



Members eBulletin, December 2020

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**We'd like to wish you
all a Merry
Christmas and a Happy
New Year!**

CIfA news

CIfA minimum salaries from April 2021

At its meeting on 10 November, CIfA's Board of Directors agreed the recommended minimum salary levels from April 2021. In making its

decision this year, the Board considered

- a paper commissioned from CIfA staff collating general pay and inflation data for the UK as well as sector specific information from the annual State of the Market for Archaeological Services survey, BAJR and other sources
- feedback on the paper and advice from CIfA's Advisory Council
- **feedback from the Industry Working Group**

Based on the information above, the Board concluded that recommended minimum salaries should increase from 1 April 2021 to

	PCIfA	ACIfA	MCIfA
2021-22	£20,400	£23,800	£30,600

CIfA's policy statement on pay highlights the impact of low pay on professional standards and on the ability of archaeological organisations to recruit, retain and motivate appropriately skilled staff. It also emphasises the need for organisations to work together to address the issues. The Board is committed to working towards a sector-wide solution to the issue of low pay in archaeology, which it would like to see implemented through the Industry Working Group. Discussions on potential mechanisms for this are still ongoing and so the Board has determined to set recommendations for 2021-22.

As well as issuing minimum salary recommendations as a benchmark for members and Registered Organisations, CIfA strongly encourages its partners on the Industry Working Group and its members to identify and make use of other available mechanisms, including workforce agreements and/or collective bargaining.

Registered Organisation update

We are pleased to welcome Dalcour MacLaren to the Registered Organisation scheme after their successful inspection in November 2020.



On 18 November we held a Responsible Post Holder meeting. This was introduced by Mike Heyworth, who is the new Chair of the Registration Committee (Organisations). Mike was previously Director of the CBA. Manda Forster launched the DigDigital project - CIfA's online guidance for digital archiving in archaeological projects and the recording of the presentation can be **found here**. This was followed by a series of discussions focussing on business resilience, planning reforms, and helping the sector to help itself. There was a strong theme of Public Benefit running throughout the discussions and some useful lessons for CIfA to take away and develop further.

Get accredited for CIfA's Directory!



Need an activity or excuse to escape the seasonal events over the Christmas break, why not grab a mince pie* and start writing your accredited application?! * other snacks are available

The first deadline to receive applications in 2020 is **1 February** for the **23 February** Validation committee meeting. We have upgraded the CIfA website [application pages](#) to include all guidance in one place which should make it easier to apply and you can [apply online](#) too, which is much quicker.

If you successfully apply or upgrade and pay your subscription fee you can be listed in the new online [Directory of Accredited Professionals](#). This is available to over 5,000 contacts and is a useful tool to make professionals in the Historic Environment sector more accessible to other professionals and the public.

If you have any questions about the application process, please email Lianne at membership@archaeologists.net who will be happy to help.

What are you waiting for? – Apply now!

Aiming for Associate in 2021?

Are you been planning to upgrade your accreditation to Associate (ACIfA)? We'll be adding information to our [professional pathways](#) resources soon so why not sign up to Professional Pathways news to receive updates? You can do it by logging in to the website and accessing the members' area, going to your dashboard and going to 'your profile' in Details and Mailings.

If you're not sure how to sign into the website, or have forgotten your password, please contact admin@archaeologists.net

EVALS 1: Evaluation strategies

WSP Cultural Heritage & Archaeology team are pleased to have been appointed by the [Chartered Institute for Archaeologists](#) in partnership with [FAME](#) and [Historic England](#) to carry out a review of archaeological evaluation strategies. The EVALS1 project will sound out professionals across the heritage sector to understand current practice of intrusive archaeological evaluation in England, with the overall aim of achieving strategic improvements through a consensus on what is effective and proportionate.

Over the coming months we will be holding a series of workshops with representatives with the residential, aggregates and infrastructure sectors, with national bodies and with archaeological contractors, to gather data and opinion.

The results will form the basis of a report in November 2021 running concurrently with a study by Richard Higham whose doctoral research

involves detailed spatial modelling of trial trenching strategies, based on case study data.

WSP is one of the world's leading multi-disciplinary professional services firms and has one of the fastest growing Cultural Heritage and Archaeology teams in the UK, with 30 permanent staff providing expert independent heritage advice to the public and private sectors throughout all stages of a project life cycle. The team has substantive experience of contracting, combined with a multidisciplinary and client-focussed approach to the purpose and effective design of archaeological evaluation works.

