



Members eBulletin, December 2016

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Merry Christmas!

We'd like to wish you all a very merry christmas and a happy new year.



Professionally Qualified Persons (PQP) CSCS cards update

We are pleased to announce that the PQP card is now available to all accredited members of ClfA.

The process of applying for the PQP card is very similar to that for the

Construction Related Operatives (CRO) card with the addition of having to provide evidence that you are currently a paid up member of CifA. The CSCS website states that you have to have passed the Managers & Professionals Health, Safety & Environment test <https://www.cscs.uk.com/card-type/professionallyqualified-person/> but CifA members accredited at Practitioner level and above can take the CITB Operatives Health, Safety & Environment test. If you look at the list of Acceptable Professional Bodies on the link from the above CSCS webpage, you will see that this is stated there.

We have added a short [fact sheet](#) to our website with more information about how to apply for the PQP card.



SPECIAL OFFER: Application fees waived for Practitioner (PCIfA) applications

We are waiving the application fees for all Practitioner (PCIfA) applications, including upgrading members until **31 December 2016** so spread the news while there is still time!

This means new applicants will save £15 and upgrading members will save £10.

For further details on how to apply or upgrade please [click here](#) or get in touch with Lianne at membership@archaeologists.net

Conference programme & bookings

Keep up-to-date with whats happening at CifA2017 on our conference webpage. A full timetable for all the sessions, CPD workshops, networking events and socials is now available. You can book your place via our [Eventbrite page](#).



Hal Dalwood Memorial Conference bursary

Following the death of Hal Dalwood in November 2015, his brother Dexter and wife Rachel Edwards have set up a memorial fund. This will provide an annual bursary to enable an early career archaeologist of any age to attend the CifA conference, starting in 2017. The bursary will aim to cover conference attendance, travel and accommodation. It will be open to those in the first ten years of their career in archaeology. The deadline for applications is **31 March**

2017 and you will need to submit a completed [application form](#).

If anyone else wishes to contribute towards the fund please contact Rachel Edwards on rachel.aac@gmail.com.



Breaking news!

The ClfA conference disco will be back in 2017! DJ John Scofield MClfA will be banging out the tunes on Wednesday 19 April at the Wylam Brewery, so make sure you book and bring your dancing shoes....

ClfA salary minima recommendations for 1 April 2017



We have recently agreed the salary minima recommendations from 1 April 2017. We strongly recommend that the salary for archaeologists should not fall below the following:

- Posts requiring competence/responsibility at PClfa level - £18,000
- Posts requiring competence/responsibility at ACIfA level - £21,000
- Posts requiring competence/responsibility at MClfa level - £27,100

Further information about our [salary recommendations](#) and our [policy statement on pay](#) are on the ClfA website along with a more detailed [news item](#) on the increases next year.

Working with others

Its important to remember that the role of professional institutes like ClfA is to set ethical codes and set standards - these are the things that lie at the core of professionalism and are vital for our recognition as equals to the disciplines we work alongside (such as architects and engineers). Pay - and other employment benefits - are issues traditionally linked to the work of trade unions, staff associations and employer bodies, rather than professional institutes. However, we recognise that we have an important role to play in encouraging active engagement with these issues by other bodies.

ClfA continues to work with closely with FAME and Prospect and the three

organisations have issued a statement which outlines their common support for improving pay for archaeologists. We have also provided our own action plan in support of this statement, which provides details of the things we intend to do to address this issue.

A key commitment made by all three parties has been to set up an industry group which meets regularly to facilitate the ongoing discussion of pay and conditions.

Please look at the [ClfA and pay](#) page on our website for more information.



Short surveys: ClfA member ebulletins

Our regular e bulletin is one of the key ways we communicate our work along with the news updates on our website, *The Archaeologist* and via our Twitter and Facebook feeds. We would like your feedback on what we include in the ebulletin and if there are other topics you'd like us to add, so please take a few minutes to answer our [short survey](#).

We would encourage you to share the ebulletins with your colleagues to help spread the word about what ClfA is doing.

Membership Services Update

2016 has been an excellent year for successful applications and there is an increase in the total number of accredited members. Following this year's Validation committee meetings, we are pleased to tell you that 52 applicants have successfully upgraded to accredited membership grades.



20 to MCIfA, 13 to ACIfA and 19 to PCIfA

110 new accredited applicants have been validated and nearly all have completed the process.

31 MCIfA, 28 ACIfA and 51 PCIfA

Since the beginning of the year, we have validated and retained 119 Student and 82 Affiliate members. We have had 37 successful re-joiners, 9 MCIfA, 6 ACIfA and 4 PCIfA and 3 NVQ fast-track to PCIfA.

This brings our total membership to 3119, divided into 2319 accredited and 800 Non-accredited.

