



Members eBulletin, January 2019

In this bulletin:

- Chartered Archaeologist proposal
- Subscription renewals
- Participation on CIFA committees and groups survey
- Summary of Registered Organisations recommendations and conditions for 2018
- How to record your learning online
- Future themes for The Archaeologist magazine
- Information about CIFA subscription fees for 2019
- Archaeological archives selection toolkit news
- Book reviews



Have you read the Chartered Archaeologist proposal yet?

The proposal document was emailed to members a fortnight ago – let us know if you haven't received your copy. We'd love to know what you think of it – you can email us at chartered@archaeologists.net with your thoughts, tweet us using the [#ChartArch](https://twitter.com/ChartArch) hashtag or even write us a letter!

We'll be discussing with members at a series of open meetings and online debates over the next few months too, leading up to an EGM on 26 April at the CIFA Conference in Leeds. Accredited members will be asked to vote on a resolution to amend our Charter by-law to allow us to introduce this new, high level accreditation. If you can't attend the EGM, you will be able to vote online from 25 March. You don't need to register and details will be circulated with the EGM papers before voting opens. If you vote online, you won't be able to vote again at the EGM and once you've cast your vote, you won't be able to change it so please make sure you've read and understood the proposal before you do. If you have any questions, see our FAQs, drop us an email or come along to one of the drop-in sessions below.

- Edinburgh 7 February 15:45 – 16:30pm at HES, Longmore House, Salisbury Place, Edinburgh, EH9 1SH
- London 14 February 16:30 – 17:30pm at ORT House Conference Centre, 126 Albert St, Camden Town, London NW1 7NE
- York 20 February 16:00 – 17:00pm at Bedern Hall, St Andrewgate, York, YO1 7AL

Participation on CIfA committees and groups

CIfA is a democratic organisation and we draw on the expertise and knowledge of CIfA professionals to help us support and shape our profession. As a result we are committed to encouraging CIfA professionals to be part of our active community promoting high professional standards and strong ethics in archaeological practice, to make archaeology beneficial to all.

With a membership of over 3500, a **Board** of Directors, Advisory Council, committees and 20 groups, in addition to social networks, conferences and other events, there are a number of different ways individuals can participate in the Institute and make their voice heard, yet historically uptake of these options has been somewhat variable. Through our Advisory Council we are exploring what we can do to increase member engagement and as a starting point we would greatly appreciate you taking a few minutes to participate in this [short survey](#).

The survey closes on **Friday 1 February 2019**. Thank you very much for those that have already responded.

Subscription renewal information for 2019/20

The subscription renewal notices for 1 April 2019 to 31 March 2020 will be emailed to members by the end of February. Your subscription renewals and fees will be due by **1 April 2019**.

In order to renew online you will need to log in to our website, so it is a good idea to check you can log in ahead of receiving your renewal notice.

Having problems logging in? Your username for the website is your first name and last name, i.e. *laura beasley*. If you have forgotten your password and need to reset this, you can do so by following these [instructions](#). If you need to change your email address associated with your log in details to receive the password reset email please let us know, or we can reset your password for you.

Subscription fees for 1 April 2019 to 31 March 2020

Unemployed (or <£10,000) £27.00
Low income (£10,000 - £19,199) £82.50
PCIfA (£19,200 - £22,399) £133.00
ACIfA (£22,400 - £28,849) £181.00
MCIfA (£28,850 - £31,560) £229.00
MCIfA Upper (£31,561 and up) £265.00
Retired £61.00
Student £27.00
Affiliate £61.00

Being part of a professional body isn't just about products, discounts and services, but its always useful to know that CIfA membership is [tax deductible](#) and gives you a [15% discount from Cotswold Outdoor!](#)

We also provide [concessionary rates](#) on our subscription fees for accredited professionals.

Recording your CPD learning online

CIfA members can now use our database to record and review your CPD and training.

The [online CPD log](#) is accessed via the members section (requires login) and prompts you to record the type of learning, what benefit you got from this, how many hours it took and how it contributes to your personal development plan. You can also upload certificates or other learning material to support this.

