

Salary benchmarking survey interim report

October 2024

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1. Introduction and background to the report

In line with its [policy on pay](#), ClfA is committed to working with sector partners to improve the way archaeologists' skills are valued and rewarded, to ensure that the sector can recruit, retain and motivate a diverse, skilled workforce to deliver public benefit.

Research has shown that low pay is one of the barriers to a more diverse workforce¹ and is a major factor in archaeologists leaving the sector. From 2024, this work was refocussed on a salary benchmarking approach, initially using publicly available data from job adverts posted in the ClfA Jobs Information Service bulletin (JIST) and on the British Archaeological Jobs Resource (BAJR) website. The intention is to develop and refine the methodology in future years, improving the mechanisms for data collection and comparison to better align the work with that conducted by other professional bodies and sector partners.

Salary benchmarking is widely used to compare salaries for different roles within a profession, track how salaries have changed over time or in relation to inflation or other benchmarks and compare salaries for roles in one profession against similar roles in equivalent professions. Salary benchmarking provides

- information for employees and prospective employees to help them judge how advertised roles compare to average salaries in the profession
- information for employers when designing and advertising job roles to ensure that salaries can attract appropriately competent applicants
- one of several tools used by trade unions in workplace negotiations where a union is recognised, or workplace agreements where there is no trade union recognition
- an advocacy tool to champion better paid roles

The objective of ClfA's salary benchmarking project is to provide anonymised, aggregated salary data for a range of archaeological job roles across the sector for information and for comparison with similar roles in select professions that archaeologists work alongside. This will provide a basis for championing better paid roles to improve the way archaeologists' skills are valued and rewarded. The aim is for this to become a regular survey.

ClfA's salary benchmarking work is being guided by a project advisory group which includes representatives from ClfA's Advisory Council and Early Careers Special Interest Group, Prospect trade union and BAJR.

¹ For example the [Qualitative Inequalities Research](#) from Cultural Associates Oxford, [Archaeologists in Financial Crisis – BAJR Survey 2022](#) | [UK Archaeology News \(bajrfed.co.uk\)](#) and [Heritage Sector Trade Union | Prospect](#)

2. Methodology

2.1 Archaeology job roles

For this report, the benchmarking was carried out using existing data sets from adverts in the public domain using posts advertised on JIST and BAJR from 1 April 2023 to 31 March 2024. It was intended to supplement this with data on actual earnings from the 2023 ClfA membership survey but this proved not to be useable due to the way the data had been collected. It should be noted that it had not been collected for the purposes of benchmarking and this will be addressed as the methodology for salary benchmarking is refined in future years.

The project advisory group agreed a sample list of job titles for this report which was selected to include a range of

- areas of practice
- levels of seniority
- types of employer

These were mapped to ClfA membership grades based on the advisory group's understanding of generic competence levels required for these roles and the competence requirements for ClfA accreditation. The variation in job titles and levels of competence/accountability across archaeological organisations is well known and this is reflected in the table where job roles are mapped across two ClfA membership grades.

It was beyond the scope of this initial project to investigate individual adverts for their specific competence requirements.

Not all job roles were represented in the data set, those that were omitted due to a lack of data are greyed out in the table below. These omissions will be addressed through specific data gathering for the final report.

Job role	ClfA grade
Graduate trainee (fieldwork)	Student or Affiliate
Archaeological technician	Practitioner
Supervisor	Associate
Project officer	Associate or Member
Finds/environmental processor	Practitioner
Finds officer	Associate or Member
Artefact specialist	Member
Senior geoarchaeologist	Associate or Member
Geomatics officer	Associate or Member
CAD technician	Practitioner
Archives officer	Associate or Member
Project manager	Member
Senior Illustrator	Associate or Member
Assistant historic environment officer	Practitioner or Associate
Planning archaeologist	Member
Community archaeology manager	Member

Post-doctoral researcher	Member
Lecturer	Member
Professor	Member
Chief executive officer	Member

Figure 1 – sample archaeological job roles

Advert data was anonymised and combined with each unique advert being treated as a single data point and duplicates removed. Adverts with multiple job roles were separated out where possible and discounted only where it was not possible to identify distinct salary values for each role. Salary ranges were expressed as minimum and maximum values, roles advertised with a single salary were treated as a minimum value. The project advisory group agreed that average (mean) salaries should be calculated from the minimum values on the basis that, in its experience, most posts are appointed at bottom of scale where a range exists. These values are clearly expressed in the results tables as average advertised *starting* salaries not average salaries for the role.

