

2025

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# WORKPLACE TARIFF

## Customer Consultation

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# 1. Introduction

Dear Valued Workplace Customer,

IMRO is undertaking a consultation on the charging structure used to license the use of copyright music within Workplaces. Our main goals are to share the proposed tariff and to hear your thoughts and feedback on it.

IMRO is committed to undertake fair, reasonable, and proportionate consultations when proposing to introduce a new tariff or to make significant changes to an existing tariff. IMRO aims to set reasonable terms and to apply and administer all licensing schemes fairly and consistently. The Controller of Intellectual Property of Ireland has jurisdiction over all existing and proposed licensing schemes operated by IMRO.

The consultation will run for a period of 4 weeks **from 30<sup>th</sup> June 2025 until 29<sup>th</sup> July 2025**. IMRO will review all responses received on or before the closing date. Details on how to respond to the consultation can be found in Section 7. Please note this consultation does not obligate IMRO to implement any of the changes proposed, however we may propose an alternative tariff in light of responses to this consultation.

## 2. About IMRO

IMRO represents the rights of over 28,000 songwriters, composers, and music publishers in Ireland, as well as millions of international rightsholders through affiliations with 90+ global societies. As a not-for-profit membership organisation, IMRO ensures music creators are paid whenever their work is played, performed, or reproduced, and it advocates for copyright as a cornerstone of Ireland's music industry.

IMRO provides businesses and organisations with simple, cost-effective licences that grant access to millions of copyrighted songs. By centralising licensing, IMRO enables the legal use of music without the need for direct negotiations with individual creators, distributing all licence fee income—after running costs—back to its members.

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### 3. The Tariff Simplification Programme

IMRO is excited to announce our intention to simplify the Workplace Tariff as part of our tariff simplification programme. Our goal is to create revised tariffs that are easy to understand, simple, and efficient for you to use, while fairly reflecting the value of music. For example, reducing the number of questions when applying for a licence and participating in the annual review will make the licensing process quicker and simpler. We will also soon introduce an e-commerce platform, enabling you to obtain your music licence online in a quick and easy way.

The proposals in this consultation are part of a broader programme to review and simplify most of the IMRO public performance tariffs. These tariffs have been in use for some time and need modernisation to keep up with how music is performed and consumed today. We are proposing a new tariff structure based on progressively banded pricing linked to objective criteria, while remaining broadly cost-neutral for the average customer (although some variances may occur when moving to a new tariff).



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## 4. The Existing Licence for Workplaces

Currently, IMRO may apply various elements from several different tariffs to customers in the workplace sector. For example:

**Tariff I – “Offices and Factories” - Annual Royalty Charges:** Royalties were assessed using a flat-rate model based on the number of employees, with a minimum annual fee of €111.33. The music was required to be used only as background during work, meals, breaks, exercise, or recreation. Other types of performances were not covered and were assessed under separate tariffs.

**Tariff GP – “General Purpose”** – Licensing requirements are assessed under a multitude of options depending on the type and context of usage, with area-based pricing and additional categories (e.g., car parks, foyers, events), making it more suitable for multi-use or public-facing venues.

Our existing customers have told us that the breadth of options within our tariffs are too complex and require simplification to make music licensing more straightforward for music users<sup>1</sup>.



<sup>1</sup> W5 Voice of the Customer Report, Prepared for IMRO, January 2024.

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## 5. The Proposed Workplace Tariff

The Workplace tariff replaces the need to navigate broader, more complex tariffs like the GP Tariff for typical office and staff environments. It applies to workplaces such as offices, factories, staff room/canteens, where employers and contractors meet, work and carry out activities to deliver outputs without the need for client/customers on premises beyond incidental ad-hoc visitors. It includes offices, staff rooms, canteens and break rooms and a limited number of lines with on hold music. It does not include space for Retail, Wholesale, Foodservice, Business with Waiting Rooms (Hair, Beauty and Health), Classes or Performances/Events.

We've moved to a **straightforward banded model**. Charges are based on the number of employees exposed to the music, The fee is calculated per unit of 25 employees or part thereof.

- Band 1 (Min Fee): 1-25 employees: €111.50
- Band 2 – 26-50 employees: €111.50
- Band 3 – 51-75 employees: €111.50
- Band 4 – 76-100 employees: €111.50 and thereafter for each subsequent band.

