



Irish Writers Centre Artist's Payment Policy 2024

As the leading support and development organisation for writers in Ireland, the Irish Writers Centre is keenly aware of the challenges that many professional writers face in the procurement of fair and sustainable working conditions. We recognise this as a crucial impediment to the wellbeing of writers and the pursuit of writing as a profession in Ireland and, to rectify this, are committed to implementing best-practice principles in our dealings with and payment of professional writers. We align ourselves with the Arts Council of Ireland's [Paying the Artist Policy](#) on this issue and aim to match their vision by ensuring the 'fair and equitable treatment' of every writer we engage with, from the initial offer of work to the final payment of fees.

Outline

In keeping with our [2022 – 2026 Strategy](#), the Irish Writers Centres is committed to supporting professional writers in the advancement of their craft and careers. As part of this commitment, we regularly engage with writers through paid opportunities, including the facilitation of courses, seminars and invitations to read and/or speak at IWC's public events. We believe in the importance of transparency on matters of pay and working conditions, and that sharing this information publicly is to the benefit of all writers. In the following document, we aim to provide a clear and comprehensive outline of the various terms, conditions and rates of pay that writers can expect during their employment with the Irish Writers Centre. In doing so, we are committed to ensuring that:

- Our initial offer of work details the level of engagement, the timeline of activities and our expectations in terms of the scope and breadth of work.
- Writers are given an opportunity to negotiate the terms and conditions of their employment before they commit to or engage in a period of work.
- Our correspondence will include a link to the rates of pay outlined below.
- Payment will be made swiftly and promptly following the end of employment and upon the receipt of an invoice.
- Our rates of pay are displayed clearly on our website for the sake of honesty and transparency.
- Our rates of pay are reviewed annually by members of the board before being re-issued on our website.
- Our rates of pay increase in line with those suggested by the Arts Council of Ireland.

Courses and workshops

Writing workshops or courses are usually 2 hours per session, and often continue over a number of days or weeks. Though the contents of workshops and courses may vary, we generally expect course facilitators to provide the following supports for course/workshop participants:

- A discussion of the practical elements of writing
- A critical examination of established works and/or a recommended reading list
- Workshopping of the students' writing
- Feedback on students' work where applicable

The rate for facilitation of writing courses, whether online or in person, is **€70 per hour**.

To learn more about pitching a course and/or becoming a facilitator, see [our website](#).

Seminars

Seminars are usually 90 minutes to 3 hours in length and can be delivered either online or in person. Seminars are more lecture-driven than courses or workshops, with a capacity for a larger number of participants. As a result, there is less participant interaction than with courses other than the potential inclusion of a Q&A session.

The rate for facilitation of seminars, whether online or in person, is **€100 per hour**.

One-to-one mentoring

One-to-one mentoring sessions can occur on a once-off basis or may be split into shorter sessions that total 1.5 hours. Sessions can take place online, by phone or in person as long as the terms and place of meeting are agreed in advance with the mentee.

The IWC offers one-to-one mentoring in the fields of poetry, prose and screen- and playwriting. The rates of pay for each are as follows:

- Fiction | Non-fiction | Screenwriting | Playwriting

€250 – up to 10,000 words read in advance, 300 word report, followed by 1.5 hour one-to-one meeting.

€275 – up to 15,000 words read in advance, 300 word report, followed by 1.5 hour one-to-one meeting.

€325 – up to 20,000 words read in advance, 300 word report, followed by 1.5 hour one-to-one meeting.

- Poetry

€250 – up to 240 lines of poetry read in advance, 300 word report, followed by 1.5 hour one-to-one meeting.

To enquire about becoming a mentor, contact the IWC at info@irishwriterscentre.ie

Events

The IWC frequently hosts public events and/or readings, both online and in person, either in our building on Parnell Square (e.g. Nollaig na mBan, Open Days, Publishing Days) or in other venues in conjunction with other literary organisations and/or festivals (e.g. Takin' the Mic). The rates of pay for writers featured in IWC events, whether online or in person, are as follows:

- Readings

Solo reader: **€250**

Featured reader (2-3 readers): **€150**

Featured reader (4-5 readers): **€100**

Commissioned reader: **€250***

Takin' the Mic guest reader: **€160**

*Work commissioned for an IWC event may be published on our website following its initial presentation. In each case, copyright will remain with the writer.

- Interviews and panel discussions

Solo interview: **€250**

Panel discussion (with 2-4 speakers): **€150**

Multi-artist event (with 5 or more speakers): **€100**

Key-note lecture: **€300**

Chairing or MCing an event: **€150 – €250** (depending on context and duration)

For in-person events, travel and accommodation costs will be covered where required by the artist. For online events, digital costs will be covered by the IWC (e.g. Zoom license).

In some cases, we may wish to record artist/writer performances at our live events. With this in mind, we will aim to share in the economic life of what they create by ensuring that artists benefit from any future use of their work on IWC-owned or -affiliated channels.

Changes to this policy

This policy will be reviewed annually.

This policy was last updated in March 2024.