

Autumn 2009

Number 69

The ARCHAEOLOGIST



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2008 and
THE IFA ANNUAL
REPORT**

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This edition of TA is mostly comprises the Annual report and reviews of the IFA's conference in 2008. You will notice that it has a different editor from usual. This issue has been put together by staff in the IFA's main office instead of by Alison but normal service will resume with TA 70. It contains reviews of the wide variety of topics covered by the conference, as well as some important articles on a time of great change for both the IFA and the historic environment profession. Many of these changes will be crystallised at the coming IFA AGM on 15 October at the Institute of Historical Research, Senate House, where the Institute's changing focus, name and constitution will be debated.

A great deal of work has gone on behind the scenes over the past year, and we hope that this issue will explain it. Future issues of TA will be focussing on protecting our heritage and detecting our heritage: if you have any contributions to make on either of these topics please get in touch with Alison at alison.taylor@archaeologists.net.

There have been some staff changes in the IFA offices recently, Richard Constable has moved on to other things, and the IFA has recruited two new members of staff, Claire Soper in the role of Project Assistant and Kirsten Collins as Office Manager.

In a final note, the IFA's 2009 conference will be at the Riviera conference centre in Torquay. We are moving away from a university campus in line with your requests. This will be a different environment for us, and inevitably will involve some changes in the way the conference is run. We hope that we still have the usual excellent turnout at the event.



Kathryn Whittington
Publicity Administrator

Notes to contributors

Themes and deadlines

Winter: Heritage protection
deadline: 1 October 2008

Spring: Scientific Detection
deadline: 1 January 2009

Contributions and letter/emails are always welcome. TA is made digitally available through our website and if this raises copyright issues with any authors, artists or photographers, please notify the editor. Accessed digitally, web links are especially useful in articles, so do include these where relevant. Short articles (max. 1000 words) are preferred. They should be sent as an email attachment, which must include captions and credits for illustrations. The editor will edit and shorten if necessary. Illustrations are very important. These can be supplied as originals, on CD or as emails, at a minimum resolution of 500 kb. More detailed *Notes for contributors* for each issue are available from the editor. Opinions expressed in *The Archaeologist* are those of the authors, and are not necessarily those of IFA.

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DESIGNED and TYPESET by Sue Cawood

PRINTED by Duffield Printers Ltd (Leeds)

FROM THE FINDS TRAY

Society of Church Archaeology: annual research grant

The Society of Church Archaeology would like to invite applicants for an annual research grant. The amount should not exceed £1000 and application is open to members of the society with an interest in conducting field work and research in any area of church archaeology, or its related topics. The grant will cover research, travel related to research, field work, the sundries of field work and the Society would be happy to accept applications for seed corn funding to help attract larger grants. The Society welcome applications from amateurs, professionals, academics and particularly from young scholars and

postgraduate students, although it will not cover the fees of a course. The research should be original and would preferably stand alone as we ask successful applicant to submit a short note to the journal six months after completion of the project. Please use the application form provided on the Society's website and email to Dr Duncan Sayer, D.Sayer@bath.ac.uk by the 31 January 2009. Referees' reports should be sent separately to the same address; paper applications will not be received by the deadline and so unfortunately cannot be considered, unless by prior arrangement.



NHBC Foundation Research Project: The efficiency of design & construction of piled foundations for low rise housing

Arup are currently working on a research project on behalf of the NHBC Foundation to investigate the efficiency of design and construction of piled foundations for low-rise housing. The aim is to develop a design approach, supplemented by appropriate investigation and construction controls, that can demonstrate economic and environmental advantages.

Further information and a questionnaire for completion online can be found at www.surveymonkey.com/s.aspx?sm=m7yz5Xu9Gs231d9vaV0Dsw_3d_3d

The success of this research and the usefulness of any design guidance developed will be dependent on gaining as much feedback as possible, and your assistance in this initiative would be appreciated by the organisers.

Edinburgh and East Lothian Annual Archaeology Conference 22 November 2008

This annual conference is organised jointly by the City of Edinburgh Council and East Lothian Council. It provides an important opportunity to hear and discuss first hand accounts of the archaeological fieldwork and research being undertaken in Edinburgh, East Lothian and Midlothian.

A full programme and further details will be available shortly on www.eastlothian.gov.uk. Advance booking of tickets is advisable. For more information contact Bidy Simpson bsimpson1@eastlothian.gov.uk or John Lawson john.lawson@cecas.freereserve.co.uk.

Introduction to business development for Archaeologists / Heritage Professionals – one day course

Bob Hill MRICS MIFA and Nick Waloff MA BPhil FRSA are co-presenters of a one-day course, run by Waloff Associates Ltd for the University of Leicester School of Archaeology and Ancient History on 24 September 2008. This course aims to help businesses to market themselves and develop strategies to deal with harder times in the market.

New climate change website

English Heritage has launched a new climate change website www.climatechangeandyourhome.org.uk. The website aims to help owners of traditionally constructed houses understand the potential impacts of climate change on their properties and how simple building maintenance can help to lessen the effects of increasingly extreme weather.

Heritage at risk

English Heritage has announced that it is sharpening its tools for the protection of England's heritage at risk. It is creating the first all-encompassing register of the country's neglected or decaying historic treasures and introducing new ways to save them. The *Heritage At Risk* project, was launched on 8 July 2008, and aims to make England the first country in Europe to have a comprehensive knowledge of the state of its protected heritage and the analysis to save this precious and finite resource for the future.

Based on the success of English Heritage's Buildings at Risk Register the new *Heritage At Risk* Register aims to extend this formula to Grade II buildings, scheduled monuments, historic landscapes, parks and gardens, places of worship, conservation areas, battlefields and designated maritime wrecks: every bit of England's protected heritage which is deemed to be at risk of loss through decay or damage.

Dr Simon Thurley, Chief Executive of English Heritage, said: 'Even in its first year, our *Heritage At Risk* project will constitute the most detailed picture ever gathered of the true state of the nation's heritage. Year on year we will be able to see how much of this heritage has been rescued and how much is still at risk...This very ambitious systematic survey of heritage at risk will enable us to prioritise the most urgent cases and save more of them, more quickly. Seeing the whole picture, we will be able to identify solutions which can be applied across the whole country.'

The Archaeology of South West England – SWARF publication

This volume presents the results of the first two phases of the South West Archaeological Research Framework (SWARF) project: a Resource Assessment and Research Agenda for archaeology in South West England. The majority of the report is a comprehensive overview of the archaeology of the region from the Palaeolithic to the present day providing an accessible and up-to-date review of the current state of archaeological knowledge. The project has been a collaborative exercise by many of the foremost experts in their fields and has incorporated the views and aspirations of the wide community of academics, local fieldworkers and professional archaeologists. Copies are available from SK Bisson at Somerset County Council heritage Service, Taunton Castle, Taunton, TA1 4AA. Price £15 including P&P. Alternatively they can be downloaded at www.somerset.gov.uk/somerset/cultureheritage/swarf/.

IFA annual conference: call for papers

The 2009 annual conference will be at the Riviera centre in Torquay from 7 – 9 April. Session details are at www.archaeologists.net/modules/icontent/index.php?page=18 and abstracts of 250 – 500 words are now requested by 10 October 2009

Please send them to
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Publicising the IFA

As the sector that the IFA represents changes, the IFA itself has to change in order to remain relevant. As well as remaining at the very least abreast of recent developments and important legislation, changes are needed on the way we interact and promote ourselves to our membership and the historic environment sector as a whole.

Kathryn Whittington

I took on the role of Publicity Administrator in October of last year. The IFA has not previously had a member of staff with responsibility for its publicity, instead these duties have been shared amongst a number of staff members. With all of us being busy, this can mean that it hasn't always got the attention that it requires. You may have noticed some changes over the last few months as we've started to alter the way we look and communicate.

One area that has been changed is the IFA website (www.archaeologists.net). I have worked over the past few months to make its style more consistent, and with the help of my colleagues to update its content. There is still work to be done, with the help of our web hosts at the CBA but I hope that the site is more relevant and easier to read. In addition to our own website we are making use of the sites of other heritage organisations to allow our work and message to get to a wider audience. We have also set up a facebook group (www.facebook.com/group.php?gid=8531366027) as a complementary means of communication and interaction with our membership and those interested in our activities.

At the time of writing we are working on a suite of new promotional literature which will be in circulation by the end of the year. The new literature will emphasise the diversity of our current membership and the broad interpretation of archaeology that the Institute uses. In general we are standardising the look of our output, which has included some of our Special Interest and Area groups' literature. Our groups are important to us and are a link to more specialised areas of our membership (for more information on our groups see the groups page of our website www.archaeologists.net/modules/icontent/index.php?page=24) and we are working with them to maximise membership benefits from them.

We hope that our improved levels of communication will be welcomed by the membership. We are always open to suggestions and comments, so please get in touch if you have anything you wish to share.

Kathryn Whittington
Publicity Administrator

Kenneth Aitchison

For the third time, comprehensive labour market intelligence has been gathered for the archaeological workforce in the UK, and will soon be published as part of the Discovering the Archaeologists of Europe series as *Archaeology Labour Market Intelligence: Profiling the Profession 2007-08*. This follows on from previous work in 1997-98 and 2002-03, so a time-series dataset has been created which allows us to see both a snapshot of archaeological employment and to identify over the last ten years.

As discussed by this author in *The Archaeologist* 68, these data are also being fed into the Europe-wide *Discovering the Archaeologists of Europe* project, so will be part of a wider dataset covering the archaeological profession in twelve of the 27 EU countries. This will also look at our abilities to move between countries to work as archaeologists.

A selection of headline data is presented here – they are taken from the summary of the full report, copies of which will be sent to all IFA members and will also be available for download from the IFA website.

- 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).
- On average, full-time archaeologists earn £23,310 per annum. The median archaeological salary is £20,792 (50% of archaeologists earn more than this, 50% earn less). By comparison, the average for all UK full-time workers is £29,999 – so, overall, the average archaeologist earns 78% of the UK average. Over the five years since 2002-

03, the average earnings of archaeologists have increased by 22%, while 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.

- Nearly one in eight (12%) of archaeologists hold a Doctorate or post-doctoral qualification, 40% hold a Masters degree of higher and 90% of archaeologists hold a Bachelors degree or higher. Effectively, 100% of archaeologists aged under 30 (for whom qualifications data are available) are graduates.
- 41% of archaeologists are female and 59% are male. In 2002-03, the proportions were 36:64.
- Archaeology is not an ethnically diverse profession. 99% of working archaeologists are white. This is effectively unchanged since 2002-03.
- The proportion of people with disabilities working in archaeology is very low, with 98.4% of archaeologists not being disabled.

It may not come as a surprise to many archaeologists to learn that we are an underpaid, very well-qualified but not at all diverse profession. Gathering and presenting this kind of information will help us as a profession to address some of these iniquities and to plan for our collective futures.

However, we are now facing another, bigger, issue.

Respondents were asked to provide information that related to their organisations on 13 August 2007. This means that we may be seeing snapshot data captured at a remarkable time – because on Friday 10 August, the FTSE had suffered its biggest

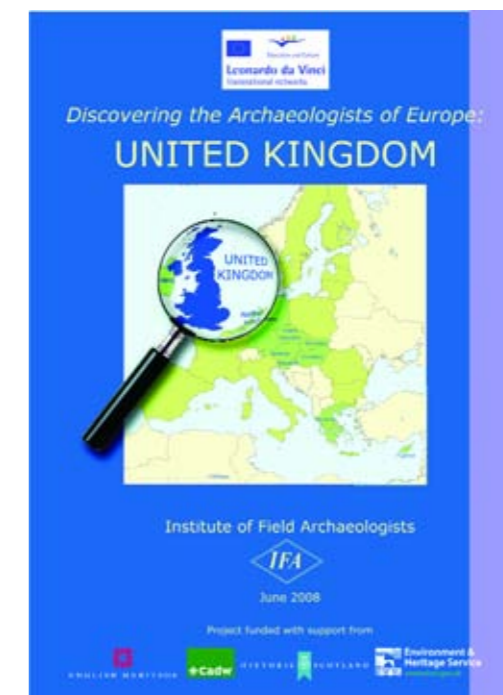
single - day loss for more than four years, as the credit crunch began to impact on the financial markets.

And very rapidly this hit the housing market - August 2007 was the high point of the property boom and since then the Land Registry has reported property prices falling in every subsequent month (to the time of writing in mid-June 2008). The number of planning applications submitted in October – December 2007 (the most recent available data) increased by only 1% on the year before. This may represent the tail-end of the steady rise in planning applications (leading to planning permissions leading to construction groundwork) which has underpinned the growth of the archaeological sector and funded the work of so many archaeologists, as 58% of all archaeological posts reported in August 2007 are funded at least in part by income generated through the development or the planning process.

How we cope in a contracting, or, at best, static economic environment is going to challenge all individual archaeologists, employers and IFA as a professional association.

Archaeology Labour Market Intelligence: Profiling the Profession 2007-08 was researched and written by the author and Rachel Edwards of 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).

Kenneth Aitchison
IFA Head of Projects and Professional Development



Publication cover (design by Conor McDermott)

Changes

to the validation procedure

Kathryn Whittington

Membership of the IFA should be open to everybody who can demonstrate technical and ethical competence. While nobody is excluded from application it can be harder for some people to demonstrate competence. In October 2007 IFA Council requested a membership criteria working group be formed to look at the procedure for individual membership of the Institute. This was to ensure that applicants from the whole of the historic environment felt able to join and were not excluded from the process. The group met in November 2007 and discussed the relevant issues. It was decided that while the process itself was largely flexible enough to accommodate 'non-traditional' applicants, the way it was described and promoted needed to be changed in order to make its flexibility clearer.

As a result the IFA revised the *Applicants' Handbook* and related Validation documents. The process itself still works in much the same way as before, but there is now a far greater emphasis on technical competence than experience. A 'competence matrix', which can be seen in the handbook, is a key tool for the assessment of applications. Assessors may also be appointed for individual applications to help streamline committee meetings. Applicants with the NVQ in Archaeological Practice will be able to take advantage of a 'fast-track' system of application, as

holding the NVQ already proves technical competence to the levels required by the Validation committee*. It is hoped that this changed emphasis and revised *Handbook* will make the process of joining the IFA or upgrading membership easier and more transparent for all historic environment professionals.

Applications on the old style forms will still be accepted until December 2008, but for fairness and consistency all applications will be validated using the new procedures. You will be contacted if more information is required. If you have any questions regarding the application process please contact the membership team at the IFA address, or download information from the 'Join/Register' pages of our website (www.archaeologists.net/modules/icontent/index.php?page=29)

*level 3 corresponding to PIFA level membership and level 4 corresponding to AIFA level membership. Applicants wishing to apply for membership at a level above that which their NVQ corresponds to will still have to apply in the usual way.

Kathryn Whittington
Publicity Administrator

Last year, the Department for Innovation, Universities and Skills (DIUS) announced that it will remove the subsidy it pays for students studying for any programme equivalent or lesser than a qualification already held. Why should we worry about this apparently esoteric announcement?

Who *should* pay for training?

Nearly all practising archaeologists have a first degree. However, those wishing to progress often need other qualifications to give themselves an edge. If so, who should be responsible for picking up the bill? At the moment government subsidises the price of courses but in future the allocation of funding to those programmes with a majority of students who would be doing an equivalent or lesser qualification will cease, causing a substantial rise in fees. A subsidised course currently costs a student about £4000 whereas the market cost of the same course would be nearer £8-10,000.

The government argues that it is up to the individual to pay for training as it is they who benefit, or that the costs of training should be met by the sector, ie the employers. While this may become a reality in the future, it is difficult at the moment to see how archaeologists could possibly contemplate such prices. Nor is it likely that employers will pick up the tab given that the workforce is so mobile: why invest in training if the beneficiary is going to walk into another, more lucrative post elsewhere?

While the effects of the decision are unclear as yet, I would highlight two issues that arise from it. First, whose responsibility it is to provide training in archaeology? Is this purely a personal matter of development, or is it up to industry to train up its workforce? If the latter then some serious investment is required, allied with restrictions on workforce mobility so the investor reaps the benefits as well. Second is the apparent conclusion by DIUS that one can only progress by getting higher and higher degrees. This is fatally flawed but the effects of this diktat will be to provide a barrier for those who, having trained in one profession wish to transfer to another (as often happens in mature careers). It will inhibit movement within and between the professions and impoverish all of us who wish to broaden and deepen our knowledge. Archaeology programmes in institutions are under enough pressure as it is: this threatens to completely undermine them completely.

Dr Roger White
University of Birmingham and Chair of PTC

Dr Roger White



Studying while working was the best option for these Ironbridge distance-learning MA students, seen here at Belsay Hall, Northumberland. Many of the students on these courses pay their own way but a significant number are sponsored by their employers or are given time off to study. (photo: Roger White)

B BARRIERS TO ENTRY AND ACCREDITATION OF ARCHAEOLOGISTS

Gerry Wait

Archaeologists are highly skilled at digging holes. OK, that's an old joke. But now its time for us to dig ourselves out of a hole, and it's no longer a joking matter.