We have reviewed our membership levels and compared them to last year's data. Although we have decreased numbers of non-accredited members in comparison to last year, we do have increased numbers of accredited members.

The break-down is as follows:

Honorary MCIfA 16	MCIfA 1360
ACIfA 568	PCIfA 375
Affiliate 504	Student 296

Get accredited for Yearbook - Apply Now!

If you've been thinking about becoming an accredited member of ClfA or upgrading your membership to reflect your current skills then 2017 is the time to do it! If you successfully apply or upgrade and pay your subscription fees before **31 May 2017** you will appear in the ClfA Annual Yearbook and Directory. The Yearbook is a useful tool to make professionals in the Historic Environment sector more accessible to other professionals and the public.

The first deadline to receive applications in 2017 is **16 January** for the **7 February** Validation committee meeting. Please send completed applications to the ClfA offices via email membership@archaeologists.net. If you have any questions about the application process, please email Lianne who will be happy to help.

Interested in being on Validation Committee?

The Validation committee meets at the Museum of English Rural Life (MERL) in Reading and is always looking for new members to get involved both in person and virtually as assessors. It is important to us that the committee is truly representative of our members - and potential members - and we are keen to hear from accredited members of any grade. If you are interested in observing a meeting please email Lianne.

Lianne Birney BA ACIfA

Senior Membership Services Coordinator

lianne.birney@archaeologists.net

**ClfA subscriptions 1 April 2017
- 31 March 2018**

Please keep an eye out for your subscription renewal forms for 2017/18, which will be sent



to members in February.

Your subscription fee is due by 1 April 2017.

If there are no changes to be made to your subscription category or member details and you pay by direct debit you do not need to contact us and your existing subscription will remain in place. However, if you wish to change your payment method or apply for a concessionary rate (Accredited members only) please send back the renewal form and/or concessionary request form by **1 April 2017**.

Members who currently pay a concessionary rate will still need to complete the relevant forms as you must re-apply each subscription year.

Please note that if your subscription has not been paid by **1 April 2017** you will no longer receive Cifa emails, bulletins and publications until your subscription is renewed. Accredited members (PCifa, ACifa, and MCifa) who have not paid their subscription by this date may not be published in the *Cifa Yearbook and directory*.

If you have not received your renewal by the end of February please email [Laura Beasley](mailto:laura.beasley@cifa.org.uk), our Subscriptions Coordinator, or telephone the office on 0118 3786446.

Many thanks!

Laura Beasley

[Office and Subscriptions Coordinator](mailto:laura.beasley@cifa.org.uk)

Advocacy update



This final e-bulletin of 2016 sees the Advocacy team reflecting on a year characterised by uncertainty, while we nervously munch our Advent calendar chocolate. However, the outlook for 2017 we wish to characterise as one not of challenge, but of opportunity!

Brexit

Of course the run up to the Brexit vote and its aftermath have sent dials spinning on the barometer of both heritage protection policies and the wider structures of the archaeological profession. Chief among potential changes will be the probable loss of access to EU funding, research networks, and the forthcoming need to develop a replacement for the Common Agricultural Policy (CAP), which currently

delivers the agri-environment schemes. For the sector, uncertainty over the wider impacts upon the labour market are concerning given the expectation of dramatic growth in demand for archaeological work due to high rates of infrastructure and housing growth in the coming decade.

Our opportunities are now to seek enhancements to the way agri-environment schemes deliver integrated management of archaeology in the rural environment, embedded at the heart of new, improved replacement programme for CAP; to raise the profile of the issues of pay and conditions in the sector to help with retention and ease the skills shortage; and to work hard with partners to lobby government to invest in our world class heritage, secure the reputation our research institutions, and replace EU funding streams.

Planning Policy

Across the UK planning uncertainty has reigned in 2016. In England, the Housing and Planning Act was passed, though with no sight of the Regulations which would describe how new principles like 'Permission in Principle' will work. The Neighbourhood Planning Bill is next on the Government's conveyor belt of new deregulatory legislation, and a new Housing White Paper is expected soon.

In Scotland, we are in the midst of a national Planning Review, and in Wales we have contributed to a range of consultations on policy and guidance to underpin the Historic Environment (Wales) Act, with current consultations ongoing!

Our opportunities are to work with Welsh partners to help secure the positive changes brought in though the Act, and celebrate the improvements (including the achievement of statutory Historic Environment Records) around the rest of the UK. In Scotland we will work to ensure that housebuilding challenges do not follow the English down a route of careless deregulation, but that the strong Scottish heritage agenda is upheld and made to work with changes, rather than be damaged by them.

In the immortal words of Winston Churchill: "A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."

Merry Christmas! Here's to an optimistic 2017.



