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UNITED KINGDOM

Archaeology Labour Market Intelligence: Profiling the Profession 2007/08

Kenneth Aitchison & Rachel Edwards

IFA

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Archaeology Labour Market Intelligence:
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This report was written by Kenneth Aitchison, Head of Projects and Professional Development at the Institute of Field Archaeologists and Rachel Edwards of Arboretum Archaeological Consultancy. Kenneth Aitchison completed most of the analyses for Chapters 3 and 4; Rachel Edwards completed most of the analyses for Chapters 5 and 6 and Appendix 1. Kenneth Aitchison wrote most of Chapter 1 and parts of Chapters 2, 6 and 7. Rachel Edwards wrote most of Chapters 3-7 and part of Chapter 2. The authors jointly undertook the critical editing of the report.

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Contents

Tables

Figures

0 Summary and recommendations

0.1 Aims

The aim of the *Archaeology Labour Market Intelligence 2007-08* project was to improve understanding of the needs of the archaeological profession by identifying, collecting, quantifying and disseminating labour market information for the sector.

The objectives were to

- generate a profile of the workforce, highlighting any diversity issues
- gather and interpret information on training needs, skills shortages and skills gaps
- gather and interpret details of the nature and extent of the archaeology sector, including accurate employment figures
- gather and interpret information on professional roles including potential recruitment and career progression difficulties
- identify labour market trends and issues including training investment and supply and other financial, business and staffing issues
- identify potential barriers to employment
- feed these data into the Europe-wide *Discovering the Archaeologists of Europe* project so contributing to a wider dataset about the archaeological profession in twelve of the 27 EU countries.
- inform the archaeological sector of the outcomes of this research

This research addressed the whole of the archaeology profession and included volunteers (unpaid staff) who work alongside paid staff as well as those in paid employment. This research does not represent an audit of the whole voluntary sector in archaeology.

0.2 Summary

Comprehensive Labour Market Intelligence for the archaeological profession has now been gathered for the third time. This baseline survey used basically the same methodology that was previously employed in 1997-98 and 2002-03, and consequently a time-series dataset has been compiled which allows trends to be identified with increasing confidence.

The estimated numbers of archaeologists working in the UK

1. The estimated archaeological workforce in 2007-08 was *6865*, a 20% increase on the figure of *5772* estimated for 2002-03 (and a 55% increase over ten years on the estimated archaeological workforce in 1997-98 of *4425*).

2. A further estimated *866* people worked as dedicated support staff within archaeological organisations, giving an estimated total of *7731* people directly earning from archaeology.

Age, gender, ethnicity, disability status and country of origin

3. The average age of a working archaeologist was 38; female archaeologists were on average aged 36, and male archaeologists 39. The average age of working archaeologists has not changed over the last five years.

4. The survey found that 41% of archaeologists were female and 59% were male. In 2002-03, the proportions were 36:64.

5. Archaeology is not an ethnically diverse profession. 99% of working archaeologists were white. This is effectively unchanged since 2002-03.

6. The proportion of people with disabilities working in archaeology was very low, with 98.4% of archaeologists not being disabled. In 2002-03 the equivalent figure was 99.6%.

7. 93% of archaeologists working in the UK were from the UK, 5% were from elsewhere in the European Union, 0.3% were from non-EU Europe and 2% were from elsewhere in the world.

Growth of the sector

8. Overall, employers were confident that further growth could be expected in the next five years, although not as many have reported growth over the last five years as anticipated it five years ago. It should be noted that the survey was undertaken immediately before the potential impact of the 2007-08 credit squeeze became apparent.

Developer funding

9. 48% of organisations were funded at least in part by income generated by work related to development or the planning process. This equates to 58% of archaeological posts being funded by income generated by work related to development or the planning process.

Estimated numbers working in each job type

10. Of *6865* archaeologists working in the UK, *667* (10%) worked for national government agencies, *1151* (17%) worked in local government, *1014* (15%) worked for universities, *3497* (51 %) worked in the private sector and *535* (8%) worked for other types of organisations.

11. *3890* (57%) of these people worked for organisations that provide field investigation and research services, *1816* (27%) for organisations that provide historic environment advice, *310* (5%) provide museum and visitor services and *836* (12 %) work for organisations that provide education and academic research.

Geographical differences

12. More archaeologists worked in the south east and south west of England than other areas, but this largely reflects the overall pattern of the UK population distribution. The proportion of archaeologists working in London has fallen over the five years since 2002-03, and this continues a trend that extends to 1997-98.

Range of jobs

13. The survey collected information on 2733 archaeologists and support staff working in 808 jobs with 519 different post titles. This represented one post title for every 5.3 individuals. In 2002-03 there was one post title for every 5.5 individuals.

Salaries

14. On average, full-time archaeologists earned £23,310 per annum. The median archaeological salary was £20,792 (50% of archaeologists earned more than this, 50% earned less). The average salary for those employed in the private sector, which employed 51% of the archaeological workforce, was £20,916. By comparison, the average for all UK full-time workers was £29,999 – so, overall, the average archaeologist earned 78% of the UK average.

15. Over the five years since 2002-03, the average earnings of archaeologists have increased by 22%. The national average has increased by 23% over that same period, so archaeological earnings are increasing at approximately the same rate as the national average.

16. This contrasts with the five years to 2002-03; as reported in Aitchison and Edwards 2003 (40) when archaeological earnings had increased by only 12% over those five years while the national average had increased by 22%.

Staff qualifications

17. Nearly one in eight (12%) of archaeologists held a Doctorate or post-doctoral qualification, 40% held a Masters degree of higher and 90% of archaeologists held a Bachelors degree or higher.

18. Effectively, 100% of archaeologists aged under 30 for whom qualifications data was available were graduates.

Potential skills shortages and skills gaps

19. Particular skills issues (gaps or shortages) were identified in the areas of: conducting and contributing to surveys of historic buildings, conducting and contributing to geophysical survey, desk-based research and assessment, conservation of artefacts or ecofacts, artefact research and ecofact research. Information technology and report writing were also identified as areas where there were potential non-archaeological skills issues.

Employers' commitment to training and qualifications

20. A very high proportion (93%) of employers identified training needs for individuals and provided training for paid staff. Just over half had a training plan and just under half formally evaluated the impact of training on individuals. Less than a third evaluated the impact of training on the organisation (compared with three quarters which identified needs for the organisation as a whole).

0.3 Recommendations

1. This research should continue to be repeated at least every five years to ensure that the data continues to be up to date and relevant to the needs of employers and other stakeholders.

2. Further projects which apply the National Occupational Standards in Archaeological Practice in the workplace to improve business and individual performance are recommended.

3. Further research is needed to identify why there continues to be so few black or minority ethnic people working in the sector. More support is needed to help employers increase diversity in the workplace.

4. The creation of a single, annually updated, directory of archaeologists and archaeological organisations would greatly assist future iterations of this project and would aid employers, individual employees and potential employees.

5. Comprehensive, up-to-date information about those participating in archaeology on a voluntary basis is needed. This project looked at voluntary participants working with paid employees, but there is need for a comprehensive and comparable study of voluntary participation in archaeology in order to identify potential skills and training issues for this group of individuals

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1 Introduction and background

1.1 Introduction

Archaeology Labour Market Intelligence: Profiling the Profession 2007-08 is the third in a series of labour market intelligence surveys which have been carried out every five years since 1998. The project has updated the information gathered in 2002-03 and 1997-98, and has collected additional data not requested in previous years.

Collectively, the results of these projects represent time series datasets which allow econometric trends to be identified in the field of archaeological employment in the United Kingdom.

The project was undertaken by the Institute of Field Archaeologists (IFA) with assistance from Arboretum Archaeological Consultancy. As the UK component of the transnational Discovering *the Archaeologists of Europe* project, the project received funding from the Leonardo da Vinci programme as part of the European Commission's Lifelong Learning Programme.

UK funding was provided by English Heritage, Cadw, Historic Scotland, and the Environment and Heritage Service (Department of the Environment, Northern Ireland).

1.2 Context and background

European context – Discovering the Archaeologists of Europe

For the first time, comparable data about the archaeological profession has been collected for other European countries as well as the UK. *Profiling the Profession 2007-08* is part of a wider project funded in part by the European Commission Leonardo da Vinci programme. *Discovering the Archaeologists of Europe* has collected comparable data across twelve EU countries to describe the archaeological profession in 2007-08. It is a transnational project, managed from the UK by IFA, with partners in Austria, Belgium, Cyprus, the Czech Republic, Germany, Greece, Hungary, the Republic of Ireland, the Netherlands, Slovakia, Slovenia, and the European Association of Archaeologists. In addition to twelve national reports on archaeological employment in each of the participating countries (of which this is one), these results also contribute to a transnational summary and overview of that project (Aitchison 2008a).

Discovering the Archaeologists of Europe seeks to improve understanding of the requirements for, and capacity to provide, transparent qualifications for archaeologists across Europe. The project objectives at European and national levels are

- to identify barriers to entry to the profession of archaeology and to transnational mobility
- to identify labour market information and trends, including training investment, recruitment and career progression difficulties
- to establish the number of archaeologists working in each state
- to identify training needs and skills shortages

- to provide archaeological employers with information to aid business planning and improve organisational performance

UK context

The project has relevance at individual, organisational and strategic levels for professional archaeologists in the UK.

At an individual level the summary of organisations, jobs and employment conditions for archaeologists in the UK will be of use in career planning, and in the identification of training and development opportunities. The European context provided by *Discovering the Archaeologists of Europe* will enhance understanding of the potential for transnational working and individual mobility for archaeologists.

The project will help archaeological employers in business planning by providing comparative information about organisations and posts across the UK and in the twelve EU partner countries of the *Discovering the Archaeologists of Europe* project.

At a strategic level, the project offers an up to date and better understanding of the archaeological profession in the UK. This will assist government, national heritage agencies, professional institutes and trade unions in planning for the future. Analysis of training and development needs will contribute to strategic planning by identifying skills needs and gaps. As the third in a series of projects covering ten years, it offers the potential for identifying trends over time.

1.3 Structure of the report

The first chapter provides the introduction and background to the survey, the second gives an account of the methodology used for the survey. The next four chapters outline the results of the 2007-08 survey in relation to organisations, archaeologists, jobs and training respectively. Comparison with the previous two Profiling the Profession surveys and identification of trends over time are made in the final chapter. The first appendix summarises the post profile data for all 41 profiles identified by the 2007-08 survey, and provides a concordance with job titles reported to the survey. All free text ‘further comments’ made by respondents are reproduced without identifying data in the second appendix. The third appendix consists of a copy of the questionnaire and covering letter.

Throughout the report, estimated figures are presented in italics.

1.4 Previous work

Introduction

A series of projects since 1975 have examined one or more aspects of labour market information in archaeology, some covering the whole sector across the whole of the UK, and others covering parts of the sector or parts of the country. The summary which follows is repeated from Aitchison 1999 and Aitchison and Edwards 2003, with the addition of material from more recent work.

Figure 1 and Table 1 bring together the estimated numbers of professional archaeologists working in the UK from the summaries below and other references. The earliest available data is for 1930, and comprehensive but partial information began to be collected systematically in the later 1970s. The startling drop in the late 1980s and early 1990s is interpreted partly as a result of the end of the Manpower Services Commission's Community Programme in 1988, a governmental unemployment relief scheme which had provided a source of funding for archaeological research projects with greater individual participation (Chitty and Baker 1999, 51) and partly by the consequences of an economic downturn in the early 1990s which led to a reduction in the amount of construction work being undertaken and a consequent drop in associated archaeological fieldwork.

Figure 1 Historical growth of archaeology

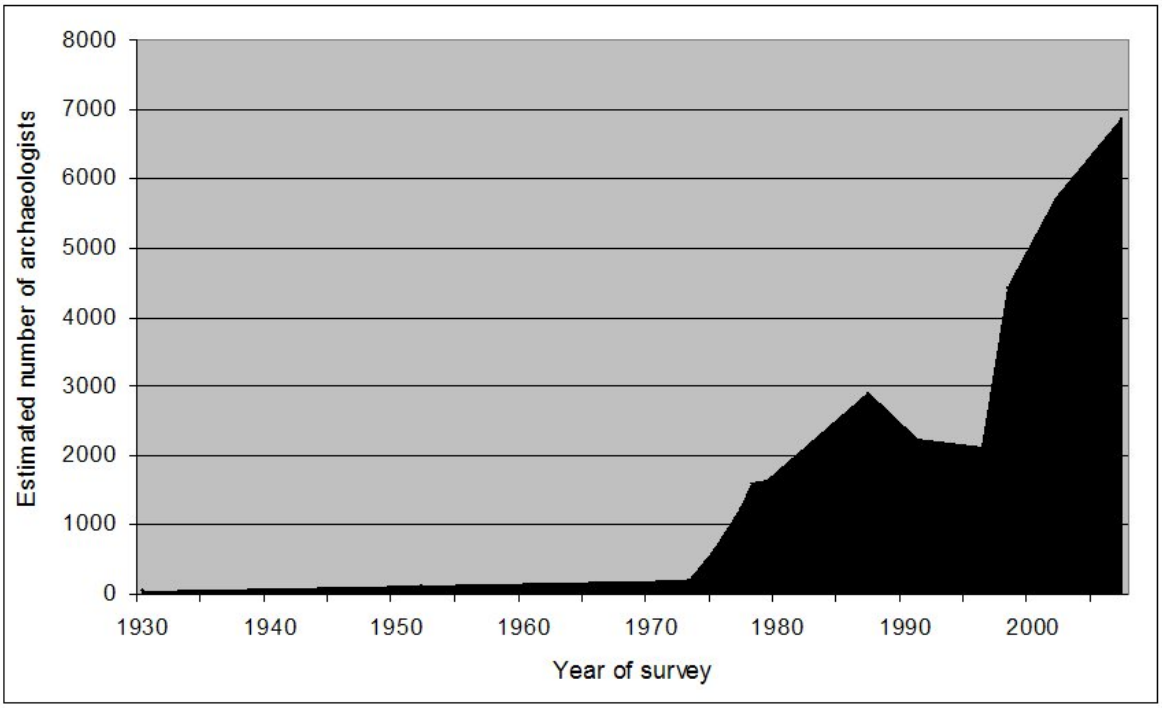


Table 1 Historical growth of archaeology

Year	Number of professional archaeologists working in UK	Source	Notes
1922	24	Wheeler 1957, 122	
1925	30	Myres 1975, 5	
1930	40	Jones 1984, 5	
1952	117	Kenyon 1952, appendix IV	
1973	200	Thomas 1974, 10	
1975	632	Bishop, J. 1975	
1977	1221	Dennis 1979	'Rescue' archaeologists only, excludes Northern Ireland
1978	1594	Dennis 1979	'Rescue' archaeologists only, excludes Northern Ireland
1979	1614	Dennis 1979	'Rescue' archaeologists only, excludes Northern Ireland
1987	2900	Plouviez 1988	'Rescue' archaeologists only, excludes Northern Ireland

Year	Number of professional archaeologists working in UK	Source	Notes
1991	2200	Spoerry 1992	'Rescue' archaeologists only, excludes Northern Ireland
1996	2100	Spoerry 1997	'Rescue' archaeologists only, excludes Northern Ireland
1998	4425	Aitchison 1999	
2002	5712	Aitchison & Edwards 2003	
2007	6865	Aitchison & Edwards 2008	

Profiling the Profession 1997-98

Profiling the Profession: a survey of archaeological jobs in the UK (Aitchison 1999) was the first comprehensive labour market intelligence review undertaken for the archaeological sector. This was conducted by postal questionnaire, and is the work on which the present survey and its predecessor in 2002-03 were modelled. The data from that project related to financial year 1997-98 and have been used in the present survey to examine trends over the past ten years (see Chapter 7 below).

The 1997-98 survey identified that there were an estimated 4425 professional archaeologists working in the UK at that time, with respondents to the questionnaire considering that the profession had grown over the previous five years, particularly amongst archaeological 'contractors', with further growth anticipated over the five years to 2002-03.

The survey identified the ranges of salaries being paid in different types of job in different parts of the UK, and found that average earnings for archaeologists in 1997-98 were £17,079 per annum, which compared with a national average for all occupations in 1997 of £19,167.

Profiling the Profession 2002-03

Archaeology Labour Market Intelligence: Profiling the Profession 2002-03 (Aitchison and Edwards 2003) was the second comprehensive review undertaken for the archaeological sector. This survey followed the model established by its predecessor, but expanded the range of data collected. Trends observable from the three sets of comparable data are discussed in Chapter 7 below.

The 2002-03 survey estimated that there were 5712 professional archaeologists working in the UK, an increase of 29% over five years. More respondents reported that their organisations had grown than reported that their organisations had contracted over the previous five years. There was optimism for the future too, with further growth anticipated for the next five years.

Average earnings for all archaeologists in 2002-03 were £19,161 per annum, compared with a national average full-time salary of £24,498.

Carter and Robertson 2002

As part of a wider project to develop National Occupational Standards for archaeological practice, Carter and Robertson's (2002a, 14-16) report on the

occupational and functional mapping of the archaeological profession reviewed and re-assessed some of the data provided in Aitchison 1999. This led to the numbers of archaeologists that had been assigned to particular categories of working environment being usefully redistributed, to give perhaps a more realistic assessment of the numbers of archaeologists working in different areas of the profession. These figures suggested that archaeological contractors – those working for organisations that undertake field research and investigation on a commercial basis represented a larger proportion of the whole sector than had been identified in Aitchison 1999. This reassessment was valuable, and provided more useful comparative data than the figures presented in Aitchison 1999. The figures that were revised are presented in Table 2.

Table 2: Estimated numbers of archaeologists working by sector, after Carter and Robertson 2002a

	Profiling the Profession (Aitchison 1999)		**Carter and Robertson (2002a)**	
	Individuals	**% of whole profession**	**Individuals**	**% of whole profession**
Independent consultants and specialists	153	3%	150	3%
Archaeological contractors	1341	30%	1850	42%
Local government curators	605	14%	350	8%
Other local government organisations (primarily museums)	190	4%	125	3%
National museums	156	4%	150	3%
University archaeology departments and research groups	644	15%	575	13%
National heritage agencies and Royal Commissions	680	15%	675	15%
Archaeological societies	25	1%	25	1%
Other commercial organisations	170	4%	175	4%
Other organisations (non-commercial)	461	10%	350	8%
	4425		4425	

The invisible diggers

The invisible diggers was a study carried out by Paul Everill towards his PhD research (Everill 2007, 2008). Quantitative survey data were gathered between 2003 and 2005 and used alongside qualitative interviews and participant observation to provide a multi-faceted analysis of the British commercial sector. Results indicated that the average British commercial archaeologist was a white male, 32.37 years old, with an undergraduate degree and 7.49 years of 'contract' field experience. This survey portrayed a profession with an exceedingly high turnover of staff, many of whom were becoming disillusioned and choosing to leave after about five years. It also demonstrated that there is still a core of staff remaining from the late 1980s Manpower Services Commission era. This survey suggested that there was a level of discontent among respondents with the system within which commercial organisations operate. 41% of contract archaeologists believed their profession was 'already in a crisis', and a further 36% believed that 'a crisis was inevitable unless changes are made'. It was also reported that both the IFA and trade unions were failing to recruit effectively from under-represented sections of the profession.

RESCUE surveys

RESCUE: The British Archaeological Trust conducted surveys of archaeologists in the UK in 1978-79 (Dennis 1979), 1986-87 (Plouviez 1988), 1990-91 (Spoerry 1992), and 1995-96 (preliminary results published as Spoerry 1997), seeking to identify the numbers and geographical distribution of archaeologists working in 'rescue' archaeology.

These surveys covered a slightly restricted range of professional archaeologists, concentrating on '… those bodies that can be described as actively involved in rescue archaeology' (Spoerry 1992, 1). As a consequence, certain groups of organisations were not canvassed, including academic departments without consultancy services, museums, and any other organisations which did not (in the terms of the present survey) conduct field investigation and research services or provide historic environment advice and information services. No responses from Northern Ireland were received. The numbers of archaeologists reported by these surveys are included in Table 1 above.

The RESCUE figures suggest that there was a rapid rise in the number of archaeologists employed in rescue archaeology through the 1970s and 1980s. The numbers employed in archaeology subsequently fell away rapidly following the ending of Manpower Services Commission funding in the late 1980s, with an abrupt fall in 1990 in the first few months of an economic recession and associated reduction in the volume and scale of construction projects.

Salaries were examined in the 1990-91 and 1995-6 surveys (Spoerry 1992, 1997). Pay levels were broken down by bands rather than figures, which did not allow for precise estimates of average archaeological salaries.

Spoerry estimated that '… in 1990-91 three-quarters of archaeologists in Britain were paid less than £12,000 pa, when the national average earnings (both sexes) was about £13,000 pa, calculated from 1990 Government figures. In 1995-96, just over three-quarters of archaeologists were paid less than £16,000 pa, when the figure for national average earnings (both sexes) was about £17,500 pa, from the 1995 Government figures (most recent available when calculated)' (Spoerry 1997, 6).

IFA Jobs Information Service studies

An annual series of studies of the advertised jobs reported in the Institute of Field Archaeologists' Jobs Information Service (JIS) has been carried out for the last ten years (Aitchison and Anderson 1995; Turner 1996, 1997, 1998, 1999; Malcolm 2000, 2001; Drummond-Murray 2002, 2003, 2004, 2005, 2006, 2007, 2008). These surveys form a review of advertised posts from 1993-2007, including details of salaries and conditions. The sample is relatively small, owing to the paucity of posts advertised in the press. However, as the figures relate to controlled samples over a number of years, they remain very useful in terms of labour market intelligence. The findings are presented in Table 3.

Note that the methodology used to collect the data changed in 1996; the figures presented for 1996 to 1999 use the revised methodology, and are directly comparable with the figures for 2000 to 2002, while the parenthesised figures for 1996 to 1999 are directly comparable with the data for 1993 to 1995. National average salary data is drawn from the Office of National Statistics' annual New Earnings Survey publications (National Statistics 2002) up to 2002, and from the

Annual Survey of Hours and Earnings (ASHE) from the same year (National Statistics 2002-2007).

Table 3: Advertised Posts 1993-2006

Year	Jobs advertised	Advertised starting salaries (average)	National average salaries		
			New Earnings Survey	*ASHE, full-time*	
				Calculation methodology	
				2005	*2007*
1993	134	£10,766	£16,523		
1994	186	£12,666	£16,982		
1995	150	£12,228	£17,560		
1996	282 (154)	£11,653 (£12,620)	£18,338		
1997	299 (176)	£12,100 (£12,327)	£19,167		
1998	388 (148)	£12,364 (£13,554)	£20,048		
1999	573	£13,220	£21,408		
2000	549	£14,033	£21,842		
2001	362	£14,576	£23,499		
2002	79	£15,581	£24,498	£24,911	
2003	127, salaries given for 124	£17,071		£25,818	
2004	127, salaries given for 114	£16,721		£27,027	
2005	210	£18,118		£28,191	
2006	199	£18,828		£29,269	£29,079
2007	306	£18,916			£29,999

These advertisements have been used to examine starting salaries in archaeological posts, as 'where a salary range was given, the minimum point was used for analysis in line with normal public sector policy' (Aitchison and Anderson 1995, 7). The average starting salaries have risen by 45% over that period; in that time national average earnings have risen by 48% (no figures are available for national average *starting* salaries, which will inevitably be lower than the average for all).

The numbers of posts advertised annually has also fluctuated since 1993. Over ten years there have been a total of 3002 posts advertised.

Fluctuations in the overall numbers of posts advertised and the average salaries offered have been considered to be directly (if crudely) related to archaeological practice's relationship with the construction industry. If this is the case, the increase in the numbers of jobs advertised and average starting salaries is likely to be related to the construction boom that began in the late 1990s – although it has to be noted that there has been a paucity of junior fieldworking posts advertisements in the JIS over the years. This is presumably because of the cost of advertising in national newspapers. The remarkable drop in the number of jobs advertised in 2002 does not appear to have followed any downturn in the amount of construction work being carried out, but the author of the report in which those data are contained (Drummond-Murray 2003) considers that this might relate to an 'uncertain economic climate' in 2002.

OutWage, a pay survey carried out by James Drummond-Murray and Kevin Wooldridge, was incorporated into the publication of the Report and

Recommendations of the Archaeological Employment in Britain Working Party (Schaaf 1996). It largely related to posts advertised in the JIS in 1994-95, and incorporated comparisons of archaeological salaries with the national average wage.

IFA pay benchmarking

A project was undertaken in 2007-08 to compare a sample of archaeological posts with similar posts in related and other sectors (Price and Geary 2008). The structured evaluation of sample archaeological posts led the authors to conclude that archaeological posts are relatively under-rewarded, with 'a significant gap between current IFA salary minima and external comparators when matched against a) average range minima for posts with similar JEGS (Job Evaluation Grading System) scores in organisations which employ professional / specialist staff with similar levels of qualifications and skills and b) against published average salary levels for professional surveyors and environmental managers and assessors with similar levels of qualification and responsibility' (Price and Geary 2008, para 17).

IFA equal opportunities surveys

Three surveys have been carried out by the Institute of Field Archaeologists on equal opportunities; the first of these was conducted by the IFA's Equal Opportunities Working Party with the report published as Women in Archaeology (Morris 1992).

The IFA subsequently published the results of a Quality of Work/Life Survey in 1995 (Reeve 1995).

These questionnaires covered a variety of issues; for comparison with this study, the relevant topics include gender, contracts, length of service and salaries. Information on pay received in this study was, like the RESCUE surveys, broken down by bands.

The surveys all demonstrated that the gender balance in archaeology was approximately 1:2 female: male, the average female salary was lower than the average male salary, and that more women worked in part-time posts.

IFA Practitioner survey

Moloney (1998) conducted a survey of Practitioner grade members of IFA which concentrated on the profile of the IFA and general career issues, but which also included a section on job profiles.

Archaeological employment in Scotland

A survey of archaeological employment in Scotland was published by the CSA (Aitchison 1997). This was a very straightforward head-count of archaeologists in Scotland, asking for very few details beyond simple numbers, conducted by telephone and email. 37 organisations were contacted, all of which co-operated. The survey produced an estimate of 250 archaeologists working in Scotland in 1997.

IPMS survey

The trade union IPMS conducted a Survey of Archaeologists' Pay and Conditions in 1996-97 (results unpublished). The response rate was poor for this very detailed survey, and the questionnaire proved primarily useful in influencing the questionnaire design for the *Profiling the Profession* survey.

Survey of Archaeological Specialists

A survey and analysis of the provision of specialist services in the archaeological profession was undertaken by Landward Archaeology Ltd in 1999 (Aitchison 2000). This consisted of a postal survey of the providers and users of archaeological specialist services. The 85 specialisms identified by the survey were grouped into ten categories. Individual specialists returned 45% of responses, 13% came from small organisations (<= 5 employees) and 42% from large organisations (>5 employees). The larger organisations were typically able to provide a wider range of services, and appeared to provide the bulk of specialist services. The majority of specialist services were provided as in-house services (81%). Far fewer were either out-sourced or provided as combined in-house / out-sourced services. The provision of many specialist services appeared to be either threatened or in under-supply. Rates charged by specialists and paid by users of specialist services were examined. Respondents considered that there was a lack of provision for training to undertake specialist services, both at entry-level and as continuing professional development.

Museums Professionals Group

On behalf of the Museums Professionals Group, SMSR Ltd and Priestman (2001) explored the experiences of recent entrants to the museums profession, including archaeological curators and conservators. This was a study of perceptions, rather than 'hard' data, but it was able to demonstrate that junior museum professionals experienced financial hardship and that job insecurity created through short-term contracts was a major issue.

2 Methodology

2.1 Introduction

Archaeology Labour Market Intelligence: Profiling the profession 2007-08 was the third in a series of comprehensive, quinquennial surveys of employment in archaeology in the UK. The first was carried out in 1997-98 (Aitchison 1999) and the second in 2002-03 (Aitchison and Edwards 2003). The present survey was designed to build on that work and produce up-to-date and expanded information.

As set out in the project design, the principal aim of the project was to improve understanding of the needs of the archaeological profession by identifying, collecting, quantifying and disseminating labour market information for the sector. The specific objectives were to

- generate a profile of the workforce, highlighting any diversity issues
- gather and interpret information on training needs, skills shortages and skills gaps
- gather and interpret details of the nature and extent of the archaeology sector, including accurate employment figures
- gather and interpret information on professional roles including potential recruitment and career progression difficulties
- identify labour market trends and issues including training investment and supply and other financial, business and staffing issues
- identify potential barriers to employment
- feed these data into the Europe-wide *Discovering the Archaeologists of Europe* project, and so contributing to a wider dataset about the archaeological profession in twelve of the 27 European Union member states
- inform the archaeological sector of the outcomes of this research

Although the survey aimed to include those working in a voluntary capacity within professional archaeological organisations (see section 4.7), it specifically excluded wholly voluntary organisations.

The project team reported to a Project Board, consisting of representatives of the UK national funding bodies, the Institute of Field Archaeologists, the Archaeology Training Forum, and two specialist advisors. The Project Board provided advice to the project team at significant stages of the work, meeting in person on four occasions, and submitting comments by email on the final draft of the report, but any opinions presented within this report are those of the named authors and do not necessarily represent those of the Project Board members nor the organisations that they represent.

2.2 Survey methodology

The survey was carried out by means of a postally-distributed questionnaire, using the same approach as the previous two projects (Aitchison 1999, Aitchison and Edwards 2003). A two-part questionnaire was addressed to organisations employing archaeologists and to the self-employed, not to individual archaeological employees. The first part asked a series of questions about the organisation as a whole, then respondents were asked to complete a separate copy of the second part of the

questionnaire for each post in the organisation to allow profiles of all archaeological and support posts to be drawn up.

The target population for the survey was all organisations employing archaeologists and all self-employed archaeologists in the UK and so questionnaires were sent to all such organisations. As the mailing list was not likely to be perfect, there will have been some *coverage error* (omission, duplication or wrongful inclusion of population elements) but minimal *sampling error* (where only a subset of the total population is sampled). The levels of non-response (discussed in data collection below) may have potentially introduced some *non-response error* (all error definitions after Groves 1989) if the non-respondents had differed significantly from the respondents, but the authors and project board are confident that the non-responding organisations would not have provided data that would have been significantly different in qualitative terms.

This approach was designed to achieve maximum coverage of the profession, as a single completed questionnaire could provide information about a large number of archaeologists, in the case of the larger employers. The drawback of this approach is that there are some limitations to the multivariate analyses which are possible, because detailed information about individuals is not collected by this method (see Introduction to Appendix 1).

The questionnaire was based on that used in 2002-03, with a number of amendments to allow more detailed information on training requirements and provision to be obtained. Other adaptations were designed to facilitate responses from self-employed archaeologists, and to maximise responses relating to all those employed as historic environment professionals. The Project Board provided valuable advice and guidance with the questionnaire content and design.

The questionnaire was sent to all organisations and self-employed individuals on the mailing list (section 2.3), together with a covering letter and guidance note. A 'census date' of 13 August was used, to ensure that no employees were omitted or counted twice as a result of changing jobs. Respondents were specifically asked to include temporary staff, support staff and any unpaid volunteers. A copy of the questionnaire, covering letter and guidance note are reproduced as Appendix 3.

2.3 Mailing list

The mailing list of organisations employing archaeologists was based on that used in 2002-03, updated from a variety of overlapping sources. The process of updating the list included checking for any changes of addresses or names of organisations; removing any duplicate organisations; removing organisations which had ceased trading; adding those established since 2002, and adding self-employed archaeologists.

Data sources used included

- 2002-03 mailing list
- IFA databases of Registered Archaeological Organisations and Directory of Members' work addresses
- ALGAO member list
- TORC Directory
- Organisations advertising for staff in BAJR
- UCAS list of institutions offering archaeology degrees
- List of contracting organisations provided by Everill (2008)

- IFA Finds Group mailing list
- AAI&S membership list

The mailing list database remained separate from the survey results database to ensure confidentiality. The final mailing list consisted of 1997 addresses of organisations believed to potentially employ archaeologists and individual archaeologists believed to be self-employed.

2.4 Data collection

The questionnaires, each with covering letter, guidance note and postage-paid reply envelope were distributed by post during the week beginning 17 September 2007. An electronic version in *Microsoft Word* was made available via the IFA website. The deadlines for responses were 26 October 2007 for completed paper questionnaires and 9 November for questionnaires returned as email attachments. Many organisations were able to respond within these timescales, but some, especially those employing large numbers of staff, requested extensions to the deadline. Follow-up emails were sent and telephone calls were made to targeted non-respondents during November and December 2007 and January 2008. A total of 466 responses was received by 15 February 2008, representing 23% of the 1997 addresses on the mailing list.

This was a low, but not unacceptably low, level of response for this type of survey. Self-administered mail surveys, where there is no interviewer to guide the respondent, produce levels of return that are in general lower than for face-to-face or telephone surveys (De Leeuw and Hox 2008, 240). De Leeuw (2008, 128-9) notes that although no systematic comparisons are available, response figures for commercial and market research surveys are in general lower than for official (government) surveys.

In this survey, with responses coming from employers rather than individuals, it should also be noted that this 23% return rate (of all organisations approached) provided the project with hard data regarding 39% of the total (estimated) archaeological workforce.

Data entry

The 242 relevant responses comprised 200 paper returns and 42 electronic returns using the *Microsoft Word* form provided. The results were entered onto a *Microsoft Access 2003* database. The database contains data for 242 organisations (Part 1 of the questionnaire), and 808 post profiles (Part 2 of the questionnaire). The data were entered onto three linked tables designed to allow analysis of the full range of variables.

Level and completeness of response

Of the 466 responses, 242 were relevant, and 224 were null returns comprising the following: 74 responded that their returns were included in an overall response from their organisation or that duplicate questionnaires had been received; 32 employed no archaeologists; 71 were returned as the addressee or organisation was not known; 14 were entirely voluntary organisations; 9 were returned blank with no explanation; 10 were in employment rather than self-employed; 7 were no longer

relevant for a range of reasons (project completed, individuals retired etc); and 7 were returned for miscellaneous other reasons.

By contrast with the previous two surveys no completed duplicate responses were received. All organisations which had received multiple questionnaires either deliberately (for example where one organisation had offices based in different regions) or by accident (due to difficulties with perfecting the mailing list) successfully liaised with colleagues and ensured that only the correct returns were sent. In many cases respondents informed the survey team of duplicate questionnaires received.

In addition to the level of non-response, there was a low and variable level of *measurement error* on a question-by-question basis. Measurement error is defined as inaccuracies in responses arising from respondent error or errors due to weaknesses in the wording of the survey questionnaire (Schonlau *et al* 2002, 14). Where these measurement errors have been identified, they are commented on in the relevant parts of this report.

Table 4 shows the number of responses and the proportion of estimated responses from organisations, ordered by the role and basis ascribed to each (see section 0 below).

Table 4 Questionnaire returns by ascribed organisation type and basis

		Number of organisations				
		Field investigation and research services	Historic environment advice and information services	Museum and visitor / user services	Educational and academic research services	Total
National government	Responses	1	10	1	1	13
	Estimated total	*2*	*49*	*29*	*6*	*86*
	% response	*50%*	*20%*	*3%*	*17%*	*15%*
Local government	Responses	7	41	29	0	77
	Estimated total	*16*	*189*	*107*	*4*	*316*
	% response	*44%*	*22%*	*27%*	*0%*	*24%*
University	Responses	4	4	0	18	26
	Estimated total	*12*	*10*	*9*	*155*	*186*
	% response	*33%*	*40%*	*0%*	*12%*	*14%*
Private sector	Responses	31	70	2	5	108
	Estimated total	*205*	*367*	*29*	*19*	*620*
	% response	*15%*	*19%*	*7%*	*26%*	*17%*
Other	Responses	3	10	3	2	18
	Estimated total	*7*	*41*	*21*	*76*	*145*
	% response	*43%*	*24%*	*14%*	*3%*	*12%*
Total	Responses	46	135	35	26	242
	Estimated total	*242*	*656*	*195*	*260*	*1353*
	% response	*19%*	*21%*	*18%*	*10%*	*18%*

Questionnaire completion

As was the case in both previous surveys, some respondents chose not to answer some of the questions (item non-response, see 2.5 below). Where responses are discussed, the number of respondents to each question is noted or included in tabulations.

2.5 Data analysis

Calculating workforce size

From a statistical point of view, the level of non-response to the survey meant that the data was incomplete, as not all potential respondents provided data on the number of archaeologists working for them. In all areas other than producing estimates for the total workforce size, this did not present a problem as data were available in sufficient quality and quantity to allow useful comparative results to be presented.

As these missing data were, in statistical terms, absent for reasons of *unit* non-response (no response at all from those potential respondents, rather than partial or *item* non-response), the approach used to correct this bias in the data was to generate figures by weighting the complete data from respondents based on the background data that was available for all of the survey population.

This allowed a model to be used that predicted responses from background variables which are available for both the respondents and non-respondents, in this case, the assumed function and organisational structure of the respondent and non-respondent organisations.

The techniques applied were founded upon those used in 2002-03 and 1997-98.

The primary source was the returned questionnaires, which asked (Question 3) how many staff were working for the organisation on 13 August 2007. For non-responding organisations, these figures were estimated, with the exception of non-responding IFA Registered Archaeological Organisations, for which the staff numbers published in the IFA *Yearbook and directory 2007* were used.

As in 2002-03 all organisations on the mailing list were ascribed to categories of structural basis and organisational role, without reference to the returned questionnaires (see Table 4). This was done by examining the sources from which addresses had been obtained and through the personal knowledge of the research team.

The ‘ascribed’ organisational categories were then compared with those given on actual returns, and this was found to be 83% accurate. Testing the ascribed organisational roles against the returned data was less straightforward, as respondents were given the option to indicate the ‘broad %’ of their work that fell into the four different organisational roles used (Question 1). The overall accuracy was found to be 74%, although the accuracy in respect of Historic environment advice and information services was only 43%, while that of the other categories averaged 84%. Rather than interpreting the low correlation between the ascribed and selected roles as an indication of a flawed methodology, it is suggested that the diversity of respondent-selected roles reflects the reality of archaeological work in this sub-sector. Relatively few organisations only provide advice and information. Most fulfil one or more other roles as well.

On a similar basis, all organisations were ascribed to anticipated categories of size (0-1 individuals, 2-5, 6-10, 11-20, 21-50, 51-100 and 101+). When compared with the returns, this was found to be 60% accurate.

As these levels of accuracy were considered to be satisfactory (categorisation being more important than the ascribed size for this process), estimated sizes were then calculated for all the organisations which had not returned questionnaires but which were considered to employ archaeologists (all duplicate addresses and organisations that had indicated that they did not employ archaeologists had been discarded from this process).

All of these organisations had thus been ascribed organisational roles, structural bases and geographical locations.

The numbers of people working for these organisations was then estimated by calculating the averages that had been returned for the numbers employed by organisations (using the returned structural basis and organisational roles). This set of numbers was then refined by comparing these calculated averages with the previously ascribed estimated sizes, and weighting them by using multipliers to reduce or increase these numbers as appropriate.

Finally, the returned totals of organisations and individuals by role/basis were added to the calculated figures, to produce an overall, calculated estimated size for the archaeological workforce which can be broken down and analysed on structural, functional and geographical bases.

Throughout the report, estimated figures in tables are presented in *italics*.

Salary data

The questionnaire asked for the gross salary scale of each post. Respondents were invited to provide minimum, maximum and average salaries. The figures presented in this report are all average salaries. If no average salary was given but only a minimum or a maximum, that was regarded as an average salary for that post. When no average was given but both a maximum and a minimum, the average was taken to be the minimum plus one third of the difference between the minimum and maximum, as this was found to be an accurate approach in the two previous *Profiling the Profession* surveys.

Analysis and presentation of reported figures

Collation and analysis of the data reported to the survey was carried out in *Microsoft Access 2003* and *Microsoft Excel 2003*. Where applicable the figures and percentages presented in the report have been rounded up to the nearest integer, if 0.5 or higher. In the case of percentages, the un-rounded figures add up to 100%, even if the rounded figures may total 101% or 99%.

2.6 Creation of post profiles

Information was received about 519 different posts, including archaeologists and support staff. These were aggregated to produce 41 post profiles, following the methods used in the previous two surveys.

Three new profiles have been added to the 38 used in the previous survey (Aitchison and Edwards 2003, 11). These are: Education and Outreach posts, Rural Advice,

and Characterisation posts. The former Assistant Archaeologist post profile has been renamed to Project Assistant and adjusted to include all Project Assistants. The new and amended profile titles are shown in bold in Table 5 below.

As in the previous surveys post profiles were created by searching the database for specific words. For example, the Academic Staff profile consisted of all posts whose titles included the words 'academic', 'fellow', 'lecturer', 'postgraduate', 'professor', 'reader' or 'tutor'. The post profile title 'Academic Staff' was then added to the database records for the posts selected. It was necessary to follow a careful sequence when carrying this out, to ensure that staff ended up in the most appropriate profile. For example, the profile for Photographer was created before that for Senior posts, so the post title 'Head of Photography' was grouped with other Photographers, rather than in the less specific Senior posts profile, in which other 'Head of' posts were included. The selection criteria and sequence of selection are listed in Table 5 below. Asterisks * are used as wildcards, so *photo* will select 'Photographer' or 'Head of Photography' or 'Photographic Assistant'. After completing 38 of the post profiles using the Access database programme Update Query with the selection criteria described below, the three remaining profiles 'Other support posts', 'Junior posts' and 'Other posts' were assigned manually.

Table 5 Criteria and sequence of selection for post profiles

Post profile	**Words included within post title**
Computing Officer	*multi media* or *data* or *geomatics* or IT* or *network* or *comput* or *systems*
Administrator	*admin* or *clerical* or *secretar* or *personal assistant* or *receptionist* or *office assistant* or *office manager*
Archaeological Assistant	*archaeological assistant* or archaeology assistant
Academic Staff	*academic* or *fellow* or *lecturer* or *postgraduate* or *professor* or *reader* or *tutor*
Education and outreach posts	*community* or *education* or *outreach* or *interpret* or *access* or *exploring* or *open day* or *teaching*
Editor	*editor* or *publication*
Characterisation posts	*characterisation*
Inspector	*insp*
Buildings Archaeologist	*building* or *blg* role not admin
Finds Officer	*artefact* or *brick* or *ceramic* or *coin* or *finds* or *pottery* or *wood* or *timber* or *medieval pot* or *lithic* or *samian* or *glass*
Rural Advice	*adviser* or *countryside* or *rural* or *agri-environment* (after Finds, to ensure that Finds Advisers are not in rural advice)
Consultant	*consultant*
Project Manager	*project manager*
Illustrator	*graphic* or *design* or *drafts* or *draughts* or *illustrator* or *CAD*.
Investigator	*investigator*
Surveyor	*geophys* or *survey* or *geomatic*

Post profile	**Words included within post title**
Historic Environment Record Officer	*sites and monuments* or *record* or *information* or *UAD* or *SMR* and not *archive*. This time, however, it was not necessary specifically to exclude archive record staff as no posts were reported to the survey. Including *record* covered Historic Environment Record posts, and Information and Record posts. *HER* was not used as it brought up all Researcher posts, and all HER-only posts were spelled out in full.
Planning Archaeologist	*development control* or *DC* or *plann* or *historic environment*. A range of posts including the term 'historic environment' were still unaccounted for, and it was considered more appropriate to locate them as Planning Archaeologists than as HER staff or as County or Regional Archaeologists.
Conservator	*conservator*
Warden	*warden*
Excavator or Site Assistant	*excavator* or *site assistant*
Photographer	*photo*
County or Regional Archaeologist	*borough* or *city archaeologist* or *county* or *district archaeologist* or *regional* or *territory* or *national park* or [placename omitted] archaeologist
Conservation Archaeologist	*conservation*
Archives Officer	*archiv* and not *conserv*
Museum Archaeologist	*curator* or *collection* or *museum* or *exhibition* or *keeper* and not *book keeper*. 2 posts called Head of Curatorial Services were included as Planning Archaeologists;
Senior Archaeologist	senior archaeologist*
Archaeological Scientist	*animal bone* or *archaeobot* or *archaeozoo* or *geoarchaeol* or *osteoarchaeo* or *osteolog* or *human bone* or *laborat* or *environment* or *palynol* or *petrographer* or *biologist* or *scien*. Excluded Technician as last time, as word is now used for a variety of different post profiles.
Financial posts	*financ* or *book keeper* or resource* or *credit controller* or *treasurer*
Field Officer	*field officer*
Project Officer	*project officer*
Archaeological Officer	*archaeological officer* or *archaeology officer* or cathedral archaeologist
Archaeologist	archaeologist* or *project archaeologist* or field archaeologist or contract archaeologist excluding those included in other profiles
Supervisor	*archaeological supervisor* or *assistant supervisor* or *project supervisor* or *site supervisor* or supervisor or *field supervisor* or excavation supervisor
Project Assistant	assistant archaeologist or *project assistant*. Replaces Assistant Archaeologist profile.
Director or Manager	*director* or *manager* and not *assist* and not *deputy* and not *project*
Researcher	*research*
Senior posts	*director* or *head* or *proprietor* or *principal* or *senior* or *chief* or *team leader* or *partner*

Post profile	Words included within post title
Other support posts	Selected manually, to include all remaining posts with titles implying a support role
Junior posts	Selected manually, to include all remaining archaeological posts in junior role, including unpaid volunteers
Other posts	All posts not already assigned to a post profile.

2.7 Electronic access to the report and data

This report will be made available for free access on the IFA website. A copy of the project database will also be made freely available electronically for subsequent analysis, but any commercially sensitive data will be removed, so data cannot be connected with the organisation which provided them. These data will be curated by the Archaeology Data Service.

3 Organisations

3.1 Introduction

Questionnaires were sent to all organisations in the UK that were believed to employ archaeologists, including self-employed individuals. Completed questionnaires were returned from 242 organisations. In most cases organisations with different offices or departments across the country completed a single questionnaire covering all UK employees.

Further details of how the questionnaire was compiled and distributed, and about the level of response are given in Chapter 2 above.

3.2 Types of organisations

Respondents to the questionnaire were asked to describe their organisation's basis and principal role, using the same categories as the previous survey (Aitchison and Edwards 2003, 13). The categories for the organisation basis were:

- National government or agency
- Local government
- University
- Private sector
- Other

As Table 6 indicates, the highest proportion of respondents reported that their organisations were based in the private sector (109, 45%), followed by local government based organisations (76, 31%).

Table 6 Organisation basis

Organisation basis	Number of responses	% of responses
National government or agency	13	5%
Local government	76	31%
University	25	10%
Private sector	109	45%
Other	19	8%
Total	242	100%

Unlike the previous survey, where respondents had been asked to select a single principal role, this time they were offered the opportunity to indicate the proportions of the following roles undertaken, if it were impossible to select a single option

- Field investigation and research services
- Historic environment advice and information services
- Museum and visitor / user services
- Educational and academic research services

Responses revealed that organisations frequently have more than one significant role. Excluding questionnaires returned by self-employed individuals, only 48% (117) were able to identify one single principal role. Table 7 summarises responses,

indicating that over a third (37%) of the overall role of organisations relates to field investigation and research services, and just over a quarter (27%) to historic environment advice and information services.

Table 7 Organisation principal role

Principal role	Sum of responses	% of responses
Field investigation and research services	90	37%
Historic environment advice and information services	66	27%
Museum and visitor / user services	43	18%
Educational and academic research services	37	15%
Other	6	3%
Total	241	100%

Registered charities

Respondents were asked to indicate charitable status separately from the organisation basis. Of the 242 organisations that returned questionnaires, 36 indicated that they were registered charities (15%).

These organisations employed 44% of the total reported archaeological workforce, and provided voluntary opportunities to 96% of all of the volunteers working for archaeological organisations with paid staff. Table 8 presents the numbers and proportions of paid and unpaid staff working for charities.

Table 8 Total employees per organisation

	Total	Registered charity	Employees of charities as % of all employees
Paid archaeologists	2665	1169	44%
Paid support staff	334	163	49%
Total employees	2999	1332	44%
Voluntary archaeologists	510	492	97%
Voluntary support staff	16	12	75%
Total volunteers	526	504	96%

Self-employed individuals

In order to clarify which responses were from self-employed individuals, the questionnaire specifically asked whether respondents were self-employed. Sixty-eight questionnaires were returned by self-employed respondents (28% of the 242 returned). Although the majority were single-person organisations, five each included two paid individuals, and another response covered eight individuals, giving a total of 80 paid self-employed archaeologists (3% of the total 2665).

Two unpaid archaeologists worked as volunteers with one of the self-employed respondents.

3.3 Estimated numbers of organisations

Table 9 presents the numbers of organisations categorised by organisation basis and functional role. The table shows figures for those organisations which returned questionnaires and the estimated totals including those which did not. The reported

organisation roles were calculated from the percentages indicated by respondents (see Methodology section 2.5 for further details).

High figures have been estimated for private sector / historic environment advice as responses were sought from all individual consultants who were on the mailing list. As not all of these people do actually work on an individual basis, the average number of archaeologists per organisation for this category has been calculated as less than 1. National government / museum and visitor services is also a notably high figure as each department of the British Museum was treated separately. The estimated numbers of individuals working in each category are discussed below (section 4.1).

Table 9 Estimated numbers of organisations

		Field investigation & research	**Historic environment advice**	**Museum & visitor services**	**Education & academic research**	**Other**	**Total**
National government or agency	Reported number of organisations	2	5	2	2	2	13
	Estimated total	*2*	*49*	*29*	*6*		*86*
	% of workforce	*1%*	*7%*	*1%*	*<1%*		*10%*
Local government	Reported number of organisations	8	34	31	3	0	76
	Estimated total	*16*	*189*	*107*	*4*		*316*
	% of workforce	*4%*	*11%*	*2%*	*<1%*		*17%*
University	Reported number of organisations	6	0	0	19	0	25
	Estimated total	*12*	*10*	*9*	*155*		*186*
	% of workforce	*5%*	*<1%*	*<1%*	*10%*		*15%*
Private sector	Reported number of organisations	69	23	5	11	2	110
	Estimated total	*205*	*367*	*29*	*19*		*620*
	% of workforce	*43%*	*7%*	*1%*	*<1%*		*51%*
Other	Reported number of organisations	4	3	5	2	2	17
	Estimated total	*7*	*41*	*21*	*76*		*145*
	% of workforce	*4%*	*2%*	*<1%*	*2%*		*8%*
Reported total		90	66	43	37	6	241
Estimated total		*242*	*656*	*195*	*260*		*1353*
		57%	*27%*	*5%*	*12%*		*101%*

3.4 Size of Organisations

The results of the survey indicated that the archaeological profession is dominated by very small organisations, as shown in Table 10 and Table 11. The average number of employees across all organisations including self-employed was 12.5, including 11.1 archaeologists and 1.4 support staff. If the self-employed are excluded, the

average number of employees rises to 17, including 15 archaeologists and 2 support staff. Nearly three-quarters of organisations employed ten or fewer people, and close to a third (excluding self-employed) employed just one archaeologist, presumably normally within a larger organisation.

Table 10 Size of archaeological organisations (including self-employed)

Total employees	Number of employing organisations	% of organisations providing data
1	111	46%
2-10	77	32%
11-49	40	17%
50-99	6	3%
100-249	4	2%
250+	1	0%
Total organisations	239	100%

Table 11 Size of archaeological organisations, self-employed only

Total employees	Number of employing organisations	% of organisations providing data
1	62	91%
2	5	7%
8	1	1%
Total organisations	68	100%

3.5 Organisation funding

The questionnaire asked respondents what proportion of the organisation's income was generated by work related to development or the planning process (excluding local authorities funded to process planning applications). Of the 239 organisations which responded to this question, 114 (48%) were funded in this way at least in part, and 22 (9%) were 100% development-funded.

Overall, calculating on a crude organisation-by-organisation basis, 33% of income was generated by development-related work. A much more useful figure includes the number of paid staff funded in this way. A total of 1551 or 58% of archaeological posts reported to the survey were funded by income derived from development or the planning process.

3.6 Quality Standards

Just over half of the organisations which responded employed at least one quality system, as Table 12 shows.

Table 12 Organisations' commitment to quality systems

Do you employ a quality system?	Number of organisations	% of all organisations	% of responses to question
Yes	131	54%	56%
No	87	36%	37%
Don't know	16	7%	7%
Total	234	97%	100%

Twelve formal quality systems were cited (see Table 13), in addition to internal quality assurance procedures and individual membership of professional associations. Just under a third of organisations were recognised Investors in People, nearly a fifth were Registered Museums, and over one in six were IFA Registered Archaeological Organisations. One in ten had implemented one or more ISO standards. Although only two mentioned the local authority performance indicators and assessment, it can be assumed that all 76 local authority organisations will have had to contribute to these measures.

Table 13 Quality systems used in archaeology

Quality system used	No	% of all organisations
Investors in People	72	30%
IFA Registered Archaeological Organisation	39	16%
Registered Museum	45	19%
ISO 9000	18	7%
ISO 9001	2	1%
ISO 14001	4	2%
ISO 18001	1	<1%
Best Value Performance Indicators (BVPIs), Comprehensive Performance Assessment (CPA)	2	1%
Chartermark	4	2%
Office for Standards in Education (Ofsted)	1	<1%
Quality Assurance Agency for Higher Education (QAA)	2	1%
Visitor Attraction Quality Assurance Service (VAQAS)	1	<1%
Internal QA procedures	10	4%
IFA member	2	1%
AAIS member	1	<1%

Responses to specific questions regarding Investors in People (IiP) are summarised in Table 14. IiP is the national standard which sets a level of good practice for training and development of people to achieve business goals.

Table 14 Position on Investors in People

Position on IiP	No	% of all organisations
Recognised IiP	65	27%
Committed to IiP	14	6%
Considered not yet working towards it	12	5%
Considered and rejected	7	3%
Not considered	36	15%
Don't know	22	9%
Total	156	64%

Those organisations that were neither formally recognised as Investors in People nor formally committed to recognition were asked why. Table 15 summarises their responses. The ‘other’ responses included two who did not know, one new firm, one for whom other priorities had precedence, and one respondent who noted that commitment to IiP was not in their control. In addition to these, four respondents had not heard of IiP, and twelve noted that they considered it was not relevant to self-employed individuals.

Table 15 Reason for non-commitment to Investors in People

Reason for non-commitment to IiP	No	% of all organisations
Too much paperwork	6	2%
Time not available	13	5%
Benefits not clear	13	5%
Seemed irrelevant	32	13%
No LSC/LEC funding	0	0%
All of the above reasons	2	1%
Parts of organisation recognised, other parts working towards IiP	3	1%
Under consideration	2	1%
Other	5	2%
Total	81	33%

Respondents were also asked about their position with regard to registering their organisation with the IFA as a Registered Archaeological Organisation (RAO). IFA RAOs have formally resolved to carry out all their work in accordance with the IFA's Code of Conduct and other by-laws, and are accepted onto the register following peer review including an interview and inspection of the organisation. Registration must be renewed every two years, with repeat inspections every six years.

Table 16 Position on IFA Registration

Position on IFA Registration	No	% of all organisations
Registered Archaeological Organisation	40	17%
Considered not yet working towards it	29	12%
Not considered	83	34%
Working towards Registration	10	4%
Considered and rejected	21	9%
Don't know	12	5%
Total	195	81%

Table 17 summarises respondents' reasons for non-commitment to IFA Registration. A significant number considered that the scheme was not relevant to them, despite there already being similar organisations within the scheme. Curators and consultancies are accepted, as are sole traders, educational organisations and those who do not carry out fieldwork, although in each case one or more respondents considered that they could not register. Five others indicated that they are considering Registration, two were not eligible (one was not a MIFA, the other noted that their management structure would not permit registration). Five considered Registration to be too expensive.

Table 17 Reason for non-commitment to IFA Registration

Reason for non-commitment to IFA Registration	No	% of all organisations
Too much paperwork	2	1%
Time not available	17	7%
Benefits not clear	21	9%
Seemed irrelevant	75	31%
Part of a larger organisation that will not commit	15	6%
Other	19	8%

4 Archaeologists

4.1 Estimated size of the workforce

Respondents provided information about 2665 archaeologists working in the UK, from which we have extrapolated the estimated archaeological workforce in 2007-08 to be ***6865***. Table 18 presents the reported and estimated numbers of archaeologists working in the UK.

We estimate that a further *866* people work as dedicated support staff within archaeological organisations, giving a total of *7731* people directly earning from archaeology.

Slightly more than half of all archaeologists work in the private sector, with the majority undertaking field investigation and research.

