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CULTURAL HERITAGE NTO

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03

Kenneth Aitchison & Rachel Edwards

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03

Kenneth Aitchison and Rachel Edwards

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Aims and Summary of Findings

Aims of the Project

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03 is a survey and assessment of employment within professional archaeology in the UK.

This project aimed to identify, collect, quantify and disseminate labour market information on the archaeology sector. For employers, it provides comprehensive, up-to-date information to aid business planning and improve organisational performance and competitiveness. For individual archaeologists it also provides information that identifies their own position within the profession, and can inform their own personal career decision-making.

This information includes:

- information on training needs, skills shortages and skills gaps
- details of the nature and extent of the archaeology sector, including accurate employment figures
- information on occupations, including potential recruitment and career progression difficulties
- labour market trends and issues, including training investment and supply and other financial, business and staffing issues.

This research has addressed the whole of the archaeology profession and has included unpaid volunteers who work within professional organisations along with those in paid employment.

The survey was conducted via a postal questionnaire. All of the organisations in the UK that were believed potentially to employ archaeologists were contacted, as were many individual consultants or specialists, giving a total of 992 potential respondents. 324 responses were received, representing 33% of the organisations that were approached.

This was a baseline survey, working to fundamentally the same methodology as was used in a previous (1997/98) project.

The data recovered and presented here should be seen as illustrating trends, rather than necessarily identifying specific points of detail.

Summary of Findings

The survey analyses the current state of the archaeology sector and presents information to guide the sector's skills requirements and training needs. Data relating to employment are compared with the results of an earlier survey, carried out in 1997/98 (Aitchison 1999). The Institute of Field Archaeologists (IFA), which is the professional association for all archaeologists in the UK, carried out the survey on behalf of the Cultural Heritage National Training Organisation (CHNTO).

The estimated numbers of archaeologists working in the UK

We estimate that there are in the order of 5700 paid archaeologists working in the UK. We also estimate that there are approximately 1100 dedicated support staff working with these archaeologists, meaning that an estimated total of 6800 people rely on professional archaeology for their livelihoods.

The estimated number of archaeologists has increased by more than 1275 (29%) over the five years since 1997/98. We consider that this substantial increase in the numbers of archaeologists working in the UK is partly due to greater success in retrieving representative data. In 1997/98, it was felt that junior fieldworkers on short-term contracts were under-represented in the returns; this is not the case in the present study. However, aside from this, the figures from other sectors have also risen, suggesting that there has been a genuine increase in the numbers of professional archaeologists working in the UK over the five years to 2002/03.

Furthermore, we consider that an estimated 425 people work as unpaid volunteer archaeologists alongside the professionals, and that an estimated 225 people contribute as unpaid volunteer support staff within professional archaeological organisations.

Age, gender, ethnic background and disability status

The average age of professional archaeologists in the UK is 38 years, with the average for female archaeologists being 36 and for male archaeologists 39. The average age of unpaid volunteer archaeologists is 50. 87% of archaeologists are between 20 and 50 years old, so archaeology has a relatively young age profile compared with UK statistics which show that 34% of employees are aged 45-64.

36% of professional archaeologists are female, 64% are male, compared to figures for the UK working population which show that 45% of workers are female and 55% are male.

99.3% of professional archaeologists are white. Less than 0.1% are of south Asian origin, less than 0.1% are of black African origin and less than 0.1% are of black Caribbean origin. Less than 0.15% are of east Asian origin. 0.25% of professional archaeologists have another ethnic origin from these categories. All the unpaid archaeologists for whom data was received are white. By contrast, the proportion of the UK population whose ethnic origins are not white is 7.9%.

0.3% of archaeologists are disabled as defined in the Disability Discrimination Act 1995. 3% of unpaid volunteer archaeologists are disabled as defined in the Act. This compares with the 19% of all UK workers who are disabled.

Growth of the sector

Over the five years since the last dataset was collected, the absolute figures received and estimated show that the profession has grown by up to 29%. Further growth is anticipated in the next few years.

45% of organisations reported that they had grown over the previous five years, as opposed to the 24% that reported that they employed fewer people in 2002/03 than in 1997/98.

42% of organisations expected to be employing more people three years in the future, compared with 13% who expected to be employing fewer.

However, the numbers of unpaid volunteer staff contributing to the work of these organisations are not anticipated to grow over the next three years.

Estimated numbers working in each job type

We estimate that, of 5712 professional archaeologists working in the UK, 2826 work for organisations that provide field investigation and research services (49%), 1758 work for organisations that provide historic environment advice and information services (31%), 469 work for organisations that provide museum and visitor/user services (8%) and 659 work for organisations providing educational and academic research services (12%).

In terms of the employing organisations' structural bases, an estimated 881 people work for organisations that are linked to central government (15%), an estimated 1248 people work within local government (22%), 891 work within universities (16%), 2358 work in the commercial sector (41%) and 334 work for other organisations that do not fall within these categories (6%).

Geographical differences

More archaeologists were found to work in London and the south of England than in other areas, but this simply reflects the overall national pattern. The proportion of archaeologists working in London has declined since 1997/98.

In almost all geographical areas, the largest single employment sector was of commercial organisations carrying out field investigation and research. National government organisations are more highly represented in areas that include a capital city.

Range of jobs

Details relating to 2348 archaeologists and support staff working in jobs with 428 different post titles were received. This represents one post title for every 5.5 individuals and indicates that there is little consistency in the use of post titles across the UK. This is a slight improvement on the situation reported for 1997/98, when there was one post title for every 4.7 individuals.

Comparison and aggregation of similarly titled jobs has allowed us to create 38 post profiles. This data is presented in **Appendix I: Post Profiles**.

Salaries

The average salary given by respondents for all archaeologists was found to be £19,161. The more statistically useful median figure (50% of archaeologists earn more than this, 50% earn less) was £17,127. The national average full-time salary for all occupations was £24,498, and the median was £20,010.

The average archaeological salary has increased by 12% and the median by 8% in comparison with the 1997/98 figures. National average salaries, for all workers in the UK, have risen by 28% in this time (the national median has risen by 22%). In 1997/98, archaeologists earned 89% of the national average. In 2002/03, archaeologists were earning 78% of the national average, and so have fallen even further behind the national average over this period.

Support staff were found to earn £15,264 on average (£15,000 median).

The highest paid post profile was that of Academic Staff, with an average salary of £31,131. The lowest paid profile was of Excavator or Site Assistant, with an average salary of £12,140. Details of all these post profile salaries can be found in **Appendix I: Post Profiles**.

On average, female archaeologists earn less than their male counterparts. Female archaeologists were found to earn £18,922 per annum on average, compared with the male average of £20,157. This represents a difference of 6%. In 1997/98, the difference was 9%.

Staff qualifications

90% of professional archaeologists are graduates. 10% of professional archaeologists for whom this survey has been given data had a doctorate as their highest level of academic qualification; over 21% had a Masters degree, and more than 58% had a first degree.

The finding that archaeology is a 90% graduate profession matches very closely the findings of Chitty (1999), where it was considered that 93% of the profession were graduates.

