



Luminosa Music

A NEW ORCHESTRA for GALWAY

Fair Play, Fair Practice Policy

The Luminosa String Orchestra

(Luminosa Music CLG)

Prepared February 2026

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Luminosa Music CLG

The Luminosa String Orchestra

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About Us

The Luminosa String Orchestra is a not for profit charity which was setup to provide Galway's first professional string orchestra. Our constitution states that:

The main object for which Luminosa Music CLG is established is the promotion of culture and the arts by providing an innovative concert series in Galway city, for the education and benefit of the widest possible public, and for the development of high calibre classical music performance and facilitation of a city orchestra based in the west of Ireland.

We curate performances based on human experience and therefore we exist not only to forward the classical art form and develop its scope in Ireland, but also to provide our audiences with a high quality art form which reflects on our existence and hopes to give solace, counsel, inspiration and improve mental and emotional health, and to do all this whilst providing a high quality concert experience which will move and inspire our audiences.

We employ one part-time Executive Director and hire freelance classical musicians on a project basis of usually 5-7 days. Currently we produce about 2-3 projects per year.

Our primary funding is from the Arts Council and we also receive funding from Galway City Council. We raise the rest of the funds through sponsorship and philanthropy.

As a registered charity, we understand the importance of accountability and transparency and abide by the Charities Regulator Charities Governance Code and the Statement of Guiding Principles for Fundraising.

Context

What is Fair Pay and Practice?

“It has been well-documented, nationally and internationally, that artists and freelance arts workers tend to have high levels of self-employment with project-based careers, low pay, precarious incomes, and poor working conditions. In general, they lack effective representation, occupy a weak bargaining position in contract negotiations and are vulnerable to exploitation. This limits the potential of artists and freelance arts workers to do their best work. It restricts opportunity and reduces diversity. It impacts wellbeing and leads to talented arts professionals leaving the sector.”¹

Fair pay is about a fair exchange of value. Remuneration is fair when it equates to what is asked in terms of time, input and expertise. It will account for the standing of an artist or freelance arts worker and reflect the value created by their engagement. It applies to all potential forms of earnings including pay, salary, wages, fees, allowances, benefits and noncash incentives, as well as income derived from rights or royalties.

Fair practice is about the terms, conditions, attitudes and behaviour that ensure an ethical and respectful environment in which artists and freelance arts workers can work effectively and where opportunities are equitable. Work practices are fair when artists and freelance arts workers are treated justly, are recognised as professionals and their wellbeing is a priority.

Luminosa is committed to paying our musicians fairly and continually updating our PayScale and conditions surrounding employment.

We recognise that we always have choices to create positive change. These lie in the daily interactions and decisions around communication and giving support to our artists.

We can control and therefore make choices about:

- Pay and conditions
- Clear and transparent communication
- Best practices in terms of hiring
- Clear contract terms
- Clear terms on ownership of artistic output
- Transparency on accounting practices and budgets
- Involvement artistic planning where appropriate

1. Fair Pay, Fair Practice Policy Toolkit. The Arts Council, 2025

We do not have control over local or national infrastructure and must accept that we have to work with low quality venues and associated facilities. The maximum is done to improve working conditions.

We don't have control over national arts council budgets but we do make submissions when asked about Arts Council Policy.

Purpose

We have compiled this policy as it is the cornerstone of a company and charity whose ethics and practices are intended to be of the highest quality.

Because Luminosa aspires to best practices and excellence in everything it does, we are bound by our intentions to produce a policy which exemplifies fairness, equality and transparency.

We believe that artists should not be taken for granted. We aim to improve the working environment so that the artists can make their best work, leading to the best outcome for the profession and the audiences it serves.

Through this we hope to reinforce and exemplify sound ethical arts policy and practice so that artists have a strong employment position. We believe that no artist should ever be taken for granted and that their work is valued and adequately remunerated.

Scope

This policy applies to:

- Core and substitute musicians
- Conductors, soloists, and guest artists
- Administrative and technical staff
- Contractors and volunteers engaged by the orchestra

It applies to all aspects of our relationship with them, from communication around job offer, contract small print, production of work, rehearsal conditions, remuneration, travel reimbursement, artistic ownership and editing rights.

Principles

How does Luminosa align with the 5 principles of Fair Pay, Fair Practice?

1. Respect

We value our artists for their time and their work. They are always paid on time and in the manner which was agreed in their contracts. The pay of our artists is always the first thing prioritised in our budgets.

We conduct pay surveys within our industry to ensure that we are paying appropriately and review this annually, asking our members directly and engaging with them consistently on matters of pay and conditions.

2. Transparency

We aim to be completely transparent in pay related matters. Every musician is invited to a project with a clear understanding of the work hours involved, the music to be performed and the pay for rehearsals, run throughs, performance and travel. Artists have an understanding that their work will never be used online for commercial gain, as we are a charity and not-for-profit, we only use material online to promote our organisation and further its development, which will lead to more work for them.

We publish our full PayScale and it is clear what each role is paid. We issue clear and transparent contracts to each freelance musician with the express instruction that they can revert back and have their contract amended. This gives them the opportunity to negotiate and helps give feedback to improve this process.

