

CIFF Artists' Fair Pay and Fair Practice Policy

Next Review Date: June 2028

*This policy should be read alongside CIFF's **Artistic Policy** and **Eligibility Criteria**, which together form an interconnected framework for how CIFF selects, supports and values artistic work.*

Purpose

Cork International Film Festival (CIFF) is committed to recognising the value of artists and creative professionals through fair remuneration, transparent processes and meaningful professional opportunities.

As Ireland's first and longest-running film festival, and a strategically funded organisation of the Arts Council, CIFF supports the principles of the Arts Council's *Paying the Artist Policy*. We believe artists should be paid fairly for their professional contribution and treated with respect throughout their engagement with the Festival.

This policy outlines the principles that guide our remuneration of artists and creative contributors, the fees we pay, and the wider professional support and opportunities available through participation in the Festival. It draws on consultation with industry peers and emulation of studies carried out at an international scale, including via our network of European Film Academy film festivals and the Conference of Short Film

In Ireland, CIFF joined forces with the four other Arts Council Strategically Funded film organisations to form the Cultural Cinema Partnership (CCP) in 2022. In August 2024, the CCP published its 'Code of Ethics'. [CPP Code of Ethics](#) As CCP members, we are committed to supporting and promoting all films included in our programmes and will, where possible and within budget limits, invite filmmakers to allow for exchange with the audience and networking with fellow film directors and industry professionals.

Our Principles

CIFF is committed to:

- Publishing clear and transparent fee structures.
- Reviewing fee levels regularly in line with available resources and sector best practice.
- Supporting equitable and inclusive working conditions.
- Ensuring artists are treated with dignity, respect and professionalism.
- Aligning with the Arts Council's Paying the Artist Policy, the Safe to Create programme and our Equality, Diversity and Inclusion Policy.
- Promoting gender parity and inclusion, and supporting increased transparency across the Irish and wider global film landscape.

Scope

CIFF values the work of artists - and those working in the arts - and believes that fair pay not only applies to artists but to all arts workers, and aims to lead by example in fairly paying all staff.

This policy applies to artists, filmmakers, speakers, moderators, panel participants, creative practitioners, submission previewers and freelance arts workers engaged by CIFF.

The principles set out in this policy also inform the Festival's engagement with seasonal employees and contractors working in artistic, programming, educational and cultural roles.

Specific contractual arrangements may apply where activity is delivered in partnership with other organisations or through externally funded programmes.

Artist Fees

CIFF publishes its fees to ensure transparency and consistency.

1. Screening Fees: Short Films

Contribution	Fee
Short Film (under 40 minutes)	€40 (up to two screenings)
Medium-length Film (40–59 minutes)	€50 (up to two screenings)
Additional screening	€20

These rates are based on recognised international good practice, including guidance from the Short Film Conference.

Certain partnership programmes, externally funded projects or curated programmes may operate under separate contractual arrangements. Where this applies, contributors will be informed in advance.

2. Screening Fees: Commercial/ Non Commercial Screenings

For Commercial Screenings, as defined by the Film Distributors' Association (FDA), which represents the interests of film distributors in the UK and Ireland, the majority of artist fees are paid through the agreed distributor and box office splits.

For Non-Commercial Screenings, e.g. films without distribution, fees are agreed and paid to the sales agent, production company or filmmaker directly.

3. Competitive/Non Competitive Screenings

For Festival exhibition, CIFF conforms to the internationally recognised industry distinction

between competition and non-competitive screenings. However, all films, whether in competition or not, become eligible to receive screening fees unless the filmmaker or a representative is invited and all costs regarding travel and accommodation are covered by the Festival.

4. Moderator and Speaker Fees

Contribution	Fee
Moderator (Q&A 20–30 mins)	€60
Moderator (Panel / Talk 40–60 mins)	€100
Panel Participant / Speaker	€60

Participants may request Festival ticket bundles in place of payment where preferred.

Additional fees are not normally payable where participation forms part of another contracted role or appointment, including Festival staff, jury members or representatives of partner organisations.