We are all caught up in what economists would call a market failure, or a 'dysfunctional market'. The historic environment – the sector in which most of us work – is characterised by many small companies making unsustainably low profit margins, cut-throat competition based more on price than quality providing services to clients who know very little about the services they are commissioning and therefore can not distinguish good archaeological work from bad work, appallingly low pay levels, poor terms and conditions . . . well, add your own moans here!

If we were involved in something like medicine where the consequences are life and death, or financial services, then the Government would have stepped in and created *OffArch* alongside *Ofwat* and *Ofgen* and the others. But luckily that's not the case. But the historic environment is not trivial to the UK economy – it is worth about £180 million per annum as a result of planning guidance. Nonetheless, we all know 'the system' isn't working and we need to do something about it.

There is no magic pill to cure all our ills. And there is no guarantee of success. BUT there are some things within our power, and of these the most important first step has the boring label of 'barriers to entry' or 'accreditation of archaeologists'. At present anyone can set up shop and practise as an archaeologist, excavating sites and recording buildings, sometimes without anyone checking their work; and their clients don't know enough to know whether the work is good, adequate, or simply unacceptable. This means that all the heritage work doesn't necessarily result in a product that adequately serves the client-developer or interests the public.

However, what would happen if there was a 'barrier to entry' – so that only people who are demonstrably competent and who agree to abide and work within proper codes of conduct were allowed to practise as archaeologists? The unscrupulous would have to abide by the codes or get thrown out, the untrained/inexperienced would have to be trained and gain proper competence. And the client-developer, and the public generally, would have the assurance that works done by an accredited person or group was done to professional standards. It is the *Code of conduct* and the *Standards and guidance* that separate professional archaeologists (whether digger or consultant, paid or unpaid) from anyone else with an interest to 'dabble' in the past.

A commitment to accreditation would also demonstrate the government's implementation of the Valletta Convention on the protection of the archaeological heritage, article 3, which says 'to preserve the archaeological heritage and guarantee the scientific significance of archaeological research work each party undertakes . . . to ensure that excavations and other potentially destructive techniques are carried out only by qualified, specially authorised persons.

How could this be achieved? One approach would be a statement in either the Draft Heritage Protection Bill for England and Wales, or in revisions to planning guidance (already programmed for England, Scotland and Wales), to the effect that it is reasonable, where appropriate, for a planning authority to require certain works to be undertaken by an accredited organisation or individual as part of a heritage condition for planning permission (rarely required by LPAs for

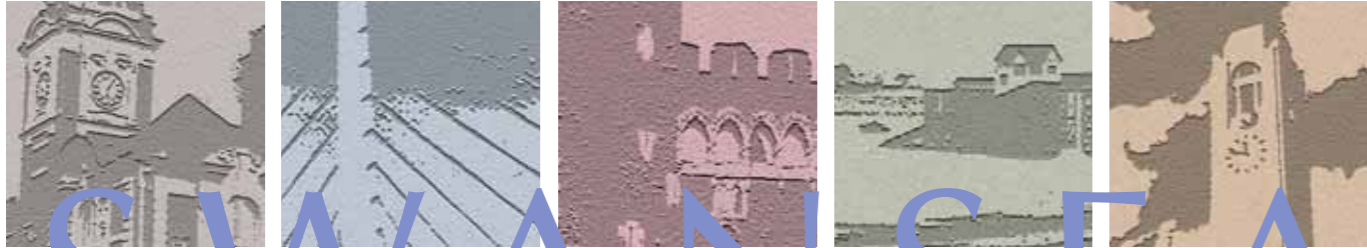
fear of challenges on grounds of reasonableness, and meaning that Quality Assured and accredited practices are undercut by non-accredited competitors).

This would mean that only accredited people/ organisations could practise commercially as archaeologists. IFA membership is one form of accreditation – but it's a once-and-for-all check – and it would be easy for a practitioner, once accredited, to fall behind of the continued improvement of techniques to the point of no longer being capable of offering up-to-date and effective advice or service. Alternatively, the IFA's Registered Organisation scheme is now widely accepted because it requires an accreditation review not only upon entry, but every two years thereafter, so 'continued professional development' is also required.

There are other important benefits that might flow from this. It would stop unfair undercutting based on practices that do not meet professional standards – competition on quality not just price. The standards allow us to demonstrate to our clients – and the public – that we provide a quality service (and remember, they almost never have enough understanding to distinguish quality work from shoddy work). The IFA could also, through the Registered Organisation scheme, expect appropriate pay, terms and conditions and training etc to be provided.

This is not a sure-fire or a quick-fix. But it is an essential first step and right at the top of the Institute's priorities for the next few years.

Gerry Wait MIFA
Director Nexus Heritage – SRI Ltd



SWANSEA

THE ANNUAL CONFERENCE FOR

ARCHAEOLOGISTS

2008

Nearly 400 delegates attended the IFA's three day conference in Swansea this year. There was an excellent range of events, displays and trips to see the copper smelting communities of the lower Swansea Valley with Stephen Hughes and the historic landscape of Gower led by Andrew Marvell (with contributions by Stephen Briggs). Diana Murray (RCAHMS) and Peter Wakelin (RCAHMW) opened the conference discussing their respective Commissions at 100. As always the sessions were of an exceptional standard and covering a broad range of pertinent topics. Summaries can be found in this issue of *TA* and some complete papers can be downloaded from

the IFA website. As always we are extremely grateful to our sponsors, session organisers and speakers for their continued support and help with this event. We hope to see many of you again at next year's conference in Torquay.



Peter Wakelin of the RCAHMW and Dianna Murray of RCAMHS (photo: Peter Hinton)



ARCHAEOLOGY IN THE TWENTY-FIRST CENTURY: DEVELOPING OUR PROFESSION OR CUTTING OUR OWN THROATS?

Kate Geary

This session looked at the development of commercial archaeology over the last 25 years. The number of paid archaeologists has trebled and larger sums of money are spent on archaeology but we are still faced with huge problems. The aim of the session was to explore solutions to the problems besetting archaeological practice in the twenty-first century.

Kenneth Aitchison set the scene for the session with headlines from *Profiling the Profession 2007-08*, the latest labour market intelligence report published in 2008. The initial results from the 2007-08 survey reveal a workforce in excess of 6800 across all sectors (for more information see the article p5). *Profiling the Profession* documents the changes and trends within the workforce over the past decade and as such, provides an invaluable record of the development of professional archaeology.

Following on, **Mike Heaton's** paper made the case for changes in the way professional archaeology is structured and carried out. He argued that improvements to pay and conditions could only be achieved by moving away from local government 'unit' style organisation towards a market-led environment. Archaeologists are all too often unaware of the economic and legal framework of the construction industry within which they work and only by developing a better understanding of this framework will archaeology be able to move forward.

David Jennings also stressed the importance of understanding the wider industry environment within which we operate. Using Porter's Five Forces Model, he highlighted the problems caused by low barriers to entry to archaeology, the power of the purchasers of archaeological services and high exit barriers, leading to fragmentation and poor profitability. Raising barriers to entry, he argued, is the only way in which significant improvements to the sector can be achieved.

By contrast, **Simon Woodiwiss's** paper looked specifically at the role of specialists within a commercial organisation. He outlined the

development of a pollen service within the Worcestershire Historic Environment and Archaeology Service and the business case for developing such a specialist capacity. He argued for the inclusion of specialists within field teams, in order to improve the integration of specialist material within archaeological reports.

Peter Hinton returned to the theme of barriers to entry to professional practice in archaeology - restricting some aspects of professional practice to accredited archaeologists. He pointed to the potential improvements in quality, consumer protection and public benefit from such a move. He went on to describe how barriers to entry might work and the potential methods of accreditation, including individual IFA membership and the RAO Scheme and looked at similar schemes operated by other professional bodies.

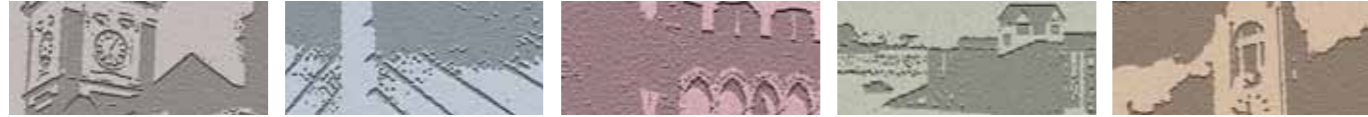
Kate Geary took up the theme of training and argued that adequate provision for training and career development was vital for the future development of the profession. She outlined the work of the IFA in developing and promoting good practice and, using examples from other industries, suggested ways in which provision for training and career development might be better integrated within commercial practice.

The session prompted lively debate which, although positive, highlighted the fact that there is still some way to go before we can start implementing solutions to some of these problems.

Kate Geary
Training and standards Coordinator

The pace of life, seen here on the M1 as people rush from A to B, and perhaps a cause for us to think about how predominantly 'Type A' people might better engage the historic environment. (photo: Matthew Walter)





FUTURE OF THE IFA

PLENARY SESSION, TUES 18 MARCH, 2PM

Kathryn Whittington

This session was introduced by **Mike Dawson**, who outlined the great steps the Institute and the profession has taken, and explained the challenges we still face. He discussed the new legislation for England and Wales that will be launched in 2008 and how it will change the way we operate.

Hester Cooper-Reade then outlined new changes to the individual membership process (see p8 for details) arguing that membership of the IFA should be open to everybody who can demonstrate technical and ethical competence. This has been a recent project, led by a working group set up by Council to discuss the issue of inclusivity in the application process. The aim was not to change the

criteria, but to assess whether any individuals are precluded from joining because of the way the system is explained and implemented. There will be a greater emphasis on the skills matrix, which will be made more central and is very helpful for 'non-traditional' applicants.

The history of the RAO scheme was outlined by **Laura Schaaf**. RAOs must adhere to the *Code of conduct*, Standards and guidance and responsible post-holders need to be MIFA-level members of the IFA. It is a peer review process; membership is for two years; the application procedure includes benchmarking, inspection and recommendations considered by the RAO Committee. The complaints procedure, which operates in the spirit of continual improvement, is relatively new and will need to be fine-tuned.

The new skills matrix from the Applicants' Handbook

	Knowledge	Autonomy	Coping with complexity	Perception of context
Practitioner	Good working knowledge of key aspects relevant to area of historic environment practice, and competence in its application	Some responsibility for achieving tasks using own judgement and autonomy, whilst working under general supervision. Collaboration with others is expected	Appreciates complex situations within the role held and able to achieve partial resolution alone. Some activities are complex and non-routine*	Sees actions as a series of steps and recognises the importance of each role in the team
Associate	High level of working and background knowledge relevant to area of historic environment practice and a broad range of activities within that area	Considerable responsibility for own work using own judgement and autonomy, in a wide variety of contexts, but within an established framework. Control or guidance of others may often be required	Copes with complex situations through deliberate analysis and planning. Most activities are complex and non-routine*	Sees actions at least partly in terms of longer-term or wider goals
Member	Authoritative knowledge and depth of understanding of sector and a broad range of historic environment practices	Substantial autonomy, takes full responsibility for own work. Where applicable, will also have significant personal accountability for others and/or the allocation of resources, in a wide variety of contexts	Deals with complex situations holistically, demonstrates confident decision-making in a broad range of complex, technical or professional activities	High level of understanding of overall 'picture', sees alternative approaches and how they might be tackled



Patrick Clay (photo: Peter Hinton)

Laura pointed out that 40% of paid archaeologists are employed by RAOs and that the scheme can either continue to target only narrowly defined archaeological organisations, or look to expand into other heritage organisations. There will be a review and a redraft of all paperwork relating to the scheme, and while there are no major procedural issues, there has been some concern over whether people from non-traditional organisations can become MIFAs. Changes to the validation procedure will address this.

The issue of accrediting archaeologists was discussed by **Gerry Wait**, arguing that the activity the IFA is engaged in which is of greatest interest to most of its membership relates to standards of work and pay and conditions (see p9). Our profession has no barriers to entry, which means that there is no obligation to produce quality work.

The IFA *Code of conduct* and the standards we adhere to distinguish members as professionals, and our entry procedures are a form of accreditation. There is interest in having a well regulated profession, but the archaeological industry is not big enough for the government to regulate us, and we don't want to be regulated by non-archaeologists. However, we can work on accrediting individuals and organisations ourselves.

Members of the IFA fulfil the criterion laid out in the Valletta convention and undertake to work with our standards and guidance. If enough people join a self-regulated, democratic organisation there is a tipping point where it is in everybody's interests to join. This leads to effective accreditation, stops undercutting, levels the playing field and ensures a quality product.

Peter Hinton reminded us that professionalism is about committing to the *Code of conduct*,

demonstrating competence and being subject to oversight. All archaeologists can be professional, whether they are paid for their work or work in a non-vocational capacity.

Patrick Clay discussed issues relating to pay and conditions. He pointed out that a lot of progress has been made with archaeological salaries but we still have a way to go. The history of the Salary Benchmarking Project (www.archaeologists.net/modules/icontent/index.php?page=206) was outlined as were the findings. The project has demonstrated that archaeological salaries are 13-20% lower than minima of comparable sectors. How the IFA implements improvements will be discussed with RAOs first

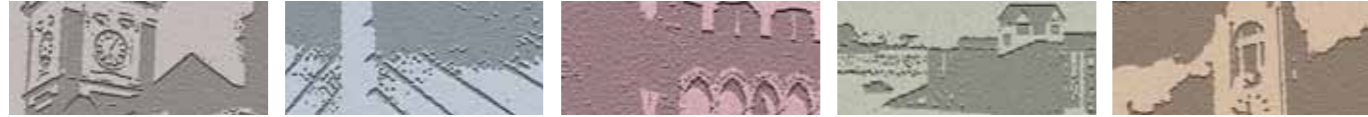
Roger White explained what Continuing Professional Development (CPD) is, why it is needed and what the timetable is for the rollout of compulsory CPD recording within the IFA (see TA 67 p5). Virtually every other professional body has compulsory CPD for its membership, and we should follow suit as a means of contributing to the overall professionalism of our sector.

Peter Hinton talked about the advocacy roll of the IFA. Outlining the role and membership of The Archaeology Forum (TAF), he explained that the IFA is too small to lobby alone and so cooperation like this is essential. He introduced some of the issues the IFA has been involved with recently.

Discussion focussed on the issues of lack of cooperation in some areas and the pros and cons of accreditation or gaining Chartered status. Confusion over the CPD process was highlighted, and there were suggestions about the way the IFA communicates with its membership.

A full transcript of this session is available on the IFA website (www.archaeologists.net/modules/news/article.php?storyid=304)

Kathryn Whittington
Publicity Administrator



THE IDENTITY OF WELSH HERITAGE

Kate Geary



Prehistoric field systems on Skomer Island, Pembrokeshire (photo: RCAHMMW)

Stephen Briggs opened the session with an overview of 'How we got here: archaeology in Wales before the Assembly' tracing a path from amateur status in the 1840s to professionalism by the time the Welsh Assembly Government was established in 2002. He drew attention to the challenges posed by the strong links between heritage, 'Celtic' identity and language in Wales and outlined the development of the key organisations: Cadw, the Royal Commission on the Ancient and Historic Monuments (Wales), the National Museum of Wales and the Welsh Archaeological Trusts. He paid particular tribute to the contribution of the late Richard Avent in the development of a robust and stable structure for Welsh archaeology into the twenty-first century.

Chris Delaney looked at development since the establishment of the Welsh Assembly. From the perspective of his background in the regional museums service, he focussed on the Welsh identity of heritage and archaeology and how that was reflected in current developments at the National Museum of Wales and in the creation of CyMAL, representing a major investment in the development of local museums, archives and libraries. The development of regional 'branches' of the National Museum, such as the National Waterfront Museum at Swansea, the National Woollen Museum at Drefach Felindre, the National Slate Museum at Llanberis and the soon-to-be National Museum of Human History at St Fagans illustrates the investment in heritage by the Welsh Assembly Government and the importance of its contribution to Welsh identity.

Neil Johnstone looked at the challenges of integrating heritage into the work of Menter Môn, the enterprise and rural development agency for Anglesey. His focus was on the contribution of heritage to tourism, regeneration and community involvement. Drawing on examples such as the thirteenth century Welsh court at Llys Rhosyr, the Norman Motte at Aberlleiniog and the eighteenth and nineteenth century copper mines at Parys Mountain, he considered different approaches to conservation and community involvement.

