



## Members eBulletin, October 2016

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### Celebrating our volunteers



Although the Chartered Institute has paid staff (10.5 FTE) an

enormous amount of work would not be achieved without the support and commitment from members who volunteer to help with our activities. Without volunteers joining our Board, Advisory Council and committees the Institute would not be able to function as it does. Our governance structure and the mechanisms to approve applications for membership would simply not happen.

It is important to remember that archaeology is not regulated by government and CIfA provides a mechanism for our profession to be self-regulated by setting standards of practice. Members of CIfA have a say in how these standards are

written but in order to do so they also have to demonstrate that they comply with these to become members, which is assessed by a panel of peers. These peers are our volunteers.

Of the 2314 accredited members we had in July this year, only 56 volunteered on the Board of Directors, Advisory Council, Validation and Registration committees. They dedicate a huge amount of time and effort in assisting staff to meet our objectives and to provide expert advice. In addition, a further 119 members (from all grades) are involved in area and special interest group committees, providing important networks for members to have access to, CPD opportunities, and also offering expert advice – and you can read more about this in the group reports included in our [2015/16 Annual Review](#). Our volunteers come from a variety of backgrounds – such as fieldwork, finds, academia, and museums, and from self-employed, retired or in full-time employment, and at all levels of responsibility.

*As one member said “ClfA membership should not be regarded as a passive membership – you have to get involved if you want your profession to evolve”.*

We would like to take this opportunity to formally thank all those involved now and in the past for their contribution to the Institute. If you are interested in joining one of our committees please contact [admin@archaeologists.net](mailto:admin@archaeologists.net)

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## 2016 Annual General Meeting

Our 2016 AGM was held at the Cardiff and Vale College in Cardiff on 11 October. The afternoon started with an informative CPD workshop *Designing a legislative*

*framework for the future of the historic environment: Following the Welsh example* where we heard about what the Historic Environment Act meant for heritage protection in Wales, and what the broader context for the Act is in Wales and beyond. Our thanks goes to Neil Maylan who chaired the session, and to Gwilym Hughes, his colleague at Cadw and to the other speakers.

The AGM that followed announced the new members who have been elected to the Board of Directors and Advisory Council and thanked those who were stepping down at the end of their terms of office. The meeting also received the annual report and accounts for 2015-2016.

The list of current Board and Advisory Council members is on the [website](#).

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## CifA staff changes

This month we have had to say a sad farewell to Jen Parker Wooding, our Senior Membership Services Coordinator. Jen has been with the Institute since September 2013 working with many of our area and special interest groups, and responsible for running the Registered Organisations application and inspection process. We wish Jen the best of luck with her new ventures and are happy to hear that she will be remaining an active CifA member.



©Adam Stanford, Aerial-Cam Ltd



## CifA2017 Archaeology: a global profession

Our 2017 conference will provide an opportunity for heritage professionals to discuss, consider and learn about archaeological practice on a world stage. For

CifA2017 we have identified three broad themes (**professionalism, protection and discovery**) and will have half-day sessions within a traditional paper format, discussion / panel seminars or CPD workshops. The themes are simple, broad and flexible, and accommodate an exciting programme.

Archaeology should be without borders, and professional archaeology must be without borders. We hope the conference will provide an opportunity to report on some of the progress made and to explore both the opportunities and difficulties of professionalising across borders.

Book online via our [Eventbrite page](#)

More information is on our [CifA2017 webpage](#) and [#CifA2017](#)

**RO offer!** To help Registered Organisations support staff to attend the conference we are offering a 10 per cent discount on the registration fee for members. Look out for your discount code and further information, which we'll be sending out in the near future or contact [conference@archaeologists.net](mailto:conference@archaeologists.net).

## CifA2016 Conference videos are now online!

A group of volunteers filmed many of the presentations and some of the training workshops at this year's CifA Conference.

This continues a tradition, started at the Cardiff conference, of helping CifA members who cannot attend the conference and those who did but could not see all the presentations they wanted, to stay up to date with the recent developments in the field and cutting edge methods & technologies.

You can view the video presentations covering topics from addressing skills gaps in the profession to beer archaeology (no, not a video of the evening reception- the archaeology of beer production) on the [CifA website](#).

You can also view the CifA2015 conference videos on the [CifA website](#) as well.



