

# JOBS IN BRITISH ARCHAEOLOGY 2018–20

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Since its establishment in 1993, JIBA has collected data from job advertisements with the aim of analysing salary and job trends for archaeological positions across the UK. This latest instalment gathers data from the 2018–19 and 2019–20 financial years, painting a picture of how salaries in the field of British archaeology have changed during that time.

## Data acquisition

Data was gathered from the ClfA Jobs Information Service and Training (JIST) and from British Archaeological Jobs and Resources (BAJR) in the form of job listings. These advertisements have been found to be reliable sources, enabling the accurate depiction of salaries within British archaeology (Aitchison and Rocks-Macqueen, 2013).

All job postings from 1 April 2018 to 31 March 2020 were evaluated. Those with no salary specification were not included in the final analysis. Wages for part-time positions were calculated pro-rata to provide a comparative value. High and low values (Tables 1 and 2) represent the highest and lowest recorded salaries for each job category. Each listing was treated as a single data point, and

Table 1: Average, highest and lowest advertised salaries per field/laboratory role 2018–20, plus number of advertisements per role

	2018–2019					2019–2020				
	Low	Average (Mean)	Median	High	Count	Low	Average (Mean)	Median	High	Count
<b>Trainee</b>	£8,198	£17,166	£17,398	£26,658	34	£8,998	£17,391	£17,910	£26,658	43
<b>Technician</b>	£17,777	£20,299	£19,868	£28,000	136	£17,832	£20,691	£20,330	£27,000	74
<b>Supervisor</b>	£19,036	£22,191	£22,310	£28,874	54	£19,000	£22,345	£22,750	£26,138	34
<b>Officer</b>	£19,037	£26,050	£26,000	£34,000	59	£21,700	£26,884	£26,703	£32,630	52
<b>Project Manager</b>	£25,000	£34,460	£34,550	£55,000	64	£27,131	£36,135	£35,150	£54,152	37

Table 2: Average, highest and lowest advertised salaries per other archaeological role 2018–20, plus number of advertisements per role

	2018–2019					2019–2020				
	Low	Average (Mean)	Median	High	Count	Low	Average (Mean)	Median	High	Count
<b>Community &amp; Education</b>	£18,746	£26,478	£26,355	£39,620	28	£12,000	£25,031	£25,000	£40,416	30
<b>Conservator</b>	-	-	-	-	0	£21,412	£28,934	£29,054	£38,000	8
<b>Consultant</b>	£18,000	£30,621	£29,000	£78,000	66	£19,000	£28,631	£29,500	£40,732	48
<b>CRM/SMR</b>	£18,870	£26,782	£26,020	£37,889	24	£19,000	£31,843	£32,000	£47,274	53
<b>Curator &amp; Collections</b>	£17,571	£25,975	£24,029	£50,618	21	£17,832	£28,198	£25,088	£55,009	39
<b>Geophysics</b>	£18,600	£22,667	£23,208	£32,973	16	£18,300	£24,774	£23,103	£36,461	14
<b>Illustration</b>	£18,900	£23,136	£22,744	£27,500	15	£20,000	£24,700	£24,815	£29,326	14
<b>Researcher</b>	£19,200	£34,034	£32,777	£100,000	56	£3,677	£33,497	£35,525	£52,559	82
<b>Specialist</b>	£19,305	£27,569	£26,525	£48,676	35	£19,500	£29,481	£28,457	£54,875	34
<b>Studentship</b>	£5,871	£16,370	£14,777	£40,838	42	£8,933	£15,137	£15,009	£25,000	41
<b>Surveyor</b>	£18,900	£26,713	£26,008	£35,000	9	£27,464	£36,106	£36,048	£56,007	20
<b>University Position</b>	£19,850	£41,958	£36,677	£123,732	88	£29,250	£43,755	£41,118	£95,669	109

Averages were taken across all disclosed rates of pay for each group. As mentioned in previous years, the JIBA process omits freelance and self-employed archaeologists (Rocks-Macqueen, 2014). Regional effects on wages, such as the London allowance, were added onto salaries where stated in the job description. However, some listings likely did not specify the inclusion of these funds within their advertisement. This could lead to some slight inaccuracies in wage averages.

### Changes to JIBA

Over the last decade the CRM/SMR category has become a catch-all for heritage management positions that archaeologists could do. For this JIBA, we have redefined this category to only count PAS staff, HER staff and local planning authority archaeologists in planning – ie those that specify planning conditions, not those that undertake the specified work. ‘Local authority’ in ‘Local authority archaeologists’ refers to the ultimate organisation responsible and not the actual employer, as in some cases this work can be contracted out to non-local authority organisations.

Four new categories were tracked: Researcher; Specialist; Studentship; and University Positions (Lecturers, Professors, Readers and Post-docs).

### CifA and BAJR minima

BAJR has a salary minimum, meaning jobs with wages under that level will not be advertised, but at *Technician* level only. There are other recommended wage levels on BAJR, but these are not enforced like the minimum. Similarly, CifA sets recommended salaries for its three accredited membership levels: Practitioner (PCifA), Associate (ACifA) and Member (MCifA). All CifA members must ‘endeavour to meet or exceed’ these salary guidelines, as per CifA’s *Code of conduct* (CifA, 2014). Indications of CifA’s recommended minima are included within Figure 1 for comparative purposes.