Identification of training needs

Despite an apparently strong commitment to training, organisations are failing to translate this into action.

45% of organisations spend time and money on training on an ad hoc basis, as they have no formal training plan. Over one-fifth of organisations have no training budget, and almost a third have no control over any training budget they may have.

71% of organisations recorded the amount of time that individuals spent on training, but only 57% formally evaluated the impact of training on individuals. Only 35% of organisations formally evaluated the impact that training had on the organisation as a whole.

Potential skills shortages

The most commonly identified non-archaeological skills shortage (where outside consultants had to be used) was in information technology. This was identified as a shortage by more than twice as many organisations as the second-most commonly identified non-archaeological shortage, for education/training.

Regarding technical, archaeological skills, the most commonly identified skills shortages were in artefact or ecofact research, conducting geophysical survey and artefact or ecofact conservation.

Potential skills gaps

As recognised priorities for training (skills gaps), information technology and project management were the most commonly identified areas for improving non-archaeological skills within the organisations.

Desk-based research and archaeological landscape characterisation were the most commonly reported priorities for training in specifically archaeological skills.

Employers' commitment to qualifications and training

Organisations demonstrate a strong commitment to providing some form of training or development opportunities for paid staff, as 93% of responding organisations indicated that they did this.

Of organisations that do have unpaid volunteer staff contributing to their work, almost two-thirds provide those individuals with training or development opportunities.

89% of organisations encourage individuals to engage in continuing professional development.

Of the 56% of organisations that employ new entrants to the profession, 74% of those organisations have to provide new entrants with considerable or very considerable amounts of training.

Preferred methods of training

We asked about four different methods of training: formal off-job training, eg outside training courses; formal in-job training, eg in-house training courses; informal off-job training eg supported individual research and learning; and informal in-job training, eg mentoring.

Organisations prefer to give paid staff formal training, and showed a slight preference for formal off-job training. Informal training, whether in-house or off-job, was less popular with organisations than formal in-house training.

By contrast, the most popular form of training for unpaid volunteer members of staff was in-house training, and this was most likely to be on an informal basis.

Recommendations

As a result of the research findings, the Project Steering Group would like to recommend that the following activities be undertaken for the benefit of individuals and employers working in archaeology.

1. This research should be repeated at least every five years to ensure that the data continues to be up to date and relevant to the needs of employers and other stakeholders.
2. Further research is needed to explore the wide variety of job titles currently in use to describe the roles of archaeologists and to assess what impact this has on business performance, career progression, CPD, salary scales, etc.
3. The under-representation of young people entering the workforce needs to be investigated. A feasibility study is needed to explore whether or not Modern Apprenticeships or other vocational qualifications would encourage young people to enter the profession. This should also investigate what support employers need to provide more training and employment opportunities.
4. A project which applies the National Occupational Standards in Archaeological Practice in the workplace to improve business and individual performance is recommended. The outcome of this study would provide employers with case studies and guidance materials to allow them to emulate and develop the good practice implemented by other employers in the sector.
5. Although the majority of employers provide paid staff with training, less than half do so on a formal, planned and strategic basis for all staff. A project is needed to develop guidance materials for employers, in particular, the small and micro businesses to help them provide systematically planned and relevant training opportunities for their paid and unpaid volunteer staff in line with the needs of their business goals and objectives. This will ensure that the little resources employers have to devote to training and development are invested appropriately, to improve the business.
6. Further research is needed to identify why there are so few minority ethnic people employed in the sector. More support is needed to help employers increase the diversity of their workforce.
7. The limited information on the involvement of unpaid volunteers needs to be placed within the context of a broader study on the contribution of the voluntary sector in archaeology. The training available to the voluntary sector is a key issue which needs to be included within this study.
8. Other issues which merit further investigation include the quality of training provision, regional differences in salary scales vs geographical spread of jobs and the mobility of the workforce.

Chapter One: Introduction and Background

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03 is a survey and assessment of employment within professional archaeology in the UK.

The Institute of Field Archaeologists (IFA), as the professional association for all archaeologists in the UK, was engaged by the Cultural Heritage National Training Organisation (CHNTO) as specialist consultants to analyse the current state of the archaeology sector and to obtain information to guide the sector's skills requirements and training needs. The project was funded by the Sector Skills Development Agency, English Heritage and Cadw: Welsh Historic Monuments.

Background

This research was considered to be essential to improve the growth and business performance of employers in the archaeology sector. Existing data was five years out of date and the sector needed to establish the extent to which it has grown and if not, what is hampering this growth so that appropriate action can be implemented effectively by employers.

Archaeological practice changed massively during the 1990s, following the introduction of guidance from central government (DoE 1990 *et al*) which gave it a recognised role in the planning system. This led to a rapid expansion of the sector, not only in the parts of the profession that interact directly with the planning system, as there was a knock-on effect that led to expansion of all areas providing supporting information. This expansion occurred without due consideration of vocational training development.

In 1998, a study commissioned by the Archaeology Training Forum (Chitty 1998) suggested that there was a consensus view of training provision in archaeology being weak and poorly aligned with the needs of employers. There was a lack of structured vocational learning, particularly at entry level, and no clear career development path for individuals. Training was undervalued by organisations and by individuals and received low investment, even in key areas such as information technology where new learning was recognised as essential for growth and development.

The archaeology sector is dominated by small enterprises, with an average of 8.1 employees per organisation (in 1997/98). These small and financially stressed organisations are unable to invest in detailed analysis of their market opportunities or requirements. The benefits of receiving labour market intelligence will include allowing employers to make realistic assessments of their business position in the marketplace, and the training requirements of their staff and unpaid volunteer workers.

Previous Work

Since 1975 there has been a series of surveys relating to different aspects of archaeological employment carried out by different organisations. Only one of these was a full review of

labour market intelligence, but all of the others gathered useful information relating to the numbers working in the sector, salaries and other data.

Profiling the Profession

Profiling the Profession (Aitchison 1999) is the only previous comprehensive labour market intelligence review undertaken for the archaeological sector. This was conducted by postal questionnaire, and is the work on which the present survey is modelled. The data from that project relates to financial year 1997/98 and has been used for direct comparison with the present survey.

The 1997/98 survey identified that there were an estimated 4425 professional archaeologists working in the UK at that time, with respondents to the questionnaire considering that the profession had grown over the previous five years, particularly among archaeological 'contractors', with further growth anticipated over the five years to 2002/03. The survey also identified that there was little consistency in the use of job titles in archaeology, with 2132 archaeologists sharing 455 different job titles.

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

Throughout the present report, comparisons are made back to this study.

Carter and Robertson 2002

As part of a wider project to develop National Occupational Standards for archaeological practice, Carter and Robertson's (2002, 14-16) report on the occupational and functional mapping of the archaeological profession reviewed and reassessed some of the data provided in *Profiling the Profession*. This led to the numbers of archaeologists that had been assigned to particular categories of working environment being usefully redistributed, to give perhaps a more realistic assessment of the numbers of archaeologists working in different areas of the profession. These figures suggest that archaeological contractors – those working for organisations that undertake field research and investigation on a commercial basis – represented a larger proportion of the whole sector than had been identified in *Profiling the Profession*. This reassessment was valuable, and these particular figures can be considered to be potentially more useful for comparison with the current study's results than those presented in *Profiling the Profession*. The figures that were revised are presented in ***Table 1***.