Paul Sambrook continued the theme of Welsh identity, this time stressing the importance of the

Welsh language. He outlined a long tradition of Welsh language and literature from The Gododdin through to first translation of the Bible into Welsh by William Morgan in 1588. He emphasised the value of the language to archaeologists and historians involved in fieldwork and research projects in Wales, citing published and unpublished source materials, oral history and place name evidence, the significance of which would be lost to the researcher without a knowledge of Welsh. He also took a practical look at the challenges posed by working in a bilingual context.

Martin Locock's paper examined some of the issues involved in researching archaeology and history in Wales, from the perspective of the National Library. He described work to make online access to archive collections easier, including free access to scanned journals. The demand for online archive material has increased dramatically in recent years and the focus of online archives projects has moved from specialist documents to those of mass interest.

The theme of digital accessibility was continued by David Thomas from RCAHMMW who described work to develop the Historic Wales Portal, developed through a partnership between the Royal Commissions of Wales and Scotland. The service currently includes data from the National Monuments Record, the National Museum and Cadw's Listed Buildings and Scheduled Ancient Monuments databases. It is expected that the Historic Environment Records held by the Welsh Archaeological Trusts will be added in the near future.

The benefits of partnership working were explored by Emma Plunkett-Dillon, who described the cooperation between different elements within the historic environment sector as a necessity, not a luxury and thought that the 'convergence' of the sector was already rapidly becoming a reality in Wales. As an example, she drew attention to the work of the Historic Environment Group, chaired by Cadw, which brings together the key organisations in Wales, with a remit to provide ministerial advice.

Gwilym Hughes, now Chief Inspector of Ancient Monuments at Cadw but speaking on behalf of the

Welsh archaeological community, drew the session to a close by outlining the process of developing a Research Framework for the archaeology of Wales. A very successful example of partnership in practice, the research framework has developed over seven years following an IFA Wales conference in 2001. The results of the work are available on a new website, www.archaeoleg.org.uk, which will enable the framework to be updated, amended and adapted in the future. The session was followed by a wine reception to launch the framework.

Kate Geary
IFA Training & Standards Co-ordinator

Blaenau Ffestiniog
(photo: Peter Hinton)



BUILDING AN UNDERSTANDING OF THE PAST

Kathryn Whittington

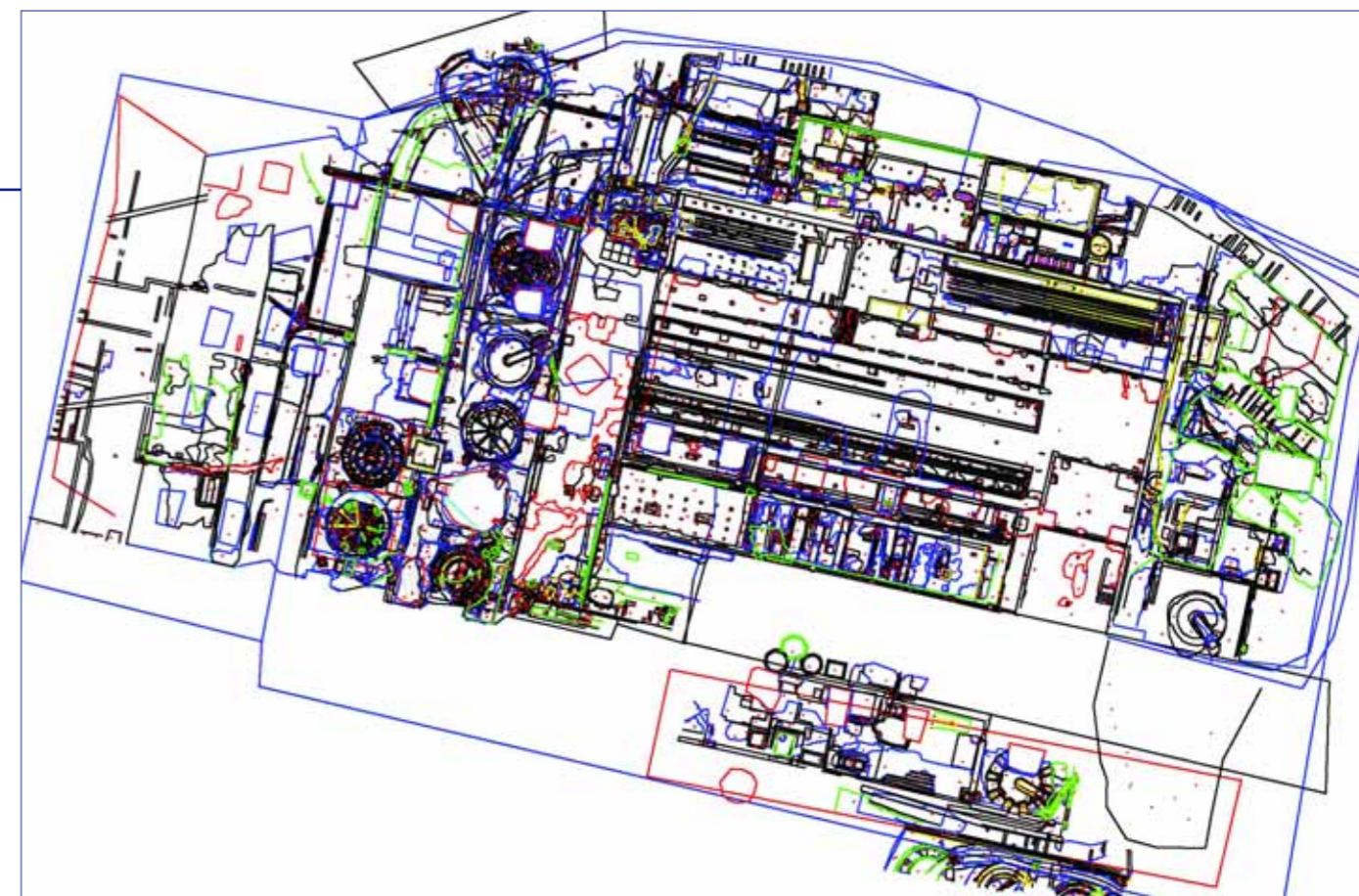
100 years has passed since the formation of the Royal commissions for Scotland, England and Wales (the Commission for England is now part of English Heritage). This session hosted by **Rebecca Jones** and **Hilary Malaws** looked at how we have got to where we are today, current good practice and future initiatives in surveying, recording, collecting and disseminating across the wide archaeological spectrum.

The first three sessions gave an overview of the methodologies used in the three regions of Wales, Scotland and England. Starting with a paper from **David Browne** of the RCAHMW, he discussed the survey and recording techniques used at the commission in the past and present. After a detailed review of the history of the Commissions' approach towards field survey and recording he made the point that paper recording is almost a thing of the past, though emphasised that it is archaeologists and not machines who interpret data and the need for good training is still there so that we can use the increasingly sophisticated techniques available to us intelligently. Following on from this **Dave Cowley** explained the use of aerial survey and photography in recording the built environment in Scotland. He emphasised that the three aims of the RCAHMS's work in this area were to identify, survey and interpret the built environment in Scotland, to add to the information and the items in the National collection and to promote public understanding and enjoyment of the collection and that aerial survey and recording had an important role to play in this. He used case studies to illustrate his points and give examples of how new technologies can aid public appreciation of the collection. Finally **Mark Bowden** of English Heritage discussed the surveying and recording techniques used in England. He echoed earlier sentiments that with

new technologies we need to keep sight of the abilities of the people using them so that they are relevant and used well. He argued that the skills base to carry our analytical survey and investigation needs to be widened and called upon curators to specify this work as part of mitigation strategies in order to give incentive to commercial organisations to train their staff. He also suggested that there was great scope in exporting our techniques to the continent.

Peter Horne then gave a paper on the English National Mapping programme. He explained the history of what is now the Aerial Survey and Investigation team at English Heritage. He explained that while the team continues to undertake new aerial reconnaissance, it is the work on existing material that has undergone the greatest expansion. Surveys now cover 37% of the country. Implications of this work and how new technologies may impact were also discussed. **Brian Wilkinson** of the RCAHMS then discussed the community contribution to building Scotland's rural past. Explaining that the archive on rural settlements was very limited he outlined the purpose of Scotland's Rural Past (SRP). The project works with local people to research and record the remains of abandoned rural settlements. He described the challenges the project faces and the future of the initiative.

Archive management was the theme of the next few papers with **Mike Middleton** and **Candy Hatherley** giving a paper on the digital component of the archaeological site archive explaining how commercial organisations use digital products, why they are created and what issues they face. Following this **Bruce Mann** looked at the way Scotland's digital archives could be used in the future. After outlining the problems that pressures to make as much of digital data as possible pose, he went on to look at potential solutions from a



Scottish perspective before looking at how feasible attaining National Data Standards is. **Hilary Malaws** and **Elizabeth Walker** then looked at how to improve the management of archaeological archives in Wales. They discussed the *What's in Store?* project and how the recommendations that came from its report have been implemented in Wales. They highlighted the benefits of cross-sector partnerships in developing strategies.

The final three papers looked at the interaction between the profession and its wider audience. **Dan Hull** looked at the role the voluntary community has in gathering archaeological information. He explained that the 40,000 volunteers involved in archaeology in the UK have a crucial part to play in research. He examined the complexities of the voluntary sector, which can be immensely varied and this can create challenges in accessing their research. However the need to support local groups and their work was emphasised and he argued that their work was as valuable as that of the commercial sector or universities. **Cat Cloud** discussed the use

Modern methodologies mean that surveys are far better structured and are far more detailed making them a valuable primary archive resource. (photo: © Headland Archaeology (UK) Ltd)

of the internet in disseminating information. She explored the most recent developments in the Heritage Gateway and how it works as part of the NMR's access programme as well as looking to the future and how it will disseminate the new national Register of Historic Assets. Finally **Henry Owen-John** asked if we are using information effectively. He argued that we have more information than ever before but wondered if we use it to its best advantage. He looked at using this information for conservation and outreach rather than just guiding the sector's research. He questioned whether we currently communicate well outside of the sector and whether we should have sole ownership of the knowledge that is contained within them.

Kathryn Whittington
Publicity Administrator

EDUCATION AND TRAINING: WHAT 'MARITIME ARCHAEOLOGY ARE WE TEACHING?'

Tim Howard

The theme of this year's maritime session, chaired by **Jesse Ransley** of the IFA's Maritime Archaeology Group (MAG), was education and training. A variety of courses is now available in the rapidly evolving discipline of maritime archaeology. This session sought to investigate whether such training is fit for purpose and what that purpose should be.

An insight into the challenges and opportunities in higher education was provided by speakers involved in the delivery of undergraduate and postgraduate courses in the United Kingdom and abroad. **Dave Parham** explained that the University of Bournemouth has opted to provide education in maritime archaeology through its undergraduate programme leading to a BSc in Maritime Archaeology. Notwithstanding the difficulties and cost of providing undergraduate courses with a marked vocational element, this course was praised. **Fraser Sturt** outlined the different considerations involved in teaching a maritime Masters course at the University of Southampton where postgraduates are expected to arrive as competent archaeologists; the accent is on moving techniques forward rather than simply teaching existing techniques. The perception in some quarters of a gulf between academic / commercial work and between a research-focused / vocational approach is not borne out at Southampton where partnerships without external bodies play an important part and where research and theory underpin the development of professional skills. **Jens Auer** provided a broader perspective with details of his contribution to the establishment and delivery of a two-year Masters course at the University of South Denmark at Esbjerg. Rather than concentrating on research based archaeology, leaving the acquisition of practical day-to-day skills up to the individual, the University has chosen to focus on developing research and the necessary skills for day-to-day work in the context

of development-led archaeology and heritage management.

Sarah Ward of the Nautical Archaeology Society (NAS) introduced the *Benchmarking Competence* project being undertaken by NAS. Against the background of a lack of a 'legal' definition of an 'archaeologist', the project had talked to over 300 stakeholders and sought to develop a list of core skills in maritime archaeology, breaking these down into technical and intellectual skills (the latter including ethics). Sarah went on to consider the techniques necessary to gain and maintain these skills and outlined the next steps (which will include development of strategies for the delivery of training to achieve competence).

Jonathan Bateman of the Archaeology Data Service (ADS) gave the session a glimpse of the future with a progress report on the *Virtual Exploration of Underwater Sites (VENUS)* project. VENUS aims to provide scientific methodologies and technological tools for virtual exploration of deep underwater archaeological sites. It allows dissemination to a variety of audiences including students who can be given exposure to the 'underwater environment' and the opportunity for interaction with raw archaeological data. One of ADS's partners in the project, the Simulation and Visualisation (SimVis) Research Group at the University of Hull, has developed headsets allowing the operator to 'walk into the model' and recreate virtually a fully immersive environment. That is the top end of the scale, but we must balance cost with the benefit to students and other users.

The varied and thought-provoking presentations prompted a constructive debate amongst the delegates. A fuller record of the session is available from Tim Howard (tim.howard@archaeologists.net) upon request.

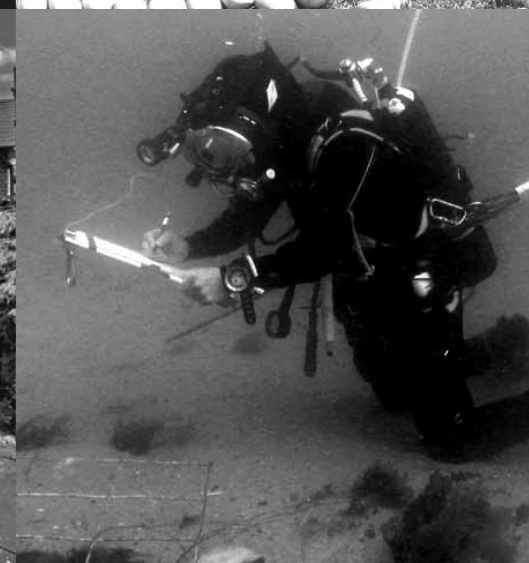
Tim Howard
Marketing and Recruitment Coordinator



SETTING STANDARDS IN ARCHAEOLOGY

Institute of Field Archaeologists

ANNUAL REPORT 2008



Company Registration Number 1918782

INSTITUTE OF FIELD ARCHAEOLOGISTS (COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008

REPORT OF THE HONORARY CHAIR

The IFA since its incorporation has been concerned with professional practice and the wellbeing of its membership in all its varied roles. It is a serious and complex task and depends for its success on partnership between members, staff and elected committees. Over the past year the quickly changing environment, of legislation, of the workplace and for the organisation has been confronted.

To better represent our profession we have sought to increase our membership, to reflect the diversity of archaeological practice. We have reviewed our entry procedures and broadened the criteria for the Registered Organisations scheme. At the AGM we will propose a change in our title to allow the Institute to trade as the Institute for Archaeologists. To remain simply an institute for field archaeologists is too limited and devalues the professionalism of colleagues working throughout the historic environment in management, conservation, museums, the media and education.

Responding to change brings with it responsibilities. The archaeological resource is finite and the Institute has been working hard to persuade the government to ensure that archaeology is carried out to the highest professional standards, where appropriate accredited by membership of the Institute, association within the RAO? scheme or by adherence to our standards and guidance. If heritage is at the heart of such important issues as regeneration, if it is a significant factor in education and a major contributor to national wealth through the tourist industry, it is important that archaeological investigation should be taken seriously.

It has been a difficult year for many in the profession. The economic situation has meant a downturn in development and a fall-off in work in all areas, putting pressure on pay and conditions. The IFA workplace survey, benchmarking salaries, published in April found our salaries, though rising, fall behind those of other comparable professions. Ongoing consultation with members and responsible post-holders in the Registered Organisations will lead to further recommendations for minimum salary levels this autumn.

As is so often the case the stature of our profession depends not only individual members, but on the perceptions of opinion formers. In 2006 an attempt to introduce a step change in the Institute's ability to represent our interests across the entire historic environment and reflect the wider forces for convergence in professional practice was set back by the PARN report. Instead, over the last year, the Institute has implemented its own programme of modernisation. This will broaden the terms of membership and position the profession at the forefront of practice in the historic environment. Engaging constructively in consultation over the draft Heritage Protection Bill in England and Wales and proposed new planning guidance in England, Scotland and Wales, we have sought to align ourselves with a new and broader working environment. This will mean greater emphasis on training and in particular on CPD. In 2009 we will propose that CPD becomes a compulsory part of membership. It will mean firmer negotiation on accreditation and closer working with other professional institutes.

A skilled and professional workforce is essential to our survival. It is also essential to challenge many of the unhelpful stereotypes which are still prevalent amongst those outside the

profession. To address this concern the Institute has carried out a publication review and changes are being implemented both to printed material and to the website. Already the Jobs Information Scheme (JIS) has been made a free member service and from April 2007 all publications were free to members. In 2008-2009 the Papers series will be re-launched as Professional Practice Papers.

The year 2007 – 2008 has been a challenge. I hope that at the October 2008 AGM you will show your support for the modernising agenda of the Institute and help build an Institute for Archaeologists that will genuinely reflect an Institute at the forefront of the historic environment.

