



Chair's introduction

Gwyl Williams

The Diggers' Forum is disappointed to note that the issue of pay minima took a knock at the most recent Council meeting in January. Pay minima have made an important contribution to improving the lot of junior members of staff across the profession. While the application of pay minima is no longer an absolute requirement of Registered Organisations, not applying them will constitute a trigger for an audit of the organisation. It is worth noting at this juncture that IfA minima have historically been below the BAJR pay grades and in principle should not affect the playing field in the least.

ROs that do not wish to exceed minima any longer will undergo an audit. The audit will hopefully include aspects of their training

policies and other areas of staff welfare. In this regard, the concern broadens in scope. We at DF await to see how this will be applied in practice, but offer our strongest support for a system which recognises employers who aspire to the best across the board for their employees. After all, it is all well and good paying minima, but other aspects of job requirements are also important. For example, can an employer that expects staff to commute from one side of the country to the other with only the minimum necessary training be compared favourably with another employer who offers travelling and training of employees but, on account of its legal structure, is not permitted to pay minima.

The DF would like to offer its thanks and support to all those members of Council who supported Diggers and their position. The need for working collaboratively to find solutions has been expressed by FAME and the IfA Council. It is only by gaining agreement across the profession that progress can be made. DF aims to continue to work towards improving standards as part of this collaborative

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groups@archaeologists.net

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If you have access to an A3 printer then you can use booklet print: go to http://kb2.adobe.com/cps/897/cpsid_89736.html for details.



Diggers' Forum mission statement

The Diggers' Forum (DF) is committed to creating a positive, sustainable and financially viable career for all professional archaeologists at all points in their career. The DF is a Special Interest Group of the Institute for Archaeologists representing all archaeologists working out on site at whatever grade. Membership of the DF is open to all.

The DF was formed in 2004 to represent the views, aspirations and professional requirements of its members, in addition to campaigning for improvements in pay and conditions within the profession.

The views of those new to a career in archaeology, or who are employed at the lower rungs of the job, are under-represented in the industry. It is a key aim of the Diggers' Forum to redress this balance and keep the issues and welfare of its membership at the top of the IfA agenda and publicised to the world beyond.

The Diggers' Forum will serve as a platform to provide up to date news and information to its members, as well as actively encouraging debate and involvement within the DF and the IfA on the developing roles required of field-staff now and in the decades to come.

Join us in the Diggers' Forum and help make a positive difference to our profession: <http://www.archaeologists.net/groups/diggers>



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working and we are hopeful that progress will be made in the near future.

In other news the DF CPD and Training Survey was launched the other day. This will profile the actual practitioners and their skills base and needs. As such the potential of this anonymous survey is of great importance for measuring the qualitative differences experienced by employees of various organisations.

Training for the future of the profession is crucial in order to maintain a strong skills base. This comprises as much specialist training in ceramics, environmental archaeology, osteoarchaeology and the like as much as ensuring that site staff know broadly speaking the date, the type, the significance and so forth of what they are excavating. Good results from specialist analysis rely on good data-capture, which in turn demands a sufficiently trained workforce to recognise, to alert appropriately and to carry out the necessary work to the specifications. Just 'getting on with it' cannot be said in all good faith to be an appropriate response.

Ros which invest in people recoup manifold their investment. Appropriate and engaging training is a way to nurture, develop and retain enthusiastic staff. A CSCS card, off-road driving, confined spaces, working at height and suchlike are for many people only tools to do the job; training has to include these things, but cannot be allowed to stop here. The need for employers to engage with staff-members' Personal Development Plans and enable their CPD log to be an active part of their career is vital to ensure that skills are transferred from generation to generation, and built upon to increase the potential of the archaeological resource.



Letter from the editor

Chiz Harward

This is an extra short newsletter as we wanted to get something out asap after the recent IfA Council debate. Its still taken a while as we're all busy at the moment -we hope you are all busy too.

Hopefully the articles in this issue will answer some of your questions on what exactly is going on with IfA minima, we've tried to cover all the key developments, and bring together as much of the information as possible. If you have any questions or comments do get in touch.

We'd like to run some of your thoughts on this issue (and any other issues) in the next newsletter. So please do have a read of this newsletter and all the other information available from the IfA, and let us know what you think.

We're always on the lookout for new contributors, on any subject of interest to our members. And remember, this might not be a fully peer-reviewed academic journal, but it is a publication and one for your cv! We are planning some good articles for future issues, and but if the Forum Dispatch is to continue then more members need to contribute.



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Cotswold Outdoor Discount

Did you know that IfA members can get a 15% discount at Cotswold Outdoors? If you are into the outdoors, or just need some new socks for site then you could start making back your IfA subs whilst shopping for anything from fleeces to sleeping bags, tents to torches.

Quote 'Institute for Archaeologists' at the till and show your IfA membership card. IfA members of the DF should have been sent a discount code by email they can use. If you didn't receive it, let us know. You may need to speak to the manager as staff may not be immediately aware of the discount. The discount code is also valid for phone and online orders.

Please note this discount cannot be used in conjunction with any other offer. If you have any difficulty using this offer please contact the IfA office (and let us know as well!).

If you would like to contribute to the Diggers' Forum Newsletter, or have a suggestion on a subject we should cover, please contact the editor by email: chiz@urban-archaeology.co.uk

Dates for the diary and details of events or news should be sent to Gwilym Williams by email: gwilymwilliams70@gmail.co.uk

DF Roundup and news



DF Committee news

The committee has been busy individually, and in informal meetings, although hectic schedules mean we haven't had a formal face-to-face meeting for a while. We'll be getting together soon to discuss DF business and what our strategy should be for the future. As ever we'd be interested in your views on any issues affecting our membership.

Sadie Watson and Chiz Harward have been busy on the IfA pay minima working party, and it looks like there is more work ahead for them. Geoff Morley has been representing DF on the IfA Groups Forum.

DF membership

We now have 669 members, which is fantastic. The more members, the louder our voice.

Diggers' Forum on Facebook

We now have over 290 likes, which is also great! Please spread the word, and use the page to post items that will be of interest to members and let us know what you are thinking

on the issues that are affecting you.

You can find the DF Facebook page at: <http://www.facebook.com/DiggersForum>

and our Twitter feed at: <https://twitter.com/#!/DiggersForum>

Diggers' Forum AGM

We have decided to hold our Annual General Meeting at a fringe event during the IfA's Conference in Birmingham next April. We also hope to be able to have some kind of informal social event after the business is completed. We hope to see as many members there as possible, if you are unable to attend the Conference during the day then maybe you could come along for a drink in the evening? As always the DF will try to cover travel costs, and Birmingham is within easy reach of the majority of the country!

Got a spare hour?

We are always looking for more active members to help share the load of running the DF. We would like to hear from anyone with a bit of time to spare, whether that is to distribute copies of the newsletter, pass on information, help organise conferences, write news, opinions or articles, or be on our committee. If you are interested in helping the Diggers' Forum directly then please get in touch.

Complaints? Over to you...

One possibility for the DF is taking a stronger and more pro-active line on employers who carry out poor quality work or treat staff badly, whether that be poor H&S, low pay, poor site accommodation, or lack of training. All of that though is dependant on members actually providing verifiable evidence of breaches. Its no good complaining to each other, the only way of stopping the bad apples from ruining it for all of us is to use the established mechanisms and to report bad practice.

Overtime? A new norm?

For many years archaeologists have been working side by side with construction workers, often on the same sites at the same time, and



for many years archaeologists have compared their wages unfavourably with those workers.