Table 18 Estimated archaeological workforce by organisational type

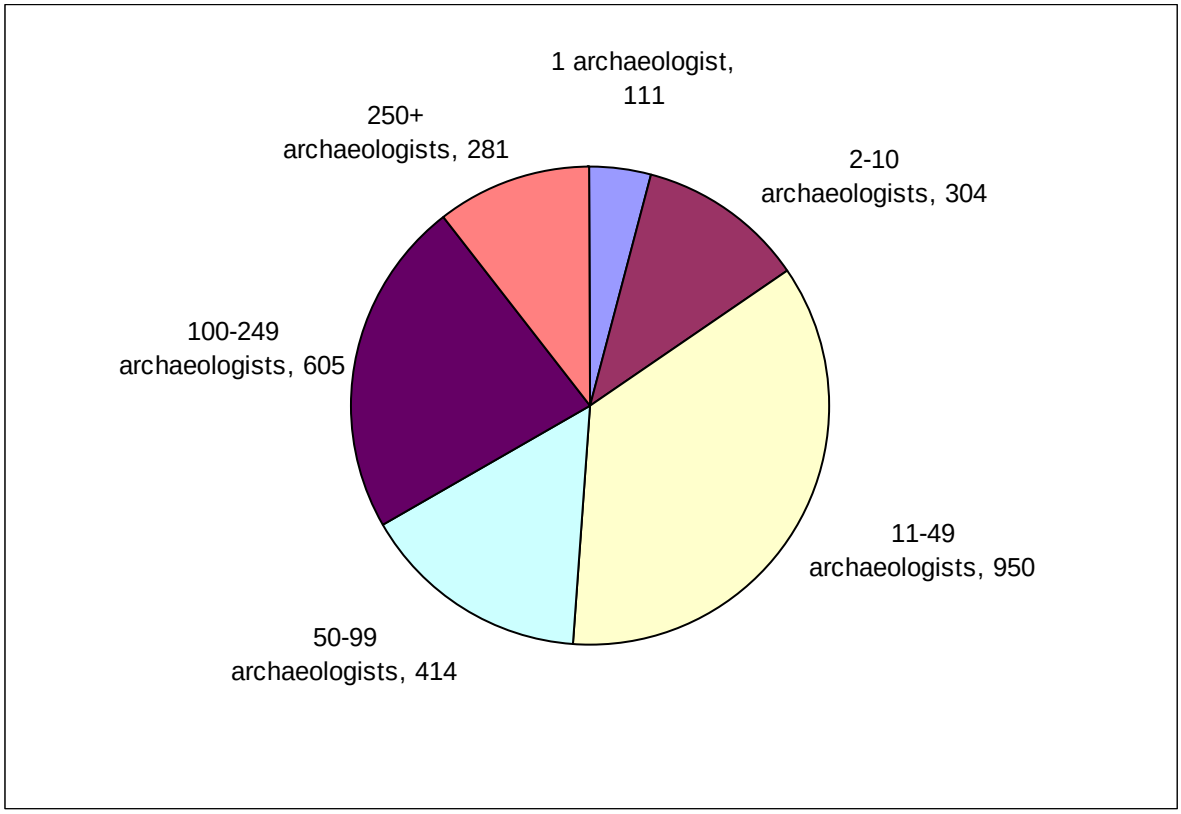
		Field investigation & research	Historic environment advice	Museum & visitor services	Education & academic research	Other	Total
National government or agency	Reported number of staff	111	99	59	29	29	328
	Estimated total	*85*	*492*	*83*	*6*		*666*
	% of workforce	*1.2%*	*7.2%*	*1.2%*	*0.1%*		*9.7%*
Local government	Reported number of staff	159	147	65	18	0	389
	Estimated total	*299*	*724*	*124*	*4*		*1151*
	% of workforce	*4.4%*	*10.5%*	*1.8%*	*0.1%*		*16.8%*
University	Reported number of staff	202	2	1	233	0	437
	Estimated total	*308*	*13*	*20*	*668*		*1009*
	% of workforce	*4.5%*	*0.2%*	*0.3%*	*9.7%*		*14.7%*
Private sector	Reported number of staff	994	185	18	23	2	1221
	Estimated total	*2929*	*487*	*58*	*30*		*3504*
	% of workforce	*42.7%*	*7.1%*	*0.8%*	*0.4%*		*51.0%*
Other	Reported number of staff	227	30	10	8	15	290
	Estimated total	*267*	*115*	*25*	*128*		*535*
	% of workforce	*3.9%*	*1.7%*	*0.4%*	*1.9%*		*7.8%*
	Total reported number of staff	1693	462	153	311	46	2665
	Estimated total	*3888*	*1831*	*310*	*836*		*6865*
	% of workforce	*56.6%*	*26.7%*	*4.5%*	*12.2%*		*100%*

The largest proportion of archaeologists reported to the survey worked for organisations employing 11-49 archaeologists, as Table 19shows. A significant proportion worked for large organisations of over 100 people (34% overall, working for 5 organisations). Although over three-quarters of organisations employed ten or fewer archaeologists, just 415 archaeologists or 16% of the reported workforce of 2665 worked for these organisations. Figure 2 depicts these results graphically.

Table 19 Organisation size and archaeologists, including self-employed

Total employees	Number of employing organisations	Reported number of archaeologists	% of reported archaeologists	% of organisations providing data
1	111	111	4%	46%
2-10	77	304	11%	32%
11-49	40	950	36%	17%
50-99	6	414	16%	3%
100-249	4	605	23%	2%
>250	1	281	11%	0%
Total	239	2665	100%	100%

Figure 2 Proportion of archaeologists working in different sizes of organisations



Variation in staff numbers 2006-07

Respondents were asked whether the numbers of staff had varied in the course of the previous year. Responses from 81 of the 174 employing organisations (47%) indicated that numbers of staff had varied. Self-employed respondents were excluded from this analysis. At the time of the survey census date in August 2007 these organisations employed 1911 archaeologists. At their smallest, they had employed 1635 archaeologists, 14% fewer, and at their largest they had employed 2142, 12% more archaeologists. The degree of variation in staff numbers differed between organisations. In 34 of the 81 organisations reporting variation, this was only plus or minus two individual archaeologists over the course of a year. In thirteen other cases variation was in excess of ten archaeologists, in one case an organisation reported maximum numbers 59 higher than at the time of the survey.

This variation in staff numbers reveals changes in organisation size. At low levels these changes can be interpreted as natural movement of individuals between jobs as they progress in their careers. The larger variations in organisation size are more likely to reflect the volatility of parts of the profession. When variation in staff numbers is compared with contract lengths reported by respondents (see section 5.4), an interesting pattern emerges. A total of 445 contracts of less than 12 months was reported to the survey, which is not very different from the total variation in staff numbers which amounted to 507 over the course of the year. This could be interpreted as an indication that the variation in staff numbers consisted of around 445 short-term posts and 60 permanent or longer term posts. Of course in many cases posts do not remain vacant, but are filled without delay, and therefore there would be no variation in staff numbers to report. Interestingly, respondents reported difficulty in filling 59 posts (see section 5.8).

4.2 Growth of the profession

Archaeologists

Overall, the number of people employed as archaeologists is estimated to have grown by 20% in the past five years, from *5712* to *6865*. This continues the trend observed in 2002-03 (Aitchison and Edwards 2003) and discussed above (section 1.4) and in Chapter 7 below.

Respondents were asked whether their organisation had grown in the last one, three and five years. In each case more organisations reported growth than shrinkage, as can be seen from their responses in Table 20.

Table 20 Past paid staff numbers, number of responding organisations

Past paid staff	**2002-03**		**2004-05**		**2006-07**	
	5 years ago		**3 years ago**		**Last year**	
Employed fewer than now – organisation has grown	78	41%	74	37%	52	24%
Employed same as now – organisation is stable	68	36%	88	44%	135	62%
Employed more than now – organisation has contracted	43	23%	40	20%	30	14%
Subtotal	189	100%	202	100%	217	100%
Don't know	6		3		1	
Not trading	16		10		2	

Respondents were also asked whether they expected their organisations to grow in the future, with opinions sought on what they thought the sizes of their organisations would be one and three years in the future (Table 21). A quarter of employers were confident that further growth could be expected over the next year, with a majority anticipating stability. There is a little more optimism for three years ahead, with over a third anticipating growth. As the questionnaire was circulated in summer 2007, answers reflect opinions at that time and respondents may have not recognised the potential impact of the credit squeeze that began in August of that year.

Table 21 Future paid staff numbers, number of responding organisations

Future paid staff	2008-09		2010-11	
	Next year		In 3 years' time	
Will employ more than now – growth anticipated	52	25%	65	36%
Will employ same as now – stability anticipated	136	64%	100	55%
Will employ fewer than now – contraction anticipated	24	11%	18	10%
Subtotal	212	100%	183	100%
Don't know	11		28	
Will not be trading	0		2	

Self-employed archaeologists

Responses from self-employed archaeologists confirmed the relative stability of this sector of the profession. Table 22 shows that the majority of self-employed organisations were the same size in August 2007 as they were three and five years ago. Relatively few have shrunk over that time. Twelve have come into being in the last five years.

Table 22 Self-employed, past numbers of staff, number of self-employed organisations responding

Past self-employment	2002-03		2004-05		2006-07	
	5 years ago		3 years ago		Last year	
Employed fewer than now – organisation has grown	14	30%	11	22%	4	8%
Employed the same as now – organisation is stable	27	57%	35	70%	44	86%
Employed more than now – organisation has contracted	6	13%	4	8%	3	6%
Don't know	0	0%	0	0%	0	0%
Total	47	100%	50	100%	51	100%

Table 23 indicates that the majority of self-employed respondents intend to remain as single-person organisations. Just seven respondents responded that they intended to expand their organisations in the next three years, suggesting that self-employment was generally not seen as the first stage in setting up a larger organisation.

Table 23 Self-employed, future numbers of staff, number of self-employed organisations responding

Future self-employment	2008-09		2010-11	
	Next year		In 3 years' time	
More than now – growth anticipated	4	7%	7	13%
The same as now – stability anticipated	45	83%	35	66%
Fewer than now – contraction anticipated	3	6%	4	8%
Don't know	2	4%	7	13%
Total	54	100%	53	100%

Unpaid volunteer staff

The survey asked about the numbers of unpaid volunteers working with paid staff. Table 24 shows the reported changes in use of unpaid volunteers over the last five years. These figures reveal a slight but steady increase in the numbers of unpaid

volunteers working with paid staff. It is clear that respondents did not report a reduction in the use of volunteers.

Table 24 Past unpaid volunteer staff numbers

Past unpaid volunteers	2002-03		2004-05		2006-07	
	5 years ago		3 years ago		Last year	
Used fewer than now – growth	15	33%	12	24%	6	12%
Used same as now – stability	19	41%	26	52%	33	67%
Used more than now – reduction	5	11%	2	4%	1	2%
Used none	7	15%	10	20%	9	18%
Subtotal	46	100%	50	100%	49	100%
Don't know	5		1		0	
Not trading	0		0		0	

Table 25 identifies respondents' intentions to offer opportunities to unpaid volunteers. Here too there are no indications that they intend to restrict such opportunities, rather, there is an intention to use the same or higher numbers of unpaid volunteers.

Table 25 Future unpaid volunteer staff numbers

Future unpaid volunteers	2008-09		2010-11	
	Next year		In 3 years' time	
Will use more than now – growth anticipated	8	16%	9	21%
Will use same as now – stability anticipated	32	64%	26	60%
Will use fewer than now – reduction anticipated	2	4%	2	5%
Will use none	8	16%	6	14%
Subtotal	50	100%	43	100%
Don't know	3		8	
Will not be trading	0		0	

New entrants to the profession

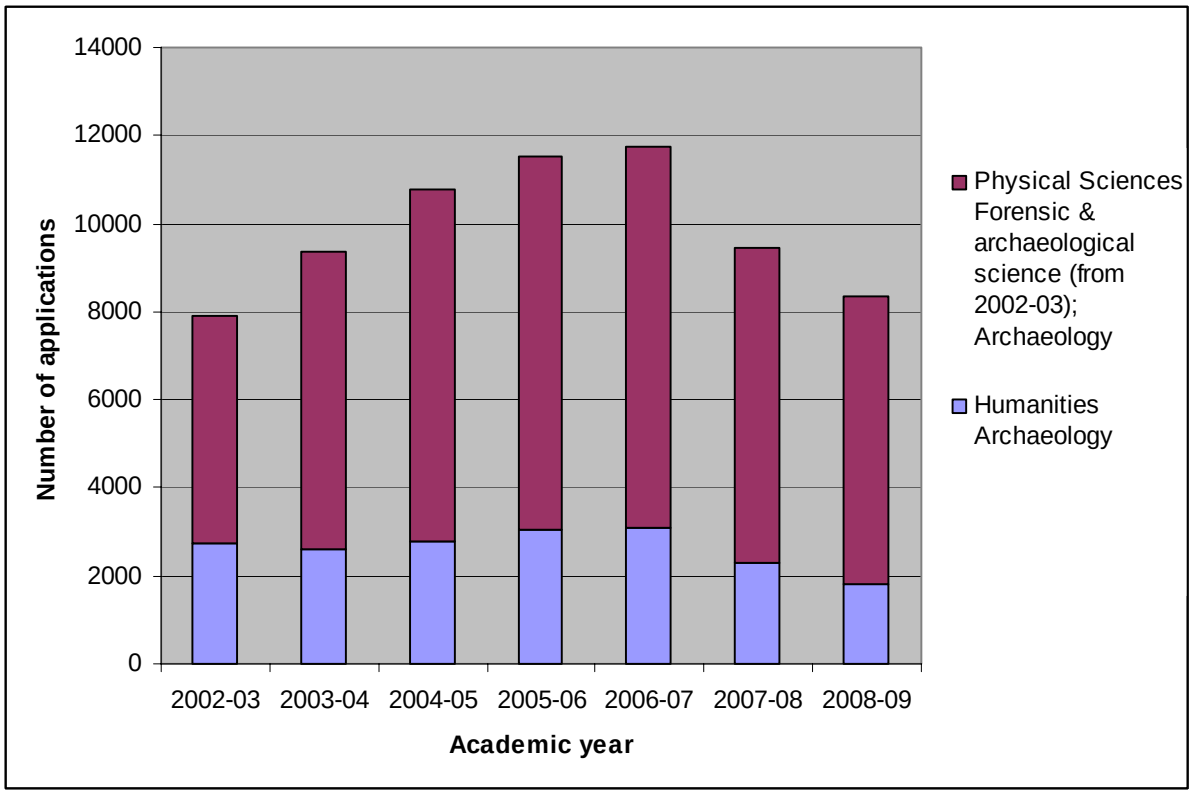
As shown in section 4.5 below, the overwhelming majority of archaeologists are graduates, and most new entrants are coming into the profession following university graduation. Compiling statistics on the number of students graduating with degrees in archaeology is complicated by the wide variety of courses available, the numbers of courses which include archaeology in combined honours rather than as a single subject, and the ways in which statistics are compiled by the Universities and Colleges Admissions Service (UCAS), as archaeology courses can be 'bundled' into a range of different subject areas (I Ralston pers comm).

The UCAS website lists 91 undergraduate courses with archaeology as a single subject at 28 universities for 2008 entry (website accessed 14 May 2008). Data on the numbers of people applying to study archaeology are available for each year from 2002-03 to 2008-09. This rose to a peak in 2006-07 and has been declining since, as shown in Table 26 and Figure 3 (data from UCAS 2008).

Table 26 Applications for undergraduate study in archaeology

Academic year	Physical Sciences	Humanities	Total
	Forensic & archaeological science; Archaeology	Archaeology	
2002-03	5152	2744	7896
2003-04	6740	2603	9343
2004-05	7996	2796	10792
2005-06	8496	3037	11533
2006-07	8648	3078	11726
2007-08	7152	2291	9443
2008-09	6561	1803	8364

Figure 3 Applications for undergraduate study in archaeology



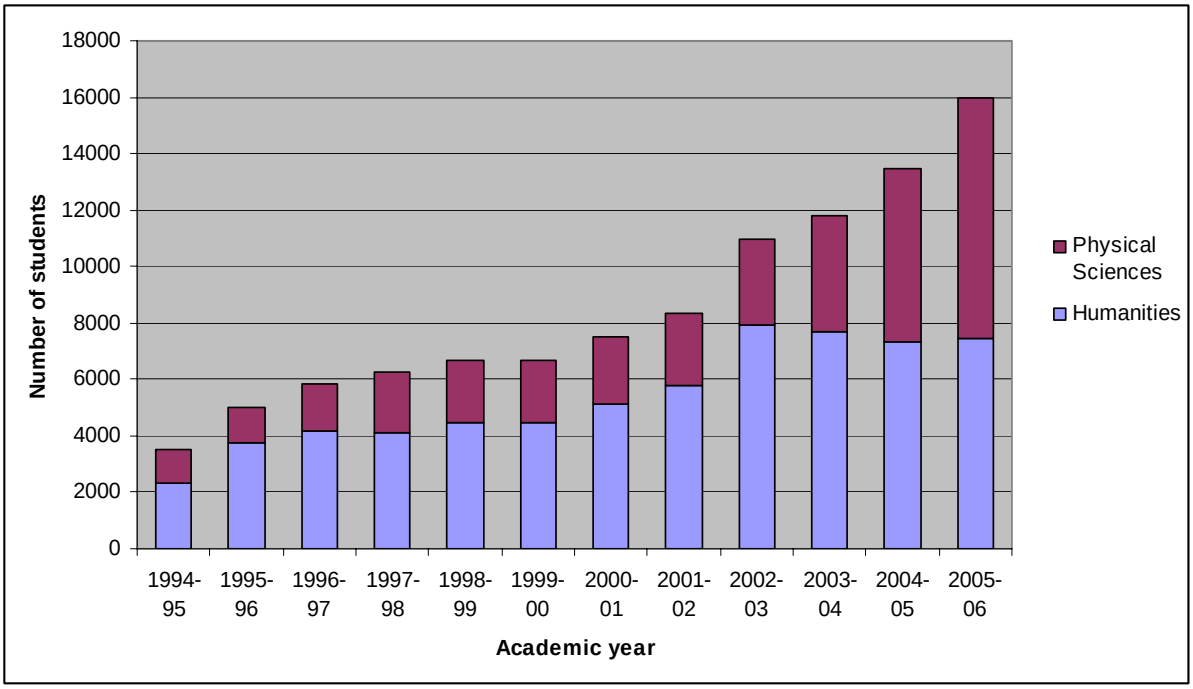
Figures are available from the Higher Education Statistics Agency (HESA) for the total number of students studying archaeology in any given academic year, at undergraduate and postgraduate level (Ramsden and Brown 2002, Ramsden 2006 and Ramsden 2007). As Table 27 and Figure 4 show, these figures reveal that the total number enrolled on Higher Education courses of study at any one time has risen in every year from 1994-95 to 2005-6 (the period for which data is available).

Table 27 All undergraduate and postgraduate students studying archaeology

Academic year	Archaeology		Total
	Physical Sciences (includes forensic science from 2002-03)	Humanities	
1994-95	1197	2299	3496
1995-96	1242	3777	5019
1996-97	1636	4189	5825
1997-98	2134	4126	6260
1998-99	2247	4441	6688
1999-00	2200	4490	6690
2000-01	2375	5120	7495
2001-02	2560	5785	8345
2002-03	3065	7900	10965
2003-04	4085	7690	11775
2004-05	6140	7315	13455
2005-06	8535	7455	15990

(data from Ramsden & Brown 2002, Ramsden 2006 and Ramsden 2007)

Figure 4 All undergraduate and postgraduate students studying archaeology



The figures from 2002 on are complicated by the combination of archaeology within physical sciences with forensic science. Separate data for the two disciplines are not available. While the total studying archaeology (or forensic science) as a physical science has been constantly increasing since 1994-05, the number of students studying archaeology within humanities has been in decline since 2002-03, as shown in Table 27 and Figure 4.

The Inclusive Accessible Archaeology project surveyed archaeology departments in 2005 (Phillips and Gilchrist 2005). Responses from eighteen universities identified a

total of 2309 students, as shown in Table 28. Thirty-five questionnaires were sent out; twenty were returned, of which eighteen provided details of numbers of students. Eight of the universities were classified as 'small' (1-99 undergraduate students) and 12 as 'large' (>100 undergraduate students).

Table 28 Number of archaeology undergraduates 2004-05

Degree	Full-time students	%	Part-time students	%	Total	%
Single/Major	1352	58.6%	101	4.4%	1453	63.0%
Subsidiary	166	7.2%	15	0.6%	181	7.8%
Joint	568	24.6%	107	4.6%	675	29.2%
Total	2086	90.4%	223	9.6%	2309	100.0%

(taken from Phillips and Gilchrist 2005, table 2)

The results of the survey discussed below (see section 4.5) indicate that all those now entering the profession are graduates. Overall, 91% of archaeologists reported to the survey had a Bachelors degree or higher, including 77% whose qualification is in archaeology.

The Higher Education Academy Subject Centre for History, Classics and Archaeology is currently undertaking a destination survey of archaeology graduates who received their degrees since 2000. Results are expected later in 2008.

4.3 Geographical distribution

The geographical distribution of archaeologists across the UK is shown in Table 29. The distribution of archaeologists across the UK approximates to the overall distribution of the UK population, with perhaps a heavier concentration where the largest private sector archaeological organisations are based (south-east and south-west England, London and Scotland). Overall, the distribution of archaeologists matches reasonably closely to the distribution of the total UK workforce (in all sectors), but there are some noticeable differences – in comparison with the overall distribution of employment in all sectors, there are many less archaeologists in North West England and many more in South West England.

Table 29 Geographical distribution of archaeologists

Geographical location	Paid archaeologists (reported)	Paid archaeologists (estimated)	% of UK archaeological total	Total UK workforce 2007-08 *
English region				
East of England	138	*505*	*7%*	*9%*
East Midlands	261	*500*	*7%*	*7%*
London	347	*665*	*10%*	*13%*
North East	97	*319*	*5%*	*4%*
North West	111	*366*	*5%*	*11%*
South East	430	*1091*	*16%*	*14%*
South West	425	*934*	*14%*	*9%*
West Midlands	189	*467*	*7%*	*9%*
Yorkshire & the Humber	137	*590*	*9%*	*8%*
Scotland	325	*848*	*12%*	*9%*
Wales	125	*422*	*6%*	*5%*
Northern Ireland	66	*126*	*2%*	*3%*
Channel Islands	0	*11*	*0.2%*	*not available*
Isle of Man	7	*20*	*0.3%*	*not available*
Total	2658	*6865*	*101%*	*101%*

* National Statistics 2007a, table 18 (1) regional labour market summary

4.4 Diversity

Gender balance

Information was received about the gender of 2445 archaeologists, of whom 1013 (41%) were female and 1432 (59%) were male (Table 30). Figures for all employees in the UK for the period of the survey were 46% female and 54% male (based on figures published in National Statistics 2007a, 2). Women are under-represented in the archaeological profession, but to a lesser extent than was found in 2003 or 1998 (see Chapter 7 for discussion of change over time).

Table 30 Gender balance in archaeology and the UK working population

	Archaeologists		UK working population (millions)	
Female	1013	41%	13.42	46%
Male	1432	59%	15.80	54%
Total	2445	100%	29.22	100%

Table 31 summarises the gender balance in different post roles as reported to the survey. Three fifths of those working in field investigation and research are male, and similar proportions are found in education and academic research services. Slightly higher proportions of women work in historic environment advice and information services, but the proportions are reversed in museum and visitor/user services, where almost two thirds of archaeologists are female.

Table 31 Gender by individual's principal role – archaeologists

	Male		Female		Total	
Field investigation & research services	1025	61%	659	39%	1684	100%
Historic environment advice & information services	216	55%	176	45%	392	100%
Museum & visitor / user services	44	37%	76	63%	120	100%
Educational & academic research services	111	60%	74	40%	185	100%
Archaeological management	33	58%	24	42%	57	100%
Total	1429	59%	1009	41%	2438	100%

Table 32 shows the gender balance by organisational basis as reported by questionnaire respondents. Proportions of female archaeologists working for national government or agencies and for local government were a little higher than the overall proportions. Slightly higher proportions of male archaeologists worked in universities and in the private sector.

Table 32 Gender by organisational basis – archaeologists

	Male		Female		Total	
National government or agency	146	56%	116	44%	262	100%
Local government	217	56%	173	44%	390	100%
University	210	61%	136	39%	346	100%
Private sector	685	62%	426	38%	1111	100%
Other	170	52%	158	48%	328	100%
Total	1428	59%	1009	41%	2437	100%

Age range

Table 33 shows the age range and gender of archaeologists reported to the survey. The age and gender trends are illustrated graphically in Figure 5. Male archaeologists outnumbered female in all age bands except 25-29. In the subsequent age bands the numbers of female archaeologists fell significantly below those of male archaeologists, although a small rise in numbers was recorded for those aged 45-49.

The average age of archaeologists as reported to the survey was 38; the average age for female archaeologists was 36, and for male archaeologists 39. Average ages were calculated using the five-year age bands provided. For the purpose of calculation it was assumed that all in each age band were the median age of that age band, eg all aged 20-24 were 22. From these figures, the overall average (mean) was calculated.

Analysis of survey results showed that over four fifths (84%) of archaeologists were between 20 and 50 years old, 56% were between 30 and 50, and 16% were over 50 years old. This contrasts with the overall working population, where 72% were aged between 18 and 50 at the same time as the survey, and 26% were 50 and over (based on National Statistics 2008). The proportion of archaeologists over 50 is low compared to national UK figures.

Table 33 Age range – archaeologists

	Male		Female		Total	
16-19	5	<1%	1	<1%	6	<1%
20-24	110	8%	121	12%	231	9%
25-29	212	15%	249	25%	461	19%
30-34	237	17%	182	18%	419	17%
35-39	228	16%	126	12%	354	15%
40-44	198	14%	102	10%	300	12%
45-49	180	13%	106	11%	286	12%
50-54	135	9%	58	6%	193	8%
55-69	79	6%	45	4%	124	5%
60-64	35	2%	19	2%	54	2%
65+	13	1%	4	<1%	17	1%
Total	1432	100%	1013	100%	2445	100%

Figure 5 Age and gender of archaeologists

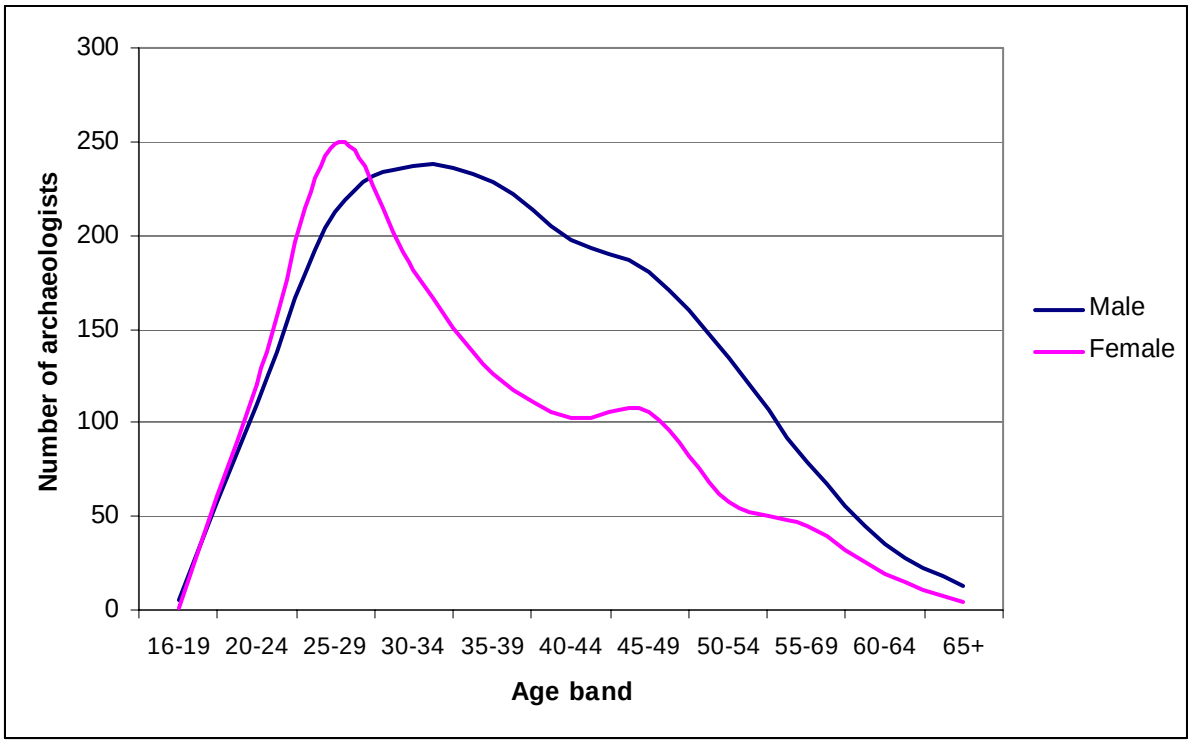


Table 34 shows the numbers and percentages of individuals by age in each post role. Small numbers are recorded for archaeological management as this category was not included on the questionnaire, but added during analysis subsequently. This information is presented graphically in Figure 6, which shows the percentages of archaeologists in each post role by age bands. Archaeological management posts have been omitted from the figure. The different post roles have very different age profiles, with a high proportion of 25-29 year old archaeologists working in field investigation and research services (24%). In historic environment advice and information services 18% were aged 35-39. In museum and visitor/user services numbers rise to 13% between the ages of 25 and 35, then fall, and rise again to 18% in the 45-49 age band. As has been noted above, three fifths of archaeologists working in this role are women, and the pattern of age bands reflects high proportions of female archaeologists working in museum posts in the 25-29 and 45-

49 age bands (18% and 21% respectively), and low proportions in the 35-39 band (8%).

Table 34 Age by individual's principal role – archaeologists

	Field investigation & research services		Historic environment advice & information services		Museum & visitor / user services		Educational & academic research services		Archaeological management		Total	
16-19	6	1%	0	0%	0	0%	0	0%	0	0%	6	<1%
20-24	190	15%	13	3%	6	5%	4	2%	0	0%	213	11%
25-29	312	24%	38	10%	16	13%	28	15%	3	6%	397	20%
30-34	241	19%	59	16%	16	13%	27	15%	4	8%	347	17%
35-39	169	13%	66	18%	13	11%	31	17%	6	12%	285	14%
40-44	126	10%	44	12%	13	11%	27	15%	12	25%	222	11%
45-49	118	9%	48	13%	22	18%	19	10%	15	31%	222	11%
50-54	64	5%	50	13%	11	9%	24	13%	7	14%	156	8%
55-69	40	3%	36	10%	10	8%	12	7%	2	4%	100	5%
60-64	10	1%	18	5%	9	8%	10	5%	0	0%	47	2%
65+	1	<1%	4	1%	4	3%	1	1%	0	0%	10	1%
Total	1277	100%	376	100%	120	100%	183	100%	49	100%	2005	100%

Figure 6 Archaeologists by age bands and post roles

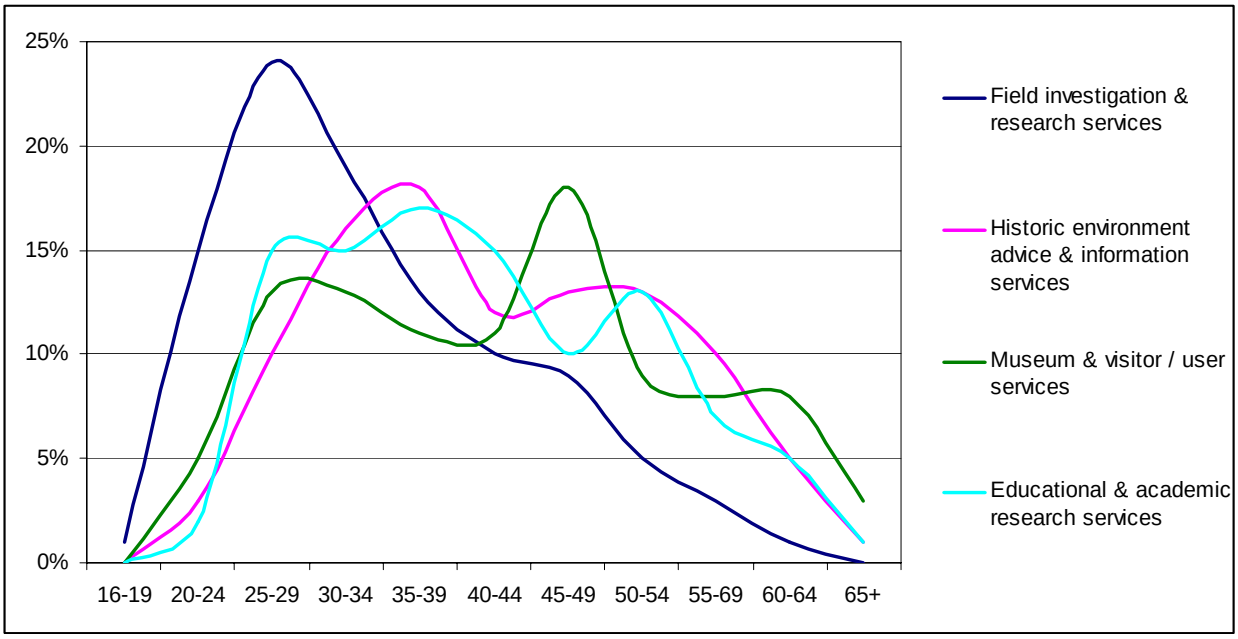
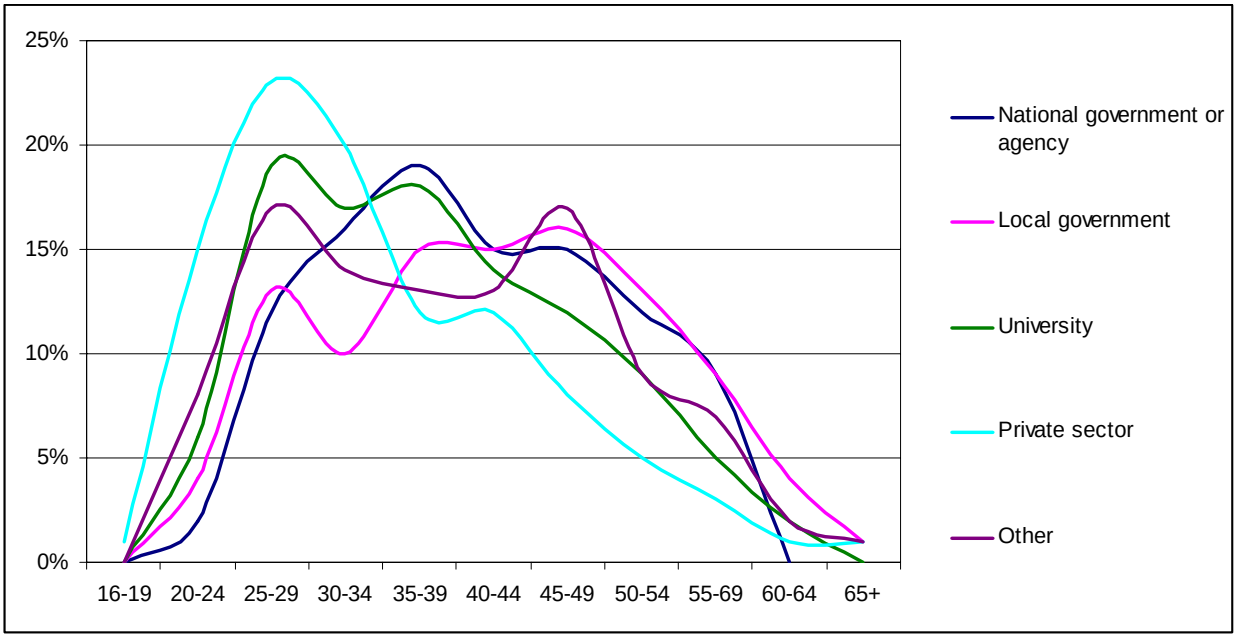


Table 35 presents the age profiles of archaeologists working in different types of organisation, and the information is depicted in Figure 7. A broad similarity can be seen, with local government, university, private sector and other employers all showing relatively high proportions of archaeologists in the 25-29 age band. National government or agency organisations are the exception, with the highest proportion in the 35-39 age band. Given the patterns described above in relation to post role, it seems likely that the high numbers for 25-29 year old archaeologists are those working in field investigation and research service roles for the different types of employers.

Table 35 Age by organisational basis – archaeologists

	National government or agency		Local government		University		Private sector		Other		Total	
16-19	0	0%	1	<1%	0	0%	5	1%	0	0%	6	<1%
20-24	6	2%	15	4%	22	6%	124	15%	26	8%	193	9%
25-29	30	12%	45	13%	67	19%	195	23%	60	17%	397	19%
30-34	41	16%	35	10%	60	17%	166	20%	47	14%	349	16%
35-39	48	19%	51	15%	64	18%	101	12%	46	13%	310	14%
40-44	38	15%	51	15%	49	14%	98	12%	43	13%	279	13%
45-49	39	15%	54	16%	43	12%	71	8%	59	17%	266	12%
50-54	30	12%	44	13%	31	9%	42	5%	30	9%	177	8%
55-69	22	9%	30	9%	17	5%	27	3%	24	7%	120	6%
60-64	0	0%	13	4%	6	2%	12	1%	8	2%	39	2%
65+	0	0%	3	1%	1	<1%	9	1%	2	1%	15	1%
Total	254	100%	342	100%	360	100%	850	100%	345	100%	2151	100%

Figure 7 Archaeologists by age bands and organisation basis



Ethnic diversity

Respondents were asked to identify the ethnic groups to which staff in each post belonged. The categories offered followed National Statistics practice introduced in 2001. Table 36 summarises responses. The majority of archaeologists and support staff were white, with only 1.02% of archaeologists and 1.12% of all staff identified as being Black or Minority Ethnic (BME) persons. By contrast BME groups represented 7.9% of the UK population as a whole in the 2001 census (National Statistics 2003).

Table 36 Ethnic diversity

	Archaeologists		All staff	
White	2539	98.99%	2650	98.88%
Mixed	4	0.16%	4	0.15%
Black or Black British	1	0.04%	4	0.15%
Asian or Asian British	10	0.39%	11	0.41%
Chinese	1	0.04%	1	0.04%
Other ethnic group	10	0.39%	10	0.37%
Total	2565	100.01%	2680	100.00%

Disability status

The questionnaire asked respondents to indicate the disability status of individuals in each post. The question made a distinction between *Disability Discrimination Act (DDA) disabled*, which includes those who have a long-term physical or mental disability which substantially limits their day-to-day activities, and *Work-limiting disabled*, which includes those who have a long-term disability which affects the kind or amount of work they might do. Table 37 summarises the disability status of archaeologists reported to the survey. The total proportion of disabled archaeologists was 1.65%.

Table 37 Disability status of archaeologists reported to the survey

Disability status	Number	%
Not disabled	2285	98.36%
Work limiting disabled only	28	1.21%
DDA disabled only	5	0.22%
Work limiting and DDA disabled	5	0.22%
Total	2323	100.01%

The proportion of disabled employees reported to the survey is very low in comparison with statistics for the working population as a whole. Figures relating to disabled people in employment published by the Shaw Trust for December 2006 indicate that whereas 19% of the population as a whole is disabled, 13% of those in employment are disabled (Shaw Trust 2008).

The Inclusive Accessible Archaeology project (IAA) is looking specifically at disability in archaeology. The project 'aims to address the dual issues of disability and transferable skills in the teaching of archaeological fieldwork.' The project 'will increase awareness of disability issues in Archaeology and improve the integration of disability in fieldwork teaching' (IAA 2008). The first stage of the project, carried out in 2005 involved a survey to ascertain the current situation and responses to disability in relation to archaeological fieldwork. This survey included university archaeology departments, and archaeological employers (Phillips and Gilchrist 2005). In sixteen of nineteen university departments who responded, 282 or 13.8% of 2060 archaeology students had some form of disability (Phillips and Gilchrist 2005, table 8). The most common was dyslexia (63.1%), followed by unseen disability (15.2%). Figures provided to the IAA project by the Higher Education Statistics Agency indicated that overall 6.5% of first degree students were disabled. Six of the nineteen department employed disabled staff, amounting to twelve individuals. The total number of staff employed was not identified.

The IAA survey of archaeological employers was more difficult to compare with the present survey, as it asked about the number of disabled people employed over the last five years. The total number of employees of the organisations responding to the survey was 1245, and over the past five years responding organisations had employed 119 disabled individuals. It is not known how many were employed at the time of the survey, but the figures indicate a maximum of 9.6% disabled employees in 2005. Of the 47 employers who responded to the survey, 28 or 59.6% declared disabled employees. Employers reported that 'unseen disabilities account for over half the reported impairments, 69 incidences, or 53.5%, of the sample. This is followed by 20 reports of dyslexia (15.5%), 11 each of Restricted Mobility and Mental Illness (8.5%) and 9 of visual impairment (7.0%)' (Phillips and Gilchrist 2005). The disabled individuals reported to the IAA survey worked in a variety of different and overlapping roles, so one individual might have worked in field investigation and in education. Field investigation roles included 101 disabled staff, historic environment advice 13, education 29 and support staff 28.

The IAA figures indicate that the number of disabled employees reported to the present survey may have been underrepresented. Whilst the IAA figures cover five years, and may therefore over-represent the proportion of disabled employees, there is considerable stability in archaeological employment (see section 5.4 below), so it would not be correct simply to divide the total by five to extrapolate a point-in-time figure.

Country of origin

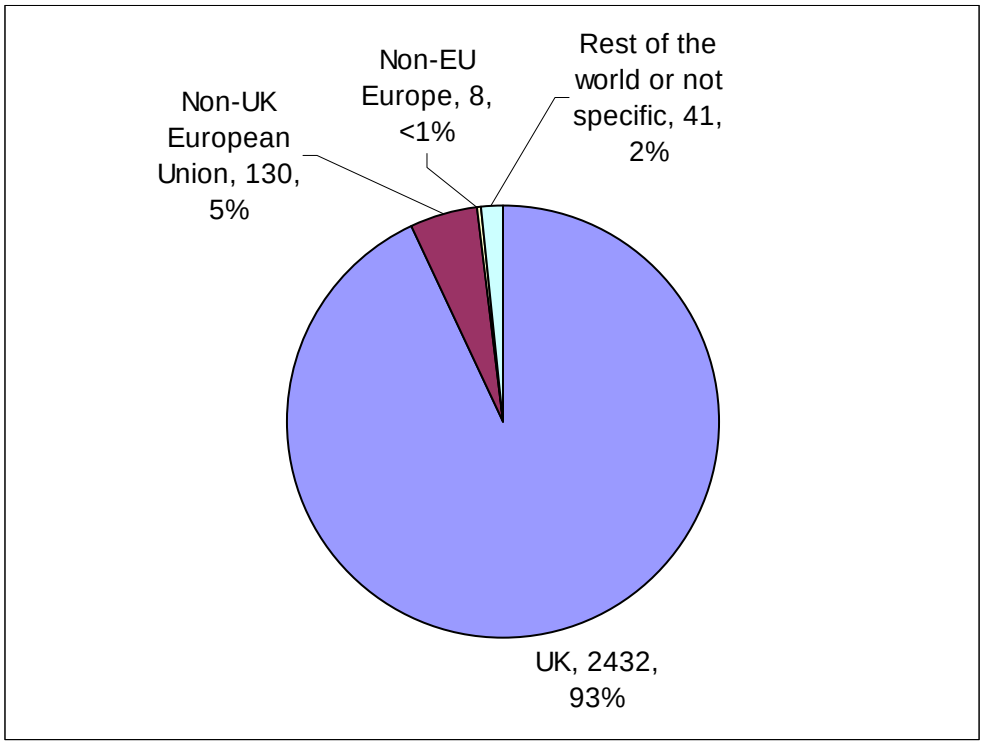
Respondents to the post profile questionnaire provided information about 179 archaeologists whom they identified as not being from the UK (of 2611 archaeologists for whom post profile information was provided). Table 38 summarises the responses, which are depicted graphically in Figure 8. Almost 7% of archaeologists reported to the survey were not from the UK. Of these, most were from the EU (5% of the total). Whilst Polish archaeologists represented the largest sub-group, they only amounted to 40 individuals or 1.5% of the total. The 11 archaeologists from the United States represented less than 1% of all archaeologists reported to the survey.

Table 38 Country of origin of archaeologists working in the UK

Country of origin	Total	% of all reported archaeologists	Specific country of origin			
UK	2432	93%				
Non-UK European Union	130	5%	Poland	40	Netherlands	3
			Spain	19	Denmark	2
			France	13	Finland	2
			Republic of Ireland	11	Belgium	1
			Italy	11	Cyprus	1
			Sweden	8	Hungary	1
			Germany	7	Portugal	1
			Austria	5	Polish / German	1
			Greece	4		
Non-EU Europe	8	<1%	Norway	5		
			Macedonia	1		
			Russia	1		
			Switzerland	1		

Country of origin	Total	% of all reported archaeologists	Specific country of origin			
Rest of the world or not specific	41	2 %	US	11	Israel	1
			New Zealand	7	Sri Lanka	1
			Australia	6	'Asian British'	1
			Canada	6	'British / Australian'	1
			South Africa	2	'Former Yugoslavia'	1
			China	1	'French / Mexican'	1
			Iran	1	'North American'	1
Total	2611	100%				

Figure 8 Country of origin of archaeologists working in the UK



4.5 Staff qualifications

The questionnaire asked about the highest levels of qualifications achieved by members of staff working in each job role. Respondents were asked to specify whether those qualifications were in archaeology or another subject, and in broad terms, where they had been obtained.

Some respondents did not complete this section of the questionnaire, and it is not possible to determine in all cases whether this meant that the individual(s) concerned had no qualifications or whether respondents were not able to collate the data required. Therefore, proportions must be used carefully. Information was provided about qualifications for individuals in 724 of the 808 posts for which post profile questionnaires were completed, so it is reasonable to assume that full details were provided about qualifications for all 2484 individuals in those 724 posts. In relation to archaeological posts, information about qualifications is given in respect of 665 of the 733 posts, in which 2385 archaeologists were employed.

Highest qualification achieved

Table 39 and Table 40 below set out the highest level of qualifications achieved by archaeologists and by all staff working for archaeological organisations. The tables identify the equivalent level of these qualifications on the revised National Qualifications Framework (NQF) for England, Wales and Northern Ireland (QCA 2006). The numbers in parentheses in the NQF column are the original (pre-2006) NQF levels.

A total of 91% of archaeologists has a Bachelors degree or higher, 39% have a Masters degree or higher and 11% have a Doctorate or post-doctoral qualification. Just 2% identified their highest qualification as a Foundation degree or HND, for 4% their highest qualifications were obtained at school and just under 4% have no qualifications at all.

Table 39 Highest level of qualification achieved, number and % of paid archaeologists for whom information on qualifications was provided

NQF		Archaeology		Other		Total	
8 (5)	Post-doctoral qualification	6	0%	3	0%	9	0%
8 (5)	Doctorate (PhD or DPhil)	230	10%	33	1%	263	11%
7 (5)	Postgraduate (Masters)	567	24%	105	4%	672	28%
6 (4)	First degree	1049	44%	175	7%	1224	51%
5 (4)	Foundation degree or HND	13	1%	25	1%	38	2%
3	A level, Highers	20	1%	40	2%	60	3%
2	GCSE, Standard Grade	4	0%	31	1%	35	1%
	Total with qualifications	1889	79%	412	17%	2301	96%
	No qualifications					84	4%
	Total for whom some qualification information was provided					2385	100%

Table 40 highest level of qualification achieved, number and % of all paid staff for whom information on qualifications was provided

NQF		Archaeology		Other		Total	
8 (5)	Post-doctoral qualification	6	0%	5	0%	11	0%
8 (5)	Doctorate (PhD or DPhil)	233	9%	33	1%	266	11%
7 (5)	Postgraduate (Masters)	572	23%	110	4%	682	27%
6 (4)	First degree	1064	43%	197	8%	1261	51%
5 (4)	Foundation degree or HND	15	1%	34	1%	49	2%
3	A level, Highers	23	1%	60	2%	83	3%
2	GCSE, Standard Grade	5	0%	41	2%	46	2%
	Total with qualifications	1918	77%	480	19%	2398	97%
	No qualifications					86	3%
	Total for whom some qualification information was provided					2484	100%

Highest qualification achieved by archaeologists by country of qualification

Of archaeologists working in the UK, 91% received their highest qualification in the UK, 7% achieved this elsewhere in the European Union and 2% gained their highest qualifications outside the EU as shown in Table 41. These figures closely mirror those for the countries of origin of archaeologists working in the UK (92% UK, 6% EU, 2% Rest of World; see Table 38 above).

Table 41 Highest level of qualification achieved by archaeologists by country of qualification

	UK		EU		Rest of world		Total	
Post-doctoral qualification	4	0%	3	2%		0%	7	0%
Doctorate (PhD or DPhil)	212	11%	10	7%	8	20%	230	11%
Postgraduate (Masters)	540	29%	47	34%	8	20%	595	29%
First degree	1003	53%	78	57%	24	59%	1105	54%
Foundation degree or HND	36	2%		0%		0%	36	2%
A level, Highers	48	3%		0%	1	2%	49	2%
GCSE, Standard Grade	34	2%		0%		0%	34	2%
Total	1877	91%	138	7%	41	2%	2056	100%

Highest qualification achieved by age

As the questionnaire asked about posts not individuals, it is only possible to compare age band and qualifications obtained for a limited sample of the whole database. The data in Table 42 are biased towards those in posts with few individuals, all one age group, or with the same qualifications, and cover 714 individuals, 30% of those for whom information on qualifications was received. Of this sample, in 2007-08, almost 100% of archaeologists aged under 30 are graduates.

Table 42 highest level of qualification achieved by archaeologists by age

	Post-doctoral	Doctorate	Masters	Degree	Foun-dation	A level	GCSE	Total
	Number							
16-19				1				1
20-24		1	8	33		1		43
25-29		3	40	54				97
30-34		14	37	36	1			88
35-39	1	16	48	58	1	1	1	126
40-44		18	33	37	4	4	1	97
45-49	1	13	29	51	2	1		97
50-54		16	18	45	2	2		83
55-59		9	12	27	1			49
60-64		7	6	7		2		22
65+		2		5	3		1	11
Total	2	99	231	354	14	11	3	714
	Percent of each age band							
16-19	0%	0%	0%	100%	0%	0%	0%	100%
20-24	0%	2%	19%	77%	0%	2%	0%	100%
25-29	0%	3%	41%	56%	0%	0%	0%	100%
30-34	0%	16%	42%	41%	1%	0%	0%	100%
35-39	1%	13%	38%	46%	1%	1%	1%	100%
40-44	0%	19%	34%	38%	4%	4%	1%	100%
45-49	1%	13%	30%	53%	2%	1%	0%	100%
50-54	0%	19%	22%	54%	2%	2%	0%	100%
55-59	0%	18%	24%	55%	2%	0%	0%	100%
60-64	0%	32%	27%	32%	0%	9%	0%	100%
65+	0%	18%	0%	45%	27%	0%	9%	100%
Total	0%	14%	32%	50%	2%	2%	0%	100%

Average salaries by highest qualification

A comparison between the highest qualification achieved and average salary could be made for posts where salary data had been provided and where all the individuals in the post had the same level of qualifications. Table 43 shows the results of this comparison for the 714 individuals for whom it could be made.

The results of the comparison indicate that higher qualifications were reflected in progression to higher salaries for the sample group. While it would appear that no significant difference can be drawn between the earning power of Foundation and Bachelors degree, note that the sample size for those holding Foundation degrees or HNDs is very small. No clear patterns could be identified in the increases in salaries for those with particular levels of qualifications.

Table 43 Salaries by highest level of qualification achieved, all paid archaeologists

NQF		Average salary	Sample size	Increase since 2002-03
8 (5)	Post-doctoral qualification	£38,549	5	n/a
8 (5)	Doctorate (PhD or DPhil)	£30,998	95	14%
7 (5)	Postgraduate (Masters)	£25,608	208	21%
6 (4)	First degree	£22,010	357	17%
5 (4)	Foundation degree or HND	£22,115	16	n/a
3	A level, Highers	£18,619	24	23%
2	GCSE, Standard Grade	£16,396	9	n/a
	Total		714	
	Average for all archaeologists	£23,310		

4.6 Self-employment

Questionnaire responses provided information about 80 paid self-employed archaeologists and two unpaid archaeologists who worked as volunteers for one of the self-employed respondents.

Age and gender information were provided for 68 individuals of whom 46 were male (68%) and 22 female (32%). The overall gender balance for self-employed archaeologists is more heavily weighted towards males than the overall proportions of male and female archaeologists (41% female to 59% male, discussed above section 4.4).

Table 44and Table 45 summarise the gender and age balance of self-employed archaeologists, which is shown graphically in Figure 9. Compared with the picture for all archaeologists discussed above (section 4.4), self-employed archaeologists were generally older than the averages for all archaeologists. A possible interpretation for the rise in numbers of self-employed males in their 60s is that this represents those who have retired from employment and have then taken on some consultancy work. This difference may, however, be due the effect of the small sample size in exaggerating variations between age bands, as can be seen in Figure 9.

Table 44 Self-employed archaeologists: age range by gender

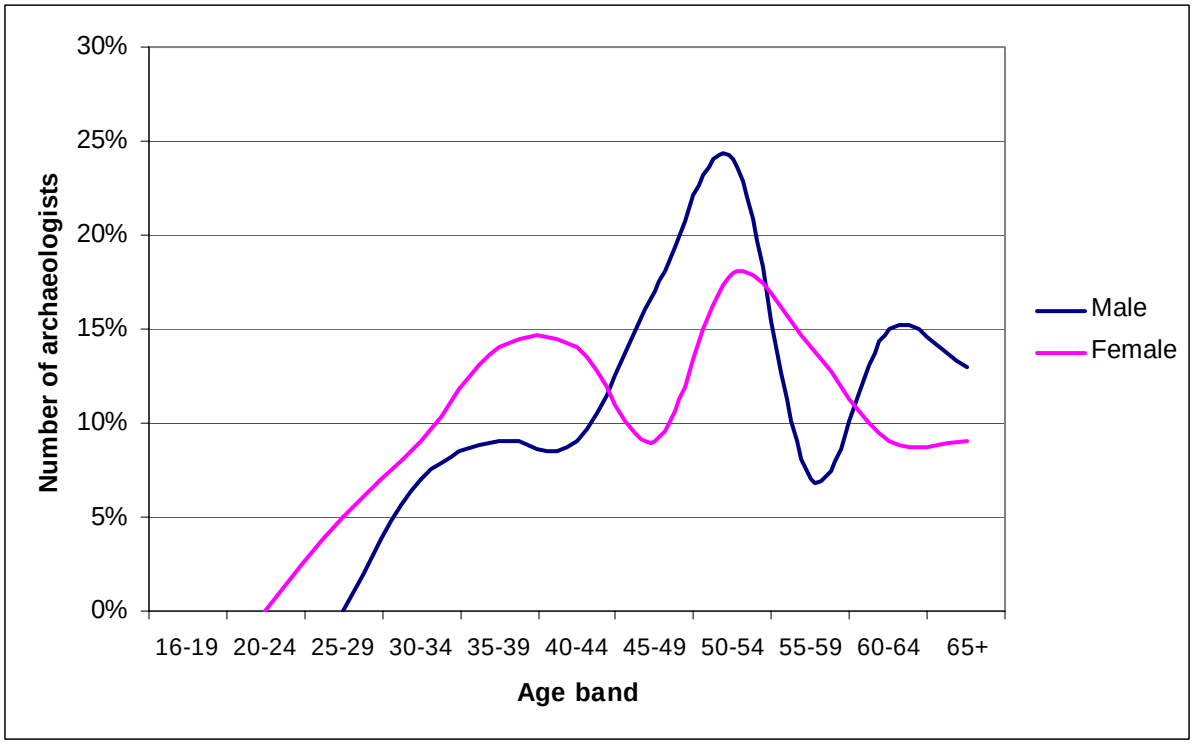
Age	Female		Male		Total	
	Number	%	Number	%	Number	%
16-19	0	0%	0	0%	0	0%
20-24	0	0%	0	0%	0	0%

Age	Female		Male		Total	
	Number	%	Number	%	Number	%
25-29	1	5%	0	0%	1	1%
30-34	2	9%	3	7%	5	7%
35-39	3	14%	4	9%	7	10%
40-44	3	14%	4	9%	7	10%
45-49	2	9%	8	17%	10	15%
50-54	4	18%	11	24%	15	22%
55-59	3	14%	3	7%	6	9%
60-64	2	9%	7	15%	9	13%
65+	2	9%	6	13%	8	12%
Total	22	100%	46	100%	68	100%

Table 45 Self-employed archaeologists: gender balance by age range

Age	Female		Male		Total	
	Number	%	Number	%	Number	%
16-19	0	0%	0	0%	0	0%
20-24	0	0%	0	0%	0	0%
25-29	1	100%	0	0%	1	100%
30-34	2	40%	3	60%	5	100%
35-39	3	43%	4	57%	7	100%
40-44	3	43%	4	57%	7	100%
45-49	2	20%	8	80%	10	100%
50-54	4	27%	11	73%	15	100%
55-59	3	50%	3	50%	6	100%
60-64	2	22%	7	78%	9	100%
65+	2	25%	6	75%	8	100%
Total	22	32%	46	68%	68	100%

Figure 9 Age and gender of self-employed archaeologists



All the self-employed archaeologists who provided information were white. Just four were not from the UK, two of whom were from Germany and two from the US.

Table 46 summarises the disability status of the 49 individuals for whom information was provided. 92% were not disabled. *Disability Discrimination Act (DDA) disabled* includes those who have a long-term physical or mental disability which substantially limits their day-to-day activities. *Work-limiting disabled* includes those who have a long-term disability which affects the kind or amount of work they might do. The proportions of disabled self-employed archaeologists are higher than that for all archaeologists (see Table 37 above).

Table 46 Self-employed archaeologists: disability status

Disability status	Number	%
Not disabled	45	92%
Work-limiting disabled only	2	4%
DDA disabled only	2	4%
Both DDA and work limiting disabled	0	0%
Total	49	100%

All responses relating to self-employed archaeologists provided information about qualifications. Self-employed archaeologists had slightly higher qualifications than all archaeologists, as can be seen from Table 47, compared with Table 39, section 4.5. A higher proportion of self-employed archaeologists have Masters degrees or PhDs, a total of 52%, although the overall proportion of those with Bachelors degrees or higher is the same (91%). More self-employed archaeologists have qualifications in other subjects than archaeology, at 35% of the total.