The CPD log is retained with your membership record and can be accessed and printed whenever needed.

Registered Organisations: Analysis of the conditions and recommendations for 2018



Statistics

82	Organisations on the register
29	Organisations inspected and registered in 2018
3	Conditions of registration issued
30	Recommendations to implement
32	Recommendations to consider
2	Organisations removed from the register (1 with three conditions, 1 with no MCiFA RPH in post)
1	Organisation left voluntarily
3	New ROs joined the scheme

Conditions and recommendations – themes by volume

15 Training and development (including 10 requiring a skills audit and training plan and 3 concerning CPD) - Produce and implement a skills audit and training plan. Develop further training for early career archaeologists, source external courses, record competencies for students.

13 CIfA accreditation - Advocate for staff at all levels to gain CIfA accreditation, using CIfA staff and recruitment resources where available.

6 Reporting - Review and update report templates and reporting guidance and the content of DBAs.

6 Quality Assurance - Quality assurance checking, proofreading and technical or peer review of reports. Understanding of the relevant national planning policy/guidance. Referencing current CIfA standards and guidance and regional research frameworks.

6 Archives and publication - Produce a comprehensive and deliverable archive and publication strategy and programme and develop a tracking system for new archives being generated.

5 Health and Safety - Update documentation to reflect changes in legislation and guidance. Obtain formal H&S qualifications. Develop a lone working procedure

3 Documenting policies and Procedures - Develop suites of policies or good practice statements covering organisational, employment and welfare.

3 Conflicts of Interest - Produce and implement a protocol, statement or guidance covering ethical business practice and management of conflicts of interest.

2 Volunteers - Publicise or document the use of volunteers to clarify adherence to CIfA policy.

1 Appraisal; Outreach and public engagement; Organisational improvement; Working with curators; Commissioning; Technical



'A grand day out' - promoting professionalism with Costain Skanska, MOLA Headland Infrastructure and HS2

It's always nice to get out of the office, so we were particularly pleased to accept an invitation from Costain Skanska last week to spend a day at St James's Gardens, Euston discussing professionalism, CPD, chartered status and the impact of Brexit (among other things) with the MHI archaeologists and the engineering and environmental teams on site. There were over 50 archaeologists and osteologists on site, maybe half of whom were CIfA members so it was a really good opportunity to get feedback on the concerns and priorities the team would like CIfA to be addressing. Great, also, to have Cat Gibbs from the CIfA Diggers' Forum on hand, to answer the difficult questions!

As well as talking to archaeologists and seeing the very impressive processing facilities on site, we also had the opportunity to run a lunchtime CPD session for the engineers and environmental managers, focussing on the value of archaeology and the professional structures that support the delivery of public benefit.

If your organisation might be interested in hosting a CIfA visit – to talk about accreditation, professionalism, chartered archaeologist or CPD – do let us know. We're particularly keen to visit site staff who might not otherwise have access to CIfA information and resources. **Contact [Elizabeth Durst](#)**, CIfA's Events Manager, to arrange a visit.

Advocacy update

National Planning Practice Guidance

Last year the Government in England revised the National Planning Policy Framework (NPPF) and CIfA was involved in ensuring that the outcomes of revisions did not damage policies affecting the conservation and enhancement of the historic environment.

Government is now revising the National Planning Practice Guidance (NPPG) in line with the new NPPF. While there is no official public consultation, CIfA has fed in comments on a proposed draft and hopes to ensure amendments to protect sections of the guidance on non-designated heritage assets and historic environment records.

Immigration Bill and Shortage Occupation List consultation

As Brexit deliberations grind onwards, the Government's vision for an immigration policy post-freedom of movement is coming into clearer focus. An Immigration white paper, published in December, has outlined a model for controlled high skilled immigration and carefully restricted low skilled

immigration. Part of the concern for archaeology is the application of Teir-2 visa-type salary thresholds, used as a proxy for an assessment of skill levels.

For archaeology, this presents a problem, as many archaeological jobs will fall under this threshold of £30,000. This, at a time of unprecedented growth for the sector, when access to labour from the EU has been a crucial contributor to meeting demand driven by large infrastructure projects like Crossrail, the A14 and HS2 – which is expected to continue in the coming years – is particularly concerning.

