



IfA salary recommendations: decisions of IfA Council, 30/01/2013

*IfA Council established a pay working party in 2012 to advise on the detail of salary recommendation 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.*

A full report, including important information is available at www.archaeologists.net/IfASalary2013to14.

In summary, the following decisions and recommendations were made;

Council unanimously reaffirmed its commitment to minimum salary recommendations, stating that IfA **must continue to play its legitimate role in improving and maintaining standards of archeological work**, and in enhancing the status of archaeologists and seeking wherever possible to encourage active engagement with the issues by other bodies.

Council resolved that **it should not continue to make compliance with minimum salary recommendations an absolute requirement of Registered Organisation status**. Council has recognised 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 two of the pay working party report will present a strategy, for Council's future consideration, for facilitating an industry-wide approach to improving pay and conditions. 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.

With regards to setting salary minima and recommended started salaries, Council agreed the following.

The recommended minimum salaries for 2013-14 are increased to

- PIfA-level competence/responsibility: £16,327
- AIfA-level competence/responsibility: £19,017
- MIfA-level competence/responsibility: £24,583

The recommended starting salaries for 2013-14 are increased to

- PIfA-level competence/responsibility: £19,853 - £20,926
- AIfA-level competence/responsibility: £29,123 – 31,561
- MIfA-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 paid advertisements for archaeological posts that do not comply with the recommended minima**.

Opportunities for feedback and debate; IfA Council members have also agreed to attend the IfA conference (17-19 April) (www.archaeologists.net/2013makingwaves) and invite IfA members to share their views with Council on this difficult topic there. A discussion event will be announced shortly to allow for public debate. For those unable to attend conference, we are investigating methods of making that debate accessible online for continued discussion.

Beverley Ballin Smith, Vice Chair of Council and chair of the Council meeting on 30 January 2013