### Key findings

- From 2018 to 2020, average salaries grew steadily across all roles in field and laboratory jobs (Figure 1).
- In general, the number of jobs advertised for each role has decreased between 2018–19 and 2019–20, though there are exceptions – *Trainee*, *Community & Education*, *Conservator*, *CRM/SMR*, *Curator & Collections*, *Researcher*, *Surveyor*, and *University positions* (Table 1 & Table 2).
- Although *Supervisors* will be paid more than *Technicians* within an organisation, over time it has become increasingly evident that these *Supervisors*

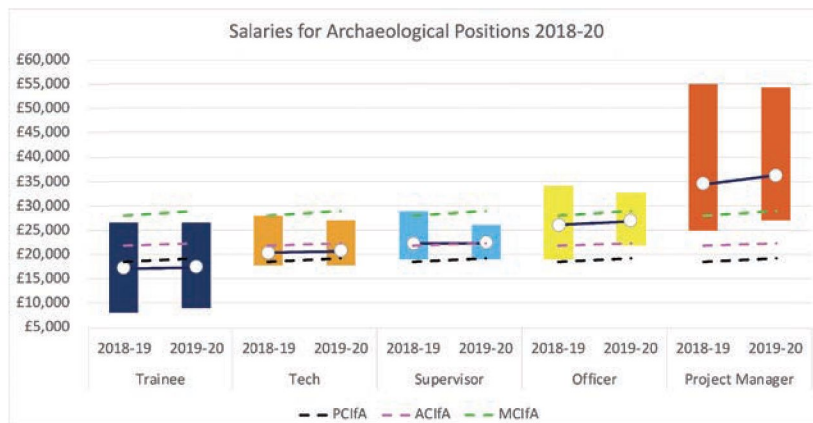


Figure 1: Highest, lowest and average (white dot) salaries per role for the 2018 and 2019 financial years, compared to the CifA minimum recommendations

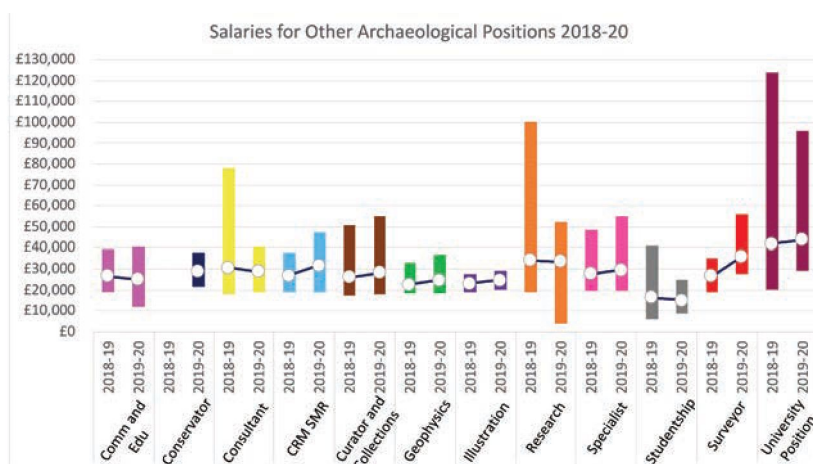


Figure 2: Highest, lowest and average (white dot) salaries per other archaeological role for the 2018 and 2019 financial years

could be paid less than *Technicians* working for other employers. Consequently, some archaeologists could be earning a reduced wage compared to peers who hold less responsibility (Figure 1).

- The *Consultant* category remains somewhat enigmatic, with only 56% of listings providing a salary range in 2019–20. This is much lower than all other groups. It is, however, an improvement on 2017–18 when only 38% of *Consultant* listings disclosed this information (Lewis, Rocks-Macqueen and Ann, 2019).
- The highest recorded wage in both years was for a *University Position*. The salary range for these roles, however, was vast. Consequently, the lowest value for these positions remained similar to those for all other roles (Table 1 & Table 2).

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## References

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## Professional conduct statement



ClfA's accredited professionals (PCIfA, ACIfA and MCIfA) and Registered Organisations have agreed to be bound by the Institute's ethical *Code of conduct*. As part of the application process they demonstrate they have the necessary skills and competence, and their accreditation means that they are subject to the oversight of peers. Our professional conduct process and its sanctions provide that oversight. These underpin an institute's primary function of public and consumer protection, ensuring that clients and society in general receive the best possible service from the profession. In fulfilling this role, the institute also protects the reputation of the remainder of its membership.

### Professional conduct investigation results in expulsion of a Member (MCIfA) of the Institute

Following an investigation into an allegation of misconduct against Dr Neil Phillips, MCIfA (4717), the Chartered Institute for Archaeologists found that Dr Neil Phillips had breached the ClfA Code of conduct.

Dr Phillips was found to have told his client that additional costs had been incurred which were outside what was needed to fulfil the Written Scheme of Investigation (WSI) and due to the archaeological advisor to the planning authority pursuing their own personal research objectives. The actions taken by Dr Phillips were found to have unjustifiably injured the planning archaeologist's reputation contrary to Rule 1.5 and also constituted misleading or unwarranted statements about archaeological matters contrary to Rule 1.2. The panel also found that Dr Phillips' comments about the length of time needed for additional work (not merely work required to meet the requirements of the WSI) amounted to dishonesty and/or misrepresentation of archaeological matters contrary to Rule 1.8. The Panel further determined that these matters had brought archaeology into disrepute contrary to Rule 1.1.

As a result, a sanction of expulsion from the Institute has been imposed. In determining the sanction, the Panel took into account that Dr Neil Phillips had within the last three years been issued with a formal reprimand by the Chartered Institute for a breach of the Code. In reaching the decision on the sanction, the Panel was conscious that the Respondent had not shown any degree of contrition or indication that he would reflect upon how he might improve his conduct in future.