One short term solution to this problem will be to secure inclusion for archaeological jobs on the UK Shortage Occupation List which would enable UK employers to bypass some of the additional bureaucratic obstacles to obtaining visas for non-UK staff, and achieve exemptions from the highest salary thresholds. CIfA, CBA, and FAME responded to a consultation on the Shortage Occupation List earlier this month. You can read the [response here](#).

In addition, the Heritage Alliance are currently running a survey to assess how the heritage sector would be affected by the proposed system. CIfA members are invited to [complete it here](#).

Government proposals to extend permitted development rights

Earlier this month, CIfA and CBA responded to a consultation on Planning Reform Supporting the High Street and Increasing the Delivery of New Homes. This consultation proposed several new permitted development rights including

- A right to demolish non-designated commercial buildings and build new residential buildings in their place, and
- To make permanent the right for householders to extend their properties by up to 8m without applying for planning permission.

CIfA's position is that permitted development should not be used as a tool to bypass proper planning consideration and that the Government's agenda to promote speed and certainty for developers by progressively increasing the amount of development that can be undertaken without seeking planning permission removes opportunities to properly investigate sites in order to better understand and mitigate harm to heritage assets with archaeological interest.

You can [read the responses here](#)

You can read [CIfA's Policy Position on the relaxation of planning control here](#).

If you have any queries, questions, or suggestions about CIfA advocacy, please contact rob.lennox@archaeologists.net.



Archaeology Training Forum Award

Nominations for the Archaeology Training Forum Award 2019 are now open! Nomination forms can be found on the [ATF website](#). If you've been involved in a project with training at its heart and feel it deserves recognition then look out for the call for nominations. The award will be presented at the [CIfA annual conference](#) in April 2019, to be held at the Royal Armouries, Leeds.

The Archaeology Training Forum has been recognising excellence and innovation in training, learning and professional development since 2011 through its annual ATF Training Award. Judged by a panel of ATF members including representatives from CIfA, CBA, the national agencies and FAME, it is open to organisations and individuals in both the paid and voluntary sectors. The aim of the Award is to promote the importance and value of training to the discipline as a whole and a wide range of very diverse organisations have had their contribution to learning, training and professional development recognised.

[Click here](#) to find out more information on the work of the Forum.



The Archaeologist: future themes

In the recent member survey **The Archaeologist** was ranked by you as one of the top three most important membership benefits, along with the Jobs Information and Training Bulletin and Professional Practice Papers. We are always keen for members to submit articles to include in the magazine and the themes and deadlines for the next two editions are below.

TA 107 Championing employers who make a difference: We're looking to share stories from employees where organisation have offered that something extra: training opportunities, flexible working, diversity, environmental policies, or innovative communication, for example. What makes you and your colleagues feel valued? **Deadline 1 April 2019**

TA 108 Climate change: During the dry summer of 2018 we were blessed with some amazing aerial images of many new or forgotten archaeological sites. On a more serious note how does climate change have the potential to impact archaeologists and the archaeology itself? **Deadline 1 August 2019**

If you would like to submit an article or have a suggestion for a future theme please contact alex.llewellyn@archaeologists.net

Book reviews



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

Titles of books will appear in our eBulletin with links to the full review online. You will need to log in to the Members' area and then select Book Reviews from the menu.

Books available for review

- A Russian perspective on Theoretical Archaeology. The life and work of Leo S. Klejn, Stephen Leach
- Strangers in a New Land, James M Adovasio and David Pedler ([press release](#))
- Meitheal. The Archaeology of Lives, Labours and Beliefs at Raystown, Co. Meath, Matthew Seaver
- Staffordshire Coal Mines, Helen Harwood ([press release](#))
- London's Crypts and Catacombs, Robert Bard & Adrian Miles ([press release](#))
- Quarrying in Cumbria, Dr David Johnson ([press release](#))
- Lime Kilns: History and Heritage, Dr David Johnson ([press release](#))
- Rome in the Ancient World: Third Edition, David Potter ([press release](#))
- Art & Archaeology of the Greek World: Second Edition, Richard T. Neer ([press release](#))

Recent book reviews

[Greece in the Ancient World](#)

[The Human Past](#)

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

[CIfA Group news/ events / training opportunities](#)

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

CIfA 2019 Archaeology: values, benefits, and legacies

Royal Armouries Museum, Leeds

24 – 26 April 2019

Bookings for CIfA 2019 are now open! [Click here](#) to book.