Table 1: Estimated numbers of archaeologists working by sector, after Carter and Robertson 2002

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

RESCUE surveys

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

These surveys covered a slightly restricted range of professional archaeologists, concentrating on '… those bodies that can be described as actively involved in rescue archaeology' (Spoerry 1992, 1). This meant that academic departments without consultancy services, museums, and most other organisations that could not be described (in the terms of the present survey) as conducting field investigation and research services or providing historic environment advice and information services were not canvassed. No responses from Northern Ireland were received.

In terms of the numbers of archaeologists identified as working in Britain (not the UK), the results of these surveys are summarised in ***Table 2***.

Table 2: RESCUE survey results

Date of survey	*Number of professional archaeologists estimated*	*Source*
1976/77	1221	Dennis (1979)
1977/78	1594	Dennis (1979)
1978/79	1614	Dennis (1979)
1986/87	2900	Spoerry (1992) calculated from Plouviez (1988)
1990/91	2200	Spoerry (1992)
1995/96	2100	Spoerry (1997)

These figures suggest that there was a rapid rise in the numbers employed in rescue archaeology through the 1970s and 1980s. The numbers employed in archaeology subsequently fell away rapidly following the ending of Manpower Services Commission funding in the late 1980s, with an abrupt fall in 1990 in the first few months of the recession.

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

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

IFA Jobs Information Service studies

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

Note that the methodology used to collect the data changed in 1996; the figures presented for 1996-99 use the revised methodology, and are directly comparable with the figures for 2000-02, while the parenthesised figures for 1996-99 are directly comparable with the data for 1993-95. National average salary data is drawn from the Office of National Statistics' annual New Earnings Survey publications (National Statistics 2002).

Table 3: Advertised Posts 1993-2002

	Jobs advertised	*Advertised starting salaries*	*National average salaries*
1993	134	£10,766	£16,523
1994	186	£12,666	£16,982
1995	150	£12,228	£17,560
1996	282 (154)	£11,653 (£12,620)	£18,338
1997	299 (176)	£12,100 (£12,327)	£19,167
1998	388 (148)	£12,364 (£13,554)	£20,048
1999	573	£13,220	£21,408
2000	549	£14,033	£21,842
2001	362	£14,576	£23,499
2002	79	£15,581	£24,498

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

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

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

OutWage, a pay survey carried out by James Drummond-Murray and Kevin Wooldridge, was incorporated into the publication of the Report and Recommendations of the Archaeological Employment in Britain Working Party (Schaaf 1996). It largely related to posts advertised in the JIS in 1994/95, and incorporated comparisons of archaeological salaries with the national average wage.

IFA equal opportunities surveys

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

The IFA subsequently published the results of a Quality of Work/Life Survey in 1995 (Reeve 1995), and an analysis of the third IFA Equal Opportunities Survey in 1997 will form supporting material for a revised IFA Equal Opportunities policy (Brown forthcoming)

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

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

IFA Practitioner survey

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

Archaeological employment in Scotland

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

IPMS survey

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

Museums Professionals Group

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

Chapter Two: Methodology

Introduction

Profiling the Profession, the first comprehensive archaeology labour market intelligence survey, was carried out in financial year 1997/98, five years before this project (Aitchison 1999). The present survey was designed to build on that work and produce up-to-date and expanded information.

The principal aim of the project was to:

Identify, collect, quantify and disseminate labour market information on the archaeology sub sector to provide employers with comprehensive, up-to-date information to aid business planning and improve organisational performance and competitiveness.

The project proposal identified the following as the intended results:

- information on training needs, skills shortages and skills gaps
- details of the nature and extent of the archaeology sector, including accurate employment figures
- information on occupations, including potential recruitment and career progression difficulties
- labour market trends and issues, including training investment and supply and other financial, business and staffing issues.

The project was advised by a Steering Group, which comprised representatives of the funding bodies and of the Council for British Archaeology, the Institute of Field Archaeologists and the Standing Conference of Archaeological Unit Managers, together with the project staff. The Steering Group met four times during the course of the project to assist with significant stages of the work.

The role of the members of the Steering Group was purely advisory. Any opinions presented within this report are those of the consultants preparing the report and do not necessarily represent those of the Steering Group members or the organisations that they represented.

The Questionnaire

The questionnaire structure and contents were based on that used in 1997/98, with additional questions to elicit information on qualifications, training, skills and diversity. Questions which provided less useful information in 1997/98 were revised or omitted. The Steering Group provided valuable advice and guidance with the contents and design. The questionnaires were addressed to organisations employing archaeologists, not to individual archaeologists.

The questionnaire was designed in two parts. The first part consisted of a range of questions about the organisation, and the second enquired about individual posts within the organisation. The second part was designed to be copied as many times as necessary so profiles of all archaeological and support posts could be drawn up. It was sent to all organisations on the mailing list (see below), together with a covering letter. The questionnaire

asked for information applying to the organisation on 25 November 2002. Respondents were specifically asked to include temporary staff.

A copy of the questionnaire and covering letter form ***Appendix III: The Questionnaire***.

The Mailing List

The mailing list of organisations employing archaeologists was based on that used in 1997/98. Archaeological societies were excluded this time, as it was found that they very rarely employed archaeologists. The mailing list database remained separate from the survey results database to ensure confidentiality. The final mailing list consisted of 992 organisational addresses.

A variety of data sources was used to update the 1997/98 list. Updating the list consisted of checking for any changes of addresses or names of organisations; removing the duplicate organisations identified from the earlier survey returns; removing organisations which had ceased trading, and adding those established since 1998. The following sources were used:

Digital sources:

Local authority lists of contractors, received from ALGAO

IFA database

Survey of Archaeological Specialists database

Welsh Archaeological Trusts contractors list

Online sources:

ALGAO: http://www.algao.org.uk/members/fs_memb.htm

CBA: http://www.britarch.ac.uk/info/uklinks.html

Net Information Services site: http://www.archaeologydirectory.co.uk/

Printed sources:

IFA Jobs Information Service (advertisements placed in previous year)

IFA Directory and Yearbook

Data Collection

Questionnaires, each with covering letter and postage-paid reply envelope, were posted at the end of November 2002. The deadline for completed paper questionnaires was 24 December 2002. An electronic version of the questionnaire was made available online, and the deadline for completed versions was 6 January 2003. Late returns, either on paper or electronic, were accepted until 31 January 2003.

Follow-up telephone calls were made to targeted non-respondents between 10 December and 24 December 2002. These included IFA Registered Archaeological Organisations, other organisations known to employ large numbers of archaeologists, and types of organisation which were poorly represented in the responses that had been received to date, specifically university archaeology departments.

A total of 324 responses was received by the final deadline of 31 January 2003.

Data entry

The 324 responses comprised 291 paper responses, 12 electronic responses using Microsoft Access, and 21 electronic responses using Microsoft Word.

