

Guidance on fees and day rates for visual artists 2020

Sample day rates to guide arts budgeting and to help visual artists negotiate a fair rate of pay for short-term contracts such as commissions, residencies and community projects.

The table below sets out a framework for artists' fees for work such as commissions, residencies, community projects and gallery education, that reflect artists' career stage, experience level and overheads, take account of the nature and costs of self-employment, and that align artists' practices with comparator professions.

Day rates are based on 177 paid days' work for an artist per year. This figure takes into account time spent on pitching and tendering for work, studio and research time, training and professional development time, administration and accounting, illness, family commitments and holidays. If an artist is likely to gain fewer days' work, the day rate can increase accordingly. Rates exclude project specific expenses and VAT where applicable.

Whilst these rates provide a general guide, we recommend each artist takes account of their unique circumstances and overheads and uses [The artist's fees toolkit](#) to calculate a personalised day rate when preparing quotes for work.

Experience level	Annual income excluding overheads	Day rates with overheads £5k per annum	Day rates with overheads £10K per annum	Day rates with overheads £15K per annum
New graduate	£26,168	£176	£204	£233
1 year	£27,682	£185	£213	£242
2 years	£29,943	£198	£226	£254
3 years	£31,952	£209	£237	£266
4 years	£33,610	£218	£247	£275
5 years	£34,982	£226	£254	£283
6 years	£36,497	£235	£263	£291
7 years	£38,013	£243	£272	£300
8 years	£39,529	£252	£280	£308
9 years	£41,041	£260	£289	£317
10 years*	£42,557	£269	£297	£325

* Once an artist has more than 10 years' experience, the rate they can charge will depend on other external factors such as an artist's art world track record and/or unique attributes and market forces.

About this document

a-n has consistently published sample day rates since 2004 when it was first funded by Arts Council England to produce them. These rates provide artists, funders, commissioners and employers with broad guidance for budgeting and estimating purposes. Regular reviews and updates ensure the sample rates published have retained a parity with comparator professionals.

This guidance takes teachers' pay as such a comparator on the basis that: teachers are usually graduates, and many will have an additional qualification as well, making the training period 4 years, similar to that of many artists; artists are sometimes engaged to undertake work similar to that of teachers eg leading workshops; many of the management skills required by an artist are similar to those used by a teacher.

Use by artists of such rates assumes suitable professional conduct as set out in [The Code of Practice for the Visual Arts](#) and other [professional practice](#) documents for artists, commissioners and employers on www.a-n.co.uk

Exhibition Payment: The a-n/AIR Paying Artists Guide

For specific advice on payments within the context of exhibitions or other visual arts presentation to the public, see a-n's [Exhibition Payment Guide](#).

Produced as an outcome of the [Paying Artists Campaign](#), the guide includes a set of suggested payments to artists (ranging from £150 – £6,000) as a fee for their contributions to publicly-funded exhibitions, and covers a wide range of exhibition scenarios and guidance for implementation.