Artistic Policy

We follow the guidelines set by the the Arts Council policy on the fair and equitable remuneration and contracting of artists which can be viewed here.

"We seek to create an environment in which artists can make work of ambition and quality and be remunerated appropriately." (Arts Council Ireland)

Dlr Mill Theatre Management Company is committed to using the guiding principle:

Fair Play/Fair Pay

Within the limits of our ability, we promote and encourage that all artists and creative professionals are paid a fair wage for their time and competence within their field of expertise. Dlr Mill Theatre Management Company is committed to helping artists & creative professionals negotiate a fair rate of pay for all work, long or short-term contracts.

Dlr Mill Theatre Management Company when engaging artists encourages them to:

- calculate an individual daily rate for services they supply based upon their unique circumstances and overheads
- prepare quotes when pitching for freelance work
- be aware of current universal pay rate information
- be tax compliant where applicable

Dlr Mill Theatre Management Company provides contracts for all works/projects/artists engaged, and each project is negotiated on a case by case basis.

Remuneration terms are agreed upon by both parties in advance of signing off on contracts. Dlr Mill Theatre Management Company is committed to applying industry standard rates of pay in remuneration of artists working on projects/contracts for the centre.

Dlr Mill Theatre Management Company is committed to ensuring that all funding and funds sourced for the payment of artists work goes directly to the artist.

All pay is managed internally through a competent administrative system, including a supplier set-up process which allows for the adherence to swift payment procedures.

Dlr Mill Theatre Management Company is committed to adhering to the "best practice principles" as set out by The Arts Councils Artist Pay Policy Document.

Dlr Mill Theatre Management Company will remain abreast of all current pay/remuneration information and legislation influencing the sector and review this accordingly and/or every 3 years .

Dlr Mill Theatre Management Company will continue to advocate for the equitable rates of pay for artist's as championed by The Arts Council.

Reviewed and Approved by Board: November 2025