The results also indicate the number of adverts in each job role and note the range of job titles considered. For some roles, only a small number of posts were advertised in 2023-4 and so the average values should be viewed with caution. It should also be noted that London weighting may apply in some cases, and this may be reflected in the higher values.

2.2 Comparators

The comparator professions include sectors which work alongside archaeologists, eg in construction, consultancy/advice and the museums sector. They also represent a range of public, private and third sector employers. Availability of salary data was another factor although the level of detail and the way it is reported varies considerably across the comparators. Equivalence to CfA accreditation grades was based on competence comparisons using comparator accreditation grades, the regulated qualifications framework levels² and, in some cases, high level role descriptions. The professional comparators were

- Chartered Institute of Ecologists and Environmental Managers (CIEEM)
- Chartered Institute of Building (CIOB)
- Institute of Environmental Managers and Assessors (IEMA)
- Museums Association (MA)
- Royal Institution of Chartered Surveyors (RICS)

Because of the close association between archaeologists and construction, we have also included construction trade pay agreements for Advanced Craft and Supervisory roles (Level 3 NVQ/apprenticeship qualifications). The pay agreements included are listed below and these are explained more fully in the results section.

- The National Agreement for the Engineering Construction Industry (NAECI)
- The Construction Industry Joint Council (CIJC) Working Rule Agreement
- The Building and Allied Trades Joint Industrial Council (BATJIC)

² [Document in Trailblazer guidance combined text - FINAL DRAFT VERSION \(institute-for-apprenticeships.org\)](#)

2.3 Caveats and limitations

There are several important points to note about the data used in this report.

- i. Data for archaeology is drawn from job adverts and is based on average advertised starting salaries
- ii. Average salaries against ClfA grades in figure 4 are the average advertised starting salaries for roles assessed as requiring competence at Practitioner, Associate or Member level and do not refer to historic ClfA recommendations
- iii. The majority of comparator data is collected from published salary surveys and is based on mean or median earnings. We do not have detailed information on the methodologies used and they will vary from one survey to another
- iv. Archaeological data was collected for the financial year 2023-24, some of the comparator data was collected in 2022. For the combined table in Appendix 1, 2022 data has been uplifted by 7% to reflect average wage inflation in 2023.
- v. The validity and reliability of data collected from salary surveys is dependent on the response rate and the demographic of survey respondents. Availability of that detail in the survey report is variable across the comparators
- vi. Depending on data collection dates and methods, advertised salaries or reported earnings may or may not include annual pay awards, London (or other) weighting or allowances/bonuses
- vii. Data on standard or average hours worked is not available in most cases and there may be variation in the number of contracted hours across the comparators. Where pay was expressed as an hourly rate, we have based the annual equivalent on a 37 hour week.

3. Results

3.1 Analysis of archaeology job adverts

Trainee positions

Fourteen adverts for trainee positions were reviewed. Most represented entry level field roles although there were adverts for trainee geophysicists and for a graduate consultant. Generally, job titles did not indicate whether the trainee positions were aimed at graduates, non-graduates or both. Most trainee positions were advertised at a single salary point.

- the lowest advertised salary for a trainee position was **£20,812**
- the highest advertised salary for a trainee position was **£25,074**
- the average starting salary for a trainee position was **£22,423**.

Fieldwork positions

Archaeological technician

48 adverts were reviewed in this category which included job titles including Archaeologist, Project Archaeologist and Assistant Archaeologist. The category includes entry level and more experienced roles and some adverts distinguished between 'archaeologist' and 'experienced archaeologist'. This is reflected in the fact that two-thirds of the adverts expressed salary as a range rather than a single point. For the purposes of this report, we have assumed that the lower figure of the range represents an entry level role. The salary benchmarking advisory group considers that entry level roles in this category require competence equivalent to ClfA Practitioner grade.