But what many archaeologists haven't talked about so much is that whilst we generally work a 8am-4pm day, Monday to Friday, many construction workers work 7.30am-5.30pm, and often have to work Saturdays as well. Whilst archaeologists working on pipelines have long been used to 12 hour days and 6 day weeks, it hasn't been usual for most archaeologists to do overtime on site.

Recently that seems to be changing a bit, with many larger sites requiring compulsory or voluntary overtime, and weekend working. Some archaeologists love the extra pay, whilst others (maybe with a long drive after work each day) are less keen.

So who is pushing for the extra hours? Construction site managers often comment that the archaeologists are running off home early, and whilst someone would need to shell out for some floodlights in winter, many would rather the work done as quickly as possible and get us off site asap. On major schemes the client may be insisting on overtime working, including weekends, but are archaeological companies now offering overtime work as a way of winning clients? Offering overtime is seen as a way of catching up on lost time, and 'looking keen', but it can have issues for the site staff, especially if

the overtime is sprung on them with a few days notice.

Of course its sometimes possible to negotiate an 'enhanced' overtime rate, especially when there is an immovable deadline like a crane-base pour! We've also heard of at least one developer offering a substantial 4 figure sum to **each** worker on site if the archaeological works at a large site were finished on time, we don't know if there was a similar incentive system for the employing company, but the site works overran anyway! Could incentives like that ever make archaeologists take unprofessional decisions about how to dig a site, to cut corners or standards? Or is it just an additional and generous reward for getting the site done?

What are the implications of all this for us site staff? Could it lead to a further erosion of basic pay, where extra hours end up being seen as the norm and essential to make a decent salary? The DF survey on Away Work and Travel showed the massive difference in income that subs and driving time could make, paid and unpaid overtime is obviously another factor. Talking to staff at one company which pays overtime and driving/passenger time, they are already heavily reliant on travel time and overtime (paid at time) to make ends meet, and really feel the financial pain if they don't get any 'extras' for a few weeks. Surely decent basic pay should be the benchmark and enough to



live off, and the extras should be just that? There is also the issue of who gets to choose who is, and who isn't on the sites with the extra hours. How would insisting on only working your basic hours (because you have kids, or attend night school) make your boss see you? EU law says you have the right to limit your hours, but many sign this away as rightly they know that employers value flexibility in staff. And is all this overtime paid at overtime rates (time and a half or double time), or just at basic hourly rate?

But is there really any change here? We've always done overtime, its just not always been paid! All those hours driving the van to site, all the loading, unloading, downloading and photocopying. Maybe the spread of paid overtime is actually a good thing -finally you could get paid for what before you did for free? But only if you don't end up doing all the unpaid extras on top of an extra long day.

Many archaeologists have called for archaeology to become more like the construction industry, but there are potential downsides as well as upsides. Is this the start of a change in the archaeologist's working life, and is it a good or a bad thing? If you have any experience of this, or views on it, please let us know!

Jobscheck -Freelance?

The DF has been informed that a **Registered Organisation has allegedly been offering a day rate for freelance staff that is below IfA minima.** We understand that the company was advertising on BAJR for PAYE excavators at the bottom of the relevant BAJR pay grade, however when Diggers phoned the company to ask about the work they were told that they could also work as freelancers. The callers were informed the 'day rate' they would receive (rather than being invited to tender). When directly challenged that this rate appeared to be contrary to the rules of the RO scheme the unit claimed to not really understand hiring freelancers, being new to this sort of arrangement. BAJR makes careful checks with companies before

publishing adverts and David Connolly has confirmed he had spoken to the company regarding potentially advertising for freelancers: the advert on BAJR was **only** for PAYE staff.

We have various concerns about the situation, these include the value of the day rate on offer, the legality of the situation as regards HMRC rules on self-employment, and the exact meaning of the IfA policy statement on self-employment (<http://www.archaeologists.net/sites/default/files/node-files/Selfemploymentpolicy.pdf>).

The DF has alerted the IfA to the current situation and they are currently investigating. We have stated that we feel the RO and/or Disciplinary committee must instigate a complaint and pursue it with all speed. We are concerned that some archaeologists will have been working at these rates (the site was for immediate start) and may need compensating. The IfA are investigating.

We will be continuing to monitor the case and would like any information from anyone who has experienced similar practices.

This episode raises several issues: firstly that companies may be advertising one job with BAJR or JIS, but be offering applicants a different job/pay that has not been checked by BAJR or JIS. The only way we can check this is by YOU all alerting the DF and, BAJR or JIS if you are offered a job that is different to that advertised. JIS and BAJR do check adverts and won't accept those below the relevant minima, but they cannot check un-advertised jobs!

This leads to the issue of 'unadvertised' jobs, those which are only available on company web-sites or Facebook pages, and where news of jobs is spread by informal networks. These jobs are often unmonitored and again YOU need to let the DF know if any jobs are below minima or are bogus freelance positions.

Of course last week's minima decision has made the situation worse. Where previously we could just phone the IfA about an RO paying sub-minima, it will now be a lot harder, and almost certainly take a lot longer, but that's not a reason to not report bad pay as the ROs



need to have notified IfA if they want to change their pay structures We will report any RO that is paying below the IfA minima so they can be audited and prove that they are still worthy of the RO scheme. This also applies to IfA Members who are employing others not just ROs – they have also signed up to uphold minima salary principle 5.5 of Code of conduct and will also be investigated.

It also raises the simple fact that freelance day rates are not the same as PAYE wages, there is a whole host of costs and expenses that you will need and these mean that you should be charging about double the comparative wage. As a rule of thumb it is often said that to get a reasonable day rate divide your desired wage by 100 –so by that estimation for a freelance Digger wanting to earn about £16,000 you'd want to be charging £160 a day, plus travel/accommodation costs where necessary. There is a wider issue of the nature and benefit of freelance work done for established companies. We hope to have a longer article on this in a later issue.

The DF will try and investigate any job or freelance position that appears to be contravening HMRC rules, RO rules, IfA minima, or the advertised rates and job. We need YOUR help with this. As IfA minima are now non-binding things will be a bit more difficult, however minima still need to be given 'consideration' by all Members and the remuneration levels are still a major part of the RO scheme. Council has said that ROs must work hard to persuade the IfA that they can be in the RO scheme if they pay below minima, and we will hold them to that promise. So we will still be reporting companies that we believe are contravening the minima and we are considering whether we should actively publish the names of any company or individual who is demonstrated to be paying below minima. It is however up to YOU to let us know, and to not work for those who are dragging our industry down.



IfA and salary recommendations: full report on decisions of IfA Council

Background

IfA has been setting recommended minimum salaries for three responsibility levels linked to its three voting membership grades since the 1990s. In 2005 Council agreed to implement a requirement for Registered Organisations to pay at or above these minima, effective from 1 April 2007. A jobs evaluation benchmarking exercise in 2007/8 showed that pay at the lowest grade lagged 13% behind its nearest comparator in other professions. In 2009 Council agreed to move the minima away from local authority payscales, and set out an 'aspiration' to increase the minima by 13% above inflation over five years in order to close the gap with other professions. In the event the economic downturn meant that since that date Council has either made inflationary increases or no increases. In 2012 IfA amended its Code of conduct to require its members who are employers (including self-employed) to endeavour to meet or exceed the recommended minima.

IfA also has 'recommended starting salaries' set aspirationally higher than the minima. These are commended to the members – rule 5.5 of the Code of conduct requires members to give them 'reasonable consideration'.

Council established a pay working party in 2012 to advise on the detail of salary recommendations and on a strategic approach by IfA and others to the wider issue of remuneration and career progression in archaeology. This work is being undertaken in two stages. At its meeting on 30 January 2013 Council considered the working party's report on the first stage, and advice from the Institute's legal team. It also took account of submissions by members and others over recent days following a third-party intervention, and responses to previous consultations on the issue.

