

SILO THEATRE TRUST

Remuneration Guidelines

Background

Silo Theatre Trust (**Silo**) recognises the values of the arts and its vital contribution to the social, cultural, economic and environment wellbeing of Aotearoa. We are committed to promoting and supporting practitioners through fair remuneration for work undertaken.

Silo believes the most beneficial innovation it can offer the wider sector is in the space of best practice. Through models that support equitable, safe and empowering practice, we believe we can positively change the culture more broadly.

Principles

We believe artists and practitioners should be remunerated fairly for their work and expertise.

Our Commitment

- In line with building the capability of our sector and practitioners, all staff and contractors should receive a living wage baseline
- Wages are based on skills and experience
- Fair remuneration will be integral to Silo's effective budgeting and planning processes

Guidelines

- Remuneration practices comply with relevant legislation and sector organisation's standards
- Remuneration practices and contracting recognise practitioners' IP
- Remuneration reflects good practice
- Remuneration is equitable

To support the above, Silo has developed the following general guidelines to assist with fair remuneration across our engagements. Fees will be relative to experience, skills and scope of work required.

<u>Skills</u>	<u>Definition</u>	<u>Guide</u>
Emerging	Someone in the early stages of their career (1 - 3 professional productions)	\$30 per hour or Weekly rate FTE for one week (40 hours) = \$1200 *increased in 2023 from \$25 per hour
Mid-career	Someone who has been practising for several years (3 - 6 professional productions)	Approx. \$32.50 - \$35 per hour or Weekly rate FTE for one week (40 hours) = \$1300 - \$1400 *increased in 2023 from \$30 per hour
Senior	Someone who has established themselves and their practice, and is widely recognised and acknowledged as a leader in their field. (6 + professional productions)	Approx. \$37.5 per hour or Weekly rate FTE for one week (40 hours) = \$1500 *increased in 2023 from \$32.50 per hour

References

This guideline has been developed in reference to [Creative New Zealand's Remuneration Policy for Artists and Arts Practitioners March 2022](#) and CNZ's August 2023 increase of minimum remuneration to \$30/hour (previously \$25/hour).

Version History

<u>Version</u>	<u>Changes Made</u>	<u>Who</u>	<u>Date</u>
1.2	Reviewed	Tim Blake	February 2026
1.1	Reviewed and updated to increase hourly rates	Tim Blake	November 2023
1.0	Guidelines Created	Chloe Weavers	2022