- the lowest advertised salary for an archaeological technician was **£22,000**
- the highest advertised salary for an archaeological technician **£30,418**
- the average starting salary for an archaeological technician was **£24,216**.

Supervisor

27 adverts were reviewed in this category which included a small number of 'specialist' supervisor roles (eg finds, geophysics). Most adverts expressed salary as a range, again reflecting entry level and more experienced roles. The level of competence required for an entry level supervisor role is not always well-defined and may depend on the structure of the organisation and the nature of the work that is being supervised. It should be noted trainee supervisor and assistant supervisor roles are becoming more common although not include in this sample. We consider that roles in this category require competence at ClfA Associate grade.

- the lowest advertised salary for a supervisor was **£24,250**
- the highest advertised salary for a supervisor was **£33,871**
- the average starting salary for a supervisor was **£27,428**

Project officer

38 adverts were reviewed in this category, mainly fieldwork roles but with two specifying post-excavation and one geophysics. Just under two thirds of adverts expressed salary as a

range rather than a single point. The level of competence required for project officer roles appears to vary across organisations depending on the structure of the company and nature of the work. We consider that it may be the equivalent of Associate or Member grade, depending on the level of autonomy and accountability of the role.

the lowest advertised salary for a project officer was **£26,000**

the highest advertised salary for a project officer was **£41,000**

the average starting salary for a project officer was **£29,648**

Project manager

Fifteen adverts were reviewed in this category including fieldwork, heritage management, post-excavation and geophysics roles. All but two expressed salary as a range. We consider that Project manager roles require competence equivalent to ClfA Member grade.

the lowest advertised salary for a project manager was **£33,000**

the highest advertised salary for a project manager was **£50,000**

the average starting salary for a project manager was **£36,966**

Specialist positions

As might be expected, job adverts in this category were far fewer per job role. Like the field positions though, there was inconsistency in job titles which may reflect variation in the nature or roles or just different terminology for the same thing.

Finds/environmental processor

A single role was advertised in this category offering a salary of **£24,730**. The role is assessed to require Practitioner level competence.

Finds officer

Six adverts were reviewed in this category, some specifying pottery or lithics, others more general. One was grouped with archives. This may indicate a variety of competence requirements although this was not necessarily reflected in the salary ranges which were broadly similar. All roles expressed salary as a range. We consider that the role is equivalent to Associate or Member grade, depending on the level of specialist expertise required and autonomy in the role.

- the lowest advertised salary for a finds officer was **£28,200**
- the highest advertised salary for a finds officer was **£38,906**
- the average starting salary for a finds officer was **£31,207**

Geomatics officer

Four adverts were reviewed in this category which grouped geomatics, GIS and geospatial specialists. All expressed salary as a range. We consider that the role is equivalent of Associate or Member grade, depending on the level of specialist expertise required and autonomy in the role.

- the lowest advertised salary for a geomatics officer was **£23,232**
- the highest advertised salary for a geomatics officer was **£36,029**

- the average starting salary for a geomatics officer was **£26,837**

Community archaeology manager

Only two adverts fell into this category which we consider to be equivalent to CfA Member grade.

- the lowest advertised salary for a community archaeology manager was **£36,516**
- the highest advertised salary for a community archaeology manager was **£49,277**
- the average starting salary for a community archaeology manager was **£37,522**

Historic environment service roles

Assistant HER officer

Five adverts were reviewed in this category, all of which expressed their salary as a range. We considered the level of competence required at entry level for this role to be equivalent to CfA Practitioner grade.

- the lowest advertised salary for an assistant HER officer was **£23,195**
- the highest advertised salary for an assistant HER officer was **£29,591**
- the average starting salary for an assistant HER officer was **£25,086**

Planning archaeologist

Five adverts were reviewed in this category, all of which had different titles including Historic Environment Advisor, Archaeological Adviser and Planning Advisor. The level of competence required for the role will vary considerably depending on the nature of the historic environment service and the level of autonomy of the post and this variation is reflected in the salary ranges offered. We consider the role to span CfA Associate and Member grade.

