

# PROFESSIONAL CONDUCT



CIfA's accredited professionals (PCIfA, ACIfA and MCIfA) and Registered Organisations are bound by the Institute's Code of conduct: professional ethics in archaeology. Their accreditation means that they are subject to the oversight of peers, through the Institute's professional conduct process and its sanctions. That process underpins an institute's primary function of public and consumer protection, including by assuring clients that the work they commission will meet their needs and is carried out in the public interest.

If formal proceedings take place, each party has the opportunity to present their case. The procedures also allow for representation and appeal against the findings and any sanctions. If a breach of the Code of conduct is found, resulting in a reprimand, suspension or expulsion, the Institute will publish the name of the member and the details of the sanction, unless there are exceptional compassionate grounds for not doing so.

## Announcement of the results of three professional conduct investigations against CIfA-accredited archaeologists

Three separate allegations of breaches of the Code of conduct were received by the Institute. In each case a professional conduct panel was convened to investigate and the results of these investigations are as follows:

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Mr Peter Holt (formerly MCIfA 8724): The panel found there to be a breach of the Code and issued the following formal reprimand under paragraph 40 of the professional conduct regulations:

"A professional conduct panel has determined that former CIfA member Peter Holt has committed a breach of CIfA's Code of Conduct. Mr Holt made ill-informed and unwarranted statements on a social media site in connection with work carried out in the vicinity of Commercial Wharf in Plymouth by other archaeologists and by volunteers. The panel regrets that these third parties have been negatively impacted by Mr Holt's conduct. Mr Holt is not currently a member of CIfA, having resigned his membership prior to consideration by the panel of the complaint made against him."

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John Ames (MCIfA 6445): The panel found there to be a breach of the Code and issued the following formal reprimand under paragraph 40 of the regulations:

"A professional conduct panel has determined that CIfA member John Ames has committed a breach of CIfA's Code of Conduct. Mr Ames has been responsible for substantial and unacceptable delays in delivering post-excavation assessments and designs in connection with multiple archaeological projects. The panel regret that Mr Ames's clients and other third parties have been negatively impacted by his conduct to date. Mr Ames is now required to complete certain outstanding works by set deadlines as a condition of his continued membership of CIfA."

Since this time, John Ames has failed to meet the required actions set by the panel and has now been suspended from membership.

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Alastair Rees (MCIfA 1510): The panel found there to be a breach of the Code and issued the following formal reprimand under paragraph 40 of the regulations:

"A professional conduct panel has determined that CIfA member Alastair Rees has committed a breach of CIfA's Code of conduct. Mr Rees was responsible for a substantial and unacceptable delay in preparing a straightforward watching brief report for a client. When the report was finally provided, it did not fully comply with CIfA's Standard and guidance for an archaeological watching brief in respect of the deposition of records. CIfA notes that Mr Rees has accepted that aspects of his conduct in this matter fell short of the standards required by the Code of conduct. CIfA trusts that this will be a one-off incident and now expects Mr Rees to adhere to the Code of conduct moving forwards."