Stage 1 decisions

Council first reaffirmed that IfA has a vital role to play in improving and maintaining standards of archaeological work, and in enhancing the status of archaeologists. Council believes that inadequate pay and conditions undermine its work on both these objectives, and while the enhancement of remuneration packages is the core responsibility of trade unions, staff associations and employer bodies, IfA must continue to play its legitimate role, seeking wherever possible to encourage active engagement with the issues by other bodies.

Council maintains that the salary minima have played and could continue to play a role in preventing cuts to pay. It has therefore unanimously reaffirmed its commitment to minimum salary recommendations as guidance and as a benchmark that members and Registered Organisations must endeavour to meet or exceed.

In the light of legal advice Council resolved that it should not continue to make compliance with minimum salary recommendations an absolute requirement of Registered Organisation status. This requirement, introduced in 2007, is now removed. However, the Registered Organisations committee has been instructed to use non-compliance with the recommended starting salaries as a trigger for a more detailed audit of the way an applicant or existing organisation ensures that it has appropriately competent staff at its disposal, with immediate effect. The committee has been instructed to look very closely indeed at applications from organisations that do not comply with the recommended minimum salaries: it will be up to applicants for Registration to make a persuasive case that they can recruit, retain, motivate and develop staff with the skills necessary to comply with IfA's Code of conduct and standards.



The recommended minimum salaries for 2013-14 are increased to:

PIfA-level competence/responsibility: £16,327
AlfA-level competence/responsibility: £19,017
MlfA-level competence/responsibility: £24,583

The recommended starting salaries for 2013-14 are increased to:

PIfA-level competence/responsibility: £19,853 - £20,926
AlfA-level competence/responsibility: £29,123 – 31,561
MlfA-level competence/responsibility: £36,552 - £40,276

The package of employment entitlements that IfA member employers are encouraged to adhere to remains unchanged and can be found at www.archaeologists.net/practices/salary.

Council additionally resolved that IfA's Jobs Information Service will not accept advertisements for archaeological posts that do not comply with the recommended minima.

But additional approaches must be developed. Council has recognised that the balance of evidence is that salary minima have not proved to be an effective mechanism for improving pay and conditions, particularly given the economic circumstances which have prevailed since 2008. This is disappointing, but Council believes that other, more effective mechanisms can be found.

Stage 2 research

Council has also instructed its working party, taking advice from Prospect and FAME, to develop a policy statement that sets out IfA's belief that the problem of low pay has the potential critically to impact on professional standards and is one which the industry must take collective ownership of and accept collective responsibility for solving. This must be the first step in any future strategy. The policy should explain IfA's legitimate interest in ensuring that archaeological employers are able to recruit, retain, motivate and develop appropriately competent archaeological staff, and its belief that remuneration is one of the factors that will assist employers to do so. Importantly the statement should make clear that other archaeological bodies have equally legitimate interests in improving pay and conditions, and should be encouraged to work with IfA; and that some other bodies have more levers at their disposal to effect improvements in pay than IfA does and should be encouraged and assisted by IfA to fulfil their responsibilities.

The working party has been charged with developing a strategy, for Council's future consideration, for facilitating an industry-wide approach to improving pay and conditions, centred on increasing the value of archaeologists as perceived by others and as they perceive themselves, and by providing more tools to assist them in their individual aspirations for progression and advancement. In drafting the strategy the working party should

- Advise how recommended minima could best be secured and employed, and by whom
- Review whether there is any formula that can be used for determining the level of future recommended minima pro tem
- Review what other aspects of employment practice should be examined during the Registration process
- Review again the wording of the rules under Principle 5 of the Code of conduct
- Engage with Prospect, and with other Trade Unions if possible, to see what information from us would assist it in determining how to coordinate its negotiating position with the various employers where it is recognised



- Engage with FAME to see what information from us would encourage or enable it to take a more proactive role in pay determination
- Advise on promoting use of the employers' training toolkit
- Advise on providing more guidance on routes or career progress ('pathway to PifA' etc)
- Advise on using IfA media to foster an appetite for progression through learning (training and self-directed CPD) and professionalism
- Advise on the development of criteria for 'good employer' status that IfA could offer to Registered Organisations
- Advise on the development of an app to enable potential employees to calculate the value of benefits in an employment package, and to empower them in making choices and in negotiating improvements to the package
- Advise on using IfA media and other instruments to promote a culture of increased support for an individual's chosen programme of professional self-development
- Consider the results of a current PARN survey to see what lessons can be learned from other professional associations

IfA conference and opportunities to guide the working party

IfA Council members have also agreed to attend the IfA conference (17-19 April) and invite IfA members to share their views with Council on this topic there.

- A discussion event will be announced shortly to allow for public debate.

It is Council's hope that this occasion will

- allow for a more informed debate than the last few days have provided
- encourage members not to take polarised views based on self interest on a problem affecting everyone in the profession
- persuade other organisations to address their responsibilities for seeking solutions to it

Beverley Ballin Smith,

Vice Chair of Council and chair of the Council meeting on 30 January 2013



Diggers' Forum statement on IfA Council meeting and minima

The Diggers' Forum welcomes the IfA's prompt announcement on yesterday's debate on IfA minima. In particular the DF welcomes the unanimous decision of IfA Council to keep setting pay minima and their decision to increase all grades of minima by approximately 3.1%. We believe this sends out the clear message that the IfA does believe that minima have a clear role in archaeological standards and in the retention of skilled staff, as well as providing a vital safety net for the lowest paid archaeologists.

The alternative outcome could have been a Council that declared the IfA to have no interest in pay and conditions of its members, that said that pay and conditions had no effect on quality of work, and that removed all sanctions and sat back and allowed the employers to set whatever they liked with no possible sanction. That hasn't happened.

Following legal advice the IfA minima are no longer compulsory for Registered Organisations, however any RO that tries to pay below the minima rates will automatically trigger a detailed audit to establish whether they are meeting the overall requirements of the RO scheme of which pay and conditions are a vital part. Council were firmly of the view that it should be very hard to satisfy the requirements if the pay was below minima, and that there would have to be a lot of other benefits within the employment package that compensated for the sub-standard pay. In other words it should be less expensive and less work to pay above the minima than to not do so.

We know that RO inspections will need to be improved, and have made this clear to the IfA, especially given the key nature of such inspections and audits in this new regime. The Working Party will be working hard to develop criteria for audits and the DF will remain active in making sure these are robust and transparent so there is no room for doubt.

In addition we welcome the decision that adverts

paying below minima will not be accepted on JIS.

We would hope that the positive and heart-felt discussions at Council, showed that all members of Council do care about archaeologists and do want to improve the profession. It is all our responsibility to make sure that archaeology as a profession can move forward, that standards can be improved, and that archaeologists can be treated fairly and as professionals. An active and engaged profession will lead to a better profession for us all.

The situation is not ideal, and not where DF want us all to be. We are very concerned that ROs do not attempt to push through sub-minima wages and will be doing all we can to turn Council's (and our) wishes for a strong and robust inspection system into a reality where it is very hard to pay below minima without providing extensive benefits elsewhere in the package. All this is yet to be worked out of course and that is the danger area, we won't be taking our eyes off the ball and will need your help in reporting companies that fail to maintain their commitments as ROs. The crunch time will come in April when the 3.1% increase in minima becomes live, and what companies – and the IfA RO Committee – do at that point.

We would like to thank all the archaeologists who wrote to Council expressing their views, and to the DF membership, Prospect and BAJR for their support. We will be bringing you more on this decision and what it will mean to you in a mini-newsletter over the next week or so.