Michael Dawson
Hon Chair of Council

REPORT OF THE HONORARY TREASURER

In line with the IFA Strategic Plan, Council has continued to pursue the following strategies

- S4.9: we will ensure our long-term financial security so that we are well placed to implement our strategies and activities for the benefit of members and others
- S4.9: we will generate income
- S4.10: we will manage our investments
- S4.11: we will pursue a sound pricing policy
- S4.12: we will manage the key risks to our financial security
- S4.13: we will maintain adequate financial controls and procedures

The Council of the IFA has continued pursuing an agenda on the future of the IFA as reported above. As part of this Council has agreed to invest some of the reserves in modernising the institute along with a continued recruitment strategy to increase the levels of individual and organisational membership. The increases in individual membership have continued to rise, increasing by just over 7% and RAO membership has increased by a significant 11%. The success of IFA projects has also continued to boost the Institute's funds and we will continue to look for further training and placement opportunities such as those currently being undertaken with the HLF and English Heritage.

In line with the IFA Strategic Plan, Council has continued to pursue the following strategies

- S4.9: we will ensure our long-term financial security so that we are well placed to implement our strategies and activities for the benefit of members and others
- S4.9: we will generate income
- S4.10: we will manage our investments
- S4.11: we will pursue a sound pricing policy
- S4.12: we will manage the key risks to our financial security
- S4.13: we will maintain adequate financial controls and procedures

The Institute continues to maintain sufficient reserves to provide a financial base on which to plan expenditure to further the aims of the Institute's Business Plan, in particular continued focus on the future promotion of the new Qualification in Archaeological Practice, and development of membership services.

Gerald Wait
Hon Treasurer

Annual Report cover images:

1 Cupid hairpin (Roman) from Dorchester,

© Wessex Archaeology

2 Excavating Bronze Age organic remains at

Must Farm, Cambridgeshire. © Cambridge

Archaeological Unit

3 Terminal from handle of Roman patera

© Cambridge Archaeological Unit

4 Pupils on a school visit to Old Sarum learn

how Roman roads were made. © Wessex

Archaeology

5 Recording rock art. © Birmingham Archaeology

6 Disused railway station at Histon,

Cambridgeshire, recorded as part of Guided Bus

Project. © Cambridge Archaeological Unit

7 Recording on the Swash Channel wreck site.

© Wessex Archaeology

THE DIRECTORS' REPORT

COMPANY INFORMATION

INSTITUTE OF FIELD ARCHAEOLOGISTS (COMPANY LIMITED BY GUARANTEE)

Directors	Joanna Bacon	(Resigned 1 October 2007)
	Beverley Ballin-Smith Peter Barker Mike Bishop Stephen Briggs Christopher Clarke Patrick Clay David Connolly	(appointed 1 October 2007) (resigned 16 April 2008)
	Hester Cooper-Reade Michael Dawson Virginia Dellino-Musgrave David Divers Veronica Fiorato	(resigned 1 October 2007)
	Kasia Gdaniec Victoria Hunns Geoff Morley Martin Newman Jayne Pilkington Roland Smith	(appointed 1 October 2007)
	John Sode-Woodhead Jeremy Taylor Andy Towle Gerald Wait Roger White Rob Woodside	(resigned 6 June 2007)

Secretary Alexandra Llewellyn

Registered office University of Reading
Whiteknights
PO Box 227
Reading RG6 6AB

Solicitors Tim Francis
Glaston Whybrew
86 The Crescent
Colchester Business Park
Colchester
Essex CO4 9YA

Bankers Co-operative Bank Plc
Reading
34 St Mary's Butts
Reading RG1 2LQ

Auditors Ross Brooke Limited
Chartered Accountants and
Registered Auditors
21/22 Park Way
Newbury
Berkshire RG14 1EE

DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Directors are required by company law to prepare financial statements which give a true and fair view of the state of affairs of the company at the end of the financial year and of the profit or loss of the company for the period ending on that date. In preparing those financial statements, directors are required to

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure the financial statements comply with Companies Act 1985. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of.

PRINCIPAL ACTIVITY

The principal activity of the company is the advancement of the practice of field archaeology and allied disciplines.

AUDITORS

The auditors, Ross Brooke Limited, will be proposed for re-appointment in accordance with section 385 of the Companies Act 1985.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

Approved by the Board and signed on its behalf by:



ALEXANDRA LLEWELLYN
Company Secretary

Date: 7 July 2008

**EMPLOYEES OF THE
INSTITUTE**

NAME	POSITION	PERIOD OF OFFICE
Kenneth Aitchison, MIFA	Head of Project and Professional Development	Full time
Beth Asbury, AIFA	Membership Administrator	Full time
Lynne Bevan, MIFA	JIS Bulletin compiler	Part time
Andrea Bradley MIFA	HLF Workplace Learning Bursary Co-ordinator (June 08)	Part time
Richard Constable, PIFA	Administrative Assistant (Oct 07 to June 08)	Part time
Kate Geary, MIFA	Training & Standards Co-ordinator	Full time
Peter Hinton, MIFA	Chief Executive	Full time
Tim Howard	Recruitment & Marketing Co-ordinator	Part time
Gina Jacklin, PIFA	Finance and Administrative Assistant	Part time
Natasha Kingham	HLF Workplace Learning Bursary Co-ordinator (Apr 06)	Part time
Alexandra Llewellyn, MIFA	Head of Administration	Full time
Emily Peto, PIFA	Administrative Assistant (Nov 07)	Full time
Alison Taylor, MIFA	Editor	Part time
Kathryn Whittington, PIFA	Administrative Assistant (to Oct 07) Publicity Administrator (from Oct 07)	Full time
Rebecca Beardmore	HLF workplace bursary placement (Feb 08)	Full time
Allison Borden	EPPIC scheme placement (Apr 08)	Full time
Gemma Bryant	EPPIC scheme placement (to May 08)	Full time
Andrew Burn, PIFA	EPPIC scheme placement (Apr 08)	Full time
Lorna Coventry	EPPIC scheme placement (May 08)	Full time
Elizabeth Forster	HLF workplace bursary placement (to Jun 08)	Full time
Eliza Gore AIFA	HLF workplace bursary placement (to Aug 07)	Full time
Catherine Grindley AIFA	EPPIC scheme placement (to Mar 08)	Full time
Sarah Howard	HLF workplace bursary placement (May 08)	Full time
Daniel Jones PIFA	HLF workplace bursary placement (to July 07)	Full time
Victoria Lambert	EPPIC scheme placement (Apr 08)	Full time
Richard Madgwick	HLF workplace bursary placement (to Dec 07)	Full time
Claire Martin PIFA	EPPIC scheme placement (to Apr 08)	Full time
Jonathan Millward PIFA	EPPIC scheme placement (to Mar 08)	Full time
Agnieszka Sadraei	EPPIC scheme placement (to Apr 08)	Full time
Stephanie Vincent, PIFA	EPPIC scheme placement (Apr 08)	Full time
Shona Williams	EPPIC scheme placement (Apr 08)	Full time

**INDEPENDENT
AUDITORS' REPORT
TO THE MEMBERS OF
INSTITUTE OF FIELD
ARCHAEOLOGISTS
(COMPANY LIMITED
BY GUARANTEE)**

We have audited the financial statements of the Institute of Field Archaeologists (Company Limited By Guarantee) for the year ended 31 March 2008. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standards for Smaller Entities (effective January 2007).

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described in the statement of Directors' responsibilities on page 3, the company's directors are responsible for preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting

Practice). Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Directors' Report is consistent with the financial statements. In addition we report to you if, in our opinion, the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion:

the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the company's affairs as at 31 March 2008 and of its profit for the year then ended;

the financial statements have been properly prepared in accordance with the Companies Act 1985; and

the information given in the Directors' Report is consistent with the financial statements.

21/22 Park Way
Newbury
Berkshire RG14 1EE



ROSS BROOKE LIMITED
Chartered Accountants and Registered Auditors

Date:

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2008

	NOTE	2008 £	2007 £
Turnover		904,215	668,608
Cost of sales		(444,517)	(329,265)
Gross surplus		459,698	339,343
Administrative expenses		(348,729)	(301,539)
Operating surplus	2	110,969	37,804
Other interest receivable and similar income		12,569	9,699
Surplus on ordinary activities before taxation		123,538	47,503
Tax on surplus on ordinary activities		(2,381)	(1,843)
Surplus for the financial year	9	121,157	45,660

BALANCE SHEET AS AT 31 MARCH 2008

	NOTE	2008 £	2007 £
Fixed assets		2,850	3,304
Tangible assets	5		
Current assets		24,305	23,070
Stocks		57,195	132,475
Debtors	6	672,644	446,377
Cash at bank and in hand		754,144	601,922
Creditors: Amounts falling due within one year	7	(277,924)	(247,313)
Net current assets		476,220	354,609
Total assets less current liabilities		479,070	357,913
Capital and reserves		479,070	357,913
Income and expenditure account	9		
		479,070	357,913

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2007).

Approved by the Board on 7 July 2008 and signed on its behalf by:



GERALD WAIT
Director

The notes on the following page form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008

1 ACCOUNTING POLICIES

Basis of preparation The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007).

Cash flow statement The accounts do not include a cash flow statement because the company, as a small reporting entity, is exempt from the requirements to prepare such a statement.

Going concern These financial statements have been prepared on a going concern basis.

Turnover Turnover represents the value of income earned and services provided during the year.

Long-term contracts Sales and foreseeable profits on long-term contracts are recognised in line with the activity of each contract. Invoiced sales in excess or deficit of recognised sales are carried forward in payments on account or accrued income. The balance of costs recognised that are in excess or deficit of invoiced costs are carried forward in accruals or work in progress. Provision is made in accruals for any foreseeable losses.

Fixed assets Fixed assets are initially recorded at cost. **Depreciation** Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Office equipment 50% reducing balance

Stock and work in progress Stock and work in progress are valued at the lower of cost and net realisable value, after due regard for obsolete and slow moving stocks. Net realizable value is based on selling price less anticipated costs to completion and selling costs.

Foreign currency Profit and loss account transactions in foreign currencies are translated into sterling at the exchange rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into sterling at the closing rates at the balance sheet date and the exchange differences are included in the profit and loss account.

Operating leases Rentals payable under operating leases are charged in the profit and loss account on a straight line basis over the lease term.

Pensions The company operates a defined contribution pension scheme. Contributions are charged in the profit and loss account as they become payable in accordance with the rules of the scheme.

Area and special interest groups The Institute has a number of regional and special interest groups, who organise comparatively small scale events, conferences and other activities. The income, expenditure and funds held by these groups is incorporated into the accounts of the Institute.

2 OPERATING SURPLUS

Operating surplus is stated after charging/(crediting):

	2008 £	2007 £
The audit of the company's annual accounts	3,998	3,819
Foreign currency gains	(8,278)	(199)
Depreciation of tangible fixed assets	2,057	2,869

3 DIRECTORS' EMOLUMENTS

No emoluments were paid to the directors during the year (2007 - £Nil).

4 TAXATION

Analysis of current period tax charge

	2008 £	2007 £
Current tax		
Corporation tax charge	2,381	1,843

Corporation tax is only chargeable on bank interest received.

5 TANGIBLE FIXED ASSETS

	2008 £	2007 £
Office equipment		
Cost		
As at 1 April 2007		22,292
Additions		1,603
As at 31 March 2008	23,895	
Depreciation		
As at 1 April 2007		18,988
Charge for the year		2,057
As at 31 March 2008	21,045	
Net book value		
As at 31 March 2008	2,850	
As at 31 March 2007	3,304	

6 DEBTORS

	2008 £	2007 £
Trade debtors	15,898	82,420
Prepayments and accrued income	41,297	50,055
	57,195	132,475

7 CREDITORS: Amounts falling due within one year

	2008 £	2007 £
Payments received on account	199,208	181,309
Trade creditors	35,017	13,563
Corporation tax	2,388	1,843
Social security and other taxes	9,782	9,434
Other creditors	12,113	7,602
Accruals and deferred income	19,416	33,562
	277,924	247,313

8 COMPANY STATUS

The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the company in the event of liquidation.

9 RESERVES

	2008 £	2007 £
Income and expenditure account		
Balance at 1 April 2007		357,913
Transfer from income and expenditure account for the year		121,157
Balance at 31 March 2008	479,070	

10 OPERATING LEASE COMMITMENTS

As at 31 March 2008 the company had annual commitments under non-cancellable operating leases as follows:

	2008 £	2007 £
Operating leases which expire:		
Within one year	10,264	-
Within two and five years	1,255	11,519
	11,519	11,519

11 PENSION SCHEMES

Defined contribution pension scheme The company operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the company to the scheme and amounted to £10,432 (2007 - none).

Contributions totalling £12,113 (2007 - £7,602) were payable to the scheme at the end of the period and are included in creditors.

DETAILED INCOME
AND
EXPENDITURE
ACCOUNT FOR THE
YEAR ENDED
31 MARCH 2008

	2008		2007
	£	£	£
Turnover (analysed below)	904,215		668,608
Cost of sales			
Direct project costs	54,446	133,069	
Core staff project salaries	97,157	68,899	
Non-core staff project salaries	292,914	127,297	
	(444,517)		(329,265)
Gross surplus	459,698		339,343
50.84% (2007 - 50.75%)			
Administrative expenses (analysed below)			
Employment costs	251,609	213,240	
Establishment costs	8,735	6,672	
General administrative expenses	90,297	75,351	
Finance charges	(3,969)	3,407	
Depreciation costs	2,057	2,869	
	(348,729)		(301,539)
Operating surplus	110,969		37,804
Other interest receivable and similar income			
Bank interest receivable	12,569		9,699
Surplus on ordinary activities before taxation	123,538		47,503
Tax on surplus on ordinary activities			
Corporation tax charge	(2,381)		(1,843)
Surplus for the financial year	121,157		45,660

Turnover		
Subscriptions	266,456	230,020
Application Fees	3,546	4,273
RAO Fees	55,050	45,581
Conference income	77,703	100,933
Adverts	8,516	2,800
Publications	756	921
JIS subscriptions & adverts	12,211	14,967
Building group fees	230	85
Total project income	479,747	269,028
	904,215	668,608
Employment costs		
Core staff overhead salaries	220,842	198,987
Temporary staff costs	4,115	904
Staff recruitment	1,668	-
Staff training	1,843	1,126
Committee travel	11,154	9,120
Group funding	1,555	3,103
Staff pensions (Defined contribution) - pension scheme I	10,432	-
	251,609	213,240
Establishment costs		
Premises costs	8,735	6,672

	2008		2007
	£	£	£
General administrative expenses			
Telephone and fax	4,112	4,239	
Venue Hire	3,362	-	
Computing & IT	9,783	3,615	
Printing, postage and stationery	24,392	18,218	
Sundry expenses	416	326	
JIS costs	1,041	1,434	
Publications:TA	20,261	23,734	
Insurance	4,786	4,599	
Staff expenses – conference	2,266	1,151	
Travel and subsistence	10,316	10,653	
Promotional material	1,796	959	
Hospitality	662	442	
Magazine and institution subscriptions	1,342	1,037	
Accountancy fees	(300)	300	
The audit of the company's annual accounts	3,998	3,819	
Payroll costs	600	825	
Bad debts written off	1,464	-	
	90,297	75,351	
Finance charges			
Bank charges	4,309	3,606	
Foreign currency gains	(8,278)	(199)	
	(3,969)	3,407	
Depreciation costs			
Depreciation	2,057	2,869	

This page does not form part of the statutory financial statements

REPORT OF THE
HONORARY
SECRETARY

In 2007/08, IFA Council (comprised of 21 elected and coopted corporate members) has continued to focus on the strategic development of the Institute with an aim to raising the profile of the IFA within the historic environment sector. This has also involved the input from the IFA committees for working practice, professional training, editorial and membership.

MEMBERSHIP AND RAO PROMOTION AND RECRUITMENT

We have continued with our campaign of recruitment through exhibiting and advertising at relevant conference and events, and by giving recruitment talks to employees within RAOs and other archaeological organisation. This has meant that the Validation and RAO committees have, once again, dealt with increased numbers of applications. In the past twelve months the number of Registered Archaeological Organisations has risen from 55 to 61 with two new applications waiting to be considered at the next committee meeting.

Validation committee have considered 305 new, 68 upgrade and seven rejoiner applications in the last 12 months. Nine upgrade applications were turned down and 23 new and upgrade applications were not accepted for the grade for which they applied. The Membership Appeals Committee has reviewed three appeals against the decision of the Validation committee. The current (June) membership is as follows (2007 figures in brackets)

Honorary members	15	(15)	
Members	1044	(984)	
Associates	611	(581)	
Practitioners	388	(358)	
Students	239	(240)	
Affiliates	326	(268)	
Total	2623	(2446)	7.2% increase

In line with the strategic development of the Institute, the Validation and RAO committees have undertaken a review of the current entry criteria to ensure that they adequately reflect our mission statement and are applicable to all those working in the historic environment. As a result of this a new version of the *Applicants' handbook* has been launched which gives greater emphasis on demonstrated competence of skills rather than time, and includes a fast-track entry route for individuals who have gained the NVQ in Archaeological Practice. The results of the review of the RAO application procedure will be applied later this year.

