



Terms and Conditions - Accompanist

This appointment is subject to a probationary period. It will be reviewed by both parties after Cleeve Chorale's Christmas concert on Saturday 7th December to confirm it as a permanent position. In any event, either you or we agree to provide three months' notice of termination.

The Accompanist's position is on a self-employed basis. Payment is £50 per rehearsal with additional fees for concerts and events as agreed by the trustees. Should the Accompanist be indisposed for any reason, s/he can arrange a suitable substitute to deputise under similar payment conditions. The Accompanist is responsible for his/her own tax, Class 4 NICs and any other self-employment liabilities.

The position of Accompanist is based on thirty-six rehearsals and ensuing events. This will include at least three main concerts each year and other events as agreed by the trustees. Fees and terms will be reviewed annually.

The Accompanist will support the development of the society. This will include activities to develop links with the local community, promote the society to a wider audience and support recruitment of new members to provide a balanced choir.

S/he will support the development of musical skills and knowledge of the choir membership through rehearsals, concerts and other performances. S/he will also support the development of musical skills and knowledge of the choir membership and other adults and young people through singing days, workshops and other projects.

The Accompanist will support the educational role of the society. This will include developing the musical skills and knowledge of children in local Primary and Secondary schools by working with them in preparation for concerts and other projects.

S/he will share the society's commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults. The role is subject to an enhanced DBS check in line with the society's safeguarding policy.

Where Cleeve Chorale performance recordings are made, always by mutual consent, they shall be the intellectual property of the Society but may be used by either party subject to the other's permission, or, in the case of hired soloists/instrumentalists, their permission also. The same applies to photographic images and text.

The Accompanist may be invited by the trustees to attend their meetings in an advisory, non-voting capacity. The Accompanist is encouraged to participate fully in the development of the Society and its interests.

The Society will seek to protect and promote the interests of the Accompanist as well as discharge its legal, financial and educational obligations to, and on behalf of, its members.

All the above represent the terms and conditions of this appointment. However, should alterations be required, these should be notified to Cleeve Chorale's Chairman or Treasurer and agreed, or otherwise, with the trustees.

The above terms and conditions will apply unless or until they have been formally modified by the trustees.