We'll also be launching a new online survey on CPD and training provision for field and other technical staff – similar to our Away Work and Travel Survey. We're testing it right this moment, so keep an eye on your inbox for the link.
Best wishes

Diggers' Forum



The minima debate: the view from a DF Council member

Well, the Council meeting we were all waiting for with bated breath has been and gone. Some of you were relieved, some were furious and others have threatened to rip up their membership cards. How did I feel afterwards? A combination of the three probably, although predominantly relieved. And a bit wobbly on my cycle home, after a few pints...

There are obviously some aspects of the decision that aren't to our satisfaction, although there are also other aspects that went more or less our way. Firstly, I was really pleased to see a unanimous vote in favour of salary minima. We have been involved in a conceptual battle over minima, with some RPHs (Responsible Post Holders within ROs) clearly arguing that setting salary scales should not be the IfA's responsibility, so to see everyone united to agree that minima are indeed vital was heartening. The second major positive that we could take from the meeting was the vote to

raise the minima by 3.1% across all grades. To be honest, I fully expected to leave the meeting with salary minima scrapped completely, no rise in wages and no safety net at the bottom. To have left with a commitment to minima and a 3.1% rise was much more positive.

Obviously the elephant in the room now is the lack of requirement for ROs to uphold the minima, how we cope with this in the future is discussed at length elsewhere in this newsletter, but I think it is going to be a challenge to police the new situation.

Overall the Council meeting in January and all the others I have attended have reiterated to me that the Council does reflect our industry as a whole. Members are democratically elected from all corners of the archaeological world, and as I have said many times before: if your views aren't being represented, then why not stand for election yourself!?

Join us and make your voice heard!

The Diggers' Forum is the IfA Special Interest Group for field workers, that includes **EVERYONE** who primarily works at the sharp end of archaeology out on site.

The DF is open to all and represents field archaeologists at all levels -from a student considering professional archaeology to Project Officers running major excavations. The Diggers' Forum

represents **YOUR** views on a wide variety of matters within and beyond the IfA, we are the second largest SIG within the IfA and the bigger we are the bigger our voice.

If you are a member of the IfA membership of the Diggers' Forum is **FREE**, for non-members there is a subscription of £10 a year. To join email: groups@archaeologists.net



Prospect – Working for a Better Future for Archaeologists



I would like to say thank you to everyone who sent messages to the IfA Council to keep recommended minimum salaries. About 150 eloquent and impassioned messages were sent in a few days.

At their meeting on 30 January, the Council resolved unanimously to keep setting minima and raised them by 3.1% (current RPI inflation). Council also confirmed that Prospect and FAME will be involved in an IfA working party to advise on an industry-wide approach to improving pay and conditions and a public event will be set up to discuss this. Although abiding by the minima will not be an 'absolute requirement' for RO status, there will be greater scrutiny of units that do not pay the minima, and any jobs paying below the minima will not be allowed on the IfA jobsheet JIS (or on BAJR).

This campaign showed what we can achieve to improve our industry when we organise and act together.

Antony Francis, Chair, Archaeologists Branch of Prospect union

The Archaeology Branch AGM was successfully held at the end of last year at the MOLA offices in London.

The key decision made was the voting in of four new committee members in the following positions:

Branch Chair- Antony Francis
Branch Secretary- Chris Clarke,
Branch Treasurer- Becky Haslam,
Branch Membership Secretary- Rupert Featherby,

This is an important step for the Branch as it strengthens the position of the committee. This will allow the Branch to undertake more campaigning and to organise a greater number of events over the coming year.

The minutes from the AGM have been posted on the Branch website. These can be accessed at http://www.prospect.org.uk/members_areas/branch/181/documents

The minutes from 2012 Branch Committee meetings can also be found on the Prospect documents page.



IfA Minima, what's going on??

So, what happened?

Council met and debated the issues around minima. Council unanimously voted to keep minima, and to increase them by 3.1% from April 2013, BUT they cannot continue to make them compulsory for Registered Organisations as there was a legal issue over this.

What exactly was the legal advice?

Although DF have tried hard to shed further light this, but we cannot provide any more details. We asked if the legal advice could be released, what exactly the risk was, and whether it would require 'deep pockets' on the part of the complainant as well as IfA. All we can say is that, following a letter from a number of Responsible postholders, Council decided to seek legal clarification on the issue of pay minima. Once the potential for a legal problem has been highlighted, it has to be acted upon.

There is an unfortunate inextricable momentum with legal advice – once taken it must be followed or if it is ignored any insurance to protect to IfA and its Directors (elected Council members) will be invalid and they would be personally financially liable to any losses. You can't sit and wait for a challenge – especially when the challenge could come at any moment and would potentially only cost the complainant the price of a phonecall.

IfA also provided the following response to the question;

"The legal advice was an important factor in the discussion at Council, and has been referred to in the official statement as one of the key considerations in that debate. Although many members have asked to see the advice, it does remain confidential to Council and therefore cannot be released. As a result, we cannot expand any more on it suffice to say that a degree of risk to the Institute was recognised that Council was not prepared to take. We know this is frustrating for members and over coming weeks, will provide various opportunities for discussion of the issue including an online discussion forum for members and an open meeting in Birmingham in April. We will let you know as soon as the details for these are confirmed."

But the Law Society set minima, why is it ok for lawyers and not for archaeologists?

The Bar Association is exempt from competition law – surely you'd expect that from lawyers!

Who were the companies that wrote in?

Unfortunately we can't tell you as that would be breaking the confidential nature of the consultation that they were writing to. It would be the same as publishing some of your letters to the consultation –without your permission. All we can say is why not ask you employer if they signed it? Or whether they refused to do so?

So? What next? What's changed?

The minima are staying –that was unanimously agreed, but the legal issues mean that they are no longer compulsory for ROs, however the IfA Council have decided that they are still a very important component of being an RO, and minima have been put up by about 3.1% across the board from PlfA to MIfA. Council have instructed the RO Committee that it should look very hard at any RO who wishes to pay below minima. The IfA want to do everything it legally can to keep the situation the same as it was.

So what's that mean? That's a cop out isn't it because it's not compulsory?

Yes, and No. Council have reworded RO criteria so that if any RO wants to pay below minima, they will automatically be investigated and if there is not a good reason why the rest of their 'total employment package' means they should keep RO status they will be thrown out. Sour understanding is that if they are just below minima wages, but have an excellent training programme and additional benefits package for everyone, then they may keep RO status, but if they are pay below minima and are also lacking in training, then they will potentially be suspended from or chucked out of the RO scheme. We will be watching, and making sure this isn't a cop out. If we think it is, we'll let you know.

Yeah, but RO inspections are a waste of time!

Diggers' Forum have highlighted their concerns with RO inspections and the lack of faith in them –from both grass roots Diggers, and from high up in ROs! We will be working hard with the IfA to make sure that the RO inspection criteria are beefed up and that inspections are more rigorous and really seek out the areas where employers are cutting standards and shafting employees.



Yeah right!

We know, it will take time, but the IfA are writing to all ROs telling them of the new rules, they have made a stand and you wouldn't want to be the first RO to be caught breaking the rules. Of course it all depends on you all as well. Each Digger must make a stand – whether it is informing DF of low standards or inform the IfA directly.

We want more site staff to volunteer for the RO Committee (set for this year, but there'll be vacancies next year), and more importantly to volunteer to serve on RO Inspections. We want to see at least one site archaeologist on each inspection, but that is dependant on site archaeologists coming forward to volunteer!