## Registered Organisation update

A number of new organisations have been added to the [RO Register](#) over the past year: [Suffolk Archaeology: Community Interest Company](#), [Archaeology Wales](#) and, most recently, NPS Archaeology. There are currently 79 organisations on the list with another new applicant being inspected soon. The Register is constantly being updated as new

organisations are added or existing organisations removed, so please keep checking for the latest information!

### **Interested in joining?**

Registration is open to all organisations regardless of the type of historic environment work conducted or the size of organisation. Guidance and further

details can be found [here](#). Our current Registered Organisations include contracting units specialising in field archaeology, marine archaeology, building recording and geophysics/survey; heritage teams within large, multinational consultancies; independent sole traders; curatorial and heritage departments within local authorities, university departments or commercial organisations associated with universities and organisations focused on community archaeology.

If you are interested in submitting an application or would like get some further information please email [admin@archaeologists.net](mailto:admin@archaeologists.net)

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## Diggers' Forum Statement on a minimum level of competence adopted as ClfA Policy



As you may know, ClfA has been promoting the importance of early career training in archaeology/historic environment practice and, in particular, the value of structured workplace training schemes in ensuring that career entrants have the skills they need to meet professional standards.

In addition to the work of the Registrations Committee in ensuring that all Registered Organisations have training plans in place for the organisation, we have also amended our policy statement on the use of training posts to incorporate a statement which sets out the minimum level of competence to be expected of an archaeologist (as opposed to a trainee).

The statement, originally proposed by the Diggers' Forum, has been considered in detail by the Advisory Council and was agreed by the ClfA Board in July. The policy states that all staff who have not reached this minimum level of competence should be working to a defined training plan designed to support them in gaining the necessary skills. You can read the revised policy statement [here](#)

If you have any comments or queries, please contact [kate.geary@archaeologists.net](mailto:kate.geary@archaeologists.net).

With funding from Historic England and support from ALGAO, we have just completed a series of workshops looking at how archaeological research is designed, through written schemes of investigation, specifications and project designs.

Over 75 delegates attended the workshops which were held in Bristol, Birmingham, York and London. They included national and local curators and advisors, consultants from archaeological and multi-disciplinary organisations, archaeological project managers and specialists. The workshops were based around presentations covering the principles of good design, professional standards, the planning context and operational research and used case studies and group discussion to explore how research and public benefit could be better integrated as core principles of archaeological design.

Feedback from delegates was very positive and the discussions have raised a number of issues around the role of CIfA Standards and guidance, how they are used and how compliance with them is monitored which we will be taking forward in discussions with FAME and ALGAO shortly. The final workshop was filmed and will be available on the CIfA website next month. The aim is to run similar workshops in Wales and in Scotland in 2017.



Delegates consider the principles of archaeological design at the Bristol workshop ©CIfA

## CSCS cards for archaeologists – a joint statement from ClfA and FAME



At the beginning of October ClfA and FAME released a joint statement about CSCS cards for archaeologists

- CSCS is the leading skills certification scheme within the UK construction industry. CSCS cards provide proof that individuals working on construction sites have the required training and qualifications for the type of work they carry out.
- The current system whereby most archaeologists gain CSCS accreditation will change in September 2017 when the current Construction Related Occupation (CRO) card is withdrawn. The CRO card was introduced in 2005 to cover occupations for which there was no nationally recognised qualification and does not require card-holders to demonstrate their skills.
- ClfA and FAME have been working closely with CSCS to establish the appropriate mechanisms by which archaeologists can achieve CSCS accreditation following the withdrawal of the card. In line with other construction related professions, these will be based around vocational and/or academic qualifications and professional accreditation.
- ClfA and FAME welcome the changes which recognise the high levels of expertise and skill required by archaeologists alongside other professionals in the construction industry. Both organisations are working hard to ensure that there is a smooth transition to the new arrangements for individuals and organisations.

For more information about this and what cards are available please see our [CSCS webpage](#).

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### ClfA special offer

Application fees have been waived for all Practitioner (PClfA) applications, including upgrading members until **31 December 2016**.

For further details on how to apply or upgrade please [click here](#).

