

SAU Executive Typical Rates of Pay for Visual & Applied Artists in Scotland, 2014 - 15

The SAU has from its inception been concerned with establishing recognised national standards in artists' contracts and payments, as it is often difficult for artists to quantify the value of their work. We have therefore prepared some typical rates of pay which members may wish to use as a guide when negotiating payment for their work on short-term contracts, sessional work and residencies that are paid on a self employed status basis.

The SAU is conscious that it is 5 years since the last rates of pay increase in 2009-10. The economic climate has been very difficult with other professions on salary freezes and many cuts being made in public sector funding. It is however overdue that SAU again promotes an increase in the typical rates of pay we recommend.

We are therefore applying a blanket increase of £1.25 to all our previous hourly rates, £10 to our daily rates and a proportionate increase to our residency rates to begin to address the 5 years that rates have been at a standstill.

SAU RATES OF PAY 2014 - 15

Rates of Pay should 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. Rates exclude artist's expenses for a specific project and VAT where relevant.

Hourly Rates:

£20.25 p/hr	new graduate artist
£26.25 p/hr	3 yrs + experience
£31.25 p/hr	5 yrs + experience

Sessional Rates:

£160 p/day (£ 80 p/ ½ day)	new graduate artist
£210 p/day (£105 p/ ½ day)	3 yrs experience
£260 p/day (£130 p/ ½ day)	5 yrs+ experience

The variations in rates relate to qualifications/experience, which are defined by 'years as a working artist', and would be evidenced by a professional CV, indicating the artist's art-world track record and/or unique attributes.

Residency Rates:

£22,100 p/annum (pro rata)	new graduate artist
£32,500 p/annum (pro rata)	5 years + experience

All residencies should be calculated on a pro rata basis where the residency is of 20+ working days. The variations in rates relate to qualifications/experience as above.

These Typical Rates of Pay are provided for guidance purposes, artists are at all times free to negotiate rates of pay different to those set out above. Rates assume appropriate professional conduct by Artist.

The Scottish Artists Union encourages all artists and those who wish to contract artists, to make use of this information

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The Typical Rates of Pay have been prepared on the following basis:

Hourly Rates of Pay as a comparison to paid employment. To achieve this, these figures are put into the following calculation.

$$\frac{a \times (24 \times 48) - 7000}{37 \times 52} = b$$

The above calculation represents the extrapolation, where **a** is the contracted hourly rate and **b** is the equivalent hourly rate of a conventional employee annual salary. (24 x 48) represents the artists maximum earnings multiplier where 24 hrs (65%) is the optimum number of earning hours a week, based on a 65:35 ratio calculation, where 35% of working time is required for research, management and development, and 48 is the maximum number of earning weeks in one year that the artist can have (4 weeks unpaid annual leave). 7000 is the necessary subtraction of the average cost of professional overheads (studio costs, management and admin, research and development etc).

This cumulative total is divided by a conventional salary equation of (37 x 52) where 37 hrs work per week is multiplied by 52 working weeks (paid annual leave) to provide the **b** equivalent.

If we now apply the salaries calculation to our new Typical Rates of Pay it becomes evident that in real terms what we are proposing remain modest figures that still represent low level artist's incomes. This is however a further step in the process designed to bring visual and applied artists to an equitable position with their contemporaries in other arts fields and beyond.

Calculations:

Rate (a)	Earnings	Overheads	Salary	Employee rate (b)
£20.25 p/hr =	£23,328	- £7,000 =	£16,328 =	£ 08.49 p/hr
£26.25 p/hr =	£30,240	- £7,000 =	£23,240 =	£ 12.08 p/hr
£31.25 p/hr =	£36,000	- £7,000 =	£29,000 =	£ 15.07 p/hr

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Rates assume appropriate professional conduct by Artist.

It is important to recognise that these figures do not include commitments for Income Tax or National Insurance Contributions. Self Employed people are recommended to set aside 25% of their earnings to meet these obligations.

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