PAY AND CONDITIONS

As reported last year, IFA took the lead in appointing a consultant to oversee the benchmarking of archaeological salaries against those in other sectors. Working with a Project Advisory Board and Working Group, salary data from comparators in other similar sectors was compiled and compared to current archaeological salaries. The report on the outcomes of the benchmarking process is available on the IFA website at www.archaeologists.net/modules/news/article.php?storyid=274. A consultation process with the RAOs is now underway to establish a process of implementation.

The Chief Executive and Council have also continued to pursue the agenda of the introduction of accreditation and barriers to entry for the profession. The ideal would be that membership of IFA, for both individuals and organisations, is recognised by Government as allowing it to conform better to the Valletta Convention. In turn this would stop undercutting, regulate most practising archaeologists and level the playing field to ensure a quality product, and in turn aiding the implementation of increased pay and conditions.

Our response to the consultation on the draft Heritage Protection Bill has identified this as being a particular issue that should be addressed.

TRAINING AND DEVELOPMENT

We are now in the third year of the Workplace Learning Bursary scheme supported by the Heritage Lottery Fund. Year 2 placements have been hosted by AOC (Scotland), North Yorkshire County Council, Headland Archaeology, English Heritage NMR, Nautical Archaeology Society, ADS/Internet Archaeology, Southampton City Council and ARCUS. Year 3 is set to include Perth and Kinross Heritage Trust, Cardiff University, Glamorgan-Gwent Archaeological Trust, Worcestershire County Council and the Pitt Rivers Museum, with others to be confirmed soon.

The English Heritage Placements in Conservation (EPPIC) scheme has also continued for a third year. Both schemes have received very positive feedback and at least 50% of the placements continue to work in the sector.

STANDARDS

The last AGM saw the interim adoption of the *Standard and guidance for stewardship of the historic environment*, and *Standard and guidance for nautical archaeology recording and reconstruction* both of which are put forward for formal adoption at the AGM. We also see a resolution for the interim adoption of *Standard and guidance for the creation, compilation, transfer and deposition of archaeological archives*. Council and the Committee for Working Practices in Archaeology (CWPA) are working toward a curatorial standard and guidance which is hoped to be developed in 2009.

The Institute has dealt with a total of seven disciplinary cases in the past 12 months. One was found to have no case to answer, three have resulted in advisory recommendations, one has been issued with a formal reprimand, and two are ongoing.

FUTURE OF THE IFA

The above have all been key issues facing the future of the IFA, and have been debated with the membership and beyond at the last AGM, the Convergence Seminar and the Annual Conference. Council and staff have ensured that IFA has input into numerous consultations including the *Defra Draft Soil Strategy for England*, *Scottish Planning Policy 23: planning and the historic environment*, *draft Heritage Protection Bill*, *Restructuring of English Heritage Regional Science Advisor posts*, *draft Maritime Bill* and practice guidance such as the *Archaeological Archives guide to best practice* and *Mineral extraction and Archaeology: a best practice guide*. A full list of all the

consultations we have responded to can be found on the IFA website.

The Archaeologist magazine has covered topical issues that affect all historic environment professions ranging from climate change, training, and archaeology in Europe, and the theme of 'Working in the past' for our *Yearbook and directory of members* reflects the dynamic and expanding role of modern archaeology.

During the year we have also welcomed the introduction of three new Special Interest Groups which cover Geophysics, Information Standards and Volunteer and Community Archaeology. Our existing Area and Special Interest Groups have continued to play an active part in the IFA (see Group reports) and many of them have held sessions at our Annual Conference.

Council and its committees intend to continue to pursue the strategic development of the Institute. In the meantime thanks are due to all staff who ensure the development of the Institute and maintain the smooth running of the IFA Council, Executive and other committees. Thanks are also due to our committee members who dedicate their time voluntarily to the Institute. We are always keen to see new faces on our committees, and if you are interested in assisting in the development of your Institute please contact the office staff for further information.

Hester Cooper-Reade Hon Secretary

AREA & SPECIAL INTEREST GROUPS

REPORT OF THE SCOTTISH GROUP

The committee has met twice between September 2007 and March 2008. The first was to discuss and organise the forthcoming AGM. A successful AGM was held on the 27 October 2007 at the Archaeology department of Edinburgh University.

In October 2007 a workshop was held on the subject of 'Archaeology in Scotland following Devolution'. This produced a lively debate with papers by Roger Mercer and Robin Turner. Developments were generally seen to be positive despite serious challenges being faced. However, a growing recognition has emerged that SGIFA needs to develop and become more proactive within the Scottish scene to meet both the challenges to the profession and the aspiration of the membership. One serious challenge is expanding SGIFA from being an Edinburgh centric group. A new committee was elected which is actively engaged, becoming more involved in BEFS (the Built Environment Forum for Scotland) and developing a meaningful training programme. The first committee meeting of the 2008, held in January, was the first of many lively discussions relating to the position of SGIFA in Scottish archaeology and what we hope our role is to be in the future.

John Sode-Woodhead Hon Chair and **Donald Wilson** Secretary

REPORT OF THE WALES/CYMRU GROUP

Jenny Hall (Hon Chair), *Fiona Gale* (Hon secretary), *Stephen Briggs* (Hon Editor), *John Latham*, *Neil Johnstone*, *Ian Brooks* (Hon Treasurer), *Richard Hankinson*, *Jonathan Berry*

The AGM of the Wales/Cymru group was held on 25 May 2007 and the Wales/Cymru committee met on 2 occasions.

The spring dayschool was held on 25 May, on the theme of 'Integrating archaeology and ecology'. The autumn dayschool in November was on 'Extractive industries'

The group organised the IFA Wales/Cymru 'Identity of Welsh heritage' session at the IFA conference (March 2008) in Swansea. The session was well attended and had positive feedback. The Research Framework was also launched at the conference. Final preparation of the research framework took up quite a lot of time for most of the year but the booklet and website are well worth the trouble, and hopefully will become well used. The booklet was designed by the Publications team at Cadw, who also funded the work. Many thanks for their work, and the timetable they managed to keep to,

should be recorded. Andy Williams of Orchardweb designed the website.

The IFA Wales/Cymru group web page has been kept updated by Richard Hankinson, www.archaeologists.net/modules/icontent/index.php?page=107, and details of meetings are being added to the new IFA meetings calendar.

Jenny Hall Hon Chair, IFA Wales/Cymru Group

REPORT OF THE BUILDINGS ARCHAEOLOGY GROUP

Marilyn Palmer (Chair), *Jonathan Mullis* (Hon Secretary), *Jon Lowe* (Treasurer), *Heather Lindsay* (Education and Outreach), *Geraint Franklin* (Newsletter Designer), *Edmund Simons* (Newsletter Editor), *Kirsten McKee* (Newsletter Assistant), *Oliver Jessop* (Website Editor), *David Divers* (Group Liaison)

Annual General Meeting

Our AGM was held at the IFA annual conference on 20 March 2008, following the BAG one-day session.

A BAG Committee meeting took place in Cardiff on 16 May at Jacobs' offices to look specifically at how to increase BAG's involvement in the development of the IFA's wider membership base within historic environment professionals. There were ten attendees and a follow-on visit to Cardiff Bay was undertaken to look at how the area's heritage contributed to regeneration.

A further Committee meeting has been organised for 16 October in London at the offices of CgMs.

BAG session at IFA conference

BAG held another very successful one-day session which included an interesting range of speakers on the subject of 'Building Communities' organised by Heather Lindsay. The session explored the ideas surrounding the greater inclusion of the public and community-building in historic building projects through methods like volunteering as illustrated by a number of practical examples.

Consultations

This year BAG has provided consultation responses on the following draft documents relating to the built heritage

- English Heritage's 'Understanding historic buildings: a guide to good recording practice' in February 2008;
- The Advisory Board For Redundant Churches' 'Criteria for determining heritage value and the scope for change: consultation draft' in March 2008; and
- English Heritage's 'Seeing the history in the view: a method for assessing heritage significance within views: consultation draft' in July 2008.

Newsletter

The last group's Newsletter was produced in autumn 2007 and a further edition will be forthcoming in August/September 2008.

Committee changes

There have been a number of Committee changes this year largely due to members reaching the end of their three-year term. Three new Officers were welcomed to the Committee. The new members were Editor Edmund Simons (Newsletter Editor), Kirsten McKee (Newsletter Assistant Editor) and Jon Lowe (Treasurer) with David Connolly and Shannon Fraser stepping-down.

Jon Mullis Secretary

REPORT OF THE DIGGERS' FORUM

The last six months have seen an up-turn in Forum activities, coupled with a growth in membership, resulting in a busy schedule for those involved with the Forum. The most significant activity during this period has been associated with further developments in the Living Wage Campaign, which has brought together the Diggers' Forum, IFA, Prospect and BAJR in order to promote current strategies being employed to raise pay levels across the industry and encourage further action. In the most

recent stage of the campaign, unit managers were addressed directly, seeking their support for the five key aims of the campaign. The initial response was greater than expected, with clear support pretty much across the board. Unfortunately the number of responses tailed off quite quickly, but we received enough information to help structure the next campaign poster and the DF will soon be moving to promote the next phase of the campaign.

Representatives of the Diggers' Forum have been involved directly with industry initiatives to raise pay and improve conditions. The most significant has been the IFA's Benchmarking project where DF representation has helped guide the process towards some encouraging preliminary findings. Efforts have also been made to strengthen contacts with bodies immediately outside the industry - the DF has continued to work with RESCUE, with a view to mutually promoting each others' interests and activities. Much of the Forum's recent activities are covered in greater detail in the forthcoming issue of the Forum Dispatch.

Chris Clarke Hon Chair

REPORT OF THE INFORMATION MANAGEMENT GROUP

The Forum on Information Standards in Heritage (FISH) has established a new IFA Special Interest Group (SIG) to focus discussion and development of information management as part of archaeological practice. IFA Council approved the constitution for Information Management Special Interest Group (IMSIG) in July 2008, and the first AGM will be in October.

Subsequent AGMs will coincide with IFA conferences, to maximise participation. IMSIG are now planning a session for the 2009 IFA conference. Martin Newman comments in the session abstract *'This session will look at all aspects of the management of information on the Historic Environment from fieldwork through curation and archiving to dissemination. Recurring topics are likely to include: the importance of standards for data capture, retrieval and analysis, interoperability between datasets, dissemination and partnerships'*.

To express interest in joining the new group, contact the acting Secretary edmund.lee@english-heritage.org.uk.

FISH is online at www.fish-forum.info

Edmund Lee Secretary

REPORT OF THE MARITIME AFFAIRS GROUP

The last year has seen MAG's activities and membership grow. MAG has been active in responding to various consultations, either by contributing to IFA response or via separate MAG responses. Among others we have responded to DCMS's *Heritage protection for the 21st century*, Defra's *Marine Bill*, Archaeological Archives Forum's *Archive best practice document*, Defra's *Marine minerals consultation*, COWRIE's *Windfarms and historic environment document*, Defra's *ICZM consultation*, DCMS's *Proposed designation of a historic vessel*, Scottish Executive's *Inquiry on marine heritage*, DCMS's *Future of museums and the National Historic Ships committee consultation*.

Plans are underway to hold a third MAG conference following the success of the first two MAG conferences held in Portsmouth, which were well attended by an international audience with a high standard of presentations and engaging debate. The conference proceedings for the first MAG conference 'Managing the Marine Cultural Heritage: Defining, accessing and managing the resource' have just been released, and applications are underway for funding to have the proceedings of the second conference published.

MAG have also organised a maritime session within the main IFA conference 'Three Sheets to the Wind' National strategies for ship and boat remains. The session saw the launch of the IFA *Standard and guidance for nautical recording and reconstruction*, now in its final version. Two MAG seminars were held to address the issues of archives and designations in maritime archaeology. The first: 'Maritime Archaeological Archives in Policy and Practice Seminar' has led to MAG participation and involvement with the Archaeological Archives Forum, and the development of discussion and strategy documents on the issue, further positive initiatives are now underway regarding marine archaeological archives and the AAF has adopted MAG proposals to address key issues in Maritime



Archives, a UK-wide project to take this forward is in the early planning stages. The second seminar 'Provision of Advice on Marine Designation' collated a number of views on the current and potential future provision of advice in relation to maritime historic assets. The papers from this seminar have been issued as a MAG special bulletin, recently distributed to all MAG members.

MAG continues to represent professional maritime archaeology through attendance and input into a range of groups and committees, including the Joint Nautical Archaeology Policy Committee, ALGAO Maritime Group, HSE Diving Group, Society for Underwater Technology Diving and Submersibles Committee, UK Diving Industry Committee, IKUWA 3 Organising Committee and now the Archaeological Archives Forum. In addition to the publications, guidance notes and bulletins mentioned above, MAG is in the final stages of producing an archaeological diving technical note, and continues to keep its membership informed of recent news and events in the maritime sphere via regular email 'MAG Updates'. A MAG blog is currently in development to compliment the existing email updates and provide an additional portal to disseminate and access information on MAG activities and maritime archaeology.

Julie Satchell Hon Chair

2007/2008 COMMITTEES

COMMITTEE FOR WORKING PRACTICES IN ARCHAEOLOGY

Patrick Clay (chair)
Kenny Aitchison
Phil Bethell
Paul Chadwick
Richard Cuttler
Kasia Gdaniec
Hannah Heard
Kate Geary
Ed Lee
Fiona MacDonald
Phil Mills
Geoff Morley
Taryn Nixon
John Sode Woodhead
Marc Spanjer
Jez Taylor
Andy Towle

MEMBERSHIP APPEALS COMMITTEE

Kayt Brown
Chris Clarke
Leigh Dodd
Veronica Fiorato
Andy Towle
John Sode-Woodhead

EDITORIAL BOARD

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Stephen Briggs
Chris Catling
Julie Gardiner
Peter Hinton
Dan Hull
Ed Lee
Andrew Petersen
Jayne Pilkington
Alison Taylor
Tracy Wellman
Kathryn Whittington

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Mike Bishop
Catherine Cavanagh
John Collis
Rachel Edwards
Kate Geary
Don Henson
Bob Hook
Gary Lock
Fiona MacDonald
Andrew Petersen
Nicky Powell
John Walker

REGISTERED ARCHAEOLOGICAL ORGANISATIONS COMMITTEE

Laura Schaaf (Chair)
Beth Asbury
Evelyn Baker
Peter Barker
Stephen Briggs
Stewart Bryant
Stephen Carter
Chris Clarke
Patrick Clay
Hester Cooper-Reade
Bob Croft
Sue Davies
Rachel Edwards
Amanda Forster
Peter Hinton
David Jennings
Clare King
Mark Leah
Forbes Marsden
Jonathan Parkhouse
Roland Smith
John Sode Woodhead
Paul Spoerry
Kim Stabler
Dave Start
Gerry Wait
Roger White
John Williams
Bob Zeepvat

VALIDATION COMMITTEE

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Simon Atkinson
Jo Bacon
Evelyn Baker
Beverley Ballin Smith
Stephen Briggs
Catherine Cavanagh
Chris Constable
Hester Cooper-Reade
Ed Dickinson
David Divers
Rachel Edwards (chair)
Jane Evans
David Hibbitt
Kirsten Holland
Oliver Jessop
Beccy Jones
Clare King
Phil Mills (vice chair)
Geoff Morley
Simon Mortimer
John Lord
Nicky Powell
Julie Satchell
Fiona Seeley
Dan Slatcher
Jez Taylor
Bob Zeepvat
Beth Asbury/Emily Peto

TAKING WIDER PERSPECTIVES: HISTORIC LANDSCAPES IN THE TWENTY-FIRST CENTURY

Kathryn Whittington

The profile of historic landscapes has been raised significantly in the past decade.

Andrew Marvell introduced this session, pointing out that historic landscape characterisation has been developed as a key part of the tool-kit to assist the investigation, interpretation and protection of the historic environment at national, regional and local levels. On a wider scale objectives have been set in the European Landscape Convention, which following ratification in 2006 has now come into force in the United Kingdom.

The first three papers explored the different historic landscape characterisation methods that have been developed at a national level throughout the United Kingdom. **Piers Dixon** spoke about the Historic Land-use Assessment (HLA) project in Scotland, which has been a successful partnership between Historic Scotland and RCAHMS. Based upon the Cornish Historic Landscape Characterisation, it incorporates a GIS approach to the delivery of a single digital map to users. **Graham Fairclough** went on to discuss where HLC has led in England, and its role in heritage management as a whole. He argued that the 'characterisation' element is the most important one and that HLC has altered the way we view change and authenticity. **Judith Alfrey** and **Richard Kelly** then went on to discuss work in Wales. Both the Countryside Council for Wales and Cadw view HLC as essential to define local

distinctiveness; and Cadw with the Welsh trusts are seeking to extend the programme into the urban areas of Wales.