- the lowest advertised salary for a planning archaeologist was **£23,231**
- the highest advertised salary for a planning archaeologist was **£41,000**
- the average starting salary for a planning archaeologist was **£32,632**

Chief executive officer/managing director

In addition to the posts reviewed above, we reviewed a very small number of adverts for chief executive officer/managing director roles.

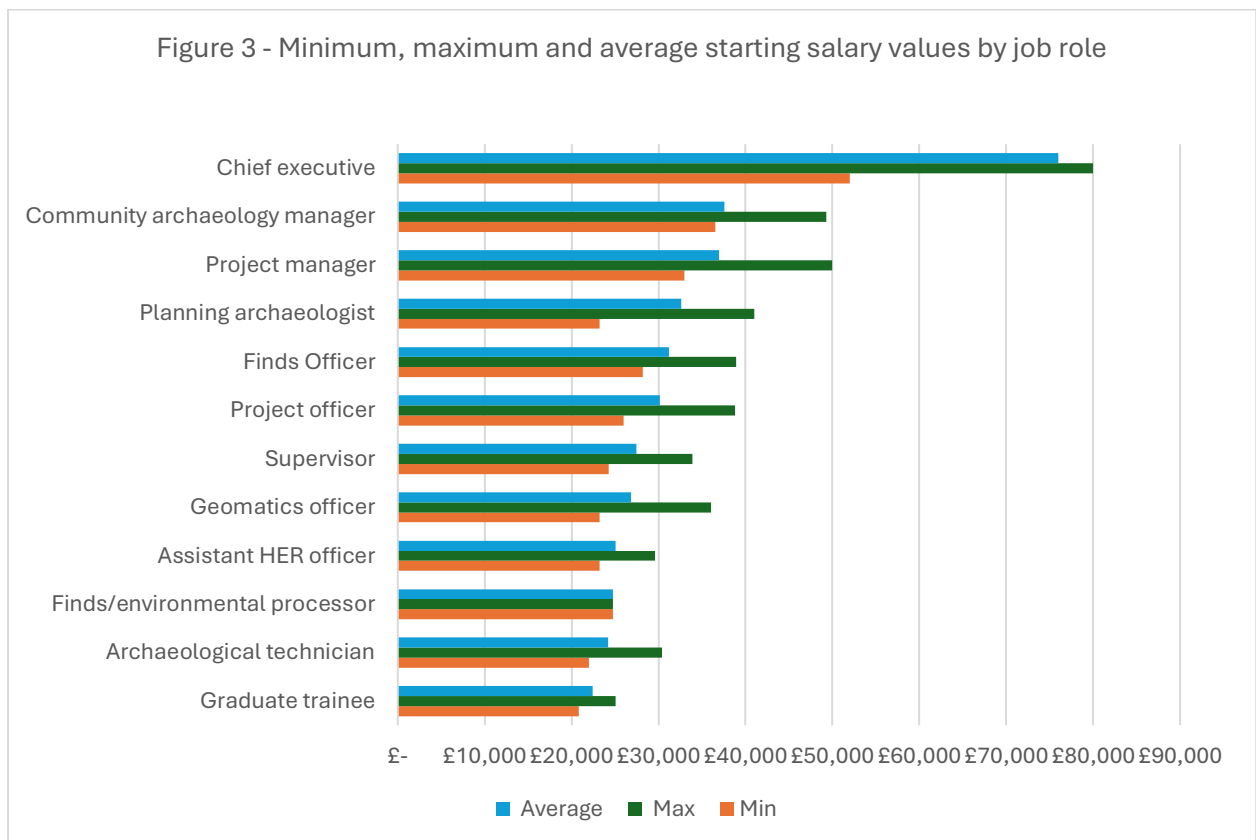
- the lowest advertised salary for a CEO/MD was **£52,000**
- the highest advertised salary for a CEO/MD was **£100,000**
- the average starting salary for a CEO/MD was **£66,000**

2023-4 advertised archaeological salaries are presented below in order of average starting salary, lowest to highest.

