



Members eBulletin, December 2019

In this bulletin:

- CIfA news
- CIfA minimum salaries
- Get accredited for Yearbook
- Book reviews
- CIfA2020 bookings now open!

**We'd like to wish you
all a Merry
Christmas and a Happy
New Year!**



CIfA news

Wellbeing working group

In June Advisory Council set up a wellbeing working group to look at some of the recommendations from the On health and archaeology: mind and body as professional issues report by Jaime Almansa-Sánchez and Guillermo Díaz de Liaño del Valle after their session at CIfA2018. The working group has collated a list of useful links for organisations and individuals to support workplace wellbeing. This has now been published as a page [on the website](#).

In addition the Equality and Diversity Group have sent out a short [10 point guide to diversify your workplace](#) which has been circulated to all the Registered Organisations.

CIfA contacts pilot scheme

We have recently launched the CIfA contacts pilot scheme. The purpose of the scheme is to have a network of individuals within archaeological organisations who are willing to disseminate information about CIfAs work and to feedback comments and queries to CIfA staff. The aim is to address the perceptions and understanding of the role of CIfA through a flow of information, to distribute information to archaeologists who are harder to engage with through their job roles eg via site huts, and to promote the value and benefits of professional accreditation and engaging with CIfA.

CIfA contacts are ideally individuals who are early/mid-career, who are supportive of CIfA but keen to see improvements from all sides and who have been through the CIfA accreditation process. The CIfA contacts have been given access to a page on the website with various resources to promote CIfA activities. We will keep in regular contact with these to help us to develop more resources and to get feedback on any issues being raised.

If you are interested in becoming a CIfA contact, please email alex.llewellyn@archaeologists.net

Promoting accreditation and professionalism

The meaning of the word 'professional' is often interpreted as someone who is paid to do their work but this is not what we mean when we talk about professional archaeologists. To explain our definition we have written a short leaflet to explain what we mean by the word 'professional' and why professional accreditation is important. The leaflet is [on our website](#).

CIfA minimum salaries from April 2020

At its meeting on 26 November, CIfA's Board of Directors agreed the recommended minimum salary levels from April 2020. As in previous years, the discussions were informed by

- CIfA's primary role to promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society
- CIfA's published policy position on recommended minimum salaries as outlined [on our website](#)
- the 2013 IfA Council resolutions recognising that recommendations on minimum rates of pay are not an effective means to raise pay but have functioned in the past to prevent reductions in archaeologists pay and may continue to do so in the future
- the need to balance issues such as affordability, the need for employers' to invest in training and development, the state of the market across the UK at present, the need to recruit and retain skilled professionals within the industry and CIfA's strategic aim to achieve parity of respect and reward with other professions by 2020

In making its decision this year, the Board considered

- a paper commissioned from CIfA staff collating general pay and inflation data for the UK as well as sector specific information from the annual State of the Market for Archaeological Services survey and other sources

- feedback on the paper and advice from CIfA's Advisory Council
- feedback from the Industry Working Group, (originally comprising FAME, Prospect and CIfA, now expanded to include ALGAO and Diggers' Forum)

The Board recognised that the market for archaeological services continues to grow and that parts of the UK are experiencing difficulties in recruiting sufficient skilled archaeologists. It also acknowledged that there are significant regional variations in the market for archaeological services across the UK as well as considerable concern and uncertainty as a result of Brexit.

The Board also acknowledged advice from the Advisory Council that it should reconsider CIfA's policy on minimum salaries and seek to reinstate them as a mechanism to increase pay in archaeology. The Board will discuss this further with Council and the Industry Working Group, in the context of a sector-wide initiative to address issues of low pay in archaeology.

Based on the information above, the Board concluded that recommended minimum salaries should increase from 1 April 2020 to

	PCIfA	ACIfA	MCIfA
2018-19	£19,875	£23,200	£29,860

CIfA's policy statement on pay highlights the impact of low pay on professional standards and on the ability of archaeological organisations to recruit, retain and motivate appropriately skilled staff. It also emphasises the need for organisations to work together to address the issues. As well as continuing to issue minimum salary recommendations as a benchmark for members and Registered Organisations, CIfA strongly encourages its partners on the Industry Working Group and its members to identify and make use of other available mechanisms, including workforce agreements and/or collective bargaining.

CIfA gathers information on pay and benefits in archaeology through its biennial member surveys which will enable direct comparison with data collected by other professional bodies. We will continue to convene and support the Industry Working Group and to discuss mechanisms for improving professional standards and achieving our aim of parity of respect and reward with other professions.

Get accredited for Yearbook!



Need an excuse to escape the seasonal events over the Christmas break, why not grab a mince pie and start writing your accredited application?!

The first deadline to receive applications in 2020 is **4 February** for the **25 February** Validation committee meeting. You can now [apply online](#), which makes it much quicker. If you successfully apply or upgrade and pay your subscription fees before **31 May 2020** you can be listed in the [CIfA Annual Yearbook and Directory](#), online and printed copy. This is distributed to over 5,000 contacts and is a useful tool to make professionals in the Historic Environment sector more accessible to other professionals and the public.

If you have any questions about the application process, please email Lianne at membership@archaeologists.net who will be happy to help.

What are you waiting for? – Apply now!

New look CIfA website!

We are pleased to launch our new look website.

[Check it out here](#)

You can login to the CIfA members area in the top right corner. If you have any problems logging in, please email admin@archaeologists.net

Book reviews



For past reviews and current books available for review please [see our website](#). This page will require you to login, please contact admin@archaeologists.net if you have trouble signing in.

If you are interested in providing a review, or if you have a book you would like to have reviewed, please get in touch with [Laura Beasley](#), our reviews editor.

CIfA Group news/ events / training opportunities

Keep up-to-date with all our training opportunities on our [events calendar page](#).

- **Ethics workshop on tour**
19 February, Birmingham
Booking page to follow

CIfA2020 - Bookings now open!



CIfA2020 Promoting our profession

22-24 April 2020, Apex City of Bath Hotel, Bath

At CIfA2020 we will be looking to the future and asking what more can we do to promote the profession and our professionalism.

To find out more go to our [event page](#) or [click here](#) to book your place. Please ensure you login first before completing your booking.

Don't forget your 10% discount code if you are a CIfA member and work for a CIfA Registered Organisation!

For group bookings please complete the form on the event page.

If you have any queries please get in touch with Elizabeth at conference@archaeologists.net

Other news and events

Places of Worship in Britain and Ireland: Prehistoric and Roman

Where:

Rewley House, 1 Wellington Square, Oxford, OX1 2JA

When:

Fri 31 Jan 2020 - Sun 02 Feb 2020

6.30pm Friday - 1.00pm Sunday

For full details please [click here](#)

Chartered Institute for Archaeologists

Power Steele Building, Wessex Hall, Whiteknights Road

Reading RG6 6DE

0118 966 2841 admin@archaeologists.net

Image copyright Bing online and CIfA

[Opt out of all CIfA emails](#)

Chartered Institute for Archaeologists
Power Steele Building, Wessex Hall
Whiteknights Road, Earley,
Reading, Berkshire RG6 6DE
United Kingdom