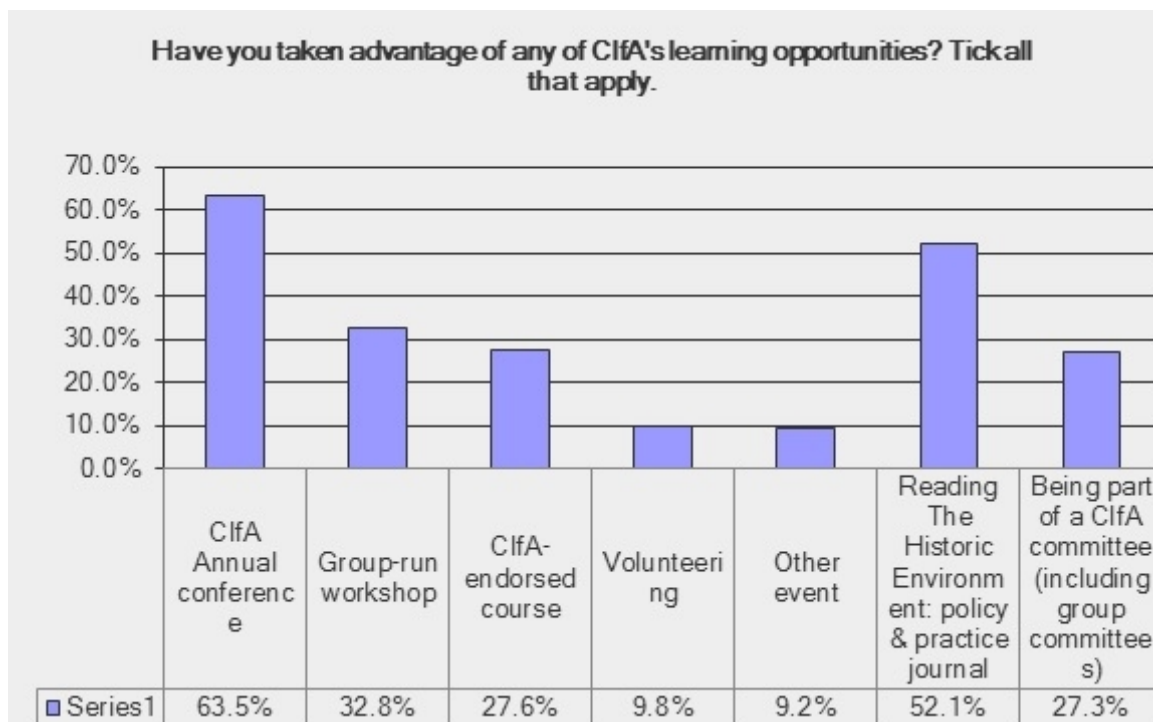
Training and professional development.... CIfA membership survey part 3

This section of the 2016 membership survey looked at members' training and professional development needs and how easy or difficult it is to meet them. We asked you about your Personal Development Plans and CPD recording, about the

professional development activities you undertake and any barriers you encounter in keeping your skills and knowledge up to date. We also wanted to know which of the CPD opportunities ClfA provides you find useful and how you would like us to develop our provision in the future.

Personal development plans and CPD recording forms are the cornerstones of ClfA's CPD scheme, which requires accredited members to undertake at least 50 hours of CPD over a two year period. A personal development plan allows you to identify objectives and plan how you will meet them and the CPD log is your record of achievement. Nearly two-thirds of members responding to the survey reported that they had a personal development plan with 36% saying they didn't. A similar number also admitted that they didn't keep a record of their CPD activity. Some of these responses may have been from Student or Affiliate members who are not required to provide evidence of their CPD (although they are still encouraged to keep a record of their learning) but it is still worrying that a significant proportion of members responding to the survey are potentially not complying with the Code of conduct. From the various discussions we've had with members over the years, we can be fairly confident that it is not the case that members aren't **engaging** in CPD. It is clear that some still don't appreciate the importance of **recording** it, firstly as a measure of their own progression and career development but also as a means of demonstrating their skills and professionalism to others in a way that is, by now, accepted as integral to being considered 'professional' in other sectors.

In terms of accessing learning opportunities provided, or endorsed, by ClfA, attending the annual conference and reading the journal *The Historic Environment: Policy and Practice* were the most commonly cited, followed by attending ClfA workshops (including those arranged by our Groups) or ClfA endorsed training courses. Volunteering on Groups and committees was also recorded by 27% as useful CPD.



The biggest barrier members reported to meeting their CPD needs was finding the time to train, followed by cost and accessing the right kind of training for them.

Comments indicated that there is still some confusion amongst members around the sorts of activities that constitute CPD and it's likely that a significant number aren't recognising informal, on-the-job and self-directed learning as valuable contributions to their professional development.

In terms of the support members would like to see from ClfA, as well as a range of specific areas and topics for future training, respondents were also keen to see more distance-learning and online CPD provision. This is an area which we are very keen to develop and we will be launching a series of short online modules on the ClfA website in the New Year.

