

Rates of Pay for Visual & Applied Artists in Scotland, 2007

The Scottish Artists Union has from its inception been concerned with establishing recognised national standards in artists' contracts and payments. In light of legislation, the SAU is no longer able to produce contemporary rates of pay guidance as this is now viewed as anti-competitive.

The last figures we were able to produce related to the 2004 – 2006 time period and are reproduced below. These would have been increased in 2006 by at least the equivalent sum of the biannual inflation for that time period and we would suggest that this is a calculation that our individual members can make themselves to arrive at an appropriate figure for 2007.

SAU Rates of Pay information 2006

Rates of pay should apply to all aspects of contracted work from project planning and development to workshop setting up, execution and clear up.

All hours worked should be accounted for.

Properly costed travel expenses should be paid over and above all fees.

All costs for the supply/hire of equipment should be paid over and above all fees.

Hourly Minimum Rates: **£16.25 p/hr**
 £21.50 p/hr with 3 yrs + experience
 £26.75 p/hr with 5 yrs + experience

Sessional Minimum Rates: **£108 p/day (£50 p/1/2 day)**
 £160 p/day (£75 p/1/2 day) with 3 yrs experience
 £214 p/day (£100 p/1/2 day) with 5yrs + experience

These rates are recommended minimum rates relating to qualifications/experience, which are defined by 'years as a working artist', and would be evidenced by a professional CV and references as is the convention in other employment contracts. All artists retain the right to negotiate rates of pay over and above these guidelines.

Residency Rates: **£16,200 p/annum (pro rata) min.**
 £27,000 p/annum (pro rata) with 5 years + experience

All residencies should be calculated on a pro rata basis where the residency exceeds 20 working days.

Placing within this scale will be negotiated based on career history and experience. All artists retain the right to negotiate residency rates over and above these guidelines.