Table 47 Self-employed archaeologists: qualifications obtained

NQF	Qualification level	Archaeology		Other subject		Total	
8 (5)	Post-doctoral qualification	0	0%	0	0%	0	0%
8 (5)	Doctorate (PhD or DPhil)	10	15%	4	6%	14	22%
7 (5)	Postgraduate (Masters)	16	25%	4	6%	20	31%
6 (4)	First degree	16	25%	9	14%	25	38%
5 (4)	Foundation degree or HND	0	0%	4	6%	4	6%
3	A level, Highers	0	0%	0	0%	0	0%
2	GCSE, Standard Grade	0	0%	2	3%	2	3%
	Total with qualifications	42	65%	23	35%	65	100%
	No qualifications					0	0%
	Total for whom some qualification information was provided					65	100%

Few self-employed archaeologists obtained their qualifications outside the UK. One of those who did so was from the UK, and two of those not from the UK obtained their qualifications in the UK, as Table 48 shows.

Table 48 Self-employed archaeologists: where qualifications were obtained

Qualification level	UK		EU		Rest of world		Total	
Post-doctoral qualification	0		0		0		0	
Doctorate (PhD or DPhil)	12	92%	1	8%	0	0%	13	100%
Postgraduate (Masters)	18	100%	0	0%	0	0%	18	100%
First degree	19	86%	1	5%	2	9%	22	100%
Foundation degree or HND	3	100%	0	0%	0	0%	3	100%
A level, Highers	0		0		0		0	
GCSE, Standard Grade	2	100%	0	0%	0	0%	2	100%
Total	54	93%	2	3%	2	3%	58	100%

Self-employed archaeologists could be found in all English regions, in Wales, and in Scotland, but none responded from Northern Ireland, as can be seen in Table 49.

Table 49 Self-employed archaeologists: geographical base

Geographical location	Number	%
English region		
East of England	5	7%
East Midlands	3	4%
London	3	4%
North East	5	8%
North West	6	8%
South East	7	10%
South West	14	21%
West Midlands	5	7%
Yorkshire & the Humber	6	9%
Scotland	10	14%
Wales	6	8%
Northern Ireland	0	0%
Channel Islands	0	0%
Isle of Man	0	0%
Total	70	100%

4.7 Unpaid volunteer archaeologists

The questionnaire asked respondents to provide data relating to the unpaid volunteer archaeologists who worked alongside paid colleagues. Those working in the wholly voluntary sector were not included in this survey. The same level of detail was requested in relation to unpaid volunteers as to paid archaeologists and support staff. Although responses to the first part of the questionnaire acknowledged a total of 110 unpaid archaeologists and 16 unpaid support staff, post profile data was only provided for 41 individuals.

The average age of unpaid volunteers was 41, but as Table 50 shows, this is not representative of the actual age ranges recorded. Female volunteers made up 57% of the workforce compared with 43% male unpaid volunteers. Table 50 shows the age and gender of volunteers by five-year age bands. Despite the average age being in the middle of the distribution, the highest numbers of volunteers were in the 20-24 age band and the second highest in the 60-64 age band. An interpretation of this pattern would be that the younger age group were gaining experience of

archaeology, perhaps after university and before entering the paid workforce, and that the older age group were retired and interested in archaeology.

Table 50 Age and gender of unpaid volunteers

	Male		Female		Total	
16-19	1	6%	2	10%	3	8%
20-24	5	31%	6	29%	11	30%
25-29	0	0%	1	5%	1	3%
30-34	0	0%	2	10%	2	5%
35-39	2	13%	1	5%	3	8%
40-44	0	0%	0	0%	0	0%
45-49	2	13%	1	5%	3	8%
50-54	0	0%	0	0%	0	0%
55-69	1	6%	0	0%	1	3%
60-64	3	19%	6	29%	9	24%
65+	2	13%	2	10%	4	11%
Total	16	100%	21	100%	37	100%

Table 51 summarises information provided on the ethnic diversity of volunteers.

Table 51 Ethnic diversity of unpaid volunteers

	Unpaid volunteers	
White	40	95.24%
Mixed	1	2.38%
Black or Black British	0	0.00%
Asian or Asian British	0	0.00%
Chinese	1	2.38%
Other ethnic group	0	0.00%
Total	42	100.00%

None of the unpaid volunteers in respect of whom detailed information was provided were disabled.

4.8 Support staff

Questionnaire respondents identified 334 support staff, and post profile detail was provided in respect of 122 individuals in 75 posts. The estimated total support staff workforce was *866*.

Table 52 shows the gender balance and age range of support staff, shown graphically in Figure 10. The gender balance of support staff was 72% female and 28% male, which contrasts with the balance for archaeologists of 41% female to 59% male. The average age of a member of support staff was 45. The average age of female support staff was 45 and male support staff on average were 44 years old. Whereas archaeologists were in general younger than the figures for the UK working population as a whole, support staff were generally older. Support staff between the ages of 20 and 50 made up 64% of the total, compared with a figure for the overall working population of 72% aged between 18 and 50. Support staff over 50 years old made up 35% of the total, compared with a national figure of 26%, and a figure for archaeologists of just 16% (figures based on National Statistics Labour Force Survey dataset lfs2ac for July to September 2007 [National Statistics 2007a]).

Table 52 Age range – support staff

	Male		Female		Total	
16-19	0	0%	0	0%	0	0%
20-24	2	6%	5	6%	7	6%
25-29	5	16%	6	7%	11	9%
30-34	2	6%	7	8%	9	8%
35-39	2	6%	9	11%	11	9%
40-44	5	16%	11	13%	16	14%
45-49	5	16%	16	19%	21	18%
50-54	3	9%	9	11%	12	10%
55-69	4	13%	16	19%	20	17%
60-64	4	13%	5	6%	9	8%
65+	0	0%	0	0%	0	0%
Total	32	100%	84	100%	116	100%

Figure 10 Age and gender of support staff

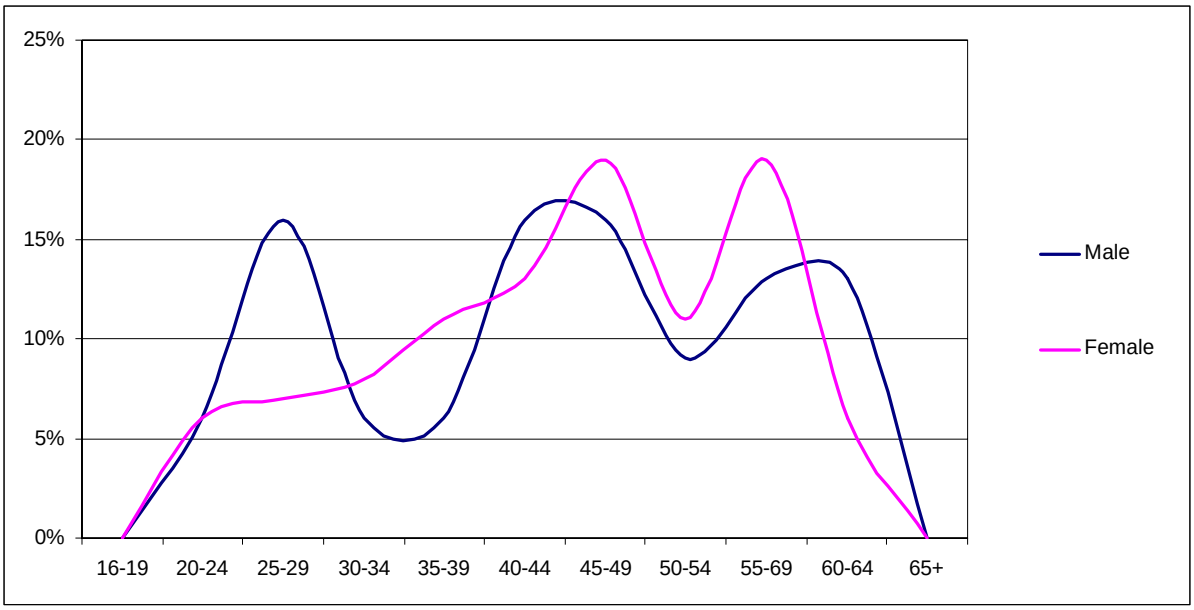


Table 53 summarises the highest qualifications achieved by paid support staff. Just over half (53%) had a Bachelors degree or higher, 23% of whom had qualifications in archaeology, and 29% in other subjects. A total of 45% had foundation degrees or school level qualifications. Very few support staff had no qualifications at all, only 4 or 4% of the total for whom qualification information was provided.

Table 53 highest level of qualification achieved, all paid support staff

NQF		Archaeology		Other		Total	
8 (5)	Post-doctoral qualification		0%	2	2%	2	2%
8 (5)	Doctorate (PhD or DPhil)	3	3%		0%	3	3%
7 (5)	Postgraduate (Masters)	5	5%	5	5%	10	10%
6 (4)	First degree	15	15%	22	22%	37	37%
5 (4)	Foundation degree or HND	2	2%	9	9%	11	11%
3	A level, Highers	3	3%	20	20%	23	23%
2	GCSE, Standard Grade	1	1%	10	10%	11	11%
	Total with qualifications	29	29%	66	67%	95	96%
	No qualifications					4	4%
	Total for whom some qualification information was provided					99	100%

Table 54 summarises responses relating to the ethnic diversity of support staff. The majority of support staff were white, with only 3.48% identified as being of other ethnicities. Although low, this figure is more than three times the proportion of black and minority ethnic archaeologists (1.02%, see Table 36 and section 4.4 above). These groups represented 7.9% of the UK population as a whole in the 2001 census (National Statistics 2003).

Table 54 Ethnic diversity – support staff

	Support staff		All staff	
White	111	96.52%	2650	98.88%
Mixed	0	0.00%	4	0.15%
Black or Black British	3	2.61%	4	0.15%
Asian or Asian British	1	0.87%	11	0.41%
Chinese	0	0.00%	1	0.04%
Other ethnic group	0	0.00%	10	0.37%
Total	115	100.00%	2680	100.00%

None of the support staff in respect of whom detailed information was provided were disabled.

4.9 Estimated numbers of archaeologists by type, role and location of employing organisation

Archaeologists by type of employing organisation

Figures are presented in the following tables for the estimated numbers of archaeologists working for the different types of employing organisation used for the survey and subdivided by areas of the UK.

Table 55 Archaeologists working for national government or agencies

Geographical location	Estimated number of archaeologists in area	Estimated number working for national government or agencies	% of area total	% of all archaeologists working for national government or agencies
English region				
East of England	*505*	*27*	*5%*	*4%*
East Midlands	*500*	*15*	*3%*	*2%*
London	*665*	*94*	*14%*	*14%*
North East	*319*	*42*	*13%*	*6%*
North West	*366*	*20*	*5%*	*3%*
South East	*1091*	*31*	*3%*	*5%*
South West	*934*	*88*	*9%*	*13%*
West Midlands	*467*	*39*	*8%*	*6%*
Yorkshire & the Humber	*590*	*34*	*6%*	*5%*
Scotland	*848*	*148*	*17%*	*22%*
Wales	*422*	*74*	*18%*	*11%*
Northern Ireland	*126*	*39*	*31%*	*6%*
Channel Islands	*11*	*3*	*27%*	*0.4%*
Isle of Man	*20*	*12*	*60%*	*2%*
Total	*6865*	*667*	*10%*	*99%*

Table 56 Archaeologists working for local government

Geographical location	Estimated number of archaeologists in area	Estimated number working for local government	% of area total	% of all archaeologists working for local government
English region				
East of England	*505*	*199*	*39%*	*17%*
East Midlands	*500*	*125*	*25%*	*11%*
London	*665*	*56*	*8%*	*5%*
North East	*319*	*34*	*11%*	*3%*
North West	*366*	*61*	*17%*	*5%*
South East	*1091*	*121*	*11%*	*11%*
South West	*934*	*160*	*17%*	*14%*
West Midlands	*467*	*124*	*27%*	*11%*
Yorkshire & the Humber	*590*	*105*	*18%*	*9%*
Scotland	*848*	*108*	*13%*	*9%*
Wales	*422*	*51*	*12%*	*4%*
Northern Ireland	*126*	*0*	*0%*	*0%*
Channel Islands	*11*	*8*	*73%*	*1%*
Isle of Man	*20*	*0*	*0%*	*0%*
Total	*6865*	*1151*	*17%*	*100%*

Table 57 Archaeologists working for universities

Geographical location	Estimated number of archaeologists in area	Estimated number working for universities	% of area total	% of all archaeologists working for universities
English region				
East of England	*505*	*45*	*9%*	*4%*
East Midlands	*500*	*84*	*17%*	*8%*
London	*665*	*64*	*10%*	*6%*
North East	*319*	*73*	*23%*	*7%*
North West	*366*	*64*	*17%*	*6%*
South East	*1091*	*164*	*15%*	*16%*
South West	*934*	*72*	*8%*	*7%*
West Midlands	*467*	*72*	*15%*	*7%*
Yorkshire & the Humber	*590*	*124*	*21%*	*12%*
Scotland	*848*	*135*	*16%*	*13%*
Wales	*422*	*85*	*20%*	*8%*
Northern Ireland	*126*	*29*	*23%*	*3%*
Channel Islands	*11*	*0*	*0%*	*0%*
Isle of Man	*20*	*4*	*20%*	*0.4%*
Total	*6865*	*1014*	*15%*	*97%*

Table 58 Archaeologists working for private sector organisations

Geographical location	Estimated number of archaeologists in area	Estimated number working in the private sector	% of area total	% of all archaeologists working in the private sector
English region				
East of England	*505*	*211*	*42%*	*6%*
East Midlands	*500*	*232*	*46%*	*7%*
London	*665*	*184*	*28%*	*5%*
North East	*319*	*165*	*52%*	*5%*
North West	*366*	*181*	*49%*	*5%*
South East	*1091*	*711*	*65%*	*20%*
South West	*934*	*595*	*64%*	*17%*
West Midlands	*467*	*230*	*49%*	*7%*
Yorkshire & the Humber	*590*	*294*	*50%*	*8%*
Scotland	*848*	*426*	*50%*	*12%*
Wales	*422*	*208*	*49%*	*6%*
Northern Ireland	*126*	*57*	*45%*	*2%*
Channel Islands	*11*	*0*	*0%*	*0%*
Isle of Man	*20*	*4*	*20%*	*0.1%*
Total	*6865*	*3497*	*51%*	*100%*

Table 59 Archaeologists working for other organisations

Geographical location	Estimated number of archaeologists in area	Estimated number working for other organisations	% of area total	% of all archaeologists working for other organisations
English region				
East of England	*505*	*23*	*5%*	*4%*
East Midlands	*500*	*44*	*9%*	*8%*
London	*665*	*267*	*40%*	*50%*
North East	*319*	*5*	*2%*	*1%*
North West	*366*	*40*	*11%*	*7%*
South East	*1091*	*64*	*6%*	*12%*
South West	*934*	*20*	*2%*	*4%*
West Midlands	*467*	*3*	*1%*	*1%*
Yorkshire & the Humber	*590*	*33*	*6%*	*6%*
Scotland	*848*	*32*	*4%*	*6%*
Wales	*422*	*4*	*1%*	*1%*
Northern Ireland	*126*	*2*	*2%*	*0.3%*
Channel Islands	*11*	*0*	*0%*	*0%*
Isle of Man	*20*	*0*	*0%*	*0%*
Total	*6865*	*535*	*8%*	*100%*

Archaeologists by principal role of employing organisation

The next four tables present the estimated numbers of archaeologists working for organisations with each of the principal roles used for the survey and subdivided by areas of the UK.

Table 60 Archaeologists working for organisations undertaking field investigation and research

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations undertaking field investigation	% of area total	% of all archaeologists working for organisations undertaking field investigation
English region				
East of England	*505*	*289*	*57%*	*7%*
East Midlands	*500*	*315*	*63%*	*8%*
London	*665*	*334*	*50%*	*9%*
North East	*319*	*187*	*59%*	*5%*
North West	*366*	*202*	*55%*	*5%*
South East	*1091*	*751*	*69%*	*19%*
South West	*934*	*498*	*53%*	*13%*
West Midlands	*467*	*204*	*44%*	*5%*
Yorkshire & the Humber	*590*	*284*	*48%*	*7%*
Scotland	*848*	*526*	*62%*	*14%*
Wales	*422*	*235*	*56%*	*6%*
Northern Ireland	*126*	*55*	*44%*	*1%*
Channel Islands	*11*	*0*	*0%*	*0%*

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations undertaking field investigation	% of area total	% of all archaeologists working for organisations undertaking field investigation
Isle of Man	*20*	*11*	*55%*	*0.3%*
Total	*6865*	*3890*	*57%*	*99%*

Table 61 Archaeologists working for organisations providing historic environment advice and information

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations providing historic environment advice and information	% of area total	% of all archaeologists working for organisations providing historic environment advice and information
English region				
East of England	*505*	*134*	*27%*	*7%*
East Midlands	*500*	*152*	*30%*	*8%*
London	*665*	*153*	*23%*	*8%*
North East	*319*	*67*	*21%*	*4%*
North West	*366*	*109*	*30%*	*6%*
South East	*1091*	*191*	*18%*	*11%*
South West	*934*	*314*	*33%*	*17%*
West Midlands	*467*	*176*	*38%*	*10%*
Yorkshire & the Humber	*590*	*160*	*27%*	*9%*
Scotland	*848*	*211*	*25%*	*12%*
Wales	*422*	*101*	*24%*	*6%*
Northern Ireland	*126*	*39*	*31%*	*2%*
Channel Islands	*11*	*10*	*91%*	*1%*
Isle of Man	*20*	*14*	*70%*	*1%*
Total	*6865*	*1816*	*26%*	*102%*

Table 62 Archaeologists working for organisations providing museum and visitor / user services

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations providing museum and visitor services	% of area total	% of all archaeologists working for organisations providing museum and visitor services
English region				
East of England	*505*	*19*	*4%*	*6%*
East Midlands	*500*	*12*	*2%*	*4%*
London	*665*	*74*	*11%*	*24%*
North East	*319*	*40*	*13%*	*13%*

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations providing museum and visitor services	% of area total	% of all archaeologists working for organisations providing museum and visitor services
North West	*366*	*12*	*3%*	*4%*
South East	*1091*	*39*	*4%*	*13%*
South West	*934*	*35*	*4%*	*11%*
West Midlands	*467*	*9*	*2%*	*3%*
Yorkshire & the Humber	*590*	*20*	*3%*	*6%*
Scotland	*848*	*34*	*4%*	*11%*
Wales	*422*	*14*	*3%*	*4%*
Northern Ireland	*126*	*2*	*2%*	*1%*
Channel Islands	*11*	*0*	*0%*	*0%*
Isle of Man	*20*	*0*	*0%*	*0%*
Total	*6865*	*310*	*5%*	*100%*

Table 63 Archaeologists working for organisations providing educational and academic research services

Geographical location	Estimated number of archaeologists in area	Estimated number working for organisations providing education and academic research services	% of area total	% of all archaeologists working for organisations providing education and academic research services
English region				
East of England	*505*	*64*	*13%*	*8%*
East Midlands	*500*	*21*	*4%*	*2%*
London	*665*	*104*	*16%*	*12%*
North East	*319*	*26*	*8%*	*3%*
North West	*366*	*39*	*11%*	*5%*
South East	*1091*	*111*	*10%*	*13%*
South West	*934*	*85*	*9%*	*10%*
West Midlands	*467*	*78*	*17%*	*9%*
Yorkshire & the Humber	*590*	*126*	*21%*	*15%*
Scotland	*848*	*77*	*9%*	*9%*
Wales	*422*	*72*	*17%*	*9%*
Northern Ireland	*126*	*31*	*25%*	*4%*
Channel Islands	*11*	*0*	*0%*	*0%*
Isle of Man	*20*	*3*	*15%*	*0%*
Total	*6865*	*836*	*12%*	*99%*

5 Jobs

5.1 Range of jobs

The survey collected information on 2733 archaeologists and support staff working in 808 jobs with 519 different post titles. This represents one post title for every 5.3 individuals, a slight reduction since 2002-03 when the equivalent figure was one post title for every 5.5 individuals (Aitchison and Edwards 2003, 38).

This complexity reflects the range and diversity of roles held by archaeologists and other historic environment professionals, a point commented on by Carter and Robertson (2002b, 4). At the outset of their research they expected that 'archaeology, like most professions, would have a central core of functions which most practitioners would be involved in and that the variance within the profession would be reflected primarily in different disciplinary contexts and, to a more limited extent by additional job functions.' They subsequently concluded that 'the significant variations in job titles identified by Aitchison [1999] in earlier research are indicative not just of semantic confusion, but of very real diversity in work roles – to the extent that few within the profession actually share a common range of responsibilities in employment.' 'Practitioners evidently combine their technical / disciplinary expertise with project management, organisational management and advisory and inspection / statutory roles in very different permutations – and no robust, common pattern emerged.' (*ibid*).

The previous two surveys have established and refined the use of post profiles as a means of summarising information about comparable posts (Aitchison 1999, Aitchison and Edwards 2003). Using the methods described in section 2.6 above, the 808 jobs were summarised into 41 post profiles for the present survey. These include those from the previous surveys (a total of 34 in 1997-98 and a total of 38 in 2002-03), together with an additional three archaeological post profiles (see section 2.6).

Appendix 1 presents summary information for each profile and includes a concordance between post titles and post profiles.

Respondents were asked about the principal role of individuals working in each post, and these are summarised in Table 64 for each post profile.

Table 64 Post profiles indicating the role carried out by individuals in the posts included within profiles

Post group	Total	Field investigation and research services	Historic environment advice and information services	Museum and visitor / user services	Educational and academic research services	Archae-ologist: manage-ment	Support staff
Academic Staff	113	1	0	0	112	0	0
Archaeological Assistant	63	62	0	1	0	0	0
Archaeological Officer	25	11	13	0	0	1	0
Archaeological Scientist	44	41	0	0	3	0	0
Archaeologist	343	339	4	0	0	0	0
Archives Officer	18	5	0	5	6	2	0
Buildings Archaeologist	12	5	2	5	0	0	0
Characterisation posts	15	9	6	0	0	0	0

Post group	Total	Field investigation and research services	Historic environment advice and information services	Museum and visitor / user services	Educational and academic research services	Archae-ologist: manage-ment	Support staff
Computing Officer	43	3	25	0	3	2	10
Conservation Archaeologist	7	1	6	0	0	0	0
Conservator	9	5	0	4	0	0	0
Consultant	109	54	49	6	0	0	0
County or Regional Archaeologist	34	0	34	0	0	0	0
Director or Manager	93	58	15	2	3	13	2
Editor	10	5	0	0	2	3	0
Education and Outreach posts	42	0	4	8	29	1	0
Excavator or Site Assistant	48	48	0	0	0	0	0
Field Officer	25	25	0	0	0	0	0
Finds Officer	72	54	7	4	6	1	0
Historic Environment Record Officer	40	0	40	0	0	0	0
Illustrator	72	53	4	0	3	12	0
Inspector	79	0	79	0	0	0	0
Investigator	30	30	0	0	0	0	0
Museum Archaeologist	98	13	2	82	1	0	0
Photographer	5	5	0	0	0	0	0
Planning Archaeologist	40	1	39	0	0	0	0
Project Assistant	148	139	7	0	0	2	0
Project Manager	143	139	1	0	2	0	1
Project Officer	235	232	1	0	2	0	0
Researcher	45	12	4	0	29	0	0
Rural Advice	17	0	17	0	0	0	0
Senior Archaeologist	85	79	6	0	0	0	0
Supervisor	190	190	0	0	0	0	0
Surveyor	76	76	0	0	0	0	0
Warden	21	4	17	0	0	0	0
Administrator	94	0	11	0	0	0	83
Financial posts	13	0	0	0	0	1	12
Other support posts	24	8	0	0	4	0	12
Senior posts	90	39	31	1	0	18	1
Junior posts	17	11	5	0	0	1	0
Other posts	46	31	5	3	6	0	1
Totals	2733	1788	434	121	211	57	122

Organisations were given the opportunity to indicate the relative proportions of the different roles they undertook, unlike the previous survey when only a single principal role could be indicated. Table 65 summarises the relative proportions of overall organisation roles, of all posts and of all individuals. Nearly two thirds of individuals are engaged in field investigation and research services, almost half of all posts relate to this area, but it represents just under two fifths of the overall role of organisations.

Table 65 Summary of organisation roles and roles of posts

	Organisation roles	Post roles	Individuals (% of actual responses)
Field investigation and research services	37%	48%	65%
Historic environment advice and information services	27%	26%	16%
Museum and visitor / user services	18%	11%	4%
Educational and academic research services	15%	12%	8%
Other	3%	3%	6% support & management
Total	100%	100%	100%

5.2 Salaries and earnings

The project received information about the salaries and earnings of 2237 full-time archaeologists and of 69 full-time support staff. Part-time was defined as less than 30 hours per week, so there was a potentially wide range of hours worked by those in posts reported to the survey. It was not clear in some cases whether quoted salaries were full-time equivalent, or *pro rata*. As a consequence, all part-time salaries have been excluded from all calculations and from the figures presented below.

Self-employed individuals who identified themselves as working full-time were included in the overall figures for all archaeologists, and represent 1% of those for whom salary data was available. Although information on annual earnings provided by eight of this group were below £10,000, as they represent less than 0.4% of those for whom salary information was available, these low figures are not considered to bias the overall totals.

On average, full-time archaeologists earned £23,310 per annum, as Table 66 shows. The median archaeological salary was £20,792 (50% of archaeologists earned more than this, 50% earned less). By comparison, the average for all UK full-time workers at the time of the survey was £29,999 (National Statistics 2007b, table 2.7a full time employee jobs). The average archaeologist reported to the survey earned 78% of the UK average for all full-time workers.

Table 66 Earning distribution in archaeology

	Full-time archaeologists	Full-time support staff	All full-time UK workers*
Lowest 10% earn less than	£14,921	£15,470	£12,862
Lower 25% earn less than	£16,557	£17,500	£17,040
Median	£20,792	£19,714	£24,002
Upper 25% earn more than	£28,000	£20,963	£33,943
Highest 10% earn more than	£35,000	£28,154	£47,747
Average (mean)	£23,310	£20,553	£29,999
Sample size	2237	69	14,759,000

* National Statistics 2007b, table 2.7a full time employee jobs

The IFA recommends minimum pay levels for archaeologists exercising levels of responsibility equivalent to the three grades of corporate membership. In 2007-08, these were £14,197 for Practitioner (PIFA), £16,536 for Associate (AIFA) and £21,412 for Member (MIFA). This is part of an overall salary package including

recommendations regarding pensions, working hours, paid annual leave and sick leave, discussed below (see section 5.3).

As reported to the survey, 5.9% of full-time archaeologists earned less than the PIFA minimum.

Earnings by organisational structure

As Table 67 indicates, the highest paying organisational sector was national government. By contrast, the private sector, which employed the largest workforce, paid least.

Table 67 Earning distribution by organisation basis

	National government or agency	Local government	University	Private sector	Other
Lowest 10% earn less than	£20,578	£15,153	£15,667	£13,900	£15,500
Lower 25% earn less than	£25,840	£17,503	£19,262	£15,000	£17,010
Median	£29,523	£22,166	£23,733	£17,707	£18,903
Upper 25% earn more than	£34,000	£27,594	£30,913	£24,500	£24,316
Highest 10% earn more than	£37,136	£30,667	£38,881	£31,000	£30,000
Average (mean)	£29,694	£23,120	£26,293	£20,916	£21,276
Sample size	331	312	310	1027	256

Earnings by individual role

The functional role of archaeological management was the highest paying of the roles into which archaeologists were categorised, with field investigation and research the lowest paying as can be seen in Table 68. It should be noted, however, that the archaeological management category was not available for respondents to select on the questionnaire. This was added during data entry and analysis for those posts given an 'Admin' role, but with a senior level of responsibility and a post title which strongly implied an archaeological management role. The sample number for this category is very small.

Table 68 Salary distribution by individual role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor / user services	Educational and academic research services	Management
Lowest 10% earn less than	£14,696	£19,470	£14,700	£20,005	£20,792
Lower 25% earn less than	£15,667	£22,833	£18,000	£22,332	£25,389
Median	£18,912	£28,000	£23,636	£30,000	£39,365
Upper 25% earn more than	£24,500	£35,426	£26,122	£36,064	£42,000
Highest 10% earn more than	£30,000	£37,136	£30,667	£47,811	£42,450
Average (mean)	£20,686	£29,553	£23,232	£30,865	£35,082
Sample size	1576	334	77	163	38

Earnings by geographical area

Table 69 presents average salaries as reported to the survey for the regions of the UK. The figures are based on the location of the single address from which organisations responded, and do not take account of staff based in more than one area.

Table 69 Earnings by geographical area

	Full time archaeologists average	All UK workers average*	Archaeologists' pay as % of all workers	Sample
English region				
East of England	£21,494	£29,200	74%	102
East Midlands	£20,706	£26,306	79%	172
London	£24,747	£45,274	55%	424
North East	£19,481	£24,318	80%	50
North West	£22,473	£27,297	82%	13
South East	£21,150	£31,462	67%	437
South West	£24,121	£27,046	89%	326
West Midlands	£21,948	£26,557	83%	140
Yorkshire & the Humber	£27,409	£26,112	105%	146
Scotland	£22,767	£27,218	84%	273
Wales	£26,363	£24,499	108%	98
Northern Ireland	£29,600	£24,787	119%	55
Channel Islands	-	n/a	-	0
Isle of Man	-	n/a	-	0
Total	£23,310	£29,999	78%	2236

* National Statistics 2007b, table 3.7a full-time employee jobs

Self-employed earnings

Earnings by self-employed archaeologists varied widely, as can be seen from the figures in Table 70. The maximum salary quoted by respondents for full-time self-employed archaeologists was £60,000 per annum, and the minimum was £5,000. It is difficult to explain the very low figures given for full-time self-employed workers, and these affect the mean and median figures for this group. If salaries below £10,000 were omitted from the calculations, the mean would be £22,657, and the median £16,334. On the basis of the figures provided by respondents, self-employed archaeologists are less well paid than full-time archaeologists in employment (although it must be noted that this is working from a very small sample size).

Table 70 Self-employed archaeologists' earnings

	Full-time self-employed	Full-time archaeologists	All full-time UK workers*
Lowest 10% earn less than	£6,000	£14,921	£12,862
Lower 25% earn less than	£7,000	£16,557	£17,040
Median	£14,000	£20,792	£24,002
Upper 25% earn more than	£25,000	£28,000	£33,943
Highest 10% earn more than	£47,500	£35,000	£47,747
Average (mean)	£22,660	£23,310	£29,999
Sample	25	2237	14,759,000

* National Statistics 2007b, table 2.7a full time employee jobs

Support staff earnings

Table 71 summarises earnings of full-time support staff, and compares these with the average full-time salaries for comparable 'administrative and secretarial occupations' and with all UK workers. Support staff working in archaeological organisations earn more than the comparable occupations at the middle and lower end of the scale, but the pattern is reversed at the upper end of the scale. Except for the lowest 10% and lower 25%, earnings are significantly below those of all full-time UK workers.

Table 71 Support staff earnings

	Full-time support staff	UK average 'administrative and secretarial occupations', full-time	All full-time UK workers*
Lowest 10% earn less than	£15,470	£12,410	£12,862
Lower 25% earn less than	£17,500	£14,853	£17,040
Median	£19,714	£18,157	£24,002
Upper 25% earn more than	£20,963	£22,787	£33,943
Highest 10% earn more than	£28,154	£28,615	£47,747
Average (mean)	£20,553	£19,535	£29,999
Sample	69	1,805,000	14,759,000

* National Statistics 2007b, table 2.7a full time employee jobs

Earnings and post profiles

Table 72 summarises annual earnings by post profile (see Appendix 1 below for the full profiles). The figures used exclude part-time employees. Self-employed individuals who identified themselves as working full-time were included, and as 32% of annual earnings provided by this group were below £10,000, this explains the low minimum salaries quoted in several cases.

Directors or Managers earn the highest average and highest maximum salaries, £37,092 and £115,000 respectively. Excavators or Site Assistants earn the lowest average salary, £14,077, and the lowest maximum at £16,221. This profile also earns one of the lowest minimum salaries (£11,045), although a number of lower salaries below £10,000 were recorded for Conservator, Archaeological Scientist, Senior posts, Other support posts, Project Officer and Other posts.

Table 72 Earnings by post profile

Post profile	Minimum salary	Maximum salary	Average salary
Academic Staff	£12,000	£64,826	£36,701
Administrator	£11,938	£32,000	£19,326
Archaeological Assistant	£13,900	£17,000	£14,489
Archaeological Officer	£19,872	£33,291	£25,958
Archaeological Scientist	£6,000	£52,882	£23,174
Archaeologist	£11,999	£43,000	£17,178
Archives Officer	£18,000	£41,046	£23,811
Buildings Archaeologist	£15,153	£31,840	£26,928
Characterisation posts	£19,170	£52,882	£28,859
Computing Officer	£16,858	£46,460	£23,440
Conservation Archaeologist	£18,907	£41,046	£25,701
Conservator	£5,000	£33,536	£19,375
Consultant	£13,000	£49,000	£28,466

Post profile	Minimum salary	Maximum salary	Average salary
County or Regional Archaeologist	£19,431	£43,887	£32,378
Director or Manager	£24,652	£115,000	£37,092
Editor	£16,483	£33,667	£25,378
Education and Outreach posts	£16,000	£46,460	£23,387
Excavator or Site Assistant	£11,045	£16,221	£14,077
Field Officer	£16,536	£27,000	£22,005
Financial posts	£15,885	£55,218	£23,487
Finds Officer	£13,164	£39,365	£20,821
Historic Environment Record Officer	£13,336	£35,852	£23,767
Illustrator	£12,000	£39,365	£19,320
Inspector	£21,000	£62,298	£35,226
Investigator	£24,652	£41,046	£29,733
Junior posts	£13,854	£33,536	£17,057
Museum Archaeologist	£14,000	£53,554	£22,762
Other posts	£9,550	£41,046	£20,335
Other support posts	£7,500	£32,795	£18,283
Photographer	£18,960	£36,000	£25,851
Planning Archaeologist	£15,353	£41,046	£27,885
Project Assistant	£14,492	£21,000	£16,001
Project Manager	£19,500	£45,397	£28,316
Project Officer	£8,000	£30,420	£20,809
Researcher	£14,200	£52,882	£23,660
Rural Advice	£23,749	£38,078	£25,729
Senior Archaeologist	£18,476	£41,046	£25,404
Senior posts	£7,000	£60,000	£34,522
Supervisor	£14,500	£23,000	£17,361
Surveyor	£15,090	£52,882	£24,856
Warden	£19,148	£26,278	£22,713

Earnings in other occupations

Archaeological earnings were compared with other occupations with which archaeologists have professional contact, on the basis of figures produced by National Statistics (2007b, table 2.7a and table 14.7a full time employee jobs). The results are shown in Table 73. The occupation classifications follow those now used by National Statistics (2000) and are different from those quoted in the previous survey (Aitchison and Edwards 2003, table 56). The names of the previous classifications have been included in brackets.

Table 73 earning comparison with other occupations

Occupations ordered by earnings (all FT workers)	Average gross earning*
Managers in construction (previously Managers in building and contracting)	£44,942
Chartered surveyors (not quantity surveyors) (previously Building, land, mining and 'general practice' surveyors)	£44,132
Higher education teaching professionals (previously University and polytechnic teaching professionals)	£42,620
Architects	£40,845
Civil engineers (previously Civil, structural, municipal, mining and quarrying engineers)	£35,618
Teaching and research professionals	£34,166
Town planners	£33,664
Culture, media and sport occupations	£29,728
Draughtspersons	£27,679
Conservation and environmental protection officers	£26,725
Scientific and engineering technicians (previously Scientific technicians)	£26,126
Librarians and related professionals	£25,195
Conservation associate professionals	£25,169
Skilled construction and building trades (previously Construction trades)	£23,400
Archaeologists	**£23,310**
Road construction operatives (previously Road construction and maintenance workers)	£22,962
Building trades (previously Builders, building contractors)	£21,566
Labourers in building and woodworking trades (previously Other building and civil engineering labourers not elsewhere categorised)	£19,485
(All) professional occupations	£38,840
National average	£29,999

* National Statistics 2007b, table 2.7a and table 14.7a full time employee jobs

Earnings by gender

Table 74 compares salaries by gender, and includes comparative data on UK full-time employees. On average, male archaeologists earn £23,746 per annum and female archaeologists £21,361. This represents a differential of £2,385; on average, female archaeologists earn 90% of the amount male archaeologists earn. For all UK workers the overall average female salary is 71% of the average male salary.

Table 74 Earning distribution by gender

	Archaeologists			All UK employees*	
Gender	**Female**	**Male**	**All**	**Female**	**Male**
Lowest 10% earn less than	£14,882	£14,921	£14,921	£11,574	£14,315
Lower 25% earn less than	£16,000	£16,669	£16,557	£14,964	£18,994
Median	£19,661	£21,300	£20,792	£20,476	£26,297
Upper 25% earn more than	£25,000	£28,240	£28,000	£29,415	£37,042
Highest 10% earn more than	£30,806	£35,934	£35,000	£38,354	£53,838
Average (mean)	£21,361	£23,746	£23,310	£24,081	£33,736
Sample	916	1317	2237	5,712,000	9,047,000

* National Statistics 2007b, table 1.7a full time employee jobs

Earnings by age

Table 75 shows earnings by age for full-time archaeologists. The highest average salary was earned by those in their early 50s, after which point average earnings decreased. Those in their early 50s also earned the highest median salary, but the decrease in median earnings was more gradual for those in their 50s. Earnings of the upper 25% continued to increase until archaeologists were in their later 50s. The figures for those in their early 60s are based on a very small sample, so the apparent changes at this point may not be a true reflection of earnings across the archaeological workforce.

Table 75 Earning distribution by age – archaeologists

Age	Lowest 10% earn less than	Lower 25% earn less than	Median	Upper 25% earn more than	Highest 10% earn more than	Average (mean)	Sample
16-19			£16,400			£15,781	6
20-24	£13,863	£14,500	£15,000	£16,500	£17,583	£15,835	227
25-29	£13,900	£15,000	£16,858	£20,117	£22,500	£18,025	445
30-34	£15,000	£16,858	£20,147	£24,500	£30,012	£21,411	393
35-39	£15,000	£18,912	£22,713	£28,010	£35,934	£24,289	329
40-44	£16,669	£19,938	£25,840	£29,791	£36,034	£26,022	266
45-49	£16,669	£20,005	£25,840	£30,913	£39,159	£26,984	253
50-54	£16,409	£20,578	£27,638	£35,000	£44,083	£29,302	167
55-59	£16,000	£20,792	£27,368	£35,852	£40,110	£27,960	104
60-64	£14,696	£16,858	£24,115	£32,407	£43,000	£27,121	41
65+			£14,200			£20,373	5

Weighting allowances

The salaries of 34 posts, held by 90 employees, included weighting allowances. 19 of these posts (32 individuals) are with organisations that undertake 100% of their work in London. 2 further posts (2 individuals) are with organisations that undertake at least 98% of their work in the South-East of England, 1 post (1 individual) is with an organisation that undertakes 100% of its work in the East of England and 2 posts (2 individuals) are with organisations that undertake 100% of their work in Scotland. The weighting amounts included in the salaries were given for 16 of these posts (held by 52 individuals) and ranges from £500 to £2,700, with an average of £2,213.

Salary scales

Salary scales were used by 142 organisations responding to the survey (59% of the sample). These organisations, however, employed 91% of paid staff, as Table 76 shows.

Table 76 Use of salary scales, by organisations and number of staff affected

	Organisations		Paid staff	
	Number	%	Number	%
Yes	142	59%	2494	91%
No	89	37%	197	7%
Don't know	2	1%	2	0%
Not answered	9	4%	37	1%
Total	242	100%	2730	100%

As can be seen from Table 77, of those organisations which indicated that they used salary scales, the majority followed Local Authority scales (33% of all organisations, 59% of those using salary scales). Whilst 12% of organisations use locally defined scales, these affect 1008 individuals, or 37% of all paid staff.

Table 77 Type of salary scale used, by organisations and number of staff affected

Type of scale	Organisations		Paid staff	
	Number	% of all organisations	Number	% of all paid staff
Civil service	7	3%	137	5%
Local authority	79	33%	838	31%
University	23	10%	402	15%
Locally defined	30	12%	1008	37%
Other	4	2%	6	0%
Total	143	59%	2391	88%

Of the respondents who provided additional information about the scales in use, one used the HAY scheme, three used Local Authority scales but locally defined, and one was linked to the Civil Service scale. Other salary scales described included one using voluntary sector nationally agreed scales, one using 'IFA pay scales' and two citing BAJR. One self-employed respondent based their rates on monitoring salary scales in job adverts, and another's day rate was based on the senior lecturer scale.

5.3 Employee rights and benefits

Table 78 summarises responses to questions about employee rights and benefits. The 68 responses relating to 80 self-employed individuals were excluded from these figures, which therefore cover a maximum of 174 organisations and 2585 individuals. Not all organisations responded to the questions. Table 79 presents the same data, but in relation to the numbers of employees affected. The issues raised by these responses are discussed in the paragraphs which follow.

Table 78 Employee rights / benefits, numbers of organisations

	Yes		No		Don't know or not applicable		Total	
20 or more days paid holiday leave per annum	166	97%	1	1%	4	2%	171	100%
Occupational sick pay (paid sickness leave over and above Statutory Sick Pay)	146	85%	12	7%	13	8%	171	100%
Paid maternity leave over and above Statutory Maternity Pay	112	66%	34	20%	24	14%	170	100%

	Yes		No		Don't know or not applicable		Total	
The opportunity to take unpaid maternity leave	132	77%	6	4%	33	19%	171	100%
Paid paternity leave over and above Statutory Paternity Pay	85	51%	36	21%	47	28%	168	100%
The opportunity to take unpaid paternity leave	119	71%	9	5%	40	24%	168	100%
The opportunity to jobshare or use other flexible working arrangements	144	85%	14	8%	12	7%	170	100%
Subsidised accommodation or subsistence allowance	52	31%	93	55%	23	14%	168	100%

Table 79 Employee rights / benefits, all employees

	Yes		No		Don't know or not applicable		Total	
20 or more days paid holiday leave per annum	2626	100%	2	0%	5	0%	2633	100%
Occupational sick pay (paid sickness leave over and above Statutory Sick Pay)	2532	96%	83	3%	18	1%	2633	100%
Paid maternity leave over and above Statutory Maternity Pay	1577	60%	993	38%	60	2%	2630	100%
The opportunity to take unpaid maternity leave	2195	83%	331	13%	107	4%	2633	100%
Paid paternity leave over and above Statutory Paternity Pay	1615	62%	749	29%	224	9%	2588	100%
The opportunity to take unpaid paternity leave	2109	80%	354	13%	164	6%	2627	100%
The opportunity to jobshare or use other flexible working arrangements	2548	97%	31	1%	50	2%	2629	100%
Subsidised accommodation or subsistence allowance	1869	71%	638	24%	120	5%	2627	100%

Legislation and regulations

There have been considerable changes to employee rights and benefits over the ten years since the first archaeological labour market survey in 1997-98. The *Employment Act 2002* introduced new employment legislation designed to help working parents. The *Work and Families Act 2006* aims to establish a balanced package of rights and responsibilities for both employers and employees including measures relating to maternity, paternity and adoption leave, and flexible working. This Act also includes enabling legislation to increase minimum entitlements to paid annual leave. Some of these changes are being introduced progressively, for example the minimum holiday entitlement was increased on 1 October 2007, and will be increased again on 1 April 2009.

IFA recommended minimum salary package

The IFA has established a recommended minimum salary scheme, which all Registered Archaeological Organisations (RAOs) must adhere to, and which is recommended for all archaeological employers. From April 1 2007, the

recommended minimum salaries are based on the assumption of a minimum total employment package which includes the following

1. 6% employer pension contribution subject to any reasonable qualifying period
2. Average 37.5 hour working week
3. Paid annual leave of at least 20 days plus statutory holidays
4. Sick leave allowance of at least one month on full pay subject to any reasonable qualifying period

Any shortfall in the above increases the minimum salary requirement, although betterment of the stated terms does not justify a reduction in basic pay (see http://www.archaeologists.net/modules/icontent/index.php?page=206).

Paid holiday

Paid holiday is a right not a benefit, which applies to 'employees' and 'workers' as defined in law[1]. The first increase in statutory holiday entitlement for nine years came into force on 1 October 2007 (after the questionnaire census date, but before many questionnaires had been returned). The minimum entitlement up to that time was to four weeks' paid holiday per year (equivalent to 20 days for those working 5 days a week). This entitlement could include bank holidays (8 in Britain, 10 in Northern Ireland). From 1 October 2007 the entitlement is to 4.8 weeks paid holiday (24 days for those working 5 days a week). This can include bank holidays. The entitlement will rise again to 5.6 weeks (28 days) from 1 April 2009, when the legal minimum will match the present IFA recommended minimum paid holiday allowance.

As Table 78 shows, the response of one organisation suggests that it was acting illegally in not providing the statutory minimum of 20 days of paid holiday, and those who completed four questionnaires did not appear to be aware of their responsibilities to their workers and employees under the law.

Occupational sick pay

Sick pay over and above Statutory Sick Pay is a benefit not a right, which twelve organisations are not offering to a total of 83 individuals. As the question sought to establish whether additional sick pay is offered as a benefit or not, the answers did not establish whether the level of sick pay matches the IFA-recommended minimum.

Paid and unpaid maternity leave

Paid maternity leave over and above Statutory Maternity Pay is a benefit not a right, which was offered by 66% of responding organisations (employing 1577 individuals). The IFA-recommended minimum package makes no reference to maternity pay or leave. The period of time for which statutory maternity pay is given rose on 1 April 2007 from 26 to 39 weeks so at the time of the survey, some women on paid maternity leave would have been covered by the former period, and some by the latter.

[1] Employees are those working under a contract of employment, written or verbal, by which the terms and conditions of employment have been agreed. The category of workers is broader than 'employees' and normally excludes those who are self-employed. Most agency workers, short term casual workers and some freelancers are likely to be workers but not employees. http://www.direct.gov.uk/en/Employment/Employees/EmploymentContractsAndConditions/DG_10027916 (accessed 16/04/2008)

There was also a change in the period of statutory maternity leave, which increased to 52 weeks for those whose babies were born after 1 April 2007. For those born before this, the statutory leave period was 26 weeks, with an extra 26 weeks if certain conditions were met. The question asked was not specific about the nature of the unpaid maternity leave referred to, and 77% of organisations said they do give women the opportunity to take unpaid maternity leave.

Both parents of a child also have the right to parental leave, consisting of thirteen weeks off work (in total, not per year) for each child, up to their fifth birthday (or up to five years after the placement date of an adopted child), or eighteen weeks for each disabled child, up to the child's 18th birthday. Parental leave is usually unpaid, is limited to employees, rather than casual or agency staff, and generally requires a year of continuous service for the same employer.

Paid and unpaid paternity leave

Statutory paid paternity leave consists of up to two weeks for employees who meet the relevant criteria. Paid paternity leave over and above Statutory Paternity Pay was offered by 51% of organisations. The IFA-recommended minimum package makes no reference to paternity pay or leave.

There is no statutory period of unpaid paternity leave, but fathers who meet the relevant conditions could take a proportion of their legal allowance of thirteen weeks parental leave (see above) following the birth of a child. 71% of organisations offered fathers the opportunity to take unpaid paternity leave.

Flexible working

‘Flexible working’ describes any working pattern adapted to suit an employee’s needs, such as part-time, flexi-time, annualised hours, compressed hours, staggered hours or job sharing. Whilst anyone may ask their employer for flexible work arrangements, there is a statutory right for employees who are parents or carers and who meet certain conditions to ask for flexible working. Under the law the employer must seriously consider such an application, but is permitted to deny the application if there is a good business reason not to agree.

The opportunity to jobshare or to use other flexible working arrangements was offered as a benefit by 83% of organisations employing 2548 individuals.

Subsistence or subsidised accommodation

Subsidised accommodation or subsistence allowance was offered by 30% of responding organisations employing 1869 individuals. Although this benefit was offered by a minority of responding organisations, it related to 71% of those employed by the organisations who responded.

Other benefits

Sixty-eight respondents listed a range of other benefits, covering 1555 employees. It is highly probably that many respondents did not answer this question or include all the benefits offered to employees.

The additional benefits listed included:

- some or all of IFA and / or other professional subscriptions – 51 organisations
- pensions – 20 organisations
- profit share or bonus – 4
- first aid enhanced pay – 1
- training was considered to be a benefit by 9 organisations; conference attendance by 3, CPD by 3. One organisation pays research degree fees.
- private health care was offered by 6 organisations, in one case only to managers
- free eye tests for VDU users were offered by 3 organisations
- company cars, car schemes or lease cars were offered by 5
- travel loans, in one case a buy bicycle scheme were mentioned by four
- travelling expenses and own car business use mileage were considered benefits by two organisations
- an annual clothing allowance – 1, PPE supplied – 1, diving equipment servicing costs – 1
- additional leave, or the opportunity to buy extra leave were offered by 3
- compassionate leave – 3, allowance for medical appointments in work time – 1
- parental leave for dependents – 1 (but see above as right not benefit)
- child care benefit or salary sacrifice scheme – 2
- relocation expenses – 2
- home working option – 2
- discount on local café costs – 1

Pensions

Respondents were asked whether the organisation contributed to the pension of individuals working in this post. Table 80 summarises responses. The phrasing of the question means that the answers cannot be considered to show organisations' willingness to contribute to pensions, as individuals can and do opt of pension schemes. The proportion of archaeologists receiving organisation contributions towards pensions was lower than that of support staff, at 69% compared with 75% of support staff.

Table 80 Organisations contributing to pensions, number of staff

	Contributes to pension		No contribution to pension		Don't know		Total	
Archaeologists	1705	69%	704	28%	71	3%	2480	100%
Support staff	91	75%	31	25%		0%	122	100%
All staff	1796	69%	735	28%	71	3%	2602	100%

Table 81 compares the types of organisations with contributions to pensions. National government or agency, local government and university based organisations contribute to the pensions of over 85% of the staff employed. Only 46% of private sector organisations do so. Private sector organisations include many of the self-employed respondents to the survey, a lower proportion of whom were making pension contributions.

Table 82 lists the post profiles for which lower than average (less than 69%) proportions of employer pension contributions. Seven of the ten profiles are fieldwork posts. However, six of the ten posts are junior level posts, most likely to be held by younger staff who may potentially have opted out of a pension. Table 83 compares

level of seniority with employer contributions to pensions. A higher proportion of employers contributed to the pensions of those in senior level posts. Of posts with a single level of seniority, employer pension contributions were recorded for 52% of junior posts, 77% of middle-ranking posts, and 85% of senior posts.

Note that the numbers presented in Table 81, Table 82 and Table 83 refer to the number of individuals identified within post profiles.

Table 81 Types of organisations contributing to pensions

	Employer contributes to pension		Employer does not contribute to pension		Not known whether employer contributes to pension		Total	
National government or agency	356	95%	17	5%		0%	373	100%
Local government	366	91%	27	7%	8	2%	401	100%
University	347	88%	36	9%	13	3%	396	100%
Private sector	494	46%	539	50%	48	4%	1081	100%
Other	230	66%	116	33%	2	1%	348	100%
Total	1793	69%	735	28%	71	3%	2599	100%

Table 82 Post profiles with lower than average proportion of employer's contribution to pensions

	Employer contributes to pension		Employer does not contribute to pension		Not known whether employer contributes to pension		Total
Finds Officer	48	68%	22	31%	1	1%	71
Project Officer	154	66%	64	27%	17	7%	235
Buildings Archaeologist	6	60%	4	40%		0%	10
Junior posts	10	59%	7	41%		0%	17
Illustrator	31	46%	32	48%	4	6%	67
Excavator or Site Assistant	19	40%	29	60%		0%	48
Project Assistant	53	36%	83	56%	12	8%	148
Archaeological Assistant	20	32%	42	68%		0%	62
Archaeologist	75	29%	187	71%		0%	262
Supervisor	42	24%	117	66%	19	11%	178

Table 83 Level of seniority of posts and pension contributions

	Employer contributes to pension		Employer does not contribute to pension		Not known whether employer contributes to pension		Total	
Junior	432	52%	389	47%	3	0%	824	100%
Middle	606	77%	128	16%	51	6%	785	100%
Senior	380	85%	65	15%	2	0%	447	100%
Total	1418	69%	582	28%	56	3%	2056	100%

5.4 Job security

Length of contract

The questionnaire asked about length of contract for each member of staff working in each post. Table 84 shows the results for the 2673 individuals for whom information was provided, for all posts and for archaeological posts. Almost three quarters of employees are on permanent or open-ended contracts.

Table 84 Length of contract

	All		Archaeologists	
<3 months	119	4%	119	5%
3-6 months	114	4%	113	4%
6-12 months	219	8%	213	8%
12-24 months	90	3%	89	3%
>24 months	87	3%	87	3%
Permanent/open-ended	1974	74%	1859	73%
Other	70	3%	69	3%
Total	2673	100%	2549	100%

Table 85 shows the numbers and proportions of staff in different roles with their contract lengths. Whilst good majorities in all roles have permanent or open-ended contracts, the lowest proportion – just over two thirds – is found in those working in field investigation and research. This role also has the highest proportion of short contracts, with 23% having contracts of twelve months or less.

Table 85 Length of contract by working role

	Field investigation and research services		Historic environment advice and information services		Museum and visitor / user services		Educational and academic research services		Archaeological management		Support staff	
<3 months	118	7%	0	0%	1	1%	0	0%	0	0%	0	0%
3-6 months	106	6%	1	0%	0	0%	4	2%	2	4%	1	1%
6-12 months	173	10%	15	3%	10	8%	15	8%	0	0%	6	5%
12-24 months	58	3%	6	1%	10	8%	14	7%	1	2%	1	1%
>24 months	47	3%	16	4%	3	3%	19	10%	2	4%	0	0%
Permanent/ open-ended	1186	68%	387	90%	95	80%	140	71%	51	91%	115	93%
Other	59	3%	4	1%	0	0%	6	3%	0	0%	1	1%
Total	1747	100%	429	100%	119	100%	198	100%	56	100%	124	100%

In relation to organisational basis, shown in Table 86, national government or agencies are most likely to offer permanent or open-ended contracts (83%), followed closely by private sector organisations (78%).

Table 86 Length of contract by organisation basis, all staff

	National government or agency		Local government		University		Private sector		Other	
<3 months	1	0%	0	0%	29	7%	78	7%	11	3%
3-6 months	3	1%	3	1%	26	7%	38	3%	44	13%
6-12 months	21	5%	43	11%	26	7%	72	6%	56	16%
12-24 months	10	3%	35	9%	35	9%	6	1%	4	1%
>24 months	32	8%	16	4%	37	9%	1	0%	1	0%
Permanent/ open-ended	321	83%	295	74%	239	61%	897	78%	220	64%
Other	1	0%	8	2%	1	0%	52	5%	8	2%
Total	389	100%	400	100%	393	100%	1144	100%	344	100%

Length of employment to date

The 2007-08 questionnaire asked for more detail about long term employment than has been asked in the past. The responses indicate a reasonable degree of stability in employment, and can be considered to challenge anecdotal perceptions that all jobs in archaeology are short-term and insecure.

Table 87 shows the length of employment to date for all staff including support staff, and for archaeologists, and Figure 11 shows this graphically for archaeologists. The largest proportion of individuals have worked for the same organisation for between two and five years (25%, or 609 archaeologists). Whilst there are 910 archaeologists (37%) who have worked for an organisation for 24 months or less, 911 archaeologists (37%) have worked for the same organisation for five years or more, including 7% who have worked for the same employer for over 20 years.

Table 87 Length of employment to date

	All staff		Archaeologists	
<3 months	153	6%	149	6%
3-6 months	184	7%	179	7%
6-12 months	235	9%	226	9%
12-24 months	372	15%	356	15%
2-5 years	640	25%	609	25%
5-10 years	405	16%	380	16%
10-20 years	389	15%	361	15%
>20 years	174	7%	170	7%
Total	2552	100%	2430	100%

Figure 11 Archaeologists – length of employment

Table 88 shows that both higher numbers and a higher proportion of those whose role is in field investigation and research services have been employed for shorter periods. However, this is not the rule for all in that role, as 546 individuals (32%) have worked for the same organisation for five years or more.

Table 88 Length of employment to date by working role

	Archaeologist: field investigation and research services		Archaeologist: historic environment advice and information services		Archaeologist: museum and visitor / user services		Archaeologist: educational and academic research services		Archaeologist: management		Support staff	
<3 months	137	8%	4	1%	1	1%	4	2%	3	5%	4	3%
3-6 months	147	9%	6	2%	4	3%	21	10%	1	2%	5	4%
6-12 months	164	10%	28	8%	6	5%	27	13%	1	2%	9	7%
12-24 months	275	16%	43	12%	15	13%	20	10%	3	5%	16	13%
2-5 years	414	25%	100	27%	31	27%	53	26%	11	20%	31	25%
5-10 years	229	14%	87	23%	26	22%	27	13%	11	20%	25	20%
10-20 years	221	13%	63	17%	19	16%	41	20%	17	30%	28	23%
>20 years	96	6%	41	11%	14	12%	10	5%	9	16%	4	3%
	1683	100%	372	100%	116	100%	203	100%	56	100%	122	100%

Individuals are most likely to have been employed by the same organisation for over five years for national government or agency employers (53%), or local government employers (55%), as Table 89 indicates.

