

Policy on Artists' Pay and Conditions

1. Purpose

The purpose of this policy is to establish fair and transparent guidelines for compensating artists associated with Newpark Academy of Music. This policy ensures that all artists are paid equitably for their work, in line with industry standards, and that their working conditions support their professional and personal well-being.

2. Scope

This policy applies to all artists engaged by Newpark Academy of Music, including those involved in performances, teaching, workshops, residencies, and other artistic collaborations.

3. Compensation Principles

- **Fair Pay:** All artists will be compensated fairly for their work, with rates reflecting industry standards, the scope of work, and the artist's experience. Compensation will be commensurate with the nature of the engagement, whether it is performance-based, educational, or creative work.
- **Transparent Payment Structures:** Payment terms and rates will be clearly communicated and agreed upon before any work commences. Artists will receive a detailed breakdown of their compensation, including fees for performances, rehearsals, teaching, and any other services rendered.
- **Timely Payment:** Payments will be processed promptly, in accordance with the terms outlined in the contract. Delays in payment will be communicated proactively, with a clear timeline for resolution.
- **Contractual Agreements:** All engagements will be formalized through a written contract that outlines the terms of work, payment schedule, and any other relevant conditions. Contracts will also address issues such as intellectual property rights and cancellation policies.

4. Working Conditions

- **Safe and Supportive Environment:** Newpark Academy of Music is committed to providing a safe and supportive working environment for all artists. This includes ensuring that venues, rehearsal spaces, and other facilities are safe, accessible, and conducive to artistic work.
- **Respect and Dignity:** All artists will be treated with respect and dignity, with their contributions valued and recognized. Any form of discrimination, harassment, or exploitation will not be tolerated.

- **Professional Development:** The academy encourages the professional growth of its artists by providing opportunities for skill development, networking, and career advancement. Artists will be supported in pursuing professional development opportunities that enhance their careers.
- **Work-Life Balance:** Artists' schedules will be managed to support a healthy work-life balance. Consideration will be given to the demands of artistic work, including time for preparation, rehearsals, and rest.

Newpark Music Center trading as Newpark Academy of Music 2024 September

Signed

Hilda Chan

Executive Director

A handwritten signature in black ink, appearing to read 'Hilda Chan', with a stylized, cursive script.