

## **Pay and archaeology: a joint statement by IfA, Prospect and FAME**

**April 2014**

We believe low pay damages our profession and weakens our standing with allied professionals. It hampers our ability to recruit the archaeologists of the future, and to retain and motivate the archaeologists of today.

We have different perspectives on the problem of low pay but share a common interest in ensuring a healthy future for the profession.

We agree that the profession as a whole has a collective responsibility for addressing the problem and that each organisation should encourage its members to work together to find solutions.

In support of this, IfA, FAME and Prospect are committed to

- 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
- promoting archaeology as a highly skilled profession worthy of recognition and reward equivalent to those of the professions we work alongside
- 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
- 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

Our organisations will therefore publish programmes of work designed to improve the working and business environment for archaeology, and will coordinate that work through a working group