Table 89 Length of employment to date by organisation basis, all staff

	National government or agency		Local government		University		Private sector		Other	
<3 months	7	3%	6	2%	12	3%	97	8%	31	9%
3-6 months	13	5%	9	2%	24	6%	105	9%	33	10%
6-12 months	13	5%	36	9%	49	12%	116	10%	21	6%
12-24 months	28	11%	57	14%	67	17%	186	16%	33	10%
2-5 years	56	22%	69	17%	95	24%	332	29%	87	25%
5-10 years	38	15%	74	19%	63	16%	174	15%	56	16%
10-20 years	61	24%	89	22%	75	19%	121	10%	42	12%
>20 years	33	13%	57	14%	12	3%	32	3%	40	12%
	249	100%	397	100%	397	100%	1163	100%	343	100%

5.5 Full-time and part-time work

Although at one time the definition of part-time work in UK law was based on the number of hours worked, this is no longer the case. 'Part-time workers are (generally) defined as those whose hours of work are less than the normal hours of work of a comparable full time worker' (Lourie 2000). Since 2000 part-time workers in the UK must not be treated less favourably than their full-time colleagues, in line with the *Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000*. These regulations and further amendments in 2002 entitle part-time workers to the same hourly rates of pay, the same access to company pension schemes, the same entitlements to annual leave and maternity/parental leave on a pro rata basis, the same entitlement to contractual sick pay and no less favourable treatment in access to training (BERR 2008).

The survey asked whether individuals worked full-time or part-time, using a definition employed by National Statistics up to 2003, whereby full-time was considered to be 30 hours or more per week, and part time less than 30 hours per week (National Statistics 2003, appendix 1). Table 90 summarises the information received for 2674 individuals. The overall proportions for staff working in the sector can be compared to the UK workforce as a whole, of whom 25.8% have a part-time job as their main job (Usher *et al* 2007, 24). Although a higher proportion of support staff (43%) work on a part-time basis compared with the national average, a significantly lower proportion of archaeological staff work part-time (just 11%).

Table 90 Full-time and part-time work, all staff

	Part-time		Full-time		Total	
All archaeological staff	284	11%	2274	89%	2558	100%
Support staff	52	43%	70	57%	122	100%
All staff	331	12%	2343	88%	2674	100%

Full time and part time work by role

The level of part-time work varies considerably by working role, as Table 91 indicates. Relatively few individuals with roles in field investigation and research services work part-time. Of archaeological roles, museums have the highest proportions of part-time staff, and as has been noted earlier, the highest proportion of

female staff at 63% (see section 4.4 above). The highest proportion of part-time working is found amongst support staff.

Table 91 Full-time and part-time work, by role

	Part-time		Full-time		Total	
Archaeologist: field investigation and research services	120	7%	1621	93%	1741	100%
Archaeologist: historic environment advice and information services	69	16%	362	84%	431	100%
Archaeologist: museum and visitor / user services	42	35%	77	65%	119	100%
Archaeologist: educational and academic research services	39	19%	169	81%	208	100%
Archaeologist: management	9	17%	44	83%	53	100%
Subtotal: all archaeological staff	284	11%	2274	89%	2558	100%
Support staff	52	43%	70	57%	122	100%
Total: all staff	331	12%	2343	88%	2674	100%

Full time and part time work by organisation basis

There is some variation in the level of part-time working by organisational sector, with this being most common in local government, as Table 92 indicates, followed closely by universities.

Table 92 Full-time and part-time work, by organisation basis

	Part-time		Full-time		Total	
National government or agency	46	12%	340	88%	386	100%
Local government	79	20%	321	80%	400	100%
University	66	17%	332	83%	398	100%
Private sector	101	9%	1078	91%	1179	100%
Other	39	13%	269	87%	308	100%
Total	331	12%	2340	88%	2671	100%

Full time and part time work by gender

Where posts were filled exclusively by men or women it was possible to extract data comparing gender and full- or part-time work. Table 93 shows the proportions of men and women working part- or full-time for the 608 individuals for whom this question could be asked. It should be noted that these figures cannot be reliably extrapolated to all archaeological employment, and that they are biased towards those posts with relatively few employees.

Table 93 Full-time and part-time work, % by gender, employed only

	Part-time		Full-time		Total	
Female, employed, all staff	101	35%	186	65%	287	100%
Male, employed, all staff	35	11%	286	89%	321	100%
Total where staff either all male or all female	136	22%	472	78%	608	100%
Female, employed, archaeologists only	69	30%	159	70%	228	100%
Male, employed, archaeologists only	29	10%	273	90%	302	100%
Total archaeologists, staff all male or female	98	18%	432	82%	530	100%

Table 94 shows the proportions of part-time staff by gender and full-time staff by gender, excluding the self-employed, both for all staff and just for archaeologists. In the UK labour force as a whole, 80% of part-time workers are female, whilst 61.3% of full-time workers are men (Usher *et al* 2007, 24). The proportions which could be extracted from the survey are relatively close to the UK total figures, although slightly lower in respect of part-time female archaeologists, who make up 70% of the part-time workforce, and slightly higher for full-time male archaeologists, who represent 63% of the full-time archaeological workforce.

Table 94 Full-time and part-time work, by gender, % by full-time and part-time, employed only

	Part-time		Full-time		Total	
Female, employed, all staff	101	74%	186	39%	287	47%
Male, employed, all staff	35	26%	286	61%	321	53%
Total where staff either all male or all female	136	100%	472	100%	608	100%
Female, employed, archaeologists only	69	70%	159	37%	228	43%
Male, employed, archaeologists only	29	30%	273	63%	302	57%
Total archaeologists, staff all male or female	98	100%	432	100%	530	100%

5.6 Self-employment

This section considers self-employment in relation to the jobs undertaken, rather than the demographic profile of this group, which is covered in section 4.6 above.

Sixty-eight questionnaire returns were received, covering 80 self-employed respondents. Part 2 of the questionnaire covering post profiles was complete by 66 respondents covering 70 self-employed individuals (four questionnaires each included two individuals).

Table 95 lists the fourteen post profiles which summarise the 48 different post titles of self-employed archaeologists.

Table 95 Post profiles of self-employed archaeologists

Post profile	Number	%
Archaeological Scientist	4	6%
Archaeologist	3	4%
Buildings Archaeologist	4	6%
Conservator	2	3%
Consultant	12	17%
Director or Manager	12	17%
Education and Outreach posts	2	3%
Finds Officer	5	7%
Illustrator	10	14%
Other posts	8	11%
Project Officer	1	1%
Researcher	2	3%
Senior posts	4	6%
Supervisor	1	1%
Total	70	100%

In relation to their level of seniority, 49 identified themselves as senior, one as middle, and 20 did not respond to the question.

As Table 96 shows, of those who provided data, most classed themselves as archaeologists working in field investigation and research services (64%). Just under one in five worked in historic environment advice and information services, one in ten in education and academic research services, and smaller proportions in museums and other roles. It is interesting that such a high proportion of respondents consider their work to be field investigation and research, despite most of their post profiles relating to advice-giving roles which are often based on secondary analysis of material, rather than being roles that undertake primary research in the field.

Table 96 Post roles of self-employed archaeologists

Role	Number	%
Field investigation and research services	45	64%
Historic environment advice and information services	13	19%
Museum and visitor / user services	4	6%
Educational and academic research services	7	10%
Other	1	1%
Total	70	100%

Table 97 compares the salaries of full-time self-employed archaeologists with those for all archaeologists (see also section 5.2). The average and median salaries for self-employed archaeologists were both lower than those which also include employed staff. The data provided by respondents for salaries of full-time self-employed archaeologists indicates either that some described themselves as full-time when in fact they worked part-time, or that they are charging very low sums for their services, given that the minimum full-time salary was £5,000.

Table 97 Full-time self-employed salaries

Full-time	Self-employed	All archaeologists
Minimum	£5,000	£5,000
Median	£14,000	£20,792
Average (mean)	£22,660	£23,310
Maximum	£60,000	£115,000

Only fourteen self-employed archaeologists were paying pension contributions (27% of those who responded to this question). This suggests that as many as three quarters of self-employed archaeologists may not be paying pension contributions.

Self-employment seems to suit certain individuals, who remain self-employed for many years. As Table 98 shows, relatively few had been self-employed for only a short while, but 62% had been self-employed for five years or more.

Table 98 Duration of self-employment by job role

	6-12 months		12-24 months		2-5 years		5-10 years		10-20 years		>20 years		Total	
Field investigation and research services	1	3%	3	9%	8	24%	3	9%	11	32%	8	24%	34	100%
Historic environment advice and information services	0	0%	0	0%	5	56%	1	11%	2	22%	1	11%	9	100%

	6-12 months		12-24 months		2-5 years		5-10 years		10-20 years		>20 years		Total	
Museum and visitor / user services	0	0%	1	25%	0	0%	1	25%	0	0%	2	50%	4	100%
Educational and academic research services	1	25%	0	0%	1	25%	1	25%	1	25%	0	0%	4	100%
Archaeological management	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Total	2	4%	4	8%	14	27%	7	13%	14	27%	11	21%	52	100%

Overall, 52% of self-employed individuals worked part time, and 48% worked full time, as Table 99 shows. There was some variation by different job roles, but as the numbers were relatively small, these may not be representative of a wider population of self-employed archaeologists.

Table 99 Self-employment, full- and part-time employment by job role

	Part-time		Full-time		Total	
Archaeologist: field investigation and research services	19	44%	24	56%	43	100%
Archaeologist: historic environment advice and information services	7	70%	3	30%	10	100%
Archaeologist: museum and visitor / user services	2	50%	2	50%	4	100%
Archaeologist: educational and academic research services	5	83%	1	17%	6	100%
Archaeologist: management	0	-	0	-	0	-
Total	33	52%	30	48%	63	100%

Table 100 compares the proportions of full- and part-time self-employed and employed respondents with their gender. There was no difference between the proportions of males and females choosing full- or part-time employment. One third of part-time and one third of full-time staff were female. This contrasts dramatically with the proportions for employed staff which show that seven out of ten part-time archaeological staff were female (it should be noted that the figures for employed staff were based only a limited number of posts where staff are all male or all female).

Table 100 Self-employment, employment, gender, and full- and part-time employment

	Female		Male		Total	
Full-time self-employed	10	33%	20	67%	30	100%
Part-time self-employed	11	33%	22	67%	33	100%
Total self-employed	21	33%	42	67%	63	100%
Full-time employed archaeologists	159	37%	273	63%	432	100%
Part-time employed archaeologists	69	70%	29	30%	98	100%
Total employed archaeologists	228	43%	302	57%	530	100%

5.7 Sources of funding

The questionnaire asked whether posts were funded from establishment income or from project grants and/or contracting income. Table 101 summarises the response, and includes self-employed individuals. Respondents clearly had different approaches to answering this question. In some private sector organisations all funding appeared to be regarded as project or contracting income, whilst in others it was seen as establishment income.

Table 101 Source of funding for posts

	Establishment income		Project or contracting income		Total	
	No of posts	% of posts	No of posts	% of posts	No of posts	% of posts
Archaeological posts	709	31%	1580	69%	2289	100%
Admin posts	90	74%	32	26%	122	100%
Total	799	33%	1612	67%	2411	100%

Table 102 compares the source of funding for posts with the roles of the individuals in those posts. The highest proportions of establishment-funded posts were in museum and visitor / user services (81%) and in archaeological management posts (82%), whilst the lowest proportion was found amongst archaeologists working in field investigation and research services (15%).

Table 102 Source of funding for posts, by job role

	Establishment income		Project or contracting income		Total	
	No of posts	% of posts	No of posts	% of posts	No of posts	% of posts
Archaeologist: field investigation and research services	230	15%	1331	85%	1561	100%
Archaeologist: historic environment advice and information services	244	64%	135	36%	379	100%
Archaeologist: museum and visitor / user services	73	81%	17	19%	90	100%
Archaeologist: educational and academic research services	119	58%	88	42%	206	100%
Archaeologist: management	44	82%	9	18%	53	100%
Support staff	90	74%	32	26%	122	100%
Total	799	33%	1612	67%	2411	100%

NB figures have been rounded up to the nearest whole individual where posts were part establishment and part project funded.

Table 103 reveals a high rate of project funding amongst all organisation types, with the exception of national government or agency organisations, although even in these 25% of posts were funded from project or contracting income.

Table 103 Source of funding for posts, by organisation basis

	Establishment income		Project or contracting income		Total	
	No of posts	% of posts	No of posts	% of posts	No of posts	% of posts
National government or agency	178	75%	60	25%	238	100%
Local government	173	46%	201	54%	374	100%
University	109	27%	292	73%	401	100%
Private sector	263	25%	793	75%	1056	100%
Other	75	22%	264	78%	339	100%
Total	797	33%	1611	67%	2408	100%

NB figures have been rounded up to the nearest whole individual where posts were part establishment and part project funded.

5.8 Vacancies

The questionnaire asked whether organisations had had difficulties in filling posts. No strict definition was given of what such difficulties might entail, but the example of 'post had to be re-advertised' was provided.

Excluding respondents who answered 'don't know', 692 responses were received. Of these, 59 (9% of those answering either yes or no) said there had been problems in filling that post within the last year.

The largest proportion of difficulties in filling posts was reported in relation to post roles in field investigation and research services, as Table 104 shows. However, this was also the role in which the largest number of individuals worked.

Table 104 Vacancies difficult to fill and job role

Post role	Number of reported difficulties	% of reported difficulties	Total no of individuals in posts
Archaeologist: field investigation and research services	38	64%	1788
Archaeologist: historic environment advice and information services	12	20%	434
Archaeologist: museum and visitor / user services	2	3%	121
Archaeologist: educational and academic research services	5	8%	211
Archaeologist: management	0	0%	57
Support staff	2	3%	122
Total	59	100%	2733

Table 105 compares vacancies which were difficult to fill and the organisation type. The highest proportion of reported difficulties came from the private sector, but private sector organisations also employed the largest number of individuals.

Table 105 Vacancies difficult to fill and organisation type

Organisation type	Number of reported difficulties	% of reported difficulties	Total no of individuals in posts
National government or agency	3	5%	391
Local government	15	26%	404
University	12	21%	403
Private sector	23	40%	1187
Other	5	9%	345
Total	58	100%	2730

Table 106 lists all post profiles for which it was reported that it had been one or more vacancy which had been difficult to fill, together with the average salaries for those vacancies and for the profiles as a whole. Five posts in four profiles (Buildings Archaeologist, Administrator, Director or Manager, and Surveyor) were more than 20% below the average for their profiles, so it is possible that low salaries were part of the reason for these vacancies being difficult to fill.

Table 106 Vacancies difficult to fill and post profiles including salary

Post profile	Number of reported difficulties	Average vacancy salary	Average profile salary	% of role average
Academic Staff	2	£30,000	£36,701	82%
Administrator	1	£14,483	£19,326	75%
Archaeological Officer	1	£22,200	£25,958	86%
Archaeological Scientist	2	£20,323	£23,174	88%
Archaeologist	6	£20,597	£17,178	120%
Buildings Archaeologist	1	£15,508	£26,928	58%
Computing Officer	1	£20,578	£23,440	88%
Consultant	9	£30,542	£28,466	107%
Director or Manager	2	£29,246	£37,092	79%
Education and Outreach posts	2	£21,636	£23,387	93%
Excavator or Site Assistant	1	£14,750	£14,077	105%
Finds Officer	1	£19,517	£20,821	94%
Historic Environment Record Officer	2	£22,381	£23,767	94%
Illustrator	4	£18,127	£19,320	94%
Museum Archaeologist	1	£26,067	£22,762	115%
Other support posts	1	£17,426	£18,283	95%
Planning Archaeologist	3	£26,020	£27,885	93%
Project Assistant	1	£16,500	£16,001	103%
Project Manager	5	£28,795	£28,316	102%
Project Officer	3	£22,427	£20,809	108%
Researcher	2	£20,500	£23,660	87%
Senior Archaeologist	1	£22,500	£25,404	89%
Senior posts	1	£36,912	£34,522	107%
Supervisor	5	£15,981	£17,361	92%
Surveyor	1	£19,479	£24,856	78%

5.9 Trade Unions

The questionnaire did not ask about individual union membership, but asked whether any trade unions were recognised in the workplace.

Trade unions were recognised in 128 archaeological workplaces, 53% of the sample, where 2327 archaeologists and support staff worked (78% of the sample).

Responses to the survey indicated that union recognition was universal in national government agency workplaces as well as those within local government and universities (Table 107). Unison and UCU (Universities and Colleges Union) were particularly well represented within local government and university workplaces. By contrast, unions were only recognised in 55% of private sector archaeological workplaces.

Table 107 Trade union recognition

Is there a trade union recognised in your workplace?	Yes		No	
	Employees	%	Employees	%
National government	406	100%	0	0%
Local government	459	100%	0	0%
Universities	478	100%	0	0%
Private sector	728	55%	595	45%
Other	256	78%	74	22%
Total	2327	78%	669	22%

A total of nine different unions were recognised in archaeologists' workplaces as can be seen in Table 108. Unison was recognised in more workplaces than any other trade union although Prospect was recognised in workplaces where more archaeologists work.

Table 108 Trade unions recognised in archaeological organisations

	Organisations where union is recognised		Employees at those organisations	
	Number	%	Number	%
Prospect	28	16%	1318	44%
Unison	89	51%	749	25%
UCU	24	14%	452	15%
Unite	12	7%	154	5%
Public and Commercial Services Union	3	2%	135	4%
First Division Association	1	1%	115	4%
Northern Ireland Public Service Alliance	1	1%	50	2%
GMB	10	6%	15	0%
National Union of Journalists	1	1%	3	0%
Respondent uncertain or unclear	5	3%	36	1%
Total	174	100%	3027	100%

6 Training

6.1 Introduction

Archaeological training has long been an area of considerable concern for the archaeological profession, partly because, unlike most other professions, there is no overall skills mix that is 'typical' for an individual archaeologist (Carter & Robertson 2002b). There is no common or core group of competencies that could be said to be essential for everyone entering the profession. Archaeologists working in different parts of the sector have very different roles and often perform only a few activities in common (ATF 2003).

Historically and until the late 1990s at least, a number of factors were militating against the successful provision of training in archaeology: an underdeveloped professional career structure, a lack of formal training, inadequate documentation of the skills required to practice in a given role, insufficient value being placed on training and insufficient resources being afforded to it (Bishop, Collis and Hinton 1999; Aitchison 2002).

Subsequently, the archaeological profession has attempted to address these training issues. On a strategic level, this has been led by the Archaeology Training Forum (ATF), 'a UK-wide delegate body which represents organisations which have an interest in the issues of training and career development within archaeology' (http://www.britarch.ac.uk/training/atf.html). The ATF-endorsed initiatives to identify training needs have included supporting this and the two previous UK archaeological labour market intelligence reviews. The ATF's forward plans are currently guided by *A Vision for Training and Career Development in Archaeology* (Aitchison 2008b), and much of this part of the report is drawn from that report (sometimes verbatim).

Frameworks for training

National Occupational Standards
The National Occupational Standards (NOS) in Archaeological Practice are benchmarks of performance, setting out what skilled practitioners need to be able to do in order to demonstrate their competence in undertaking particular tasks in the archaeological workplace. These skills encompass both technical, archaeological skills and the other, generic, workplace skills that are needed by archaeologists in their work.

They were prepared in 2002 (Carter & Robertson 2002a) and formally accepted by QCA (Qualifications and Curriculum Authority), SQA (Scottish Qualifications Authority) and ACCAC (now part of Welsh Assembly Government Department of Education and Skills) in 2003. They were restructured (although their content was not changed) by CCSkills in 2006, in consultation with IFA and the ATF, to form Areas of Competence (AOC), creating a common architecture for NOS in Archaeological Practice and Cultural Heritage. This has also allowed for the creation of Joint AOC between the two areas, reducing duplication in the process.

The NOS have subsequently become the bedrock of all training initiatives developed by the ATF. They are accessible from TORC at http://www.torc.org.uk/nos/index.asp.

National Vocational Qualifications

National Vocational Qualifications (NVQs) are vocational qualifications developed from National Occupational Standards, units of competence based on typical job responsibilities within an industry. They differ from traditional qualifications in that there are no formal entry requirements, learners are assessed primarily 'on-the-job' rather than by examinations, they take previous experience and learning into account, can be undertaken at the learner's own pace and can be gained in a variety of ways.

The NVQ in Archaeological Practice has been developed as a practice qualification by the Archaeology Training Forum and was launched in April 2007. It is currently offered at Levels 3 and 4, with Level 5 still under development (for details of the Levels on the National Qualifications Framework and a comparison with Higher Education awards on The Framework for Higher Education Qualifications, see Appendix 5 below). The awarding body for the qualification is Education Development International (EDI) who oversee a network of assessment centres offering the qualification. By agreement with the Scottish Qualifications Authority, there will be no separate SVQ in Scotland and the NVQ will be accepted across the entire UK.

The Qualification in Archaeological Practice consists of compulsory core units (covering research, health and safety and personal development) and a range of options for the candidate to choose from. Assessment takes place mainly in the workplace; prior learning can be accredited through submission of work completed prior to registration and there is no upper time limit for completion (Geary 2007a).

Each candidate is allocated an assessor who will guide them through the process of gathering evidence in support of the qualification. Assessors must be occupationally competent in the areas they are assessing – this means they will have worked in the area they are assessing for at least two years within the last five. Assessors must have, or be working towards, the 'A1' assessors' qualification. This qualification is offered by EDI and numerous other awarding bodies and is assessed in the same way as an NVQ, whereby the assessor is assessed as they work with their own NVQ candidates. All the assessment work of trainee assessors is checked and overseen by the awarding body (Geary 2007b).

There is a high level of enthusiasm for these qualifications, both from individual practitioners and from employers. 66% of employers said they would give 'considerable' or 'very considerable' support to staff in working towards vocational qualifications (Aitchison & Edwards 2003, 59). It will also create opportunities for the avocational sector: 'For amateur archaeologists, it will enable the accreditation of skills against exactly the same framework as those working in archaeology' (Heyworth 2007, 64-65).

Skills gaps and shortages

This report makes frequent references to skills 'gaps' and 'shortages'. A skills gap in an organisation can be filled by training an existing employee. A skills shortage in an organisation would require recruitment of a specialist employee or consultant. For some specialisms this is standard practice, but in other areas a skills shortage may affect a whole sector.

Training demand

Archaeological employers have the most straightforward demand for archaeological training as they need to have appropriately skilled and competent staff in order to

function effectively and competitively. Within the sector, employers do have a strong commitment to training as a principle. As noted below (section 6.2), 93% of organisations responded to the present survey that they identified training needs for individuals, 76% identified training needs for the organisation as a whole, 70% had a training budget, and 65% of organisations identified that the training budget was under their own control.

There is an ongoing level of disconnect between the expectations of archaeological employers, employees, training providers and students of archaeology in terms of the objectives of training and its outcomes.

Many employers believe that current undergraduate and postgraduate degree courses fall short of preparing graduates to work in archaeology and that students not only lack practical field experience and technical expertise, but also the conceptual, analytical and interpretative skills required by employers. Archaeology lecturers by contrast generally believe that the curriculum should deliver knowledge about the past and how it has been interpreted, within a sound theoretical and methodological framework, grounded in practical experience where possible. Whilst only a small proportion of archaeology students will continue in archaeology as employees or research students, all students at least expect their degree to enhance their generic employment prospects. Individuals working in archaeology want their working abilities and knowledge to be updated and supported through training experiences that are ideally funded by their employers or external agencies (after Aitchison and Giles 2006, 2).

Individual archaeologists seek training opportunities in order to further their career opportunities, and this is normally structured (sometimes informally) through the mechanisms of Continuing Professional Development (CPD), the process by which individual professionals develop and maintain their skills throughout their working lives.

The IFA has a policy that requires members to undertake and self-monitor their own Continuing Professional Development, whereby members are advised to undertake 50 hours of relevant professional development over a rolling two-year period. This is expected to become a compulsory requirement for members of the Institute by 2009 (Aitchison and White 2008).

Individuals' CPD requirements lead to demand for appropriate and relevant training in order for them to demonstrate that they are maintaining or updating their skills.

Training delivery

The principal deliverers of teaching and training in archaeological academic knowledge are higher education institutions.

Undergraduate degrees will typically deliver academic knowledge about human life in the past, a range of generic, transferable skills related to research and independent working, and a limited range of archaeologically specific technical skills. The content of courses varies considerably. 'Particular degree programmes will be located at different points within a triangle drawn between the complementary archaeologies of the humanities, sciences and professional practice' (QAA 2007, 2.18).

Taught postgraduate courses (Masters level) will often – but not always – focus on particular aspects of life in the past or of archaeological practice. Such courses can deliver much more detailed technical skills.

In addition to academic undergraduate and postgraduate degrees, in 2007-08 two providers – Bournemouth University and the University of Plymouth – were delivering Foundation degrees in archaeology. Foundation degrees are two-year courses, deliberately designed with employer engagement to provide students with skills-rich experiences.

The employability of graduates is increasingly important to higher education institutions; the QAA benchmark statement for archaeology sets out that:

> The broad-based nature of the subject and of the skills it gives graduates provide a strong grounding for a wide range of career paths: the archaeology graduate is extremely well equipped with transferable skills from the mix of humanities and science training, engagement with theory and practice, and individual and team-based learning, together with the intellectual curiosity to continue learning, and the skills to benefit from challenging work environments (QAA 2007, 1.9).

A small number of short (one-day, two-day or week-long) technical, skills-based courses are also delivered through university archaeology departments and departments of continuing education. These formal, off-job learning experiences are often marketed towards practitioners as contributing towards their Continuing Professional Development. In addition to these courses, a significant, but diminishing, number of weekly (evening) courses are delivered by university continuing education or lifelong learning departments. Such courses are almost universally focussed on academic knowledge rather than skills.

Non-university training courses

The ATF's Training Online Resource Centre website (www.torc.org.uk) listed 1751 (June 2007) organisations and groups involved in archaeology in the UK; not all of these are providers of archaeological training opportunities.

Creative and Cultural Skills' analysis of the LearnDirect database of 900,000 UK lifelong learning courses considered that there are 328 providers of courses in archaeology, delivering a total of 2598 different courses (although it is noted that there might be a level of double counting inadvertently included in these figures) (CCSkills 2006, 240). The overwhelming majority of these courses are knowledge-based and do not aim to deliver skills or competences.

Many learned societies, specialist associations and professional associations including the IFA run annual conferences (delivering and updating knowledge); some of the IFA's special interest groups also deliver targeted skills-based day courses. As well as funding and facilitating training, some of the National Heritage Agencies are also able to deliver skills-based training directly.

Some practical fieldwork training is delivered through training excavations run outside the university sector, and there is also a small amount of archaeologically-specific training that is supplied by private sector providers.

Workplace learning and apprenticeships

There are two principal means by which learning can be delivered in the workplace; informally, through mentoring (see section 6.2), or in a formal, structured way, through apprenticeships

- Mentoring is a system whereby a more experienced employee works with a new or less experienced colleague, sharing their knowledge or expertise and offering support. Stephenson (2004) sets out a structured framework for implementing coach-mentoring in a fieldwork context
- Apprenticeships place a learner in the workplace, where they have a structured experience of learning skills on-the-job

A system of apprenticeships was identified as the preferred method for archaeological specialists to pass on their skills (Aitchison 2000); specialists are often working alone or with minimal support, and so find it difficult to invest in the training of other staff. Supported apprenticeships may be the best means for this expertise to be passed on to new specialists.

Presently, IFA is running two linked schemes, Workplace Learning Bursaries and EPPIC (English Heritage Professional Placements in Conservation), funded by HLF and English Heritage respectively, whereby an archaeologist at an early stage in their career's salary is paid in return for a host organisation providing a structured learning work-placement of six months to one year. While these cannot technically be called apprenticeships, they are effectively a model whereby the bursary holder is in all effect working as an apprentice. The participant's work plan is built around the NOS in Archaeological Practice and learning experiences can produce evidence that can be used towards the NVQ in Archaeological Practice (Geary 2006, Geary 2008).

This scheme is proving to be extremely successful, both with individual participants and with their host organisations. By training these people, the sector as a whole is benefiting as capacity is being built.

6.2 Employers' commitment to qualifications and training

Organisations' attitudes towards training

Questionnaire respondents were asked a range of questions relating to their attitudes towards training, whether they had a training budget, and the extent to which training was carried out systematically or on an *ad hoc* basis.

As Table 109 shows, the survey revealed a very high general commitment to training in responding organisations. Almost 93% of organisations employing 98% of archaeologists identified training needs for individuals, and 90% of organisations employing 98% of archaeologists provided training for paid staff.

Implementation of the high level of commitment could be better planned by some. Whilst over half of the organisations responding had a training plan, these organisations employed nearly three quarters of all individuals reported to the survey.

Organisations showed less evidence of a reflective approach to training. Just under half formally evaluated the impact of training on individuals, and less than a third evaluated the impact on the organisation (compared with the three quarters which identified needs for the organisation as a whole).

Performance appraisal schemes were operated by 129 organisations (60%), but in most cases this did not affect pay, as performance-related pay was identified for just 164 posts (21%) in 38 organisations (17%).

Whilst 82% of organisations answering the question responded positively about CPD, these organisations represented fewer than three-quarters of all those responding to the survey (73%), although employing 88% of archaeologists. There may be confusion between CPD and workplace performance review or appraisal, and a belief may be held by some individuals and employers that CPD is the same as workplace training.

Table 109 Organisations' attitudes towards training, number of organisations and % of those responding, number of individuals and % of all employees

		Yes		No		Don't know		Responses
Do you identify training needs for individuals?	Organisations	203	93%	15	7%	1	0%	219
	Individuals	2617	98%	25	1%	1	0%	
Do you identify training needs for the organisation as a whole?	Organisations	158	76%	41	20%	8	4%	207
	Individuals	2318	87%	279	10%	30	1%	
Do you provide training or other development opportunities for paid staff?	Organisations	191	90%	19	9%	3	1%	213
	Individuals	2605	98%	28	1%	3	0%	
Do you provide training or other development opportunities for unpaid staff?	Organisations	76	52%	57	39%	12	8%	145
	Individuals (unpaid)	505	99%	2	<1%	0	0%	
Does your organisation have a formal training plan?	Organisations	110	52%	94	44%	8	4%	212
	Individuals	1902	71%	609	23%	75	3%	
Does your organisation have a training budget?	Organisations	150	70%	61	28%	4	2%	215
	Individuals	2236	84%	364	14%	36	1%	
Is your training budget under your organisation's direct control?	Organisations	125	65%	58	30%	9	5%	192
	Individuals	2121	80%	237	9%	194	7%	
Do you record how much time employees spend training?	Organisations	143	68%	59	28%	8	4%	210
	Individuals	2283	86%	286	11%	61	2%	
Do you formally evaluate the impact of training on individuals?	Organisations	103	48%	101	47%	9	4%	213
	Individuals	1213	46%	1369	51%	52	2%	
Do you formally evaluate the impact of training on the organisation?	Organisations	58	28%	128	61%	24	11%	210
	Individuals	591	22%	1889	71%	150	6%	
Does your organisation operate a performance appraisal scheme?	Organisations	129	60%	77	36%	8	4%	214
	Individuals	2108	79%	456	17%	70	3%	
Does your organisation encourage individuals to engage in continuing professional development (CPD)?	Organisations	177	82%	31	14%	7	3%	215
	Individuals	2344	88%	220	8%	72	3%	

Preferred methods of training

The questionnaire asked how staff were developed. Table 110 identifies that the most popular training methods for paid staff were formal training courses, most frequently in the form of external formal training, although nearly two thirds of responding organisations used in-house formal training.

Table 110 Preferred methods of training for paid staff

	Number	%
Formal off-job training (eg outside training course)	173	71%
Formal in-job training (eg in-house training course)	158	65%
Informal off-job training (eg supported individual research and learning)	134	55%
Informal in-job training (eg mentoring)	133	55%

The questionnaire also asked about training for unpaid staff, and responses are summarised in Table 111. By contrast with paid staff, the most popular training methods for unpaid staff were in-house, and a preference for informal training was expressed.

Table 111 Preferred methods of training for unpaid staff

	Number	%
Formal off-job training (eg outside training course)	22	9%
Formal in-job training (eg in-house training course)	42	17%
Informal off-job training (eg supported individual research and learning)	32	13%
Informal in-job training (eg mentoring)	44	18%

6.3 Vocational qualifications

Four out of five respondents were aware of vocational qualifications as can be seen from responses shown in Table 112. The work-based NVQ in Archaeological Practice was launched in April 2007 (Geary 2007a), with qualifications available at Levels 3 and 4 (see section 6.1). The response is encouraging, but clearly more publicity of the qualification is needed within the profession. Table 113 indicates organisations' willingness to give support to staff working towards vocational qualifications. There was an encouraging response, but the proportions of those prepared to give little or very little support to staff would make it difficult for individuals to undertake the qualification in those workplaces.

Table 112 Awareness of vocational qualifications

	Yes	No	Not sure	Total
Are you aware of vocational qualifications in archaeological practice?	177 81%	25 11%	17 8%	219 100%

Table 113 Support for staff undertaking vocational qualifications

	Very little	Little	Considerable amount	Very considerable amount	Total
How much support would you give staff to work towards such qualifications?	23 14%	25 16%	93 58%	20 12%	161 100%

6.4 Skills gaps and shortages – summary

Skills lacked by new entrants to the profession and by existing staff could indicate either skills gaps where training is needed, or skills shortages where there is an overall lack of appropriate skills in an organisation or across a profession as a whole.

Sections 6.5, 6.6 and 6.7 below provide a detailed account of respondents' views regarding

- skills lacked by new entrants to the profession or by existing staff
- training provided by organisations in the last 12-18 months or planned for the following 12-18 months, and
- services which organisations have bought in over the same period or have had difficulty with buying in.

Archaeological skills

Intrusive investigation
Skills relating to intrusive investigation (ie archaeological fieldwork such as evaluation or excavation) included both conducting investigations and contributing to investigations, in line with the NOS. Unsurprisingly, a significant number of respondents reported that new entrants lacked the skill of conducting, ie leading or directing intrusive investigations, compared with existing staff. Some training had been undertaken and was planned both in conducting and contributing to such investigations. It was reported that conducting intrusive investigations was relatively frequently bought in, but that contributing to investigations was only sometimes bought in. This is likely to be the result of phrasing all the questions in the same way, as in most cases one would expect the entire intrusive investigation to have been bought in form a sub-contracting organisation which would supply all relevant staff.

- The survey did not identify any overall skills gaps or shortages in conducting or contributing to intrusive investigations.

Survey and interpretation of historic buildings
Skills relating to the survey and interpretation of historic buildings also included both conducting and contributing to this area of work. Respondents reported that conducting survey and interpretation of historic buildings was the most lacked skill by both new entrants (again unsurprisingly), but also, more significantly amongst existing staff. New entrants frequently lacked the skills involved in contributing to survey and interpretation of historic buildings, and to some extent existing staff also lacked these skills. A considerable amount of training had been undertaken and was planned both at the level of conducting and contributing to this area of work. It was reported that conducting survey and interpretation of historic buildings was relatively frequently bought in, but that contributing to this work was relatively infrequently bought in. As with intrusive investigation, the wording of the question is likely to have led to some confusion here, as again, the whole task of conducting and contributing to the survey and interpretation of a building is likely to be subcontracted together. Respondents reported that it was difficult to buy in services of conducting survey and interpretation of historic buildings.

- The survey identified a **potential general skills shortage in conducting and contributing to the survey and interpretation of historic buildings**.

Non-intrusive investigations – geophysical survey
Skills relating to geophysical survey included both conducting this specific type of non-intrusive investigation and contributing as team members. Respondents reported that there was a scarcity of skills in conducting geophysical surveys for both new entrants and existing staff. To some extent both new entrants and existing staff lacked skills in contributing to geophysical surveys. The lowest amount of training had been undertaken or was planned in conducting geophysical surveys, and only a small amount of training had been undertaken in contributing to such work. Here too, the wording of the question is likely to have led to some confusion, as the whole task of conducting and contributing to geophysical survey is likely to be subcontracted together. Conducting geophysical survey was the service most frequently bought in, and respondents found it relatively easy to buy in.

- The survey identified a skills shortage in geophysical survey which was managed appropriately in the profession by specialist providers of this service.

Other non-intrusive investigation
Skills relating to both conducting and contributing to other non-intrusive investigations were reported as slightly lacking amongst new entrants to the profession, whilst existing staff were generally competent in both areas. A small amount of training had been undertaken in both conducting and contributing to other non-intrusive investigations, and less training was planned for the following 12-18 months. Here too, the wording of the question is likely to have led to some confusion, as the whole task of conducting and contributing to non-intrusive investigation is likely to be subcontracted together. Conducting non-intrusive investigation was relatively frequently bought in, and respondents found it relatively easy to buy in.

- The survey did not identify any skills gaps or shortages in conducting or contributing to other non-intrusive investigation.

Desk-based historic environment research including desk-based assessment
Skills relating to desk-based research and assessment were significantly lacking amongst new entrants to the profession, but existing staff were reported to have obtained these skills. A high amount of training had been undertaken and slightly less was planned for the subsequent 12-18 months. Desk-based research and assessment skills were reported to be bought in fairly frequently and were relatively easy to buy in.

- The survey identified a skills gap in desk-based research and assessment amongst new entrants which would appear to be being well-managed by the provision of training. There were some indications that in some organisations this might be a skills shortage, but no difficulties with procurement were identified,

Creating, managing and maintaining Historic Environment Records
Skills relating to the work of creating, managing and maintaining HERs were lacking to some extent amongst both new entrants and existing staff. Some degree of training had been undertaken and more was planned for the following 12-18 months. This was not reported to be an area where services were frequently bought in, but where they were, no particular difficulties with supply were noted.

- The survey identified that any skills gaps in creating, managing and maintaining HERs are being successfully managed by training.

Historic environment characterisation
Respondents reported that skills in historic environment characterisation were lacking to a significant degree both amongst new entrants to the profession and existing staff. A relatively high amount of training had been undertaken and slightly less was planned. This was not reported to be an area where services were frequently bought in, and no particular problems with supply were noted.

- The survey identified that any skills gaps in historic environment characterisation are being successfully managed by training in this relatively new specialism.

Providing information and advice on the conservation and management of the historic environment
Skills in providing conservation and management information and advice were lacking to a significant degree amongst new entrants, but to a lesser degree amongst existing staff. A high amount of training had been undertaken and the highest amount was reported to be planned for the subsequent 12-18 months. Some conservation and management information and advice was bought in, and no particular problems with the supply of such advice were noted.

- The survey identified that any skills gaps in providing information and advice on the conservation and management of the historic environment are being successfully managed by training.

Conservation of artefacts or ecofacts
Skills in the conservation of artefacts or ecofacts were lacked to a relatively high degree by both new entrants to the profession and by existing staff. Some degree of training had been undertaken and was planned. This was the third most frequently bought in service, and some reported that it could be difficult to buy in.

- The survey identified a **potential general skills shortage** in the conservation of artefacts or ecofacts. It is possible that this is an area of specialist expertise which is being managed appropriately by specialist providers, but there are indications that organisations are attempting to increase their skills base in this area.

Artefact research
Skills in artefact research were lacked to some extent by new entrants and existing staff. The highest amount of training had been undertaken in this area compared to all other skills, and the second highest amount of training was planned for the next 12-18 months. This was the second most frequently bought in service, and the most difficult to buy in.

- The survey identified a **potential general skills shortage in artefact research**.

Ecofact research
Skills in ecofact research were lacked to some extent by new entrants to the profession, and were the third highest lack amongst existing staff. Little training had been undertaken or was planned for the subsequent 12-18 months. Ecofact research services were relatively frequently bought in and were reported to be the third most difficult service to buy in.

- The survey identified a **potential general skills shortage in ecofact research**.

Non-archaeological skills

Business skills
This area of non-archaeological skills was identified as lacking amongst new entrants and existing staff to a significant degree. Business skills were not reported to have been a particular focus for past or future training. These skills were relatively frequently bought in, but no particular difficulties with supply were noted. Business skills would appear to be a skills shortage managed by purchasing services as required.

Project management
Project management skills were identifies as lacking amongst new entrants to a significant degree, but no particular problems were identified in relation to existing staff. These skills had been a focus of training in the past, and this was to continue for the subsequent 12-18 months. Project management services were not noted as frequently being bought in, nor were any difficulties with supply noted. Potential skills gaps in project management appear to be managed successfully by training.

People management
People management skills were identified as lacking amongst new entrants and existing staff to a significant degree. These skills had been a focus of training in the past, and this was to continue for the subsequent 12-18 months. People management services were not noted as frequently being bought in, nor were any difficulties with supply noted. Potential skills gaps in people management appear to be being addressed by training, although this would not appear to have had complete success yet.

Marketing / sales
New entrants and existing staff were reported to lack marketing and sales skills to a significant degree. These skills were not reported to have been a particular focus for past or future training, but were noted to be difficult to buy in.

Leadership
Leadership skills were not reported to be of concern in relation to new entrants or existing staff. Although not a focus for past training, this area had been identified for training in the following 12-18 months. Difficulties with buying in leadership services were noted.

Advocacy / influencing others
Skills in advocacy and influencing others were not reported to be of concern in relation to new entrants to the profession or existing staff. This was not an area where there had been significant training nor was this highlighted for the future. This area of skills had not been bought in very often, nor had there been any particular difficulties in obtaining services.

Customer care
Skills in customer care were not reported to be of concern in relation to new entrants to the profession or existing staff. This was not an area where there had been significant training nor was this highlighted for the future. This area of skills had not been bought in very often, nor had there been any particular difficulties in obtaining services.

Administrative skills
Administrative skills were not reported to be of concern in relation to new entrants to the profession or existing staff. This was not an area where there had been

significant training nor was this highlighted for the future. This area of skills had not been bought in very often, nor had there been any particular difficulties in obtaining services.

Information technology
Skills in information technology were not reported to be of concern in relation to new entrants to the profession, but existing staff lacked IT skills to a significant degree. This area had been a focus of past training, and was highlighted as a priority for training over the following 12-18 months. IT services were frequently bought in, and respondents reported difficulty in buying in these services. IT skills and services could be identified as an area of **potential skills gaps and shortages**.

Non-English language
Skills in languages other than English were not reported to be of concern in relation to new entrants to the profession or existing staff. This was not an area where there had been significant training nor was this highlighted for the future. This area of skills had not been bought in very often, nor had there been any particular difficulties in obtaining services.

Education / training
Skills in education and training were not reported to be of concern in relation to new entrants to the profession or existing staff. This area had been a focus of past training, but was not highlighted for the future. Education and training had been relatively frequently bought in, but no particular difficulties with buying such services were reported.

Report writing
Skills in report writing were noted by respondents in relation to both new entrants and existing staff. New entrants in particular lacked skills in writing good English. Training in report writing had been provided and was planned for the future. Some respondents classed this as an archaeological skill, others as a non-archaeological skill. The frequency with which it occurred as one of the 'other' skills, services or training areas identified indicates a **potential skills gap**.

Health and safety
Respondents noted a significant amount of training in health and safety in the past 12-18 months and planned further training for the future. In this area, any skills gaps were being addressed and managed effectively. Health and safety was an area where services of some sort had been bought in.

6.5 Skills gaps and shortages – new entrants to the profession and existing staff

Archaeological skills gaps and shortages

Table 114 summarises respondents' views on the archaeological skills lacked by new entrants to the profession, listed from the most reported to the least. The four most-reported areas were: conducting survey and interpretation of historic buildings; historic environment characterisation; desk-based historic environment research including desk-based assessment, and providing information and advice on the conservation and management of the historic environment. These areas were

identified by around half of those responding in each case. Of the 'other' skills noted by respondents, four identified report writing as a skill lacked by new entrants.

Some respondents noted that they do not employ new entrants and so were not able to comment.

Table 114 Archaeological skills which new entrants lack, number of responses and % of those reporting one or more lack

Archaeological skills	Number	%
Conducting (leading or directing) survey and interpretation of historic buildings	50	53%
Historic environment characterisation	47	50%
Desk-based historic environment research including desk-based assessment	46	49%
Providing information and advice on the conservation and management of the historic environment	46	49%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	42	45%
Contributing to survey and interpretation of historic buildings as team members	38	40%
Conservation of artefacts or ecofacts	38	40%
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	36	38%
Artefact research	36	38%
Creating, managing and maintaining Historic Environment Records	34	36%
Ecofact research	32	34%
Contributing to non-intrusive investigations (geophysical survey) as team members	30	32%
Conducting (leading or directing) other non-intrusive investigations	27	29%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	25	27%
Contributing to other non-intrusive investigations as team members	22	23%
Other archaeological skills (please specify)	16	17%
Total reporting one or more	94	100%

Other skills which respondents reported that new entrants lacked included the following:

- report writing – 4 respondents
- writing archaeological narrative
- general research skills
- professional context
- basic skills general archaeological excavation skills
- post-excavation – 2 respondents
- interpretation – 2 respondents
- giving talks, interpreting archaeology for audiences – 3 respondents
- appreciation of archaeological illustration as part of archaeology and as a manipulative tool
- archaeological planning management
- communication with developers and technical clients
- education
- collections management

- heritage law and planning – 2 respondents
- investigating historic designed landscapes
- understanding and application of digital and conventional cross-referencing systems / coordination of different types of data – 2 respondents
- archiving

Table 115 summarises responses from 100 organisations about the archaeological skills which their current staff lack, listed from the most reported to the least. The four most-reported areas were conducting survey and interpretation of historic buildings; conducting (leading or directing) non-intrusive investigations (geophysical survey); ecofact research, and historic environment characterisation. These areas were identified by around 40% of those responding in each case. Of the 'other' skills noted by respondents, three identified report writing as a skill lacked by existing staff.

Some respondents noted that they only employ staff who have the skills required for the post to which they are appointed.

Table 115 Archaeological skills which existing staff lack, number of responses and % of those reporting one or more lack

Archaeological skills	Number	%
Conducting (leading or directing) survey and interpretation of historic buildings	43	43%
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	39	39%
Ecofact research	39	39%
Historic environment characterisation	36	36%
Conservation of artefacts or ecofacts	35	35%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	27	27%
Contributing to survey and interpretation of historic buildings as team members	27	27%
Creating, managing and maintaining Historic Environment Records	26	26%
Contributing to non-intrusive investigations (geophysical survey) as team members	25	25%
Providing information and advice on the conservation and management of the historic environment	24	24%
Artefact research	21	21%
Desk-based historic environment research including desk-based assessment	15	15%
Conducting (leading or directing) other non-intrusive investigations	13	13%
Other archaeological skills (please specify)	11	11%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	7	7%
Contributing to other non-intrusive investigations as team members	5	5%
Total reporting one or more	100	100%

Other skills which respondents reported that existing staff lacked included the following:

- report writing – 3 respondents
- writing archaeological narrative
- general research skills
- practical skills – report writing style and archiving procedures

- archiving
- post-excavation – 2 respondents
- interpretation
- professional context
- applied knowledge of law and policy
- presentation
- appreciation of archaeological illustration as part of archaeology and as a manipulative tool
- investigating historic designed landscapes
- understanding and application of digital and conventional cross-referencing systems / coordination of different types of data – 2 respondents
- use of Cyrax (3D laser scanning system)

Non-archaeological skills gaps and shortages

Table 116 identifies the non-archaeological skills which respondents considered that new entrants and existing staff lacked, listed from the most reported for new entrants to the least.

The four most-reported areas for new entrants were business skills, project management, people management and marketing / sales. These areas were identified by between 73% and 55% of those responding in each case. Of the 'other' skills noted by respondents, seven identified the ability to write good English, and three identified report writing as a skill lacked by new entrants.

The four most-reported areas for existing staff were business skills, marketing / sales, people management and information technology. These areas were identified by between 60% and 35% of those responding in each case. Of the 'other' skills noted by respondents, three identified the ability to write good English as a skill lacked by existing staff.

Table 116 Non-archaeological skills which new entrants and existing staff lack, number of responses and % of those reporting one or more lack in either case

Non-archaeological skills	New entrants		Existing staff	
Business skills	74	73%	67	60%
Project management	63	62%	37	33%
People management	58	57%	40	36%
Marketing / sales	56	55%	52	47%
Leadership	51	50%	33	30%
Advocacy / influencing others	48	48%	33	30%
Customer care	44	44%	20	18%
Administrative skills	38	38%	22	20%
Information technology	33	33%	39	35%
Non-English language	24	24%	33	30%
Education / training	22	22%	15	14%
Other non-archaeological skills (please specify)	19	19%	10	9%
Total reporting one or more	101	100%	111	100%

Other non-archaeological skills which respondents reported that new entrants lacked included the following:

- ability to write good English – 7 respondents
- report writing – 3 respondents
- numeracy
- illustration (CAD etc)
- common sense and teamwork
- contract administration and financial management
- delivering quality presentations
- health and safety
- site investigation (inc geotechnical work) as a whole
- understanding of legal and economic context of work and professional obligations to clients
- legal and contracting inc ICE/IFA contract

Other non-archaeological skills which respondents reported that existing staff lacked included the following:

- ability to write good English – 3 respondents
- report writing
- specialist knowledge / historical background
- delivering quality presentations
- disaster planning
- contract administration and financial management
- legal and contracting inc ICE/IFA contract
- time management

6.6 Skills gaps – training provided or planned for the future

Potential skills gaps, which can be filled by training existing employees, can be inferred from the skills which have been prioritised for training over the last 12 to 18 months, and those which organisations intend to prioritise in the next 12 to 18 months.

Archaeological skills gaps

Table 117 summarises the list of archaeological training which organisations had provided or bought in over the past 12-18 months, and the training which was proposed for the next 12-18 months. The table is ordered from the most-reported area of past training to the least.

The four areas in which most training had been provided were artefact research; desk-based historic environment research including desk-based assessment; providing information and advice on the conservation and management of the historic environment, and conducting survey and interpretation of historic buildings. These areas were reported by between 39% and 30% of those responding in each case. A range of other areas where training has taken place were noted by respondents, and these are listed below the table.

The four areas in which most training was planned were the same, but prioritised differently: providing information and advice on the conservation and management of the historic environment; artefact research; conducting survey and interpretation of

historic buildings, and desk-based historic environment research including desk-based assessment. These areas were reported by between 39% and 28% of respondents. Of the other areas identified for future training topographic survey was specified by four respondents.

The table shows a general correlation between training undertaken and training planned. Where a higher proportion of organisations were planning training for the next 12-18 months, this suggests a potential skills gap.

Table 117 Archaeological training provided or bought in, numbers of responses and % of organisations providing some information in relation to training in each case

Archaeological skills	Past 12-18 months		Next 12-18 months	
Artefact research	47	39%	37	36%
Desk-based historic environment research including desk-based assessment	44	36%	29	28%
Providing information and advice on the conservation and management of the historic environment	43	36%	40	39%
Conducting (leading or directing) survey and interpretation of historic buildings	36	30%	32	31%
Historic environment characterisation	33	27%	26	25%
Contributing to survey and interpretation of historic buildings as team members	32	26%	28	27%
Creating, managing and maintaining Historic Environment Records	24	20%	26	25%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	23	19%	19	18%
Other archaeological skills (please specify)	23	19%	21	20%
Conservation of artefacts or ecofacts	20	17%	19	18%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	18	15%	16	16%
Contributing to other non-intrusive investigations as team members	18	15%	12	12%
Conducting (leading or directing) other non-intrusive investigations	17	14%	10	10%
Contributing to non-intrusive investigations (geophysical survey) as team members	14	12%	7	7%
Ecofact research	13	11%	11	11%
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	12	10%	9	9%
Total reporting one or more	121	100%	103	100%

Other archaeological training provided or bought in over the past 12-18 months included the following:

- academic archaeology
- application of scientific techniques
- archaeological archives
- archaeological planning management
- contributing to research frameworks
- cross-referencing digital and conventional systems
- geology; photography
- HE assessment through EIA and SEA
- illustration – 2 respondents

- illustration / reconstruction
- research into archaeological illustration
- interpreting archaeology for audiences
- knowledge of historic buildings
- museum curatorship – 2 respondents
- report writing
- research skills
- sampling strategies, costings, skills audit, report writing, photography, recording
- surveying
- topographic survey
- understanding of specific periods and themes
- web design

Other archaeological training planned for the next 12-18 months included the following:

- academic archaeology
- archaeological planning management
- environmental impact assessment
- geology; photography
- HE assessment through EIA and SEA
- illustration – 2 respondents
- illustration / reconstruction
- research into archaeological illustration
- interpreting archaeology for audiences
- museum related skills – 2 respondents
- report writing
- research skills
- sampling strategies, costings, skills audit, report writing, photography, recording
- soil identification/interpretation
- topographic survey – 4 respondents
- understanding of specific periods and themes

Non-archaeological skills gaps

Table 118 summarises the list of non-archaeological training which organisations had provided or bought in over the past 12-18 months, and the training which was proposed for the next 12-18 months. The table is ordered from the most-reported area of past training to the least.

The four areas in which most training had been provided were information technology, project management, people management and education / training. These areas were reported by between 68% and 36% of those responding in each case. Of the other areas in which past training had been undertaken health and safety was specified by eight respondents and first aid by three.

The four areas in which most training was proposed were similar, consisting of information technology, project management, people management and leadership. These areas were reported by between 62% and 33% of those responding in each case. Of the other areas identified for future training health and safety and first aid were each specified by three respondents.

Table 118 Non-archaeological training provided or bought in, numbers of responses and % of organisations providing some information in relation to training in each case

Non-archaeological skills	Past 12-18 months		Next 12-18 months	
Information technology	92	68%	76	62%
Project management	65	48%	47	39%
People management	54	40%	43	35%
Education / training	49	36%	29	24%
Business skills	41	30%	37	30%
Leadership	38	28%	40	33%
Administrative skills	35	26%	23	19%
Customer care	25	19%	23	19%
Advocacy / influencing others	24	18%	28	23%
Other non-archaeological skills (please specify)	24	18%	15	12%
Marketing / sales	17	13%	22	18%
Non-English language	12	9%	9	7%
Total reporting one or more	135	100%	122	100%

Other non-archaeological training provided or bought in over the past 12-18 months included the following:

- first aid – 3 respondents
- health and safety – 8 responses
- defensive driving
- stress management
- financial management
- human resources, recruitment, appraisals – 3 responses
- disaster planning
- exhibition interpretation
- filling in forms
- ICE/IFA contracts if ever run
- internal auditing to ISO 9000
- full run of university courses
- museum based skills
- planning, urban design
- report writing
- training programme for graduates covers all the non-archaeological skills in the first two years of employment
- various covered by RICS CPD programme, mainly relating to planning system and legislation
- volunteer management

Other non-archaeological training planned for the next 12-18 months included the following:

- first aid – 3 respondents
- health and safety – 3 respondents
- disaster planning
- filling in forms
- financial management
- exhibition interpretation
- interpreting archaeology for audiences
- museum based skills
- report writing

- written English
- time management
- various covered by RICS CPD programme, mainly relating to planning system and legislation

6.7 Skills shortages – services bought in and services difficult to buy in

Archaeological skills shortages

A total of 131 organisations had bought in one or more archaeological service over the last 12-18 months. The survey did not enquire about how regularly a service was bought in, but just whether it had been bought in or not. Only 25 organisations reported difficulty with buying a service in. The general correlation with the other proportions illustrated indicates that these services are not altogether un-representative of those which might be reported by a larger overall sample of organisations, and that some significance can be inferred.

Table 119 summarises the list of archaeological services which organisations had bought in over the past 12-18 months, and those which they had encountered difficulty in buying in. The table is ordered from the most-reported service bought in to the least.

The four services most frequently bought in were conducting non-intrusive investigations (geophysical survey); artefact research; conservation of artefacts or ecofacts, and conducting intrusive investigations. These areas were reported by between 42% and 33% of those responding in each case. A range of other services bought in were noted by respondents, and these are listed below the table.

The four services most difficult to buy in were artefact research; conducting survey and interpretation of historic buildings; ecofact research, and conservation of artefacts or ecofacts. These areas were reported by between 32% and 16% of those responding in each case. Three other services difficult to buy in were noted by respondents, and these are listed below the table.

Table 119 Archaeological services bought in and services difficult to buy in, number of responses and % of organisations reporting one or more difficulties in each case

Archaeological services	Services bought in		Services difficult to buy in	
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	55	42%	2	8%
Artefact research	52	40%	8	32%
Conservation of artefacts or ecofacts	50	38%	4	16%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	43	33%	4	16%
Conducting (leading or directing) survey and interpretation of historic buildings	43	33%	7	28%
Desk-based historic environment research including desk-based assessment	40	31%	2	8%
Ecofact research	36	27%	6	24%
Conducting (leading or directing) other non-intrusive investigations	30	23%	1	4%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	27	21%	4	16%

Archaeological services	Services bought in		Services difficult to buy in	
Contributing to non-intrusive investigations (geophysical survey) as team members	24	18%	3	12%
Providing information and advice on the conservation and management of the historic environment	22	17%	2	8%
Other archaeological services (please specify)	21	16%	2	8%
Contributing to survey and interpretation of historic buildings as team members	17	13%	4	16%
Creating, managing and maintaining Historic Environment Records	15	11%	2	8%
Historic environment characterisation	13	10%	1	4%
Contributing to other non-intrusive investigations as team members	11	8%	1	4%
Total reporting one or more	131	100%	25	100%

Other archaeological services bought in included the following:

- archaeological artwork/reconstructions
- archaeological technical editing
- community outreach
- construction of a research agenda for a particular period/area
- craft demonstrations eg weaving and spinning/re-enaction
- scientific dating – 3 responses, more than 3 dating techniques
- conservation scientist – waterlogged deposits, physical and chemical testing
- environmental analysis
- research / documentary research – 2 responses
- illustration – 3 responses
- digital illustration / CAD – 2 responses
- post-excavation and publication
- dealing with printers for publication
- photogrammetry
- site conservation work – masonry
- special metalwork post-excavation

Other archaeological services which were difficult to buy in included the following:

- HEC for built heritage
- illustration, post-excavation and publication
- some specific finds groups are becoming difficult to get people to do

Non-archaeological skills shortages

Table 120 summarises the list of non-archaeological services which organisations had bought in over the past 12-18 months, and those which they had encountered difficulty in buying in. A total of 77 organisations had bought in non-archaeological services, and just 14 had found it difficult to buy in a service. The table is ordered from the most-reported service bought in to the least.