The results were entered onto a Microsoft Access 2002 database. This included data on 236 organisations (Part 1 of the questionnaire) and 906 post profiles (Part 2 of the questionnaire). The data were entered onto two tables which were subsequently linked to allow analysis of the full range of variables.

Level and completeness of response

The 324 responses represented 33% of the 992 questionnaires distributed. 88 were returned uncompleted, comprising seven organisations which were not known at the mailing address; 47 which were duplicates of other organisations which did respond, and 34 which no longer employed archaeologists.

Few returns used the Microsoft Access electronic version. This was due in part to minor teething problems with the data entry form, subsequently corrected, which made data entry difficult, and in part to the use of Microsoft Access 2000, which was more up-to-date than software in use in many organisations. The use of Microsoft Word electronic forms was for the convenience of a few organisations. This may have eased entry of data onto the form, but it was not helpful for subsequent data entry onto the database.

In order to create global estimates of numbers of archaeologists who worked for non-responding organisations, these organisations were ascribed to different structural basis/principal role categories.

Responses from different types of organisation are shown in ***Table 4***.

Table 4: Questionnaire returns

	Field investigation and research services	*Historic environment advice and information services*	*Museum and visitor/user services*	*Educational and academic research services*
National government	2 responses 2 estimated total orgs 100% response	15 responses 29 estimated total orgs 52% response	2 responses 17 estimated total orgs 12% response	No organisations
Local government	6 responses 22 estimated total orgs 27% response	51 responses 130 estimated total orgs 39% response	32 responses 86 estimated total orgs 37% response	No organisations
University	7 responses 20 estimated total orgs 35% response	1 response 3 estimated total orgs 33% response	5 responses 11 estimated total orgs 45% response	14 responses 67 estimated total orgs 21% response
Commercial organisation	56 responses 105 estimated total orgs 53% response	14 responses 170 estimated total orgs 8% response	2 responses 13 estimated total orgs 15% response	1 response 8 estimated total orgs 12% response
Other	5 responses 7 estimated total orgs 71% response	14 responses 41 estimated total orgs 34% response	4 responses 38 estimated total orgs 11% response	1 response 6 estimated total orgs 17% response

While these response rates may appear low, they should be considered in context. Postal surveys rarely receive responses above 50% and can frequently receive less than 25% (Haralambos and Holborn 1990, 729), so the overall response can be considered good. In comparison with the 1997/98 *Profiling the Profession* survey, the response rate is lower, but this survey gave respondents a shorter timetable to turn their responses around, and can be considered to have asked more complicated questions. Compared with a recent survey of local government conservation officers (Grover 2002), where a 67% return was received, this is low, but again may reflect the detail of response required for the present study.

Refining the database

In contrast to the 1997/98 survey, relatively few completed duplicate responses were received (eg from different branches of the same organisation, but each covering the entire organisation). Editing the mailing list to remove archaeological societies meant that relatively few organisations responded which employed no archaeologists.

Questionnaire completion

As was the case in 1997/98, some respondents chose not to answer some of the questions. Where responses are discussed, the number of respondents to each question is noted or included in tabulations.

Calculating Workforce Size

In extrapolating the data received to calculate total numbers of individuals working for different types of organisations, arithmetical techniques were applied.

Separate from the actual questionnaires received, organisations were ascribed to categories of structural basis and organisational role. This was done on the basis of examining the sources from which addresses were obtained and from the personal knowledge or opinions of the researchers.

When this categorisation was compared with the categories given on the actual returns, it was found to have been 75% accurate.

Similarly, a review was made of all the organisations which had been sent questionnaires, and an assessment was made whether the organisations were actually likely to employ archaeological staff. When compared with returns, this concordance exercise was found to have been 84% accurate.

As we were happy with these levels of concordance, we went ahead with calculating how many archaeologists had not been identified in returned questionnaires.

This principally involved calculating the average numbers employed within each structural/role category, and multiplying that number by the number of non-responding organisations that were still considered to employ archaeologists.

These figures were further refined by careful examination of each category and each geographical area, as there were specific cases where particular organisations were considered to employ significantly less or more than the average, and not adjusting the figures would have skewed the results.

Creation of Post Profiles

Information was received about 428 different posts, including both archaeologists and support staff. Rather than presenting 428 sets of summary data, the post titles were compared and aggregated to produce 38 post profiles, as was done in *Profiling the Profession*.

An additional four post profiles were added to the 34 used in 1997/98: Archives Officer, Investigator, Financial posts and Other support posts. The addition of the two archaeological posts was in recognition of the numbers of staff carrying out these roles. It was decided that it was more appropriate to create new profiles than to include these staff in one of the catch-all categories. The creation of the two support staff profiles is a reflection of the specific inclusion of support staff by the questionnaires.

Some profiles used in 1997/98 only represented a very few people in 2003, eg Assistant Archaeologist. It was decided to retain these, rather than remove the profiles, as this may indicate a trend in the use of post titles, or in archaeological roles.

As in *Profiling the Profession* post profiles were created by searching the database for specific words. For example, the Academic Staff profile consisted of all posts whose titles included the words 'academic staff', 'fellow', 'lecturer', 'postgraduate', 'professor', 'reader' or 'tutor'. The post profile title 'Academic Staff' was then added to the database records for the posts selected. It was necessary to follow a careful sequence when carrying this out for all 38 profiles, to ensure that staff ended up in the most appropriate profile. For example, the profile for Photographer was created before that for Senior posts, so the post title 'Head of Photography' was grouped with other Photographers, rather than in the less specific Senior posts profile, in which other 'Head of' posts were included. The selection criteria and sequence of selection are listed in ***Table 5*** below. Asterisks * are used as wildcards, so *photo* will select 'Photographer' or 'Head of Photography' or 'Photographic Assistant'. After completing 35 of the post profiles using the Access database programme Update Query with the selection criteria described below, the three remaining profiles 'Other support posts', 'Junior posts' and 'Other posts' were assigned manually.

Table 5: Criteria and sequence of selection for post profiles

Post profile	*Words included within post title*
Administrator	*admin* or *clerical* or *secretary*
Archaeological Assistant	*archaeological assistant* or archaeology assistant
Academic Staff	*academic staff* or *fellow* or *lecturer* or *postgraduate* or *professor* or *reader* or *tutor*
Project Manager	*project manager*
Planning Archaeologist	*development control* or *planning*
Editor	*editor* or *publication*
Inspector	*insp*
Buildings Archaeologist	*building* or *blg*
Consultant	*consultant*
Finds Officer	*artefact* or *brick* or *ceramic* or *coin* or *finds* or *pottery* or *wood* or *timber*
Illustrator	*graphic* or *design* or *drafts* or *draughts* or *illustrator*. There is one Surveyor/Illlustrator, counted as Surveyor.
Sites and Monuments Record Officer	*sites and monuments* or *record* or *information* and not *archive*. Thus archive record staff were excluded. Including *record* covered Historic Environment Record posts, and Information and Record posts.
Conservator	*conservator*
Warden	*warden*
Excavator or Site Assistant	*excavator* or *site assistant*
Photographer	*photo* and not *investigator*. The exclusion was because there is a post with 10 staff described as Investigator/Curatorial Officer/Photographer, which it seemed inappropriate to

