuggeranong Arts Centre.  
Photo by Pew Pew Studio.*

*Front cover: Kirklandd performing at the University  
of Canberra. Photo by Pew Pew Studio.*



# Acknowledgement of Country

Gulanyin dhuniang, ngalawirinyin, dhunayinyin, Ngunnawal dhawra.

We acknowledge that we are on the lands of the Ngunnawal.

**‘For Aboriginal and Torres Strait Islander peoples, the land is the core of all spirituality and this relationship and the spirit of Country is central to the issues that remain important to today. We keep our cultural heritage alive by passing on knowledge through practice of arts, ceremonies and performances from one generation to another, speaking and teaching languages, protecting cultural materials, sacred and significant sites, and objects.’** Ngunnawal Elder, Tina Brown

The ACT Government acknowledges the Country of the Canberra region where we conduct our business. We pay our deepest respects to Ngunnawal Elders, past, present, and emerging. In honour of the invitation, **Ngunna yerrabi yanggu**, we will work and walk with lightness on the lands of the Ngunnawal in all we do.

The ACT Government is committed to learning from and walking alongside the Traditional Custodians who have looked across and looked after the lands and waterways since time began. We will listen closely and honour their stories, traditions and languages that have been – and continue to be – shared, enjoyed, and celebrated for millennia.

The ACT Government values the generosity of all Aboriginal and Torres Strait Islander peoples who call Ngunnawal Country home and who are invited to share their diverse cultural and artistic expressions on these lands and with our community.

**This sets out the principles for modelling good practice for the engagement and remuneration of artists and arts workers. It can be used by artists and arts workers, arts organisations and those engaging artists.**

## **Principles:**

Arts, cultural and creative practice makes an important and significant contribution to the cultural, social and economic wellbeing of the ACT. The value of arts and creative work is recognised and remunerated fairly.

All creative work is, by default, paid work. That is, no artists and arts workers should be expected to work for little or no pay.

Where artists and arts workers agree to work unpaid, for low pay or 'in kind' compensation, agreement must be reached about the benefits and/or value for each party.

Remuneration may take a range of forms, including exchange of goods or services or reciprocity acknowledging and respecting the artist, arts worker and their work.

## **Practices:**

Remuneration practices must comply with relevant legislation and other legal requirements.

Sector organisations should take account of remuneration guidelines, where they have been established.

Remuneration practices should reflect good practice rather than minimum standards.

Remuneration practices must recognise artists' and arts workers' rights and interest in the work they create. Artists' and arts workers' copyright and intellectual property should be protected as both a moral and an economic right. Contractual arrangements should allow artists and arts practitioners to benefit from the future economic life of the work they create consistent with legislative requirements, including those under the Copyright Act.



### **Remuneration practices, where appropriate, should be equitable.**

- All artists and arts workers should receive equitable remuneration.
- Where appropriate, experience and expertise should be recognised in remuneration levels.
- Equitable access to employment opportunities should be available for diverse communities irrespective of age, gender, ethnic affiliation, physical or other disability, sexual orientation, or religion.

### **Remuneration practices, where appropriate, should be transparent.**

- Organisations engaging staff (including employees and contractors) have a remuneration policy agreed by its governing body and made publicly available.
- All communications between an artist or arts worker and the party engaging their services should be open and transparent to both parties.
- All work and roles in a project should be covered by a contract. The form of the contract should be proportionate to its value.

- All contracts should be negotiated in good faith, setting out the nature and scope of a project, the status of an engagement, associated taxes and benefits, and obligations of the employer as well as the artist or arts worker, and any dispute resolution clause.
- Artists and arts practitioners must be able to seek advice on any contract agreements they are party to.
- Payments or fees for all roles involved in a project must be visible in funding application budgets and post-project reports.
- Artists' and arts workers' fees should be ring-fenced to ensure they are protected against budget over-runs.
- Good faith negotiations should occur where cancellations result from events outside the control of the employer, with the principle that, where possible, contracts with artists and arts workers should be honoured.
- Conditions of payment must be clear (e.g. per word, per event, per season, or timing of payments).

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