How CIFF Supports Artists

Participation in CIFF provides artists with professional opportunities that extend beyond financial remuneration.

1. Visibility

CIFF presents a carefully curated programme that connects filmmakers with engaged audiences and industry professionals.

Irish filmmakers are given particular prominence through dedicated competitions, premieres and showcase programmes.

2. Awards

CIFF celebrates excellence in filmmaking through a comprehensive programme of competitive awards that recognise outstanding achievement across feature films, documentaries and short films. These awards provide important recognition and career development opportunities for filmmakers.

CIFF's awards include:

- Honorary:
 - Puttnam Award for contribution to Irish film
 - Disruptor Award
- Features:

- Best New Irish Feature Award
- Gradam Spiorad Na Féile / Spirit of the Festival Awards (Best Film and Best Screenplay)
- Lookout Award (Youth Jury)
- Documentary:
 - Gradam Na Féile Do Scannáin Faisnéise / Award for Best Documentary
- Shorts:
 - Grand Prix Irish Short Award (*Academy Award® long-list qualifying*)
 - Grand Prix International Short Award (*Academy Award® long-list qualifying*)
 - Grand Prix Documentary Short Award (*Academy Award® long-list qualifying*)
 - Redbreast UNHIDDEN Short Award
 - Best Director – Irish Short
 - Best Cork Short
 - Short Film Candidate for The European Film Awards
- Audience Awards (Feature and Short)

Additional awards may be presented through partnerships with national and international organisations.

3. Industry Development

CIFF supports professional development by providing opportunities to:

- Meet producers, distributors, sales agents and festival programmers.
- Participate in Industry Days.
- Engage in networking and professional exchanges.
- Access advice from Festival programmers and industry experts.
- Connect with Irish and international audiences.

4. Promotion

Selected films benefit from extensive promotion through CIFF's marketing, communications and media partnerships.

The Festival actively profiles filmmakers and their work before, during and after the Festival, extending the reach and dissemination of selected films.

5. Hospitality

Where resources allow, CIFF provides travel, accommodation and hospitality support to invited guests.

Support is determined according to available resources and Festival priorities.

Contracts and Engagement

CIFF seeks to ensure that all artists and freelance arts workers receive clear written confirmation of their engagement before work commences.

Agreements will normally include:

- the nature and scope of the engagement
- agreed fees and any expenses payable
- payment arrangements
- expected deliverables
- key dates and timelines
- any relevant contractual terms or cancellation arrangements.

CIFF is committed to transparent recruitment and engagement processes based on fairness, professional expertise and equality of opportunity.

Payment Process

Artists do not need to request payment for eligible activities. Fees are communicated as part of the Festival's invitation and engagement process.

Payments are processed following receipt of the required documentation and in accordance with CIFF's financial procedures.

CIFF aims to make payment within 30 days of receipt of a valid invoice or any other required documentation.

Fee levels are reviewed annually, taking account of available resources, inflation and sector benchmarks.

Changes and Cancellation

CIFF recognises that unforeseen circumstances may occasionally require changes to agreed engagements.

Where the Festival is required to cancel an agreed engagement, CIFF will provide as much notice as reasonably possible and will endeavour, where appropriate and subject to available resources, to recognise work already completed through an appropriate level of payment.

Where artists or freelance arts workers are unable to fulfil an agreed engagement, CIFF asks that reasonable notice be provided wherever possible to minimise disruption.

Submissions & Waivers

FilmFreeway is CIFF's official platform for the submission of feature films, short films and all forms of screen content, including fiction, documentary, animation and experimental work.

To encourage multiple submissions (e.g. film schools), CIFF offers the following discounts:

- 10% discount for 2–5 submissions.
- 20% discount for 6 or more submissions.

Festival alumni are eligible to request a discounted or waived submission fee and should identify themselves when making their request.

To support Irish filmmakers, CIFF offers a 14% reduction on submission fees for all Irish entries submitted via FilmFreeway. Irish submissions typically account for less than 10% of total submissions each Festival edition, and this reduced rate forms part of CIFF's commitment to supporting national filmmaking talent.