The four services most frequently bought in were information technology, education / training, other non-archaeological services, and business skills. These areas were reported by between 53% and 14% of those responding in each case. The other

services bought in are listed below the table, and include four references to services relating to health and safety.

The four services which respondents reported the most difficulty in buying in were information technology, marketing / sales, leadership, and other non-archaeological services. These areas were reported by between 36% and 14% of those responding in each case. The other services which respondents found it difficult to buy in are listed below the table.

Table 120 Non-archaeological services bought in and services difficult to buy in, number of responses and % of organisations reporting one or more in each case

Non-archaeological services	Services bought in		Services difficult to buy in	
Information technology	41	53%	5	36%
Education / training	16	21%		0%
Other non-archaeological services (please specify)	14	18%	2	14%
Business skills	11	14%	1	7%
Administrative skills	10	13%		0%
Marketing / sales	9	12%	4	29%
Advocacy / influencing others	8	10%	1	7%
People management	8	10%	2	14%
Project management	8	10%	1	7%
Non-English language	7	9%		0%
Leadership	4	5%	3	21%
Customer care	4	5%	1	7%
Total reporting one or more	77	100%	14	100%

Other non-archaeological services bought in included the following:

- web-design
- design
- design skills, marine biology, structural engineer, GIS
- engineers to design preservation in situ and safe backfill/reinstatement method and materials
- filming for museum interpretation videos
- first aid
- fundraising
- health and safety – 4 respondents
- risk assessment training
- writing, reconstruction artwork, comic artwork, design, printing, photography, web-design

Other non-archaeological services which were difficult to buy in included the following:

- biology
- landscape architecture, GIS

7 Changes over time

7.1 Introduction

This chapter summarises change over time, identifying trends and comparing results from this survey with those from the previous two comparable surveys, carried out for 1997-98 and 2002-03.

The survey and responses

In 1997-98 a four-page organisation questionnaire and single-page post profile questionnaire were sent out to 1290 addresses. Relevant returns were received from 349 organisations employing 2829 archaeologists in 890 posts with 455 different post titles. These posts were summarised into 34 post profiles. The 441 non-relevant or uncompleted returns included 168 duplicates from different parts of the same organisation, 268 returns from entirely voluntary organisations, and five refusals to provide data.

In 2002-03 a five and a half page organisation questionnaire and two-page post profile were sent out to 992 addresses. Relevant returns were received from 236 organisations employing 2348 archaeologists and support staff in 906 posts with 428 different post titles. These posts were summarised into 38 post profiles. The 88 non-relevant or uncompleted returns included seven not known at the mailing address, 47 duplicates of other organisations which did respond, and 34 which no longer employed archaeologists.

In 2007-08 an eight-page organisation questionnaire was sent out with a three and a half page post profile questionnaire to 1997 addresses. Relevant returns were received from 242 organisations employing 2733 archaeologists and support staff in 808 posts with 519 post titles. These were summarised into 41 post profiles. The 224 non-relevant or uncompleted returns included 74 duplicates from different parts of the same organisation, 32 employing no archaeologists, 71 were not known at the mailing address, 14 were entirely voluntary organisations, and 24 were returned for a variety of other reasons.

Trends The questionnaire has become longer and more complex each time the survey has been carried out. It is likely that this may have influenced the rate of response received. Although many organisations and self-employed individuals have been willing to spend the time required to provide the detailed information requested, some sent partial responses or no data at all because the full questionnaire was deemed to be too time-consuming to complete.

7.2 Organisations

Types of organisations

In 1997-98 respondents were asked to select the relevant organisation type from the options shown in Table 121, which summarises responses.

Table 121 Types of organisations, 1997-98

	Number of responses	% of all responses
Central government	13	4%
Local government	122	35%
University	49	14%
Private (charity / trust / company)	105	30%
Other	60	17%
Total	349	100%

In 2002-03 respondents were offered a matrix from which to select the single option which best described their organisation basis and role. Table 122 summarises responses.

Table 122 Organisation basis and role, 2002-03

	Field investigation and research services		Historic environment advice and information services		Museum and visitor/user services		Educational and academic research services		Total	
National government	2	1%	15	6%	2	1%			19	8%
Local government	6	3%	51	22%	32	14%			89	38%
University	7	3%	1	0%	5	2%	14	6%	27	12%
Commercial organisation	56	24%	14	6%	2	1%	1	0%	73	31%
Other	5	2%	14	6%	4	2%	1	0%	24	10%
Total	76	33%	95	41%	45	19%	16	7%	232	100%

In 2007-08, in response to those who had found it impossible to select a single option in the matrix used in 2002-03, the question was subdivided. Organisations were asked separately about the basis and the different proportions of roles undertaken. Table 123 summarises the basis, and Table 124 presents the overall proportions of roles identified.

Table 123 Organisation basis, 2007-08

Organisation basis	Number of responses	% of responses
National government or agency	13	5%
Local government	76	31%
University	25	10%
Private sector	109	45%
Other	19	8%
Total	242	100%

Table 124 Organisation principal role, 2007-08

Principal role	% of responses
Field investigation and research services	37%
Historic environment advice and information services	27%
Museum and visitor / user services	18%
Educational and academic research services	15%
Other	3%
Total	100%

Trends An increase in response from the private sector can be observed, and a slow decline in responses from universities.

The different ways of categorising organisations deserve comment. Whilst the matrix used in 2002-03 was elegant in its simplicity, and therefore helpful with analysis and estimation, respondents found it to be a poor representation of the reality they perceived. In both 2002-03 and 2007-08 there was inconsistency in how organisations perceived 'historic environment advice and information'. For some this meant all non-field based archaeological work, including post-excavation; for others post-excavation and all tasks working with primary field-derived data would be included in 'field investigation and research', whilst HER and archaeological consultancy would be included in 'historic environment advice and information'. Some consultancies, however, classed their work as 'field investigation and research'.

Registered charities
This question was asked for the first time in 2007-08, so no comparable data can be presented.

Self-employed individuals
In 1997-98 the questionnaire asked about self-employment indirectly by enquiring whether income tax was deducted at source as PAYE for each post. A total of 107 individuals, or 5% of archaeologists, could be thus categorised. Less than half this number of responses were categorised as from 'Independent consultants or specialists'.

In 2002-03 there was no option for respondents to identify themselves as self-employed.

In 2007-08 the questionnaire asked directly whether respondents were self-employed. Sixty-eight respondents selected this option (28% of the 242 received), employing 80 individuals.

Trends As information about self-employment has been collected in different ways in two of the surveys, and not collected at all for 2002-03, no comments on trends can be made.

Estimated numbers of organisations

In 1997-98 responses were categorised into the ten groups shown in Table 125, which summarises the estimated number of organisations in each group and the proportion of the workforce employed in each. Of the ten groups, only 'local government curators' and 'national museums' are directly comparable with the results of the two later surveys.

Table 125 Estimated numbers of organisations, 1997-98

	Estimated total	% of workforce employed
Independent consultants or specialists	*123*	*3%*
Archaeological contractors	*93*	*30%*
Local government curators	*98*	*14%*
Local government others	*65*	*4%*
University archaeology departments and research groups	*72*	*15%*
National heritage agencies and royal commissions	*9*	*15%*
National museums	*15*	*4%*
Archaeological societies	*12*	*1%*
Other commercial organisations	*31*	*4%*
Other organisations	*96*	*10%*
Total	*614*	*100%*

In 2002-03 respondents were asked to classify their organisation by choosing a single option from the matrix of organisation types and principal roles, as described above and shown in Table 126.

In 2007-08 as described above, respondents identified a single organisation type, and selected proportions for the different roles. The roles of estimated organisations, however, were assigned by the research team using a single option, as for 2002-03. Table 126 shows the estimated numbers of organisations and proportions of the estimated workforce.

Table 126 Estimated numbers of organisations, 2002-03 and 2007-08

		Field investigation & research		Historic environment advice		Museum & visitor services		Education & academic research		Total	
		2002-03	2007-08	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08
National government or agency	*Estimated total*	*2*	*2*	*29*	*49*	*17*	*29*	*0*	*6*	*48*	*86*
	% of workforce	*1%*	*1%*	*10%*	*7%*	*4%*	*1%*	*0%*	*<1%*	*15%*	*9%*
Local government	*Estimated total*	*22*	*16*	*130*	*189*	*86*	*107*	*0*	*4*	*238*	*316*
	% of workforce	*9%*	*4%*	*11%*	*11%*	*2%*	*2%*	*0%*	*<1%*	*22%*	*17%*
University	*Estimated total*	*20*	*12*	*3*	*10*	*11*	*9*	*67*	*155*	*101*	*186*
	% of workforce	*5%*	*5%*	*<1%*	*<1%*	*<1%*	*<1%*	*10%*	*10%*	*15%*	*15%*
Private Sector	*Estimated total*	*105*	*205*	*170*	*367*	*13*	*29*	*8*	*19*	*296*	*620*
	% of workforce	*34%*	*43%*	*7%*	*7%*	*<1%*	*1%*	*<1%*	*<1%*	*41%*	*51%*
Other	*Estimated total*	*7*	*7*	*41*	*41*	*38*	*21*	*6*	*76*	*92*	*145*
	% of workforce	*1%*	*4%*	*3%*	*2%*	*1%*	*<1%*	*1%*	*2%*	*6%*	*8%*
Estimated Total	*Estimated total*	*156*	*242*	*373*	*656*	*165*	*195*	*81*	*260*	*775*	*1353*
	% of workforce	*50%*	*57%*	*31%*	*27%*	*7%*	*4%*	*11%*	*12%*	*99%*	*100%*

Trends Although the proportions of the workforce have remained consistent between 2002-03 and 2007-08, there is more variation in the estimated numbers of organisations.

Size of organisation

Table 127 summarises the relative sizes of responding organisations for 2002-03 and 2007-08. This information was not presented in the published report for 1997-98.

Trends The proportion of responses from small organisations was a little higher in the present survey, but overall the proportions responding each time were similar. A single organisation with over 250 employees was recorded for 2007-08.

Table 127 Total employees per organisation

Total employees	2002-03		2007-08 (exc self-employed)		2007-08 total	
1	85	37%	49	29%	111	46%
2-10	88	38%	71	42%	77	32%
11-49	51	22%	40	23%	40	17%
50-99	1	0%	6	4%	6	3%
100-249	6	3%	4	2%	4	2%
>250	0	0%	1	1%	1	0%
Total	236	100%	171	100%	239	100%

Organisation funding

The 2007-08 questionnaire asked respondents what proportion of the organisation's income was generated by work related to development or the planning process. This question had not been asked previously, so no comparable data can be presented.

Geographical location

In 1997-98 the analysis of organisations by geographical location within the UK focussed on the geographical spread of services provided by responding organisations. In 2002-03 a brief account of the number of responding organisations, the estimated total number of organisations and the proportion of the estimated workforce was given. This section has been omitted from the report for 2007-08 in Chapter 3 above. As no comparable data can be presented, there are no trends on which to comment. Note that the estimated numbers of individuals working in each part of the UK (as opposed to the number of organisations based in each country or region) has been analysed in Chapter 4 above and trends over time are presented in Table 131 and Table 132 below.

Quality standards

In 1997-98 the survey did not include any questions relating to quality standards.

In 2002-03 61% of organisations employed a quality system and 34% did not. Ten different quality assurance systems were used by organisations, in addition to some own or local systems. The most widely used was Investors in People (29%), followed by Museum Registration (23%) and 21% were IFA Registered Archaeological

Organisations (RAO). ISO 9000 had been implemented by 11%. In addition to those which had achieved RAO status, a further 6% were working towards Registration, 14% had considered Registration but not yet started working towards this, and 41% had not considered it. Of those organisations which were not yet registered, 25% reported that the benefits were not clear to them, and for 20% IFA Registration seemed irrelevant.

In 2007-08 54% of responding organisations employed at least one quality system and 36% did not. Twelve formal quality systems were cited, in addition to internal quality assurance procedures and individual membership of professional associations. Just under a third of organisations were recognised Investors in People (30%), nearly a fifth were Registered Museums (19%), and over one in six (16%) were IFA Registered Archaeological Organisations. One in ten had implemented one or more ISO standards. In addition to those which had achieved RAO status, 4% were working towards Registration, 12% had considered but had not yet begun working towards Registration and 34% had not considered it. Of those organisations which were not registered, 31% reported that IFA Registration seemed irrelevant, and for 9% the benefits were not clear.

Trends A lower proportion of organisations were using quality standards in 2007-08 than five years ago. It is not clear whether this reflects a real trend or whether more self-employed respondents, to whom formal quality systems may seem irrelevant, may have been included in the present survey. As discussed above (section 3.6), all local authority respondents will be complying with performance indicators relevant to that sector, although only two of 76 respondents mentioned these.

At the time of the 2002-03 survey there was a total of 45 IFA Registered Archaeological Organisations, 42 of which responded to the survey. Five years later there were 59, 39 of which responded to the survey. Over this time, the benefits of registration appear to have become clearer to non-RAO respondents, but a higher proportion considered that IFA Registration was irrelevant in 2007-08 compared with 2002-03.

7.3 Archaeologists

Estimated size of the workforce

In 1997-98 the estimated archaeological workforce amounted to *4425* people working in *614* organisations, an average of *7.2* archaeologists per organisation. A further *367* people were working as dedicated support staff in archaeological organisations, giving an estimated total of *4792* people in Britain who relied on archaeology for their livelihood.

In 2002-03 the estimated archaeological workforce was *5712*. This represented a *29%* increase on the figure of *4425* estimated in 1997-98, but was considered to include junior fieldworkers on short-term contracts (there was some doubt whether all respondents to the 1997-98 survey included this group). The estimated figure for support staff was *1096*, giving an estimated total of *6800* people in the UK who made their living from archaeology. There were an estimated *776* organisations employing archaeologists, with an average of *7.4* archaeologists and *1.4* support staff working for each organisation.

In 2007-08 the estimated archaeological workforce was *6865*, a 20% increase on the figure of *5772* estimated for 2002-03 (and a 55% increase over ten years on the estimated archaeological workforce in 1997-98 of *4425*). An estimated *866* people were working as dedicated support staff within archaeological organisations, giving a total of *7731* people directly earning from archaeology.

Trends Table 128 summarises the changes in the estimated archaeological workforce since 1997-98 and 2002-03. Whilst the figures for archaeologists have increased steadily, the numbers of support staff appear to have fluctuated more widely. The estimated number of archaeological organisations has increased considerably.

Table 128 Estimated workforce, changes over five and ten years

	1997-98	2002-03	2007-08	% change 1997-98/ 2002-03	% change 2002-03/ 2007-08	% change 1997-98/ 2007-08
Archaeologists	*4425*	*5712*	*6865*	*29%*	*20%*	*55%*
Support staff	*367*	*1096*	*866*	*199%*	*-21%*	*136%*
Total	*4792*	*6800*	*7731*	*42%*	*14%*	*61%*
Organisations	*614*	*776*	*1353*	*26%*	*74%*	*120%*
Archaeologists per organisation	*7.21*	*7.36*	*5.07*	*2%*	*-31%*	*-30%*

Table 129 compares the proportions of the estimated archaeological workforce in 2002-03 and 2007-08 in each of the areas used for comparison in each survey. The estimated proportion of archaeologists working in the private sector has increased over the past five years, the estimated proportion working for national government or agencies has declined, and the estimated proportions working in other sectors have remained roughly stable.

Table 129 Proportions of estimated workforce by organisation basis and role, 2002-03 and 2007-08

		Field investigation & research	Historic environment Advice	Museum & visitor services	Education & academic research	Total
National government or agency	2002-03	*1%*	*10%*	*4%*	*none*	*15%*
	2007-08	*1%*	*7%*	*1%*	*<1%*	*9%*
Local government	2002-03	*9%*	*11%*	*2%*	*none*	*22%*
	2007-08	*4%*	*11%*	*2%*	*<1%*	*17%*
University	2002-03	*5%*	*<1%*	*<1%*	*10%*	*16%*
	2007-08	*5%*	*<1%*	*<1%*	*10%*	*15%*
Private sector	2002-03	*34%*	*7%*	*<1%*	*<1%*	*41%*
	2007-08	*43%*	*7%*	*1%*	*<1%*	*51%*
Other	2002-03	*1%*	*3%*	*1%*	*1%*	*6%*
	2007-08	*4%*	*2%*	*<1%*	*2%*	*8%*
Total	2002-03	*49%*	*31%*	*8%*	*12%*	*100%*
	2007-08	*57%*	*27%*	*4%*	*12%*	*100%*

Growth of the profession

Growth of the profession as reported and anticipated by respondents can be compared for the ten years since 1997-98, and estimates for the next three years were made by respondents to the survey.

Comparing growth, Table 130 shows that while the profession has grown in the last five years it has perhaps not matched the expectations of employers in 2002-03. The predictions for one year ahead of each survey (shown in lighter tone) were typically closer to what was subsequently reported to later surveys than the predictions for three years in the future (shown in darker tone).

Table 130 Anticipated and reported growth of the profession, 1992-2010

	Growth	Stable	Decline	Overall		Response
2010-11	33%	51%	15%	+18%	Anticipated in 07-08	213
2008-09	25%	64%	11%	+14%	Anticipated in 07-08	223
2006-07	24%	63%	13%	+11%	Reported in 07-08	220
2005-06	42%	45%	13%	+29%	Anticipated in 02-03	226
2004-05	36%	44%	20%	+16%	Reported in 07-08	216
2003-04	29%	59%	12%	+17%	Anticipated in 02-03	227
2002-03	41%	36%	23%	+18%	Reported in 07-08	211
2001-02	26%	59%	15%	+11%	Reported in 02-03	218
2000-01	33%	37%	8%	+25%	Anticipated in 97-98	306
1999-00	42%	41%	17%	+25%	Reported in 02-03	217
1998-99	25%	63%	8%	+19%	Anticipated in 97-98	310
1997-98	45%	31%	24%	+21%	Reported in 02-03	216
1995-96	29%	38%	25%	+4%	Reported in 97-98	306
1992-93	33%	28%	26%	+7%	Reported in 97-98	306

Geographical distribution

Table 131 and Table 132 illustrate the change over time of the estimated archaeological workforce, subdivided by region.

Table 131 Geographical distribution of workforce, estimated numbers and change over time, 1997-98, 2002-03 and 2007-08

	1997-98	2002-03		2007-08		
	Archae-ologists estd	Archae-ologists estd	Change on 1997-98	Archae-ologists estd	Change on 2002-03	Change on 1997-98
England (regions):						
East of England	*265*	*364*	*+54%*	*505*	*+39%*	*+91%*
East Midlands	*206*	*339*	*+31%*	*500*	*+47%*	*+143%*
London	*820*	*798*	*-7%*	*665*	*-17%*	*-19%*
North East	*234*	*350*	*+51%*	*319*	*-9%*	*+36%*
North West	*209*	*295*	*+38%*	*366*	*+24%*	*+75%*
South East	*687*	*952*	*+46%*	*1091*	*+15%*	*+59%*
South West	*693*	*934*	*+34%*	*934*	*0%*	*+35%*
West Midlands	*259*	*249*	*-6%*	*467*	*+88%*	*+80%*
Yorkshire and the Humber	*357*	*486*	*+32%*	*590*	*+21%*	*+65%*
Scotland	*369*	*456*	*+30%*	*848*	*+86%*	*+130%*
Wales	*234*	*387*	*+70%*	*422*	*+9%*	*+80%*
Northern Ireland	*53*	*73*	*+38%*	*126*	*+73%*	*+138%*
Channel Islands	*6*	*9*	*+200%*	*11*	*+22%*	*+83%*
Isle of Man	*3*	*20*	*+300%*	*20*	*0%*	*+567%*
Total	*4395*	*5712*	*+29%*	*6865*	*+20%*	*+56%*

Table 132 Geographical distribution of estimated archaeological workforce as proportions of the UK total archaeological workforce, 1997-98, 2002-03 and 2007-08

	% of UK total archaeological workforce		
	1997-98	**2002-03**	**2007-08**
England (regions):			
East of England	*6%*	*6%*	*7%*
East Midlands	*5%*	*6%*	*7%*
London	*19%*	*14%*	*10%*
North East	*5%*	*6%*	*5%*
North West	*5%*	*5%*	*5%*
South East	*16%*	*17%*	*16%*
South West	*16%*	*16%*	*14%*
West Midlands	*6%*	*4%*	*7%*
Yorkshire and the Humber	*8%*	*9%*	*9%*
Scotland	*8%*	*8%*	*12%*
Wales	*5%*	*7%*	*6%*
Northern Ireland	*1%*	*1%*	*2%*
Channel Islands	*<0.1%*	*<0.1%*	*<0.1%*
Isle of Man	*<0.1%*	*<0.1%*	*<0.1%*
Total	*100%*	*100%*	*100%*

Diversity

Gender balance

Table 133 Gender balance of archaeologists and UK workforce

		1997-98	**2002-03**	**2007-08**
Archaeologists	Female	35%	36%	41%
	Male	65%	64%	59%
UK workforce	Female		45%	46%
	Male		55%	54%

In 1997-98 just over a third of archaeologists (35%) were female and just under two thirds (65%) were male. These figures were representative of all those reported to the survey, as gender information was provided for all but 26 individuals.

In 2002-03 36% of the archaeologists whose gender was recorded in the survey were female, and 64% were male. Gender information was not provided for 218 individuals for whom other details were provided. Many of this group were junior fieldworkers, so it is possible that the overall figures may have been biased by the omission of this group.

In 2007-08 41% of archaeologists were female and 58% were male. Gender information was not provided for 173 individuals for whom other detailed information was given, but this time gender information was provided for the majority of junior fieldworkers.

Trends There was very little change in gender balance between 1997-98 and 2002-03 as Table 133 shows. The subsequent five years saw a 5% increase in female archaeologists between 2002-03 and 2007-08, amounting to a 6% increase in female archaeologists over the 10 years 1997-98 to 2007-08. Even with the increase to 41%

female, women remain underrepresented in the archaeological workforce by comparison with the UK workforce as a whole, and by comparison with the UK population at 51% female and 49% male.

Age range

Table 134 Average age of archaeologists

	1997-98	2002-03	2007-08
All archaeologists	36	38	38
Female archaeologists	34	36	36
Male archaeologists	37	39	39

In 1997-98 nearly 90% of archaeologists were aged between 20 and 50, two thirds were aged 30–50, and 12% were over 50. The overall the average age was 36, the average for female archaeologists was 34 and for male archaeologists 37.

In 2002-03 86% of archaeologists were aged 20-50, 61% were aged 30-50 and 14% were over 50. On the basis of the 10-year age ranges recorded, the average age of professional archaeologists was 38, with the average for female archaeologists being 36 and for male archaeologists 39. The average age of unpaid volunteer archaeologists was 50.

In 2007-08 84% of archaeologists were aged 20-50, 56% were between 30 and 50, and 16% were over 50 years old. The average age of a professional archaeologist was 38; female archaeologists were on average 36, and male archaeologists 39.

Trends The average age of working archaeologists increased by two years between 1997-98 and 2002-03, but has remained the same over the last five years. Nevertheless, overall, the population of professional archaeologists is growing older. The proportion under 50 has been steadily reducing, and is 6% lower now than 10 years ago, whilst the proportion over 50 has increased from 12% to 16% over the last ten years. It is possible that the numbers of younger archaeologists may have been under-represented in 2002-03, as fully detailed information was not given for 218 individuals (around 10% of all paid archaeologists), many of whom were junior fieldworkers. However, as figures for 2007-08 were not subject to this bias, the increasing proportion of archaeologists over 50 is considered to be an accurate representation.

Ethnic diversity

In 1997-98 the survey did not include any questions relating to the ethnicity of individuals.

In 2002-03 99.34% of archaeologists and 99.25% of all staff were white.

In 2007-08 98.99% of archaeologists and 98.88% of all staff were white.

Trends Although the proportions of white archaeologists have changed very little, the proportions of those who are of black or minority ethnicity have almost doubled from 0.56% to 1.01%. This is still very low indeed by comparison with the figure of 7.9% for the UK population in 2001 (National Statistics 2003).

Disability status

Table 135 Disability status of archaeologists 2002-03 and 2007-08

	2002-03		2007-08	
Not disabled	2353	99.66%	2285	98.36%
Work limiting disabled only			28	1.21%
DDA disabled only	8	0.34%	5	0.22%
Work limiting and DDA disabled			5	0.22%
Total	2361	100.00%	2323	100.01%

In 1997-98 the survey did not include any questions relating to disability status.

In 2002-03 eight disabled archaeologists were reported to the survey, and two disabled unpaid volunteer staff. The proportion of disabled archaeologists recorded was 0.34%, compared with 19% of all people of working age in employment (Disability Rights Commission 2002).

In 2007-08 the question on disability was more sophisticated, and distinguished between work limiting disabled and Disability Discrimination Act disabled. Although a higher proportion of disabled archaeologists were reported to the survey, it was still much lower than the figures of 19% disabled people in the UK population as a whole, 13% in the UK workforce, and nearly 14% of archaeology students in the survey carried out in 2005 as part of the Inclusive, Accessible Archaeology (IAA) project (Phillips and Gilchrist 2005, table 8). See section 4.4 above for further discussion.

Trends Given the very low numbers reported to the survey in 2002-03 and 2007-08, it is considered that disability has been under-reported in both surveys. The IAA survey of employers was not directly comparable as it did not collect point-in-time data, but the results suggest a higher overall incidence of disability than has been reported here. It is considered likely that hidden disabilities have not been included by all respondents, either in 2002-03 or 2007-08, and that there may not be a clear understanding about what could be considered to be a disability.

Country of origin

This question was asked for the first time in 2007-08, so no comparable data can be presented.

Staff qualifications

Highest qualification achieved

Table 136 Highest qualification achieved, 2002-03 and 2007-08

	2002-03		2007-08					
	All subjects		Archaeology		Other subject		Total	
Post-doctoral qualification	Not asked		6	<1%	3	1%	9	<1%
Doctorate (PhD or DPhil)	202	10%	230	12%	33	8%	263	11%
Postgraduate (Masters)	412	21%	567	30%	105	25%	672	29%
First degree	1131	58%	1051	56%	176	42%	1227	53%
Foundation degree or HND	Not asked		13	1%	26	6%	39	2%
A level, Highers	199	10%	20	1%	41	10%	61	3%
GCSE, Standard Grade			4	<1%	32	8%	36	2%
Total	1944	99%	1891	100%	416	100%	2307	100%

In 1997-98 the survey did not include any questions relating to staff qualifications.

In 2002-03 the survey asked about the highest level of qualification obtained by archaeologists and other staff, but not about the subject of that qualification. Of archaeologists with qualifications, 10% of professional archaeologists were found to have a doctorate as their highest level of academic qualifications and 21% had a Masters degree. A further 58% had a first degree, with 10% having qualifications from secondary education.

In 2007-08 the survey asked about the highest level of qualification obtained in greater detail than before, and also distinguished between qualifications in archaeology and those in other subjects. Of archaeologists with qualifications, 12% had a Doctorate or post-doctoral qualification, 29% had a Masters degree, 53% had a Bachelors degree and 7% had qualifications from secondary education or a foundation degree. It was possible to repeat the analysis to include responses for archaeologists with no qualifications, and these figures have been presented in section 4.5 above.

Trends The data obtained in answer to this question in both surveys have to be used with care. The question asked about qualifications obtained, but did not offer the option of 'none'. As a consequence it is difficult to distinguish between questionnaire returns relating to those with no qualifications and those returns which were not completed fully. The level of detail required for this question caused difficulty for a number of respondents, particularly those with large numbers of staff.

What can be seen from the data collected is that the archaeologists (for whom qualification data was available) have become more highly qualified over the past five years. The proportion with a Doctorate has increased from 10% to 12%, and those with a Masters degree have increased from 21% to 29%. Those with school qualifications only have declined from 10% to 5%.

Highest qualification achieved by country

Data on where qualifications were obtained was requested for the first time in 2007-08, so no comparable data can be presented from the previous surveys.

Highest qualification by age

In 1997-98 the survey did not include any questions relating to staff qualifications, so analysis of qualifications by age was not possible.

In 2002-03 and 2007-08 analysis of qualifications by age had to be limited to restricted sub-sets of data covering individuals in posts either all of the same age group, or all with the same qualifications. Table 137 shows the percentages of each age group of those with qualifications. It is difficult to identify clear trends, given the limited dataset, and the point mentioned in section 4.5 above regarding the impossibility of knowing what proportion of individual post-holders reported to the survey had no qualifications (as opposed to respondents failing to complete the section relating to qualifications).

Table 137 Highest qualification by age, percentage of each age group for each survey, 2002-03 and 2007-08

	Doctorate or higher		Masters		Degree or foundation		School	A level	GCSE
	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08	2007-08
20s	4%	3%	38%	34%	56%	62%	2%	1%	0%
30s	11%	14%	36%	40%	45%	45%	9%	0%	0%
40s	13%	17%	23%	32%	57%	48%	7%	3%	1%
50s	17%	19%	30%	23%	42%	57%	11%	2%	0%
60s	17%	27%	17%	18%	50%	45%	17%	6%	3%
Total	11%	14%	31%	32%	50%	52%	8%	2%	0%

Average salaries by highest qualification

Table 138 summarises the relationship between salary and highest qualification achieved for 2002-03 and 2007-08. In 1997-98 the survey did not include any questions relating to staff qualifications, so analysis of qualifications and salaries was not possible. It is important to note that this table is based on a relatively small subset of data where all individuals in a post had the same highest level of qualification and where salary data was also provided.

Table 138 Salaries by highest level of qualification achieved, 2002-03 and 2007-08

	Average salary 2002-03	Average salary 2007-08	Increase since 2002-03
Post-doctoral qualification		£38,549	n/a
Doctorate (PhD or DPhil)	£27,222	£30,998	14%
Postgraduate (Masters)	£21,186	£25,608	21%
First degree	£18,835	£22,010	17%
Foundation degree or HND		£22,115	n/a
A level, Highers	£15,132	£18,619	23%
GCSE, Standard Grade		£16,396	n/a
Average for all archaeologists	£19,161	£23,310	22%
Sample size		714	

Trends The average salaries for 2007-08 appear to confirm the impression from 2002-03 that postgraduate qualifications correlate with higher than average salaries. There are no clear patterns in the level of increase in salaries between the two surveys, however. It is possible that this is related to the small sample of data upon which these figures are based, but the difference in questions asked between 2002-03 and 2007-08 may also have influenced this variation.

Self-employed archaeologists

In 1997-98 the questionnaire identified self-employed staff by asking whether income tax for each post was deducted at source as PAYE. The number of archaeologists identified by this means was 107, or 5% of the total reported to the survey. There was little analysis of self-employed archaeologists as a group in the published results.

In the 2002-03 questionnaire there was no specific question to identify self-employed individuals, so no analysis was possible.

In 2002-03 the questionnaire asked specifically whether respondents were self-employed. Returns provided general information about 80 self-employed archaeologists, and more detailed post profile information for 68 individuals. Summaries are included in Chapters 4 and 5 above relating to self-employed archaeologists, but no comparisons with the earlier surveys can be made.

Unpaid volunteer archaeologists

In 1997-98 the questionnaire asked whether the involvement of unpaid or voluntary archaeologists was welcomed. It also asked how many volunteers had been accepted during the previous 12 months. Responses from 236 organisations (68% of the sample) indicated that they welcomed the involvement of unpaid volunteer archaeologists, and 113 (32%) responded that they did not or could not. The number of unpaid archaeologists taken on ranged from 1 to 150. In total, 2,502 volunteers were accepted, representing an average of 11 individuals per organisation that welcomed volunteers. Seven of the organisations accepting volunteers ran fieldwork projects that were specifically aimed at unpaid archaeologists. Organisations most willing to accept volunteers were national museums (100%), local government others (97%), curators (83%) and other organisations (82%), while those least willing were consultants (17%) and other commercial organisations (38%). However, in overall numbers, the bulk of volunteers found work during the previous year at other organisations (29%), curators (20%), contractors (15%), local government others (13%) and universities (11%).

In 2002-03 the questionnaire asked about unpaid or voluntary archaeologists in a different way to the earlier survey. Respondents were asked to include numbers of paid and unpaid archaeologists and support staff on the organisation questionnaire, and they were asked to include unpaid archaeologists in the post profile part of the questionnaire. The assumption was that separate post profiles would be completed for any 'posts' filled entirely by unpaid staff. Responses from 39 organisations (17% of the sample) included a total of 145 unpaid volunteer staff, representing an average of 3.7 individuals per organisation. Unpaid volunteers were included on 25 post profiles which provided more detailed information about 79 individuals (54%), although full details were only included for some of these individuals.

Information about the age and gender of 42 unpaid volunteer workers was received. Overall, 52% of unpaid volunteers were female, 48% were male and the average age of the unpaid volunteers was 52 years. All of the unpaid volunteers for whom information was received on their ethnicity were white. 46% of all unpaid volunteers were educated to degree level or above. Table 139 summarises age and gender for unpaid volunteers for 2002-03 and 2007-08, and indicates that the pattern of age and gender is more variable than an average age would indicate. The highest proportion of unpaid volunteers were in their 60s, but a not insignificant proportion were in their 20s.

Table 139 Age and gender of unpaid volunteers, 2002-03 and 2007-08

	Female		Male		Total	
	2002-03	**2007-08**	**2002-03**	**2007-08**	**2002-03**	**2007-08**
16-19	5%	10%	5%	6%	5%	8%
20-24	18%	29%	5%	31%	12%	30%
25-29		5%		0%		3%

	Female		Male		Total	
	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08
30-34	5%	10%	10%	0%	7%	5%
35-39		5%		13%		8%
40-44	14%	0%	10%	0%	12%	0%
45-49		5%		13%		8%
50-54	27%	0%	15%	0%	21%	0%
55-69		0%		6%		3%
60-64	32%	29%	55%	19%	43%	24%
65+		10%		13%		11%
Total	100%	100%	100%	100%	100%	100%
Sample size	22	21	20	16	42	37

In 2007-08 the questionnaire asked about unpaid volunteers in the same way as in 2002-03. Although responses to the first part of the questionnaire acknowledged a total of 110 unpaid archaeologists and 16 unpaid support staff, post profile data was only provided for 41 individuals (33%). Female volunteers made up 57% of the workforce compared with 43% male unpaid volunteers. The average age of unpaid volunteers was 41, but this was not representative of the actual age ranges recorded. As Table 139 shows, despite the average age being in the middle of the distribution, the highest numbers of volunteers are in the 20-24 age band, and the second highest in the 60-64 age band. Over 95% (40 of 42 – a very limited dataset) of the volunteers for whom detailed information was provided were white.

Trends As noted above, the first survey asked different questions about the use of unpaid volunteers alongside professional archaeologists, so the data cannot be compared with later results. Whilst the way the questions were asked in 2002-03 and 2007-08 treated unpaid volunteers in the same way as paid staff, respondents clearly did not treat them in the same way when it came to completing the questionnaire, so the responses cannot be considered to be an accurate reflection of the use of unpaid volunteers by responding organisations.

Support staff

In 1997-98 the question asked about support staff did not distinguish sufficiently clearly between support staff working exclusively to assist archaeologists, and those employed in other support duties in organisations with a wider remit than just archaeology. As a consequence, reliable numbers for support staff in the sector as a whole were not obtained. It was, however, possible to examine the numbers of support staff working for 'archaeological contractors'. The archaeological contracting organisations responding to the survey employed a total of 64 dedicated support staff working for 766 archaeological staff. This ratio of one member of support staff to twelve archaeologists was extrapolated to provide an overall estimate of *376* support staff working for the estimated *4425* archaeologists. No detailed information was sought about the posts held by support staff or the individuals in those posts.

In 2002-03 respondents were asked to complete post profile forms for support staff as for archaeological staff, as well as quantifying support staff on the organisation part of the questionnaire. Respondents identified a total of 401 support staff, and post profile detail was provided in respect of 184 individuals (46%) in 115 posts. The estimated total support staff workforce was *1096*. There was an average of *1.4* support staff per organisation, and one member of support staff for every *5.2* archaeologists.

The average age of the 184 individuals was 39, 40 for female support staff and 37 for male. The majority were female (70%). Support staff were almost exclusively white (98%). None of the support staff were considered to be disabled. Average earnings were £15,264 per annum, and median earnings were £15,000. Just under two thirds of support staff worked full-time (63%). A total of 77 support staff were educated to degree level or higher, and 31 either had no qualifications, or no information on their qualifications was provided.

In 2007-08 questionnaire respondents identified 334 support staff, and post profile detail was provided in respect of 122 individuals (37%) in 75 posts. The estimated total support staff workforce was *866*. There was an average of *0.6* support staff per organisation, and one member of support staff for every *7.9* archaeologists.

The average age of the 122 individuals was 45 for all support staff and for female support staff, and for male support staff 44. The gender balance of support staff was 72% female and 28% male. Black and minority ethnic individuals made up just 3.5% of support staff. None of the support staff were considered to be disabled. Average earnings were £20,553, and median earnings £19,714 per annum. A total of 63 support staff were educated to degree level or higher, and 27 either had no qualifications, or no information on their qualifications was provided.

Trends Although the 1997-98 survey did provide an estimate of the total number of support staff, as this was based on partial data it is not considered to be very reliable in retrospect. The figures for the subsequent two surveys should have been more reliable, but the trend in the estimated numbers of support staff is unexpected. By 2007-08 the estimated total for support staff had reduced to just 80% of the figure estimated for 2002-03, while the estimated figure for archaeologists rose by 120% over the same period.

It is suggested that some *measurement error* may have affected the estimated totals, as some respondents provided incomplete information (Cui 2003). As with unpaid volunteers, respondents may have been less willing to spend the time required to complete the detailed post profiles for support staff than for archaeologists. The proportion of support staff for whom post profiles were completed was only 46% in 2002-03 and reduced to 37% in 2007-08. It also seems likely that some respondents completely omitted information about the support staff who contribute to the work of their organisations. In 2007-08 one organisation with over 100 paid archaeologists and four with 20 or more did not identify any support staff in the totals given on the organisation questionnaire.

A further issue relating to the data collected in the last two surveys, is that support staff were identified in the analysis phase of the project as those given an ‘admin’ role by respondents. This had been intended for those in supporting roles, not those in managerial posts. In the data entry phase in 2007-08 an additional category was created for managerial posts.

7.4 Jobs

Range of jobs

Table 140 summarises the post profiles into which posts were grouped in 1997-98, 2002-03 and 2007-08.

In 1997-98 respondents provided information about 2132 archaeologists working in 890 jobs with 455 different post titles (one post title for every 4.7 individuals). The information about these archaeologists and their jobs was collated into 34 post profiles which included 'Administrator' and three general profiles for posts which could not be easily included in any of the other profiles.

In 2002-03 respondents provided information about 2348 archaeologists, support staff and unpaid volunteers working in 907 jobs with 428 post titles (one post title for every 5.5 individuals). The information about these staff and their jobs was collated into 38 post profiles, which included two new archaeological posts and two new support posts: 'Financial posts' and 'Other support posts'.

In 2007-08 respondents provided information about 2733 archaeologists, support staff and unpaid volunteers working in 808 jobs with 519 post titles (one post title for every 5.3 individuals). The information about these staff and their jobs was collated into 41 post profiles, which included three new archaeological profiles. Two profiles were renamed, as Table 140 shows.

Table 140 Number of staff in each post profile, 1997-98, 2002-03 and 2007-08

Post profile	**Number of staff**		
	1997-98	**2002-03**	**2007-08**
Academic Staff	211	128	113
Archaeological Assistant	46	37	63
Archaeological Officer	35	35	25
Archaeological Scientist	87	35	44
Archaeologist	137	264	343
Archives Officer	-	20	18
Buildings Archaeologist	35	18	12
Characterisation posts	-	-	15
Computing Officer	12	18	43
Conservation Archaeologist	14	7	7
Conservator	20	36	9
Consultant	24	26	109
County or Regional Archaeologist	41	45	34
Director or Manager	92	119	93
Editor	26	9	10
Education and Outreach posts	-	-	42
Excavator or Site Assistant	185	99	48
Field Officer	49	42	25
Finds Officer	44	57	72
Historic Environment Record Officer (SMR Officer 2002-03 and 1997-98)	40	41	40
Illustrator	53	49	72
Inspector	102	45	79
Investigator	-	48	30
Museum Archaeologist	122	66	98
Photographer	15	8	5
Planning Archaeologist	10	26	40
Project Assistant (Assistant Archaeologist 2002-03 and 1997-98)	17	4	148
Project Manager	77	105	143
Project Officer	105	166	235

Post profile	Number of staff		
	1997-98	2002-03	2007-08
Researcher	45	29	45
Rural Advice	-	-	17
Senior Archaeologist	83	92	85
Supervisor	81	188	190
Surveyor	23	5	76
Warden	32	19	21
Administrator	19	78	94
Financial posts	-	16	13
Other support posts	-	51	24
Senior posts	52	75	90
Junior posts	98	143	17
Other posts	150	99	46
Total	2132	2348	2733

Trends Some the variation between the three surveys is to be expected, given that there was some variation in responding organisations on each occasion. For example, the reduction in the number of County or Regional Archaeologists does not indicate an overall reduction in posts to the degree indicated above. However, some of the variation which can be seen in the table may indicate overall trends. The number of Excavator or Site Assistant posts has fallen dramatically over the last ten years, but there has been a substantial increase in the number of Archaeologist and Project Assistant posts. This could be interpreted as indicating a change in post titles. The introduction of Education and Outreach posts, and of Rural Advice reflect changes in the overall work pattern of professional archaeologists in 2007-08. In neither case were there significant numbers of individuals working in these areas five years ago. The low numbers in the three 'catch all' posts for 2007-08 is the result of the effort made to include as many posts as possible in appropriate profiles, even if this meant adding new profiles or renaming existing ones. For example, the 143 staff in 'Junior posts' in 2002-03 included 115 Project Assistants, but the profile of this name was only created in 2007-08.

Earnings

Table 141 summarises the average and median full-time archaeological earnings reported to the survey in 1997-98, 2002-03 and 2007-08, and compares these with the relevant average and median figures for all UK full-time workers' earnings.

Trends Between 1997-98 and 2002-03 the percentage increases in average and median UK earnings were in each case more than double the percentage increases in archaeological earnings. Over the second five year period, the increase in archaeological earnings was considerably higher and was comparable with the rise in all workers' earnings. In the case of median earnings, the rise in archaeologists' earnings exceeded that in UK median earnings by 1%, with the increase in average UK earnings being just 1% higher than the increase in average archaeological earnings. Over the whole ten-year period, however, average UK earnings have increased by 57%, compared with archaeological earnings increasing by 36%. Median UK earnings have increased by 46% compared with archaeological earnings increasing by 31%.

Table 141 Average and median full-time archaeological and UK earnings, 1997-98, 2002-03 and 2007-08

	1997-98	2002-03		2007-08		
			% increase since 1997-98		% increase since 2002-03	% increase since 1997-98
Average full-time archaeological earnings	£17,079	£19,161	12%	£23,310	22%	36%
Median full-time archaeological earnings	£15,905	£17,127	8%	£20,792	21%	31%
Average UK full-time earnings	£19,167	£24,498	28%	£29,999	23%	57%
Median UK full-time earnings	£16,419	£20,010	22%	£24,002	20%	46%

Earnings by organisational structure

Table 142 shows the average and median earnings for archaeologists by organisational structure in 2002-03 and 2007-08. No direct comparisons can be made for 1997-98 as the organisation categories were significantly different. It was noted in 1997-98, however, that the highest average and median full-time salaries were found in national heritage agencies and universities, and the lowest in non-curatorial local government organisations and contractors.

Trends National government or agency employers have consistently paid the highest average and median salaries. In both 1997-98 and 2002-03 it was noted that median salaries were higher than the average for national government or agency employees, indicating organisations which are top-heavy, with a large proportion of well-paid employees. Private sector organisations have consistently paid the lowest salaries, and the difference between median and average salaries has indicated in each survey that there have been significant numbers of organisations that were pyramidal in structure, with most employees earning less than the average. In 2007-08 'other' employers moved from the middle-ranking position to the second lowest paid, and local government employers took the middle place.

Table 142 Average and median earnings by organisational structure, 2002-03 and 2007-08

	2002-03		2007-08	
	Average (mean)	Median	Average (mean)	Median
National government or agency	£23,971	£24,000	£29,694	£29,523
Local government	£18,756	£17,440	£23,120	£22,166
University	£22,883	£21,125	£26,293	£23,733
Private sector	£17,421	£15,917	£20,916	£17,707
Other	£21,036	£20,000	£21,276	£18,903

Earnings by organisational or post role

Table 143 shows average and median archaeological earnings by organisational role for 2002-03 and post role for 2007-08. No direct comparisons can be made for 1997-98 as the organisation categories were significantly different.

Trends Field investigation and research services were consistently lowest paid, both in respect of average and median earnings. The second-lowest average in both surveys was museum and visitor / user services, although in 2002-03 the median for that group was significantly higher in second-highest place, then falling to second-lowest in 2007-08. The highest paid in both measures and both surveys were employees of educational and academic research services.

Table 143 Average and median earnings by organisational or post role, 2002-03 and 2007-08

	2002-03		2007-08	
	Average (mean)	**Median**	**Average (mean)**	**Median**
Field investigation and research services	£17,264	£15,957	£20,686	£18,912
Historic environment advice and information services	£21,678	£20,000	£29,553	£28,000
Museum and visitor / user services	£20,772	£22,000	£23,232	£23,636
Educational and academic research services	£27,081	£28,000	£30,865	£30,000

Earnings by geographical area

Table 144 examines archaeological earnings as a percentage of average earnings for all full-time workers in that area for 1997-98, 2002-03 and 2007-08. The overall average level of archaeological earnings has been lower than the UK full-time average for the last ten years. In a few areas, however, archaeological earnings have been higher than the area averages, in Yorkshire and the Humber, Scotland, Wales and Northern Ireland.

Trends Earnings for archaeologists working in London have fallen significantly over the last ten years as a proportion of average earnings in London. Between 1997-98 and 2002-03 archaeological earnings fell as a proportion of the average earnings for all workers in all areas except Yorkshire and the Humber, where there was a 2% rise, and Scotland which remained unchanged at 101% of the Scottish average for all workers. Between 2002-03 and 2007-08 archaeological earnings rose a little whilst remaining below the average earnings for all workers in the North West and the South West. In Wales, Northern Ireland and Yorkshire and the Humber archaeological earnings rose above the average for all workers.

Table 144 Earnings by geographical area as a percentage of average salaries for all full-time workers in that area, 1997-98, 2002-03 and 2007-08

	1997-98	2002-03	2007-08
English region			
East of England	79%	79%	74%
East Midlands	84%	80%	79%
London	83%	57%	55%
North East	87%	82%	80%
North West	81%	75%	82%
South East	70%	68%	67%
South West	88%	82%	89%
West Midlands	98%	81%	83%
Yorkshire & the Humber	101%	103%	105%
Scotland	101%	101%	84%
Wales	124%	103%	108%
Northern Ireland	-	95%	119%
Channel Islands	-	-	-
Isle of Man	-	-	-
Total	92%	78%	78%

Earnings and post profiles
In 1997-98 the highest average income was earned by those in the Inspector profile, and the lowest by those in the Excavator or Site Assistant post profile.

In 2002-03 the highest average earnings were for Academic Staff and the lowest for those in the Excavator or Site Assistant post profile.

In 2007-08 the highest average earnings were for those in the Director or Manager profile, and the lowest for those in the Excavator or Site Assistant profile.

Earnings in other occupations
Table 145 compares archaeological earnings with those in the range of occupations used by the surveys over the last ten years.

Trends Archaeologists have remained at fourth place above the lowest rank, although they have fallen from rank 10 in 1997-98 to rank 15 in 2007-08. The apparent decline results from the interposing of a number of additional categories, due to changes in how National Statistics classify occupations. Whilst the national average salary has increased by 57% over the last ten years, and that of Managers in Construction has increased by 75%, archaeologists' earnings have only increased by 36%.

Table 145 Archaeological earnings in comparison with other occupations, 1997-98, 2002-03 and 2007-08

	1997-98		2002-03			2007-08			
Occupations ordered by 2007-08 earnings (all FT workers)	**Rank**	**Average gross earnings**	**Rank**	**Average gross earnings**	**% increase since 1997-8**	**Rank**	**Average gross earning**	**% increase since 2002-03**	**% increase since 1997-8**
Managers in construction (previously Managers in building & contracting)	5	£25,689	3	£33,924	+32%	1	£44,942	+32%	+75%
Chartered surveyors (not quantity surveyors) (previously Building, land, mining & 'general practice' surveyors)	6	£24,495	5	£30,275	+24%	2	£44,132	+46%	+80%
Higher education teaching professionals (previously University & polytechnic teaching professionals)	1	£30,179	1	£34,791	+15%	3	£42,620	+23%	+41%
Architects	3	£25,882	2	£34,426	+33%	4	£40,845	+19%	+58%
Civil engineers (previously Civil, structural, municipal, mining & quarrying engineers)	2	£28,286	4	£31,527	+12%	5	£35,618	+13%	+26%
Teaching & research professionals	-	-	-	-	-	6	£34,166	-	-
Town planners	4	£25,887	6	£27,064	+5%	7	£33,664	+24%	+30%
Culture, media & sport occupations	-	-	-	-	-	8	£29,728	-	
Draughtspersons	7	£19,745	7	£23,227	+18%	9	£27,679	+19%	+40%
Conservation & environmental protection officers	-	-	-	-	-	10	£26,725	-	-
Scientific & engineering technicians (previously Scientific technicians)	8	£19,641	8	£23,157	+18%	11	£26,126	+13%	+33%
Librarians & related professionals	9	£19,010	9	£22,728	+18%	12	£25,195	+11%	+33%
Conservation associate professionals	-	-	-	-	-	13	£25,169	-	-
Skilled construction & building trades (previously Construction trades)	12	£15,512	13	£18,809	+21%	14	£23,400	+24%	+51%
Archaeologists	**10**	**£17,079**	**12**	**£19,161**	**+12%**	**15**	**£23,310**	**+22%**	**+36%**
Road construction operatives (previously Road construction & maintenance workers)	11	£16,904	10	£20,183	+19%	16	£22,962	+14%	+36%
Building trades (previously Builders, building contractors)	13	£15,345	11	£19,277	+26%	17	£21,566	+12%	+41%
Labourers in building & woodworking trades (previously Other building & civil engineering labourers not elsewhere categorised)	14	£13,843	14	£17,455	+26%	18	£19,485	+12%	+41%
(All) professional occupations		£25,987		£32,577	+25%		£38,840	+19%	+49%
Professional occupations not elsewhere categorised		£18,656		£22,622	+21%		-	-	-
National average		£19,167		£24,498	+28%		£29,999	+22%	+57%
Source			National Statistics 2002			National Statistics 2007b			

Earnings by gender

Table 146 shows female earnings as a percentage of male earnings and illustrates the differences between male and female archaeologists' earnings in 1997-98, 2002-03 and 2007-08. Figures for all UK workers for 2007-08 are given by way of comparison.

Trends The worst-paid female and male archaeologists have consistently been equally poorly paid. The best-paid female archaeologists have been losing ground to their male colleagues over the past ten years. In 1997-98 they earned the same as their male counterparts, but in 2007-08 they earned 86% of the equivalent male earnings. The average female salary has declined from 94% of the male in 1997-98 and 2002-03 to 90% in 2007-08. Despite the increasing lack of parity between male and female earnings in archaeology, the figures for all UK workers indicate that, nationally, the situation shows considerably greater disparity across the whole workforce.

Table 146 Female earnings as a percentage of male earnings, 1997-98, 2002-03 and 2007-08

	Archaeologists			UK workers
	1997-98	2002-03	2007-08	2007-08
Lowest 10%	100%	100%	100%	81%
Lower 25%	99%	97%	96%	79%
Median	90%	94%	92%	78%
Upper 25%	93%	92%	89%	79%
Highest 10%	100%	91%	86%	71%
Average (mean)	94%	94%	90%	71%

Earnings by age

Table 147 summarises average and median earnings for archaeologists by age in 1997-98, 2002-03 and 2007-08, with the highest figures emboldened.

Trends In 1997-98 archaeologists in their 40s earned the highest average amounts, but the highest median earnings were made by those in their 50s. In 2002-03 those in their 50s received both the highest average and highest median earnings. In 2007-08 age data was more precise, and those between the ages of 50 and 54 proved to be the highest average and median earners.

Table 147 Earning distribution by age – archaeologists, 1997-98, 2002-03 and 2007-08

	1997-98		2002-03		2007-08	
Age	Average (mean)	Median	Average (mean)	Median	Average (mean)	Median
16-19	£11,729	£11,157	£12,832		£15,781	£16,400
20-24	£12,455	£11,512	£15,822	£14,679	£15,835	£15,000
25-29					£18,025	£16,858
30-34	£16,936	£16,196	£19,297	£18,055	£21,411	£20,147
35-39					£24,289	£22,713
40-44	**£20,227**	£19,751	£21,860	£20,748	£26,022	£25,840
45-49					£26,984	£25,840
50-54	£20,172	**£20,000**	**£24,370**	**£23,373**	**£29,302**	**£27,638**
55-59					£27,960	£27,368
60-64	£20,906*	£18,512	£23,692	£21,000	£27,121	£24,115
65+					£20,373	£14,200

* Anomalous figure ignored as it results from a very small sample in this category

Weighting allowances
In 1997-98 the earnings of 83 posts (9% of all posts), held by 312 archaeologists (15%), included weighting allowances. The weighting amount included in the earnings ranged from £250 to £3,405 a year, with an average of £2,375 and a median of £1,822.

In 2002-03 the earnings of 41 posts (5%), held by 110 archaeologists (5%), included weighting allowances. The weighing amount included in the earnings ranged from £680 to £3,858 a year.

In 2007-08 the earnings of 34 posts (4%), held by 90 employees (3%), included weighting allowances. The weighting amounts included in the earnings ranged from £500 to £2,700, with an average of £2,213.

Trends On the basis of the information reported to the survey, the practice of including weighting allowances in archaeological earnings has declined significantly over the last ten years. It is possible that some respondents omitted this section from their responses, and that the apparent decline is the result of the increasing length and complexity of the questionnaire. The value of the weighting allowances has also fallen from an average of £2,375 in 1997-98 to £2,213 in 2007-08.

Salary scales
In 1997-98 salary scales were used by 225 organisations (64% of responding organisations), employing 82% of all archaeologists in the survey. Of these organisations, 12 (5% of those using scales) used the civil service scale, 133 (59%) used local authority scales (not all being local authority organisations), 54 (24%) used university scales and 25 (11%) used other scales.

In 2002-03 salary scales were used by 171 organisations (73% of responding organisations), employing 86% of all archaeologists and support staff in the survey. Of these organisations, 12 (7% of those using scales) used the civil service scale, 89 (52%) used local authority scales, 26 (15%) used university scales, 43 (25%) used locally defined or own scales, and 3 used other scales.

In 2007-08 salary scales were used by 142 organisations (59% of responding organisations), employing 91% of all archaeologists and support staff in the survey. Of these organisations, 7 (5% of those using scales) used the civil service scale, 79 (56%) used local authority scales, 23 (16%) used university scales, 30 (21%) used locally defined or own scales, and 4 used other scales.

Trends Although the number of responding organisations using salary scales has reduced over the past ten years, the number of archaeologists and support staff whose earnings are based on defined scales has increased from 82% in 1997-98 to 91% in 2007-08. Over 50% of those using scales in each case were using local authority scales.

Employee rights / benefits

Table 148 summarises employee rights and benefits provided to employees as reported to the survey in 2002-03 and 2007-08. Similar questions were asked in 1997-98, but the account of the responses focussed on the number of organisations offering the rights and benefits, rather than the number or proportion of employees

affected. The proportion of employees affected was provided in relation to sickness leave, paternity leave and subsidised accommodation for 1997-98.

Trends The proportions of employees in receipt of twenty or more days holiday, occupational sick pay, opportunities for flexible working and subsidised accommodation or subsistence have increased since 2002-03 or 1997-98 as applicable. The proportions receiving the maternity and paternity benefits and rights appear to have declined. However, over the same period there has been an increase in statutory rights in these areas, so it is possible that overall the same packages are being offered by many employers, but that the legislative changes mean that these same packages now appear to be less generous.

Table 148 Employee rights / benefits, number of employees and percentage of employees for whom information was provided, 2002-03 and 2007-08

	1997-98	2002-03		2007-08	
20 or more days paid holiday leave per annum		3021	97%	2626	100%
Occupational sick pay (paid sickness leave over and above Statutory Sick Pay)	82%	2838	92%	2532	96%
Paid maternity leave over and above Statutory Maternity Pay		2067	67%	1577	60%
The opportunity to take unpaid maternity leave		2802	90%	2195	83%
Paid paternity leave 2002-03 Paid paternity leave over and above Statutory Paternity Pay 2007-08	64%	2217	72%	1615	62%
The opportunity to take unpaid paternity leave		2594	84%	2109	80%
The opportunity to jobshare or use other flexible working arrangements		2750	89%	2548	97%
Subsidised accommodation or subsistence allowance	55%	1833	59%	1869	71%

Pensions

In 1997-98 employers made pension contributions in respect of 1434 individuals, 71% of those about whom this information was provided.