**For example, the Base Fee for an office with 29 employees would be €223 (2 x €111.50).**

The Workplace tariff will also include additional flexibility at no extra cost and without the need for additional licences for the following uses of IMRO repertoire:

- Hold music for up to 10 lines
- at staff only events
- hold up to 3 Non-Featured Music events per annum (e.g. events with background music)
- Incidental Waiting Spaces of up to 10m<sup>2</sup>



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## 6. Efficiency Surcharges

IMRO is introducing Efficiency Surcharges based on compliance, self-service usage, and automated payment methods. These surcharges are designed to encourage efficient and timely compliance with the tariff requirements, and to ensure that the full royalty amount is available for distributing to our members.

The Efficiency Surcharges will not apply to any music user who is either an existing compliant customer or a new customer who approaches IMRO for a licence in advance, is registered on our online portal, and provides payment within 30 days of invoice.

- **Compliance Surcharge – 60%:** Applied if the customer fails to self-declare before being approached by the IMRO Compliance team. This effectively replaces the mechanism under the existing tariff which applies a 50% higher rate for unlicensed/undeclared usages.
- **Extended Payment Surcharge – 12%:** Applied if the customer fails to pay within 30 days from the date of invoice.
- **Self-Service Surcharge – 8%:** Applied if the customer fails to utilise the new online self-service account with auto-renewal.

The new Workplace tariff structure aims to provide a clear, fair, and efficient pricing system for various Workplace sectors. By implementing efficiency surcharges and progressively banded pricing, IMRO ensures that the tariff is cost reflective, equitable and easy to understand.



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## 7. How to Respond to the Consultation

All the details of this review, and any updates, are available on the IMRO website at <https://imro.ie/music-users/workspace-consultation-feedback-form/>

IMRO invites responses from all interested parties, including current and prospective customers, as well as representative bodies. If you would like IMRO to keep your response confidential, or if you wish to provide confidential data in support of your response, please let IMRO know by stating this on the response form.

Respondents should complete the response form on the website above. Online responses are preferred. Written responses can be posted to:

IMRO Workplace Tariff Consultation  
Copyright House,  
Pembroke Row,  
Lower Baggot Street,  
Dublin 2.  
Ireland  
D02 HW59

Or by email to: [workplace.consultation@imro.ie](mailto:workplace.consultation@imro.ie)

Please entitle your response '*Workplace Consultation*'

All responses should be received by **5pm, 29<sup>th</sup> July 2025**.

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## Next Steps

Following the deadline for submission of the consultation responses, we will carry out a review of all the responses received. We will seek to hold discussions with customers and representative bodies, as required, and announce a new tariff based on the consultation feedback and subsequent discussions.



**IRISH MUSIC RIGHTS ORGANISATION CLG**

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## **WORKPLACE GENERAL TARIFF**

Introduced on [●] 2025

Effective from [●] 2025

**To be read in conjunction with the Dual Licence Contract\* and the Dual Licence General Terms\*.**

### **1. SCOPE OF TARIFF**

This tariff applies to performances of copyright music within the Repertoire Controlled by IMRO at workplaces, including offices, factories, staff rooms/canteens, break rooms where employees and contractors meet, work and carry out traditional activities to deliver outputs without the need for clients / customers on premise beyond incidental ad-hoc visitors. This tariff applies to all workplaces, even if some areas have a separate licence.

All licensees within this tariff are also entitled to use the Repertoire Controlled by IMRO for onsite usage across the workplace premises (including any staff canteen) for staff and contractors, telephone hold music for up to 10 lines, usage in incidental waiting spaces (up to 10 square metres), and at up to 3 in-premises events per annum without the need for an additional IMRO licence.

This tariff does not include use which occurs within other workplaces, retail stores, wholesalers, food service or bars, businesses with waiting rooms (eg, hair, beauty, health), attractions, public performances, events (other than as set out above), classes, car parks, call centres (ie, with greater than 10 lines) or any additional music use tariffs even if other areas have a separate licence.

### **2. DUAL COPYRIGHT MUSIC LICENCE CONTRACT**

This tariff is incorporated into and forms an integral part of the Dual Licence Contract. A breach of any term or condition of this tariff shall constitute a breach of the Dual Licence Contract. In the event of any conflict between the constituent parts of the Dual Licence Contract, the descending order of precedence shall be as follows: (i) the main body of the Dual Licence Contract; (ii) this tariff; and (iii) the Dual Licence General Terms\*.

### **3. ROYALTY RATES**

The following rates apply to all Royalties falling due under this tariff between [●] and [●].

The annual Royalty charge for performances of music in scope of this tariff (outlined under paragraph 1) is as set out in the Appendix, and comprises a base fee of €111.50 per premises per annum, plus a variable component calculated based on the number of employees (and contractors) measured as employees on payroll plus the number of contractors paid at end of month prior to application of the tariff. The fee applies for bands each of 25 employees or part thereof.

