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IfA ref	
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INTRODUCTION

1. In 2007, the IfA commissioned Frank Price, an independent consultant specialising in job evaluation, to advise on the development of a robust methodology for assessing the relative value of IfA minimum salaries against the salaries of a range of comparators, using established job evaluation techniques. The methodology and detailed results can be seen in the report on the project which can be downloaded from the IfA website at <http://www.archaeologists.net/modules/icontent/index.php?page=206>.
2. In summary, the results of the project indicated that there was a gap of between 13% and 53% between IfA minimum salaries and those of the comparator posts. As a result, IfA Council took a decision to raise the minimum salaries by 13% over a five year period. The impact of the recession on the sector, and the loss of archaeological jobs that has resulted from that impact, has meant that this decision has not yet been implemented.
3. IfA Council is still committed to raising the minimum salaries in line with the recommendations of the original Benchmarking report. However, it is also aware that focussing exclusively on *minimum* salaries may have a limited impact with regards improving the way archaeologists are recognised and rewarded. As a result, it has tasked a working party consisting of Council members, representatives of IfA's Registered Organisations and Working Practices committees, representatives from the Diggers Forum, representatives of Responsible Post Holders and IfA staff, to discuss options for developing recommendations for reasonable salary ranges for the three corporate IfA grades, in line with the recommendations made by other professional institutions such as the Museums Association (MA), Institute of Conservation (ICON), Chartered Institute of Librarians and Information Professionals (CILIP) and others.
4. The working party met on 22 February and agreed a methodology for establishing reasonable salary ranges as described below.

SALARY DATA AND PAY COMPARISON

1. It was agreed that there was no need to repeat the original job evaluation exercise but that updated salary data would be sought from Prospect to establish the current salary ranges for the JEGS scores identified with PlfA, AlfA and MlfA grades of membership. In addition to the JEGS rated comparator posts, the original study used salary data from Royal Institute of Chartered Surveyors (RICS) and the Institute of Environmental Managers and Assessors (IEMA) which could also be updated from the most recent surveys posted on those organisations' websites. Updating the salary data would indicate whether the gap between IfA minimum salaries and the comparator salaries had increased or decreased. The revised percentage gap would then be used to establish recommendations for appropriate or reasonable salary ranges for the three IfA grades based on the two mid quartiles of the range.
2. Updated salary data from Prospect covered the majority of the organisations included in the original study, with some variations. Since 2008, English Nature and the Countryside Agency have merged to become Natural England, salary data for the British Library has been separated out to recognise differences between the London and Lincolnshire sites, salary data from the National Museums and Galleries, Liverpool is available for all three IfA grades (in the original survey it was only available for the JEGS range equivalent to MlfA) and no data was available from the National Hydrographic Office. 2010 salary data was available from IEMA but was presented in a slightly different way to the 2007 salary survey used in the original study. Only the summary of the RICS 2009 salary survey was available without cost.

3. The updated salary data is shown below as bracketed figures in red alongside the 2007 data.

4. **IfA Grade Range PIFA 330 - 469 Data Comparison**
Current IfA minimum £14,197 (£15,054)

Employer	Pay Minimum	Pay Maxima	JEGS Band range
British Library (London)	£21,058 (£24,582)	£26,488 (£27,986)	310 - 404
British Library (Lincs)	£22,063	£25,624	310 - 404
British Museum	£16,320 (£21,245)	£28,426 (£27,352)	370 - 420
Countryside AGY	£18,431	£25,055	340 - 450
English Nature (Natural England)	£16,931 (£19,200)	£25,056 (£26,360)	260 - 514
Hydrographic Office	£22,000	£26,300	290 - 440
NAT Gall (Scotland)	£17,479 (£20,555)	£21,338 (£27,196)	351 - 420
Ordnance Survey	£19,750 (£17,741)	£25,000 (£27,500)	330 - 420
NML	£19,465	£21,445	320 - 420

Minimum £16,320 (£17,741)
 Median £18,431 (£20,555)

IfA Grade Range AIFA 470 – 499 Data Comparison
Current IfA minimum £16,536 (£17,534)

Employer	Pay Minimum	Pay Maxima	JEGS band range
British Library (London)	£26,357 (£30,768)	£32,988 (£34,853)	405 - 504
British Library (Lincs)	£ 27,477	£ 31,912	405 - 504
British Museum	£20,298 (£23,902)	£33,959 (£32,028)	420 - 520
Countryside AGY	£22,144	£30,810	450 - 540
English Nature (Natural England)	£21,109 (£23,300)	£30,812 (£32,420)	400 - 599
Hydrographic Office	£27,500	£31,600	440 - 520
NAT Gall (Scotland)	£22,396 (£24,231)	£27,741 (£33,996)	421 - 520
Ordnance Survey	£24,700 (£22,842)	£31,000 (£34,000)	420 - 540
NML	£23,984	£28,158	420 - 520

Minimum £20,298 (£22,842)
 Median £22,396 (£23,984)

IfA Grade Range MIFA 500 + Data Comparison
Current IfA minimum £21,412 (£22,704)

Employer	Pay Minimum	Pay Maxima	JEGS Band range
British Library (London)	£32,176 (£37,561)	£41,829 (£43,623)	505 - 600
British Library (Lincs)	£34,391	£39,743	505 - 600
British Museum	£24,692 (£28,532)	£40,985 (£42,176)	520 - 600
Countryside AGY	£28,992	£38,480	530 - 670
English Nature (Natural England)	£28,396 (£29,250)	£37,381 (£40,150)	400 - 644
Hydrographic Office	£34,500	£38,750	520 - 600
NML	£27,640 (£29,924)	£32,896 (£34,694)	520 - 600
Ordnance Survey	£30,500 (£27,418)	£38,000 (£45,000)	540 - 600

Minimum £24,692 (£27,418)
 Median £28,992 (£29,587)

As in the original study, the median has been calculated from the pay minima in the tables above (i.e. the bottom of the salary range). Although there is considerable variation across the organisations and JEGS ranges, the median salaries of the comparator group have all increased. The largest increase is at PlfA equivalent level, where the median has increased by 11.52%, the AlfA equivalent level increase is 7.09% and the MlfA equivalent level increase is just 2.05%. In comparison, lfa minimum salaries have increased by 6% for all three grades since 2007. It should be noted that the JEGS scores for the comparators have not changed.