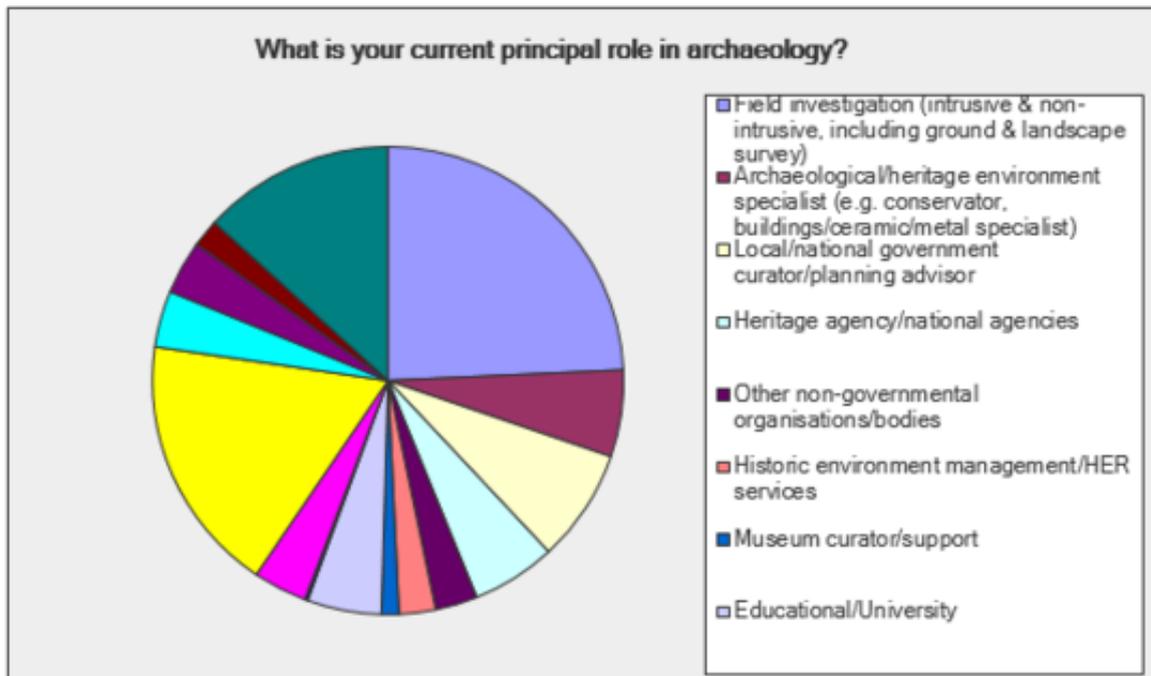
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### Getting to know you.... ClfA membership

## survey part 2

In the last ebulletin, we included the first of a series of summaries from the 2016 membership survey, looking at the age, gender and ethnicity of our members and the reasons they joined CIfA. In this edition, we'll take a quick look at where our members work, their job roles and the salaries and benefits they receive.

### Your role



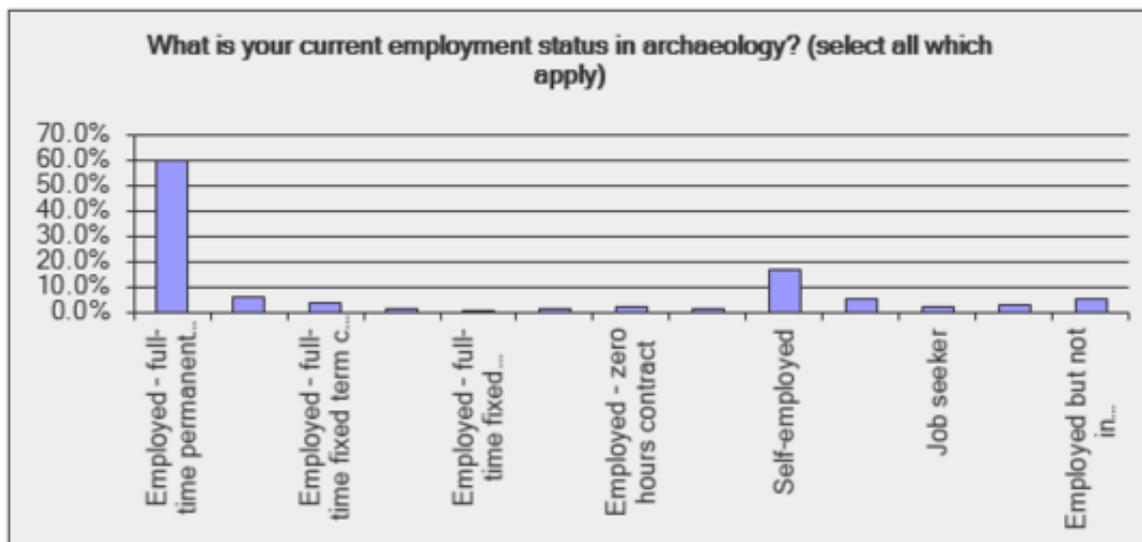
CIfA members work across a wide range of roles and specialist areas but field investigation is still the biggest area, with just under 25% of respondents identifying it as their primary role. 17% of respondents work in consultancy with 7.8% identifying themselves as national or local curators/advisors, 6% as specialists and just over 5% as working in education. 13.2% identified their primary role as 'other' which, from the further details recorded, was mainly combinations of other categories (ie it was hard to identify one as a primary role), retired or self-employed.