The variable component is calculated as follows:

<b>Band</b>	<b>From Employee</b>	<b>To Employee</b>	<b>Variable component: € (euro) per 25 Employees (or part thereof)</b>	<b>Net variable component per 25 Employees (or part thereof)</b>
<b>Band 1 (included in Base Fee)</b>	<b>1</b>	<b>25</b>	<b>111.50</b>	<b>111.50</b>
<b>Band 2</b>	<b>26</b>	<b>50</b>	<b>111.50</b>	<b>223.00</b>
<b>Band 3</b>	<b>51</b>	<b>75</b>	<b>111.50</b>	<b>334.50</b>
<b>Band 4</b>	<b>76</b>	<b>100</b>	<b>111.50</b>	<b>446.00</b>
<b>And thereafter for each subsequent Band without limit</b>	<b>-</b>	<b>Per 25 or part thereof</b>	<b>111.50</b>	<b>+111.50</b>

The licensor's accountant or director shall confirm the number of employees by application of his or her authorised signature. All amounts are progressively banded. Prices and discounts are applied per band.

#### **4. EFFICIENCY**

One or more of the following surcharges will, if applicable, be automatically applied to the sum of Royalty calculated in accordance with paragraph 3 above in respect of each licensed premises:

- A compliance surcharge of 60% applies if the licensee fails or has failed to self-declare and obtain a licence from IMRO in advance of being approached by an IMRO representative.
- A self-service surcharge of 8% applies if the licensee chooses to purchase by a method other than via the new online self-service portal maintained at [www.imro.ie] with auto-renewal enabled.
- An extended payment surcharge of 12% for an extended payment term will apply if the licensee pays the annual later than the 30-day prompt payment term after the date of the invoice issued by IMRO, unless otherwise agreed or waived by IMRO and failed to provide DD / payment card details on order.

For the avoidance of doubt, the efficiency surcharges pursuant to this tariff shall not apply to any Royalty payable in respect of any period prior to [1 September 2025]. The Royalty is without prejudice to any other amounts payable to IMRO in respect of music outside the scope of this tariff or otherwise.

**5. INFLATION ADJUSTMENT**

The foregoing Royalty rates are related to the Consumer Price Index of Retail Prices for mid-October 2024 (on the November 1996 base) as published in the Irish Statistical Bulletin and will be adjusted on 1<sup>st</sup> January 2026, and on each subsequent anniversary of that date, in proportion to annual changes in that Index.

**6. DEFINITIONS**

Capitalised terms used but not defined in this tariff shall have the meaning set forth in the Dual Licence Contract.

**“Dual Licence Contract”** means the Dual Copyright Music Licence Contract between the Licensee, IMRO and PPI.

**“Dual Licence General Terms”** means the General Terms and Conditions Applicable to the Dual Copyright Music Licence Contract and Related IMRO and PPI Tariffs.

**“IMRO”** means the Irish Music Rights Organisation CLG.

**“Licence Year”** means the first and each recurring 12 consecutive month period.

**7. VALUE ADDED TAX**

Every Licensee under this tariff shall pay to the Irish Music Rights Organisation CLG, in addition to the Royalty due under this tariff, a sum in respect of Value Added Tax calculated at the relevant rate on the Royalty payable.

## Appendix

### Calculation of Royalty up to 1,000 Employees

0 - 1,000 Employees		
Employees From	Employees To	Fee €
1	25	111.50
26	50	223
51	75	334.50
76	100	446
101	125	557.50
126	150	669
151	175	780.50
176	200	892
201	225	1,003.50
226	250	1115
251	275	1,226.50
276	300	1338
301	325	1,449.50
326	350	1561
351	375	1,672.50
376	400	1784
401	425	1,895.50
426	450	2,007
451	475	2,118.50
476	500	2,230
501	525	2,341.50
526	550	2,453
551	575	2,564.50
576	600	2,676
601	625	2787.50
626	650	2,899
651	675	3,010.50
676	700	3,122
701	725	3,233.50
726	750	3,345
751	775	3,456.50
776	800	3,568

801	825	3,679.50
826	850	3,791
851	875	3,902.50
876	900	4,014
901	925	4,125.50
926	950	4,237
951	975	4,348.50
976	1000	4,460
1001	1025	4,571.50
And thereafter for each subsequent Band without limit Per 25 or part thereof		+111.50

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**imro**

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