In 2002-03 employers made pension contributions in respect of 1632 individuals, 74% of those about whom this information was provided.

In 2007-08 employers made pension contributions in respect of 1796 individuals, 69% of those about whom this information was provided.

Trends Although there was an increase of 3% in the proportion of individuals for whom employers made pension contributions between 1997-98 and 2002-03, there was a 5% drop over the last five years to 2007-08. There appeared to be relatively little consistency in the posts which had lower than average employer pension contributions, however, as Table 149 shows. In 2002-03 eight profiles fell below the 74% average. In 2007-08 ten profiles fell below the lower average of 69%. Supervisor, Archaeological Assistant, Archaeologist and Excavator or Site Assistant were below average in both surveys. Ten other profiles were above average in one or the other survey.

Table 149 Post profiles with lower than average proportion of employer's contribution to pensions, number and percentage of individuals

	Lower than average employer pension contributions	
	2002-03	**2007-08**
Average	74%	69%
Supervisor	74%	24%
Consultant	73%	above average
Field Officer	67%	above average
Surveyor	60%	above average
Other posts	60%	above average
Archaeological Assistant	44%	32%
Archaeologist	38%	29%
Excavator or Site Assistant	26%	40%
Finds Officer	above average	68%
Project Officer	above average	66%
Buildings Archaeologist	above average	60%
Junior posts	above average	59%
Illustrator	above average	46%
Project Assistant	above average	36%

Job security

Length of contract

Table 150 summarises the length of contract of archaeologists over the last ten years.

Trends In 1997-98 34% of archaeologists were on temporary contracts. This number had reduced to 29% by 2002-03, and again to 23% by 2007-08. Employment legislation has changed since the first survey, in particular the *Fixed Term Employees Regulations (Prevention Of Less Favourable Treatment) Regulations 2002* now prevent fixed term employees being treated less favourably than similar permanent employees, and limit the use of successive fixed term contracts. It is likely that the increase in permanent or open-ended contracts has been influenced by this legislative change.

Table 150 Length of contract – archaeologists, 1997-98, 2002-03 and 2007-08

	1997-98		**2002-03**		**2007-08**	
<3 months	234	11%	182	9%	119	5%
3-6 months	139	7%	68	3%	113	4%
6-12 months	195	9%	176	9%	213	8%
12-24 months	49	2%	79	4%	89	3%
>24 months	90	4%	74	4%	87	3%
Permanent/open-ended	1394	66%	1450	71%	1859	73%
Other	-	-	-	-	69	3%
Total	2101	100%	2029	100%	2549	100%

Table 151 summarises permanent contracts by working role for 2002-3 and 2007-08, showing the number of individuals and permanent contracts as a percentage of all contracts in each role. As different information was collected in 1997-98, data cannot

be compared with the later surveys. The proportions of permanent contracts have increased in each role with the exception of museum and visitor / user services.

Table 151 Proportion of permanent contracts by working role, 2002-03 and 2007-08

Working role	2002-03		2007-08	
Field investigation and research services	862	66%	1186	68%
Historic environment advice & information services	266	83%	387	90%
Museum and visitor / user services	77	92%	95	80%
Educational and academic research services	95	68%	140	71%
Archaeological management	-	-	51	91%
Support staff	140	85%	115	93%

Length of employment to date

Table 152 summarises archaeologists' length of employment in 1997-98, 2002-03 and 2007-08. The first two surveys asked about periods up to and exceeding two years, at one time the qualifying period for a range of statutory employment rights. In 2007-08 longer time periods in excess of two years were included in the survey, in order to obtain a clearer picture of the overall pattern of how stable or precarious employment was across the profession.

Trends The proportion of individuals continuously employed by the same employer for over two years fell from 70% in 1997-98 to 63% in 2002-03, and remained at 63% in 2007-08. The proportion of very short contracts fell to 6% in 2007-08, and the proportion of 12-24 month contracts rose by a third over the last five years.

Table 152 Length of employment – archaeologists, 1997-98, 2002-03 and 2007-08

	1997-98		2002-03		2007-08	
<3 months	206	10%	231	10%	149	6%
3-6 months	105	5%	145	7%	179	7%
6-12 months	111	6%	232	10%	226	9%
12-24 months	183	9%	212	10%	356	15%
>24 months	1407	70%	1401	63%	-	-
2-5 years	-	-	-	-	609	25%
5-10 years	-	-	-	-	380	16%
10-20 years	-	-	-	-	361	15%
>20 years	-	-	-	-	170	7%
Total	2012	100%	2221	100%	2430	100%

Table 153 shows the number of staff and percentage of employment for two years or more (as a percentage of all periods of employment) for the different working roles used for the survey in 2002-03 and 2007-08. The proportion of longer employment in field investigation and research has reduced, as has that in museum and visitor services, whilst there have been increases in longer employment in historic environment advice and educational and academic roles.

Table 153 Employment for longer than two years by working role, 2002-03 and 2007-08

Working role	2002-03		2007-08	
Field investigation and research services	864	59%	960	57%
Historic environment advice & information services	237	73%	291	78%
Museum and visitor / user services	68	83%	90	78%
Educational and academic research services	92	61%	131	65%
Archaeological management	-	-	48	86%
Support staff	125	70%	88	72%

Full-time and part-time work

Table 154 summarises changes to the pattern of full- and part-time work as reported to the survey over the past ten years. The definition of part-time used for the survey was less than 30 hours per week.

Trends A clear difference can be observed between the proportions of archaeologists working part-time in 1997-98, at 5%, and the proportions in the subsequent two surveys, 12% for 2002-03 and 11% for 2007-08. Since 2000 part-time workers in the UK must not be treated less favourably than their full-time colleagues, in line with the *Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000*. It is possible that the introduction of these regulations and their strengthening in subsequent years have affected archaeological employers, resulting in the proportion of part-time archaeologists more than doubling between 1997-98 and 2002-03. The proportions for the UK as a whole have not changed to the same extent, however, statistics have become more difficult to compile as the part-time is now generally officially defined as 'those whose hours of work are less than the normal hours of work of a comparable full time worker' (Lourie 2000).

Table 154 Full-time and part-time work, 1997-98, 2002-03 and 2007-08

		Part-time		Full-time		Total	
1997-98	Archaeologists	1746	5%	90	95%	1836	100%
	All UK workers		23%		77%		100%
2002-03	Archaeologists	259	12%	1834	88%	2093	100%
	Support staff	67	37%	113	63%	180	100%
	All staff	326	14%	1947	86%	2273	100%
	All UK workers		25%		75%		100%
2007-08	Archaeologists	284	11%	2274	89%	2558	100%
	Support staff	52	43%	70	57%	122	100%
	All staff	331	12%	2343	88%	2674	100%
	All UK workers		26%		74%		100%

Full-time and part-time work by role

Table 155 summarises the changes in full-time and part-time working over the past five years. As information was categorised differently for 1997-98, no comparisons can be made over the whole ten year period.

Trends A slight decrease in part-time working in field investigation and research services can be observed. There has been a small increase in part-time working in historic environment advice and information services, and a very considerable increase in museum and visitor / user services.

Table 155 Full-time and part-time work by role, 1997-98, 2002-03 and 2007-08

Role	Part-time		Full-time		Total	
	2002-03	2007-08	2002-03	2007-08	2002-03	2007-08
Archaeologist: field investigation and research services	10%	7%	90%	93%	100%	100%
Archaeologist: historic environment advice and information services	14%	16%	86%	84%	100%	100%
Archaeologist: museum and visitor / user services	8%	35%	92%	65%	100%	100%
Archaeologist: educational and academic research services	35%	19%	65%	81%	100%	100%
Support staff	37%	43%	63%	57%	100%	100%

Full-time and part-time work by organisation basis
Information on full-time and part-time work by organisation basis was not analysed in 1997-98 or 2002-03, so no comparisons can be made with the data for 2007-08.

Full-time and part-time work by gender
Table 156 summarises the proportions of female and male archaeologists working full-time and part-time.

Trends Table 156 shows that the proportion of female archaeologists working part-time has increased over the last ten years from 9% to 30%. The proportion of male archaeologists working part-time has increased from 3% to 10% over the same period.

Table 156 Full-time and part-time work by gender, 1997-98, 2002-03 and 2007-08

Year of survey		Part-time	Full-time	Total
1997-98	Female	9%	91%	100%
	Male	3%	97%	100%
2002-03	Female	14%	86%	100%
	Male	7%	93%	100%
2007-08	Female	30%	70%	100%
	Male	10%	90%	100%

Self-employment

In 1997-98 the questionnaire identified self-employed staff by asking whether income tax for each post was deducted at source as PAYE. The number of archaeologists identified by this means was 107, or 5% of the total reported to the survey. The published organisation categories / roles of self-employed archaeologists cannot be directly compared with the roles or posts identified in 2007-08. Earnings were lower for the self-employed than for those working for other organisations. Average full-time self-employed earnings were 98% of the overall average salary identified by the survey, and median self-employed earnings were 92% of the overall median salary. One third of self-employed archaeologists worked on a part-time basis.

In the 2002-03 questionnaire there was no specific question to identify self-employed individuals, so no analysis was possible.

In 2002-03 the questionnaire asked specifically whether respondents were self-employed. Returns provided general information about 80 self-employed archaeologists and more detailed post profile information for 70 individuals. Summaries are included in Chapters 4 and 5 above relating to self-employed archaeologists, but only some of this information is included and discussed here, as few direct comparisons with the 1997-98 survey can be made. Average full-time self-employed earnings were 97% of the overall average salary identified by the survey for archaeologists, and median self-employed earnings were 67% of the overall median archaeological salary. Just over half (52%) of self-employed individuals worked part time, and 48% worked full time.

Trends Very few aspects relating to the jobs undertaken by self-employed individuals can easily be compared between the two surveys for which there is data. In both cases, earnings were lower than the average and median for all archaeologists reported to the survey. The median earnings identified in 2007-08 were only 67% of the overall median compared with 92% in 1997-98, but the figures were based on only a small number of responses, which included some very low figures for annual earnings, apparently for full-time work (see section 5.2 above). Comparing full- and part-time working, there seems to have been an increase in part-time self-employed working, from one third to just over a half of those who responded to the survey.

Sources of funding

In 1997-98 48% of archaeological posts were funded by establishment income, and 52% were paid for by project grants or contracts.

In 2002-03 34% of all posts (32% of archaeological posts) were funded by establishment income, and 66% of all posts (68% of archaeological posts) were paid for by project grants or contracts.

In 2007-08 33% of all posts (31% of archaeological posts) were funded by establishment income, and 67% of all posts (69% of archaeological posts) were paid for by project grants or contracts.

Trends For 2002-03 and 2007-08 source of funding and post role can be compared, as shown in Table 157. This shows a decrease in establishment funding in all archaeological roles which can be compared, but an increase for support roles over the last five years. The largest rise in project funding (12%) was seen in educational and academic research services. The level of project funding in field investigation and research services has remained consistently high. It should be emphasised, however, that respondents had different approaches to answering this question. In some private sector organisations all funding was regarded as project or contracting income, whilst in others it was seen as establishment income.

Table 157 Source of funding for posts, by job role, 2002-03 and 2007-08

	2002-03			2007-08		
	Establish-ment	**Project / contract**	**Total**	**Establish-ment**	**Project / contracting**	**Total**
	% of posts	**% of posts**	**% of posts**	**% of posts**	**% of posts**	**% of posts**
Archaeologist: field investigation and research services	17%	83%	100%	15%	85%	100%
Archaeologist: historic environment advice and information services	68%	32%	100%	64%	36%	100%
Archaeologist: museum and visitor / user services	91%	9%	100%	81%	19%	100%
Archaeologist: educational and academic research services	70%	30%	100%	58%	42%	100%
Archaeologist: management	-	-	100%	82%	18%	100%
Support staff	52%	48%	100%	74%	26%	100%
Total	36%	66%	100%	33%	67%	100%

Vacancies

In 1997-98 the survey did not ask about post vacancies which were difficult to fill.

In 2002-03 in answer to the question about whether there had been difficulties in filling the post in the last year 5% of responses mentioned difficulties.

In 2007-08 9% of responses to the question noted difficulties in filling posts.

Table 158 summarises the vacancies which were difficult to fill by post profiles for 2002-03 and 2007-08, in each case giving the average vacancy salary as a percentage of the average for that profile. This approach can indicate whether posts have been difficult to fill because low salaries were offered, however, some post profiles cover a wide range of levels of responsibility.

Trends It is interesting that vacancies were difficult to fill in twelve of the post profiles (excluding the general 'senior posts' profile) in both 2002-03 and 2007-08. In five of these cases, the average vacancy salary exceeded the average for that post profile, which suggests that salary may not have been a disincentive to applications. It is possible that there are insufficient suitable applicants for some of these posts.

Table 158 Vacancies difficult to fill and post profiles, 2002-03 and 2007-08

	2002-03		2007-08	
Post profile	**Number of reported difficulties**	**Vacancy salary as % of role average**	**Number of reported difficulties**	**Vacancy salary as % of role average**
Academic Staff	-	-	2	82%
Administrator	-	-	1	75%
Archaeological Assistant	1	95%	-	-
Archaeological Officer	-	-	1	86%
Archaeological Scientist	-	-	2	88%
Archaeologist	5	119%	6	120%
Buildings Archaeologist	-	-	1	58%
Computing Officer	1	87%	1	88%
Consultant	2	103%	9	107%
Director or Manager	-	-	2	79%
Editor	2	102%	-	-
Education and Outreach posts	-	-	2	93%
Excavator or Site Assistant	-	-	1	105%
Field Officer	1	86%	-	-
Finds Officer	2	98%	1	94%
Historic Environment Record Officer	1	92%	2	94%
Illustrator	2	98%	4	94%
Museum Archaeologist	1	112%	1	115%
Other support posts	-	-	1	95%
Planning Archaeologist	1	Unknown	3	93%
Project Assistant	-	-	1	103%
Project Manager	6	106%	5	102%
Project Officer	6	100%	3	108%
Researcher	-	-	2	87%
Senior Archaeologist	3	102%	1	89%
Senior posts	1	93%	1	107%
Supervisor	3	100%	5	92%
Surveyor	-	-	1	78%

Trade unions

In 1997-98 unions were recognised at 201 organisations (58% of the sample) which employed 2041 archaeologists (72%).

In 2002-03 unions were recognised at 145 organisations (64% of the sample) which employed 2146 archaeologists and support staff (71%).

In 2007-08 unions were recognised at 128 organisations (53% of the sample) which employed 2327 archaeologists and support staff (78%).

Table 159 shows the proportion of employees working for organisations which recognise unions, segmented by the organisation types used for the surveys in 2002-03 and 2007-08. As organisations were categorised differently in 1997-98 only partial figures can be given.

Table 159 Proportion of employees working in organisations which recognise one or more trade unions, 1997-98, 2002-03, 2007-08

	1997-89	2002-03	2007-08
National government or agency	100%	100%	100%
Local government	96% / 97%	99%	100%
University	95%	100%	100%
Private sector		35%	55%
Other		66%	78%
Overall proportion of employees	72%	71%	78%

Trends The proportions of employees working for organisations which recognise one or more unions has increased to 78% in 2007-08, although the proportion declined slightly between 1997-98 and 2002-03. The proportion of private sector organisation employees who could join a recognised union has increased by 20% over the last five years from just over a third to 55%.

Unison has consistently been the union recognised in the highest number of workplaces in all three surveys. In terms of numbers of employees working for organisations where unions are recognised, Unison and Prospect have each been most represented, Prospect in 1997-98 and 2007-08, and Unison in 2002-03.

7.5 Training

Questions were not asked about training in the 1997-98 survey, and so data gathered in 2007-08 can only be compared with the 2002-03 results.

Employers' commitment to qualifications and training

Comparisons between the present survey and 2002-03 are slightly complicated because the questions regarding identifying training needs for individuals and for the organisation as a whole were asked as a single question in 2002-03, but the commitment of employers to identify training needs for individuals has remained at a consistently very high level.

The same remains true for providing training opportunities for paid staff, and a significantly higher proportion of employers are now committed to training unpaid staff.

Noticeably, however, there has been a significant drop in the percentage of organisations that have formal training plans (from 71% of organisations to only 52%), and there has also been a drop (although less marked) in the proportion of organisations that have a training budget, which is mirrored by a drop in the proportion that have that budget under their direct control.

The percentage of organisations recording training time has also fallen, along with evaluating the impact of training on individuals, its impact on the organisation and on the number of organisations encouraging employees to participate in CPD (all data presented in Table 160).

As the 2002-03 report only presented figures by the proportions of employers, rather than by the total number of employees working for those employers, it is impossible to determine if this has been skewed by higher levels of response from very small

organisations in 2007-08 (which, historically, have lower levels of commitment to staff training). However, these statistics do appear to present a disturbing reduction in commitment from employers to the structured planning and evaluation of training.

Table 160: employers' commitment to qualifications and training, change over time

		Yes	No	Don't know
Do you identify training needs for individuals? (and the organisation as a whole in 2002-03)	2007-08	93%	7%	0%
	2002-03	93%	6%	1%
Do you identify training needs for the organisation as a whole? (and for individuals in 2002-03)	2007-08	76%	20%	4%
	2002-03	93%	6%	1%
Do you provide training or other development opportunities for paid staff?	2007-08	90%	9%	1%
	2002-03	93%	6%	1%
Do you provide training or other development opportunities for unpaid staff?	2007-08	52%	39%	8%
	2002-03	42%	48%	10%
Does your organisation have a formal training plan?	2007-08	52%	44%	4%
	2002-03	71%	23%	3%
Does your organisation have a training budget?	2007-08	70%	28%	2%
	2002-03	78%	21%	1%
Is your training budget under your organisation's direct control?	2007-08	65%	30%	5%
	2002-03	72%	24%	1%
Do you record how much time employees spend training?	2007-08	68%	28%	4%
	2002-03	71%	25%	4%
Do you formally evaluate the impact of training on individuals?	2007-08	48%	47%	4%
	2002-03	57%	38%	5%
Do you formally evaluate the impact of training on the organisation?	2007-08	28%	61%	11%
	2002-03	35%	55%	10%
Does your organisation operate a performance appraisal scheme?	2007-08	60%	36%	4%
	2002-03			
Does your organisation encourage individuals to engage in continuing professional development (CPD)?	2007-08	82%	14%	3%
	2002-03	89%	8%	3%

Preferred methods of training

Table 161 and Table 162 show changes from 2002-03 to 2007-08 in employers' preferred methods of training paid and unpaid staff.

The most notable point is that the preference for using all methods of training paid staff has significantly declined since 2002-03, and that preferences for using techniques to train unpaid staff has declined by such an amount that it can be considered to have almost collapsed.

These declines may or may not represent a real reduction in commitment to training staff – the results of the overall commitment to supporting training suggest not – but this perhaps suggests organisations are much more selective about how they train their paid staff, and that this does signify a marked reduction in commitment to train unpaid staff. As noted above, however, responses relating to unpaid staff are not considered to be fully reliable as a reflection of all relevant employers' opinions.

Table 161: Preferred methods of training paid staff, changes over time

		%
Formal off-job training (eg outside training course)	2007-08	71%
	2002-03	92%
Formal in-job training (eg in-house training course)	2007-08	65%
	2002-03	85%
Informal off-job training (eg supported individual research and learning)	2007-08	55%
	2002-03	71%
Informal in-job training (eg mentoring)	2007-08	55%
	2002-03	72%

Table 162: Preferred methods of training unpaid staff, changes over time

		%
Formal off-job training (eg outside training course)	2007-08	9%
	2002-03	27%
Formal in-job training (eg in-house training course)	2007-08	17%
	2002-03	64%
Informal off-job training (eg supported individual research and learning)	2007-08	13%
	2002-03	48%
Informal in-job training (eg mentoring)	2007-08	18%
	2002-03	75%

Vocational qualifications

Table 163 sets out the changes in employers' awareness of vocational qualifications, which shows a marked increase, from 68% to 81% being aware of the vocational qualifications in archaeological practice. This is entirely reasonable, as in 2002-03 these qualifications were in development, and they were subsequently launched in 2007.

Table 163: Awareness of vocational qualifications, changes over time

		Yes	No	Not sure
Are you aware of vocational qualifications in archaeological practice?	2007-08	81%	11%	8%
	2002-03	68%	25%	7%

The level of support that employers would offer to their staff to undertake vocational qualifications is set out in Table 164. Overall, the level of support has increased between 2002-03 and 2007-08, but not by a very great amount.

Table 164: Support for staff undertaking vocational qualifications, changes over time

		Very little	Little	Considerable amount	Very considerable amount
How much support would you give staff to work towards such qualifications?	2007-08	14%	16%	58%	12%
	2002-03	12%	22%	60%	6%

Archaeological skills gaps and shortages

Employers were asked about archaeological and generic, non-archaeological, skills that were priorities for training – skills gaps – and skills that they had to buy in from external suppliers – skills shortages.

In Table 165, the data for areas where archaeological training had been provided or bought in during the 12 months preceding the 2007-08 survey is compared with the equivalent data from 2002-03. In 2002-03, respondents were not asked about the skillsets needed for working on the survey and interpretation of historic buildings, on historic environment characterisation, on providing information and advice on the conservation and management of the historic environment or on creating, managing and maintaining Historic Environment Records, and so these are absent from the tables below.

Table 165: Archaeological skills gaps, changes over time

Archaeological skills	2007-08	2002-03
Artefact research (artefact or ecofact research in 2002-03)	39%	30%
Desk-based historic environment research including desk-based assessment	36%	40%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	19%	18%
Other archaeological skills (please specify)	19%	24%
Conservation of artefacts or ecofacts	17%	15%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	15%	25%
Contributing to other non-intrusive investigations as team members	15%	19%
Conducting (leading or directing) other non-intrusive investigations	14%	9%
Contributing to non-intrusive investigations (geophysical survey) as team members	12%	16%
Ecofact research (artefact or ecofact research in 2002-03)	11%	30%
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	10%	9%

The relative importance as training priorities of almost all of these areas has remained fairly constant over the five years from 2002-03 to 2007-08. The most significant change has been a very large reduction in the number of organisations seeking to train staff in ecofact research. There has been a moderate reduction in the proportion of organisations seeking to train people to conduct intrusive investigations, which is almost exactly balanced by an increase in the number seeking to train individuals in conducting non-intrusive investigations.

In terms of areas where external specialists were brought in (areas of skills shortage), almost every area sees a drop in the proportion of organisations seeking to buy in expertise (Table 166). This has been at its most pronounced in terms of ecofact research, an area that is also not a priority for training. The only areas that have maintained the same levels of demand are in conducting and contributing to geophysical survey, suggesting that this remains a specialism which is routinely bought in while organisations are increasingly seeking to provide other services in-house.

Table 166: Archaeological skills shortages, changes over time

	2007-08	2002-03
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	42%	52%
Artefact research (artefact or ecofact research in 2002-03)	40%	53%
Conservation of artefacts or ecofacts	38%	48%
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	33%	33%
Desk-based historic environment research including desk-based assessment	31%	39%
Ecofact research (artefact or ecofact research in 2002-03)	27%	53%
Conducting (leading or directing) other non-intrusive investigations	23%	28%
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	21%	33%
Contributing to non-intrusive investigations (geophysical survey) as team members	18%	18%
Other archaeological services (please specify)	16%	15%
Historic environment characterisation (archaeological landscape characterisation in 2002-03)	10%	11%
Contributing to other non-intrusive investigations as team members	8%	18%

Non-archaeological skills gaps and shortages

Respondents were also asked about non-archaeological or generic skills gaps (priorities for training) and shortages (areas where expertise had to be brought in). Administrative skills were not asked about in 2002-03, and so are absent from these tables.

Table 167 shows that information technology remains the skill most in demand for training, followed by project management (although there are small reductions for both in the proportions of organisations prioritising them). Almost every other area has seen an increase in the proportions of employers seeking to train staff. There have been significant increases in the proportions of organisations seeking training in people management, leadership and education / training, and modest increases in all other areas except marketing / sales. This contrasts with the demand for archaeological skills training, which has remained largely constant – suggesting generic skills are becoming increasingly important for archaeological employers to have in house.

Table 167: Non-archaeological skills gaps, changes over time

	2007-07	2002-03
Information technology	68%	74%
Project management	48%	54%
People management	40%	25%
Education / training	36%	24%
Business skills	30%	21%
Leadership	28%	16%
Customer care	19%	13%
Advocacy / influencing others	18%	14%
Other non-archaeological skills (please specify)	18%	5%
Marketing / sales	13%	19%
Non-English language	9%	4%

By contrast, Table 168 shows that there has been a general reduction in the proportions of organisations buying in non-archaeological skills in almost every area. This can be considered to mark a reduction in non-archaeological skills shortages which is being addressed through increasing commitment of organisations to train their own staff, rather than to buy in expertise.

Table 168: Non-archaeological skills shortages, changes over time

	2007-08	2002-03
Information technology	53%	67%
Education / training	21%	33%
Other non-archaeological services (please specify)	18%	22%
Business skills	14%	14%
Marketing / sales	12%	24%
Advocacy / influencing others	10%	9%
People management	10%	23%
Project management	10%	23%
Non-English language	9%	8%
Leadership	5%	13%
Customer care	5%	16%

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Appendix 1 Post Profiles

A1.1 Introduction

The post profiles are the collation of data from groups of individual but similar posts, as described above (section 2.6). Each post title and its corresponding post profile is listed below in sections A1.2 to A1.45. The first three profiles are overall summaries, covering All staff, All archaeologists (excluding support staff), and Self-employed archaeologists respectively.

How to read the post profile information

The data in the post profiles are the actual numbers reported to the survey, not the estimated numbers in the profession discussed above in section 4.1.

Where percentages are given, these relate to the data for that part of the profile only, eg there are a total of 13 Editors, of whom 10 or 77% were paid, compared with 3 or 23% who were unpaid. However, data was only provided about the gender of 10 individuals, therefore the 7 females represent 70% of those for whom there was data, compared with the 3 or 30% males.

All data relate to paid staff, except the total number of individuals and the number and percentage of paid and unpaid.

Where no information was available, the relevant sections have been left blank (eg much of the data for Investigator).

The salary data are for full-time posts, including both employed and self-employed. The minimum, average and maximum salary data presented were derived from the information provided on the questionnaires, which asked about all three. In some cases minimum and maximum were not provided, and in other cases average salaries were not provided. Any missing average salaries were calculated from the maximum and minimum figures provided.

In some cases, the data presented do not add up to 100%, eg in the case of temporary or permanent contracts. In these cases, some individuals reported ‘other’ in answer to the question about contract length. For example, 60 Archaeological Assistants are on temporary contracts, and 0 are on permanent contracts, but the 60 represent 97% of those about whom information relating to contracts was provided.

In every case, location refers to the location of the organisation’s office or offices, rather than that of the work carried out.

Respondents’ interpretations of some of the questions varied. In some cases private sector contracting organisations considered that the majority of their staff were ‘project funded’, whilst in other cases they considered them to be ‘establishment funded’. Similarly, responses relating to seniority varied, and apparently very similar posts were assigned to different levels of seniority in different organisations.

How to use the post profile information

If the information required for a particular purpose is clearly available from the tables, by all means use it in this form. However, the post profiles are a distillation of a more comprehensive and complex dataset, which can be made available for use by researchers who require more detailed information. For example, the data collected included age and gender for 2560 individuals, although the data presented in the profiles summarises age and gender separately. If a particular project required combined age and gender information for particular post profiles or other groupings not included elsewhere in this report, this information could be extracted from the database. Researchers are referred to the questionnaires, presented in Appendix 3, for an indication of the overall data available.

There are limitations to the dataset, however, because the questionnaires asked about posts rather than individuals. Consequently there are some questions which cannot be answered. For example, although it would be possible to say how many women were between 30 and 34 years old, and how many individuals (both men and women) had Masters degrees, it is not possible to discover the total number of women aged 30-34 with Masters degrees.

A1.2 All staff

Individuals	**2774**						
Employment				**Gender**			
	Paid	2733	99%	Female	1095	43%	
	Unpaid	41	1%	Male	1466	57%	
	Full-time paid	2343	88%				
	Part-time paid	331	12%				
				Age			
Salary	Minimum	£5,000		16-19	6	0%	
	Average	£23,227		20-24	238	9%	
	Maximum	£115,000		25-29	471	18%	
				30-34	428	17%	
Temporary contract		629	24%	35-39	364	14%	
Permanent contract		1974	74%	40-44	316	12%	
				45-49	306	12%	
Length of service > 24m		1608	63%	50-54	205	8%	
				55-59	142	6%	
Establishment funded post		799	33%	60-64	63	2%	
Project funded post		1612	67%	65+	21	1%	
Employer contributes to pension		1796	69%				
Location				**Qualifications**			
English region				Post-doctoral		11	0%
	East of England	145		Doctorate		266	11%
	East Midlands	202		Masters		682	28%
	London	360		First degree		1261	53%
	North East	91		Foundation degree		49	2%
	North West	115		A level, Highers		83	3%
	South East	426		GCSE, Standard Grade		46	2%
	South West	395					
	West Midlands	200					
	Yorkshire & the Humber	169					
Scotland		378		**Seniority**			
Wales		158		Senior	608	23%	
Northern Ireland		84		Middle	1084	40%	
Channel Islands		0		Junior	1001	37%	
Isle of Man		2					

Post role	
Field investigation and research services	1788
Historic environment advice and information services	434
Museum and visitor / user services	121
Educational and academic research services	211
Archaeological management	57
Administrative support	122

Organisation role	
National government or agency	391
Local government	404
University	403
Private sector	1187
Other	345

A1.3 All archaeologists

Individuals	**2650**						
Employment				**Gender**			
	Paid	2611	99%	Female	1009	41%	
	Unpaid	39	1%	Male	1429	59%	
	Full-time	2273	89%				
	Part-time	279	11%				
				Age			
Salary	Minimum	£5,000		16-19	6	0%	
	Average	£23,310		20-24	231	9%	
	Maximum	£115,000		25-29	460	19%	
				30-34	419	17%	
Temporary contract		621	24%	35-39	353	14%	
Permanent contract		1859	73%	40-44	300	12%	
				45-49	285	12%	
Length of service > 24m		1520	63%	50-54	193	8%	
				55-59	122	5%	
Establishment funded post		709	31%	60-64	54	2%	
Project funded post		1580	69%	65+	16	1%	
Employer contributes to pension		1705	69%				
Location				**Qualifications**			
English region				Post-doctoral		9	0%
	East of England	140		Doctorate		263	11%
	East Midlands	193		Masters		672	29%
	London	352		First degree		1224	53%
	North East	90		Foundation degree		38	2%
	North West	110		A level, Highers		60	3%
	South East	402		GCSE, Standard Grade		35	2%
	South West	378					
	West Midlands	188					
	Yorkshire & the Humber	162					
Scotland		361		**Seniority**			
Wales		148		Senior	588	23%	
Northern Ireland		82		Middle	1047	41%	
Channel Islands		0		Junior	939	36%	
Isle of Man		2					

Post role	
Field investigation and research services	1788
Historic environment advice and information services	434
Museum and visitor / user services	121
Educational and academic research services	211
Archaeological management	57
Administrative support	0
Organisation role	
National government or agency	379
Local government	393
University	387
Private sector	1122
Other	329

A1.4 Self-employed archaeologists

Individuals	**72**						
Employment				**Gender**			
	Paid	70	97%	Female	22	32%	
	Unpaid	2	3%	Male	46	68%	
	Full-time	30	48%				
	Part-time	33	52%				
				Age			
Salary	Minimum	£5,000		16-19	0	0%	
	Average	£22,660		20-24	0	0%	
	Maximum	£60,000		25-29	1	1%	
				30-34	5	7%	
Temporary contract				35-39	7	10%	
Permanent contract				40-44	7	10%	
				45-49	10	15%	
Length of service > 24m		46	66%	50-54	15	22%	
				55-59	6	9%	
Establishment funded post		2	4%	60-64	9	13%	
Project funded post		43	96%	65+	8	12%	
Employer contributes to pension		14	27%				

			Qualifications		
Location			Post-doctoral	0	0%
English region			Doctorate	14	22%
East of England	5		Masters	20	31%
East Midlands	3		First degree	25	38%
London	3		Foundation degree	4	6%
North East	5		A level, Highers	0	0%
North West	6		GCSE, Standard Grade	2	3%
South East	7				
South West	14				
West Midlands	5				
Yorkshire & the Humber	6				
Scotland	10		**Seniority**		
Wales	6		Senior	49	98%
Northern Ireland	0		Middle	1	2%
Channel Islands	0		Junior	0	0%
Isle of Man	0				

Post role	
Field investigation and research services	45
Historic environment advice and information services	13
Museum and visitor / user services	4
Educational and academic research services	7
Archaeological management	1
Administrative support	0

Organisation role	
National government or agency	0
Local government	0
University	1
Private sector	63
Other	4

A1.5 Academic staff

Individuals **113**

Employment				**Gender**		
	Paid	113	100%	Female	24	24%
	Unpaid	0	0%	Male	76	76%
	Full-time	96	85%			
	Part-time	17	15%			
				Age		
Salary	Minimum	£12,000		16-19	0	0%
	Average	£36,701		20-24	0	0%
	Maximum	£64,826		25-29	2	2%
				30-34	10	10%
Temporary contract		20	18%	35-39	16	16%
Permanent contract		92	82%	40-44	20	20%
				45-49	17	17%
Length of service > 24m		92	81%	50-54	20	20%
				55-59	10	10%
Establishment funded post		97	87%	60-64	4	4%
Project funded post		15	13%	65+	1	1%
Employer contributes to pension		108	97%			

Location		**Qualifications**		
English region		Post-doctoral	4	4%
East of England	0	Doctorate	81	72%
East Midlands	1	Masters	17	15%
London	1	First degree	10	9%
North East	0	Foundation degree	0	0%
North West	2	A level, Highers	0	0%
South East	1	GCSE, Standard Grade	0	0%
South West	29			
West Midlands	16			
Yorkshire & the Humber	31			
Scotland	0	**Seniority**		
Wales	19	Senior	42	38%
Northern Ireland	13	Middle	54	48%
Channel Islands	0	Junior	16	14%
Isle of Man	0			

Post role	
Field investigation and research services	1
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	112
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	0
Local government	0
University	109
Private sector	0
Other	4

A1.6 Administrator

Individuals **94**

Employment			
	Paid	94	100%
	Unpaid	0	0%
	Full-time	46	49%
	Part-time	48	51%
Salary	Minimum	£11,938	
	Average	£19,326	
	Maximum	£32,000	
Temporary contract		4	4%
Permanent contract		89	95%
Length of service > 24m		65	72%
Establishment funded post		62	66%
Project funded post		32	34%
Employer contributes to pension		72	77%

Gender		
Female	77	83%
Male	16	17%

Age		
16-19	0	0%
20-24	2	2%
25-29	6	7%
30-34	9	10%
35-39	10	11%
40-44	10	11%
45-49	18	20%
50-54	8	9%
55-59	15	16%
60-64	9	10%
65+	4	4%

Location		
English region		
East of England	2	
East Midlands	6	
London	6	
North East	1	
North West	3	
South East	17	
South West	5	
West Midlands	12	
Yorkshire & the Humber	14	
Scotland	12	
Wales	14	
Northern Ireland	2	
Channel Islands	0	
Isle of Man	0	

Qualifications		
Post-doctoral	0	0%
Doctorate	0	0%
Masters	5	6%
First degree	34	43%
Foundation degree	9	11%
A level, Highers	18	23%
GCSE, Standard Grade	13	16%

Seniority		
Senior	22	24%
Middle	24	26%
Junior	46	50%

Post role	
Field investigation and research services	0
Historic environment advice and information services	11
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	83

Organisation role	
National government or agency	11
Local government	7
University	16
Private sector	44
Other	16

A1.7 Archaeological Assistant

Individuals **64**

Employment				**Gender**		
	Paid	63	98%	Female	25	40%
	Unpaid	1	2%	Male	37	60%
	Full-time	60	100%			
	Part-time	0	0%			
				Age		
Salary	Minimum	£13,900		16-19	0	0%
	Average	£14,489		20-24	25	40%
	Maximum	£17,000		25-29	29	47%
				30-34	4	6%
Temporary contract		60	97%	35-39	2	3%
Permanent contract		0	0%	40-44	0	0%
				45-49	2	3%
Length of service > 24m		4	6%	50-54	0	0%
				55-59	0	0%
Establishment funded post		0	0%	60-64	0	0%
Project funded post		62	100%	65+	0	0%
Employer contributes to pension		20	32%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	0	0%
East Midlands	20	Masters	1	2%
London	0	First degree	42	93%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	2	4%
South East	3	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	0			
Yorkshire & the Humber	0			
Scotland	40	**Seniority**		
Wales	0	Senior	0	0%
Northern Ireland	0	Middle	0	0%
Channel Islands	0	Junior	64	100%
Isle of Man	0			

Post role	
Field investigation and research services	62
Historic environment advice and information services	0
Museum and visitor / user services	1
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	0
Local government	3
University	20
Private sector	40
Other	0

A1.8 Archaeological Officer

Individuals **25**

Employment				**Gender**		
	Paid	25	100%	Female	9	36%
	Unpaid	0	0%	Male	16	64%
	Full-time	24	96%			
	Part-time	1	4%			
				Age		
Salary	Minimum	£19,872		16-19	0	0%
	Average	£25,958		20-24	0	0%
	Maximum	£33,291		25-29	1	4%
				30-34	4	16%
Temporary contract		4	16%	35-39	4	16%
Permanent contract		21	84%	40-44	2	8%
				45-49	3	12%
Length of service > 24m		23	92%	50-54	3	12%
				55-59	6	24%
Establishment funded post		14	61%	60-64	2	8%
Project funded post		9	39%	65+	0	0%
Employer contributes to pension		23	96%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	7	Doctorate	3	12%
East Midlands	0	Masters	4	16%
London	1	First degree	16	64%
North East	1	Foundation degree	0	0%
North West	0	A level, Highers	2	8%
South East	11	GCSE, Standard Grade	0	0%
South West	1			
West Midlands	1			
Yorkshire & the Humber	0			
Scotland	3	**Seniority**		
Wales	0	Senior	3	13%
Northern Ireland	0	Middle	19	79%
Channel Islands	0	Junior	2	8%
Isle of Man	0			

Post role	
Field investigation and research services	11
Historic environment advice and information services	13
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	1
Administrative support	0

Organisation role	
National government or agency	0
Local government	22
University	0
Private sector	0
Other	3

A1.9 Archaeological Scientist

Individuals **44**

Employment				**Gender**		
	Paid	44	100%	Female	17	53%
	Unpaid	0	0%	Male	15	47%
	Full-time	40	91%			
	Part-time	4	9%			
				Age		
Salary	Minimum	£6,000		16-19	0	0%
	Average	£23,174		20-24	3	9%
	Maximum	£52,882		25-29	5	16%
				30-34	10	31%
Temporary contract		12	28%	35-39	0	0%
Permanent contract		30	70%	40-44	2	6%
				45-49	6	19%
Length of service > 24m		19	61%	50-54	3	9%
				55-59	2	6%
Establishment funded post		4	13%	60-64	1	3%
Project funded post		28	88%	65+	0	0%
Employer contributes to pension		31	70%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	2	Doctorate	5	16%
East Midlands	3	Masters	15	47%
London	19	First degree	12	38%
North East	2	Foundation degree	0	0%
North West	1	A level, Highers	0	0%
South East	2	GCSE, Standard Grade	0	0%
South West	2			
West Midlands	5			
Yorkshire & the Humber	3			
Scotland	3	**Seniority**		
Wales	0	Senior	6	14%
Northern Ireland	0	Middle	15	34%
Channel Islands	0	Junior	23	52%
Isle of Man	0			

Post role	
Field investigation and research services	41
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	3
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	12
Local government	5
University	4
Private sector	7
Other	16

A1.10 Archaeologist

Individuals **343**

Employment				**Gender**		
	Paid	343	100%	Female	155	46%
	Unpaid	0	0%	Male	181	54%
	Full-time	335	98%			
	Part-time	8	2%			
				Age		
Salary	Minimum	£11,999		16-19	1	0%
	Average	£17,178		20-24	82	24%
	Maximum	£43,000		25-29	113	34%
				30-34	63	19%
Temporary contract		169	49%	35-39	27	8%
Permanent contract		168	49%	40-44	20	6%
				45-49	14	4%
Length of service > 24m		119	35%	50-54	10	3%
				55-59	4	1%
Establishment funded post		5	2%	60-64	2	1%
Project funded post		311	98%	65+	0	0%
Employer contributes to pension		75	29%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	2	Doctorate	8	2%
East Midlands	1	Masters	136	39%
London	114	First degree	190	55%
North East	22	Foundation degree	3	1%
North West	28	A level, Highers	9	3%
South East	97	GCSE, Standard Grade	0	0%
South West	14			
West Midlands	6			
Yorkshire & the Humber	3			
Scotland	23	**Seniority**		
Wales	17	Senior	17	5%
Northern Ireland	17	Middle	96	28%
Channel Islands	0	Junior	228	67%
Isle of Man	0			

Post role	
Field investigation and research services	339
Historic environment advice and information services	4
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	25
Local government	23
University	26
Private sector	193
Other	76

A1.11 Archives Officer

Individuals **18**

Employment				**Gender**		
	Paid	18	100%	Female	6	35%
	Unpaid	0	0%	Male	11	65%
	Full-time	14	78%			
	Part-time	4	22%			
				Age		
Salary	Minimum	£18,000		16-19	0	0%
	Average	£23,811		20-24	0	0%
	Maximum	£41,046		25-29	3	18%
				30-34	4	24%
Temporary contract		0	0%	35-39	2	12%
Permanent contract		18	100%	40-44	4	24%
				45-49	2	12%
Length of service > 24m		12	71%	50-54	1	6%
				55-59	1	6%
Establishment funded post		8	53%	60-64	0	0%
Project funded post		7	47%	65+	0	0%
Employer contributes to pension		18	100%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	0	0%
East Midlands	2	Masters	7	41%
London	8	First degree	8	47%
North East	0	Foundation degree	1	6%
North West	0	A level, Highers	1	6%
South East	0	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	0			
Yorkshire & the Humber	6			
Scotland	0	**Seniority**		
Wales	0	Senior	1	6%
Northern Ireland	0	Middle	8	47%
Channel Islands	0	Junior	8	47%
Isle of Man	0			

Post role	
Field investigation and research services	5
Historic environment advice and information services	0
Museum and visitor / user services	5
Educational and academic research services	6
Archaeological management	2
Administrative support	0

Organisation role	
National government or agency	1
Local government	6
University	6
Private sector	0
Other	5

A1.12 Buildings Archaeologist

Individuals **12**

Employment

	Paid	12	100%
	Unpaid	0	0%
	Full-time	10	83%
	Part-time	2	17%
Salary	Minimum	£15,153	
	Average	£26,928	
	Maximum	£31,840	
Temporary contract		2	18%
Permanent contract		8	73%
Length of service > 24m		11	100%
Establishment funded post		6	67%
Project funded post		3	33%
Employer contributes to pension		6	60%

Gender

Female	7	58%
Male	5	42%

Age

16-19	0	0%
20-24	2	17%
25-29	0	0%
30-34	2	17%
35-39	3	25%
40-44	1	8%
45-49	0	0%
50-54	1	8%
55-59	1	8%
60-64	0	0%
65+	2	17%

Location

English region	
East of England	0
East Midlands	2
London	5
North East	1
North West	1
South East	2
South West	0
West Midlands	1
Yorkshire & the Humber	0
Scotland	0
Wales	0
Northern Ireland	0
Channel Islands	0
Isle of Man	0

Qualifications

Post-doctoral	0	0%
Doctorate	2	29%
Masters	3	43%
First degree	2	29%
Foundation degree	0	0%
A level, Highers	0	0%
GCSE, Standard Grade	0	0%

Seniority

Senior	5	45%
Middle	4	36%
Junior	2	18%

Post role

Field investigation and research services	5
Historic environment advice and information services	2
Museum and visitor / user services	5
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	0
Local government	1
University	1
Private sector	9
Other	1

A1.13 Characterisation posts

Individuals **15**

Employment				**Gender**		
	Paid	15	100%	Female	4	57%
	Unpaid	0	0%	Male	3	43%
	Full-time	15	100%			
	Part-time	0	0%			
				Age		
Salary	Minimum	£19,170		16-19	0	0%
	Average	£28,859		20-24	0	0%
	Maximum	£52,882		25-29	4	57%
				30-34	1	14%
Temporary contract		6	40%	35-39	2	29%
Permanent contract		9	60%	40-44	0	0%
				45-49	0	0%
Length of service > 24m		3	43%	50-54	0	0%
				55-59	0	0%
Establishment funded post		0	0%	60-64	0	0%
Project funded post		7	100%	65+	0	0%
Employer contributes to pension		14	93%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	0	0%
East Midlands	1	Masters	3	43%
London	1	First degree	4	57%
North East	1	Foundation degree	0	0%
North West	1	A level, Highers	0	0%
South East	3	GCSE, Standard Grade	0	0%
South West	3			
West Midlands	3			
Yorkshire & the Humber	3			
Scotland	0	**Seniority**		
Wales	0	Senior	4	27%
Northern Ireland	0	Middle	10	67%
Channel Islands	0	Junior	1	7%
Isle of Man	0			

Post role	
Field investigation and research services	9
Historic environment advice and information services	6
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	8
Local government	6
University	0
Private sector	0
Other	1

A1.14 Computing Officer

Individuals **43**

Employment				**Gender**		
	Paid	43	100%	Female	19	46%
	Unpaid	0	0%	Male	22	54%
	Full-time	38	88%			
	Part-time	5	12%			
				Age		
Salary	Minimum	£16,858		16-19	0	0%
	Average	£23,440		20-24	4	10%
	Maximum	£46,460		25-29	10	24%
				30-34	5	12%
Temporary contract		10	22%	35-39	6	15%
Permanent contract		35	78%	40-44	6	15%
				45-49	6	15%
Length of service > 24m		26	65%	50-54	1	2%
				55-59	2	5%
Establishment funded post		31	76%	60-64	1	2%
Project funded post		10	24%	65+	0	0%
Employer contributes to pension		38	88%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	2	5%
East Midlands	1	Masters	18	44%
London	1	First degree	17	41%
North East	0	Foundation degree	4	10%
North West	2	A level, Highers	0	0%
South East	5	GCSE, Standard Grade	0	0%
South West	5			
West Midlands	0			
Yorkshire & the Humber	2			
Scotland	25	**Seniority**		
Wales	0	Senior	6	14%
Northern Ireland	0	Middle	17	40%
Channel Islands	0	Junior	20	47%
Isle of Man	0			

Post role

Field investigation and research services	3
Historic environment advice and information services	25
Museum and visitor / user services	0
Educational and academic research services	3
Archaeological management	2
Administrative support	10

Organisation role

National government or agency	27
Local government	0
University	2
Private sector	12
Other	2

A1.15 Conservation Archaeologist

Individuals **7**

Employment				**Gender**		
	Paid	7	100%	Female	1	17%
	Unpaid	0	0%	Male	5	83%
	Full-time	6	86%			
	Part-time	1	14%			
				Age		
Salary	Minimum	£18,907		16-19	0	0%
	Average	£25,701		20-24	0	0%
	Maximum	£41,046		25-29	0	0%
				30-34	1	17%
Temporary contract		1	14%	35-39	0	0%
Permanent contract		6	86%	40-44	0	0%
				45-49	1	17%
Length of service > 24m		5	83%	50-54	1	17%
				55-59	3	50%
Establishment funded post		5	100%	60-64	0	0%
Project funded post		0	0%	65+	0	0%
Employer contributes to pension		7	100%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	0	0%
East Midlands	0	Masters	2	33%
London	0	First degree	4	67%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	0	0%
South East	0	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	0			
Yorkshire & the Humber	5			
Scotland	0	**Seniority**		
Wales	0	Senior	2	29%
Northern Ireland	0	Middle	4	57%
Channel Islands	0	Junior	1	14%
Isle of Man	0			

Post role

Field investigation and research services	1
Historic environment advice and information services	6
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	1
Local government	6
University	0
Private sector	0
Other	0

A1.16 Conservator

Individuals **9**

Employment				**Gender**		
	Paid	9	100%	Female	6	86%
	Unpaid	0	0%	Male	1	14%
	Full-time	8	89%			
	Part-time	1	11%			
				Age		
Salary	Minimum	£5,000		16-19	0	0%
	Average	£19,375		20-24	0	0%
	Maximum	£33,536		25-29	2	29%
				30-34	1	14%
Temporary contract		1	17%	35-39	1	14%
Permanent contract		4	67%	40-44	0	0%
				45-49	0	0%
Length of service > 24m		4	57%	50-54	1	14%
				55-59	1	14%
Establishment funded post		0	0%	60-64	1	14%
Project funded post		7	100%	65+	0	0%
Employer contributes to pension		7	78%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	0	0%
East Midlands	0	Masters	0	0%
London	2	First degree	7	100%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	0	0%
South East	2	GCSE, Standard Grade	0	0%
South West	3			
West Midlands	0			
Yorkshire & the Humber	0			
Scotland	0	**Seniority**		
Wales	0	Senior	3	33%
Northern Ireland	0	Middle	1	11%
Channel Islands	0	Junior	5	56%
Isle of Man	0			

Post role	
Field investigation and research services	5
Historic environment advice and information services	0
Museum and visitor / user services	4
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	2
Local government	2
University	0
Private sector	3
Other	2

A1.17 Consultant

Individuals **109**

Employment				**Gender**		
	Paid	109	100%	Female	30	34%
	Unpaid	0	0%	Male	59	66%
	Full-time	93	86%			
	Part-time	15	14%			
				Age		
Salary	Minimum	£13,000		16-19	0	0%
	Average	£28,466		20-24	3	3%
	Maximum	£49,000		25-29	15	17%
				30-34	32	36%
Temporary contract		16	15%	35-39	13	15%
Permanent contract		86	82%	40-44	12	13%
				45-49	4	4%
Length of service > 24m		74	70%	50-54	3	3%
				55-59	3	3%
Establishment funded post		5	5%	60-64	3	3%
Project funded post		92	95%	65+	1	1%
Employer contributes to pension		88	87%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	4	Doctorate	12	11%
East Midlands	9	Masters	45	43%
London	16	First degree	46	44%
North East	3	Foundation degree	2	2%
North West	0	A level, Highers	0	0%
South East	7	GCSE, Standard Grade	0	0%
South West	19			
West Midlands	13			
Yorkshire & the Humber	15			
Scotland	6	**Seniority**		
Wales	2	Senior	41	38%
Northern Ireland	15	Middle	38	36%
Channel Islands	0	Junior	28	26%
Isle of Man	0			

Post role	
Field investigation and research services	54
Historic environment advice and information services	49
Museum and visitor / user services	6
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	0
Local government	1
University	15
Private sector	90
Other	3

A1.18 County or Regional Archaeologist

Individuals **34**

Employment				**Gender**		
	Paid	34	100%	Female	11	32%
	Unpaid	0	0%	Male	23	68%
	Full-time	32	97%			
	Part-time	1	3%			
				Age		
Salary	Minimum	£19,431		16-19	0	0%
	Average	£32,378		20-24	0	0%
	Maximum	£43,887		25-29	2	6%
				30-34	1	3%
Temporary contract		1	3%	35-39	4	12%
Permanent contract		33	97%	40-44	5	15%
				45-49	6	18%
Length of service > 24m		31	94%	50-54	11	32%
				55-59	2	6%
Establishment funded post		30	95%	60-64	3	9%
Project funded post		2	5%	65+	0	0%
Employer contributes to pension		34	100%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	3	Doctorate	9	26%
East Midlands	3	Masters	9	26%
London	1	First degree	16	47%
North East	3	Foundation degree	0	0%
North West	2	A level, Highers	0	0%
South East	4	GCSE, Standard Grade	0	0%
South West	2			
West Midlands	3			
Yorkshire & the Humber	1			
Scotland	5	**Seniority**		
Wales	4	Senior	16	48%
Northern Ireland	1	Middle	16	48%
Channel Islands	0	Junior	1	3%
Isle of Man	0			

Post role

Field investigation and research services	0
Historic environment advice and information services	34
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	13
Local government	16
University	0
Private sector	1
Other	4

A1.19 Director or Manager

Individuals **94**

Employment				**Gender**		
	Paid	93	99%	Female	21	24%
	Unpaid	1	1%	Male	67	76%
	Full-time	77	91%			
	Part-time	8	9%			
				Age		
Salary	Minimum	£24,652		16-19	0	0%
	Average	£37,092		20-24	0	0%
	Maximum	£115,000		25-29	0	0%
				30-34	5	6%
Temporary contract		1	1%	35-39	12	14%
Permanent contract		84	97%	40-44	22	25%
				45-49	18	20%
Length of service > 24m		78	92%	50-54	17	19%
				55-59	9	10%
Establishment funded post		16	19%	60-64	5	6%
Project funded post		67	81%	65+	0	0%
Employer contributes to pension		72	83%			

Location		**Qualifications**		
English region		Post-doctoral	1	1%
East of England	5	Doctorate	21	24%
East Midlands	7	Masters	29	33%
London	22	First degree	36	41%
North East	5	Foundation degree	0	0%
North West	1	A level, Highers	0	0%
South East	4	GCSE, Standard Grade	0	0%
South West	11			
West Midlands	5			
Yorkshire & the Humber	3			
Scotland	23	**Seniority**		
Wales	6	Senior	62	70%
Northern Ireland	0	Middle	26	29%
Channel Islands	0	Junior	1	1%
Isle of Man	0			

Post role	
Field investigation and research services	58
Historic environment advice and information services	15
Museum and visitor / user services	2
Educational and academic research services	3
Archaeological management	13
Administrative support	2

Organisation role	
National government or agency	3
Local government	9
University	19
Private sector	45
Other	17

A1.20 Editor

Individuals **13**

Employment				**Gender**		
	Paid	10	77%	Female	7	70%
	Unpaid	3	23%	Male	3	30%
	Full-time	4	40%			
	Part-time	6	60%			
				Age		
Salary	Minimum	£16,483		16-19	0	0%
	Average	£25,378		20-24	0	0%
	Maximum	£33,667		25-29	1	10%
				30-34	0	0%
Temporary contract		3	30%	35-39	1	10%
Permanent contract		7	70%	40-44	1	10%
				45-49	2	20%
Length of service > 24m		8	80%	50-54	1	10%
				55-59	2	20%
Establishment funded post		7	70%	60-64	1	10%
Project funded post		3	30%	65+	1	10%
Employer contributes to pension		8	80%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	2	20%
East Midlands	3	Masters	2	20%
London	3	First degree	6	60%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	0	0%
South East	1	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	0			
Yorkshire & the Humber	1			
Scotland	1	**Seniority**		
Wales	0	Senior	6	50%
Northern Ireland	0	Middle	5	42%
Channel Islands	0	Junior	1	8%
Isle of Man	0			

Post role	
Field investigation and research services	5
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	2
Archaeological management	3
Administrative support	0

Organisation role	
National government or agency	0
Local government	0
University	1
Private sector	4
Other	5

A1.21 Education and Outreach posts

Individuals **42**

Employment				**Gender**		
	Paid	42	100%	Female	29	69%
	Unpaid	0	0%	Male	13	31%
	Full-time	31	74%			
	Part-time	11	26%			
				Age		
Salary	Minimum	£16,000		16-19	0	0%
	Average	£23,387		20-24	2	5%
	Maximum	£46,460		25-29	17	40%
				30-34	4	10%
Temporary contract		27	64%	35-39	5	12%
Permanent contract		15	36%	40-44	3	7%
				45-49	3	7%
Length of service > 24m		19	48%	50-54	4	10%
				55-59	4	10%
Establishment funded post		17	40%	60-64	0	0%
Project funded post		25	60%	65+	0	0%
Employer contributes to pension		38	93%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	4	10%
East Midlands	1	Masters	15	38%
London	2	First degree	20	51%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	0	0%
South East	5	GCSE, Standard Grade	0	0%
South West	4			
West Midlands	1			
Yorkshire & the Humber	3			
Scotland	19	**Seniority**		
Wales	6	Senior	6	15%
Northern Ireland	0	Middle	19	48%
Channel Islands	0	Junior	15	38%
Isle of Man	0			

Post role	
Field investigation and research services	0
Historic environment advice and information services	4
Museum and visitor / user services	8
Educational and academic research services	29
Archaeological management	1
Administrative support	0

Organisation role	
National government or agency	19
Local government	14
University	3
Private sector	3
Other	3

A1.22 Excavator or Site Assistant

Individuals **51**

Employment

	Paid	48	94%
	Unpaid	3	6%
	Full-time	35	76%
	Part-time	11	24%
Salary	Minimum	£11,045	
	Average	£14,077	
	Maximum	£16,221	
Temporary contract		34	71%
Permanent contract		14	29%
Length of service > 24m		10	21%
Establishment funded post		2	4%
Project funded post		46	96%
Employer contributes to pension		19	40%

Gender

Female	19	40%
Male	29	60%

Age

16-19	0	0%
20-24	21	44%
25-29	5	10%
30-34	7	15%
35-39	4	8%
40-44	4	8%
45-49	3	6%
50-54	0	0%
55-59	1	2%
60-64	2	4%
65+	1	2%