The last two papers looked at historic landscapes from other perspectives. **David Leighton's** paper on the upland landscapes of Wales examined how the distinctiveness of local landscapes has been drawn out from the application of a given survey methodology within a discrete geographical area carried out over many years. While **John Schofield's** paper 'Heritage for "Type A" people' looked forward arguing that our lives have changed rapidly in the past 100 or even ten years, including the way we understand and engage with the historic environment. He went on to explain that concepts that underpin our general practice can be updated, and that we may find that landscape is seen as more important in the future.

Kathryn Whittington
Publicity Administrator

...historic landscape characterisation has been developed as a key part of the tool-kit to assist the investigation, interpretation and protection of the historic environment at national, regional and local levels.



PROGRESSING PROFESSIONAL PRACTICE

Beth Asbury

Nick Cooper opened this session with his stark view of a potential crisis within finds specialisms. He argued that specialists are finite, often self-employed and not in academic posts. He asked who will teach the specialists of the future? He pointed out that graduates often finish university without ever consulting a field report and that it is often only at postgraduate level that this is addressed. He gave examples of work being done to redress the balance though, citing Reading University's CETL funding allowing specialist undergraduate modules to be taught, finds training at Silchester, and similar options being offered at Birmingham University. He strongly advocated vocational traineeships, support for IFA bursary placements (www.archaeologists.net/modules/icontent/index.php?page=156), CPD and distance learning opportunities, such as those provided by Leicester University.

Ulla Rajala made comparisons between finds training opportunities in the UK, Finland and Italy. Although Finnish degree courses are highly vocational and determine careers, job opportunities are actually very few. The two finds-related courses that are offered at Finnish universities focus on archiving or object recognition. The Italian system by comparison does encourage development towards period or artefact specialisms, but is still classically rather than archaeologically grounded.

Cei Paynton and **Mark Lodwick** represented the public face of finds work, sharing the success and growth of the Portable Antiquities Scheme (www.finds.org.uk). The value of the scheme and the work of its officers, often as frontline contact individuals with members of the public, societies

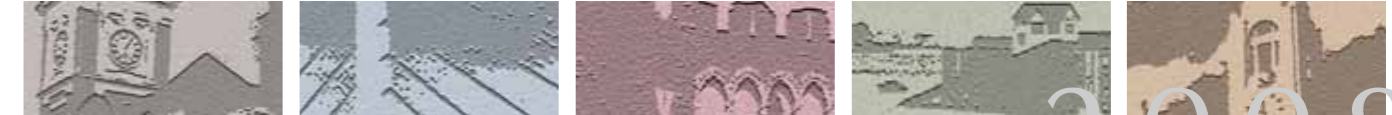
and metal detectorists, was discussed. Mark summarised one particularly successful case study of community involvement as 'a flavour of what you can do by mixing great archaeology with great finds and creative people,' illustrating what a loss funding cuts will inevitably be.

The reception that Archaeological Archives Forum's *A Guide to Best Practice* (website link or mention that it's free for IFA members and £3 for non-members?) has received was discussed by **Duncan Brown**. Although the responses made by members of ALGAO and the Society of Museum Archaeologists were mixed and fewer than hoped, they do show some encouraging signs of the Guide's application. Duncan also reported plans to produce an IFA Standard and guidance on the creation, preparation, transfer and deposition of archaeological archives in the near future.

A similar call for the standardisation of archives was raised by **Amanda Forster**, who outlined some of the problems of comparing finds reports produced in the PPG16 environment. She highlighted the increasing problem of museums not having enough space to accept archives and voiced support for a national online reference collection being developed in the Netherlands. Amanda also argued for more incorporation of artefact studies in regional research frameworks and more specialist involvement with briefs and project designs.

The dearth of finds specialists was discussed by **Phil Mills**, who revealed some slightly scary statistics on how many people within the wider profession potentially had never had contact with any. **Nicky Powell** presented some opportunities to overcome this however, with an outline of the IFA Finds Groups training days and hands on-sessions. Although these are normally held at MoLAS, she revealed that Leeds may be used as a future venue.

Beth Asbury
Membership Administrator



2008

ARTEFACTS, GEOMATICS AND LANDSCAPES

Richard Constable

The session started with a paper by **Jane Evans** outlining the developments in IT and GIS and how they can be used to change the way finds specialists operate. Following from this was **Victoria Bryant**, who explained the use of GIS in Historic Environment Records. Victoria argued the data itself was often poor and limiting. It was suggested that future projects should include better data and a basic index within HER GIS which is more consistent and flexible.

Positive feedback on GIS was a theme for **Peter Rauxloh's** paper concerning an investigation at the Spitalfields cemetery. The creation of a number of useful interpretative products was discussed, as was the potential of the spatially aware analysis of the site's huge osteological assemblages whose recording is now complete.

Roger White and **Vince Gaffney** discussed the Wroxeter Hinterland project, which was envisaged as a means of combining data relating to metal-detected finds and using PAS data in the county of Shropshire with a systematically assembled database of material gathered through surface survey. The project was considered a success, especially as the data collection had involved volunteers from the local community. One of the conclusions was that there is potential for using GIS to predict archaeological sensitivity.

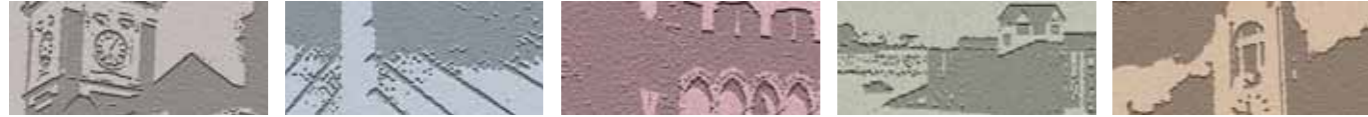
'...groups involved in partnerships can contribute towards developing a national resource whilst still retaining their individual identity.'

Tom Brindle's research is showing that PAS data has much to offer the understanding of settlement distribution and population density, especially if used in conjunction with existing archaeological evidence.

Peter McKeague and **Trevor Cowie** then presented a paper on a project the National Museums Scotland and the RCAHMS have run to address issues surrounding the data held in museum collections and HERs. It demonstrated the value of interaction between archaeological organisations. It was suggested that groups involved in partnerships can contribute towards developing a national resource whilst still retaining their individual identity. This joint approach can enhance museum collections and the monument-based record.

The final paper by **Dominic Powlesland** concentrated on the use of GIS at an excavation at West Heslerton. Arguments for and against were put forward; drawing by hand helped the archaeologist to engage with the site on an immediate level, whereas plotting 380 million data points was a lot easier by computer! The conclusion seemed to be that both computer power and more traditional methods were, and still are, equally relevant, but have different applications.

Richard Constable



SENSE OF PLACE – WHAT IT IS AND WHY IT MATTERS

Duncan H. Brown

South Wales provided a resonantly appropriate setting for this insight into an issue that has come to the fore (in archaeology, planning, tourism – virtually everything) in recent years. Swansea presents the usual contrasts that have been stirred up by the decline of the old industrial backbone of a region, and subsequent ‘investment’. The glossy new museum in a ‘re-vitalised’ waterfront area jars with the decaying house of memories that was the Vetch Field, home of Swansea City FC, now playing in their spanking new stadium and looking forward, not back.

Football grounds were examined further by **Jason Wood**, who excellently addressed the point that identity can be formed by shared experience, and passed on to each generation to shape (or displace) as they will. Indeed, that became a common theme running throughout the session, and the lengthy discussion it provoked. I suppose it is inevitable that when archaeologists consider Sense of Place, they do so somewhat retrospectively, hoping to gain an understanding of the past.

It seems to be accepted that a Sense of Place arises from longevity and continuity.



The decaying hulk of ‘The Vetch’ - the home of Swansea City until 2005. Blocked turnstiles, barbed wire and surveillance cameras couldn’t be less welcoming than the prison next door. Denied access to the pitch, local kids enjoy a kick-about in the streets outside. (Photo: Jason Wood)

This was challenged here at the outset. **Rosy Phillipson** has researched the use of the term in the websites of 100 different organisations and individuals, and uncovered a wide range of possible meanings (I wonder if there is any difference now between estate agents, casinos and schools?). The common thread is what she terms ‘local distinctiveness’ – which can be bent in any number of ways, regardless of what the past might tell us. The paradoxical Swansea cityscape loomed more powerfully than ever.

Sue Clifford turned this around slightly. She spoke about Common Ground, an organisation that gives communities the chance to find the sense of their own place together. This is a scheme that is so simple it’s brilliant. Other speakers offered alternative perspectives, but essentially the same message. Sense of Place is important in understanding the local, and indeed the locals, from the indigenous cultures of New South Wales (more resonance!) to the Forest of Bowland, and finally both on and under the sea. What was missing, at least for me, was any attempt to look at how, in essence, many places are really the same. The Forest of Bowland has lovely hills, valleys and views, but then so do loads of other places. Southampton, where I live and work, has medieval town walls and churches, lots of shops, a football club, a railway station – ditto. The search for a Sense of Place can be too easily confused with a desire to find uniqueness (often to shore up a tourism/marketing strategy). The position of the local, and interpretations of it, within wider cultural boundaries ought to be elucidated further.

If the success of this session is anything to go by, then there could be a follow-up. The organisers brought together a terrific range of papers, each of which lent fresh insight to the theme. Furthermore, the speakers were great and there was lots of discussion. As one of the participants commented, this was everything an IFA Conference session should be – current, stimulating and, unusually (whisper it), as much about archaeological thought as archaeological practice.

Duncan H. Brown
Southampton Museums

TOPOGRAPHIC INFLUENCES ON EVALUATION TECHNIQUES IN THE UK

Kathryn Whittington

It is now common practice for contractors and consultants to work throughout the UK in varying local conditions. **Mark Williams** and **Mike Dawson** introduced this session (sponsored by the CBA and English Heritage) arguing that it is essential that archaeologists who work in a variety of areas appreciate how evaluation techniques need to reflect this. Specialists in geographical areas will discuss how specifics of topography and geology have influenced the development of evaluation techniques through their influence on past settlement distribution, survival and visibility of archaeological remains and current techniques.

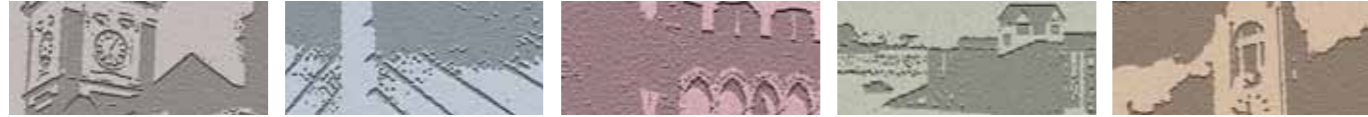
The first paper was by **Ken Hamilton** discussing an integrated approach to the evaluation of large urban areas, which can be frequently problematic. He described a number of case studies where a range of investigative and sampling techniques were used to deal with large sites, such as Norfolk Landscape Archaeology’s window sampling method. **Patrick Clay**’s paper was appropriately on sampling clay substrata. He argued that their potential has been overlooked in the past and they have excellent potential for further research. Following from this **Kasia Gdaniec** looked at the Cambridgeshire Fens. Evidence from recent development-led investigations was presented. Kasia showed that investigation was multidisciplinary and that appropriate analysis is essential for full consideration of such sites.

‘...it is essential that archaeologists who work in a variety of areas appreciate how evaluation techniques need to reflect this.’

Clive Waddington then went on to describe a geoarchaeological approach to managing archaeological landscapes, focussing on the Milfield Basin. Summarising the results he demonstrated how it has effected archaeological decision making in the area. **Jon Humble** then gave a paper on how to build consensus with the minerals industry and planners. Based around the work of the cross-sectoral working group (archaeology, minerals industry and planning) he described how a new practice guide has been developed and emphasised how key dialogue was in this process.

In the final paper **Nansi Rosenberg** gave a paper called ‘the argument for a consistent approach’ arguing that the current system of individualism is confusing and unnecessary. She argued that changes in legislation will necessitate that curators work faster and that a consistent approach to excavation and recording should be developed nationwide.

Kathryn Whittington
Publicity Administrator



CLIMATE CHANGE AND THE HISTORIC ENVIRONMENT

Peter Hinton



The wooden foundations and palisade of the Iron Age Glastonbury Lake Village. The predicted hotter, drier summers over the next century will heighten the threat of desiccation to such waterlogged sites and increase peat wastage, thus also adding to carbon emissions (photo: Somerset County Council Heritage Service)

Sebastian Payne, English Heritage, argued that as archaeologists we should know that climate changes all the time. Taking a long perspective, the last 10,000 years have been a slightly warmer interglacial during a cold and rather changeable Pleistocene. Much of what we fear we have seen before. Sea level has risen by 130m in 20,000 years, often at a rate of 1m a year; there have been c 20 rapid rises during the past 100,000 years. The great flood of 1607 killed c 2,000 people in SW England, the 1703 storm killed 8,000 people, and our worst recorded droughts are from the 1890s. Bas argued that this understanding is important when we look at the predicted effects on society. As archaeologists we can see that the natural world frequently adapts successfully to dramatic climate change, and that human beings have proved immensely resilient and creative. What should be worrying us is whether our social and economic systems, our massive populations and sedentary lifestyles, all evolved during the present period of unusually low temperatures and levels of atmospheric CO₂, are capable of withstanding the next episode of our climate's history.

Gareth Watkins presented a paper by **Vir Dellino-Musgrave**, Hampshire and Isle of Wight Trust for Maritime Archaeology. It reported on the Aggregates Levy Sustainability Fund-supported research into the archaeological potential of England's territorial waters, the UK Continental Shelf and the impacts of climate change on preservation of offshore remains. Vir discussed our growing understanding of how past sea-level change has influenced human occupation patterns, and the potential of using this understanding to

This excellent session, organised and chaired by **Gill Chitty** of the CBA and **Jim Williams** of English Heritage, and generously sponsored by the CBA, looked at current thinking on the future scenarios for climate change.

Alastair Brown, UK Climate Impacts Programme, introduced the headlines of changing seasonality, increasing air temperatures, changing drought and flood risk, and sea level rise. He described some of the UKCIP tools and information to aid decision making. He also gave us a foretaste of the UKCIP08 probabilistic climate projections – and these show that whatever steps we take to reduce carbon emissions we will need to adapt to very significant and threatening changes to our environment.

predict potential sites of interest – valuable information for archaeologists and the minerals industry alike. **Simon Fitch** of the University of Birmingham argued that studies of the North Sea palaeolandscape can help us understand the effects of change on the coastlines and lower lying areas of Europe, on the people that lived there in the Mesolithic and on those who live there now.

Richard Brunning, Somerset County Council, took us on a tour of the Somerset Levels and Moors. Here a large proportion of the population still lives on the same hard geology in the floodplain that has been occupied as the Mesolithic: the difference is that today most people do not recognise that they are living on an island. 'The Lost Islands of Somerset' project is intended to use archaeology to explain the topography to the local population, and to help it prepare for future landscape changes and more frequent and intense flooding. People are likely to have to see greater irrigation of wetland areas (good news for the survival of archaeological deposits there, less so for maintaining its more recent historic landscape character), the removal of hard flood defences and a return to a more natural floodplain function.

Steve Trow described how English Heritage is developing policy and an impressive range of guidance based on the current best understanding from scientific research into climate change. The Fourth Assessment Report (2007) of the Intergovernmental Panel on Climate Change provides the authoritative scientific basis. Things we will have either to manage or to adapt to include damage to the historic environment from increased coastal erosion, flood, subsidence, storms, new pests and diseases, development pressure on green spaces, increased building insurance costs (or the withdrawal of cover), microgeneration and biomass crops.

Rob Woodside, Atkins Heritage, described a toolkit for assessing vulnerability in historic assets, measuring how susceptible they are to the impacts of climate change and how well they can cope with them.

Jamie Quartermaine, Durham University, discussed how even relatively small changes in the climate can disturb the equilibrium of the upland environment. Peatlands are especially vulnerable to erosion following fires and drought, as the absence of vegetation permits peatslides.

Phil Bennett and Polly Groom, Pembrokeshire Coast National Park Authority, illustrated how many of the Park's 5,800 sites and monuments are either threatened or being destroyed by coastal erosion. The NPA is targeting its resources on the most vulnerable areas, undertaking evaluations and excavations along the cliffs and intertidal zone. Value has been added to the research by including opportunities for community participation.