Post profile	*Words included within post title*
	include in photographer.
County or Regional Archaeologist	*borough* or *city archaeologist* or *county* or *district archaeologist* or *regional* or *territory* or *national park*
Conservation Archaeologist	*conservation*
Investigator	*investigator*
Museum Archaeologist	*curator* or *collection* or *museum* or *keeper* and not *book keeper*. 2 posts called Head of Curatorial Services included within Senior posts; one Museums Graphic Designer already covered as an Illustrator, the Investigator/Curatorial Officer/Photographer already an Investigator.
Surveyor	*geophys* or *survey*
Archaeological Scientist	*animal bone* or *archaeobot* or *archaeozoo* or *geoarchaeologist* or *osteoarchaeo* or *human bone* or *laborat* or *environment* and not *historic environment*. Excluded Technician this time, as word has changed, and more often used for field posts. Several other terms used in 1998 not required this time.
Financial posts	*financ* or *book keeper* or resource*
Field Officer	*field officer*
Project Officer	*project officer*
Archaeological Officer	*archaeological officer* or *archaeology officer*
Archaeologist	archaeologist* or *project archaeologist* or field archaeologist excluding those included in other profiles
Senior Archaeologist	senior archaeologist*
Supervisor	*archaeological supervisor* or *assistant supervisor* or *project supervisor* or *site supervisor* or supervisor or *field supervisor*
Assistant Archaeologist	assistant archaeologist
Computing Officer	*multimedia* or *data* or *geomatics* or IT* or *network* or *computer* or *systems*
Archives Officer	*archiv* and not *conserv*
Director or Manager	*director* or *manager* and not *assist* and not *deputy* and not *project*
Researcher	*research*
Senior posts	*director* or *head* or *proprietor* or *principal* or *senior* or *chief* or *team leader* or *partner*
Other support posts	Selected manually, to include all remaining posts with titles implying a support role
Junior posts	Selected manually, to include all remaining archaeological posts in junior role, including unpaid volunteers
Other posts	All posts not already assigned to a post profile.

Electronic Access to the Report and Data

This report will be made available for free access on the CHNTO website, with links from the IFA website. A copy of the project database will also be made freely available electronically for subsequent analysis, but any commercially sensitive data will be removed, so data cannot be connected with the organisation which provided it.

Chapter Three: Organisations

This project approached every organisation in the UK that was believed to employ archaeologists. We received completed questionnaires from 236 organisations. This total includes separate departments of larger organisations which are based at separate sites.

The full details of the way in which it was decided which organisations to contact, how responses were sought and the levels of response are given in ***Chapter Two: Methodology***.

See also ***Chapter Five: Jobs – Range of Jobs***.

Types of Organisations

The respondents were asked to select one of a series of options which best described the organisation's structural basis and principal role.

The choices given for structural bases were to describe the organisational setup of the organisation, or its parent body, and the specific choices were:

- national government
- local government
- university
- commercial organisation
- other

In addition to selecting from this list, the respondents were also asked to identify what was the organisation's principal role. This proved difficult for some multi-function organisations, but a principal role was ultimately identified from all of the responses received. The choices of roles and the terms to describe them used language drawn from a previous study involving the occupational and functional mapping of the archaeological profession (Carter and Robertson 2002, ATF 2002). This loosely categorised archaeological work into the macro-categories used here:

- field investigation and research services
- historic environment advice and information services
- museum and visitor/user services
- educational and academic research services

This represented a significant and deliberate break from the categorisation used in *Profiling the Profession*. In that project, the organisation's structural basis was asked for, but then each organisational return was subsequently ascribed by the researcher to one of ten categories, which were fundamentally descriptions of structural bases with an element of roles subdividing some of them. ***Table 6*** compares the structural basis/principal role model used here with the categories utilised in *Profiling the Profession*.

Table 6: Structural basis and principal roles correlation

	Field investigation and research services	*Historic environment advice and information services*	*Museum and visitor/user services*	*Educational and academic research services*
National government	National heritage agencies and Royal Commissions	National heritage agencies and Royal Commissions	National museums	
Local government	Contractors	Local government curators	Local government – other	
University	Contractors			University archaeology departments and research groups
Commercial organisation	Contractors	Independent consultants or specialists/other commercial organisations		
Other	Other organisations	Other organisations		Archaeological societies

As can be seen, there were clearly some combinations of structure and role that did not clearly equate to any of the ten categories used in the earlier report, and some of the earlier categories that spanned more than one structure/role combination.

The other crucial difference between the data recovered on the organisational bases in the two studies was that in *Profiling the Profession* this was ascribed by the researcher, whereas in this study, the respondents described their own organisation's setup.

Numbers of Organisations

Table 7 sets out the numbers of organisations responding as being within each structure and role combination. We have added the estimated total number of organisations fitting those same structures and roles and the percentage of the archaeological workforce that is considered to work within each of these sectors.

Table 7: Estimated number of organisations

	Field investigation and research services	*Historic environment advice and information services*	*Museum and visitor/user services*	*Educational and academic research services*
National government	2 responses 2 estimated total orgs 1% of workforce	15 responses 29 estimated total orgs 10% of workforce	2 responses 17 estimated total orgs 4% of workforce	No organisations
Local government	6 responses 22 estimated total orgs 9% of workforce	51 responses 130 estimated total orgs 11% of workforce	32 responses 86 estimated total orgs 2% of workforce	No organisations
University	7 responses 20 estimated total orgs 5% of workforce	1 response 3 estimated total orgs <1% of workforce	5 responses 11 estimated total orgs <1% of workforce	14 responses 67 estimated total orgs 10% of workforce
Commercial organisation	56 responses 105 estimated total orgs 34% of workforce	14 responses 170 estimated total orgs 7% of workforce	2 responses 13 estimated total orgs <1% of workforce	1 response 8 estimated total orgs <1% of workforce
Other	5 responses 7 estimated total orgs 1% of workforce	14 responses 41 estimated total orgs 3% of workforce	4 responses 38 estimated total orgs 1% of workforce	1 response 6 estimated total orgs 1% of workforce

Note: in order to estimate the total number of organisations fitting into each structure/role niche, we ascribed a structure/role to each of the non-responding organisations. The high figures for the total numbers of organisations for both national government – historic environment advice … and national government – museum and visitor/user services represent questionnaires that were sent to separate offices of English Heritage and to the separate Departments of the British Museum.

Size of Organisations

Archaeology is completely dominated by micro-organisations, as is discussed in ***Chapter Four: Archaeologists – Size of the Workforce***. 72% of organisations have 10 or fewer employees, and a further 24% have between 11 and 49 employees, as is shown in ***Table 14***.

Geographical Location

The survey sought to identify where archaeologists were working within the UK. Each respondent was asked to indicate where the organisation providing the data was based. Within England, the choice given was between the regions of that country defined by the Government Area Offices.

Table 8 shows the numbers of organisations responding as being based in each geographical area, the estimated total number of organisations based there, and the percentage of the archaeological workforce that is considered to work in those geographical areas.