In terms of seniority, the largest group described themselves as senior specialists/experts, just over 18% were senior managers, just over 15% junior managers and 15% of respondents were CEOs. Junior specialists and non-supervisory grades made up nearly 18% of the responses with 2.6% coming from recent graduates or trainees.

The organisations where CIfA members work divided on similar lines. Nearly 30% identified the primary role of the organisation they work for as field investigation.

### Employment status

Nearly 60% of members responding to the survey were in full-time, permanent employment. 2.3% were on zero hours contracts and 17% said they were self-employed. 8.8% worked part-time, 7.1% of respondents were on fixed-term contracts and 10% weren't working (volunteers, those looking for work and members taking career breaks). 5% worked outside the historic environment sector.



### Salary levels

There was considerable variation in the levels of salary/income respondents earned from working in the historic environment sector, reflecting the numbers working part-time or on a self-employed basis. 335 respondent gave useable full-time equivalent salary data which showed that the average salary of respondent was £32,307 (median £28,000) per year.

In addition to their salaries, just over 68% of respondents also received a contribution from their employer towards their pension. Just over 6% paid into a pension scheme but didn't receive any employer contributions (the majority of these were self-employed) and just over a quarter of respondent had no pension provision at all.

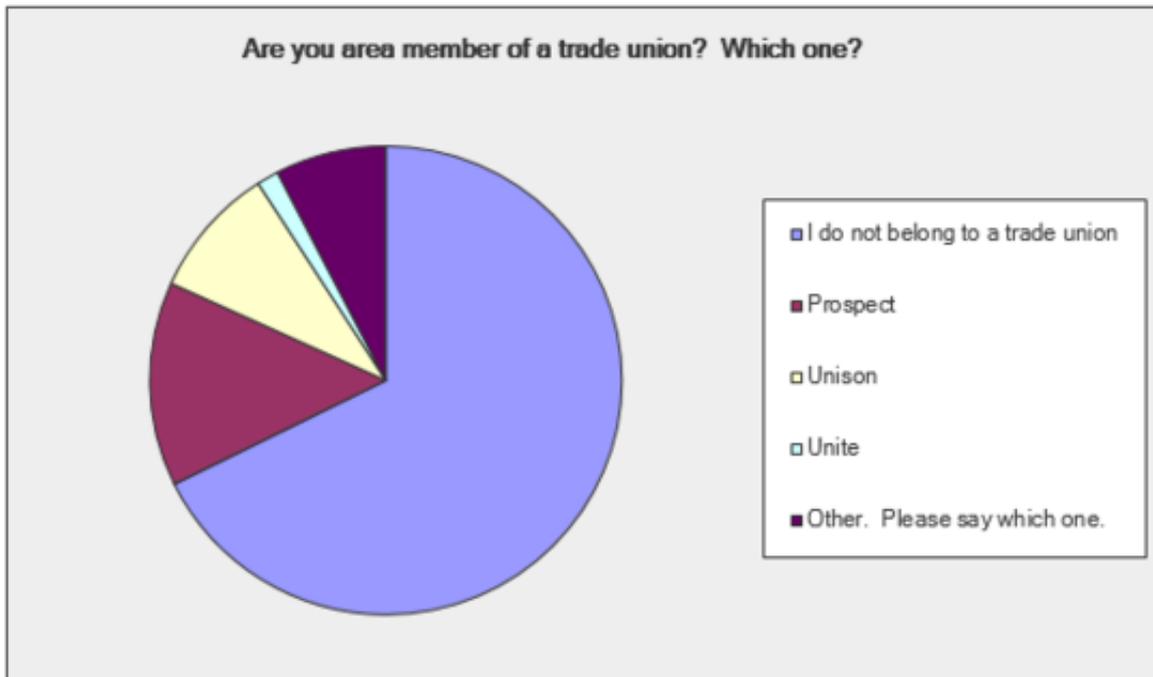
### Other benefits

58% of respondents reported that they received additional benefits as part of their employment package. The most commonly reported were payment of professional fees (30.7%), childcare vouchers (14.5%), access to healthcare schemes (11.3%, and life insurance (5.3%). Other benefits included season ticket loans, assistance with travel and cycle to work schemes.