Role	Average	Min	Max
Graduate trainee	£ 22,423.79	£ 20,812.00	£ 25,074.00
Archaeological technician	£ 24,216.00	£ 22,000.00	£ 30,418.00
Finds/environmental processor	£ 24,730.00	£ 24,730.00	£ 24,730.00

Assistant HER officer	£ 25,086.00	£ 23,195.00	£ 29,591.00
Geomatics officer	£ 26,837.00	£ 23,232.00	£ 36,029.00
Supervisor	£ 27,428.00	£ 24,250.00	£ 33,871.00
Project officer	£ 30,136.00	£ 26,000.00	£ 38,800.00
Finds Officer	£ 31,207.00	£ 28,200.00	£ 38,906.00
Planning archaeologist	£ 32,632.00	£ 23,231.00	£ 41,000.00
Project manager	£ 36,966.00	£ 33,000.00	£ 50,000.00
Community archaeology manager	£ 37,552.00	£ 36,516.00	£ 49,277.00
Chief executive	£ 66,000.00	£ 52,000.00	£ 100,000.00

Figures 2 – advertised archaeological salaries



Minimum, maximum and average starting salaries against CifA accreditation grades

	Average	Min	Max
Pre-Practitioner	£22,423	£20,812	£25,074
Practitioner	£24,677	£22,000	£30,418
Associate	£29,648	£23,000	£41,000
Member	£32,555	£23,231	£50,000

Figure 4

3.2 Comparators

Chartered Institute of Ecologists and Environmental Managers (CIEEM)

CIEEM undertakes periodic salary surveys with the latest available report published in [2022](#). The survey is circulated to its members and non-members but the majority of respondents are CIEEM members. The survey includes average (mean) salaries by member grade and by job level. CIEEM has five grades of membership: Qualifying, Associate, Member, Chartered Member and Fellow. Associate and Member are equivalent to CifA Associate and Member respectively. The Qualifying grade is broadly equivalent to entry level Practitioner.

Salary by membership grade			Salary by job level	
Qualifying	£ 25,595.00	<i>Practitioner</i>	Graduate/assistant	£ 23,510.00
Associate	£ 31,974.00	<i>Associate</i>	Adviser/consultant	£ 28,969.00
Full	£ 44,086.00	<i>Member</i>	Senior adviser/consultant/ technical specialist	£ 38,232.00
Chartered Full	£ 54,646.00	<i>Member</i>	Principal/Senior/Programme leader	£ 55,118.00
Fellow	£ 66,042.00		MD/CEO	£ 60,000.00

Museums Association

The MA have issued periodic ‘salary benchmarking’ reports for many years. The latest report was published in [2022](#). The survey does not focus on member grades but benchmarks museums’ salaries against those in comparator sectors based on an assessment of equivalent competence, using the regulated qualifications framework³ levels as a guide (eg NVQ level 3). Practitioner is mapped to Level 3, Associate to Level 5 and Member to Level 7. The survey covers a wide range of roles within museums so, for the purposes of this report, we have focussed on specialist conservator and curatorial roles as being more relevant comparators.

Salary by job level - conservators		Salary by job level - curators/collections management	
Assistant	£ 22,075.00	£ 21,269.00	<i>Practitioner (L4)</i>
Officer/coordinator	£ 28,000.00	£ 25,439.00	<i>Associate (L5)</i>
Team leader/supervisor	£ 37,893.00	£ 31,188.00	<i>Associate/Member (L6)</i>
Manager/Head of	£ 50,956.00	£ 39,174.00	<i>Member</i>

Institute of Environmental Managers and Assessors (IEMA)

IEMA produced its last ‘[State of the profession](#)’ report in 2022. The report considers average salaries for each of its five membership grades of Graduate, Associate, Practitioner, Member and Fellow and for different job roles based on broad occupational categories. IEMA’s Member grade is equivalent to Member grade at CifA, correlation between the other grades is slightly less clear but Graduate and Associate are broadly equivalent to Practitioner and IEMA Practitioner to our Associate.

