



## **Recommended National Rates of Pay for Visual & Applied Artists in Scotland 2004-06**

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- The following rates should apply to all aspects of 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

### **HOURLY AND SESSIONAL RATES OF PAY**

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

**Sessional Rates:** £ 108 p/day (£54 p/1/2 day) **minimum**  
                          £ 161 p/day (£81 p/1/2 day) **minimum** with 3 yrs experience  
                          £ 214 p/day (£107 p/1/2 day) **minimum** with 5 yrs + 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.

### **ARTISTS' RESIDENCIES**

**Residency Rates:** £ 16,200 p/annum (pro rata) **minimum.**  
                          £ 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 rates of pay over and above these guidelines.

Bi-annually at the sau annual conference these figures will be reviewed and as a minimum, be increased in line with bi-annual inflation