Location

English region	
East of England	16
East Midlands	12
London	0
North East	5
North West	0
South East	0
South West	0
West Midlands	13
Yorkshire & the Humber	0
Scotland	2
Wales	0
Northern Ireland	0
Channel Islands	0
Isle of Man	0

Qualifications

Post-doctoral	1	3%
Doctorate	0	0%
Masters	8	21%
First degree	16	41%
Foundation degree	1	3%
A level, Highers	7	18%
GCSE, Standard Grade	6	15%

Seniority

Senior	0	0%
Middle	3	6%
Junior	45	94%

Post role

Field investigation and research services	48
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	5
Local government	0
University	12
Private sector	19
Other	12

A1.23 Field Officer

Individuals **25**

Employment				**Gender**		
	Paid	25	100%	Female	5	20%
	Unpaid	0	0%	Male	20	80%
	Full-time	24	96%			
	Part-time	1	4%			
				Age		
Salary	Minimum	£16,536		16-19	0	0%
	Average	£22,005		20-24	0	0%
	Maximum	£27,000		25-29	5	20%
				30-34	5	20%
Temporary contract		10	40%	35-39	4	16%
Permanent contract		15	60%	40-44	6	24%
				45-49	3	12%
Length of service > 24m		24	96%	50-54	2	8%
				55-59	0	0%
Establishment funded post		0	0%	60-64	0	0%
Project funded post		25	100%	65+	0	0%
Employer contributes to pension		20	80%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	2	13%
East Midlands	8	Masters	1	7%
London	0	First degree	12	80%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	0	0%
South East	0	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	8			
Yorkshire & the Humber	9			
Scotland	0	**Seniority**		
Wales	0	Senior	0	0%
Northern Ireland	0	Middle	14	74%
Channel Islands	0	Junior	5	26%
Isle of Man	0			

Post role	
Field investigation and research services	25
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	0
Local government	6
University	8
Private sector	2
Other	9

A1.24 Financial posts

Individuals **13**

Employment				**Gender**		
	Paid	13	100%	Female	9	69%
	Unpaid	0	0%	Male	4	31%
	Full-time	9	69%			
	Part-time	4	31%			
				Age		
Salary	Minimum	£15,885		16-19	0	0%
	Average	£23,487		20-24	1	8%
	Maximum	£55,218		25-29	0	0%
				30-34	0	0%
Temporary contract		0	0%	35-39	0	0%
Permanent contract		13	100%	40-44	3	23%
				45-49	4	31%
Length of service > 24m		10	77%	50-54	2	15%
				55-59	2	15%
Establishment funded post		13	100%	60-64	1	8%
Project funded post		0	0%	65+	0	0%
Employer contributes to pension		10	77			

Location		**Qualifications**		
English region		Post-doctoral	1	17%
East of England	1	Doctorate	0	0%
East Midlands	2	Masters	0	0%
London	2	First degree	2	33%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	3	50%
South East	0	GCSE, Standard Grade	0	0%
South West	7			
West Midlands	0			
Yorkshire & the Humber	0			
Scotland	1	**Seniority**		
Wales	0	Senior	3	23%
Northern Ireland	0	Middle	6	46%
Channel Islands	0	Junior	4	31%
Isle of Man	0			

Post role	
Field investigation and research services	0
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	1
Administrative support	12

Organisation role	
National government or agency	0
Local government	1
University	0
Private sector	8
Other	4

A1.25 Finds Officer

Individuals **72**

Employment

	Paid	72	100%
	Unpaid	0	0%
	Full-time	52	71%
	Part-time	21	29%
Salary	Minimum	£13,164	
	Average	£20,821	
	Maximum	£39,365	
Temporary contract		17	24%
Permanent contract		47	66%
Length of service > 24m		50	74%
Establishment funded post		2	3%
Project funded post		67	97%
Employer contributes to pension		48	68%

Gender

Female	43	61%
Male	28	39%

Age

16-19	1	1%
20-24	3	4%
25-29	6	8%
30-34	10	14%
35-39	13	18%
40-44	12	17%
45-49	9	13%
50-54	8	11%
55-59	6	8%
60-64	3	4%
65+	0	0%

Location

English region		
East of England	10	
East Midlands	10	
London	24	
North East	1	
North West	2	
South East	2	
South West	2	
West Midlands	6	
Yorkshire & the Humber	2	
Scotland	6	
Wales	0	
Northern Ireland	0	
Channel Islands	0	
Isle of Man	0	

Qualifications

Post-doctoral	0	0%
Doctorate	15	23%
Masters	17	26%
First degree	31	47%
Foundation degree	1	2%
A level, Highers	1	2%
GCSE, Standard Grade	1	2%

Seniority

Senior	13	19%
Middle	29	43%
Junior	25	37%

Post role

Field investigation and research services	54
Historic environment advice and information services	7
Museum and visitor / user services	4
Educational and academic research services	6
Archaeological management	1
Administrative support	0

Organisation role

National government or agency	2
Local government	21
University	3
Private sector	23
Other	23

A1.26 Historic Environment Record Officer

Individuals **42**

Employment				**Gender**		
	Paid	40	95%	Female	23	59%
	Unpaid	2	5%	Male	16	41%
	Full-time	34	85%			
	Part-time	6	15%			
				Age		
Salary	Minimum	£13,336		16-19	0	0%
	Average	£23,767		20-24	2	5%
	Maximum	£35,852		25-29	5	13%
				30-34	5	13%
Temporary contract		5	13%	35-39	6	15%
Permanent contract		35	88%	40-44	7	18%
				45-49	4	10%
Length of service > 24m		27	77%	50-54	7	18%
				55-59	2	5%
Establishment funded post		31	78%	60-64	0	0%
Project funded post		9	23%	65+	1	3%
Employer contributes to pension		35	88%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	2	Doctorate	2	5%
East Midlands	1	Masters	14	36%
London	2	First degree	21	54%
North East	0	Foundation degree	1	3%
North West	1	A level, Highers	1	3%
South East	5	GCSE, Standard Grade	0	0%
South West	11			
West Midlands	7			
Yorkshire & the Humber	4			
Scotland	0	**Seniority**		
Wales	7	Senior	7	18%
Northern Ireland	0	Middle	21	53%
Channel Islands	0	Junior	12	30%
Isle of Man	0			

Post role

Field investigation and research services	0
Historic environment advice and information services	40
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	6
Local government	31
University	0
Private sector	3
Other	0

A1.27 Illustrator

Individuals **72**

Employment				**Gender**		
	Paid	72	100%	Female	42	58%
	Unpaid	0	0%	Male	30	42%
	Full-time	48	70%			
	Part-time	21	30%			
				Age		
Salary	Minimum	£12,000		16-19	0	0%
	Average	£19,320		20-24	4	6%
	Maximum	£39,365		25-29	12	17%
				30-34	14	19%
Temporary contract		8	12%	35-39	8	11%
Permanent contract		57	85%	40-44	14	19%
				45-49	6	8%
Length of service > 24m		44	66%	50-54	3	4%
				55-59	6	8%
Establishment funded post		7	11%	60-64	2	3%
Project funded post		55	89%	65+	3	4%
Employer contributes to pension		31	46%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	6	Doctorate	3	4%
East Midlands	1	Masters	12	17%
London	11	First degree	40	58%
North East	3	Foundation degree	8	12%
North West	6	A level, Highers	6	9%
South East	16	GCSE, Standard Grade	0	0%
South West	9			
West Midlands	7			
Yorkshire & the Humber	0			
Scotland	7	**Seniority**		
Wales	4	Senior	9	13%
Northern Ireland	2	Middle	36	54%
Channel Islands	0	Junior	22	33%
Isle of Man	0			

Post role	
Field investigation and research services	53
Historic environment advice and information services	4
Museum and visitor / user services	0
Educational and academic research services	3
Archaeological management	12
Administrative support	0

Organisation role	
National government or agency	2
Local government	8
University	7
Private sector	51
Other	7

A1.28 Inspector

Individuals **79**

Employment				**Gender**		
	Paid	79	100%	Female	17	35%
	Unpaid	0	0%	Male	32	65%
	Full-time	77	97%			
	Part-time	2	3%			
				Age		
Salary	Minimum	£21,000		16-19	0	0%
	Average	£35,226		20-24	4	8%
	Maximum	£62,298		25-29	1	2%
				30-34	11	22%
Temporary contract		0	0%	35-39	9	18%
Permanent contract		79	100%	40-44	3	6%
				45-49	5	10%
Length of service > 24m		28	72%	50-54	7	14%
				55-59	8	16%
Establishment funded post		37	100%	60-64	1	2%
Project funded post		0	0%	65+	0	0%
Employer contributes to pension		79	100%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	3	Doctorate	16	32%
East Midlands	3	Masters	13	26%
London	3	First degree	21	42%
North East	3	Foundation degree	0	0%
North West	3	A level, Highers	0	0%
South East	3	GCSE, Standard Grade	0	0%
South West	6			
West Midlands	3			
Yorkshire & the Humber	3			
Scotland	27	**Seniority**		
Wales	10	Senior	29	37%
Northern Ireland	12	Middle	47	59%
Channel Islands	0	Junior	3	4%
Isle of Man	0			

Post role	
Field investigation and research services	0
Historic environment advice and information services	79
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	79
Local government	0
University	0
Private sector	0
Other	0

A1.29 Investigator

Individuals **30**

Employment				**Gender**
	Paid	30	100%	Female
	Unpaid	0	0%	Male
	Full-time	30	100%	
	Part-time	0	0%	
				Age
Salary	Minimum	£24,652		16-19
	Average	£29,733		20-24
	Maximum	£41,046		25-29
				30-34
Temporary contract		0	0%	35-39
Permanent contract		30	100%	40-44
				45-49
Length of service > 24m				50-54
				55-59
Establishment funded post				60-64
Project funded post				65+
Employer contributes to pension		30	100%	

Location		**Qualifications**
English region		Post-doctoral
East of England	3	Doctorate
East Midlands	3	Masters
London	3	First degree
North East	3	Foundation degree
North West	3	A level, Highers
South East	3	GCSE, Standard Grade
South West	6	
West Midlands	3	
Yorkshire & the Humber	3	
Scotland	0	**Seniority**
Wales	0	Senior 0 0%
Northern Ireland	0	Middle 12 40%
Channel Islands	0	Junior 18 60%
Isle of Man	0	

Post role	
Field investigation and research services	30
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	30
Local government	0
University	0
Private sector	0
Other	0

A1.30 Junior posts

Individuals **44**

Employment				**Gender**		
	Paid	17	39%	Female	7	47%
	Unpaid	27	61%	Male	8	53%
	Full-time	15	88%			
	Part-time	2	12%			
				Age		
Salary	Minimum	£13,854		16-19	1	6%
	Average	£17,057		20-24	1	6%
	Maximum	£33,536		25-29	2	13%
				30-34	2	13%
Temporary contract		0	0%	35-39	2	13%
Permanent contract		14	100%	40-44	6	38%
				45-49	1	6%
Length of service > 24m		13	87%	50-54	1	6%
				55-59	0	0%
Establishment funded post		3	19%	60-64	0	0%
Project funded post		13	81%	65+	0	0%
Employer contributes to pension		10	59%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	1	3%
East Midlands	0	Masters	4	13%
London	1	First degree	18	60%
North East	2	Foundation degree	1	3%
North West	0	A level, Highers	5	17%
South East	0	GCSE, Standard Grade	1	3%
South West	0			
West Midlands	6			
Yorkshire & the Humber	0			
Scotland	1	**Seniority**		
Wales	4	Senior	0	0%
Northern Ireland	0	Middle	0	0%
Channel Islands	0	Junior	17	100%
Isle of Man	0			

Post role	
Field investigation and research services	11
Historic environment advice and information services	5
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	1
Administrative support	0

Organisation role	
National government or agency	5
Local government	6
University	0
Private sector	6
Other	0

A1.31 Museum Archaeologist

Individuals **98**

Employment

	Paid	98	100%
	Unpaid	0	0%
	Full-time	61	62%
	Part-time	37	38%
Salary	Minimum	£14,000	
	Average	£22,762	
	Maximum	£53,554	
Temporary contract		11	11%
Permanent contract		87	89%
Length of service > 24m		82	86%
Establishment funded post		60	78%
Project funded post		17	22%
Employer contributes to pension		90	93%

Gender

Female	59	60%
Male	39	40%

Age

16-19	0	0%
20-24	3	3%
25-29	11	11%
30-34	7	7%
35-39	14	14%
40-44	9	9%
45-49	23	23%
50-54	11	11%
55-59	9	9%
60-64	8	8%
65+	3	3%

Location

English region		
East of England	2	
East Midlands	4	
London	10	
North East	13	
North West	3	
South East	19	
South West	6	
West Midlands	3	
Yorkshire & the Humber	5	
Scotland	9	
Wales	24	
Northern Ireland	0	
Channel Islands	0	
Isle of Man	0	

Qualifications

Post-doctoral	1	1%
Doctorate	4	4%
Masters	30	34%
First degree	30	34%
Foundation degree	4	4%
A level, Highers	9	10%
GCSE, Standard Grade	11	12%

Seniority

Senior	24	24%
Middle	35	36%
Junior	39	40%

Post role

Field investigation and research services	13
Historic environment advice and information services	2
Museum and visitor / user services	82
Educational and academic research services	1
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	14
Local government	75
University	1
Private sector	2
Other	6

A1.32 Other posts

Individuals **48**

Employment				**Gender**		
	Paid	46	96%	Female	19	48%
	Unpaid	2	4%	Male	21	53%
	Full-time	35	76%			
	Part-time	11	24%			
				Age		
Salary	Minimum	£9,550		16-19	0	0%
	Average	£20,335		20-24	2	5%
	Maximum	£41,046		25-29	8	20%
				30-34	7	18%
Temporary contract		11	24%	35-39	8	20%
Permanent contract		32	71%	40-44	2	5%
				45-49	4	10%
Length of service > 24m		26	59%	50-54	5	13%
				55-59	2	5%
Establishment funded post		10	24%	60-64	0	0%
Project funded post		31	76%	65+	2	5%
Employer contributes to pension		40	89%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	4	11%
East Midlands	2	Masters	8	23%
London	0	First degree	19	54%
North East	0	Foundation degree	2	6%
North West	1	A level, Highers	1	3%
South East	13	GCSE, Standard Grade	1	3%
South West	2			
West Midlands	2			
Yorkshire & the Humber	2			
Scotland	16	**Seniority**		
Wales	2	Senior	6	14%
Northern Ireland	5	Middle	16	37%
Channel Islands	0	Junior	21	49%
Isle of Man	0			

Post role

Field investigation and research services	31
Historic environment advice and information services	5
Museum and visitor / user services	3
Educational and academic research services	6
Archaeological management	0
Administrative support	1

Organisation role

National government or agency	1
Local government	4
University	19
Private sector	9
Other	13

A1.33 Other support posts

Individuals **26**

Employment				**Gender**			
	Paid	24	92%	Female	17	65%	
	Unpaid	2	8%	Male	9	35%	
	Full-time	11	46%				
	Part-time	13	54%				
				Age			
Salary	Minimum	£7,500		16-19	0	0%	
	Average	£18,283		20-24	2	8%	
	Maximum	£32,795		25-29	5	19%	
				30-34	0	0%	
Temporary contract		7	29%	35-39	1	4%	
Permanent contract		17	71%	40-44	7	27%	
				45-49	3	12%	
Length of service > 24m		17	71%	50-54	3	12%	
				55-59	3	12%	
Establishment funded post		13	54%	60-64	1	4%	
Project funded post		11	46%	65+	1	4%	
Employer contributes to pension		20	83%				

			Qualifications		
Location			Post-doctoral	0	0%
English region			Doctorate	1	6%
East of England	2		Masters	3	17%
East Midlands	0		First degree	9	50%
London	1		Foundation degree	2	11%
North East	0		A level, Highers	2	11%
North West	0		GCSE, Standard Grade	1	6%
South East	1				
South West	4				
West Midlands	3				
Yorkshire & the Humber	0				
Scotland	7		**Seniority**		
Wales	4		Senior	1	4%
Northern Ireland	0		Middle	3	13%
Channel Islands	0		Junior	19	83%
Isle of Man	0				

Post role	
Field investigation and research services	8
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	4
Archaeological management	0
Administrative support	12
Organisation role	
National government or agency	2
Local government	6
University	9
Private sector	4
Other	1

A1.34 Photographer

Individuals **5**

Employment				**Gender**		
	Paid	5	100%	Female	3	60%
	Unpaid	0	0%	Male	2	40%
	Full-time	3	100%			
	Part-time	0	0%			
				Age		
Salary	Minimum	£18,960		16-19	0	0%
	Average	£25,851		20-24	0	0%
	Maximum	£36,000		25-29	0	0%
				30-34	0	0%
Temporary contract		0	0%	35-39	1	20%
Permanent contract		5	100%	40-44	1	20%
				45-49	0	0%
Length of service > 24m		5	100%	50-54	2	40%
				55-59	1	20%
Establishment funded post		2	67%	60-64	0	0%
Project funded post		1	33%	65+	0	0%
Employer contributes to pension		5	100%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	0	0%
East Midlands	0	Masters	1	20%
London	2	First degree	2	40%
North East	0	Foundation degree	1	20%
North West	0	A level, Highers	1	20%
South East	0	GCSE, Standard Grade	0	0%
South West	1			
West Midlands	0			
Yorkshire & the Humber	0			
Scotland	0	**Seniority**		
Wales	0	Senior	0	0%
Northern Ireland	2	Middle	4	80%
Channel Islands	0	Junior	1	20%
Isle of Man	0			

Post role	
Field investigation and research services	5
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	2
Local government	0
University	0
Private sector	1
Other	2

A1.35 Planning Archaeologist

Individuals **40**

Employment				**Gender**		
	Paid	40	100%	Female	12	32%
	Unpaid	0	0%	Male	26	68%
	Full-time	34	83%			
	Part-time	7	17%			
				Age		
Salary	Minimum	£15,353		16-19	0	0%
	Average	£27,885		20-24	0	0%
	Maximum	£41,046		25-29	3	8%
				30-34	6	16%
Temporary contract		1	3%	35-39	10	26%
Permanent contract		39	98%	40-44	4	11%
				45-49	7	18%
Length of service > 24m		34	87%	50-54	5	13%
				55-59	2	5%
Establishment funded post		28	71%	60-64	1	3%
Project funded post		12	29%	65+	0	0%
Employer contributes to pension		37	90%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	1	3%
East Midlands	2	Masters	15	38%
London	4	First degree	23	59%
North East	1	Foundation degree	0	0%
North West	4	A level, Highers	0	0%
South East	5	GCSE, Standard Grade	0	0%
South West	9			
West Midlands	2			
Yorkshire & the Humber	4			
Scotland	0	**Seniority**		
Wales	8	Senior	14	38%
Northern Ireland	0	Middle	19	51%
Channel Islands	0	Junior	4	11%
Isle of Man	0			

Post role	
Field investigation and research services	1
Historic environment advice and information services	39
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	5
Local government	25
University	0
Private sector	9
Other	1

A1.36 Project Assistant

Individuals **148**

Employment

	Paid	148	100%
	Unpaid	0	0%
	Full-time	147	99%
	Part-time	1	1%
Salary	Minimum	£14,492	
	Average	£16,001	
	Maximum	£21,000	
Temporary contract		89	60%
Permanent contract		33	22%
Length of service > 24m		13	9%
Establishment funded post		65	53%
Project funded post		57	47%
Employer contributes to pension		53	36%

Gender

Female	57	39%
Male	89	61%

Age

16-19	3	2%
20-24	43	29%
25-29	43	29%
30-34	12	8%
35-39	25	17%
40-44	7	5%
45-49	7	5%
50-54	3	2%
55-59	3	2%
60-64	0	0%
65+	0	0%

Location

English region	
East of England	28
East Midlands	19
London	5
North East	0
North West	0
South East	26
South West	55
West Midlands	0
Yorkshire & the Humber	14
Scotland	0
Wales	0
Northern Ireland	0
Channel Islands	0
Isle of Man	0

Qualifications

Post-doctoral	0	0%
Doctorate	2	2%
Masters	8	7%
First degree	90	80%
Foundation degree	0	0%
A level, Highers	3	3%
GCSE, Standard Grade	9	8%

Seniority

Senior	21	14%
Middle	23	16%
Junior	104	70%

Post role

Field investigation and research services	139
Historic environment advice and information services	7
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	2
Administrative support	0

Organisation role

National government or agency	3
Local government	30
University	18
Private sector	83
Other	14

A1.37 Project Manager

Individuals **143**

Employment

	Paid	143	100%
	Unpaid	0	0%
	Full-time	140	98%
	Part-time	3	2%
Salary	Minimum	£19,500	
	Average	£28,316	
	Maximum	£45,397	
Temporary contract		9	6%
Permanent contract		133	94%
Length of service > 24m		132	92%
Establishment funded post		26	18%
Project funded post		114	82%
Employer contributes to pension		114	83%

Gender

Female	38	27%
Male	105	73%

Age

16-19	0	0%
20-24	0	0%
25-29	4	3%
30-34	17	12%
35-39	35	24%
40-44	32	22%
45-49	34	24%
50-54	15	10%
55-59	5	3%
60-64	1	1%
65+	0	0%

Location

English region	
East of England	7
East Midlands	10
London	6
North East	2
North West	12
South East	41
South West	29
West Midlands	17
Yorkshire & the Humber	1
Scotland	14
Wales	4
Northern Ireland	0
Channel Islands	0
Isle of Man	0

Qualifications

Post-doctoral	1	1%
Doctorate	14	11%
Masters	35	26%
First degree	78	59%
Foundation degree	4	3%
A level, Highers	1	1%
GCSE, Standard Grade	0	0%

Seniority

Senior	111	78%
Middle	31	22%
Junior	1	1%

Post role

Field investigation and research services	139
Historic environment advice and information services	1
Museum and visitor / user services	0
Educational and academic research services	2
Archaeological management	0
Administrative support	1

Organisation role

National government or agency	1
Local government	8
University	18
Private sector	110
Other	6

A1.38 Project Officer

Individuals **235**

Employment				**Gender**		
	Paid	235	100%	Female	75	32%
	Unpaid	0	0%	Male	160	68%
	Full-time	224	95%			
	Part-time	11	5%			
				Age		
Salary	Minimum	£8,000		16-19	0	0%
	Average	£20,809		20-24	5	2%
	Maximum	£30,420		25-29	40	17%
				30-34	69	29%
Temporary contract		15	6%	35-39	47	20%
Permanent contract		220	94%	40-44	31	13%
				45-49	29	12%
Length of service > 24m		188	80%	50-54	8	3%
				55-59	4	2%
Establishment funded post		44	20%	60-64	2	1%
Project funded post		179	80%	65+	0	0%
Employer contributes to pension		154	66%			

Location		**Qualifications**		
English region		Post-doctoral	1	0%
East of England	21	Doctorate	12	6%
East Midlands	25	Masters	68	32%
London	8	First degree	120	57%
North East	0	Foundation degree	2	1%
North West	14	A level, Highers	6	3%
South East	51	GCSE, Standard Grade	2	1%
South West	56			
West Midlands	19			
Yorkshire & the Humber	0			
Scotland	32	**Seniority**		
Wales	8	Senior	9	4%
Northern Ireland	0	Middle	199	85%
Channel Islands	0	Junior	26	11%
Isle of Man	0			

Post role	
Field investigation and research services	232
Historic environment advice and information services	1
Museum and visitor / user services	0
Educational and academic research services	2
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	0
Local government	26
University	13
Private sector	180
Other	16

A1.39 Researcher

Individuals **45**

Employment				**Gender**		
	Paid	45	100%	Female	22	63%
	Unpaid	0	0%	Male	13	37%
	Full-time	37	88%			
	Part-time	5	12%			
				Age		
Salary	Minimum	£14,200		16-19	0	0%
	Average	£23,660		20-24	2	6%
	Maximum	£52,882		25-29	17	49%
				30-34	7	20%
Temporary contract		14	39%	35-39	3	9%
Permanent contract		21	58%	40-44	1	3%
				45-49	2	6%
Length of service > 24m		9	23%	50-54	0	0%
				55-59	1	3%
Establishment funded post		0	0%	60-64	2	6%
Project funded post		42	100%	65+	0	0%
Employer contributes to pension		36	82%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	15	35%
East Midlands	1	Masters	20	47%
London	3	First degree	8	19%
North East	0	Foundation degree	0	0%
North West	1	A level, Highers	0	0%
South East	2	GCSE, Standard Grade	0	0%
South West	12			
West Midlands	6			
Yorkshire & the Humber	6			
Scotland	0	**Seniority**		
Wales	0	Senior	6	14%
Northern Ireland	9	Middle	18	41%
Channel Islands	0	Junior	20	45%
Isle of Man	2			

Post role	
Field investigation and research services	12
Historic environment advice and information services	4
Museum and visitor / user services	0
Educational and academic research services	29
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	2
Local government	3
University	35
Private sector	5
Other	0

A1.40 Rural Advice

Individuals **17**

Employment				**Gender**		
	Paid	17	100%	Female	9	56%
	Unpaid	0	0%	Male	7	44%
	Full-time	15	88%			
	Part-time	2	12%			
				Age		
Salary	Minimum	£23,749		16-19	0	0%
	Average	£25,729		20-24	0	0%
	Maximum	£38,078		25-29	1	6%
				30-34	3	19%
Temporary contract		0	0%	35-39	5	31%
Permanent contract		17	100%	40-44	3	19%
				45-49	1	6%
Length of service > 24m		15	88%	50-54	1	6%
				55-59	1	6%
Establishment funded post		14	82%	60-64	1	6%
Project funded post		3	18%	65+	0	0%
Employer contributes to pension		16	94%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	1	14%
East Midlands	1	Masters	2	29%
London	0	First degree	4	57%
North East	1	Foundation degree	0	0%
North West	2	A level, Highers	0	0%
South East	2	GCSE, Standard Grade	0	0%
South West	4			
West Midlands	2			
Yorkshire & the Humber	2			
Scotland	0	**Seniority**		
Wales	2	Senior	2	12%
Northern Ireland	0	Middle	13	76%
Channel Islands	0	Junior	2	12%
Isle of Man	0			

Post role	
Field investigation and research services	0
Historic environment advice and information services	17
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	12
Local government	3
University	0
Private sector	2
Other	0

A1.41 Senior Archaeologist

Individuals **85**

Employment

	Paid	85	100%
	Unpaid	0	0%
	Full-time	38	81%
	Part-time	9	19%
Salary	Minimum	£18,476	
	Average	£25,404	
	Maximum	£41,046	
Temporary contract		13	15%
Permanent contract		72	85%
Length of service > 24m		64	79%
Establishment funded post		6	8%
Project funded post		73	92%
Employer contributes to pension		74	87%

Gender

Female	34	41%
Male	48	59%

Age

16-19	0	0%
20-24	0	0%
25-29	10	12%
30-34	13	16%
35-39	15	18%
40-44	18	22%
45-49	17	21%
50-54	3	4%
55-59	6	7%
60-64	0	0%
65+	0	0%

Location

English region		
East of England	3	
East Midlands	1	
London	46	
North East	1	
North West	2	
South East	17	
South West	10	
West Midlands	2	
Yorkshire & the Humber	1	
Scotland	0	
Wales	0	
Northern Ireland	0	
Channel Islands	0	
Isle of Man	0	

Qualifications

Post-doctoral	1	1%
Doctorate	2	3%
Masters	25	31%
First degree	48	60%
Foundation degree	1	1%
A level, Highers	3	4%
GCSE, Standard Grade	0	0%

Seniority

Senior	5	6%
Middle	33	40%
Junior	45	54%

Post role

Field investigation and research services	79
Historic environment advice and information services	6
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	4
Local government	13
University	15
Private sector	8
Other	45

A1.42 Senior posts

Individuals **90**

Employment				**Gender**		
	Paid	90	100%	Female	24	29%
	Unpaid	0	0%	Male	60	71%
	Full-time	84	93%			
	Part-time	6	7%			
				Age		
Salary	Minimum	£7,000		16-19	0	0%
	Average	£34,522		20-24	2	2%
	Maximum	£60,000		25-29	4	5%
				30-34	4	5%
Temporary contract		1	1%	35-39	17	20%
Permanent contract		88	98%	40-44	13	15%
				45-49	21	25%
Length of service > 24m		71	84%	50-54	15	18%
				55-59	5	6%
Establishment funded post		44	52%	60-64	2	2%
Project funded post		40	48%	65+	1	1%
Employer contributes to pension		83	94%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	3	Doctorate	13	15%
East Midlands	4	Masters	30	35%
London	7	First degree	41	48%
North East	7	Foundation degree	1	1%
North West	6	A level, Highers	0	0%
South East	13	GCSE, Standard Grade	0	0%
South West	12			
West Midlands	9			
Yorkshire & the Humber	20			
Scotland	4	**Seniority**		
Wales	4	Senior	75	85%
Northern Ireland	0	Middle	12	14%
Channel Islands	0	Junior	1	1%
Isle of Man	0			

Post role	
Field investigation and research services	39
Historic environment advice and information services	31
Museum and visitor / user services	1
Educational and academic research services	0
Archaeological management	18
Administrative support	1

Organisation role	
National government or agency	10
Local government	6
University	5
Private sector	46
Other	22

A1.43 Supervisor

Individuals **190**

Employment

	Paid	190	100%
	Unpaid	0	0%
	Full-time	190	99%
	Part-time	1	1%
Salary	Minimum	£14,500	
	Average	£17,361	
	Maximum	£23,000	
Temporary contract		34	20%
Permanent contract		117	70%
Length of service > 24m		89	49%
Establishment funded post		21	15%
Project funded post		118	85%
Employer contributes to pension		42	24%

Gender

Female	69	36%
Male	122	64%

Age

16-19	0	0%
20-24	16	8%
25-29	68	36%
30-34	61	32%
35-39	18	9%
40-44	10	5%
45-49	8	4%
50-54	7	4%
55-59	1	1%
60-64	2	1%
65+	0	0%

Location

English region	
East of England	1
East Midlands	31
London	16
North East	7
North West	13
South East	40
South West	46
West Midlands	8
Yorkshire & the Humber	0
Scotland	28
Wales	0
Northern Ireland	0
Channel Islands	0
Isle of Man	0

Qualifications

Post-doctoral	0	0%
Doctorate	3	2%
Masters	37	27%
First degree	97	70%
Foundation degree	0	0%
A level, Highers	1	1%
GCSE, Standard Grade	1	1%

Seniority

Senior	19	10%
Middle	116	61%
Junior	55	29%

Post role

Field investigation and research services	190
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role

National government or agency	6
Local government	11
University	17
Private sector	153
Other	3

A1.44 Surveyor

Individuals **76**

Employment				**Gender**		
	Paid	76	100%	Female	29	43%
	Unpaid	0	0%	Male	39	57%
	Full-time	70	93%			
	Part-time	5	7%			
				Age		
Salary	Minimum	£15,090		16-19	0	0%
	Average	£24,856		20-24	4	6%
	Maximum	£52,882		25-29	11	16%
				30-34	10	15%
Temporary contract		13	17%	35-39	7	10%
Permanent contract		63	83%	40-44	10	15%
				45-49	11	16%
Length of service > 24m		54	78%	50-54	9	13%
				55-59	5	7%
Establishment funded post		48	70%	60-64	1	1%
Project funded post		21	30%	65+	0	0%
Employer contributes to pension		74	99%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	1	Doctorate	5	7%
East Midlands	1	Masters	16	24%
London	4	First degree	46	68%
North East	1	Foundation degree	1	1%
North West	1	A level, Highers	0	0%
South East	1	GCSE, Standard Grade	0	0%
South West	8			
West Midlands	6			
Yorkshire & the Humber	1			
Scotland	54	**Seniority**		
Wales	0	Senior	12	15%
Northern Ireland	1	Middle	34	43%
Channel Islands	0	Junior	33	42%
Isle of Man	0			

Post role	
Field investigation and research services	76
Historic environment advice and information services	0
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	57
Local government	0
University	4
Private sector	12
Other	3

A1.45 Warden

Individuals **21**

Employment				**Gender**		
	Paid	21	100%	Female	15	71%
	Unpaid	0	0%	Male	6	29%
	Full-time	1	5%			
	Part-time	20	95%			
				Age		
Salary	Minimum	£19,148		16-19	0	0%
	Average	£22,713		20-24	0	0%
	Maximum	£26,278		25-29	0	0%
				30-34	2	10%
Temporary contract		0	0%	35-39	4	19%
Permanent contract		21	100%	40-44	5	24%
				45-49	2	10%
Length of service > 24m		10	71%	50-54	3	14%
				55-59	4	19%
Establishment funded post		17	100%	60-64	1	5%
Project funded post		0	0%	65+	0	0%
Employer contributes to pension		17	81%			

Location		**Qualifications**		
English region		Post-doctoral	0	0%
East of England	0	Doctorate	1	5%
East Midlands	0	Masters	4	19%
London	0	First degree	15	71%
North East	0	Foundation degree	0	0%
North West	0	A level, Highers	1	5%
South East	0	GCSE, Standard Grade	0	0%
South West	0			
West Midlands	0			
Yorkshire & the Humber	0			
Scotland	10	**Seniority**		
Wales	7	Senior	0	0%
Northern Ireland	4	Middle	4	19%
Channel Islands	0	Junior	17	81%
Isle of Man	0			

Post role	
Field investigation and research services	4
Historic environment advice and information services	17
Museum and visitor / user services	0
Educational and academic research services	0
Archaeological management	0
Administrative support	0

Organisation role	
National government or agency	21
Local government	0
University	0
Private sector	0
Other	0

A1.46 List of post titles and Post profile groups

Post title	Individuals	Post profile
(Human) Osteologist	3	Archaeological Scientist
[placename omitted] Archaeological Interpretation Project Officer	1	Education and Outreach posts
[placename omitted] Archaeologist	2	County or Regional Archaeologist
[project name] Early Stage Researcher	5	Researcher
[project name] Research Fellow	2	Academic Staff
Academic	15	Academic Staff
Academic teaching staff	13	Academic Staff
Admin / Logistics	5	Administrator
Admin Support Officer	1	Administrator
Administration and Logistical Support posts	12	Administrator
Administration Assistant	3	Administrator
Administration Officer	1	Administrator
Administrative / Finance Assistant	2	Administrator
Administrative Assistant	18	Administrator
Administrative Officer	1	Administrator
Administrator	18	Administrator
Archaeobotanist	3	Archaeological Scientist
Archaeological and Heritage Consultant	1	Consultant
Archaeological Archivist	1	Archives Officer
Archaeological Assistant	63	Archaeological Assistant
Archaeological Conservation Officer	1	Conservation Archaeologist
Archaeological Conservator	2	Conservator
Archaeological Consultant	33	Consultant
Archaeological Consultant (Freelance Samian Specialist)	1	Finds Officer
Archaeological Consultant (sole operator)	1	Consultant
Archaeological Education Officer	1	Education and Outreach posts
Archaeological Illustrator	26	Illustrator
Archaeological Illustrator / Author	1	Illustrator
Archaeological Officer	5	Archaeological Officer
Archaeological Officer (Design and Special Projects)	1	Illustrator
Archaeological Officer (Planning)	2	Planning Archaeologist
Archaeological Officer (Projects and Operations)	1	Archaeological Officer
Archaeological Planning Manager	1	Planning Archaeologist
Archaeological Planning Officer	2	Planning Archaeologist
Archaeological Project Assistant	1	Project Assistant
Archaeological Project Manager	3	Project Manager
Archaeological Project Manager (Outreach)	1	Education and Outreach posts
Archaeological Researcher	3	Researcher
Archaeological Science Interns	2	Archaeological Scientist
Archaeological Service Manager	1	Director or Manager
Archaeological Site Technician	3	Junior posts
Archaeological Technician	3	Junior posts
Archaeologist	232	Archaeologist
Archaeologist - Heritage Management (agri-environment scheme)	1	Rural Advice
Archaeologist (1 HER, 1 DC)	2	Planning Archaeologist
Archaeologist (Casual)	4	Archaeologist
Archaeologist (Finds)	2	Finds Officer
Archaeologist (self-employed)	1	Archaeologist
Archaeology Access Officer	1	Education and Outreach posts

Post title	Individuals	Post profile
Archaeology Adviser	4	Planning Archaeologist
Archaeology Assistant	1	Archaeological Assistant
Archaeology Museum Attendant	7	Museum Archaeologist
Archaeology Officer	10	Archaeological Officer
Archaeology Operations Manager	1	Director or Manager
Archaeopetrographer	1	Archaeological Scientist
Archaeozoologist	3	Archaeological Scientist
Archive Assistant	5	Archives Officer
Archive Curator	1	Archives Officer
Archive Manager	1	Archives Officer
Archivist	3	Archives Officer
Assessment Team Manager	1	Director or Manager
Assistant Archaeological Consultant	6	Consultant
Assistant Archaeological Officer	2	Archaeological Officer
Assistant Archaeologist	25	Project Assistant
Assistant Archaeologist (SMR)	1	Historic Environment Record Officer
Assistant Archaeology Officer	2	Archaeological Officer
Assistant Consultant	1	Consultant
Assistant Curator	1	Museum Archaeologist
Assistant Curator (Collections Manager)	1	Museum Archaeologist
Assistant Curator of Archaeology	3	Museum Archaeologist
Assistant Director	2	Senior posts
Assistant Field Manager	1	Senior posts
Assistant Historic Environment Record Officer	2	Historic Environment Record Officer
Assistant Inspector of Ancient Monuments	3	Inspector
Assistant Keeper Field Archaeology	7	Museum Archaeologist
Assistant Librarian	1	Other support posts
Assistant Museum Curator	1	Museum Archaeologist
Assistant Officer / Administrative Support	7	Administrator
Assistant Project Officer	12	Project Officer
Assistant Scientific Dating Co-ordinator	2	Archaeological Scientist
Assistant Supervisor	21	Supervisor
Assistant Treasurer	1	Financial posts
Associate	5	Senior posts
Associate (Archaeologist)	2	Senior posts
Associate Director	2	Director or Manager
Associate Professor of Archaeology and Medieval History	1	Academic Staff
Building Administration Officer	1	Administrator
Building Support Officer	1	Other support posts
Buildings Archaeologist	1	Buildings Archaeologist
Buildings Historian	1	Buildings Archaeologist
Buildings Supervisor	1	Other support posts
Business Support Assistant	1	Other support posts
CAD / Graphics / Photography	7	Illustrator
CAD Technician	1	Illustrator
Case Worker	1	Junior posts
Casual Finds Supervisor	1	Finds Officer
Cathedral Archaeologist	1	Archaeological Officer
Ceramics Specialist	1	Finds Officer
Characterisation Inspector	7	Characterisation posts
Chief Executive	3	Senior posts

Post title	Individuals	Post profile
Chief Executive's Personal Assistant	1	Administrator
Chief Inspector	1	Inspector
City Archaeologist	2	County or Regional Archaeologist
Clerical Assistant	1	Administrator
Co Director	2	Director or Manager
Coastal Strategy Officer	1	Other posts
Collections / Information Systems Head of Department	2	Computing Officer
Collections / Information Systems Manager	9	Computing Officer
Collections / Information Systems Officers	12	Computing Officer
Collections / Information Systems Operational Manager	2	Computing Officer
Collections and Heritage Manager	1	Museum Archaeologist
Collections Assistant	1	Museum Archaeologist
Collections Development Manager	2	Museum Archaeologist
Collections Management Officer	1	Museum Archaeologist
Collections Officer	1	Museum Archaeologist
Collections Services Manager	1	Museum Archaeologist
Community Archaeologist	1	Education and Outreach posts
Community Archaeologist / Finds Liaison Officer	1	Education and Outreach posts
Community Archaeology Project Worker	1	Education and Outreach posts
Community Heritage Officer	1	Education and Outreach posts
Company Director	6	Director or Manager
Computing Manager	1	Computing Officer
Computing Officer	1	Computing Officer
Conservation Support Officer	1	Conservation Archaeologist
Conservation Team Manager	1	Conservation Archaeologist
Conservator	6	Conservator
Conservator (Archaeology)	1	Conservator
Consolidation and Post-Excavation Manager	1	Director or Manager
Consultant	9	Consultant
Consultant / Contractor (self-employed)	1	Consultant
Consultant Archaeologist	1	Consultant
Consultant Archaeologist - sole trader	1	Consultant
Consultant Archaeozoologist	1	Archaeological Scientist
Contract Archaeologist	17	Archaeologist
Contracts Manager	7	Director or Manager
Corporate Affairs Administrator	6	Administrator
Corporate Affairs Officer	2	Other support posts
Corporate Affairs Operational Manager	1	Director or Manager
Corporate Affairs Project Manager	1	Project Manager
County Archaeological Officer	1	County or Regional Archaeologist
County Archaeologist	6	County or Regional Archaeologist
County Archaeology Officer	1	County or Regional Archaeologist
County Industrial Archaeologist	1	County or Regional Archaeologist
Credit Controller	1	Financial posts
Cultural Resource Manager	1	Director or Manager
Curator	3	Museum Archaeologist
Curator (Archaeology)	1	Museum Archaeologist
Curator Military History and Archaeology	1	Museum Archaeologist
Curator of Archaeology	3	Museum Archaeologist
Curator of Archaeology and World Cultures	1	Museum Archaeologist
Curator of Historic Buildings	5	Buildings Archaeologist
Curator of Local History and Archaeology	1	Museum Archaeologist

Post title	Individuals	Post profile
Curatorial Archaeologist	2	Planning Archaeologist
Curatorial Assistant	1	Museum Archaeologist
Curatorial Officer	6	Archives Officer
Departmental Administrator	2	Administrator
Deputy Director	1	Senior posts
Design and Technical Officer	1	Illustrator
Designer - Illustrator	5	Illustrator
Development Control Archaeologist	0	Planning Archaeologist
Development Control Officer	1	Planning Archaeologist
Digital Illustrator	1	Illustrator
Director	23	Director or Manager
Director / Chief Executive	1	Director or Manager
Director / Project Manager	9	Project Manager
Director of Archaeology	1	Director or Manager
Director Post Excavation Projects	1	Senior posts
District Archaeologist	1	County or Regional Archaeologist
Documentation Assistant	1	Museum Archaeologist
Draughtsman	1	Illustrator
Editor	3	Editor
Education and Access Officer / Development Officer	3	Education and Outreach posts
Education and Outreach Coordinator	1	Education and Outreach posts
Education and Outreach Manager	6	Education and Outreach posts
Education and Outreach Officer	10	Education and Outreach posts
Education and Outreach Operational Manager	1	Education and Outreach posts
Education Manager	1	Education and Outreach posts
Education Officer	4	Education and Outreach posts
Environmental Archaeologist	4	Archaeological Scientist
Environmental Archaeology Manager	1	Archaeological Scientist
Environmental Consultant - Archaeologist	1	Consultant
Environmental Officer	1	Archaeological Scientist
Environmental Processor	3	Archaeological Scientist
Environmental Specialist (Botany, Animal Bone)	4	Archaeological Scientist
Estimator	1	Other posts
Excavation Assistant	10	Project Assistant
Excavation Supervisor	1	Supervisor
Excavator	20	Excavator or Site Assistant
Executive	2	Senior posts
Exhibition Staff	3	Museum Archaeologist
Exhibitions Officer	1	Museum Archaeologist
Experimental Officer	1	Other posts
Exploring [county]'s Past Project Officer	1	Education and Outreach posts
Facilities and Logistics Manager	1	Director or Manager
Facilities Assistant	1	Other support posts
Facilities Manager	1	Director or Manager
Field Archaeologist	62	Archaeologist
Field Monument Warden	7	Warden
Field Officer	25	Field Officer
Field Supervisor	3	Supervisor
Field Team Manager	1	Director or Manager
Field Warden	4	Warden
Fieldwork Assistant	2	Project Assistant
Finance and Administrative Assistant	1	Administrator
Finance Assistant	3	Financial posts

Post title	Individuals	Post profile
Finance Director	1	Financial posts
Finance Manager	1	Financial posts
Finance Officer	3	Financial posts
Financial Controller	1	Financial posts
Finds Adviser	6	Finds Officer
Finds and Archives Coordinator	1	Finds Officer
Finds Archaeologist	3	Finds Officer
Finds Archiving and Processing	7	Finds Officer
Finds Liaison Officer	5	Finds Officer
Finds Liaison Officer (Portable Antiquities Scheme)	1	Finds Officer
Finds Officer	5	Finds Officer
Finds Processing Manager	1	Finds Officer
Finds Processor	1	Finds Officer
Finds Recording Officer	3	Finds Officer
Finds Specialist	16	Finds Officer
Finds Supervisor	3	Finds Officer
Freelance Archaeological Illustrator and small finds expert	1	Finds Officer
Freelance Archaeologist	2	Other posts
Freelance Illustrator and author	1	Illustrator
Funding Regeneration Consultant	1	Consultant
Geoarchaeologist	2	Archaeological Scientist
Geoarchaeologist (ALSF)	1	Archaeological Scientist
Geomatician	1	Surveyor
Geomatics Manager	1	Computing Officer
Geophysicist	3	Surveyor
Geophysicist / Geoarchaeologist	4	Surveyor
Graduate Archaeological Consultant	4	Consultant
Graduate Archaeologist	0	Junior posts
Graphics and Production Manager	1	Illustrator
Graphics Contractor	2	Illustrator
Graphics Officer	3	Illustrator
Graphics Team Leader	1	Illustrator
Head of Administration	1	Administrator
Head of Aerial Survey and Investigation	1	Surveyor
Head of Archaeological Archives	1	Archives Officer
Head of Archaeological Projects	1	Senior posts
Head of Archaeological Science	1	Archaeological Scientist
Head of Archaeological Survey and Investigation	1	Surveyor
Head of Archaeology	3	Senior posts
Head of Archaeology Conservation	1	Conservation Archaeologist
Head of Characterisation	1	Characterisation posts
Head of Corporate Affairs	1	Senior posts
Head of Curatorial Services	1	Planning Archaeologist
Head of Department	1	Senior posts
Head of Education and Outreach	1	Education and Outreach posts
Head of Environmental Studies	1	Archaeological Scientist
Head of Field Services	1	Senior posts
Head of Fieldwork	1	Senior posts
Head of Finds and Conservation	1	Finds Officer
Head of Geoarchaeology and Environment	1	Archaeological Scientist
Head of Geophysics	1	Surveyor
Head of Graphics and Publication	1	Editor

Post title	Individuals	Post profile
Head of Heritage	1	Senior posts
Head of Heritage - Associate Director	1	Director or Manager
Head of Historic Interiors Research and Conservation	1	Senior posts
Head of Industrial Archaeology	1	Senior posts
Head of Maritime Archaeology	1	Senior posts
Head of Osteology	1	Archaeological Scientist
Head of Photography	1	Photographer
Head of Professional Development	1	Senior posts
Head of Research Policy (Prehistory)	1	Researcher
Head of Research Policy (Roman Archaeology)	1	Researcher
Head of Scientific Dating	1	Archaeological Scientist
Head of Survey and Recording and Policy Makers	3	Surveyor
Head of Technology	1	Senior posts
Heritage Assets Officer	1	Other posts
Heritage Conservation Team Manager	1	County or Regional Archaeologist
Heritage Consultant	6	Consultant
Heritage Development Officer	1	Other posts
Heritage Enterprise Manager	1	Director or Manager
Heritage Interpretor (*sic*)	1	Education and Outreach posts
Heritage Management Archaeologist	3	Junior posts
Heritage Management Assistant	1	Junior posts
Heritage Manager	2	Director or Manager
Heritage Officer	2	Other posts
Heritage Officer (Early History)	1	Other posts
Heritage Open Days Coordinator	1	Education and Outreach posts
Heritage Team Leader	1	Senior posts
Historic Buildings Archaeologist	1	Buildings Archaeologist
Historic Buildings Manager	1	Buildings Archaeologist
Historic Buildings Officer (Planning)	1	Planning Archaeologist
Historic Environment Adviser (Regional)	11	Rural Advice
Historic Environment Characterisation Officer	2	Characterisation posts
Historic Environment Characterisation Project Officer	2	Characterisation posts
Historic Environment Countryside Advisor	1	Rural Advice
Historic Environment Countryside Officer	1	Rural Advice
Historic Environment Development Control Officer	1	Planning Archaeologist
Historic Environment Information Officer	1	Historic Environment Record Officer
Historic Environment Landscape Characterisation Officer	1	Characterisation posts
Historic Environment Manager	1	Planning Archaeologist
Historic Environment Manager - Advice, Information, Projects	3	Historic Environment Record Officer
Historic Environment Manager - County Archaeologist	1	County or Regional Archaeologist
Historic Environment Officer	4	Planning Archaeologist
Historic Environment Planning Advisor	1	Planning Archaeologist
Historic Environment Record and Archaeological Field Officer	1	Historic Environment Record Officer
Historic Environment Record Assistant	1	Historic Environment Record Officer
Historic Environment Record Manager	2	Historic Environment Record Officer
Historic Environment Record Officer	11	Historic Environment Record Officer
Historic Environment Record Volunteer	1	Historic Environment Record Officer

Post title	Individuals	Post profile
Historic Environment Records Manager	1	Historic Environment Record Officer
Historic Environment Team Leader	1	Planning Archaeologist
Historic Environment Team Manager	1	Planning Archaeologist
Historic Landscape Characterisation Officer	1	Characterisation posts
Historic Landscape Characterisation Project Officer	1	Characterisation posts
Historic Landscape Surveyor	2	Surveyor
Human Resources Officer	1	Other support posts
Human Skeletal Biologist	1	Archaeological Scientist
Illustrator	14	Illustrator
Inspector	24	Inspector
Inspector (Grade E)	4	Inspector
Inspector of Ancient Monuments	27	Inspector
Internship	1	Junior posts
Investigator - Aerial Survey	11	Investigator
Investigator - Archaeological Survey	7	Investigator
IT Officer	1	Computing Officer
IT posts	7	Computing Officer
IT Technician	1	Computing Officer
Jobs Information Service Coordinator	1	Other posts
Keeper Archaeology and Local History	1	Museum Archaeologist
Keeper of Archaeology	4	Museum Archaeologist
Keeper of Archaeology / Field Archaeology	4	Museum Archaeologist
Keeper of Collections Management (Archaeology)	1	Museum Archaeologist
Landscape Archaeologist	3	Other posts
Lecturer	32	Academic Staff
Lecturer in Archaeology	3	Academic Staff
Lecturer in Historic Archaeology	1	Academic Staff
Lecturer in Prehistoric Archaeology	1	Academic Staff
Lithics Analyst / Freelance Field Archaeologist	1	Finds Officer
Manager	12	Director or Manager
Manager History and Archaeology Team	1	Director or Manager
Managing Director	5	Director or Manager
Managing Director / Historic Buildings Consultant	1	Buildings Archaeologist
Managing Editor	2	Editor
Managing Editor and Sales Manager	1	Editor
Mapping Project Officer	1	Project Officer
Marine Planner	1	Planning Archaeologist
Maritime Archaeologist	1	Junior posts
Medieval Pot Specialist	1	Finds Officer
Membership Administrator	1	Administrator
Monument Warden	10	Warden
Multi Media Developer	1	Computing Officer
Museum Archaeology Officer	1	Museum Archaeologist
Museum Assistant	5	Museum Archaeologist
Museum Attendant / Assistant	17	Museum Archaeologist
Museum Officer (Archaeology)	1	Museum Archaeologist
Museum Officer, Archaeology	1	Museum Archaeologist
National Park Archaeologist	2	County or Regional Archaeologist
Network Administrator	1	Computing Officer
Office Assistant	1	Administrator
Office Manager	4	Administrator
Officer	9	Senior posts

Post title	Individuals	Post profile
Operational Manager Survey and Recording	5	Surveyor
Operations Director	1	Director or Manager
Osteologist	2	Archaeological Scientist
Outreach Officer	1	Education and Outreach posts
Palynologist	1	Archaeological Scientist
Partner	2	Senior posts
Photographer	3	Photographer
Placement Student	1	Junior posts
Planning and Conservation Archaeologist	1	Planning Archaeologist
Planning Archaeologist	3	Planning Archaeologist
Planning Officer (Archaeology)	1	Planning Archaeologist
Planning Officer (Historic Environment Record)	1	Planning Archaeologist
Portable Antiquities Scheme Finds Liaison Officer	1	Finds Officer
Post-doctoral Research Assistant	1	Researcher
Post-Excavation Manager	3	Director or Manager
Principal	2	Senior posts
Principal (Archaeologist)	1	Senior posts
Principal Archaeologist	8	Senior posts
Principal Archaeologist - Heritage Management	1	Senior posts
Principal Consultant	1	Consultant
Principal Field Archaeologist	2	Senior posts
Principal Heritage Consultant, Principal Conservation Architect	4	Consultant
Principal Historic Environment Officer	3	Planning Archaeologist
Principal Inspector	6	Inspector
Principal Inspector (Assistant Director)	2	Inspector
Principal Keeper of Archaeology	1	Museum Archaeologist
Professional Placement	9	Other posts
Professor	11	Academic Staff
Project Archaeologist	24	Archaeologist
Project Assistant	99	Project Assistant
Project Coordinator	1	Senior posts
Project Director	1	Senior posts
Project Manager	66	Project Manager
Project Manager (agri-environment scheme)	1	Rural Advice
Project Officer	184	Project Officer
Project Officer, Senior Project Officer	16	Project Officer
Project Scotland Volunteer	2	Other support posts
Project staff	13	Other posts
Project Supervisor	65	Supervisor
Property Archaeologist	1	Junior posts
Publication Officer: [placename omitted] Expansion Projects	1	Editor
Publication Officer: Backlog Projects	4	Editor
Publications Officer	1	Editor
Reader	3	Academic Staff
Reader in Archaeology	1	Academic Staff
Receptionist	1	Administrator
Record Assistant	1	Historic Environment Record Officer
Records Officer	4	Historic Environment Record Officer
Recruitment and Marketing Coordinator	1	Other posts
Regional Archaeologist	13	County or Regional Archaeologist

Post title	Individuals	Post profile
Research Assistant	14	Researcher
Research Consultant - Historic Buildings	1	Buildings Archaeologist
Research Fellow	8	Academic Staff
Research Manager	1	Director or Manager
Research Manager (Human History)	1	Director or Manager
Research staff	9	Researcher
Researcher	10	Researcher
Resource Assistant	1	Financial posts
Resources Director	1	Financial posts
Rural Archaeologist	1	Rural Advice
Secretarial	2	Administrator
Secretary	2	Administrator
Secretary / Administrator	1	Administrator
Section Head	7	Senior posts
Section Resources Assistant	1	Other support posts
Section Resources Manager	1	Director or Manager
Self-employed	3	Other posts
Self-employed Consultant	1	Consultant
Self-employed Director	2	Director or Manager
Self-employed Leader	1	Other posts
Self-employed part time archaeological illustrator / fieldwork training supervisor	1	Illustrator
Senior (Archaeologist)	1	Senior posts
Senior Admin Officer	1	Administrator
Senior Archaeological Conservation Officer	1	Conservation Archaeologist
Senior Archaeological Consultant	15	Consultant
Senior Archaeological Field Technician	2	Junior posts
Senior Archaeological Officer	4	Archaeological Officer
Senior Archaeological Project Assistant	1	Project Assistant
Senior Archaeologist	79	Senior Archaeologist
Senior Archaeologist - Advice and Information	7	Historic Environment Record Officer
Senior Archaeologist - Built Environment	2	Senior Archaeologist
Senior Archaeologist (Assessment) Trainee	1	Senior Archaeologist
Senior Archaeologist (Assessments)	3	Senior Archaeologist
Senior Archaeologist (Development Control)	3	Planning Archaeologist
Senior Archaeology and Historic Environment Officer	1	Planning Archaeologist
Senior Associate Director	2	Director or Manager
Senior Conservation Archaeologist	2	Conservation Archaeologist
Senior Consultant	6	Consultant
Senior Contracts Manager	3	Director or Manager
Senior Curator	7	Museum Archaeologist
Senior Curator / Curator / Assistant Curator	6	Museum Archaeologist
Senior Curator History	1	Museum Archaeologist
Senior Curator of Archaeology	1	Museum Archaeologist
Senior Designer	1	Illustrator
Senior Geoarchaeologist	4	Archaeological Scientist
Senior Geomatician	2	Surveyor
Senior Graphics Officer	3	Illustrator
Senior Graphics Technician	1	Illustrator
Senior Heritage Consultant	16	Consultant
Senior Heritage Planner	1	Planning Archaeologist
Senior Historic Buildings Officer	1	Buildings Archaeologist
Senior Historic Environment Adviser (National)	1	Rural Advice

Post title	Individuals	Post profile
Senior Inspector	6	Inspector
Senior Inspector (Grade D)	6	Inspector
Senior Investigator - Aerial Survey	6	Investigator
Senior Investigator - Archaeological Survey	6	Investigator
Senior Keeper	1	Museum Archaeologist
Senior Keeper (Collections)	1	Museum Archaeologist
Senior Keeper Field Archaeology	1	Museum Archaeologist
Senior Keeper of Archaeology	1	Museum Archaeologist
Senior Lecturer	20	Academic Staff
Senior lecturer in Archaeology and Heritage	1	Academic Staff
Senior Management Team posts	9	Senior posts
Senior Manager (Head of Archaeology)	1	Director or Manager
Senior Officer	5	Senior posts
Senior Photographer	1	Photographer
Senior Post-excavation Manager	1	Director or Manager
Senior Project Archaeologist	3	Archaeologist
Senior Project Assistant	10	Project Assistant
Senior Project Environmental Coordinator	3	Senior posts
Senior Project Manager	64	Project Manager
Senior Project Officer	22	Project Officer
Senior Research Fellow	1	Academic Staff
Site Assistant	31	Excavator or Site Assistant
Site Supervisor	11	Supervisor
Sites and Monuments Record Officer	1	Historic Environment Record Officer
SMR Manager	1	Historic Environment Record Officer
SMR Officer	1	Historic Environment Record Officer
SMR Officer / Assistant	2	Historic Environment Record Officer
Sole Trader	1	Other posts
Sole Trader / Researcher	1	Researcher
Specialist (Finds and Environmental)	8	Finds Officer
Specialist Advisor (Archaeology)	1	Senior posts
Specialist in Archaeological Glass	1	Finds Officer
Supervisor	89	Supervisor
Support Assistant	3	Other support posts
Support Officer	2	Other support posts
Support staff	5	Other support posts
Support staff - technical	4	Other support posts
Survey and Graphics	4	Surveyor
Survey and Recording Officer	21	Surveyor
Survey and Recording Projects Manager	21	Surveyor
Survey Assistant	5	Surveyor
Survey Officer	1	Surveyor
Surveyor	1	Surveyor
Systems Development	1	Computing Officer
Systems Development Officer	2	Computing Officer
Systems Manager	1	Computing Officer
Teaching Assistant	3	Education and Outreach posts
Team Leader	4	Senior posts
Team Leader Finds and Environmental	1	Finds Officer
Technical Director	2	Director or Manager

Post title	Individuals	Post profile
Technical Officer	1	Junior posts
Technical staff	5	Other posts
Technical Support Officer	1	Other posts
Technician	1	Junior posts
Territory Archaeologist	3	County or Regional Archaeologist
Tools and Equipment Officer	1	Other support posts
Training and Standards Coordinator	1	Senior posts
UAD / Monument Management Officer	1	Historic Environment Record Officer
Unit Manager	2	Director or Manager
User Services Manager	1	Director or Manager
Volunteer	25	Junior posts

Appendix 2 Further comments

Replicated below are the full and unedited comments received from respondents, with any identifying data removed. They do not necessarily represent the views of the authors, project board or project sponsors.

