

CifA recommended minimum salaries from April 2016

Background and policy position

Until 2007, annual increases to the minimum salary recommendations for the three grades of then IfA membership were based on the local government pay settlement. Following work undertaken by IfA and Prospect on salary benchmarking, a decision was taken to implement a staged increase to the minimum salary rates in order to bring them in line with the lowest comparator identified as part of the benchmarking work, (see http://www.archaeologists.net/sites/default/files/ifa_salary_benchmarking.pdf for the original report). This involved breaking the link with local government pay scales. At the same time, it was agreed that adherence to minimum salary rates should become a requirement of the Registered Organisations scheme. The plan, although agreed by Council, was never implemented as shortly afterwards the sector was hit by the full impact of the recession and it was decided that it would be inappropriate to attempt to increase minimum salaries when many archaeological organisations were losing staff and some were struggling to survive.

As a result, IfA Council voted in favour of a resolution to remove the requirement in January 2013. At the same meeting, IfA Council also voted in favour of resolutions recognising that the implementation of a programme of above inflation increases had not proved to be an effective mechanism in the light of economic circumstances and that alternative approaches should be developed; that minimum salaries had, however, played a role in preventing cuts to pay and may continue to do so in the future; that the Institute's role was primarily concerned with standards; and a final resolution instructing the Registered Organisations Committee to use non-compliance with minimum standards as a trigger for more detailed consideration and discussion of how an organisation ensures it is able to attract, retain and motivate appropriately competent staff¹.

CifA recognised the impact of low pay in archaeology on recruitment and standards in a draft policy statement issued in 2013 and in a joint statement issued with FAME and Prospect in 2014. CifA has also produced an Action Plan to support the joint statement which outlines the, generally, longer-term measures it can implement which seek to influence the factors which CifA believes contribute to low pay. A joint statement, action plan and a report on progress can be found on the website at www.archaeologists.net/practices/pay.

¹ *Minutes of the 136th meeting of the Council of the Institute for Archaeologists*

Minimum salary recommendations

CifA maintains that the salary minima have played and could continue to play a role in preventing cuts to pay. CifA will therefore continue to make minimum salary recommendations as guidance and as a benchmark that members and Registered Organisations must endeavor to meet or exceed. Consideration of any increases to the minimum salary recommendations is given on an annual basis by the Board of Directors on the basis of information provided by CifA staff, advice from the Advisory Council and feedback from an Industry Working Group comprising, amongst others, FAME and Prospect. The decision is announced in October/November for implementation as of 1 April the following year, allowing organisations to plan for increases in advance.

A range of data is collected to inform the decision making process including national inflation and wage inflation statistics and sector specific surveys. The data collected to inform the decision making process in 2015 is shown below

Supporting data

UK Inflation

Inflation figures as at July 2015 ²	CPI	0.1%
	CPIH	0.3%
	RPI	1%

UK Wage inflation

Wage inflation to Aug 2015 ³	Basic pay	2.8%
Median pay award to end Jun 15 ⁴		2%

Average pay settlements to Jul 15

Information from Labour Research Dept	All sectors	2%
	private sector	2.3%
	public sector	1.7%
	voluntary sector	2%
	construction sector ⁵	4%

<u>NJC pay agreement (local government)</u>	2.2% ⁶
---	-------------------

Pay in Archaeology

² ONS: August data due to be published 15 September

³ ONS

⁴ XpertHR

⁵ Guardian 17 June 2015, quoting ONS data

⁶ 2 year deal from Apr 2014. Public sector pay increases capped at 1% for next 4 years

Prospect negotiated settlements for 2014-15 reported to be in excess of inflation in many bargaining units

Sector surveys 2014-15

The Archaeological Market Survey 2015 – Landward Research

<http://www.archaeologists.net/sites/default/files/Archaeological%20Market%20Survey%202015.pdf>

- The majority of respondent reported that salaries had risen above inflation (53%)
- 20% Reported an inflationary increase
- 24% reported that salaries were unchanged
- One organisation reported that salaries had fallen

Jobs in British Archaeology survey – Doug Rocks-Macqueen
(*The Archaeologist*, forthcoming)

- Highest number of technician posts since 1999-2000
- Highest ever number of supervisor/project officer posts
- Advertised salaries increasing roughly in line with inflation
- PM and senior posts have levelled off
- Increased numbers of trainee positions

Discussion

2014-15 has seen further increase in demand for archaeological services with the Heritage Market survey reporting an increased workforce and higher levels of business confidence.⁷ While demand is at its highest in the south east of England, companies across the UK are reporting an increased workload as well as difficulties in attracting sufficient skilled staff. 53% of respondents to the Heritage Market survey reported making above inflation pay awards last year (last year's increase to the minimum salaries was inflationary) and BAJR's current 'going rates' for PCIfA, ACIfA and MCIfA levels (taken from an average of advertised wages for each grade over the previous 3 months) are running at 1.3%, 3.4% and 8.5% above the ClfA minimum salaries for PCIfA, ACIfA and MCIfA respectively.

The Board's decision this year, as any other, has to balance issues of affordability and the impact of the decision on Registered Organisations (and in particular, their ability to invest

⁷ *The Heritage Market survey for 2014-15 (Aitchison, K. forthcoming) reports an estimated increase of 12.9% in the archaeological workforce since March 2014. It also reports the highest levels of business confidence since the start of data collection in 2008. Average turnover increased by 15% although profit levels remain low*

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 in the light of current concerns around skills shortages and Cifa's strategic aim to achieve parity of respect and reward with other professions by 2020.

By deciding to implement a modest but above-inflation increase to the recommended minimum salaries from April 2016, the Board feels it has struck the right balance, although it recognises that the issue of minimum salaries, and indeed pay in archaeology generally, is a divisive one. The aim of this paper is to provide greater transparency around the decision making process so that members, and others in the sector, have a greater awareness of the information available to the Board to inform its decision making process and the factors it has to consider.