

Remuneration guidance

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Your budget should state whether wages are for full-time or part-time work. If part-time, show the hours they are based on.

The budget lines must clearly relate to the information you have provided in your application e.g. wages for the separate stages of the project (such as rehearsal and subsequent production or recording) may need to be identified if different rates are to be applied.

Check that your pay rates do not fall below the minimum wage for employees aged 16 years and over.

For more information refer to the website of the [Ministry of Business Innovation and Employment \(MBIE\)](#).

Creative New Zealand suggests a minimum of \$4,000 a month for artists' full-time wages, salaries and stipends.

Budgets for writing and illustrating grants need only show a stipend.

If you are employing people (as opposed to contracting them) you must pay them holiday pay. You may also have other obligations as an employer that will affect your budget.

Arts Grant remuneration guidance

The following guidance applies to Arts Grants and the other opportunities offered within Arts Grants i.e. Toi Ake and Toi Tipu Toi Rea.

Creative New Zealand is committed to supporting sustainable careers in the arts sector. We consider that a sustainable career is a pathway of paid work over the course of an individual's working life that enables them to earn a viable living.

As part of the Arts Grants application process, we require artists, arts practitioners and arts organisations to provide detail of wages, salaries, fees and stipends in funding

application budgets and we expect applications to include within their budgets fair remuneration levels for artists and arts practitioners.

At a minimum, we advise that applications include pay rates of at least \$25 per hour for artists and arts practitioners. This can also be calculated as a percentage of fulltime work, for instance: Fulltime i.e. 1.0 (FTE) for one week = 37.5 hours x \$25 per hour = \$937.50 per week.

‘Fair remuneration’ means pay rates for more experienced artists and arts practitioners should:

- be at a level above or well above the minimum
 - be in line with their relative skills and experience
 - recognise the duration of the project and other work-related factors (i.e., the ‘contract’ nature of the work).
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