You are the ones who can see what is really happening on site and spot any short cuts and low standards. You are the ones who fellow Diggers will trust to talk to about their employers. Help your fellow site workers and help make RO inspections rigorous and meaningful.

We also want the IfA to publish a list of any ROs who pay below minima. This used to happen in the annual yearbook, we want a live list of ROs so the profession and the clients can see who is living up to the scheme. In fact we'd like this extended to all archaeological employers but that probably isn't feasible.

Some good news is that any ROs wanting to drop their wages below minima –or unable for whatever reason to raise their wages to meet the new minima- will have to alert the IfA in advance. So they can't just cut wages –if they want to stay in the RO scheme they have to ask, and be checked. We will be working with the IfA to make sure that this process is rigorous and doesn't take too long.

But what about non-ROs?

Following the change each RO and each individual corporate IfA member has the same responsibilities regarding pay. So from now on it doesn't matter if you work for an RO or a non RO. They all have to treat you the same. As a professional. And give you a decent package. It's up to you to report this. We do have more potential leverage over ROs, but we still want to know about non-ROs.

But weren't they all threatening to leave the

IfA/RO scheme?

Yes, 30 Responsible Post Holders wrote to council last year to essentially call for an end to minima, and there were veiled threats to leave the RO scheme, and more worryingly to introduce a new sub-PIfA grade to cut wages.

But some units can't put wages up, what about council units!

Yes, and they will have to demonstrate a commitment to their employees to compensate over and above their deficiency in wages. Wages are not the be all and end all of a job –they are important and that's why they are the trigger to investigate, but there are other ways of rewarding staff. And that's what its all about. If you don't pay the minima, you'll get a knock on the door pretty quick and your practices will be given a thorough inspection. And council units have always trumpeted their fabulous pensions and other Terms and Conditions, so they won't have any problems convincing us they are good guys –right? Well let's see!

Our view is that this system will hopefully make it not worth trying to pull a fast one. It just won't be worth the grief.

It WILL take time to really beef up the inspections, and we will working hard with the IfA to make sure this happens asap. But we feel this is a potentially a progressive way forward that will lead to our jobs being valued on more than just a wage level. We want to see all of us valued as professionals, from trainee to retiree, and that involves so much more than just pay. Of course pay is crucial, but we have maybe been bogged down on a single issue of headline pay, rather than seeing jobs in the round. The away survey report showed just how much 'other' Terms & Conditions meant to us all –up to £10,000 a year difference for the same job.

Great, I can relax?

NO! We all need to wake up to the insidious threat that crap employers present to the profession! We have all been complacent, we have all gone along with low standards, bad practices and poor wages. Too few of you have had the balls to stand up and be counted. We and the IfA want to change the way we all think about ourselves and our profession, to make it a shameful thing to stand by and let sub-standard work happen, to always strive for



improvement and to always want to do the best for each other. That is a profession, we have not been one thus far.

What are the dangers?

The biggest immediate danger is that employers will leave the RO scheme. Which was what was threatened before this vote. Whether that happens or not will be down to individual employers, and whether they feel the RO scheme is worth it to them. In our view the scheme needs to be rigorous to be worthwhile, we don't want the scheme because it makes employers look good, we want the scheme to be full of good employers –because that is good for Diggers and archaeology.

The second danger is that if the status quo continues that the minima just get devalued, and that more and more companies get away with paying below the minima. That will need a lot of work to stop it happening. We think it is worth fighting to keep minima.

So in short:

- It will be harder for us to complain quickly against ROs paying sub minima wages.
- RO inspections needed beefing up and weren't trusted. This will now be looked at urgently, hopefully things will improve on this front.
- Exactly what made up a PlfA level job etc was uncertain and needed clarifying, this will now happen.
- Training and CPD provision was patchy and many archaeologists had minimal training beyond construction skills card. The spotlight is now on this.
- Trainee posts were seen as a way of cutting wages, they will now need to be involve meaningful training –and progression to a full wage when completed.

Essentially it is crunch time for the RO scheme and the IfA.





FAME response to IfA salary recommendations

Following the decision of IfA Council to discontinue making compliance with minimum salary recommendations an absolute requirement of Registered Organisation status, FAME is publishing this statement to set out its position on the issue:

FAME exists to represent the views of employers and managers of archaeological organizations with the primary objective of carrying out commercially-funded and/or grant-aided archaeology.

Its objectives include

- To promote best professional practice in employment, fieldwork and publications, and archiving, and
- To promote training and professional development to improve standards within the profession

Clearly, these objectives are inseparably linked to wider aspirations of both maintaining and improving salary levels across the sector and promoting a culture of staff retention and development.

Not only are these essential for the wellbeing of our profession, but they also make sound business sense.

We welcome the IfA decision to publish indicative salary levels. We understand that there has been objection on constitutional grounds to IfA determining *binding* salary levels, rather than to their objective of improving pay levels within the sector.

Not all FAME members are Responsible Post-Holders in the IfA Registered Organisations (RO) scheme, and FAME cannot compel its members to meet IfA recommended salary levels. However we strongly encourage our members both to join the RO scheme and to

meet IfA recommended salary levels – and we believe that most FAME members already do so.

In an unregulated market it remains difficult for archaeological practices to hold the line on recommended salary levels. The pressure to win contracts at the lowest cost drives down salaries and squeezes margins and non-salary expenditure on other essential costs such as training and development.

We propose to explore more balanced procurement models for development-led archaeology in the UK, based less on crude price-driven competition than on quality, outcome and value. We will shortly be publishing a paper on this issue.

It must also be remembered that salary forms only one part (albeit the main one) of an employment package, and it is important that any comparison of employment conditions takes fully into account the provision of other non-salary benefits.

We note that IfA Council 'has instructed its working party, taking advice from Prospect and FAME, to develop a policy statement that sets out IfA's belief that the problem of low pay has the potential critically to impact on professional standards and is one which the industry must take collective ownership of and accept collective responsibility for solving', and that it must 'engage with FAME to see what information from (IfA) would encourage or enable it to take a more proactive role in pay determination'.

Last year FAME accepted an invitation to join the IfA Salaries Working Party. It did so a spirit of constructive engagement, and to provide a voice for employers on what has in the past been seen by some of its members as a non-inclusive process. We share IfA's aspiration to improve salary levels across the profession, and remain willing to engage with it in exploring alternative ways to achieve this objective.

<http://www.famearchaeology.co.uk/2013/02/ifa-salary-recommendations/#more-816>

DF Interview with Pete Hinton, Chief Executive of IfA

The workings of the IfA seem very remote when you are out on site, and whilst we talk about Council and Committees all the time, we thought we'd ask some questions of the man who runs the IfA on a day to day basis: Pete Hinton. All the views given here are Pete's, and don't necessarily reflect the policies or opinions of IfA Council.

What is your background? How did you get involved with IfA?

I was a volunteer archaeologist. I should probably have been attending to schoolwork or university learning, but that was less stimulating. Those experiences gave me deep respect for the amateur sector, and nothing I have done since as a Union rep or for IfA in support of professionalising archaeology seems to me in any way in conflict with increasing the role of volunteers. Paid or unpaid, the job's got to be done right.

In terms of career, armed first with a long cv of excavation and post-ex experience I got a degree and (re-)joined the Southwark and Lambeth team, running some small excavations, writing finds reports, and editing and illustrating publications. Majoring in post-ex I became Head of Specialist Services at MoLAS before slightly precipitately (archaeological careers are like that) parachuting into IfA as its first Director. So if the question is *Do you know what it is like to be a digger?* the answer is yes and no. I'm all too well aware of what it was like to excavate with limited resources and minimal pay in the 1980s but I've no first-hand experience of what it's like now. From what I know the terms and conditions have improved (I know, but they have), and health, safety and welfare have been transformed – but there's still so far to go. It seems to me too that most of the enthusiasm has been replaced by resentment. Something has happened to the sense of common purpose.

