

New Prospect House,
8 Leake Street,
London,
SE1 7NN

sue.ferns@prospect.org.uk

4 October 2017

**RE: Response to call for evidence to support a response to the Migration Advisory
Committee consultation on EEA workers in the UK labour market**

Dear Ms. Fern,

Thank you for the opportunity to supply evidence to inform Prospect's response to this consultation. Thank you also for the slight extension of the deadline in providing this evidence. The issue of EEA workers in the UK labour market and related uncertainty surround the effect that Brexit will have on immigration procedures is a high priority concern for our Institute at the current time.

The Chartered Institute for Archaeologists (CIfA) is the leading professional body representing archaeologists working in the UK and overseas. We promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society, and provide a self-regulatory quality assurance framework for the sector and those it serves.

CIfA has over 3,500 members and more than 80 registered practices across the United Kingdom. Its members work in all branches of the discipline: heritage management, planning advice, excavation, finds and environmental study, buildings recording, underwater and aerial archaeology, museums, conservation, survey, research and development, teaching and liaison with the community, industry and the commercial and financial sectors.

We would like to supply evidence from our profession on the following issues:

- The current restrictions on Tier 2 visas pose serious problems from archaeologists, many of whom are skilled workers but who fall below the current salary thresholds
- The archaeology sector employs a significant number of non-UK EU archaeologists, and this number is expected to grow in light of increasing demand driven by infrastructure and housing projects nationally

Our evidence

1. *Salary thresholds and archaeology*

1.1. CIfA regards all those who have achieved accredited grades of membership of the Institute to be skilled professionals. The majority of accredited members are educated to at least degree level and many roles require years of training or experience to be able to undertake.

CifA members are rigorously vetted for technical and ethical competence and its registered practices are regularly inspected to assess compliance with the CifA Code of Conduct.

- 1.2. Despite this, the market for archaeological jobs is relatively poorly paid comparative to some of these similar sectors. To give an idea of this, CifA publishes salary minima are considerably lower than these recommended figures and are set at;
 - £18,000 for PCifA
 - £21,000 for ACifA
 - £27,100 for MCifA
- 1.3. [In 2007 CifA conducted a](#) study to benchmark the starting salaries of roles with similar competence and responsibility in comparable professions and map these onto the CifA membership grades. The outcome of this research was that equivalent starting salaries for comparable posts were calculated at an average of;
 - £19,853 for PCifA equivalent posts
 - £29,123 for ACifA equivalent posts
 - £36,552 for MCifA equivalent posts
- 1.4. [In 2012/13](#) the average salary for jobs in UK archaeology was £27,814. The median salary was £26,000.
- 1.5. This means that, compared to average salaries of other sectors, EU/EAA archaeologists are likely to be heavily impacted if salary minima were imposed on EEA/EU nationals travelling to the UK to work after Brexit. Currently it is acknowledged to be very difficult to employ archaeologists from outside the EU for these reasons.
- 1.6. Examples of recently advertised posts show that many roles beneath manager-level roles in commercial archaeological companies and below senior academic positions in universities would be unlikely to exceed a £30,000 salary threshold. Many wider heritage sector jobs would also not reach the threshold.
- 1.7. [In 2012/13](#) 20% of all archaeologists held a Doctorate or post-doctoral qualification, a total of 47% held Masters degree or higher, and 93% of archaeologists held a Bachelors degree or higher. For those under 30, 95% of archaeologists were graduates.
- 1.8. Whilst this means that many archaeologists would be deemed to be undertaking roles rated at NFQ level 6 or above, some system for measuring experience would be useful to provide an assessment of equivalent skill levels, as not all entry routes into the profession require degree qualification, with vocational training also able to yield highly skilled candidates in many areas of the profession.

2. *The number of non-UK EEA archaeologists working in the UK*

- 2.1. [The most recent figures](#) we have, from 2012/13 indicate that around 3% of the UK workforce in archaeology were from the EU, less than 1% from non-EU European countries and 4% from the rest of the world. However, it is suspected that these figures may now be

higher, and indeed have been higher in the past. In certain subsections of the profession, they may be a significant underestimate.

- 2.2. A survey undertaken by the Federation of Archaeological Managers and Employers shows that 67% of respondents stated that they currently employ non-UK EU staff, 85% had employed non-UK EU staff in the past, and 85% stated that continuing access to non-UK EU staff is important to their organisation.
- 2.3. Although there are difficulties in employing archaeologists from different countries, even those within the EU, where regulatory frameworks, archaeological practices, and archaeological material can be very different, it is recognised by employers that this labour market is likely to become more important in the light of current skills shortages and demand in the UK sector.

3. *The skills shortage in archaeology*

- 3.1. Development-led archaeology is part of the supply chain for delivering housing and other development and is subject to many of the same current skills-gap and skills shortage issues as faced by the housebuilding sector, particularly in the light of the huge boom in infrastructure projects scheduled over the next 15 years.
- 3.2. [A 2016 report by Historic England](#) warned that there will not be enough trained archaeologists to do excavations required to fulfil expected demand. Whilst Historic England, ClfA and its member organisations are working on developing vocational training schemes, apprenticeships and other routes into the profession, the report also recognises that employing from other countries will be one strategy for meeting demand during this period.

4. *Potential solutions*

- 4.1. ClfA have recommended a number of responses to Brexit labour market challenges: (a) an EU exit settlement which retains free movement of labour within the EU, or (b) a points based system – or similar – which recognises a need for skilled and semi-skilled archaeologists from the EU and makes it easy for them to come to the country to work.
- 4.2. It will be important that rules designed to determine shortage occupation lists (possibly as a subset of a construction skills sectoral occupations category) were set in such a way as to enable archaeology to be included. It may also be necessary to have a scheme for lower skilled workers as pressures to fill entry-level roles is also expected in the labour market and may account for a greater proportion of demand for overseas archaeologists.
- 4.3. Another potential solution would be for professionally accredited archaeologists to be recognised as meeting necessary threshold for visas in lieu of salary thresholds.

If you have any questions or would like further information, please do not hesitate to contact me.

Yours sincerely,



Rob Lennox BSc (Econ) MA PhD ACifA MCIPR

Policy Advisor, Chartered Institute for Archaeologists

rob.lennox@archaeologists.net