

The Secretary,
The Labour Court,
Tom Johnson House,
Haddington Road,
Dublin 4.

info@labourcourt.ie

28 April 2016

RE: Labour Court examination of terms and conditions in Commercial Archaeological sector

Dear Madam or Sir,

Thank you for the opportunity to contribute to this examination of terms and conditions in the Commercial Archaeology Sector.

About the Chartered Institute of Archaeology

The Chartered Institute of Archaeologists (CIfA) is a professional body representing a growing number of archaeologists working internationally, with membership in 32 countries (including in the Republic of Ireland), as well as being the leading professional body for the sector in the UK. We promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society, and provide a self-regulatory quality assurance framework for the sector and those it serves.

CIfA has over 3,200 members and more than 70 registered practices and its members work in all branches of the discipline: heritage management, planning advice, excavation, finds and environmental study, buildings recording, underwater and aerial archaeology, museums, conservation, survey, research and development, teaching and liaison with the community, industry and the commercial and financial sectors.

General comments

Archaeology is of great interest to the public and delivers benefits in terms of contribution to senses of local and national identity, distinctiveness, and place, giving vibrancy and inspiration to modern cultures, and contributing to tourism and the economic value of heritage. The growth of archaeology within the planning process over the past 30 years or more has helped

to create a system in which this value is properly reflected and building an understanding of the archaeological resource by discovering, recording, interpreting, and mitigating unnecessary harm to it. The role of ClfA is to ensure that this system creates the maximum possible public benefit by ensuring high professional standards and strong ethics.

We are very concerned about the very low level of pay for archaeologists in many countries, including the Republic of Ireland. Low pay makes it difficult to maintain a skilled sector which can deliver consistently high standards of professional work. Members of bodies such as ClfA and the Institute of Archaeologists of Ireland (IAI) are accredited and skilled in the study and care of the historic environment and held to high standard of professional performance.

We believe that a key contributor to the improvement of pay and conditions for archaeologists will be recognition of their value, expertise and professionalism. This recognition, and the increased ability to ensure public benefit that arises from it, was the principal reason for us successfully seeking chartered status, and thus a parity of esteem with other professions. Furthermore, we are in consultation about amending our charter to confer chartered status on individual members.

In order to achieve our goals, it is important that professional archaeologists are appropriately remunerated for their commitment to professional standards and to the profession itself. Good pay and conditions attracts new people into the sector and helps to retain those already skilled. In addition, having an accredited work force also assures clients that work will meet their needs and the needs of the public.

We are developing a closer relationship with the IAI and also commend their work in raising the professional profile of archaeologists.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'P. Hinton', written in a cursive style.

Peter Hinton BA MIFA FSA FRSA FIAM

Chief Executive, Chartered Institute for Archaeologists