What exactly does the Chief Executive of IfA do?

I don't do as much as I'd like to: it's a question of getting as much done as well as I can manage. Part

of what I do is standard management fare. I have responsibility for keeping a small organisation as effective as it can be, providing the best feasible services to a membership which, quite rightly, has expectations that exceed the capacity of its staff and volunteers. Budgets have to be balanced, regulations complied with, programmes delivered and calculated risks taken.

The second part is crisis management: we have a superbly diverse membership and what they want from IfA – as we've seen so clearly recently – can differ enormously, so there are conflicts to be avoided where possible and worked around where necessary. So mediation, conciliation and expectation management is part of the job, as is pulling rabbits out of hats. But so is encouragement and raising of aspirations. I hugely enjoyed working on the Southport report, because while for all sorts of political reasons it can't be presented as an IfA initiative it gave an opportunity to say to archaeologists *What are the best things you do; where are you most creative; and what needs to happen for everyday to be as good as the most rewarding day of your career?* And that's classic IfA territory.

The third element is politics. We work in a particular legal and policy framework that can either support or frustrate archaeology, can cherish or squander the archaeological resource, and can make or break an industry. I reckon that Tim Howard and I spend about 30% of our advocacy time pushing various UK national and local governments for improvements and about 70% of our policy effort trying to prevent disasters.

There's a lot of talk about Chartership of IfA; can you explain it simply and how will it affect site workers?

In simple and rather tedious terms, if IfA were to be granted a Charter it would simply have another form of constitution. Instead of being a limited company it would be incorporated as a Chartered body. But what it means is that the state, through the monarch, has recognised the importance to the public of the profession, the need for a form or regulation, and the stability and worthiness of IfA to take that role on. Archaeology would become a Chartered profession.

In terms of what an archaeologist could do (or indeed what a non-archaeologist could claim to do), nothing would change. It would create no barriers to entry to professional practice of itself. But it would create parity of esteem with the other established professions we work with, and if we were able to create Chartered Archaeologist, an extended career



ladder. Chartership is an expression of confidence and it would give us another way of displaying our professionalism. It would affect profoundly those site workers who might seize the opportunity for advancement: whether it would affect the rest depends on some unknowable variables.

I see the bid for Chartership as a journey of hope with no assurance of success, but the only reason now for not trying it is the assumption that what we have now is good enough.

There is a new 'representative assembly' planned for IfA. What is it, and how will it be more democratic than the current Council?

It's an advisory Council. Whether it would be more democratic than the present Council depends on your views of which forms of democracy are better. It would allow each Group to nominate a representative, which at present is possible. Members of Groups like Diggers' Forum can be elected to Council by the totality of the membership, but once they're on Council they are not there to represent the Group but to serve the Institute as a whole. On the new Advisory Council there would be no such restriction.

How will this make IfA different? Will it be different or is it just window dressing?

It would be different (I'm answering in the subjunctive because it will only happen if the members vote for it) because the decision-makers in the Institute – the new Board of Directors that would take on the legal responsibility that Council presently has – would have a larger, broader pool of advice to draw on. And IfA's staff would have more people to turn to for help and guidance, people who were able to think about policy, advocacy and even archaeology without feeling that their primary responsibility is to be looking at the accounts, worrying about the AGM or monitoring the strategic plan.

Why are wages so low in archaeology? What happened to the plans to increase the minima: are the recommended starting salaries meant as a joke? It seems that IfA wants to get out of pay minima and pass the buck to unions and FAME, but there is no mechanism in place to do this so isn't this meaningless?

Wages in archaeology are low for a variety of reasons to do with no barriers to market entry, high barriers to market exit, and market failure. Features of this include a failure by archaeologists at all levels to persuade their clients (in the commercial sector) and their employers (elsewhere) of the value of their skills and of the reasons for preferring good quality, at least in part, over cheapness. In the

current market wages will stay low for as long as (a) employers pay them and (b) employees agree to work for them.



Recommended minimum salaries were until a few years ago merely an expression of what IfA thought should be the absolute minimum that archaeologists with the appropriate responsibilities could be paid; and the starting salaries were a starting point for what IfA thought might be appropriate. They are intended as a guide to employers and employees entering into a contract.

The rationale for IfA's involvement in pay and conditions has always been that it seems sensible to assume that if remuneration drops below a certain point it becomes difficult to recruit, retain, motivate and develop sufficiently competent staff to do archaeological work to the required standard. Ironically, the fact that brilliant people can be found who will work for rubbish pay rather undermines this position, but I think we'd better gloss over that.

The point is that our interest has to be in ensuring good archaeology, which arguably requires good pay, rather than in ensuring good pay for its own sake – which is indeed the role of other organisations. It's important that other bodies share responsibility for engaging constructively with this issue: it's not IfA's problem alone to solve. So far IfA

– a professional institute – is the only organisation to have taken any risks on this: the bodies representing employers and employees haven't.

One of the big risks to IfA from setting and imposing minima was reputational – and sure enough we were criticised when there was an absolute requirement for Registered Organisations and I dare say the new arrangements will also see criticism of IfA. But even if other organisations don't stick their corporate heads over the parapet with ours, I don't see that IfA should walk away from the issue until it is confident that terms and conditions are at least adequate, and securely in place – so I think we're in for the long haul.

What will the effect on wages be of removing the absolute requirement for Registered Organisations to pay the recommended minima?

The honest answer is 'I don't know'. Who could? I'd like to think that before long there will be a shift in emphasis. I'd like archaeologists on low wages to look to IfA to support them in **their** efforts to improve pay and conditions, rather than expect IfA to expend all **its** efforts on presenting them with better remuneration. It's not going to happen by itself: IfA has much to do and its pay working party will look at all the tools IfA has to effect that change. The working party on pay has reluctantly concluded that the minima have not worked as a mechanism for improving pay. There's a strong correlation between the recommendations and the bottom end of present pay-scales, but which is cause and which is effect is far from clear. My guess is that the minima have served to keep the lowest wages at the top end of the range employers feel comfortable paying, and have therefore prevented pay cuts (other than against inflation) and may have brought about some modest increases.

I don't think that there will be a fall in wages as a result of the changes. I believe that organisations that don't pay the minima – presently there are few – will still have a difficult job persuading IfA that they can recruit, retain, motivate and develop suitably competent staff; and that's the text they have to pass. I think the strong peer pressure to comply with minima will remain, and I hope that the whole sector will get behind them.

The pay working party has some ambitious aspirations, and I like that. One of the implications of potential Chartership and an increasingly professional image for archaeology is that the emphasis on responsibility for forging a career will shift from employer to individual professional. And one aspect of that is haggling much harder over pay, with a stronger belief by both parties that a skilled archaeologists is a high-value resource.

What exactly has the IfA ever done for site workers? Isn't it just a bosses' club? How can IfA address the issues affecting diggers and their career development?

IfA has done a lot for site workers, and arguably a lot more than it's done for other important parts of the profession. Let's go back to 1999: then there wasn't a career structure in archaeology. So IfA set out a programme of work: identify the roles that archaeologists had; work out what skills they required to fulfil those roles; create qualifications that that showed those skills were present; encourage training and learning opportunities for archaeologists to gain those skills and qualifications; establish the links between the qualifications and professional membership levels; and bring remuneration into line with those professional grades.

Now we have those roles in the functional map for archaeology; the skills are set out in the NOS; there is the NVQ in archaeological practice based on the NOS; and the NVQ provides a direct entry route into IfA membership.