Identifying Current Archaeological Reference Resources Project is back underway



In 2014 Historic England (then English Heritage) commissioned a project to collect information about the Archaeological Reference Resources used by researchers in the study of artefacts and ecofacts. The project was initially developed by Rachel Edwards (Arboretum Archaeological Consultancy) and Hal Dalwood (Hal Dalwood Archaeology and Heritage). Sadly, Hal fell critically ill and died in late 2015, and the project was put on temporary hold. However, Victoria Hunns (of TDR Heritage) has now joined the project team and is helping support finalisation of the project. This project is part of the broader Historic England strategy for developing

research resources. It aims to enable Historic England and the wider archaeological community gain a better understanding of:

- what reference resources are being used by the archaeology sector
- the nature of current issues with reference resources
- the nature of any major gaps in coverage

To meet these aims, the project involves the compilation of a database of reference resources currently in use, and liaison with specialist groups and individuals to establish what reference resources are being used, and where there are gaps in coverage or omissions. The project restarted in December 2016 and is expected to complete by June 2017. For more information please contact the project team info@archaeologicalreferenceresources.uk and visit the project website <http://94.136.40.103/~archaeologicalreferenceresources.uk/>.



Book reviews

If you are interested in providing a review for one of the books listed below, or if you have a book you would like to have reviewed, please get in touch with [Laura Beasley](#), our reviews editor.

Titles of books will appear in our eBulletin with links to the full review online. You will need to log in to the Members' area and then select Book Reviews from the menu.

Books available for review

Strangers in a New Land - James M Adovasio and David Pedler

Hidden Histories: A Spotter's Guide to the British Landscape - Mary-Ann Ochota

Meitheal - The Archaeology of Lives, Labours and Beliefs at Raystown, Co. Meath

For latest and past reviews please see our [website](#).

GETTY Conservation Institute, Historic England, and the City of Lincoln announce plans to use advanced software to help manage England's cultural heritage places

The Arches platform will be used to safeguard and manage the vast accumulated knowledge of the historic environment of Greater London and Lincoln and make it

more publicly accessible

See full press release [here](#).

Heritage 2020 survey



Heritage 2020 is a major initiative to strengthen partnerships and collaborative working across the historic environment sector in England. There are five working groups (three of which ClfA are represented on) currently engaged with formulating action plans for their area of the project.

To assist in this process, a current consultation has been launched which runs until December 20. The views of ClfA members are welcomed to contribute to the process of developing approaches to a set of initial priorities for the working groups.

Members are encouraged to respond and can find the survey [here](#).

ClfA Group news / events / training opportunities

Conferences / Seminars / Events

Second Call for Papers - BRIDGE: The Heritage of Connecting Places and Cultures

Dates: 6-10 July 2017

Location: Ironbridge Gorge World Heritage Site, Shropshire, UK

Second Call for Papers Deadline: 16 January 2017

Short Description: Bridges physically and symbolically connect places, communities and cultures; they remind us of division while at the same time providing the means for unification. This conference seeks to explore heritage of bridges –not only as remarkable physical structures connecting places and cultures but also as symbolic and metaphorical markers in the landscape.

Please see the website for full details and call for papers.

Web Link: <https://bridgeconference.wordpress.com/call-for-papers/>

Organisers: Ironbridge International Institute for Cultural Heritage (University of Birmingham), Ironbridge Gorge Museum Trust

Contact: Hannah Stretton, ironbridge@contacts.bham.ac.uk

Entrepreneurship in Cultural Heritage Workshop

Organised by the Ironbridge International Institute for Cultural Heritage, University of Birmingham

In association with the West Midlands Museum Development

Location: The Old Ikon Gallery, Fazeley Studios, Birmingham, B5 5SE

February 2nd 2017

Over recent years the heritage sector has been hit by cumulative cut-backs in public sector funding, reductions in visitor spend and increasing competition for visitors. At the same time, a multitude of new opportunities continue to emerge relating to technological innovation, new audiences and communication networks and new management approaches. In the context of this developing landscape for the heritage sector, this workshop explores the increasing need for museums and heritage organisations to become ever more entrepreneurial in their approach in order to increase their resilience to the changing environment and also to identify ways and means to build profile, audiences, income and opportunities to communicate the heritage at their heart.

Through presentations by speakers who, in different ways, are involved with innovative approaches to the heritage and museums sector and through discussion, this workshop aims to identify some of the more entrepreneurial management practices of the heritage sector and to explore challenges and opportunities for future entrepreneurial actions.

Pre-booking is essential.

To book your place: http://shop.bham.ac.uk/browse/extra_info.asp?compid=1&modid=2&deptid=30&catid=58&prodid=1376



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