The project team will be sending out a call to archaeological contractors, consultants and Local Authorities for case studies soon – what worked, what didn't and what you would do differently if you were able to start again? If you are interested in providing a case study, please contact Natasha Powers natasha.powers@wsp.com

CifA and UAUk announce University of Winchester degrees and University of York degree pathway to receive accreditation

The Chartered Institute for Archaeologists (CifA) and University Archaeology UK (UAUK) are pleased to announce details of the most recent academic programmes to be formally accredited as providing skills relevant to a career in the historic environment.

The universities of Winchester and York join the universities already offering accredited programmes

Queens University Belfast
Bournemouth University
University of Bradford
University of Central Lancashire
University College London
University of Durham
University of Leicester
University of Reading



[All the accredited programmes are listed here](#)

Further applications are currently being assessed and newly accredited programmes will be announced in due course. **[See CifA's degree accreditation webpages for details.](#)**

Students in England and Northern Ireland now have the opportunity to choose a degree programme that will support them to develop a career in the historic environment. CifA and UAUk hope to be assessing the first programmes in Scotland and Wales soon. The accreditation was developed to provide a career route for the historic environment as well as fostering strong relations between industry and academia.

'Accreditation is an exciting new initiative for students taking archaeology courses at universities and for the profession more widely. It recognises the value of real knowledge of working practices across the sector by

students across the UK' Chair of University Archaeology UK (UAUK), Chris Gerrard

CiFA Chief Executive Peter Hinton said 'We are delighted to add Winchester and York to the list of universities offering accredited degrees. Working with UAUK has given us an opportunity to further improve our connections with university archaeology which has been immensely positive. All students on accredited degree programmes are being encouraged to join CiFA and to sign up to the Pathway to PCiFA programme to support their professional development as they enter the workplace. The accredited degree initiative has been a great example of partnership working in practice'

'We are delighted to have the courses accredited, particularly given our decades-long tradition of practical training and that many Winchester graduates go on to develop careers in Archaeology and related fields.' Nick Thorpe, Head of Department of Archaeology, Anthropology and Geography, University of Winchester

'We take skills development and career enhancement seriously at York and we are delighted to have achieved recognition through professional accreditation by the Chartered Institute for Archaeologists (CiFA) and the University Archaeology UK group (UAUK) in recognition.' Michelle Alexander, Deputy Head of Department and Chair of the Board of Studies

You can read the [full press release here](#)

Innovation festival

Innovation festival - save the date and a call for papers

The innovation festival is made up of a series of events taking place over the week of **25 - 29 January 2021**. These events will provide the opportunity to showcase and celebrate the innovative practices and approaches being undertaken across the historic environment sector, whilst tabling some of the identified barriers and challenges to implementing innovation in archaeological research for wider discussion.

The historic environment is rich and diverse benefiting from a wide variety of specialisms. Collaborations spanning academic, community-led and developer-funded archaeological research provide fascinating insights to our collective past often with the help of new/adapted 'innovative' approaches. However, implementing innovation is not always straightforward as highlighted in a recent project undertaken by CiFA in collaboration with ALGAO (funded by Historic England). This project highlighted the issues and potential barriers being faced by archaeologists trying to embrace innovation, especially in the commercial sector, and which will form discussion themes throughout the festival.

This week-long virtual festival is free and will comprise a mix of short sessions each day including presentations, workshops, opportunities for open discussion, CPD and knowledge transfer. You can pick and choose which sessions you wish to attend, and a timetable will be published soon.

Call for papers

Are you interested in presenting a paper or poster, chairing a session, taking part in a webinar or forming part of a discussion panel? Get in touch with Jen ASAP for further details about how you can get involved jen.parkerwooding@archaeologists.net

OASIS V rollout support workshops

Historic England have commissioned MSDS Marine and Ashtree Heritage to provide support workshops for the rollout of the new Online Access to the Index of Investigations (**OASIS**) system. The CIfA CPD Approved workshops will provide training and support to the whole sector and are targeted at different users within England. There are [further details here](#) and confirmed dates are:

OASIS for Commercial Archaeologists

[16th December 2020](#)

OASIS for Historic Environment Services

[7th January 2021](#)

OASIS for Built Heritage Users

[14th January 2021](#)

OASIS for Museum Users

[18th January 2021](#)

OASIS for Specialists and Freelancers

[2nd February 2021](#)

OASIS for Maritime Archaeologists

[2nd February 2021](#)

OASIS for Early Career Users

[4th February 2021](#)

OASIS for Community Groups

[24th February 2021 \(evening session\)](#)

Specialist matrices



A suite of specialist matrices have been developed by CIFA's Special Interest Groups and some external bodies to help support applicants to see how their role fits into the main competence matrix, used to assess all individual applications, and to assist the Validation committee in assessing applications appropriately.

We are pleased to launch a revised specialist matrix to help those applying from field archaeology roles.

