

21 May 2026

## **Frequently Asked Questions for Joint Media Statement:**

**VICPA And SNBA Strongly Call for Fair Engagement of Creative Freelancers including Performing Artists in Singapore's Nightlife Scene**

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### **1. What is the purpose of this joint statement by VICPA and SNBA?**

This statement is to encourage fair, clear and professional engagement of creative freelancers, including performing artists, in Singapore's nightlife and creative sectors. It aims to strengthen trust between businesses and freelancers through better contracting and communication.

### **2. Who does this statement apply to?**

It applies to businesses in Singapore's nightlife and creative industries, as well as freelance creative professionals such as performing artists, musicians, DJs, and other gig based creative workers.

### **3. Why is there a need for this call now?**

As the creative and nightlife sector continues to evolve, it is important to ensure that engagement practices remain fair, clear and consistent. Well defined agreements and balanced terms help both businesses and freelancers work together with confidence, reduce misunderstandings, and build long term sustainable partnerships that are beneficial for both sides.

### **4. What is VICPA's role in this initiative?**

VICPA now represents freelance performing artists as part of its expanded scope. It works with partners like SNBA to improve engagement standards, support fair contracts and represent the interests of creative freelancers.

## **5. What is SNBA's role in this initiative?**

SNBA represents nightlife businesses in Singapore. It supports this initiative by encouraging its members to adopt fair, transparent and professional engagement practices with creative freelancers.

## **6. What are the key fair engagement principles recommended?**

The joint statement highlights five key areas:

- a) Clear payment terms agreed before work starts
- b) Transparent scope of work and deliverables
- c) Fair opportunity for freelancers to negotiate terms
- d) Clear cancellation policies that protect both sides
- e) Access to dispute resolution support where needed

## **7. What does the 30-day payment guideline mean?**

It means payment should be made within 30 days after an invoice is issued, unless otherwise agreed in writing. This helps freelancers manage cash flow and ensures timely payment for work done.

## **8. Why are written contracts important for freelancers?**

Written contracts help both parties clearly understand expectations such as payment, scope of work, timing and cancellation terms. This reduces confusion and helps prevent disputes.

## **9. Can freelancers negotiate contract terms?**

Yes. Freelancers should be given the opportunity to review and negotiate contract terms so that agreements are fair and balanced for both parties.

## **10. What happens if a dispute arises?**

Freelancers who are VICPA members may seek support from VICPA for mediation. The aim is to resolve issues fairly and amicably between both parties.

## **11. What is the Key Engagement Terms (KET) template?**

The KET template is a practical contract template jointly developed by VICPA and SNBA. It helps businesses and freelancers set clear expectations from the start of an engagement, reducing misunderstandings.

## **12. Are there examples of businesses already doing this well?**

Yes. Some SNBA member venues such as Nova, High House and Blackbird already follow structured practices like clear payment terms, defined scope of work and fair cancellation policies. These serve as good examples of professional engagement.

## **13. Does this statement create new laws or regulations?**

No. It is not a law. It is a set of recommended standards based on the Tripartite Standard on Contracting with Self-Employed Persons, aimed at improving industry practices.

## **14. How will this benefit the nightlife and creative industry?**

It helps build stronger trust between freelancers and businesses, reduces disputes, improves professionalism, and supports a more sustainable and respectful industry overall.

## **15. Where can businesses or freelancers learn more?**

More information, including contracting resources, can be found at VICPA's official website: <https://www.vicpa.org.sg/contracting-resources/>

## **16. Is fair engagement of creative freelancers limited to the nightlife industry?**

No. Fair engagement principles apply across all sectors that engage freelance creative professionals. While this joint statement focuses on the nightlife industry, the same core standards such as clear contracts, fair payment terms, and transparent scope of work are relevant in other areas like events, media, advertising, arts and entertainment.

### **17. How can a creative freelancer learn more about VICPA and join the Association?**

VICPA is an NTUC-affiliated Association, and freelancers join through NTUC membership under VICPA. This provides access to industry support, advisory services, training subsidies, and member benefits, while connecting freelancers to a wider creative community and NTUC network. Creative freelancers can find out more about VICPA through its official website at <https://www.vicpa.org.sg/>.

### **18. What should a creative freelancer do if there is a work issue such as delayed payment, non-payment or unfair practices, and how can they report it?**

If a creative freelancer faces issues such as delayed payment, non-payment or other unfair practices, they can seek support from VICPA by submitting a case through the Work Advisory channel via <https://www.vicpa.org.sg/work-advisory/>

Once submitted, VICPA will review the details and may provide guidance, advice, or mediation support where appropriate. The aim is to help freelancers and businesses resolve issues fairly and reach an amicable outcome.