

Remuneration Policy

Updated December 2023
Next review due March 2026

1. Purpose

The purpose of this Remuneration Policy is to establish guidelines for fair, transparent, and competitive compensation practices within Kinetika. This policy outlines the principles and procedures governing rates of remuneration.

2. Compensation Philosophy

Our philosophy is to attract, retain, and motivate talent by offering competitive and equitable remuneration fairly and consistently across all levels of the organisation.

Rates of remuneration are determined on factors such as responsibilities, individual performance, experience, and market conditions.

Artist rates are reviewed against the suggested Guidance on Fees and Days Rates for visual artists provided by a-n The Artists Information Company. We recognise that the rates range from £198 to £365 per day, and that these calculations are based on time spent on pitching and tendering for work as well as studio and research time. Whilst our rates do fall below this, Kinetika carry out the negotiation for work and provide adequate studio space for the work to take place, which our rates therefore reflect. Individual Artist rates have been negotiated across the years based on skill requirements for the role and the level of experience the artist has in their career. Our long history of working with a range of artists, and levels of job satisfaction, indicate our rates of remuneration are competitive. Full-time equivalent rates range from £31,200 through to £57,200 per annum.

3. Equal Remuneration

The company is dedicated to ensuring equal remuneration for equal work, regardless of gender, race, ethnicity, or any other protected characteristic.

4. Governance and Review

Salary reviews are conducted biannually to ensure alignment with industry standards and internal equity.

This policy will be periodically reviewed to ensure its effectiveness and alignment with organisational goals. Adjustments may be made based on changes in the business environment, industry standards, or internal considerations.