Royal Institution of Chartered Surveyors (RICS)

RICS annual survey of [Salary, Attitudes and Rewards](#) is a well established and extensive piece of research covering the RICS global footprint. Data is broken down nationally and by sub-sector and job role. There are gaps in the data because of variances in the breakdown of respondents and not all job roles have data available in each sector. The overall median salary for RICS members in the UK in 2023 was £59,926. The table below illustrates the variation between selected sub-sectors. Broad correlations between job roles and CifA grades have been drawn.

		Architecture & design	Building surveying	Construction development
Graduate/assistant/junior	<i>Practitioner</i>	£ 44,000.00	£25,000.00	£36,000.00
Qualified/consultant/analyst	<i>Associate/Member</i>	£55,000.00	£47,250.00	£72,500.00
Associate/Manager	<i>Member</i>	£72,500.00	£65,000.00	
Senior manager	<i>Member</i>	£80,000.00	£65,000.00	£77,500.00
Director		£110,000.00	£85,000.00	£130,000.00

	Construction management	Design Architect	Engineering construction	Development Management
Graduate/assistant/junior	£39,000.00	£23,000.00	£32,500.00	£28,000.00
Qualified/consultant/analyst	£36,000.00	£45,000.00	£40,802.00	£45,000.00
Associate/Manager	£55,000.00	£55,000.00	£50,000.00	£57,000.00
Senior manager	£73,711.00	£65,000.00	£58,000.00	£65,000.00
Director	£142,500.00	£94,875.00	£80,000.00	£78,000.00

	Environmental planning	QS Construction	Quantity surveying
Graduate/assistant/junior		£33,300.00	£25,000.00
Qualified/consultant/analyst	£32,000.00	£61,000.00	£55,000.00
Associate/Manager	£44,000.00	£74,500.00	£59,000.00
Senior manager		£107,500.00	£75,000.00
Director		£129,500.00	£120,000.00

Craft and Advanced craft construction roles

Within the construction sector, national pay agreements between trade unions and trade associations set out minimum rates of pay, terms and conditions of employment for specific groups of trades. The rates are expressed as an hourly rate but for ease of comparison they are expressed here as an annual equivalent, based on a 37-hour week. Although these cover construction trades rather than professions, they have been included as they are mapped against NVQ levels which can provide a competence-based comparison with CifA Practitioner grade.

The National Agreement for the Engineering Construction Industry (NAECI)

NAECI sets comprehensive terms and conditions of employment for hourly-paid engineering construction workers on major and basic engineering construction projects, repair and maintenance sites and events / outages throughout the UK. It's Grades 5 and 6, identified as Advanced Craft grades, are based on NVQ Level 3 qualification and NVQ3+supervisory skills respectively and are mapped to CifA Practitioner and Associate grades

In 2023, the rate for a Grade 5 role was **£32,784.96** and for Grade 6 was **£34,266.44**.

The Construction Industry Joint Council (CIJC) Working Rule Agreement

The CIJC working rule agreement governs the terms and conditions of employment for certain construction workers where the employer chooses to incorporate them. It's Skills Rate 1 is based on NVQ Level 3 qualification and is mapped to CifA Practitioner grade

In 2023, the minimum rate for a Skill Rate 1 was **£27,821.04**.

The Building and Allied Trades Joint Industrial Council (BATJIC)

BATJIC is an annually agreed voluntary wages and payment scheme negotiated between the Federation of Master Builders and UNITE the Union. Its Advanced Craft rate is based on NVQ Level 3 qualification and is mapped to Practitioner grade.

In 2023, the minimum rate for an Advanced Craft role was **£29,167.84**.

Office for National Statistics (ONS) Annual survey of hours and earnings (ASHE)

The Annual Survey of Hours and Earnings (ASHE), carried out in April each year, is the most comprehensive source of information on the structure and distribution of earnings in the UK. ASHE provides information about the levels, distribution and make-up of earnings and paid hours worked for employees in all industries and occupations identified by Standard Industry Classification (SOC) and Standard Industry Classification (SIC) codes. Archaeologists are listed under the SOC for Social and humanities scientists, which is a sub-group of the broad Professional Occupations category. There is not a separate industry classification for archaeology which falls under the broad Professional, Scientific and Technical Activities code.

