



29 October 2012

Dear member

Recommended minimum salaries consultation

On 15 November 2012 IfA Council will be setting the recommended minimum and starting salaries for 2013-14. We are consulting you now on options in advance of that meeting. Please respond to admin@archaeologists.net or by post or fax to the IfA office by 9 November 2012. In order for Council to make a decision which reflects the aspirations and concerns of the IfA membership as a whole, it is of the utmost importance that members respond to this consultation.

The annual decision on recommended starting salaries tends not to be contentious. That on minimum salaries is always difficult, with Council faced with the near impossible task of accommodating

- its aspiration to increase the recommended salaries above inflation (to close the gap with comparator professions)
- its responsibility not to drive Registered Organisations out of business through increased costs, nor from the Registration scheme as they seek to protect themselves from those costs

Council's established a widely drawn working party, composed of Nick Shepherd (chair of working party, IfA Vice Chair for Standards), Adrian Tindall (FAME), Dave Allen (Prospect), Hester Cooper-Reade (Responsible Post-holder), Sadie Watson (IfA Council and Diggers' Forum), Chiz Harward (IfA Council and Diggers' Forum), Mark Newman (IfA Council) and Kate Geary (IfA Standards Development Manager). The working party has been gathering data to inform Council's decision, including through a consultation of IfA members and Responsible Post-holders conducted in September, and has proposed a series of options, which have been worked up overleaf. The input of working party members has been valuable and the contribution from representatives of FAME and Prospect has been particularly helpful. But it remains paramount that Council has a good understanding of the range of views held by members with different roles in IfA. Disappointingly, the consultation drew a small number of responses, with notably few submissions from Responsible Post-holders in Registered Organisations.

IfA's Executive committee has decided to hold a further consultation to inform the Council decision. It is intended that consultation will allow members to offer opinions on the range of options that will be considered at the Council meeting, and will determine whether there is corroboration of some statements, informally communicated to IfA, about the consequences of adopting some of the proposals.

The recommended minimum salaries for 2012-13 are

PlfA responsibilities £15,836
AlfA responsibilities £18,445
MlfA responsibilities £23,844

and assume an employers' pension contribution of 6%, a working week of 37.5 hours and sick leave allowance of one month on full pay. Shortfalls in the offer of these non-salary benefits are permissible but must be made up according to the formula below

| | PlfA | AlfA | MlfA |
|--|--------------|--------------|--------------|
| No employer pension contributions (+6%) | +£950.16pa | +£1106.70pa | +£1433.04pa |
| Per additional hour over and above 37.5 hpw | +£422.29pa | +£491.87pa | +£639.91pa |
| No sick leave allowance (based on min. 1 month full pay) | +£1,319.67pa | +£1,537.08pa | +£1,990.33pa |

The options for consideration for April 2013 - March 14 are

1. No increase
PlfA responsibilities £15,836
AlfA responsibilities £18,445
MlfA responsibilities £23,844
2. A below-inflation increase to the minimum salary but no increase to other benefits
PlfA responsibilities £15,994
AlfA responsibilities £18,629
MlfA responsibilities £24,082
3. No increase to the minimum salary but an increase in pension contribution to 8% of salary
PlfA responsibilities £15,836 + additional pension contribution of £317
AlfA responsibilities £18,445 + additional pension contribution of £369
MlfA responsibilities £23,844 + additional pension contribution of £478
4. A cost of living increase but no increase to other benefits, eg
PlfA responsibilities £16,184
AlfA responsibilities £18,851
MlfA responsibilities £24,369
5. A below-inflation increase to the minimum salary and an increase in pension contribution to 8% of salary
PlfA responsibilities £15,994 + additional pension contribution of £320
AlfA responsibilities £18,629 + additional pension contribution of £373
MlfA responsibilities £24,082 + additional pension contribution of £482
6. An above-inflation increase to the minimum salary but no increase to other benefits
PlfA responsibilities £16,343
AlfA responsibilities £19,035
MlfA responsibilities £24,607

Option 4 drew a cautious consensus from the working party. Executive committee would like additionally to hear members' views on options 3 and 5: the rationale for increasing pension contributions rather than base salary, or more than base salary, would be that it conveys

whole life benefits and impacts less on employers offering more generous packages than on those with a less generous offer, resulting in a lesser cost increase for those organisations whose employment costs are already higher than their competitors – ie moving towards a more level playing field.

Please respond to admin@archaeologists.net or by post or fax to the IfA office **by 9 November 2012**.

Yours faithfully

Jan Wills
Hon Chair