Table 8: Geographical distribution of organisations

Area	*Responses*	*Estimated total orgs*	*% of workforce*
Eastern England	18	55	6%
East Midlands	11	46	6%
London	14	61	14%
North-East England	6	46	6%
North-West England	16	44	5%
South-East England	36	136	17%
South-West England	30	114	16%
West Midlands	25	57	4%
Yorkshire and the Humber	27	72	9%
Scotland	24	71	8%
Wales	21	61	7%
Northern Ireland	2	7	1%
Channel Islands	1	3	>1%
Isle of Man	1	3	>1%

Quality Standards

The questionnaire asked about organisations' engagement with Investors in People and other quality standards.

The majority of organisations employ at least one quality system of some kind. 61% responded that they did employ a quality system, while 34% did not. 4% of respondents did not know if their organisation used a quality system.

Ten different quality assurance systems were used by organisations, in addition to some own or local systems. The most widely used was Investors in People, with the sector-specific systems of Museum Registration and IFA Registered Archaeological Organisations also being used by significant numbers of organisations. The full list of quality systems used is presented in ***Table 9***.

Table 9: Quality systems used in archaeology

Quality system used	*Number of responding organisations*
Investors in People	69
Museum Registration	47
IFA Registered Archaeological Organisation	42
ISO 9000	22
Charter Mark	7
EFQM [European Foundation for Quality Management]	5
Local or own system	4
Quality Assurance Agency for Higher Education (QAA)	3
BEM [Business Excellence Model]	2
British Quality Foundation	1
European Eco Management and Audit Scheme (EMAS)	1
ISO 14001 Environmental Management Systems	1
SQMS [Scottish Quality Management System]	0

The questionnaire asked specifically about Investors in People (IiP), the national Standard which sets a level of good practice for training and development of people to achieve business goals. The responses to the question on organisations' position on IiP are presented in ***Table 10***.

Table 10: Position on Investors in People

Position on IiP	*Number of responding organisations*	*%*
recognised IiP	58	29%
committed to IiP	25	12%
considered not yet working towards it	44	22%
considered and rejected	36	18%
not considered	12	6%
don't know	26	13%

Overall, this can be considered to represent a generally positive response to the Investors in People accreditation.

Those organisations that were neither formally recognised as Investors in People nor formally committed to IiP were asked their main reason for their non-commitment. The results of this question are presented in ***Table 11***.

Table 11: Reason for non-commitment to IiP

Reason for non-commitment to IiP	*Number of responding organisations*	*%*
too much paper work	1	1%
time not available	12	14%
benefits not clear	21	24%
seemed irrelevant	10	11%
no LSC/LEC funding	2	2%
Other	41	47%

The range of answers within the 'other' category included a number that indicated a combination of the options given, failure of a parent body to commit, and a signal number of respondents who did not either understand IiP or appreciate what it is for. This suggests that, within the archaeological community, opinion tends to be polarised between those that appreciate the benefits of IiP status, and those that have not had the opportunity to explore the rewards of the system.

The second quality system that respondents were asked specifically about was the Institute of Field Archaeologists' Registered Archaeological Organisations programme. IFA Registered Archaeological Organisations have formally resolved to carry out all their work in line with the IFA's Code of conduct and other by-laws, and their status on the Register is subject to annual peer-review. The results of this question are in ***Table 12***, and show that a large minority of organisations are either Registered or have at least considered working towards Registration.

Table 12: Position on IFA Registration

Position on IFA Registration	*Number of responding organisations*	*%*
registered archaeological organisation	45	21%
working towards registration	13	6%
considered not yet working towards it	30	14%
considered and rejected	25	12%
not considered	88	41%
don't know	14	7%

Organisations that have not committed to IFA Registration were asked for their main reason why they had not done so. The results of this question are presented in ***Table 13***.

Table 13: Reason for non-commitment to IFA Registration

Reason for non-commitment to IFA Registration	*Number of responding organisations*	*%*
too much paper work	3	2%
part of a larger organisation that will not commit	15	10%
time not available	16	11%
benefits not clear	37	25%
seemed irrelevant	30	20%
other	49	33%

A high proportion of respondents considered that they either did not see the benefits of Registration for their organisation, or that they considered it to be irrelevant to them. Of the 'other' reasons given for organisations not committing to the IFA scheme, a high number indicated that the respondent thought that this purely applied to archaeological contractors, which is not the case. A number also thought the small size of their organisation prevented them from Registering, which is also not the case.

Overall, it is clear that quality assurance systems were used and valued by the majority of archaeological organisations, with both sector-specific and more generic systems being applied.

Chapter Four: Archaeologists

Size of the Workforce

The questionnaire asked for the numbers of staff, both paid and unpaid, working in specifically archaeological and dedicated support roles for the organisation on the response date of Monday 25 November 2002. Respondents were specifically asked to ensure that all staff, including those on short-term or temporary contracts, were included.

236 organisations (24% of all organisations approached) responded that they employed archaeologists, which gave information about 2771 individual archaeologists working in the UK. From this information, we have estimated that the archaeological workforce in 2002/03 totalled 5712. This represents a 29% increase on the figure of 4425 estimated in 1997/98, but is considered to include junior fieldworkers on short-term contracts. There was some doubt whether the 1997/98 figures included this group.

We also estimate that a further 1096 people work as dedicated support staff within archaeological organisations, giving an approximate total of 6800 people in the UK who make their living from archaeology.

These figures relate to an estimated 776 organisations employing archaeologists. This represents an average of 7.4 archaeologists working for each organisation with an average of 1.4 members of support staff. The average number of archaeologists per organisation had risen only slightly since 1997/98, when the comparable figure was 7.2 archaeologists per organisation. This shows that archaeological employers are typically very small organisations.

Table 14 shows the distribution of organisation sizes by the total number of staff (archaeological and support), demonstrating that archaeology is completely dominated by micro-organisations.

Table 14: Total employees per organisation

Total employees	*Responses*	
1-10	175	72%
11-49	57	24%
50-99	4	2%
100-249	6	2%
>250	0	0%

In addition to the paid staff, we consider that approximately a further 425 people work as unpaid volunteer archaeologists alongside the professionals, and that another 225 people contribute to the profession in an unpaid, supporting capacity.

Detailed job profiles for 2427 of these archaeologists and support staff were received (see ***Appendix I: Post Profiles***).

Table 15: Estimated archaeological workforce by organisational type

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Estimated total
National government	42 known number 42 estimated total 1% of workforce	572 known number 584 estimated total 10% of workforce	29 known number 255 estimated total 4% of workforce	No organisations	881 15%
Local government	195 known number 498 estimated total 9% of workforce	254 known number 614 estimated total 11% of workforce	50 known number 136 estimated total 2% of workforce	No organisations	1248 22%
University	119 known number 278 estimated total 5% of workforce	9 known number 27 estimated total <1% of workforce	13 known number 21 estimated total <1% of workforce	154 known number 565 estimated total 10% of workforce	891 16%
Commercial organisation	1052 known number 1932 estimated total 34% of workforce	48 known number 390 estimated total 7% of workforce	4 known number 24 estimated total <1% of workforce	2 known number 12 estimated total <1% of workforce	2358 41%
Other	42 known number 76 estimated total 1% of workforce	113 known number 143 estimated total 3% of workforce	3 known number 33 estimated total 1% of workforce	70 known number 82 estimated total 1% of workforce	334 6%
Estimated total	2826 49%	1758 31%	469 8%	659 12%	5712 100%

The method of calculating total numbers was largely arithmetical. The details of the methods used are presented in ***Chapter Two: Methodology***.