The ASHE data series for 2023-4 will be released in November 2024 and will be added to the final version of this report.

Joseph Rowntree Foundation Minimum Income Standard (MIS)

The [Minimum Income Standard \(MIS\)](#) provides a vision of the living standards that we as a society agree everyone in the UK should be able to achieve. Updated annually, it sets out what households need to reach the MIS benchmark.

In 2023, the Minimum Income Standards was **£29,500**.

4. Conclusions and future work

A table showing all the pay data collected for this report ordered from lowest to highest is included as an appendix to this report. **Comparison between roles and industries should be viewed as illustrative for all the caveats outlined in section 2.3.**

As noted in the methodology, there is considerable scope to improve the quality of data on archaeological salaries through direct surveying of the sector. A detailed survey methodology has been developed by Advisory Council and Early Careers Special Interest Group members of the project advisory group and is being refined through consultation and testing. There is great potential for the project to evolve either as a periodic salary survey as carried out by several of the comparators used in this report or as a more comprehensive 'State of the profession' research project. The options will be considered by CifA Advisory Council in due course. A final report for 2024 will be published by the end of the year.

The aim of the salary benchmarking project is to provide information for the sector. It highlights minimum, average and maximum values for a selection of roles linked to CifA accreditation and provides illustrative comparison with salary data from other professions and industries which will be familiar to archaeologists. We hope that the information will be useful to employers, employees, trade unions and sector representative bodies and welcome feedback on how we can make it more useful in the future.

The project had benefited greatly from the support of Prospect and BAJR. and CifA welcomes input and collaboration from organisations and individuals across the sector as this work continues to develop. The sustainability of the profession, and its ability to continue to deliver value to society, is dependent on its ability to attract diverse talent and provide sustainable and equitable careers. We all have a role to play, whether as educators, employers, employees or sector representatives, in securing that future.

Appendix 1 – all salary data ranked lowest to highest

The table should be viewed alongside the explanation of data sources outlined in the methodology section of this report and, in particular, section 2.3.

Source	Role/level	2023
National Living Wage 23+		£ 20,048
Real Living Wage 2023 UK		£ 20,972
CifA/BAJR	Graduate trainee	£ 22,242
CifA/BAJR	Student/Affiliate level roles	£ 22,423
MA Curator	Assistant	£ 22,758
Real Living Wage 2023 London		£ 22,992
RICS Design architect	Graduate/assistant/junior	£ 23,000
MA Conservator	Assistant	£ 23,620
CifA/BAJR	Archaeological technician	£ 24,216
CifA/BAJR	Practitioner level roles	£ 24,677
CifA/BAJR	Finds/environmental processor	£ 24,730
RICS Building surveying	Graduate/assistant/junior	£ 25,000
RICS Quantity surveying	Graduate/assistant/junior	£ 25,000
CifA/BAJR	Assistant HER officer	£ 25,086
CIEEM	Graduate/assistant	£ 25,156
CifA/BAJR	Geomatics officer	£ 26,837
MA Curator	Officer/coordinator	£ 27,220
CIEEM	Qualifying	£ 27,387
CifA/BAJR	Supervisor	£ 27,428
CIJC	Skill Rate 1	£ 27,821
RICS Development management	Graduate/assistant/junior	£ 28,000
BATJIC	Advanced craft	£ 29,168
Minimum income standard (single person)		£ 29,500
CifA/BAJR	Associate level roles	£ 29,648
MA Conservator	Officer/coordinator	£ 29,960
CifA/BAJR	Project officer	£ 30,136
CIEEM	Adviser/consultant	£ 30,997
CifA/BAJR	Finds Officer	£ 31,207
RICS Environmental planning	Qualified/consultant/analyst	£ 32,000
RICS Engineering construction	Graduate/assistant/junior	£ 32,500
CifA/BAJR	Member level roles	£ 32,555
CifA/BAJR	Planning archaeologist	£ 32,632
IEMA	Graduate	£ 32,685
NAECI	Grade 5	£ 32,785
RICS QS construction	Graduate/assistant/junior	£ 33,300
MA Curator	Team leader/supervisor	£ 33,371
CIEEM	Associate	£ 34,212
NAECI	Grade 6	£ 34,266
RICS Construction development	Graduate/assistant/junior	£ 36,000