3. Opportunity

We aim to cultivate opportunities for artist development, mentoring and multiple engagements over time

Where possible we offer paid opportunities to emerging artists

We aim to build flexibility into schedules so artists can fulfil their caring responsibilities or take up other paid work

We aim to consult with each artist about how we might accommodate access requirements including preferred working style

We work with colleagues within and across sectors, with resource organisations and with other relevant bodies to find opportunities for artists.

4. Sustainability

We collaborate with colleagues within and across sectors to develop career paths

We aim to make provision for artists and freelance arts workers injured in the course of their work

Our work practices are positioned to facilitate additional income streams for artists

Pay rates for reflect the input required

We aim to pay annual increments to freelancers involved projects

We aim to ensure payments for travel, accommodation and subsistence keep pace with inflation

We aim to pay artists and freelance arts workers promptly within 7 days of receiving an invoice, telling them when they can expect payment

If we have cash flow issues, we commit to paying artists and freelance arts workers first

If a budget allows we will pay cancellation fees or commit to re-employing the artist when the project can go ahead.

If required we can pay for travel in advance

Honor rehearsal and performance time; avoid over-scheduling.

We try and provide food or transport help when possible.

We actively build a legacy recording concerts and maintaining an archive

We collaborate frequently with other artists to widen our network and profile

5. Fulfilment

We regularly invite feedback from and listen to artists and freelance arts workers formally and informally by inviting their participation in annual reviews

We seek to develop ongoing relationships with artists and freelance arts workers

We promote and include open and honest communication in your organisation's values

We Involve artists and freelance arts workers in project development as early as possible

Where possible we prioritise improving working conditions for artists and freelance arts workers including the physical environment

We recommend arts workers to free resources such as Minding Creative Minds

We seek to understand the professional development needs of the artists and freelance arts workers you work with, providing relevant advice and support

We always respect break times

We have signed up to Safe to Create and commit to ensuring that artists, staff, and participants can do their work without fear of:

- Harassment or bullying
- Discrimination or exclusion
- Retaliation for speaking up
- Physical or psychological danger

It means people are free to take artistic risks — to innovate, collaborate, and express themselves — within an environment of trust, dignity, and accountability.

Pay Structure

Musicians

- Base Pay: All musicians will receive a consistent per-service rate, determined annually by the Board based on comparable ensembles, and funding availability.
- Sections vs. Principal Roles:
 - Principal musicians (Concertmaster, Section leaders, etc.) receive a differential acknowledging leadership responsibilities.
 - Tutti players receive the base rate.
- Rehearsals and Performances:
 - Rehearsals and performances have a separate rate
 - Run throughs have a per hour rate for all

Guest Artists and Conductors

- Compensation for guest conductors and soloists shall reflect experience, reputation, and program demands, within the organization's financial means.
- Written contracts specifying total compensation, rehearsal expectations, and travel or per diem arrangements will be required.

Administrative and Technical Staff

- Costs will align with fair market standards in the local nonprofit arts sector.

Payment Practices

- Payments will be made within 7 days of services rendered or as specified in contracts.
- Pay rates and agreements will be formally documented and approved by the Executive Director or Board.
- Travel, accommodation, and per diem reimbursements will follow standard nonprofit guidelines.
- Our current PayScale is quoted in all offers of work and on contracts and is under constant review.

Related Policies

E.D.I. Policy – Luminosa Music

www.luminosa.ie

Arts Council Equality, Human Rights & Diversity (EHRD) Policy and Strategy 2019–2025

<https://www.artscouncil.ie/>

Paying the Artist Policy (2020)

<https://artscouncil.ie/wp-content/uploads/2024/11/Paying-the-Artist-Policy.pdf>

Safe to Create Initiative

<https://www.safetocreate.ie/>

Culture 2025 – Éire Ildánach (Creative Ireland Framework)

<https://www.creativeireland.gov.ie/en/>

Basic Income for the Arts (BIA) Pilot Scheme (2022–2025)

<https://www.gov.ie/en/department-of-culture-communications-and-sport/campaigns/basic-income-for-the-arts-pilot-scheme/>

Irish Human Rights and Equality Commission Act 2014

<https://www.ihrec.ie/>

Employment Equality Acts 1998–2015 & Equal Status Acts 2000–2018

National Campaign for the Arts

<https://ncfa.ie/>

Responsibilities

This policy is reviewed and signed off by the board of trustees and artistic director and executive director annually.

The Executive Director is responsible for its implementation

Monitoring and review

The policy will be reviewed annually.

Any submissions or complaints should be referred to lucy@luminosa.ie in writing.

We have a full complaints procedure available on our website.

Signed by the board of Trustees

Chairman Andrew Barber  Date 11/03/26
Andrew Barber (Mar 11, 2026 08:04:41 GMT)

Secretary Michael Noone  Date 10/03/26
Michael Noone (Mar 10, 2026 19:27:50 GMT)

Catherine Gagneux  Date 10/03/26
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James Harrold  Date 14/03/26
James Harrold (Mar 14, 2026 21:00:55 GMT)

Michael Dooley  Date 14/03/26
Michael Dooley (Mar 14, 2026 14:21:19 GMT)











Luminosa Fair Pay, Fair Practice Policy Document


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