Field archaeology specialist competence matrix

You can see the **full list of specialist matrices here**.

Dig Digital Guidance online

We are very pleased to announce that the Dig Digital guidance, the result of a HE funded project delivered by DigVentures, in partnership with CIFA, is now online. The guidance forms part of the suite of archives information which the Archaeological Archives forum have initiated and maps clearly onto existing CIFA Standards.



If you fancy a look, just hop over to the **website here**.

The guidance supports the collection, management and archiving of digital data within archaeological projects, and includes a few tools to help day-to-management:

- a dig digital health check, so you can review your current processes and highlight any updates or training needs
- a data management plan, with embedded guidance and examples to help illustrate the kind of info you need to include
- an editable data management plan which you can tailor to your needs
- and the full guidance document in case you fancy some light reading.

The project is ongoing, and we are busy researching some good case studies and additional tools to help teams address any digital archive conundrums. These will include signposts to the different ways digital data archives are management across the UK and within different types of projects, and an editable set of metadata which can be tailored to individual project archives.

Dig Digital survey

As always, we are keen to consult with archaeologists about the use and management of digital data. During the early stages of the project, we ran

a couple of surveys which provided a great insight into everyone's concerns and digital dreads. To keep the ball rolling we have opened a third survey which looks at a similar set of questions. If you can spare a little time, please respond to the survey, and help us ensure that the project delivers what you need.

You can find the [survey here](#)

If you have any questions or comments about digital archives, or wish to know more about the project, please get in touch with the project team via Manda Forster (manda@digventures.com).

Invisible Diggers III

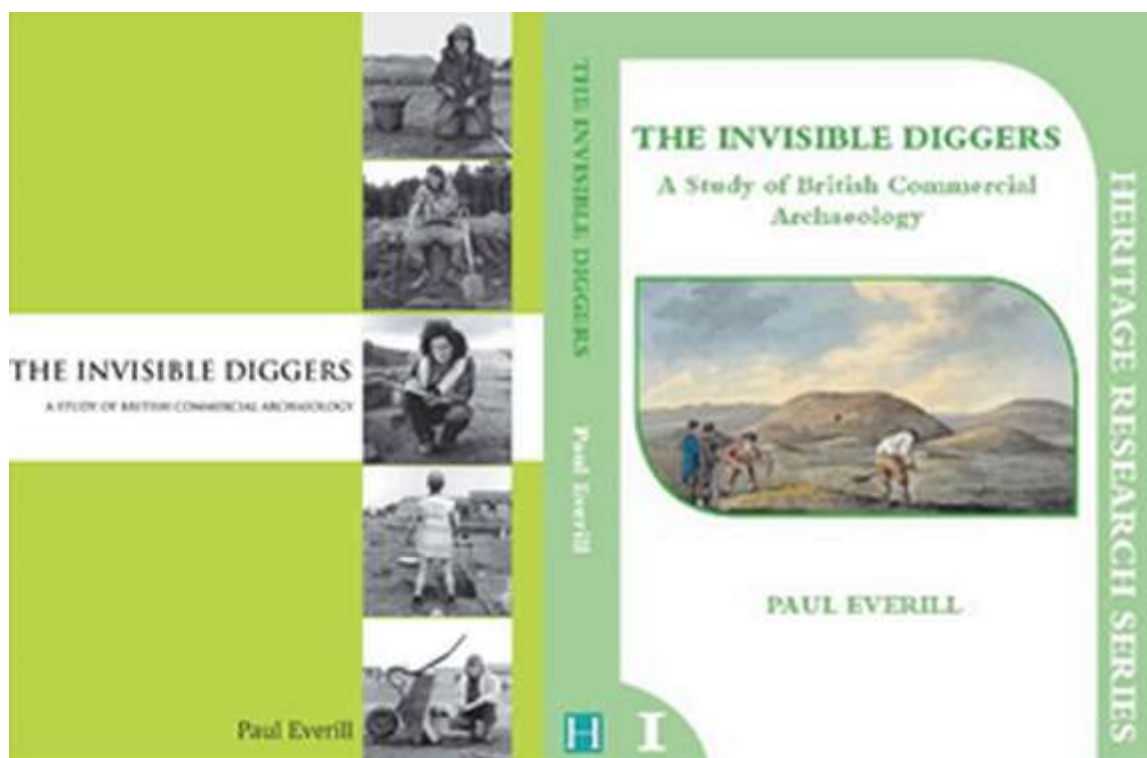
INVISIBLE Diggers III

It is eleven years since Paul Everill published 'Invisible Diggers', the result of his PhD in which he interviewed and observed people working within UK commercial archaeology. It was revised in 2012 after a second survey and now Paul has launched another survey to gather information for a third version.