RICS Construction management	Qualified/consultant/analyst	£	36,000
IEMA	Conservation or environment associate	£	36,925
CifA/BAJR	Project manager	£	36,966
IEMA	Associate professional/technical	£	36,966
CifA/BAJR	Community archaeology manager	£	37,552
RICS Construction management	Graduate/assistant/junior	£	39,000
MA Conservator	Team leader/supervisor	£	40,546
RICS Engineering construction	Qualified/consultant/analyst	£	40,802
CIEEM	Senior adviser/consultant/ technical specialist	£	40,908
MA Curator	Manager/Head of	£	41,916
IEMA	Associate	£	43,858
RICS Architecture & design	Graduate/assistant/junior	£	44,000
RICS Environmental planning	Associate/Manager	£	44,000
RICS Design architect	Qualified/consultant/analyst	£	45,000
RICS Development management	Qualified/consultant/analyst	£	45,000
IEMA	Conservation or environment professional	£	45,147
IEMA	Professional occupation	£	46,089
CIEEM	Full	£	47,172
RICS Building surveying	Qualified/consultant/analyst	£	47,250
RICS Engineering construction	Associate/Manager	£	50,000
IEMA	Practitioner	£	53,087
MA Conservator	Manager/Head of	£	54,523
RICS Architecture & design	Qualified/consultant/analyst	£	55,000
RICS Construction management	Associate/Manager	£	55,000
RICS Design architect	Associate/Manager	£	55,000
RICS Quantity surveying	Qualified/consultant/analyst	£	55,000
IEMA	Engineering professional	£	56,061
RICS Development management	Associate/Manager	£	57,000
RICS Engineering construction	Senior manager	£	58,000
CIEEM	Chartered Full	£	58,471
CIEEM	Principal/Senior/Programme leader	£	58,976
RICS Quantity surveying	Associate/Manager	£	59,000
RICS QS construction	Qualified/consultant/analyst	£	61,000
CIEEM	MD/CEO	£	64,200
RICS Building surveying	Associate/Manager	£	65,000
RICS Building surveying	Senior manager	£	65,000
RICS Design architect	Senior manager	£	65,000
RICS Development management	Senior manager	£	65,000
CIEEM	Fellow	£	70,665
CIOB	Construction professionals	£	70,851

CIOB	CIOB members	£	72,063
RICS Architecture & design	Associate/Manager	£	72,500
RICS Construction development	Qualified/consultant/analyst	£	72,500
IEMA	Member	£	73,462
RICS Construction management	Senior manager	£	73,711
RICS QS construction	Associate/Manager	£	74,500
RICS Quantity surveying	Senior manager	£	75,000
CifA/BAJR	Chief executive	£	76,000
RICS Construction development	Senior manager	£	77,500
RICS Development management	Director	£	78,000
RICS Architecture & design	Senior manager	£	80,000
RICS Engineering construction	Director	£	80,000
IEMA	Fellow	£	84,925
RICS Building surveying	Director	£	85,000
RICS Design architect	Director	£	94,875
RICS QS construction	Senior manager	£	107,500
RICS Architecture & design	Director	£	110,000
RICS Quantity surveying	Director	£	120,000
RICS QS construction	Director	£	129,500
RICS Construction development	Director	£	130,000
RICS Construction management	Director	£	142,500

Abbreviations

- Chartered Institute of Ecologists and Environmental Managers (CIEEM)
- Chartered Institute of Building (CIOB)
- Institute of Environmental Managers and Assessors (IEMA)
- Museums Association (MA)
- Royal Institution of Chartered Surveyors (RICS)
- The National Agreement for the Engineering Construction Industry (NAECI)
- The Construction Industry Joint Council (CIJC) Working Rule Agreement
- The Building and Allied Trades Joint Industrial Council (BATJIC)