Submission fee waivers may be considered in exceptional circumstances, including filmmakers based in conflict-affected regions, countries subject to international sanctions, or where significant financial hardship would otherwise prevent submission.

Submission fee waivers are granted at the Festival's discretion and are not guaranteed. A fee waiver does not influence the programming or selection process. All eligible submissions are assessed according to the Festival's published selection criteria.

Submission Previewers

All films submitted via FilmFreeway are viewed by CIFF's panel of Submission Previewers, in the first instance. Previewers are engaged to assess submissions and provide written evaluations to support the Festival's programming process. They are compensated for their time in accordance with the following rates (total Previewers' time/fee equates to a FTE salary of €32,000 pa):

- Up to 200 short films and/or 50 feature films: €500.00
- Additional viewings: €2 per short film and €8 per feature film

Upon completion of their assigned submissions, Previewers submit an invoice to the Festival detailing the work completed. Payment is made in accordance with CIFF's standard payment terms, within 30 days of receipt of a valid invoice.

CIFF is committed to ensuring that all Submission Previewers are fairly remunerated for their work in line with the Festival's commitment to transparent and equitable working practices.

Submission Previewers are expected to complete all assigned viewings within the agreed timeframe, maintain confidentiality throughout the selection process, and declare any conflicts of interest.

Fair Working Conditions

CIFF is committed to ensuring that artists and freelance arts workers engaged by the Festival experience professional, respectful and safe working conditions.

In addition to fair remuneration, CIFF is committed to:

- providing clear written agreements setting out roles, responsibilities, fees and payment arrangements
- maintaining open, timely and respectful communication throughout the engagement
- supporting reasonable working practices and workloads
- fostering a working environment free from discrimination, bullying and harassment, in line with the Festival's Equality, Diversity and Inclusion Policy and the Safe to Create Code of Behaviour;
- discussing access requirements with artists and freelance arts workers and, where reasonably practicable, providing appropriate accommodations to support full participation
- treating all artists and freelance arts workers with dignity, respect and professionalism throughout every stage of their engagement with the Festival.

Feedback and Continuous Improvement

CIFF welcomes feedback from artists and freelance arts workers on their experience of working with the Festival.

Feedback is used to inform the ongoing development of Festival policies and practices and supports CIFF's commitment to continuous improvement in fair pay and fair practice.

Artists who have questions regarding fees, working arrangements or payment processes are encouraged to raise them with the Festival, and all queries will be considered promptly, respectfully and transparently.

Governance & Review

This policy is approved by the Board of Cork International Film Festival and reviewed annually to ensure it:

- aligns with the Arts Council's *Paying the Artist Policy*
- reflects sector best practice
- supports CIFF's Equality, Diversity and Inclusion commitments
- remains financially sustainable
- responds to changes in the screen sector.
- monitors implementation of the Festival's Fair Pay and Fair Practice commitments
- considers feedback received from artists and freelance arts workers
- identifies opportunities for continual improvement in working conditions and remuneration.

The Board receives regular updates on the implementation of this policy as part of its governance and oversight responsibilities.

Next review date: June 2028

Our Commitment

Artists are central to the success of Cork International Film Festival.

We recognise that filmmaking requires significant creative, professional and personal investment. CIFF is committed to supporting artists through fair remuneration, transparent processes, professional development opportunities and meaningful engagement with audiences and industry.

As the Festival continues to evolve, we will continue to strengthen this policy to ensure it reflects best practice and supports a vibrant, sustainable film culture in Ireland.

CIFF recognises that fair pay is only one aspect of fair practice. We are equally committed to creating an environment in which artists and freelance arts workers are supported through respectful working relationships, transparent decision-making, safe working conditions and opportunities for professional growth. We will continue to review and strengthen this policy in consultation with artists, staff and sector partners to ensure it reflects evolving best practice.

This policy has been developed in accordance with the Arts Council's Paying the Artist Policy and reflects CIFF's commitment to fair remuneration, transparency, dignity at work and good governance.