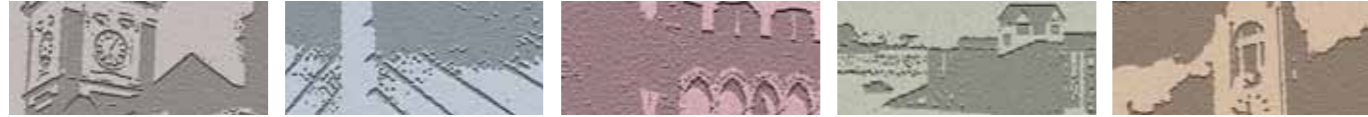
Keith Challis, University of Birmingham, discussed the potential impact of future climate change on archaeological remains in river catchments in Britain. He argued that many of the policies and initiatives for alleviating the impacts of climate change on valley bottoms could have damaging effects on the buried archaeological landscape. Keith reviewed the potential implications of increased alleviation, floodwater contamination and channel migration.

Climate change is clearly going to have a significant effect on our professional lives as well as many other aspects of human existence. The CBA and English Heritage corporately and Gill and Jim individually, by rounding up such a good selection of speakers, research and policy initiatives, have provided us a valuable introduction to a topic we will hear much more of in coming years.

Peter Hinton
Chief Executive

A late Saxon fish weir being sampled. Such inter-tidal sites are threatened by increased erosion as sea level rises (photo: Somerset County Council Heritage Service)





BUILDING COMMUNITIES

Heather Lindsay

Under the ever-growing umbrella of archaeology, the study of buildings is certainly one of the most accessible. Historic buildings are not restricted to the remit of buildings archaeologists and architectural historians, but are instead the places where we live, work, eat, play, shop, and so on. The built environment exists all around us, and as such it is almost impossible for the general public not to notice it. However, the more interesting issue is how much the public get involved – taking a step beyond the everyday experience of buildings and delving deeper into their analysis and understanding.

The Buildings Archaeology Group (BAG) session this year addressed this topic across a broad range through the exploration of 'Building Communities'. The session tackled issues such as volunteer recording, advances in historic trails, and the general perception of historic buildings. Case studies ranged across Britain with a focus on Wales, though covering topics as far reaching as India. **David Gwyn** (Govannon Consultancy) chaired the session, asking thought-provoking questions throughout the day and providing a great deal of insight into the importance of involving the community in historic buildings research.

Duncan James (Insight – Historic Buildings Research), **Mike Nevell** (Manchester University) and **Rob Wilson-North** (Exmoor National Park Authority) all spoke about carrying out buildings recording with the help of volunteers. Duncan discussed a series of building recording projects in Herefordshire, some of which had been initiated by local history groups and many which 'would have been difficult if not impossible to achieve without public involvement'. Mike provided contrasting stories of training members of the Mellor Archaeological Trust in buildings archaeology, versus the gathering of data by volunteers at Dunham Massey. Rob's paper was based in Exmoor National Park, where members of the community assisted in recording historic farm buildings. Rob pointed out the benefit of volunteers taking part residents of the park were much more willing to allow friendly faces to poke around their land than they might have been to local authority staff!

Lynne Walker (Council for British Archaeology) examined how volunteers provide information necessary to assess planning proposals for historic structures. We were once again reminded of the importance of community involvement at Whitefield, Nelson in Lancashire, which was passionately debated by Sylvia Wilson of Homes Under Threat at the 2007 BAG conference session. Along a similar vein, **John Hainsworth** told the tale of the Llanfyllin Union Workhouse, whose survival is owed to a group of local volunteers. The workhouse was named this year by the Victorian Society as one of the top ten most endangered



The exterior of Tabernacle Church (photo: Heather Lindsay)

buildings in England and Wales, and it was also featured in 2004 on the BBC2 series Restoration. Today, it is home to community events like the annual Workhouse Festival (akin to a mini-Glastonbury), and Volunteer Weekends which lend to the slow but steady restoration of the building.

Recording and campaigning were not the only order of the day, though, and there was also some discussion of how the public experiences the built environment. **Tom Pert** and **Angharad Williams** spoke about a project funded by the Royal Commission on the Ancient and Historical Monuments of Wales (RCAHMW) known as the Ruthin e-trail, which uses PDAs to deliver heritage information to the public using hand-held devices. This project is an important step forward in the use of technology for understanding archaeology, and was a real crowd-pleaser in the morning session.

The session finished with **Nikhil Joshi** (Donald Insall Associates Ltd), previously a SPAB Scholar, who showed the vast differences between the conservation practice in the UK and abroad, specifically explaining the Gandhian philosophy of swaraj (self – governance) and the Buddhist philosophy of self-sufficiency. His main concern was with how society understands and uses the buildings around them, focusing on a local temple in Asia which is constantly renovated not by professionals but by locals who appreciate the importance it has to the community.

At the end of the day, it was clear that the session was a success – if only to have provoked questions and further thought on the role of the community in the study of buildings archaeology. As David Gwyn pointed out, it is clear that there are always going to be positives and negatives when volunteers and other members of the community get involved – but that without doubt they are a rich and useful resource in the archaeological world.

Excursion

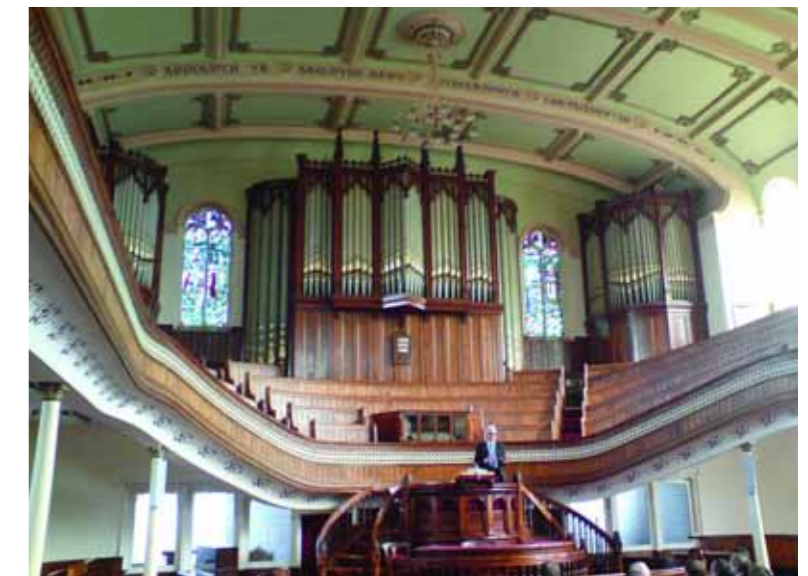
BAG also sponsored an excursion to the Copper Smelting Communities of the Lower Swansea Valley, led by **Stephen Hughes** of RCAHMW. Stephen did an excellent job of taking us back to the industrial days of Swansea, and in the process attempting to talk over the noise of everything from traffic and

diggers, to a local theatre group armed with tambourines and guitars! The tour included a trip to the Upper Bank Copperwork development where Stephen Pugh (CgMs Consulting) gave some clues to the excavation being carried out by Oxford Archaeology. The group was treated to a rare glimpse inside the Swansea Museums Store, and although the main purpose was to look at the fabric of the building it was impossible not to be intrigued by the various artefacts including timber boats, cars, motorcycles, and a 1940s standing hairdryer. We were also shown the rather spectacular Tabernacle Chapel, where Stephen 'preached' on the history of copper smelting.

Further information about IFA Groups and Conferences is available on the IFA website, and abstracts of the 2008 BAG session are available on the Buildings Archaeology Group website.

Heather Lindsay
Purcell Miller Tritton

Stephen Hughes of the RCAHMW 'preaching' about the history of the Copper Smelting Communities of Lower Swansea, from the lectern of Tabernacle Church (photo: Heather Lindsay)



Members of the tour overlooking the excavation of the Upper Bank Copperworks. (photo: Heather Lindsay)



IFA WORKPLACE TRAINING

Richard Madgwick

This session followed on from the successful IFA Placement Learning session at the 2007 conference by showcasing a broad range of new and recently completed workplace training projects. Through these projects the IFA aims to address identified skills gaps in different sub-disciplines of archaeological practice and create opportunities for graduates to gain professional experience in their chosen fields. The session was sponsored by the Heritage Lottery Fund and English Heritage

Papers were presented by bursary holders and supervisors from both the English Heritage-funded EPPIC scheme and the HLF-funded Workplace Learning Bursary Scheme, both of which are designed and administered by the IFA. Now entering its third year, the HLF funded scheme continues to develop innovative training placements in a diverse range of fields within the heritage sector, hosted by institutions spanning the UK. The EPPIC scheme was established in 2004 and places early career professionals in English Heritage training posts throughout the country.

The first half of the session focussed on five current and completing EPPIC trainees. **Claire Martin** and **Agnieszka Sadraei** opened by giving a thorough account of their time with different English Heritage architectural investigation teams,

highlighting the varied training they gained during two essentially similar placements. **Melanie Partlett** moved on to recount her experiences of a recently completed placement with the EH aerial survey and investigation team which has successfully lead to related employment with ARS Ltd. This was followed by a joint presentation by two archaeological survey and investigation trainees, **Catherine Grindey** and **Jonathan Millward**, who highlighted the benefits of professional training while noting that employment in their specific field may remain difficult to come by.

The remainder of the session concentrated on HLF funded placements, commencing with an account of the recently completed zooarchaeology training placement at Cardiff University by **Rich Madgwick** and his supervisor **Jacqui Mulville**. They stressed the importance of the training scheme for retaining graduates in the profession, carrying out new research and filling skills gaps. **Mary Harvey**, who is based in Portsmouth with the Nautical Archaeology Society, sang the praises of workplace internships for increasing the employability of bursary holders by furnishing them with the professional experience to complement their qualifications and theoretical knowledge. The

session continued with news of another placement that came to a successful conclusion. Worcestershire County Council's HER records assistant **Oliver Russell** stressed how the tailored training he received as a bursary holder lead directly to employment with his host institution. The final two papers,

A recurrent theme highlighted by trainees throughout the session was the ever-present problem of a lack of professional experience to take into the employment market after finishing university.

presented by **Liz Forster** (rural archaeology) of North Yorkshire County Council and **Daniel Jones** (historic buildings recording) and **Peter Wakelin** of RCAHMW further emphasised the spectrum of archaeological sub-disciplines which are benefiting from the internship scheme.

A short discussion followed, in which representatives of host institutions past, present and future aired their thoughts on the organisation of trainee positions, the identification of skills gaps and the potential for streamlining the setting up of internships.

A recurrent theme highlighted by trainees throughout the session was the ever-present problem of a lack of professional experience to take into the employment market after finishing university. The EPPIC and HLF-funded schemes are at last providing an invaluable means by which

motivated graduates can make positive steps towards becoming professional practitioners. The unbounded success of the scheme is typified by the fact that of 21 completed training projects only one bursary holder has not continued to develop a career in archaeological practice either through new employment or further study.

Further details on the Work Place Learning Bursaries Scheme, including case studies, training diaries and a broad range of information for potential hosts, potential trainees and the wider archaeological community can be obtained from the Bursaries page of the IFA website.

Richard Madgwick
Cardiff University



Past and present Workplace Learning Bursary holders at the conference (photo: Natasha Kingham)



2008

MANAGING ARCHAEOLOGY

Beth Asbury

The tone of this session, sponsored by English Heritage, was set by **Kenneth Aitchison** who claimed, 'management is for everyone; everyone is a manager.' He argued that archaeology is everywhere and therefore anyone who comes into contact with it has a role in managing it somehow.

How this could be achieved was discussed by **Malcolm Cooper** who questioned whether legislation protects heritage or creates it. He asked, is heritage management a practical or theoretical discipline? To view it purely as a practical skill ignores the theoretical frameworks that created the need for that legislation, but legislation alone does not protect it, he argued. Malcolm concluded that setting up lots of rules does not solve a problem alone, but it is recognising the political and social philosophy behind them, working in collaboration and with innovative approaches that gets this job done.

Recognising this is important for identifying how training can be provided for the future to improve this. **Mark Beattie-Edwards** continued on this theme, discussing options, sources of career information, professional development and training provision an archaeology graduate could expect to contend with. The National Occupational Standards (www.archaeologists.net/modules/icontent/index.php?page=41), Qualification in Archaeological Practice (www.archaeologists.net/modules/icontent/index.php?page=199), Nautical Archaeology Society courses (www.nasportsmouth.org.uk/training/index.php), OUDCE (www.conted.ox.ac.uk/), Leicester University courses (www.le.ac.uk/archaeology/dl/dl_intro.html) and benefits of CPD (www.archaeologists.net/modules/icontent/index.php?page=20) were discussed ([website links?](#)).

Martin Locock offered his *Ten Simple Steps to Better Management* (<http://10simplesteps.blogspot.com>),

highlighting the increasing numbers of desk-bound archaeologists and the need for job satisfaction to help ensure people are good managers. There are different job titles for every 4.7 people in the profession, he explained, and the key to staying happy in this new environment is to embrace the change and accept the change in values this brings. He promoted the use of *IGoogle* (www.google.com/ig) as a simpler, free alternative to *Microsoft Project* and advocated training that starts off with what people know and use, and to 'go from there.' He encouraged project reviews that look at what went right as well as what went wrong, warning against over-performing.

Brian Kerr discussed English Heritage's approach to project management, MAP1's quick replacement with MAP2 and the new MoRPHE (*Management of Research Projects in the Historic Environment*) guidelines (morphe@english-heritage.org.uk). MoRPHE is more flexible than MAP2 and features more research aims. It is already in use by EH staff, and from April by anyone involved in EH-funded projects. It is supported by project planning notes and technical notes, covering subjects such as maritime work, development control and archaeology.

John Walker also picked up on some of the points made by Martin Locock, lamenting a loss of inspirational leaders in archaeology and a need for people to feel involved in their roles. He discussed the upheavals the profession had been through since its pre-planning guidance days and encouraged creativity and flexibility in project management. An archaeologist does not only need to be a digger anymore, he explained, but retaining an interest is important, as is the ability to sell yourself to your client, as applicable – if needs be, put on the suit!

Beth Asbury
Membership Administrator

'...management is for everyone; everyone is a manager'

How different is Welsh Archaeology?

*In addition to the Welsh conference session, **Stephen Briggs** and **Chris Delaney** have provided further comment on the identity of Welsh archaeology.*

Wales is different in two ways. First, its flourishing language and historic environment lend to it a sense of profound celticity that underlines its present cultural and political identity. Its mysterious prehistoric stone circles, first drawn in the seventeenth century, were by the nineteenth adopted into an ongoing national institution – The National Eisteddfod and its Gorsedd of Bards. For tourists, the landscape's gaunt denuded megalithic tombs eventually became potent symbols of a rugged nation. These now advertise its wild uplands for recreational escape. Along with a plethora of chapels, Wales's significant industrial past – in coal, iron and canals – is celebrated in conservation and restoration projects, the successes of which are increasingly important to the tourist economy.

Although for long with minor administrative difference, for archaeology, Wales's serious differences began to take root in what was the Inspectorate of Ancient Monuments (since 1982 Cadw) at Cardiff during the early 1970s.

Carreg Cennen Castle, Carmarthenshire (photo: Trysor)





Remains of a lead mine in mid Wales (photo: Trysor)

They began when Dai Morgan Evans – then an Inspector AMs Inspectorate - proposed the division of rescue archaeology into four regional units, Clwyd-Powys, Dyfed, Gwynedd and Glamorgan-Gwent Archaeological Trusts, 1974-6. Initially, part-funded by County Councils, they were strongly supported and controlled by the Inspectorate. Richard Avent succeeded Dai as the prime advocate of this system, a role he fulfilled conscientiously for thirty years until his untimely death nearly two years ago. A separate service was administered by Clwyd County Council which worked closely with the Clwyd-Powys Trust.

The Trusts survived and flourished, despite remarkable vicissitudes in funding and staffing regimes, and in contrast to what happened to rescue archaeology units in England. They have made signal contributions: by establishing a stable presence among communities which would otherwise rarely see archaeological expertise; by creating SMRs enabling them to advise on planning, educational and interpretational matters; by making

a signal contribution to Welsh historical scholarship; and by remaining constant employers and developing standards of expertise in most areas of heritage investigation and management. Along with Cadw and the Commission they have provided the nearest thing we have to a career structure.

After his appointment to Principal Inspector in 1984, Avent initiated a series of five archaeological consultative conferences to help advise and move government ministers towards evidence-based policies for the historic environment. He insisted on acting upon the outcomes by embarking upon: a monuments scheduling-enhancement programme; a partnership publishing programme with the Cambrian Archaeological Association; raising the profile of Industrial Archaeology through the appointment of an Inspector; reaching contractual agreements to expand science-based archaeology in Cardiff and Lampeter universities, and last, but not least, by promoting a long-term (continuing) centrally-funded programme of field investigation in the Welsh Uplands.