You can find out more about the history of Invisible Diggers and how it has transformed our understanding of the experiences of excavation staff in this [short article](#) that Paul wrote for BAJR.

[The survey itself is here.](#)

If you can take some time to complete the survey please do. The data produced will also compliment that gathered from CIfA membership survey and Profiling the Profession to give a fuller picture of the archaeological workforce in the UK today.



Book reviews



You can find our full list of books available for review [here](#).

If you are interested in sending in a publication to be included in our reviews please send an email to admin@archaeologists.net

If you need any further information please see our [book review guidance](#)

CifA Group news/events/training opportunities

CifA2021 online: registrations now open!

[Sponsored by Towergate Insurance](#)

21 – 23 April 2021

Registration is now open for our annual conference which will be hosted exclusively online from 21 – 23 April 2021. CifA2021 will incorporate keynote addresses, wide-ranging sessions and training workshops in a virtual forum and will discuss current professional issues, showcase new developments, and present research in archaeology and the wider heritage sector.

[Click here to register or to view the CifA2021 programme](#)

CifA2021 online: call for papers

Our session organisers are currently calling for papers and would welcome submissions from individuals, groups or organisations who may be interested in contributing to the session at CifA2021.

Please see our draft timetable and session abstracts on the [CifA2021 conference website](#) for further information, including details of the sessions actively seeking papers and how to contribute your paper.

The call for papers will close on 15 January 2021

[Click here to find our draft timetable and abstracts for sessions calling for papers](#)

Innovation Festival

25 – 29 January 2021

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innovation in archaeological research for wider discussion. This week-long virtual festival is free and will comprise a mix of short sessions each day including presentations, workshops, opportunities for open discussion, CPD and knowledge transfer. Timetable to be announced soon!

[Visit the Innovation Festival event page for further information and updates](#)

Innovation Festival – call for papers

Are you interested in presenting a paper or poster, chairing a session, taking part in a webinar or forming part of a discussion panel during our Innovation Festival? Please get in touch with jen.parkerwooding@archaeologists.net for further information about the festival and how you can get involved.

Lunchtime Chat

14 January 2021

Join us for our first lunchtime chat of 2021, an informal gathering of CIfA members, combining the networking of live events with archaeological topics. On January 14 we will be meeting some of the members of the CIfA Board of Directors who will be joining us for a chat about their careers, why they decided to join the Board, and their particular areas of interest.

[Register to attend Lunchtime Chat, 14 January 2021](#)

Forensic Archaeology SIG: 1st Annual Virtual Poster Conference

8-9 March 2021

The Forensic Archaeology SIG is pleased to announce their 1st Annual Virtual Poster Conference, showcasing the multidisciplinary nature of forensic archaeology.

The SIG are currently inviting poster submissions from all related fields of forensic archaeology, especially adjunct subjects. **The deadline for poster submission is Friday 26th February 2021.**

[Register to attend the virtual conference or for further information on poster submission](#)

For a complete list of all upcoming events, [please visit our event page](#)

Other news

Foreign Countries: conversations in archaeology podcast

'Foreign Countries: conversations in archaeology' pocast has now been launched!

[Available on Podbean](#) and most other platforms.

Each episode will talk with research archaeologists about their journal papers, books and research projects in the style of a radio show. There is a reading list on the website to accompany each conversation.

Season 1 is all about the latest research into the Archaeology of the Roman West.

Season 2 is on Innovative Research in Australia.

Future seasons are open to suggestions!

The Social Distancing for Archaeology Toolkit (SoDA)

In an effort to mitigate the effects of COVID-19 on the archaeological sector, L - P: Archaeology was awarded a grant by the [Historic England Emergency COVID-19 Fund](#) to produce a 'toolkit' of resources to help demonstrate social distancing guidance in archaeological field and post-excavation work. The Social Distancing for Archaeology Toolkit (SoDA) project builds on the vital [work of Prospect Union \(Archaeologists Branch\)](#) who have been working to produce guidance during the rapidly changing state of archaeological fieldwork in early 2020. Liaising with stakeholders in the UK Archaeology Industry Working Group (including representatives from CIfA, FAME and Prospect), SoDA has sought to complement this work by producing high impact, freely available resources that demonstrate this guidance in practice. The project has produced a series of [short videos](#) in different on-/off-site work scenarios, as well as [signs, stickers, a toolbox talk and a risk assessment workflow](#). These resources were produced with the support of Prospect, who provided input and guidance during this project. The project hopes that these resources can be re-purposed in different archaeological contexts that extend beyond the commercial sector, including community digs and academic field schools.

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