Our 2019 conference will provide a forum for delegates to discuss and explore ideas around social value, public benefit, and the creation of

knowledge. It offers the opportunity to think about legacy and how the work we undertake now will impact on future generations – from inspiring future careers to learning lessons from our failures. We also want to consider how a multitude of stakeholders - archaeologists, policy makers, clients, the public - value our discipline: financially, politically and intellectually and to think about how effective we are in communicating that value through the stories we tell.

For further details [click here](#).

Want to get in the conference spirit early? We have uploaded the videos from our recorded sessions at CifA 2018. Links can be [found here](#).

Other events include:

RTPI NW/CifA Heritage Event

Shoosmiths, Manchester

6 March 2019

Planning for Historic Places NW – Mike Nevell (University of Salford), Dae Chetwyn (Urban Vision Enterprise), Katie Wray (IHBC NW), Peter Hinton (CifA), Norman Redhead (University of Salford)

To register and for further information, [click here](#).

Archives Group Day Conference & AGM

Birmingham & Midlands Institute (BMI)

20 March 2019

Selection strategies for archaeological archives: Making archaeological archives sustainable – Various speakers

To register and for further information, [click here](#).

Osteoarchaeology Group workshop

Oxford Archaeology, Oxford

23 March 2019

Palaeoradiology – A Workshop for Osteoarchaeologists – Iain Watt (University of Exeter)

To register and for further information, [click here](#).

Project Management Group AGM & CPD

LAARC, Mortimer Wheeler House, London

4 April 2019

Project Managing Major Infrastructure Schemes – Steve Haynes (ARUP), Andy Crockett (Wessex Archaeology)

To register and for further information, [click here](#).

CifA will have a presence at the following events:

Unravelling Human Origins – 15-16 February 2019, York

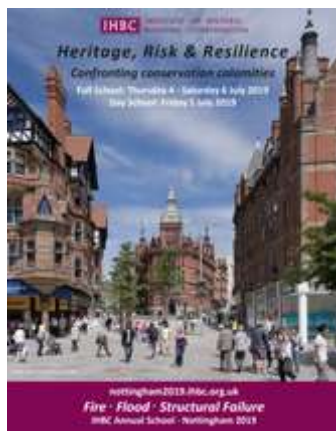
A selection toolkit for archaeological archives coming soon

The Archaeological Archives Group are in the final phase of a project funded by Historic England, to create a nationally recognised Selection Toolkit to aid the formulation of selection strategies for archaeological archives.

The aim of the archaeological selection process is to ensure that the elements retained from the working project archive for inclusion in the preserved archive, are appropriate to establish the significance of the archaeological project and support future research, outreach, engagement, display and learning activities.

The Selection Toolkit will be available via the CifA website and launched at the Archaeological Archive Group's annual day conference and AGM on 20 March in Birmingham. Booking details to follow. Workshops on how to use the Selection Toolkit will be held across the country during the summer of 2019.

Other news and events



IHBC's 2019 Annual School welcomes keynote speaker

The IHBC has welcomed Zaki Aslan, Conservation architect and Director of ICCROM-Sharjah, as the keynote Day School speaker at its **2019 Annual School** - the lead event in the calendar of the UK's built and historic environment conservation specialists – which will take place in Nottingham on 4-6 July 2019.

Oxford's Continuing Education

Part-time award courses in Archaeology in 2019 include:

- [Undergraduate Certificate in Archaeology](#)
- [Undergraduate Diploma in British Archaeology](#)
- [Advanced Diploma in British Archaeology](#)
- [MSc in Applied Landscape Archaeology](#)
- [DPhil in Archaeology](#)



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