Avent entered into initiatives with ICOMOS, 1988-1990, and through partnership working with the Countryside Commission for Wales, a volume each was printed on *Historic Landscapes of Special Interest*, and *Landscapes of Outstanding Interest*, together with 6 registers of historic gardens by 2007. Indisputably a distinguished Welsh initiative, all were conceived and achieved with an expedition and methodology that made them the envy of English Heritage.

Cadw continues to sponsor theme-based initiatives at the Trusts like those of the 1980s, under programmes to examine enclosed settlement, flint scatters, funereal and ritual monuments, churches and ports and harbours (to mention a few). All have produced valuable outcomes, while evolving stewardship agreements among farming communities have taken on their own, particularly Welsh flavour.

Stephen Briggs

If we look back to September 1997 and the devolution referendum, it is difficult to believe that the people of Wales only voted yes by a slender majority of 6712. Welsh Assembly Government is today an established part of the political framework of Wales and the Government of Wales Act of 2006 creates a legislative platform for real devolved government. The issue is, has this had an impact on archaeology and heritage? The answer is yes. Welsh Archaeology has a distinct identity.

When the Senedd opened in 2006, it provided a renewed focus for Welsh identity and confidence. Following its opening, well over 100,000 people visited in the first three months. It is now a popular attraction in Cardiff Bay. This is an indication of the support the people of Wales now have for the Assembly. There is a hunger for self-determination and a re-enforcing of pride of place and identity. This has impacted on how we interpret archaeology and the past and the National Museum Wales' 'Belonging' and 'Origins' exhibitions reflect this. There have been some structural changes in the

manner in which archaeology in Wales and the heritage sector have been organised. Most of these have been minor, but some of these have been quite significant. Pressure put on the archaic Court of the National Museum of Wales to abolish itself may appear at first glance to have been indecent political interference with an independent organisation, but it merely reflects the political reality of the situation. The purse holder clearly influences the strategic direction of the organisation. Ever was it so. It could be argued that the Welsh Office in the 80s and 90s with its pressure for admission charges and the employment of generic managers as Directors was far more dictatorial in its approach to the National Museum than Welsh Assembly Government today. The demise of the Council of Museums in Wales and the creation of CyMAL have led to changes in the museum sector. CyMAL represents a major investment in the development of local museums, archives and libraries services and builds on the current agenda outlined in the Assembly Government's strategic agenda, *Wales: A Better Country*. CyMAL is now the Sponsor Division for *Amgueddfa Cymru - National Museum Wales*. The museum's 'Vision' sits snugly with current political agendas.

However, fundamentally the changes have been attitudinal. Closer working, partnership working, accessibility and an awareness of political agendas have been paramount. The creation of the inclusive Historic Environment Group and the Historic Wales Portal reflect this. The 2007 Elections led to a Labour/Plaid Coalition and to the creation of the joint 'One Wales' manifesto. This may not be a document that mentions archaeology as such, but it does repeatedly mention museums and heritage without subsuming both into the culture banner. We now have a Heritage Minister with responsibility for the historic environment and all the key players involved in it and archaeology. Ten years on archaeology and heritage are on the political agenda, they may not be priorities, but they are in the politician's vocabulary .

Chris Delaney

Welsh Archaeology

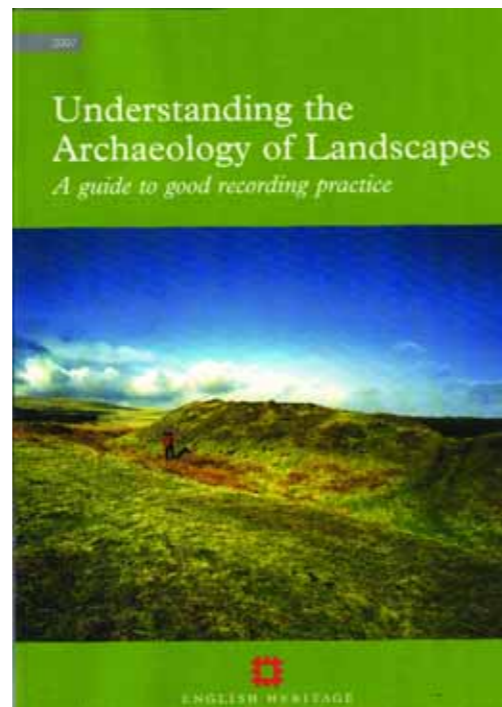
Understanding the archaeology of landscapes: a guide to good recording practice

English Heritage guideline series

The latest edition to English Heritage's Guidelines series is dedicated to the specialism of analytical earthwork survey. The discipline, which concerns itself with the identification, description and interpretation of landscapes and monuments, is often misunderstood in archaeology and consequently overlooked. This publication is therefore a welcome addition to the series, and, if widely distributed and adequately implemented, it could have a monumental impact upon this highly valued but potentially threatened discipline.

As arguably the earliest archaeological technique, earthwork survey has had over three centuries to refine its methodology. It is not purely the 'art of taking measurements', (*Field & Colliery Surveying* T.A O'Donahue, 1928), but instead, as this publication's predecessor claimed, it is concerned with 'providing information about the monument's form, construction, function, condition and on how it has been affected by subsequent developments and later use' (RCHME, 1999). Technical methods of field survey had changed little in the 300 years since John Aubrey's pioneering survey of Avebury. Indeed the plane table is still used today, although since the 1980s electronic systems have increasingly predominated. Nevertheless the basic principles of survey have remained unchanged. Unfortunately a lack of standardised conventions has resulted in considerable variation of standards creeping into the discipline which has called into question its credibility. Hopefully the reinforcement of the acceptable criteria, as illustrated in this new publication, will raise standards across all sectors of the profession.

Written and contributed to by almost every member of English Heritage's Archaeological Survey and Investigation Team, the publication draws on over 20 years of experience from the former RCHME and the Ordnance Survey (also see TA 63). Essentially an updated version of the Royal Commission's 1999 publication *Recording field monuments: a descriptive specification*, this practical step-by-step guide directs the reader through the 'archaeology of landscape' from reconnaissance to dissemination. It is written neither as a technical manual, nor as an essay in landscape theory, rather it strikes a good balance between empirical methodology and broader archaeological interpretation. It is applicable to all levels of expertise, with no emphasis on experience, and attempts to cover almost all eventualities and



instruments, from the tape measure to lidar. Despite their unorthodox arrangement in the volume, there is an excellent array of case studies, which cover a wide range of regions, monuments and periods.

However, as a largely visual discipline I would have expected more illustrative guidance as laid out in its sister guide *Understanding historic buildings: a guide to good recording practice*. This publication has an excellent appendix which features superb examples of building plans and a ready-reference key to drawing conventions that can be quickly and easily referred to. It was disappointing not to discover a similar layout in this volume, particularly since many landscape survey drawings by the contributors could easily rival those in the Historic Buildings publication in terms of impressiveness (see Fig. 15 in the *Where on earth are we? the global positioning system in archaeological field survey*, 2003). Another disappointment was the constant referral to outside publications, written mostly by the authors, to elaborate on crucial techniques.

However, despite these minor criticisms it is a well written and informative publication, and which will be indispensable in the field, not least by this reviewer. It has been produced at fundamental time when a great amount of the experience expressed here is soon to be lost to the profession due to retirement. This is not aided by the lack of skilled practitioners present in this resource. This publication could therefore be an important step in expanding these skills to the broader heritage sector. However, this will surely depend upon the distribution and accessibility of the

guidelines and the enforcement of the conventions. Hopefully this will achieve the publications rather than the superheroic ambition expressed in the first page; 'Through enhanced understanding come enhanced care and enjoyment.' Where is that cape!

Kate Page-Smith
CgMs

Understanding Historic Buildings – a personal view

This article takes its title from two recent English Heritage guidance documents, to explore whether Planning Policy Guidance 15 can be used as effectively as PPG 16 in securing developer funding to investigate historic buildings in England.

A catalyst for PPG 16 in 1990 was the need to fund archaeological work which, under the polluter-pays principle, became the responsibility of developers. Archaeologists have since built up considerable experience of desk-based assessment, writing briefs and contracts. To facilitate and regulate this process, there is a range of recording guidance and requirements for archiving and dissemination.

PPG15 (1994) is not primarily aimed at securing funding and focuses on the conservation of designated assets. While consideration of recording conditions in case of alteration or demolition is included, PPG16-style conditions recommended by archaeologists have also, possibly more frequently, been used to secure building recording. Buildings are a known resource, visible in the landscape and usually in use, so conservation professionals have become adept at balancing preservation and change.

Some myths

Colleagues have told me that 'PPG15 cannot be used to secure developer funding for building recording' even for undesignated structures. Or 'consultants cannot be trusted to undertake a fair assessment of buildings if they're being paid by the developer' yet, routinely archaeological curators base their decisions on reports by consultants. Although these reports may vary in quality, if sufficient evidence is included, a conservation officer can justify a decision that is at variance with the recommendations of an assessment report. Those dealing with structures that enjoy statutory designation – in conservation areas or listed buildings – tend to concentrate resources on conservation rather than research and understanding; if demolition is approved, they may

feel the battle has been lost, whereas might ensure a record is made beforehand.

This divergence of approach means there have been too many lost opportunities. Developers are not routinely asked to record listed buildings in advance of alteration, and undesignated buildings disappear without a record. While some have a holistic approach to the historic environment, others find it difficult to transfer approaches from the buried to the built environment and vice versa.

The position is changing, with more PPG 15 and 16 recording conditions being applied to buildings, and more jobs being advertised for buildings analysts. Now, with a more unified approach to historic assets and wider appreciation of HERs, we should make full use of available guidance.

RECENT GUIDANCE

Understanding historic buildings: policy and guidance for local planning authorities

This guidance from English Heritage was launched at IHBC's Annual School in June 2008. Commissioned five years ago for the HELM project, it could be the key to encouraging local authorities to incorporate building analysis into the planning system. It explains how understanding the significance of a historic building can inform development proposals and assist in the decision-making process. It places the emphasis on applicants to provide sufficient information from the outset and, suggests how recording conditions may be worded, whether the building is designated or not.

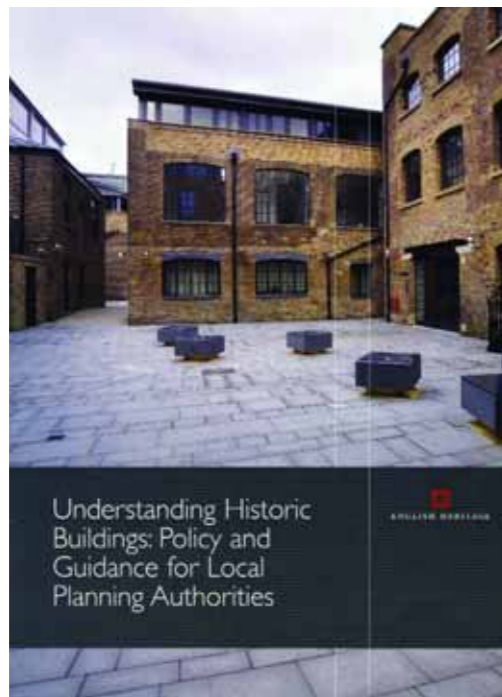
The document has plenty of case studies, that prove that developer-funded assessments *can* provide the basis for their decisions, as long as they are produced by a 'suitably qualified specialist'. Guidance is given on structuring a report and the need for dissemination.

Understanding historic buildings: a guide to good recording practice (2006) is a companion to the above. This guide is a revised and expanded version of *Recording historic buildings: descriptive specification* (RCHME 1996). New sections on CAD drawing conventions and digital photography are especially welcome. At 40 pages, it gives detailed advice on when and how to record at four 'Levels', beautifully illustrated with line drawings. This guide, along with the IFA's own *Guidance for the Investigation and*

Recording of Standing Buildings or Structures, should be referred to in any specification for building recording.

The (principles of) *Selection Guides* for listing buildings, downloadable from the English Heritage website www.english-heritage.org.uk, form 21 fairly detailed essays on the relative significance and rarity of building types by period, from domestic buildings to military, and include street furniture and communications and utilities. They provide extremely useful potted architectural histories and reading lists, which could aid a rapid assessment of building types and structures, even where listing is not anticipated.

Management of Archaeological Projects, English Heritage 1991 (MAP2), was superseded in 2006 by the *Management of Research Projects in the Historic Environment* (MoRPHE) which has been revised 'in the light of broadening definitions of the historic environment and of developments in project management and data handling across this sector'. Specific guidance on managing particular types of research project (including complex architectural survey) is available at www.english-heritage.org.uk/morphe.



Cover image depicting the recently developed Regents Quarter, Kings Cross where archaeological assessment of nineteenth century buildings informed the design of the redevelopment scheme, and led to the recording of a previously unknown stables

Professional differences

The different approaches of archaeologists and other conservation professionals will affect how this guidance is used to fund building assessment and analysis. It is not simply whether historic assets are above or below ground but the difference between practical conservation and investigative research. Conservation architects may record not for the sake of research but to inform conservation, so reports may not be produced or logged with an HER.

Or is it because conservation professionals are predominantly employed in the public sector while archaeologists usually work in the private sector? Building survey work undertaken for the private sector can be subject to commercial and privacy-based disincentives for publication that are less apparent in the archaeological sector.

But there are overlaps in approach, where archaeological curators concerned with preservation of archaeological remains have similar goals to conservation officers. More comparative statistics would be useful.

Spreading the word

Will the guidance encourage standardisation and quality of work? To avoid new guidance getting lost in the sea of strategy documents that English Heritage and other agencies are publishing, it's up to us to ensure it's noticed and used.

To succeed, we have to ensure that practitioners are trained and standards are met. The impact of *Informed Conservation* (English Heritage, 2001) was increased by the popular training courses which accompanied it. With the current emphasis on multi-disciplinary working and our diverse skills base, there is the opportunity for heritage specialists to share skills and approaches.

Building assessment and recording is increasing in frequency, and subject to the same challenges already faced by archaeologists. Are there sufficiently skilled practitioners to meet the demands? How do we involve local societies and independent experts, and ensure accessibility, for example giving the public greater ownership of buildings projects? How are the needs for dissemination synthetic publication to be addressed?

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New members

ELECTED

Member (MIFA)
Tim Gent
Ulla Rajala
Matthew Williams

Associate (AIFA)
Mick Atha

Practitioner (PIFA)
Elizabeth Caldwell
Jessica Djohari
Diane Gorman
Alice Hobson
Nix Lyons
Helen Stocks
Stefanie Vincent
Amanda Wintcher

Affiliate
Sandra Hillier
Claire Sutton
Martina Young

Student
Angela Crook
Duncan Howitt-Marshall
Naomi Hughes
Marie Kelleher
Jonathan Lambert
Emilie Sibbesson
Jennifer Whitby

TRANSFERS

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Elizabeth Jones
James Kenny
Karin Semmelman
Leo Webley

Associate (AIFA)
Nick Corcos
Abby Guinness
John Halsted
Paul Mason
Stephen Morgan
Sarah Ward

Practitioner (PIFA)
Scott Harrison
Lorna Richardson

Letters

W(h)ither....the counter-response.

The non-juring responses to "*W(h)ither the profession...*", exemplify archaeologists' misunderstanding of the construction industry. This short counter-response addresses the issues that drew most flak: (1) Training; (2) Income in comparison with the Macdonald/RICS report on surveyors' earnings.

Training. The achievements of the IFA are welcome, but have benefited relatively few: **All** aspirant construction professionals receive professional training in the first few years of their working life, invariably as a condition of employment imposed by the employer. The graduate **will** seek Chartered status, because it is only then that the employer can charge fully for their employees time. Until then, they are paid at rates equivalent to starting salaries in archaeology. Yes, there is a time-cost to be borne by the employer in the APC programme, as in all training, but it is negligible compared to the time required of the graduate employee (I know, because I'm doing it). A Chartered Surveyor or Chartered Architect is of immensely more use to a property developer client, than we are and that is why they eventually earn more than we do.

The Macdonald Report is a voluntary survey of individual members of the RICS, including commercial estate agents, fund managers and

overseas construction managers, with an average respondents age of 40. They are all 'professionals' in a sense not understood by most archaeologists: ie none of them have ever held, let alone use, a shovel. The IFA's two cyclic surveys are based on (a) advertised jobs and (b) voluntary responses from individuals **and** employers. They include the complete spectrum of archaeological jobs, 75% of which are essentially manual or technical in nature, i.e. **not 'professional'** in the sense understood by the RICS and Macdonald. To make the latter comparable, it would have to include labourers, which would lower the average salaries considerably.

The starting salaries I quoted for graduate surveyors - £12-14K - are based on day to day contact with fellow graduate surveyors over three years at university, and jobs advertised on department notice boards. Yes, within six years they will be earning more than that, but only if they have achieved MRICS status and only in proportion to their financial responsibilities. MRICS status is not easily obtained: they set the hurdle very high.

There is a great deal of misunderstanding about our construction industry comparitors: I'm trying to redress it.

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