We have made clear what a professional person's individual responsibility is to CPD, which drives advancement; we've encouraged employers to help with this and provided a toolkit for them to develop their staff, and we've been successful in attracting grants from HLF and English Heritage to offer workplace learning bursaries – which have not only benefited individuals but also started to change employment culture. What we've failed to achieve is widespread buy-in to the recommended starting salaries, so the project is not yet finished.

Should archaeology be restricted – should we have a licensing system like in Ireland, and how would restricted practice sit with Southport and community/volunteer groups?

Personally, and I know others disagree, I think there should be some form of restriction. Yes, we should have a licensing system or something like it, and no, it shouldn't be like the Irish system. Life would be so much easier for national and local authorities if they required work to be led by professionally accredited people, because then the responsibility for dealing with poor practice would be with IfA – and there would be a real commercial incentive to comply with professional standards. If there are to be licences they should be granted to organisations, not just individuals – we've seen in Ireland north and south of the border how that can be exploited to the detriment of publication.

How does it sit with community participation and volunteer archaeology? Done badly it could be a



disaster, but it could be done well in way that encouraged voluntary sector archaeologists to demonstrate the professional standards that they work or aspire to, like the rest of us. One of the great frustrations is that every time someone suggests a licensing system somebody else immediately says we shouldn't do it because it doesn't work well elsewhere and we need to encourage community participation – two stupid non sequiturs.

What do you think the biggest challenges facing archaeology are at the moment?

I think there are two. One is the need to continue to demonstrate to politicians that archaeology is popular with the voters, contributes to economic growth, facilitates sustainable development and brings a lot of softer social and cultural benefits. We've seen a number of threats to the system recently, and they will continue – and if we don't win hearts and minds one of them might get through our fragile defences.

The second is internal strife. We've seen it before in archaeology with differing responses to the tension between appearing to sanction apartheid regimes

and preserving academic freedom for archaeologists working in those regimes, and we could see it again with responses to poor pay. In the case of apartheid archaeologists on both sides agreed that racial equality and academic freedom were precious rights, but they disagreed about how to protect them. Instead of respecting differing approaches to a common problem or having a rational debate about tactics, accusations of racism and fascism started to fly. In the case of pay, everyone agrees it should rise but there are differing views on how IfA should help that happen.

What worries me is that instead of working to find consensus people on both sides of the debate are starting to call each other stupid, incompetent, mean or greedy. Maybe some approaches are more naive or less effective, but why does that give anyone the right to insult the proponents of those strategies? That kind of intolerance makes me very unhappy, because it calls into question whether archaeology ever can grow into a mature profession. And because without a measure of agreement and compromise we won't find a method for improving pay and conditions that actually works.



Diggers' Forum Survey on Training and CPD Provision 2013

Gwyl Williams

Just under a year ago it became clear to the Diggers' Forum that we were getting increasing complaints about the training that Diggers were receiving through their employers: rumours and complaints of inadequate or irrelevant training, an apparent disengagement on the part of employees and a disinterest in employers for staff to develop skills beyond the most basic skills required to carry out their immediate day-to-day work.

The results of the Away Survey had just been published and had highlighted varying discrepancies between employers, revealing some of the truth behind the rumours which dog every site hut. Some of the issues which were raised at the time concerning stagnant wages and IfA minima are recognisably still issues. The Away Survey addressed a range of issues such as the benefits Diggers enjoyed through travel time, away payments and accommodation, as well as many of the disadvantages - many of which were the absence of one or more of the previous three benefits.

When the Away survey was designed, to include a further body of data would have made for an unwieldy survey to fill in and to analyse. But, one further issue, that of training needed addressing. Training is potentially of enormous benefit – CSCS card being the most frequently required qualification, but having confined

spaces, off-road driving, first aid and health & safety cards all add to what makes an archaeologist desirable to employers. The thing is, where do the practical requirements of your Continuous Professional Development (CPD) and your Personal Development Plan for your career needs match? And are you getting support to ensure that you are the right person for the job? And if not, why?

As we approach a quarter of a century since PPG16 formally placed the burden of responsibility on the 'polluter' to pay, archaeology has carved out a place for itself in the commercial world of the construction industry as a career. In these times of austerity and redundancies as the construction industry as a sector has shrunk, it is time that we look at the effect that this has had on the archaeological sector. People with skills have left archaeology and moved not just sideways but away. How have those skill-sets been replaced?

Or is it a question of only providing the bare minimum training in order to be able to place staff on a given site? Are there apparent gender biases in terms of who gets any training that is over and above the minimum needed to get an individual on site? Are people spending their own money on training that is pointless? Are companies spending their money on training for people only to leave for a better offer, elsewhere?

As well as specific task-related training opportunities, are Diggers being offered 'soft-skills' training, such as how to respond where a colleague reports inappropriate behaviour, how to provide negative feedback, or how to ensure a colleague who is pregnant or who has a disability can carry out their roles without being compromised?

All members of the IfA are obliged to have a personal development plan (PDP) in which one defines and maintains aims and objectives, and the means by which they are to be achieved. While there are aspects of your PDP, which are key to your practicing as an archaeologist, and which are more general in scope – such as health & safety, first aid and so forth – these can be complemented by your own personal interests and skills and the development of these within your professional role. Your continuing professional development (CPD) log



is how you keep track of that – it can be formal training courses, tool-box talks, conferences, reading and researching new areas, to name a few. The aim of the exercise is to identify what skills you need to do your job.

Some people will realise that there are quite specific areas which they wish to pursue – such as osteoarchaeologists, various pottery specialists, environmental archaeologists, historical metallurgist, industrial or buildings archaeologist, and so forth – and achieve that through further education, subsequently enhanced through commercial and/or academic work.

Others work in field archaeology picking up greater experience and knowledge of excavation methodologies; get promoted to supervisor, senior archaeologist, project officer and so forth. Even within the second group – usually perceived as non-specialist – quite specialised skills are acquired. Many of these will be through on-the-job training. Equally, through the job, one can develop interests, and as a consequence specialised skills, of use to one's employer, and which frequently maintain one's on-going interest and enthusiasm in the job. These are of use to both employer and employee.

I am delighted to write that after several months gestation – extended largely by the events surrounding the IfA discussions on the future of pay minima – the survey is now online. The CPD and Training survey aims to draw together the real experiences of employees and get to an understanding of how well people are equipped to do their job rather than either to report the aspirations of units or to repeat rumour. The survey is designed for Diggers –field archaeologists working in commercial archaeology at whatever grade, but we would also be interested in the response of any other archaeologists.

The survey aims to disentangle exactly what Diggers are experiencing. DF has had verbal reports of training being used as a stick and as a carrot, sometimes generic and unfairly distributed, sometimes of high quality and empowering. This situation is clearly not even across the discipline or across the country as a whole.

This survey now has more importance than

when it was first conceived, for now issues such as travel, subsistence, training, PDP and CDP may be brought into play as factors effecting the outcomes of RO audits where wages are reported or perceived to be dropping. I would draw attention to our article asking for you to take a role in RO Committee, or to volunteer to participate in RO inspections.

To make it simple and accessible the survey is available online and is set out in the SurveyMonkey format that will be familiar to many. We have tried to stick to multiple choice answers where possible, but realise that these can be intensely annoying and irrelevant to what you actually want to say! So please jot down any thoughts as you do the survey and add them in the free-text boxes which are throughout the survey. There is space for final general comment at the end of the survey.

The survey should take between 20 and 45 minutes depending on how much you want to say! If you would like to email any longer comments then they would be very welcome.