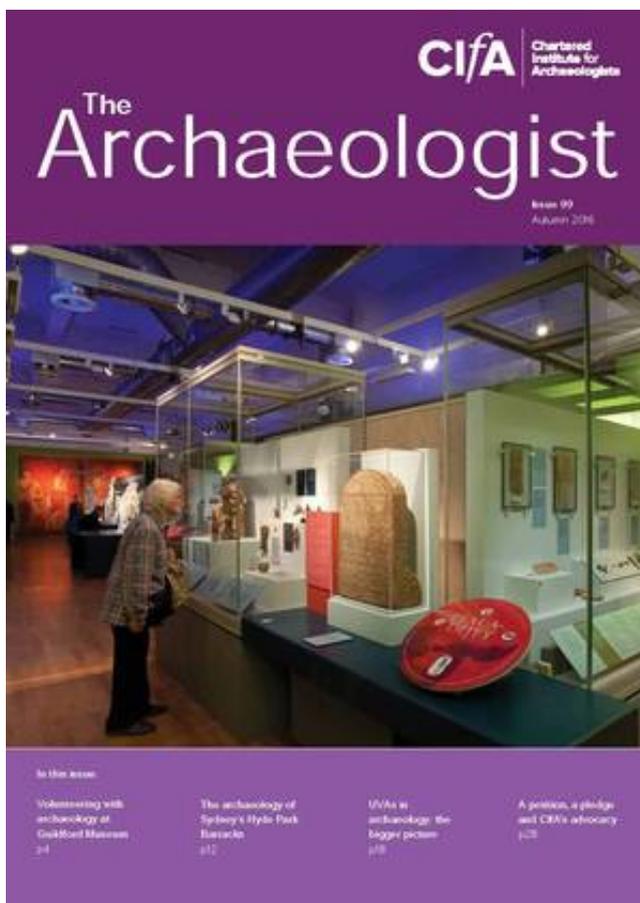
### Union membership

Trade union membership levels were low amongst the respondents. Only a quarter reported being a member of a trade union with Prospect being the most commonly cited at 14% and Unison at 9%. Some of the organisations cited were

clearly not trades unions so there was obviously some confusion around different types of organisations.



In the next ebulletin, we will look at what our members are doing to meet their training and professional development needs.



## The Archaeologist

Hopefully by now you'll have had the chance to read the latest edition of *TA*. We'd like to thank Gail Boyle and her colleagues at the [Society for Museum Archaeology](#) for their help with this.

Please note that the SMA have kindly agreed to offer a 10% discount to ClfA accredited members to attend their [annual conference](#) in November.

Contact [socmusarch@yahoo.co.uk](mailto:socmusarch@yahoo.co.uk) for more information - but you'll have to get in quick!

Moving on to *TA100*, this edition will be looking at how members are helping to deliver the aims and objectives set out within

Scotland's Archaeology Strategy. We are looking for ideas, examples and opinions about how best to deliver a Scotland where archaeology is for everyone? Articles and images should be sent to [alex.llewellyn@archaeologists.net](mailto:alex.llewellyn@archaeologists.net).  
Deadline **1 December 2016**.

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## 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 pages and then select Book Reviews from the menu.

### Books available for review

- *Illustrating The Past. Archaeological discoveries on Irish road schemes* - Sheelagh Hughes
- *A Russian Perspective on Theoretical Archaeology. The Life and Work of Leo S. Klejn*
- *The science of a lost medieval gaelic graveyard* - Catriona J McKenzie, Eileen M Murphy and Colm J Donnelly
- *Above and below: The Archaeology of roads and light rail* - Michael Stanley (ed.)

### Latest reviews

Read our latest reviews by Heidi Dawson (5069), Janice Gooch (6671) and Edward Biddulph (1708).