Variation in staff numbers

Respondents were also asked whether the numbers of staff had varied in the course of the previous year.

97 organisations (35%) indicated that their numbers of paid archaeological staff had varied in the course of the previous year. These organisations employed 1537 archaeologists at the time of survey, but the sum of their absolute minima suggests they had employed a total of 266 fewer people. At their absolute maxima, these organisations had employed a total of 388 more people.

Assuming the same level of variation for the organisations that did not respond to the questionnaire, it is estimated that there is a population of up to roughly 1350 archaeologists who moved between different employers in the course of the previous year (an aggregate minimum of 548 below the levels of employment reported at the time of the questionnaire, and an aggregate maximum of 800 above the reported totals).

However, this cannot be used to argue that there were an estimated 800 unemployed archaeologists in the UK at the time of the survey. Not all organisations will have had their highest levels of employment at exactly the same time, and so the same people will have been counted more than once in these total figures as they worked for different organisations at different times in the year.

A realistic estimate for the number of archaeologists who have worked in the past year and were not doing so at the time of the survey was obtained by subtracting the calculated absolute minimum (548 fewer) from the absolute calculated maximum (800 more) giving a

total of 252, or approximately 250. We believe that this figure represents a reasonable estimate of the number of professional archaeologists who were not working or not working in archaeology at the time of the survey (4% of a total made up of this number plus the number believed to be in paid employment at the time of the survey).

While this population of up to 1350 individuals will include a number of individuals who have taken career breaks, it is also likely to include a mobile population of junior fieldworkers, who move between short contracts with different employers. The latter are likely to be moving into and out of archaeological employment frequently, and will also take up non-archaeological jobs from time to time. Lack of job security and limited financial reward will inevitably make it difficult for all of these individuals to remain within the profession.

The numbers of unpaid volunteer archaeologists working within professional organisations also varied noticeably over the course of the year. Of 20 organisations reporting some variation in this number, the total of maxima was 50% higher than the number of unpaid volunteer archaeologists reported at the time of the survey, with the total minima 28% lower.

Given the limited dataset, it is unreasonable to calculate absolute totals, but clearly there had been more unpaid volunteer archaeologists working within professional organisations in the course of the previous year. This is considered to be a reflection of the fact that the survey's 'snapshot' date was at the end of November, and that many unpaid archaeological opportunities are likely to involve contributions to fieldwork projects in the summer months.

The numbers of support staff, both paid and unpaid, had not varied significantly in the previous year.

Diversity

The questionnaire asked for information on the gender, age, ethnic origins and disability status of employees. Respondents gave the age and gender for 1985 employees, 82% of those surveyed, and the ethnic origins for 2265, or 93% of the employees surveyed. Not all respondents answered the question on disability, but the proportion not responding was not recorded.

Age range

On the basis of the 10-year age ranges recorded, the average age of professional archaeologists in the UK is 38, with the average for female archaeologists being 36 and for male archaeologists 39. The average age of unpaid volunteer archaeologists is 50.

87% of archaeologists are aged 20-50 and 61% are aged 30-50. 60% of archaeologists are under 40. Compared with UK statistics which show that 34% of employees are aged 45-64, archaeology has a relatively young age profile (based on figures given in EOC 2003, 8).

Gender balance

The UK population is 51% female and 49% male. Of the archaeologists whose gender was recorded in the survey, 36% were female and 64% were male. The UK working population aged 16-64 is 45% female and 55% male (based on figures given in EOC 2003, 7). Women are therefore under-represented in the archaeological profession overall. In the 20-29 age band

women are over-represented, compared with the working population, but in all other age bands they are under-represented.

Table 16: Archaeologists' gender balance by age-range

	Female	*% of all age range*	*Male*	*% of all age range*	*Male and female*
<20	3	75%	1	25%	4
20-29	258	51%	251	49%	509
30-39	224	34%	444	66%	668
40-49	155	29%	378	71%	533
50-59	70	29%	175	71%	245
>60	7	27%	19	73%	26
Totals	717	36%	1268	64%	1985

The proportions of female and male archaeologists by age ranges are interesting (***Table 17***). The proportion of women declines steadily through the age groups from 36% in the 20-29 age range to 1% in the over 60s. The proportion of men is a more normal statistical curve, increasing from 20% in the 20-29 age group to 35% in the 30-39 age group, and then declining. The pattern for female archaeologists does not reflect the UK pattern of age distribution (***Table 18***). This may indicate that women are leaving the profession in their late 20s and early 30s, or that the numbers of women in archaeology have started to increase, but that this increase has yet to work its way up the age ranges. In 1997/98 the largest group of female archaeologists were in their 30s (42%), with 25% in their 20s and 23% in their 40s. Therefore, whatever the reason for the current age distribution, it is a recent phenomenon.

Table 17: Archaeologists' age-range by gender

	Female	*% of all females*	*Male*	*% of all males*	*Male and female*	*% of all archaeologists*
<20	3	0%	1	0%	4	0%
20-29	258	36%	251	20%	509	26%
30-39	224	31%	444	35%	668	34%
40-49	155	22%	378	30%	533	27%
50-59	70	10%	175	14%	245	12%
>60	7	1%	19	1%	26	1%
Totals	717	100%	1268	100%	1985	100%

Table 18: Age and gender of all UK employees

	Female (thousands)	*% of all females*	*Male (thousands)*	*% of all males*	*Male and female (thousands)*	*% of all*
16-24	1854	15%	2063	14%	3917	14%
25-44	6196	50%	7750	52%	13946	51%
45-64	4257	35%	5112	34%	9369	34%

Source: EOC 2003, 8

Age and gender related to organisational structure and role

Organisations providing field investigation and research services have a lower than average age profile for archaeologists; those providing historic environment advice and information tend to have a slightly older profile.

The age profile for education and academic research services organisations is slightly older yet, with the majority of staff in their 40s. However, universities have a lower age profile, indicating a slight difference between these two areas. Over 50% of archaeological academic staff are under 40, and only 20% are aged 51 or over (British Academy 2001, 42). This represents the youngest age profile of any area of full-time academic staff in the arts, humanities and social sciences in 1998/99 presented by the British Academy in that report.

National government organisations and other organisations have older age profiles than local government and commercial organisations.