The pay and conditions of most archaeology staff are appallingly poor. We pay on university scales, which makes us much more expensive than our fully private competitors; taken with the benefits of shorter working week, more holidays, a contributory pension scheme (final salary) and all the health benefits, it makes economic survival very difficult. The fact that we do survive shows how much small numbers of company directors must be benefiting from keeping their staff under pitiful pay and conditions. There is something far wrong when university pay is seen as too high! Time for archaeologists to refuse to accept the status quo and insist on better pay and conditions.

The UK university system does not prepare students for *any* type of professional archaeological work in the UK. Courses are rarely directed towards the British Archaeological Resource, and there is extremely little attention paid to the structure of the profession. There are a very few junior practitioners who have the ability to think beyond the feature they are working on at the time and this is a shame because archaeology is so much more than sections of pits and ditches. These are personal views but I am sure that they are shared by my colleagues in the Archaeology Section.

This questionnaire is largely irrelevant to the issues facing the nascent 'profession', and reflects an institutional outlook when we should be developing professionalism, I think.

Not enough of us understand how to make money out of PPG16. Until we do, we will never afford the training we need and the intellectual indulgence we crave. Personally, I find it extremely rewarding, if exhausting at times.

Regarding post profiles:
I also employ a floating number of self-employed Associates who work with me as and when they choose to. It is unlikely that they have received this questionnaire as some are not IFA members.

They determine their own charge rates, allowing for holidays, sickness, training, overheads etc, which I accept. They also determine the sort of work they are prepared to do with me and the basis of payment (day rate, lump sum, measured).

As they work with me intermittently, spending the rest of their time working for others in same capacity or by themselves, I am unable to tell you what they are paid. All are content.

Two are female, one is male, all are ethnically European British Citizens; none are disabled; one is a parent.

Very little training or guidance in archaeological curation and management of HE.

Most contractors have little knowledge of planning context within which PPG16 work and statutory undertaken development work sits.

[No post profiles filled in – 'No time to do this'.]

You may find that archaeology curators in museums regard themselves as members of the Museums Association, rather than the 'Archaeology' profession. The Society of Museum Archaeologists supports and provides training for curators. From what I know of the IFA (and I may be ignorant here) it is more geared towards archaeologists in the field rather than curators of archaeology. That is why I feel that much of this questionnaire was not relevant to me as a curator.

We are a small consultancy of two so a lot of questions are not applicable. Please don't underestimate the value of learning on the job. You shouldn't need a bursary to learn basic finds processing.

[NB this respondent did not tick 'informal in-job training.]

As I am self-employed and work alone, many of the questions above are hardly relevant unless I consider myself to be the staff of the organisation in question. Given that I am the organisation and it has no existence outside myself, this seems to me to be a questionable position to take. I sub-contract certain work to other self-employed people (scientific analysis of ceramics, conservation or reports on material that is outside my areas of competence for example) but apart from this I work alone and intend to continue doing so for as long as possible, given the way the discipline is currently structured. The majority of my work comes from the commercial sector but HLF and other externally funded community groups are also amongst my clients.

I have, for the purposes of this exercise, assumed that attending conferences, subscribing to relevant societies and journals and trying (often in vain) to keep up with developments in real (i.e. academic) archaeology can count as training and professional development. I see little point in participating in the various preposterous exercises that constitute 'management training' or 'business skills'. Such nonsense costs an absurd amount of money, takes up valuable time and does nothing whatsoever to advance archaeology as a discipline although it may flatter the vanity of some individuals who value the empty rhetoric of management over the tangible benefits of learning about archaeology and its many allied disciplines.

The principal practical impediment to me expanding my business (including taking on a trainee) is the malign influence of the consultancy sector whose principal aim seems to be to restrict the possibilities for innovative and interesting work within the commercial sector (i.e. conducting research within a rescue context). This has the effect of reducing pottery analysis to the mere compilation of data catalogues and lists of spot dates. Hence there is a very real reluctance on the part of new graduates to want to enter a field which is (rightly in many respects) regarded as tedious in the extreme. Secondly, it is the influence of consultants and their avowed aim of minimising the financial responsibilities of their commercial clients towards archaeology that drives down wages and incomes and also precludes the provision of a training budget for smaller organisations such as mine (and, from what I am told, larger ones as well). No one can pay proper wages or provide training if income and profit margins are subject to consistent erosion in order that consultants can maintain favourable relationships with their clients. Until we see a general recognition that archaeology is not merely part of the building industry but a

research-driven and investigative endeavour, I see no prospect for us being able to move beyond the current abysmal situation in which our incomes are under constant attack and the scope of archaeological investigations are continually reduced in favour of 'preservation in situ'. The 'preservation in situ' ethos is generally no more than a thinly veiled attempt to allow developers to evade their responsibilities to the society of which they are a part and upon which they depend, in favour of the generation of increased profits for a few and share dividends for even fewer. We need to continue to press Government for increased funding to allow SMRs/HERS to carry out effective monitoring of projects (rather than allowing ill-informed or openly hostile consultants to undertake this vital task) and to produce a statutory alternative to PPGs 15 and 16 which will place research at the core of archaeology rather than the current system in which 'mitigation' is deployed as an alternative for investigation in the utopian hope that at some time in the unspecified future we shall be able to return to sites and investigate them properly. This will never happen. The time to carry out archaeological research is now and we must continue to argue for the resources and time which will allow us to do this.

NB This is for a curatorial department at a major museum, many skills provided by in-house conservation, archaeological archive, and archaeology unit.

I've only been in the job a week and a bit, so I am a bit hazy about salary levels.

I do not present a typical case. My research is into sites and buildings but is not concerned to report on below-ground archaeology.

I am constantly discovering cases where archaeologists have undertaken building assessment / recording without taking on board someone with the necessary architectural / historical experience, so the building's recording is not properly interpreted. This has dangerous implications; if conservation plans are to be based on an assessment of the significance of parts of a building, they will make poor judgements if they do not recognise historic fixtures and fittings, materials and plan forms, setting them in local and national contexts. An archaeologist would not normally have the experience to comment on a rococo plaster ceiling, for example.

Unfortunately as I am the only archaeological curator here in this Museum I do not have the luxury of staff. We use two 'Collection Assistants' between five curators to undertake tasks and although one has a strong archaeological interest, all our training is towards the museum fields rather than archaeology or historic environment. Although all us curators would like assistants we do not view it as a priority in the organisation and hold out no hope of them. As a result many questions are un-answerable given our current parameters of work; or simply do not apply.

Please note the following reservations:

a. This is answered on behalf of the large majority of our archaeological staff, but there is a group of 6 staff not included, who work for another section of the organisation. Nonetheless, I feel the answers here are representative of their situation too.

b. I have not included all staff covered by the definition given at question 3, but only those who are in my view archaeological. Thus I have excluded professional groups normally thought of as being 'built heritage professionals', eg architectural historians, conservation architects, etc. To be blunt, I have included only those who might

consider attending an IFA conference – those who would prefer an IHBC conference are not included! If you wish to expand the results to cover this group too, add on about 40% to all the answers except form xxx-2 and xxx-6, in terms of staff numbers, with a broadly similar age/sex/seniority profile.

c. Ages: based on a sample and some estimating – age data is not widely shared here, as it is regarded as irrelevant.

d. Salary: range and averages are based on published scales, not actual individual earnings.

We are a small local authority museum with a curator and several front-of-house staff, all part time.

The context within which I am completing this form is as an archaeological documentation officer doing 1 day per week on short term contracts after the Keeper of Archaeology died and his post was cut. The local authority has its own systems, little of which are relevant to me or filter down to me.

Despite being the Borough Council for an important historic town, the local authority has little interest in Historic Environment issues

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I have only been in post for 3 months.

The structure and provision of archaeological work and advice within the authority (xx National Park) changed with my appointment. My predecessor was based at the xx education centre; I am based in the Planning Department at the Park's HQ.

This does not really apply to sole traders.

Archaeological employment in fieldwork is largely dependent on the commercial market, which is in many important respects unregulated. Until all archaeological contracting organisations are required to meet minimum standards of employment conditions, competence and professional accountability (eg through Registration and IFA), it will be impossible to offer all employees secure posts with a reasonable pay structure. This is particularly important for regions in the UK where the market for archaeological work is limited, and capacity matches or exceeds demand (eg Northern England, SW England, etc).

No archaeologists as such. Three academic staff dealing with historic buildings and historic environment.

Our primary business is as a museum and visitor attraction. Our manager happens to be a qualified archaeologist and we have a small amount of archaeological material in the collection.

There is one appointed manager of collections – the curator. Other staff are trained in these areas as appropriate. Archaeology is not our main interest area.

Need for a more formal system of CPD.

IFA membership is patchy and often non-existent amongst many smaller and

medium sized archaeological outfits, and RAO membership even more so. IFA needs to make a big and continuing effort to bring these into the fold, otherwise will be very difficult to improve pay and conditions in the profession, and enable standards to be upheld and improved. It would make the 'curator's' job somewhat easier – you cannot prevent a developer from using a small outfit with no IFA membership as you cannot prevent them using a less than ideal architect.

On Vocational qualifications:
'Not applicable, but council would give support if relevant and useful.'

On currently available courses:
'Not aware of any which are particularly relevant to the duties of my post.'

We are currently without an Archaeological Officer, the Collections Assistant has an archaeology degree and provides collections input for archaeological items.

As a comment to Q13, it is worth noting that there remains a continuing shortage of training in artefacts for professional archaeologists.

University degrees are poorly matched to the specialist requirements of the archaeological jobs market. New entrants have little practical experience and only a hazy understanding of the UK archaeological profession.

Earning experience is the key to finding a job. We have been able to find money to offer a job to someone who worked for us for nothing for a couple of months – obviously this option is not open to everyone.

Most of these sections relevant to contractors not curators, hence left blank.

As an employee of a large organisation (a local authority) it was very difficult to answer some of the questions above as they were not directly relevant.

As an HER / local government service, we are significantly understaffed and under-resourced for the work demands. Only one member of staff is permanent, all others are project based. The future of the service is dependant on the outcome of an ongoing service review.

In recent years, whilst running a Young Archaeology Club I am very aware that routes into archaeology are elitist – graduate entry. Some youngsters will not achieve this, but are nevertheless bright and very able.

Universities do not appear to offer any practical training to archaeology students. The level of practical archaeological knowledge of new graduates is appalling. That old archaeological chestnut of 'experience needed / can't get experience' just gets worse.

If Universities can't teach field archaeology they should buy in field training from commercial archaeological organisations. Personally, I find it incredible that people can have a BA or MA or BSc / MSc in Archaeology and never have dug a feature or drawn a section.

For information, we undertake non-archaeological work which comprises over 50%

of our turnover.

I am pleased to be included in this survey this time – I was not last time.

When I started working as a freelance specialist I was interested in joining the IFA, but it did not really include finds specialism on its own. I am really pleased that it does now, and has an active Finds group, but since I am working part-time at present with child-care commitments it is impossible to pursue my application. I intend to in the future.

On current courses:
They match the requirements of the profession very well academically, but I feel there is no support / advice from a business point of view for freelancers.

Respondent apologised that there was no time or staff available to complete relevant Post Profile forms for this organisation.

As a consultant either commissioning or recommending contractors, we are well-placed to make a positive impact and have an important role in setting the bar with respect to employers' standards. In practical terms, this involves us evaluating contractors and sub-consultants, and project partners, during the tender process by applying more rigorous criteria than, for example, those applied for IFA RAO accreditation (which we use as a minimal entry requirement).

Criteria might include graduate wages, investment in systems development and associated training (e.g. provision of mechanisms for developing post-excavation / reporting skills among site staff), investment and promotion of training generally, support for conference attendance for the range of grades, investment in building in-house specialist teams and transmitting specialist expertise out into project teams, paid sickness absence, annual leave entitlement etc, duration of contracts overall (statistics by grade), working away from home subsistence, policies on provision of site welfare facilities, etc etc.

We are exploring ways for measuring contractors / consultants explicitly against our own corporate core values. Being on the same wavelength at this level can only strengthen the operational relationship between organisations and would have a strong effect upon project delivery and hence upon reputation.

Employee benefits:

Two company preferential holidays, IFA applications and subscriptions, compassionate leave (3 days), healthcare (only managers), car allowance (2 senior managers, 0.40 mileage all staff including travel to site outside normal workplace (NA temp staff at site locations), home working option.

Please note gross salaries in these returns include employer's pension and costs and variable employers NICS depending on [illeg] not status.

This is a single-person RAO. My needs vary with each assignment but the cut off (specific) date of 13 August does not always apply.

More Benchmarking with other professions is needed to raise our expectations and see parity – this can be sold to clients as they already pay higher levels for other

professions, but we have for too long allowed cheapness / low pay to be delivered as part of competitive tendering / market forces.

Field workers in particular are regarded as manual workers and seem to receive a lower pay than office based staff - a perception rife in business world, but also enhanced by many archaeologists themselves. The skills needed for excavating, recording, interpreting, prioritising, surveying etc on site in often atrocious conditions are hugely undervalued – and undersold.

Terminology is part to blame 'excavators' 'diggers' etc. These are (generally) fully qualified professionals whose work happens to be in the field rather than office. Compare to Geotechnical Engineers, Ground Contamination / Land Quality Scientists, Acoustic Engineers, Waste Management and Landfill Gas Monitoring Engineers etc!

In financial year 2006/07, 43% income was from 'commercial' work for developers (both to inform the planning process through DBAs, evaluation, CMPs &c, and to mitigate impacts – excavation, building recording &c). 13.5% income was from advice and information services relating to development, largely fees for services provided to local planning authorities, also charges for provision of HER data to consultants. 14% income was grant-funding for strategic projects to inform development & planning (NMP, HLC, ALSF-funded assessments). Only 15.5% was not directly related to development; this included an outreach project which included the objective of enabling people to engage with aspects of the planning process, so even this was to some degree development related. (These figures refer to external funding, and do not include the County Council's core budget, which is equivalent to18.5% of external funding and is almost entirely devoted to supporting the HER manager post and the County Archaeologist).

Q10 Skill shortages. Short-listing for recruitment is done against criteria of the person specification for the post, so those who start should have essential skills, whilst in some instances we may need to train to provide desirable skills. The issue of course is the skill-level, and the expectation that skill levels will build post-entry.

Q13 Vocational qualifications. This is something which I would support in principle, although I think it may be some while before the NVQ scheme gains general acceptance, especially in an organisation where most staff are 'old lags'.

All posts apart from County Archaeologist and HER manager are externally funded.

All pay rates shown are at 2006/07 rates as 2007/08 rates not yet determined.

All paid posts are superannuable under local government scheme; some employees opt out.

I do not feel that, as a consultancy, many of these issues are directly relevant, we do find that Oxford University CE provide useful courses where we need to go out of house and also have access to a range of suppliers of other business training.

We are a very large museum service, formerly local authority and now part of a charity. At present Registration is a) irrelevant and b) difficult to maintain within our management structure. If RAO status for museums were made dependent on adherence to archaeological archiving standards, and the senior museum

professional could subscribe to this without being a member of IFA as long as a member had responsibility for that area of the collection, we could subscribe. Following published standards for archaeological archiving is a condition of the MLA's Accreditation Scheme, but more honoured in the breach than the observance.

This organisation is winding down to closure over the next 12-18 months.

Vocational qualifications not relevant to staff, as they are already qualified.

Currently available courses do not match requirements well for curators.

On RAO:
Much IFA effort seems directed towards units and local government, it would be very useful to see some elements of the Code of Conduct or ethical guidelines that deal specifically with standalone consultancy (excluding links with a consultancy wing and therefore vested interests).

On courses matching requirements of the profession:
Courses seem to be aimed at either
(a) very basic (first 6 months) site assistant skills, which should be learnt by apprenticeship / mentoring rather than formal training – they are *practical* skills.
(b) are quite abstract transferable skills, generally of a managerial bent.

I feel it would be useful if IFA could impose certain conditions on RAOs, eg
– all recently graduated staff (<6 months fieldwork) to be *formally* mentored, trained up along IIP CPD lines
– encourage mentoring in finds departments, not just short-term academic studies, but daily intensive contact with assemblages
– assert the moral right and *responsibility* of the excavation fieldwork director to write up their own sites both for grey reports and publications. The resulting peer scrutiny might improve standards of analytical thought and written work. I know some units do do this, but others fail to, resulting in frustrated directors, a brain drain and second or third hand reporting.

Make SCAUM work – training, standards and salaries must be very hard to set with only the IFA and the curious – where is SCAUM? Have they made any commitment to listening, or to wages, or to a standardised price-book in 20+ years?

I have included our large volunteer contingent, but not broken them down, they carry out portions of roles and are all part time, often less than a day a week, and difficult to pigeon hole in the part 2.

General observation:

The majority of graduates entering the archaeological job market follow traditional routes via archaeological units or museum-based teams, which offers useful opportunities to develop experience, in many cases offering routes into Local Authority or regulatory organisations.

As is much debated this particular sector tends to be poorly paid, resulting in a significant number of people leaving the profession.

However there is a significant demand for appropriately experienced candidates for

careers in commercial consultancy, where the rewards are far better. Nevertheless perceptions of working in a consultancy role distract individuals from the real opportunity to establish long-term employment opportunities. Popular mis-conceptions of polarised positions occupied by curators/contractors and the consultancy sector are denying individuals rewarding careers – this drain is something the profession can ill afford.

Q13. Vocational qualifications seen as not applicable to graduate or post-graduate staff.

Most of this not really relevant to a self-employed consultant!

Heritage / archaeological service-provision with the organisation is now based within three different areas.

1. Contracting / fieldwork team (not covered in this document)

2. Heritage team (covered by this document) – HER, PAS, Guardianship sites – now part of the Archives Service.

3. Archaeological Planning Advisor is based within the Growth Management Team, dealing with those schemes for which the organisation accepts responsibility (not covered in this document).

Staff leaving university are poorly prepared for field archaeology. I see little point in vocational qualifications if the individuals have just spent 3 years – paid for by themselves – to be taught skills that are not 'front line'.

We are talking about:

1) Understanding soils – archaeologists deal with sediments for between 1-3 years at least on commencing professional field archaeology. Most can't tell if a feature is deliberately backfilled or silted, and don't understand the differences / or can't recognise post depositional change and depositional event, etc

2) Survey

3) Sampling – in all uses in field archaeology, eg trenching strategy, finds collection, soil collection.

4) The broad nature of materials recovered.

5) Basic excavation approaches to different types of feature / and dates of feature!

On pensions:

NB The company has a contribution matching scheme – but staff haven't taken this up.

Our organisation employs archaeologists or other heritage professionals when funding for particular project arises. For example in the last two years we have hosted one full time post on an 18 month contract funded by English Heritage and commissioned a self-employed heritage professional to undertake survey work for us

funded internally. The historic environment forms one element of the landscape which we aim to conserve and enhance, but we only have sporadic opportunities to employ heritage professionals. The questionnaire was slightly tricky to fill in from this perspective, but we hope the information provided will be of some use.

We have 3 historic environment professionals, working nationally, and who are part of an Environmental Assessment team as Senior Environmental Co-ordinators; total national team of about 50 staff incl. EIA/SEA specialists and landscape architects. Each of us have over 10yrs broad experience in contracting and curatorial 'archaeology'. Training is targeted to fill local skills gaps, and local project needs. Training to conduct or contribute is not always relevant as our substantive role is to be influential, develop best practice, assess, advise and manage the risk in flood relief management schemes, and develop national policy and processes relating to the historic environment for the xxx Agency.

Services are brought in either by the Agency or most commonly through Consultants, the majority of these services relate to delivering surveys particularly fieldwork (intrusive and non-invasive). Our role is to co-ordinate and manage these resource inputs and product outputs to ensure wider environmental decisions can be made.

Most of form does not reflect what I do. I am sole trader. Work on my own, odd days in the year, around full time job.

As an AONB partnership or Joint Advisory Committee there is much scope for the inclusion of an archaeologist within the team. However, owing to the role of AONBs and the lack of a clear statutory function, in spite of the CROW Act 2000, there is little support for this. It would be useful if the Institute could make its position with regard to AONBs clear.

Too early to access the relevance of the NVQ in Archaeological Practice.

Q13(b) Not able to argue how well available courses match the requirements of the profession as work is needed to determine the requirements. Once these are determined would be in a better position to assess available courses.

Q3 Unpaid staff are Charity Trustees.

Q10 This question is misleading. New entrants to our firm can have up to 20 years experience. Are you asking whether new graduates lack these skills or are there genuine absences of staff with these skills or we have them all?

And no-one knows how to administer ICE/IFA contracts unless they have an ICE qualified member assisting them.

Q12 Services bought in. As an archaeological / heritage consultancy in an engineering firm we 'buy' archaeological contractors all the time.

Q13 Not sure what Vocational qualifications alluded to. Masters at York? Or CPD etc at OU? If courses are relevant we support staff on them.

ICE The IFA really must run courses on the administering of this contract! The implications of untrained / unexperienced people making mistakes are serious. Lack

of professional support is negligent. If there are courses advertise them better.

Please note that this organisation rarely excavates. I 'employ' one self-employed osteoarchaeologist almost full time and work part time.

This document has been filled out as though there were multiple people in my organisation. I am a sole-trader, but I notice gaps in knowledge and expertise amongst myself and some of the staff i occasionally work alongside. The organisations that i sub-contract off hire in the external specialists at my request, so if this confuses the issue please ignore some of the above boxes!

None of these questionnaires relates to our business (two self-employed directors) so you had better leave us out of the survey!

[Respondent had not understood that the survey did include self-employed individuals. Basic numbers were included from this organisation.]

I am intimately involved in training – former member of ATF, member of PTC, dealing with international aspects of training and qualifications.

As you may have surmised from the above, I am semi-retired and taking on bits of contract work as and when suitable things come along. Most of my time is spent undertaking voluntary work of various types within the sector.

I have not filled in Part 2 of this survey as it is really not applicable.

I work as a very part-time consultant.

[Respondent considered many of the questions to be not applicable.]

Much of this form is not relevant to me as a part-time, self-employed specialist – sorry!

Only one member of staff (teaching and research in heritage management).

This questionnaire is a bit unsuited to my 'organisation' as it is currently a single focus organisation researching artefacts for other organisations and currently has only one senior employee.

Most of this is not relevant to a self-employed individual.

As I teach for approx 60% of my time my self employed business makes up only around 40% of my time.

Even though you ask for 'even self employed' once again most of the questions are irrelevant or badly worded for one person working from home in a specific speciality.

My organisation relies on time-served craftsmen who have a wide variety of archaeological and inter-personal skills. The aim is to provide an elite service, where wages are well above the norm for field staff and in return we provide a fast and efficient service for our client and cutting out any time-wasters or time servers.

As a sole trader and field archaeologist of 17 years experience I have yet to be convinced that vocational qualifications have anything to offer me at this moment in time! I am prepared to be convinced!

What really seems to be missing is apprentice-style training in artefact specialisms. Many specialists are reaching retirement age and soon their knowledge will be lost... Truly, a wasting resource.

Apologies! As an archaeological illustrator working alone, very little of this questionnaire applies.

Most of this does not apply to a freelance individual, apologies.

General comments:

Archaeology is a difficult discipline in which to develop a career structure, but it's easier now than when I started.

Things would improve considerably if archaeologists stopped competing with each other in trying to do archaeology as cheaply as possible. It would help if society in general was prepared to credit the study of the past with the importance it deserves.

Having been employed in archaeology since 1990 for the last 5 years I have made my own work. My dedication to the subject over 35 years has brought little reward and investment in me as a person by employers.

I have never been offered training, and was fobbed off when I asked for it. Units to not invest in diggers as they have to leave when they wish to buy a house, have a family and try to live like other graduates with their earning potential. We have no structured training programme in units.

I had to learn all the skills on the job. This is amateurish. Training should be open to everyone who wishes to try to increase skill levels and learn new ones. Supervisors are promoted with no training in how to handle the logistics of running a site and staff management – madness. Specific areas of archaeology, outside of digging, are closed shops and discrimination is endemic in relation to age, class and gender.

In relation to other professionals (construction) we are amateurs. They laugh in our faces when they know our pay, how long we study, the conditions we work in, the skills we need. Construction managers run rings around our so-called managers. These people are highly trained, experienced, tough and they know their job and are hugely rewarded. Lambs to the slaughter. They do not respect us because we do not deserve to be respected. They see us as decontaminators to be paid as little as possible and to be got rid of quickly.

Archaeology is young. We must stop muddling through, grow up, stop exploiting those at the bottom, contractors exploiting us, invest in the people from top to bottom using the money that we should be paid for the job we have to do under the law. We should all be highly trained, motivated, professional and justly rewarded for the dedication we have for the job and the community we serve.

I'm a single self-employed archaeological consultant – my answers relate to that.

As a sole trader much of this is not terribly relevant eg training budgets – if I need something I find the cash and do it! Ditto holidays, unions IiP etc (though I think Unions should be recognised in the workplace).

Because we are a very small business and staff are highly qualified and experienced, I am less supportive of them gaining additional qualifications. They don't need them. However CPD is very important and that is where I would prefer to spend limited funds.

Re RAOs. Still thinking about. Still not sure of the need if 100% of staff are MIFA.

Respondent noted on Director Post Profile 'I chose not to draw down dividends in order to invest in the business – hence low Director's salary.'

This form is generally irrelevant to any firm that is not a traditional archaeological organisation. Get real and realise there is a lot more to archaeology than that. The first question relates to the historic environment and then ignores it for the remainder of the form. As heritage management consultancy it does not relate to us in any way and I suspect [illeg] for similar forms.

Your survey has an interesting approach to archaeologists working in museums. It is possible to select museum services as a principal role and registered museum as a quality standard, but the list of skills which form the basis of Q10-12 does not include any museum-based curatorial skills such as collection management and interpretation. This reflects the failure of all those working in the fieldwork explosion generated by PPG16 to appreciate the importance of the long term care of the archives which the fieldwork generates. Fieldwork archives nearly all end up in museums, and, despite the efforts of museums to establish standards in this area, many arrive incomplete, disorganised, and unusable without a lot of further work by museum staff. Preservation by record does not work if the record generated is inadequate. This is clearly an area where there is a serious skills shortage.

Questions 10-12 are biased towards field skills, which are not applicable to a curatorial, advisory organisation, such as ours. We do more than just maintain an HER (such as rural archaeology, development control, etc).

From email, 12/11/07: Part 2 forms attached for full time staff. The salaries are under review at the minute as they all got downgraded as a result of Job Evaluation.

This questionnaire really didn't suit me very well!! I'm a retired Headteacher running a reconstructed BA Village on xxx and leading archaeological walks. I work on demand and very part time, mainly with KS2 children.

This response is based only on the Archaeological staff within the [academic department] at [name omitted] and does not include staff employed in other disciplines.

[No post profiles completed. Form returned, marked 'Data not available'.]

Working conditions and employment conditions for junior staff in trusts and commercial organisations are appalling. The IFA is not a Trade Union and has failed utterly to address this issue to any effect. I would advise any young archaeologist to

join Unison or the GMB rather than the IFA.

Difficult to answer as main business a museum which only stores and interprets archaeological material and data.

Re: support for staff working towards vocational qualifications – there is too big a difference between little and considerable amount. Some support would be given but not necessarily a considerable amount.

It is hard to find experienced digging staff. Without the input of Eastern Europeans we would be stuffed as a profession.

Much of this questionnaire irrelevant to my organisation of a university department.

Due to numerous restructures my role in the curation of the Historic Environment (beyond normal museum involvement) is specific to myself. Once I leave or retire the role of 'Museum Officer, Archaeology' will almost certainly be redefined.

As a museum service we do not conduct archaeological investigations but do accept finds from archaeological excavations from a large district.

I have tried to complete as much of the questionnaire as possible. This includes in the training section in Part 1(sections 10 and 11) – these I have not been able to complete fully, particularly for 'new entrants' and for training priorities for staff in the next 12-18 months as I am only contracted till March.

My only comments are that archaeological illustration does not pay perhaps as well as it should and finding work as a freelancer is not particularly easy – though I suppose that's the same for any freelancer.

[Respondent found it difficult to fill in the form, and considered most of it to be irrelevant.]

Self-employed sole trader working in cooperation / on behalf of xxx, County Councils, Museum Services and private developers. Primary work in recording monuments, advising (on site) contractors involved in conservation. Also finds illustration and reconstruction artwork.

I believe it is high time that archaeological employment is reviewed in this country.

As a lecturer in the context and study of archaeological illustration I may have been able to contribute more fully to this study. I am currently working on some freelance written work in the same field whilst at home with small children. With no publishing contract negotiated there is little I can contribute, other than to say archaeology has many niche areas and it would be interesting to see if parity of pay scale may be worked on (eg various areas, pay based on qualification, professional accreditation and experience). In my own experience archaeological illustrators can be individuals with several qualifications often attaining 1st degree some with post graduate experience, they often come with a wealth of knowledge from illustrative backgrounds and sometimes from archaeological backgrounds too. Yet at each AAIS conference people talk of leaving the field because they cannot make ends meet.

I am sure this is similar across the whole of archaeology.

This questionnaire is pretty irrelevant to a single self-employed practitioner – sorry if it skews your results.

This questionnaire is not really geared towards us as providers of archaeological holidays.

However, there are 4 PhDs and 2 BAs in archaeology working in-house and we employ around 40 archaeologists as guides on an ad-hoc basis, so feel we qualify for inclusion.

Perhaps you should widen your appreciation of the *breadth* of application of archaeology in the world?

The direct answer to all Section 9 questions would be No, mainly because I am a solo operator therefore do not determine my choices against a structured plan. However I do pursue my own ad hoc activities to maintain profile, broaden contacts, experience, knowledge and sector awareness, which is a personal equivalent within my needs.

As a self-employed archaeologist, not many of the categories laid out above apply to me.

I am a fairly recent PhD. graduate moonlighting in the commercial sphere. I currently work primarily as a self-employed digger (with the majority of the work I undertake coming from one 'employer'), but I also work within the archaeology department of the local university (undertaking illustration, GIS, surveying and some paid research on behalf of some of the lecturers). I also have a part-time retail job, which my colleagues only half-jokingly suggest allows me to pursue my career in archaeology!

Income from all these sources over the last year came to around £13,500, working perhaps 75% of a full 250 day year. This reflects the intermittent nature of the digging circuit. While this is not ideal, it does allow me a certain flexibility of working practice I enjoy, and (hypothetically) gives me more time to work on the academic publications I will need to get anywhere in academia. I do acknowledge, however, that this flexibility translates into a distinct liability should I become ill, be injured, or accrue any dependants who would be relying on my income!

I don't believe I need repeat the arguments frequently offered elsewhere regarding poor conditions on the commercial circuit (though I doubt that they have improved since the last Profile, and I would be very interested to see if wages had continued to fall relative to the national average – perhaps it would be appropriate to look at particular sectors of the archaeological workplace rather than archaeology as a whole in this respect?). Fortunately, as a self-employed individual, and one with one finger still in academia, I see rather more variety of work than I would if I only dug.

A few observations:

1. I have become increasingly conscious of the problematical 'piggy-in-the-middle' position of commercial units, stuck between the Powers That Be and the building companies etc. who actually employ them. It certainly does not make for an easy

relationship, and serves only to make everyone's role more difficult (especially if one or other of the parties involved have unrealistic expectations).

2. Health and safety is generally good (though more because of awareness in the construction industry, one feels) BUT some survey of digger health would be desirable. We've all *know* digging, if pursued long-term, has a significant impact on the bodies of those doing the work, but I think it is important to quantify that impact. Secondly, few trades are now so intimately involved with actual dirt/filth, and I believe the impact of soil contaminants on digger health is not treated as seriously enough.

3. The lack of connection between the academic and commercial spheres is almost embarrassing. To stand a chance of a university position you need to maintain a certain academic momentum that seems to actively ignore if not revile the value of any work undertaken in commercial archaeology. As a result, few academics can give their students an accurate idea about what to expect in commercial archaeology, and their own level of technical accomplishment is also stymied as a result. In addition, the disingenuous way academics are 'rated' according to their national or international standing seems to foster this division – with academics doing research abroad, and commercial companies doing digging at home.

4. In terms of the academic career, I firmly believe academic positions are about as inaccessible as they have ever been. The goalposts have changed so rapidly in the last 10-15 years that I would hazard that established academics have little idea of the problems encountered by the aspirant lecturer. I have come to believe that this is because PhDs have become devalued by the departmental push for accolade and funding through (over)recruitment, the corollary being a pronounced lack of interest in individuals.

Appendix 3 Project questionnaire

Archaeology Labour Market Intelligence: Profiling the Profession 2007–08

14 September 2007

Dear Colleague,

Archaeology Labour Market Intelligence: Profiling the Profession 2007–08 is a project designed to gather information about everyone currently working in archaeology and the historic environment.

Every organisation that employs or commissions archaeologists and others who work with the historic environment in the UK is invited to contribute to this project, including those who are self-employed. We enclose a two-part questionnaire, with a postage-paid reply envelope, for your response.

The results will contribute to the personal development of individuals, and will assist organisations and the profession as a whole in developing and planning for the future. Similar archaeological labour market intelligence has been analysed twice before, in 1997–98 and 2002–03, and the resulting data have been extensively used by the sector. The results of both surveys are available online at http://www.archaeologists.net, following the menu link to 'The Profession'.

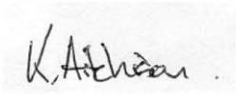
The Institute of Field Archaeologists is funded to undertake this project by the European Commission's Leonardo da Vinci II fund, English Heritage, Historic Scotland, Cadw: Welsh Historic Monuments and the Environment and Heritage Service (DoE Northern Ireland).

Profiling the Profession 2007–08 is part of a wider project, *Discovering the Archaeologists of Europe*, which is collecting data on archaeological employment in ten European countries, with funding from the Leonardo da Vinci II fund. The European project will contrast employment in the different countries and examine the opportunities for and obstacles to individual archaeologists' employment in countries other than their own.

The results of the survey will be launched at the IFA *Annual Conference for Archaeologists*, in Swansea, 18–20 March 2008. A report on the project will be published conventionally and in electronic form, and summaries will be presented in other relevant publications.

With many thanks in advance,

yours faithfully,



Kenneth Aitchison, IFA Head of Professional Development

Rachel Edwards, Project Consultant, Arboretum Archaeological Consultancy

Archaeology Labour Market Intelligence: Profiling the Profession 2007–08

How to fill in the questionnaire

We enclose a copy of the two-part questionnaire and a postage-paid reply envelope.

Part one: the Organisation asks for information about your organisation (which may be large or small – we want to include self-employed archaeologists as well as employers with many staff).

Part two: Post Profiles asks for information about each post within the organisation, and we ask you to make a separate copy for each post, which may refer to one or more individuals.

If you would prefer to complete the questionnaire digitally, an electronic version of the questionnaire in Microsoft Word is accessible online through http://www.archaeologists.net for you to download. This may be printed out and returned by mail, or returned as email attachments. Please ensure you include the organisation ID number. This is printed on the envelope sent to you, on the reply envelope, and is also stamped on the paper questionnaire.

This questionnaire is designed to obtain information relating to people working in archaeology and the historic environment at present. Please complete the questionnaire using information that applied to your organisation on **13 August 2007**. If this survey is not relevant to any employees of your organisation, please return the questionnaire with a note to this effect.

We acknowledge that the questionnaire seeks detailed information and that it may be time-consuming to complete. The cooperation of hundreds of organisations in the past two surveys has demonstrated the value of this level of detail, allowing a full picture to be built up which has benefited all who work in the profession.

If you require further assistance or advice in completing the questionnaire, please do not hesitate to contact lmi@archaeologists.net or telephone Rachel Edwards on 01905 26448 (ten-digit number is correct).

If you work for an organisation with more than one UK office, we would be grateful if you could liaise with colleagues to avoid either double-counting or omission of any employees.

Although this survey focuses on archaeologists in employment, we ask you to include any unpaid volunteers who work alongside paid staff. If your organisation is exclusively staffed by volunteers, however, we regret that we cannot include it in the present survey. We would, however, request that you return the questionnaire with a note to let us know.

You will notice that questionnaire responses are anonymous, and only identified by the organisation ID number. Specific organisations will not be identifiable in any publication of the project results. A full archive of all the information received and a full copy of the database used will be deposited with the Archaeology Data Service, but the entries in the archive and any published information will only be identified by the region of the UK where the organisation providing the data is based and by the type of organisation it is. It will be impossible to connect the data to the organisation that provided them.

Paper questionnaires should be returned by **26 October 2007**, but we will be able to receive electronic versions until **9 November 2007**.

The maximum weight for the pre-paid envelope is 100g, so if you need to send multiple copies of Part two, you may prefer to send it in digital format. If you wish to send the questionnaire through your own mailing system, the postal address for returns is:

Profiling the Profession 2007, PO Box 715, Worcester WR1 1WL

Many thanks for your time and for your invaluable contribution to the project.

Organisation ID

Archaeology Labour Market Intelligence: Profiling the Profession 2007–08

Please refer to *How to fill in the questionnaire*. If you have any further queries about how to complete your return, please email lmi@archaeologists.net.

Please complete the questionnaire using information that applied to your organisation on **13 August 2007**, and return it in the envelope provided by **26 October 2007**, together with a copy of *Part two: Post Profiles* for each post in your organisation.

An electronic version of the questionnaire is available to download from http://www.archaeologists.net.

Part one: the Organisation

1 Organisational basis and role

Please indicate your organisation's basis and principal role in the tables below. If your organisation is a registered charity, please show this separately as indicated. If you are self-employed, please tick the relevant box below, as well as indicating the main role and basis of your business.

Principal role	Select one	Or indicate broad %
Field investigation and research services	☐	
Historic environment advice and information services	☐	
Museum and visitor / user services	☐	
Educational and academic research services	☐	

Organisational basis	Select one
National government or agency	☐
Local government	☐
University	☐
Private sector	☐
Other (please specify)	☐

Registered charity	☐

Self-employed	☐

What percentage of your organisation's income is generated by work related to development or the planning process?

2 Geographical location

Please tick one box to indicate where the organisation that you are providing data for is based. If based in more than one location, please indicate the % of staff in each location.

England (government office region)		*North West*	☐	Scotland	☐
East of England	☐	*South East*	☐	Wales	☐
East Midlands	☐	*South West*	☐	Northern Ireland	☐
London	☐	*West Midlands*	☐	Channel Islands	☐
North East	☐	*Yorkshire & the Humber*	☐	Isle of Man	☐

3 Number of staff

Please indicate how many members of staff, paid and unpaid, were working for your organisation on 13 August 2007. When completing this question, please consider that 'archaeological staff' should be interpreted broadly as anyone using their professional expertise and capabilities to work directly or indirectly (such as in a managerial, commissioning or curatorial position) with the investigation, conservation or interpretation of the historic environment.

Please ensure that all staff, including those on short-term, temporary or 'casual' (eg zero hours) contracts who were working for the organisation on 13 August 2007 are included.

	Paid	Unpaid
Archaeological staff		
Non-archaeological support staff		
Total staff		

Have these numbers varied in the course of the past year? Yes ☐ No ☐ Don't know ☐

If so, please indicate the minimum and maximum numbers of staff, paid and unpaid, working for your organisation at any given time in the course of the past year.

	Paid		Unpaid	
	Minimum	Maximum	Minimum	Maximum
Archaeological staff				
Non-archaeological support staff				
Total staff				

4 Employee rights and benefits

Which of the following rights and benefits are provided to employees? If you are self-employed, please answer as well as you are able.

	Yes	No	Don't know or not applicable
20 or more days paid holiday leave per annum	☐	☐	☐
Occupational sick pay (paid sickness leave over and above Statutory Sick Pay)	☐	☐	☐
Paid maternity leave over and above Statutory Maternity Pay	☐	☐	☐
The opportunity to take unpaid maternity leave	☐	☐	☐
Paid paternity leave over and above Statutory Paternity Pay	☐	☐	☐
The opportunity to take unpaid paternity leave	☐	☐	☐
The opportunity to jobshare or use other flexible working arrangements	☐	☐	☐
Subsidised accommodation or subsistence allowance	☐	☐	☐

Please give details of any other employee benefits which the organisation provides (eg reimbursement of IFA subscriptions)

5 Salary scales

Are salaries within the organisation tied to any scale system? Yes ☐ No ☐ Don't know ☐

If **yes**, then please indicate the type of scale system in use:

Civil service	☐
Local authority	☐
University	☐
Locally-defined or own scale	☐
Other (please specify)	

6 Trade unions

Are there any recognised trade unions in the organisation's workplace?	Yes ☐	No ☐	Don't know ☐

If **yes**, which unions are these? (tick all that apply).

Prospect	☐
UCU (University and College Union)	☐
Unison	☐
Unite	☐
Other (please specify)	

7 Past and future staff numbers

Please indicate how the numbers of members of staff have changed over the last few years and how you anticipate staff numbers to change in the near future.

Please ensure that all staff, including those on short-term or temporary contracts are included.

	Last year		3 years ago		5 years ago	
	Paid staff	Unpaid staff	Paid staff	Unpaid staff	Paid staff	Unpaid staff
More than now	☐	☐	☐	☐	☐	☐
The same as now	☐	☐	☐	☐	☐	☐
Fewer than now	☐	☐	☐	☐	☐	☐
None	☐	☐	☐	☐	☐	☐
Don't know	☐	☐	☐	☐	☐	☐
Not trading	☐	☐	☐	☐	☐	☐

How do you expect staff numbers to change in future years?

	Next year		In 3 years' time	
	Paid staff	Unpaid staff	Paid staff	Unpaid staff
More than now	☐	☐	☐	☐
The same as now	☐	☐	☐	☐
Fewer than now	☐	☐	☐	☐
None	☐	☐	☐	☐
Don't know	☐	☐	☐	☐
Will not be trading	☐	☐	☐	☐

8 Investors in People and other quality standards

Do you employ a quality system?	Yes ☐	No ☐	Don't know ☐

If **yes**, please tick all the quality systems that apply.

Investors in People	☐	Registered Museum	☐
IFA Registered Archaeological Organisation	☐	ISO 9000	☐
Other (please specify)			

Relating to Investors in People (IiP), is your organisation

Recognised IiP	☐	Considered and rejected	☐
Committed to IiP	☐	Not considered	☐
Considered not yet working towards it	☐	Don't know	☐

If your organisation has not committed to IiP, which of the following is the main reason?

Too much paperwork	☐	Seemed irrelevant	☐
Time not available	☐	No LSC/LEC funding	☐
Benefits not clear	☐	Other (please specify)	

Relating to IFA RAO (Registered Archaeological Organisation) status, is your organisation:

Registered Archaeological Organisation	☐	Working towards Registration	☐
Considered not yet working towards it	☐	Considered and rejected	☐
Not considered	☐	Don't know	☐

If your organisation has not committed to IFA Registration, which of the following is the main reason?

Too much paperwork	☐	Seemed irrelevant	☐
Time not available	☐	Part of a larger organisation that will not commit	☐
Benefits not clear	☐	Other (please specify)	

9 Staff training and development

	Yes	No	Don't know
Do you identify training needs for individuals?	☐	☐	☐
Do you identify training needs for the organisation as a whole?	☐	☐	☐
Do you provide training or other development opportunities for paid staff?	☐	☐	☐
Do you provide training or other development opportunities for unpaid staff?	☐	☐	☐

If **yes** to either of the final two questions above, how do you develop your staff? Please tick all that apply.	**Paid staff**	**Unpaid staff**
Formal off-job training (eg outside training course)	☐	☐
Formal in-job training (eg in-house training course)	☐	☐
Informal off-job training (eg supported individual research and learning)	☐	☐
Informal in-job training (eg mentoring)	☐	☐

	Yes	No	Don't know
Does your organisation have a formal training plan?	☐	☐	☐
Does your organisation have a training budget?	☐	☐	☐
Is your training budget under your organisation's direct control?	☐	☐	☐
Do you record how much time employees spend training?	☐	☐	☐
Do you formally evaluate the impact of training on individuals?	☐	☐	☐
Do you formally evaluate the impact of training on the organisation?	☐	☐	☐
Does your organisation operate a performance appraisal scheme?	☐	☐	☐
Does your organisation encourage individuals to engage in continuing professional development (CPD)?	☐	☐	☐

10 Skills gaps and shortages

Which of the following skills, both archaeological and general do you find that new entrants or existing staff lack, as relevant to their job roles?

Skills gaps and shortages	New entrants	Existing staff
Archaeological skills		
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	☐	☐
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	☐	☐
Conducting (leading or directing) survey and interpretation of historic buildings	☐	☐
Contributing to survey and interpretation of historic buildings as team members	☐	☐
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	☐	☐
Contributing to non-intrusive investigations (geophysical survey) as team members	☐	☐
Conducting (leading or directing) other non-intrusive investigations	☐	☐
Contributing to other non-intrusive investigations as team members	☐	☐
Desk-based historic environment research including desk-based assessment	☐	☐
Creating, managing and maintaining Historic Environment Records	☐	☐
Historic environment characterisation	☐	☐
Providing information and advice on the conservation and management of the historic environment	☐	☐
Conservation of artefacts or ecofacts	☐	☐
Artefact research	☐	☐
Ecofact research	☐	☐
Other archaeological skills (please specify)	☐	☐
Non-archaeological skills		
Leadership	☐	☐
Business skills	☐	☐
Advocacy / influencing others	☐	☐
People management	☐	☐
Project management	☐	☐
Information technology	☐	☐
Education / training	☐	☐
Marketing / sales	☐	☐
Customer care	☐	☐
Administrative skills	☐	☐
Non-English language	☐	☐
Other non-archaeological skills (please specify)	☐	☐

11 Training

Please can you indicate what archaeological and non-archaeological training your organisation has provided or bought in for staff in the past 12 to 18 months.

Please indicate what areas are priorities for staff training in the next 12 to 18 months.

Training	Past 12–18 months	Next 12–18 months
Archaeological skills		
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	☐	☐
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	☐	☐
Conducting (leading or directing) survey and interpretation of historic buildings	☐	☐
Contributing to survey and interpretation of historic buildings as team members	☐	☐
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	☐	☐
Contributing to non-intrusive investigations (geophysical survey) as team members	☐	☐
Conducting (leading or directing) other non-intrusive investigations	☐	☐
Contributing to other non-intrusive investigations as team members	☐	☐
Desk-based historic environment research including desk-based assessment	☐	☐
Creating, managing and maintaining Historic Environment Records	☐	☐
Historic environment characterisation	☐	☐
Providing information and advice on the conservation and management of the historic environment	☐	☐
Conservation of artefacts or ecofacts	☐	☐
Artefact research	☐	☐
Ecofact research	☐	☐
Other archaeological skills (please specify)	☐	☐
Non-archaeological skills		
Leadership	☐	☐
Business skills	☐	☐
Advocacy / influencing others	☐	☐
People management	☐	☐
Project management	☐	☐
Information technology	☐	☐
Education / training	☐	☐
Marketing / sales	☐	☐
Customer care	☐	☐
Administrative skills	☐	☐
Non-English language	☐	☐
Other non-archaeological skills (please specify)	☐	☐

12 Services bought in

Please could you identify what services your organisation has bought in over the last 12 to 18 months, and indicate which services you found difficult to obtain.

Services bought in	Services bought in	Services difficult to buy in
Archaeological skills		
Conducting (leading or directing) intrusive investigations (evaluation, excavation)	☐	☐
Contributing to intrusive investigations (evaluation, excavation) as team members or diggers	☐	☐
Conducting (leading or directing) survey and interpretation of historic buildings	☐	☐
Contributing to survey and interpretation of historic buildings as team members	☐	☐
Conducting (leading or directing) non-intrusive investigations (geophysical survey)	☐	☐
Contributing to non-intrusive investigations (geophysical survey) as team members	☐	☐
Conducting (leading or directing) other non-intrusive investigations	☐	☐
Contributing to other non-intrusive investigations as team members	☐	☐
Desk-based historic environment research including desk-based assessment	☐	☐
Creating, managing and maintaining Historic Environment Records	☐	☐

13 Vocational qualifications

Are you aware of vocational qualifications in archaeological practice?	Yes ☐	No ☐	Not sure ☐

How much support would you give staff to work towards such qualifications?

Very little ☐	Little ☐	Considerable amount ☐	Very considerable amount ☐

How well do currently available courses match the requirements of the profession?

Very poorly ☐	Poorly ☐	Well ☐	Very well ☐	Don't know ☐

14 Further comments

If you have any further comments about any aspect of archaeological employment in the UK, please make them here, or email them to lmi@archaeologists.net

*Please now complete a copy of **Part two: Post Profiles** for each post in your organisation.*

Organisation ID

Archaeology Labour Market Intelligence: Profiling the Profession 2007–08

Part two: Post Profiles

Please complete a copy of this part for **each** post title within the organisation, including archaeological staff and any dedicated support staff who work with archaeologists. Note that while each copy relates to a single post, this may well relate to a number of individuals. Please complete this for yourself if you are self-employed.

Please make a separate copy of all three sides of Part two for each post in your organisation.

Post title	
Number of **paid** individuals employed in this post	
Number of individuals working in this post on an **unpaid** basis	

Level of seniority: how many of these individuals are:

Senior		Middle		Junior	

Please indicate the principal role of the individuals working in this post (select one only)

Field investigation and research services	☐
Historic environment advice and information services	☐
Museum and visitor / user services	☐
Educational and academic research services	☐
Administrative support	☐

Please indicate the number of individuals working in this post by age and gender.

	Paid staff			**Unpaid staff**	
	Male	[redacted]		[redacted]	[redacted]

Working hours per week (please complete in terms of numbers of individuals):

Paid staff		**Unpaid staff**	
Part time (<30h per week)		Part time (<30h per week)	
Full time (>=30h per week)		Full time (>=30h per week)	

Length of contract for **paid staff** (please complete in terms of numbers of individuals):

Up to 3 months		>24 months	
3–6 months		Permanent / open-ended	
6–12 months		Other (please specify)	
12–24 months			

Length of employment to date for **paid staff** (please complete in terms of numbers of individuals):

Up to 3 months		2–5 years	
3–6 months		5–10 years	
6–12 months		10–20 years	
12–24 months		>20 years	

Length of time working with organisation for **unpaid staff** (please complete in terms of numbers of individuals):

Up to 3 months		2–5 years	
3–6 months		5–10 years	
6–12 months		10–20 years	
12–24 months		>20 years	

How many of the paid posts are funded by establishment income or by project grants / contracting income (please complete in terms of numbers of individuals)?

Establishment income	
Project or contracting income	

Does the organisation contribute to the pension of individuals working in this post (please complete in terms of numbers of individuals)?

Yes	
No	
Don't know	

In the past year, have there been vacancies for this post which have been difficult to fill (eg post had to be re-advertised)?

Yes	
No	
Don't know	

Please indicate the highest qualification obtained by individuals working in this post, and specify whether this was in archaeology or in another subject. Please also indicate where qualifications were obtained (please complete in terms of numbers of individuals).

	Archaeology	Other subject	In UK	In EU	Elsewhere
Post-doctoral qualification					
Doctorate (PhD or DPhil)					
Postgraduate (Masters)					
First degree					
Foundation degree or HND					
A level, Highers					
GCSE, Standard Grade					

What are the ethnic origins of the people working in this post (please complete in terms of numbers of individuals)?

	Paid staff	Unpaid staff		Paid staff	Unpaid staff
White			Asian or Asian British		
Mixed			Chinese		
Black or Black British			Other ethnic group		

Please specify the country of origin of any individuals not from the UK (please complete in terms of numbers of individuals).

What is the disability status of the people working in this post?

Disability Discrimination Act (DDA) disabled includes those who have a long-term physical or mental disability which substantially limits their day-to-day activities.

Work-limiting disabled includes those who have a long-term disability which affects the kind or amount of work they might do.

	Paid staff	Unpaid staff
Both DDA and work limiting disabled		
DDA disabled only		
Work-limiting disabled only		
Not disabled		

Thank you for your time and for your contribution to the project.

Please return by **26 October 2007** in the reply envelope (noting the 100g maximum weight).

or post to: Profiling the Profession 2007, PO Box 715, WORCESTER WR1 1WL

Appendix 4 National Statistics classification

Below are the details of the group of occupations into which archaeologists are classified by National Statistics.

MINOR GROUP 232
RESEARCH PROFESSIONALS
Research professionals are responsible for planning, directing and undertaking scientific, quantitative and qualitative research through the application of theoretical principles and practical techniques in order to address a research objective.

Occupations in this minor group are classified into the following unit groups:

2321 SCIENTIFIC RESEARCHERS
2322 SOCIAL SCIENCE RESEARCHERS
2329 RESEARCHERS NEC

2322 SOCIAL SCIENCE RESEARCHERS
Social science researchers study the origin, structure and characteristics of language, analyse the behaviour of human beings, organise the collection of information for social surveys and independent research, and undertake subsequent analysis.

TYPICAL ENTRY ROUTES AND ASSOCIATED QUALIFICATIONS
Entry is most common with a degree or equivalent qualification but is possible with other academic qualifications and/or relevant experience.

TASKS
• traces the evolution of word and language forms, compares grammatical structures and analyses the relationships between ancient parent and modern languages;
• compiles and analyses economic, demographic, legal, political, social and other data to address research objective;
• administers questionnaires, carries out interviews, organises focus groups and implements other social research tools;
• undertakes analysis of data, presents results of research to sponsors, the media and other interested organisations, addresses conferences and publishes articles outlining the methodology and results of research undertaken.

RELATED JOB TITLES
Anthropologist
Archaeologist
Geographer
Historian
Philologist
Sociologist

Appendix 5 National Qualifications Framework and Framework for Higher Education Qualifications

<table>
<tr><td colspan="2">National Qualifications Framework (NQF)</td><td rowspan="11"></td><td>Framework for Higher Education Qualifications (FHEQ)</td></tr>
<tr><td>Previous levels(Examples)</td><td>Current levels(Examples)</td><td>Levels (Examples)</td></tr>
<tr><td rowspan="2">Level 5
Level 5 NVQ in Construction
Level 5 Diploma in Translation</td><td>Level 8
Specialist awards</td><td>D (doctoral) Doctorates</td></tr>
<tr><td>Level 7
Level 7 Diploma in Translation</td><td>M (masters) Masters degrees, postgraduate certificates and diplomas</td></tr>
<tr><td rowspan="3">LEVEL 4
Level 4 National Diploma in Professional Production Skills
Level 4 BTEC Higher National Diploma in 3D Design
Level 4 Certificate in Early Years Practice</td><td>Level 6
Level 6 National Diploma in Professional Production Skills</td><td>H (honours) Bachelor degrees, graduate certificates and diplomas</td></tr>
<tr><td>Level 5
Level 5 BTEC Higher National Diploma in 3D Design</td><td>I (intermediate) Diplomas of higher education and further education, foundation degrees and higher national diplomas</td></tr>
<tr><td>Level 4
Level 4 Certificate in Early Years Practice</td><td>C (certificate) Certificates of higher education</td></tr>
<tr><td colspan="2">Level 3
Level 3 Certificate in Small Animal Care
Level 3 NVQ in Aeronautical Engineering
A levels</td><td rowspan="4"></td></tr>
<tr><td colspan="2">Level 2
Level 2 Diploma for Beauty Specialists
Level 2 NVQ in Agricultural Crop Production
GCSEs Grades A*-C</td></tr>
<tr><td colspan="2">Level 1
Level 1 Certificate in Motor Vehicle Studies
Level 1 NVQ in Bakery
GCSEs Grades D-G</td></tr>
<tr><td colspan="2">Entry level
Entry Level Certificate in Adult Literacy</td></tr>
</table>

*Revised levels are not currently being implemented for NVQs and a small number of related qualifications. For current information please refer to *NDAQ.*

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Taken from http://www.qca.org.uk/libraryAssets/media/qca-06-2298-nqf-web.pdf


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