**Mike Pitts 2014 *Digging for Richard III: How archaeology found the King***

**The Greyfriars Research Team with Maev Kennedy and Lin Foxall**

**2015 *The Bones of a King: Richard III rediscovered***

**Anna Keay & Caroline Sandford 2015 *Landmark: A History of Britain in 50 Buildings***

**Gideon Avni, Glen Bowersock, Amir Gorzalczany, Joshua Schwartz and Rina Talgam 2015 *The Lod Mosaic: A Spectacular Roman Mosaic Floor***

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

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# CIfA Group news / events / training opportunities

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## Group news

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### Maritime affairs group - name change to Marine Archaeology special interest group

Following committee discussions, and agreement at the group AGM in July and by the Board of Directors in September, CIfA's Maritime Affairs Group have changed their name to the Marine Archaeology special interest group.

The Group committee said

*'We feel that the name 'Maritime Affairs' does not sufficiently express our engagement with all aspects of marine, and coastal, archaeology which addresses submerged prehistoric archaeology and aviation archaeology as well as specifically maritime archaeology. We also feel that the name change would support a more general overhaul of the group planned for the coming year in which we wish to present a more proactive schedule aimed at reengaging members to include awareness raising of the committee activities through greater use of web based resources, increased presence at the CIfA conference and other key industry events and the organisation of CPD activities for our membership.'*

To find out more about the group and to get involved go to [archaeologists.net/groups/maritime](http://archaeologists.net/groups/maritime)

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## Conferences / Seminars / Events

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### Edinburgh, Lothians & Borders Archaeology Conference

Saturday 19 November 2016 (9.00am - 4.45pm)

Tickets £15 each, Buffet Lunch £10 (Buffet Lunch must be pre-booked)

To book telephone 01620 827408 or [email](#).

For further information, see the [poster](#) and [programme](#).

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## NSGG Meeting on Recent Work in Archaeological Geophysics

**Date:** 6 December 2016

**Venue:** [The Geological Society](#), Burlington House, London.

### Registration

Registration will open in October 2016 and details will be available on the NSGG and Geological Society's websites:

### Websites

[NSGG Website](#)

[Geological Society Website](#)

**Convenor:** Paul Linford, Historic England

Tel.: +44 (0)23 9285 6749

Email: [Paul.Linford@HistoricEngland.org.uk](mailto:Paul.Linford@HistoricEngland.org.uk)

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## 19th Annual Plenderleith Lecture, Icon Scotland Group "Antiquities trafficking - 21st century developments"

*Speaker: Doctor Neil Brodie*

*Venue: St Mungo Museum of Religious Life and Art, Castle St, Glasgow G4 0RH*

*Timings: 24 November 2016. Lecture: 6-7pm/Icon Scotland Group AGM: 5.15-5.45pm/Drinks reception: 7-8.30pm*

The lecture will last from 6-7pm and will be preceded by the Icon Scotland Group's AGM (to which all Members are invited) from 5.15 - 5.45, and followed by a drinks reception.

A separate free CPD event is being planned for the afternoon of the day, from 2-4pm based around the GSA Mackintosh fire recovery project. More details for this will be available on Eventbrite soon.

Tickets Icon Member £11, non-Member £13, Icon Student member £6

More details and booking via [Eventbrite](#):

Twitter: #Plenderleith2016 @icon\_scotland

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## SPAB - The Care and Repair of Old Floors - One Day Seminar

**DATE & TIME:** 15 November 2016, 09.00-17.00

**VENUE:** Manchester Town Hall, Albert Square, Manchester, Lancashire, M60 2LA

**FEE:** £150 pp

The fee includes refreshments and a light lunch.

You can book [online](#) or contact [education@spab.org.uk](mailto:education@spab.org.uk), 020 7377 1644 for a booking form.

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## ICOMOS-UK Christmas Lecture - In the footsteps of the Ancestors: excursions into the Gorham's Cave complex World Heritage Site

**Date:** 15 December 2016

**Venue:** the Gallery, 70 Cowcross St, London, EC1M 6EJ

**Tickets:** £16 (members)/ £19 (non-members) / £11 (students)

*The ticket price includes a glass of wine and festive refreshments*

**Book now:** Visit <http://www.icomos-uk.org/about-us/events/> to download a booking form and return it to us at ICOMOS-UK, 70 Cowcross St, London, EC1M 6EJ or email it to [admin@icomos-uk.org](mailto:admin@icomos-uk.org)

Payments can be made by cheque addressed to ICOMOS-UK or online at <http://www.icomos-uk.org/payment/>

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