



**IRISH MUSIC RIGHTS ORGANISATION CLG**

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## **WORKPLACE GENERAL TARIFF**

Introduced on 1<sup>st</sup> September 2025

Effective from for all new licenses and renewals from 1<sup>st</sup> January 2026

**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 1<sup>st</sup> January 2026 and 31<sup>st</sup> December 2026.

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 €114.65 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>                         | 1                    | 25                     | 114.65  | 114.65   |
| <b>Band 2</b>  | 26                   | 50                     | 114.65  | 229.30   |
| <b>Band 3</b>  | 51                   | 75                     | 114.65  | 343.95   |
| <b>Band 4</b>  | 76                   | 100                    | 114.65  | 458.60   |
| <b>And thereafter for each subsequent Band without limit</b> | -                    | Per 25 or part thereof | 114.65  | +114.65  |

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](http://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 January 2026. 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 2025 (on the November 1996 base) as published in the Irish Statistical Bulletin and will be adjusted on 1<sup>st</sup> January 2027, 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           | 115   |
| 26                  | 50           | 229   |
| 51                  | 75           | 344   |
| 76                  | 100          | 459   |
| 101                 | 125          | 573   |
| 126                 | 150          | 688   |
| 151                 | 175          | 803   |
| 176                 | 200          | 917   |
| 201                 | 225          | 1,032 |
| 226                 | 250          | 1,147 |
| 251                 | 275          | 1,261 |
| 276                 | 300          | 1,376 |
| 301                 | 325          | 1,490 |
| 326                 | 350          | 1,605 |
| 351                 | 375          | 1,720 |
| 376                 | 400          | 1,834 |
| 401                 | 425          | 1,949 |
| 426                 | 450          | 2,064 |
| 451                 | 475          | 2,178 |
| 476                 | 500          | 2,293 |
| 501                 | 525          | 2,408 |
| 526                 | 550          | 2,522 |
| 551                 | 575          | 2,637 |
| 576                 | 600          | 2,752 |
| 601                 | 625          | 2,866 |
| 626                 | 650          | 2,981 |
| 651                 | 675          | 3,096 |
| 676                 | 700          | 3,210 |
| 701                 | 725          | 3,325 |
| 726                 | 750          | 3,440 |
| 751                 | 775          | 3,554 |
| 776                 | 800          | 3,669 |

|  |      |         |
|--|------|---------|
| 801  | 825  | 3,783   |
| 826  | 850  | 3,898   |
| 851  | 875  | 4,013   |
| 876  | 900  | 4,127   |
| 901  | 925  | 4,242   |
| 926  | 950  | 4,357   |
| 951  | 975  | 4,471   |
| 976  | 1000 | 4,586   |
| 1001   | 1025 | 4,701   |
| And thereafter for each<br>subsequent Band without limit<br>Per 25 or part thereof |      | +114.65 |