If you would like a paper version of the survey then please contact us and we can send out a paper copy or a pdf.

Please be as accurate as possible in your answers. We will be sending a similar survey to archaeological employers in order to get their perspectives on the issue. The survey will run until the end of March, and we will then collate and publish the results.

I'd like to thank Hayley McParland who put together the initial notes into a structured draft of the survey: Hayley's work has been invaluable for getting the survey into the air; subsequently, all the other members of DF committee who have passed comment and guided the survey in its first flight; and Chiz who has been a veritable VC10 refuelling the bus at 15000m - ensuring the new survey data has sufficient comparative data to allow comparison with the DF Away survey – and to Amanda Forster and Kate Geary who have been our ground control guiding us through the recent changes in the IfA's structure. The test pilots who beta-tested the survey are made of the Right Stuff and we salute those valiant souls.



The Diggers' Forum is currently conducting an online survey into CPD and Training in commercial archaeology in the UK. The survey is primarily designed for fieldworkers, however we would also be interested in responses from any archaeologists working in UK commercial archaeology.

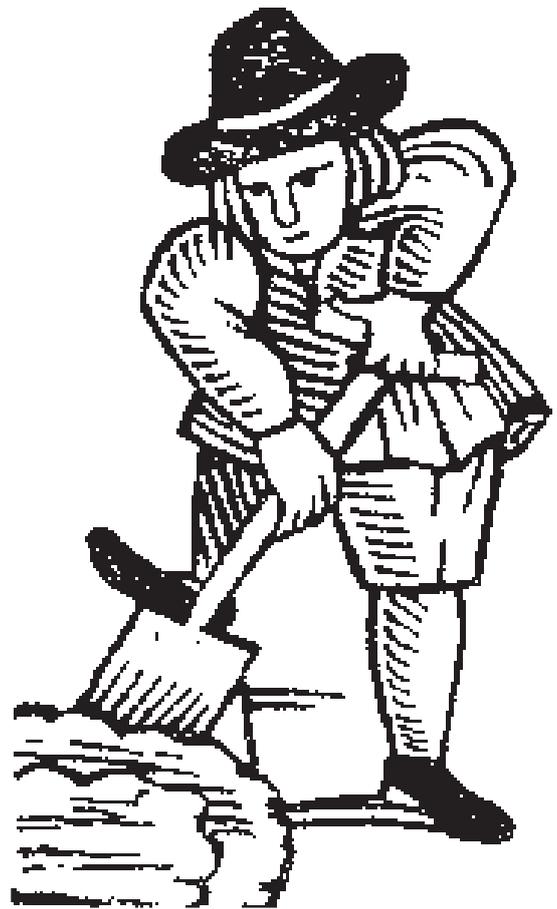
Training and professional development are crucial for all archaeologists, and this survey will tell us about both the provision and experience of training, and Continuous Professional Development for archaeologists. We intend to build a picture of training and CPD provision in commercial archaeology, to identify what is provided, what is working, what is not working and develop ways to make the situation better for all archaeologists.

The survey can be found at <https://www.surveymonkey.com/s/Diggersforumtrainingsurvey>, and asks a series of detailed questions about you and your experience of training and CPD. No questions are compulsory. If you have a diary or CPD log that may help with answering the questions. The survey should take between 15 and 45 minutes depending on how much you would like to tell us about your experiences and thoughts. There are numerous opportunities to add your own comments and we would encourage you to do so. A paper version is available from the IfA at admin@archaeologists.net.

The survey will be open until March 31st. A report will be written and published by the Diggers' Forum. We will not identify anyone who participates in the survey, although we will publish comments.

Please feel free to circulate the survey, and please encourage friends and colleagues to fill it out.

Thankyou,



Get involved

The IfA is looking for members to join two of its committees: the **Validation Committee**, and the **Professional Practice and Development Committee**. The Diggers' Forum has been asked if it can suggest any members to join the committees, so we thought we'd ask you!

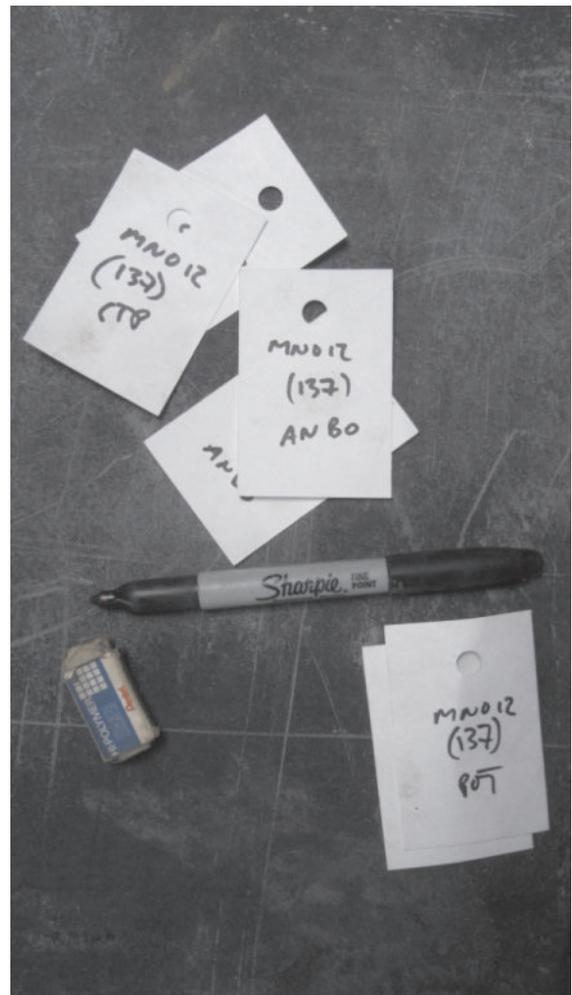
We are very keen to get Diggers onto these committees as this will get real site archaeologists helping to shape the IfA's agenda, and help recognise site archaeologists' skills when applying for membership or upgrade.

Validation Committee scrutinises membership and upgrade applications and needs to have a full range of archaeologists on committee to ensure membership applications are fairly treated by people who really understand the area where they work. The committee meets every 8 weeks in Reading, but you wouldn't be expected to go to all the meetings!

The **PD&P Committee** is keen to ensure that it has good representation for the various geographical and specialist areas of practice, it meets three times a year (usually January, May and September) and advises IfA Council on all aspects of professional development and practice including training and qualifications, standards development and issues relating to pay & conditions.

Travel expenses can be met by the IfA, meetings are usually in Reading or Birmingham, and teleconferencing may be possible.

If you feel you could help the committees with their work, and ensure that they have members who work out on site, then please get in touch.



Membership form

Please complete in block capitals

Full name(s) and title.....

Address.....

Post code.....

Tel No.....

E-mail address.....

Current post/employment.....

IfA membership number (if applicable).....

Signature.....

Date.....

Subscription fee

The Diggers' Forum is a group within the Institute for Archaeologists (IfA). Membership of the IfA is not a prerequisite for membership of the Diggers' Forum

**Membership of the Diggers' Forum is free to IfA members (all grades)
The annual subscription fee for non-IfA members is £10 (Not subject to VAT).**

Payment should be made by cheque, bank draft or international money order (in £ sterling), payable to the Institute for Archaeologists

- Please find enclosed a cheque,
- bank draft or
- international money order in £ sterling

Payment and form should be sent to:

Institute for Archaeologists
SHES, University of Reading
Whiteknights, PO Box 227
Reading RG31 6JT



Tel: 0118 378 6446

E-mail: groups@archaeologists.net

Or pay via Paypal at www.archaeologists.net/groups

The Diggers' Forum