The percentage difference between lfa minimum salaries and the lowest comparator at each membership grade is: PlfA 15%, AlfA 23% and MlfA 17%.

Institute of Environmental Managers and Assessors (IEMA) Environmental Practitioners' Survey 2007

Average basic annual income against IEMA membership grades

Grade	Mean	Median
Affiliate	£35,182	£32,000 (£30,000 - £34,999)
Associate	£35,200	£32,000 (£30,000 - £34,999)
Full	£44,264	£40,000 (£40,000 - £44,999)
Fellow	£67,335	£65,250 (£80,000 - £84,999)
Graduate	£20,981	£20,000 (£20,000 - £24,999)

Assuming that Full member equates to MlfA, Associate to AlfA and Graduate to PlfA, the percentage difference between lfa minimum salaries and the bottom of the scale given as the median in the 2010 report is PlfA 24.75%, AlfA 41.5% and MlfA 43.24%.

Average basic annual income by sector and responsibility

Sector/responsibility	Median earnings 2007
Business & industry: Executive Director	£60,000
Business & industry: Senior Manager	£48,750
Business & industry: Middle Manager	£37,404
Business & industry: Specialist	£31,050
Consultancy: Director/Partner	£48,900
Consultancy: Senior/Principal Consultant	£36,000
Consultancy: Consultant/Specialist	£24,000
Public Sector: Senior/Principal Officer	£36,000
Public Sector: Middle Ranking Officer	£28,000
Public Sector: Junior Officer	£19,699

IEMA Environmental Practitioners' Survey 2007

2010 Median salaries by job role

Job role	Median salary
Associate/partner	£40,000 - £44,999
Director	£50,000 - £54,999
Junior/graduate trainee	£20,000 - £24,999
Officer	£25,000 - £29,999
Project/middle manager	£35,000 - £39,999
Senior manager	£45,000 - £49,999
Senior officer	£30,000 - £34,999
Specialist/technical	£30,000 - £34,999

IEMA Environmental Practitioners' Survey 2010

Royal Institute of Chartered Surveyors 2007 Salary and Benefits Survey

Average Salary by Level of Responsibility: All UK

Responsibility	Average salary
Assistant/Probationer	£20,800
Staff	£28,800
Senior Surveyor	£39,100
Associate/Manager	£47,000
Partner/Executive	£70,000
Principal/Owner	£81,300

The 2007 RICS and Macdonald & Company Salary & Benefits Survey

Royal Institute of Chartered Surveyors 2009 Salary and Benefits Survey

Full details of the most recent survey are only available to purchase, however the executive summary reports an overall average salary of £43,700 which represents a 1.8% decrease from 2007. The decrease may not be uniform across all levels of responsibility but if it is, 2009 salary figures would be:

Responsibility	Average salary
Assistant/Probationer	£20,425
Staff	£28,281
Senior Surveyor	£38,396
Associate/Manager	£46,154
Partner/Executive	£68,740
Principal/Owner	£79,836

Again, assuming that Assistant/Probationer equates to PlfA, Staff equates to AlfA and Senior Surveyor equates to MlfA, the percentage difference with IfA minimum salaries is PlfA 26.3%, AlfA 38% and MlfA 40.8%. It should be noted that both the IEMA and the RICS surveys are based on average not minimum salaries.

CONCLUSIONS

- The updated data indicates that there is still a significant gap between the IfA salary minima and external comparators when matched against a) average range minima for posts with similar JEGS scores in organisations which employ professional/specialist staff with similar levels of qualifications and skills and b) against published average salary levels for professional surveyors and environmental managers and assessors with similar levels of qualification and responsibility. This gap ranges from 15%-76%. However, this is not uniform across the different levels of responsibility; at PIfA level, the gap is between 15% and 36%, at AlfA it is between 30% and 71% and at MIfA level it is between 21% and 76%.

Table 1 Percentage difference between IfA minimum salaries and minimum and maximum comparators

IfA grade	IfA min. Salary	Comparator min/max	Percentage
PIfA min.	£15,054	£17,312	15.00%
PIfA max.	£15,054	£20,425	35.68%
AlfA min.	£17,534	£22,842	30.27%
AlfA max.	£17,534	£30,000	71.10%
MIfA min.	£22,704	£27,418	20.76%
MIfA max.	£22,704	£40,000	76.18%

- The working party agreed that recommended appropriate salary ranges for each level of IfA membership would be based on the two middle quartiles of the appropriate comparator range for the three grades of membership as shown in Table 2.

Table 2 Comparator salary ranges as Quartiles

	Min	Max	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
PIfA	£17,312	£20,425	£18,090	£18,860	£19,640	£20,425
AlfA	£22,800	£30,000	£24,632	£26,420	£28,210	£30,000
MIfA	£27,400	£40,000	£30,564	£33,700	£36,850	£40,000

3. This would give appropriate salary ranges as follows:

PlfA	£18,090 - £19646
AlfA	£24,631 - £28210
MlfA	£30,563 - £36854