

CifA action plan on pay 2014 – 2016

In support of the CifA, FAME and Prospect joint statement on pay, CifA has identified the following actions which it will undertake, expanding on each of the bullet points listed in the statement. Some of these actions are already incorporated into the CifA work programme, others will be built into its annual business plans over the next two years and progress will be reported via *The Archaeologist* magazine, on the website and in our eBulletin.

1. helping organisations to develop and demonstrate the skills needed in order to ensure the required standards of professional practice, and to value and reward those skills appropriately
 - *support and participate in joint working with FAME and Prospect to monitor and promote the development of appropriate reward systems in archaeology, encouraging each party to take up the respective responsibilities it has as trade union, employers' organisation or standards-setting institute and to act to the extent that the remit of each permits*
 - *provide more guidance to Registered Organisations on how to support training and professional development*
 - *expect more of Registered Organisations in promoting Continuous Professional Development (CPD) and of individual members undertaking and recording CPD*
 - *Through the Registered Organisation scheme, continue to monitor Registered Organisations not paying minimum salaries and work with them to address issues*
 - *continue to collect and collate pay data for the sector and comparator industries, with FAME and Prospect*
 - *continue to set minimum recommended salary levels and recommended starting salaries*
2. promoting archaeology as a highly skilled profession worthy of recognition and reward equivalent to those of the professions we work alongside
 - *use the opportunity of chartered status for the Institute and discussions about chartered status for individuals to promote the work of archaeologists and the importance of accreditation within our sector and beyond*
 - *use the opportunity of chartered status to build better links with comparator professions as a means of promoting the value of archaeology and archaeologists to society*
3. addressing failures in the market by advocating policy and regulatory change, by helping buyers of archaeological services to make informed decisions based on quality and value as well as cost and by informing clients why it is in their best interest to use suitably-accredited organizations and archaeologists
 - *in consultation with FAME, publish guidance for archaeologists and their clients on the importance of quality, standards and of using accredited professionals*
 - *continue to lobby government and national agencies to require archaeological work to be undertaken by accredited professionals*
 - *with FAME, explore and consult on alternative models for the procurement of archaeological services and promote within sector and beyond*
4. ensuring employees are informed about their employment rights (in particular their right to join a trade union), are treated with respect in the workplace and that the employee voice plays a key role within the profession
 - *continue to monitor employment terms of conditions and welfare provision through the Registered Organisation scheme*
 - *promote the value of trade union membership to members and Registered Organisations*
 - *maintain close links with Prospect and representation within the Archaeologists' branch*