



**National Youth  
Orchestra of Ireland**  
*Ceolfhoireann Náisiúnta  
Óige na hÉireann*

## **ARTISTS PAY AND CONDITIONS: STATEMENT OF PRINCIPLES AND POLICY**

The mission of the National Youth Orchestra of Ireland (NYOI) is to provide exceptional educational and performance opportunities for young musicians from across the island of Ireland in the full symphonic repertoire to support their development to the greatest extent of their talents.

We value and promote

- **excellence** in realising the creativity and artistry of our members
- **ambition** for the fullest musical realisation of our members' potential, driving everyone who participates in our work
- active **participation** in our work, making it a far-reaching social and cultural as well as an artistic experience for everyone involved
- our **connection** with players, parents, teachers, peer organisations and professional ensembles ensures our place in the continuum of music performance in Ireland

It follows that the NYOI behaves in all of its relationships with artists in a way that is fair and equitable. This includes the way we engage with the professional musicians whom we engage as course tutors, soloists and conductors, but also the young people who are the members of our orchestra.

### **Remuneration and Contracting Policy**

The NYOI's twice-yearly residential courses bring ~110 young Irish orchestral musicians into contact with professional coaches who rehearse the individual sections of the orchestra in advance of tutti rehearsals, and who are all themselves orchestra players and/or professional teachers, with considerable experience of the orchestral repertoire.

The NYOI is committed to the principle of fair and equitable remuneration for these orchestral coaches. It sets the tariff for 3-hour sessions at a level which matches or exceeds the norm within youth performing ensembles on the island of Ireland, and verifies these regularly through the sector lead (representative and resource) body the Association of Irish Youth Orchestras. This includes a rate for section rehearsals and a rehearsal conductor rate. In addition to session fees, orchestral coaches are remunerated for their costs in traveling to and from the courses and hotel or equivalent accommodation (independent of the orchestra rehearsal venue) is paid for. Their valued contribution is acknowledged (by name) in the concert programme associated with the tour at the end of each course.

The Board is conscious of the indispensable contribution of orchestral coaches in helping to form the next generation of orchestral artists in Ireland, and will keep fee levels under active review as the orchestra's programme of work develops.

Conductors and soloists likewise are paid in line with industry norms, and their accommodation and travel are separately provided for.

Non-artistic (welfare) personnel are likewise remunerated according to industry norms.

Contracting terms with all professional staff reflect the fact that the NYOI is by definition a workplace that involves regular contact with persons defined by law as “vulnerable”. Staff and contracted artists are provided with child protection training where necessary, and are asked for Garda validation.

Recruitment of orchestral and welfare staff is undertaken in line with the NYOI’s ERD policy which recruits its staff and contractors regardless of gender, civil status, family status, sexual orientation, disability, age, race, religion and membership of the Traveller community.

### **NYOI members**

Although they are not contracted and are not paid for their participation, the members of the National Youth Orchestra of Ireland are central to the organisation’s work. They will bring their encounter with orchestral playing into a lifetime of opportunity for further performance, amateur or professional, and besides ensuring a secure environment for these young people in the residential courses and concert performances, the Board and staff work hard to make the experience a great one – musically, culturally and socially.

In recent years the Board has taken active steps to ensure that decisions are made in a way that interacts more closely with the players, by a) appointing a recently-retired member of the orchestra to the Board, b) by engaging with players in the preparation of its strategic plan (live workshops and written surveys), and c) by initiating steps to create a players council which will have a role – through the artistic director – in artistic planning and further development of a year-round programme for players.