Table 19: Age by organisational principal role

Principal role	*<20*		*20-29*		*30-39*		*40-49*		*50-59*		*>60*		*Total*
	% of role		*% of role*		*% of role*		*% of role*		*% of role*		*% of role*		
Field investigation	2	0%	359	30%	435	36%	297	25%	109	9%	8	1%	1210
Historic environ advice	2	0%	98	20%	154	32%	156	32%	70	14%	3	1%	483
Museum/visitor services	0	0%	20	19%	33	32%	24	23%	24	23%	2	2%	103
Educ/acad research	0	0%	32	17%	46	24%	56	30%	42	22%	13	7%	189
Total	4	0%	509	26%	668	34%	533	27%	245	12%	26	1%	1985

Table 20: Age by organisational structural basis

Structural basis	*<20*		*20-29*		*30-39*		*40-49*		*50-59*		*>60*		*Total*
	% of basis		*% of basis*		*% of basis*		*% of basis*		*% of basis*		*% of basis*		
National govt	0	0%	26	20%	32	25%	35	28%	34	27%	0	0%	127
Local govt	3	1%	116	23%	171	34%	135	27%	76	15%	3	1%	504
University	0	0%	62	21%	103	36%	71	24%	41	14%	13	4%	290
Commercial org	1	0%	276	31%	317	35%	229	25%	69	8%	7	1%	899
Other	0	0%	29	18%	45	27%	63	38%	25	15%	3	2%	165
Total	4	0%	509	26%	668	34%	533	27%	245	12%	26	1%	1985

The gender balance in field investigation and historic environment advice organisations reflects the balance in archaeology as a whole, at around 36% female and 64% male. Museum and visitor services, however, are dominated by female archaeologists, who account for 63% of staff in those organisations.

The pattern by the structural basis of organisations in general reflects the overall gender balance, except for national government, where 44% of archaeologists are female.

Table 21: Employment in archaeology by gender and organisational principal role

Principal role	*Female*		*Male*		*Total*
Field investigation	408	34%	802	66%	1210
Historic env advice	171	35%	312	65%	483
Museum/visitor servs	65	63%	38	37%	103
Educ/acad research	73	39%	116	61%	189
Total	717	36%	1268	64%	1985

Table 22: Employment in archaeology by gender and organisational structural basis

Structural basis	*Female*		*Male*		*Total*
National govt	56	44%	71	56%	127
Local govt	177	35%	327	65%	504
University	108	37%	182	63%	290
Commercial org	318	35%	581	65%	899
Other	58	35%	107	65%	165
Total	717	36%	1268	64%	1985

The proportions of female and male archaeologists by age vary more in some organisational roles than others. The numbers of female and male archaeologists in their 20s is almost equal in organisations specialising in field investigation and historic environment advice. In the same types of organisations, the balance between male and female archaeologists in their 30s follows the overall trend, but in the 40-49 year band, the numbers of women have dropped significantly. Museum and visitor services organisations are dominated by female archaeologists until the 50-59 age band is reached, when the balance reverts to the norm for archaeologists overall.

Table 23: Age and gender by organisational principal role

Principal	*<20*		*20-29*		*30-39*		*40-49*		*50-59*		*>60*		*Total*
role	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	
Field investigation	2	0	177	182	120	315	73	224	32	77	4	4	1210
Historic env advice	1	1	48	50	62	92	43	113	17	53	0	3	483
Museum/visitor servs	0	0	16	4	24	9	15	9	9	15	1	1	103
Educ/acad research	0	0	17	15	18	28	24	32	12	30	2	11	189
Total	3	1	258	251	224	444	155	378	70	175	7	19	1985

When the figures are subdivided by organisational structural basis the balance between male and female archaeologists generally follows the age and gender trends already observed.

Table 24: Age and gender by organisational structural basis

Structural basis	*<20*		*20-29*		*30-39*		*40-49*		*50-59*		*>60*		*Total*
	Female	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	*Female*	*Male*	
National govt	0	0	15	11	13	19	17	18	11	23	0	0	127
Local govt	2	1	57	59	61	110	38	97	18	58	1	2	504
University	0	0	33	29	35	68	27	44	11	30	2	11	290
Commercial org	1	0	143	133	95	222	54	175	22	47	3	4	899
Other	0	0	10	19	20	25	19	44	8	17	1	2	165
Total	3	1	258	251	224	444	155	378	70	175	7	19	1985

Ethnic diversity

The survey recorded the ethnic origins of archaeologists in the UK for the first time. The proportion of people whose ethnic origin is not white was very small indeed, at 0.56%. This compares with a UK figure of 7.9% from the 2001 census (National Statistics 2003). All the unpaid volunteer archaeologists for whom data was received are white.

Table 25: Ethnic diversity

	Black African		*Black Caribbean*		*East Asian*		*South Asian*		*White*		*Other*		*Total*
All staff	3	0.13%	3	0.13%	3	0.13%	2	0.09%	2248	99.25%	6	0.26%	2265
Archaeologists	2	0.09%	2	0.09%	3	0.14%	1	0.05%	2105	99.34%	6	0.28%	2119

Disability

The survey asked how many people working in each post were disabled, as defined in the Disability Discrimination Act 1995 as being anyone 'with a physical or mental impairment which has a substantial and long-term adverse effect upon their ability to carry out normal day-to-day activities'. A total of 8 paid disabled staff were recorded, all of whom were archaeologists, and 2 unpaid volunteer staff, of a total of 2427 individuals. The proportion of disabled archaeologists recorded was 0.34%, compared with 19% of all people of working age in employment (Disability Rights Commission 2002). This figure may not include all disabled people covered by the survey, as some respondents chose not to answer this question. However, the proportion is extremely low when compared to national figures.

Although certain physical disabilities would prevent people from working in some archaeological posts, a wide range of archaeological jobs can be undertaken by people with disabilities.

Unpaid Volunteer Archaeologists

The questionnaire asked how many members of unpaid volunteer staff were working alongside the paid archaeologists and support staff. 39 organisations responded that they were benefiting from the contributions of unpaid volunteer staff at the time of the survey (17% of all organisations responding), representing a total of 145 individuals (an average of 3.7 individuals per organisation). We estimate that in total 425 people were working as unpaid volunteer archaeologists or support staff at the time of the survey.

Table 26: Unpaid volunteer workforce by organisational type

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services
National government	No unpaid volunteers	1 organisation 6% of organisations average 2 unpaid volunteers	1 organisation 50% of organisations average 5 unpaid volunteers	No organisations
Local government	3 organisations 50% of organisations average 5 unpaid volunteers	8 organisations 16% of organisations average 3 unpaid volunteers	9 organisations 28% of organisations average 5 unpaid volunteers	No organisations
University	No unpaid volunteers	No unpaid volunteers	2 organisations 33% of organisations average 2 unpaid volunteers	3 organisations 21% of organisations average 2 unpaid volunteers
Commercial organisation	4 organisations 7% of organisations average 2 unpaid volunteers	No unpaid volunteers	No unpaid volunteers	No unpaid volunteers
Other	1 organisation 20% of organisations average 4 unpaid volunteers	3 organisations 21% of organisations average 6 unpaid volunteers	3 organisations 100% of organisations average 2 unpaid volunteers	1 organisation 100% of organisations average 3 unpaid volunteers

As discussed in ***Size of the Workforce*** above, the numbers of unpaid volunteers contributing had varied in the course of the previous year, potentially reflecting the opportunities for summer fieldwork projects.

Overall, the numbers of organisations that welcome unpaid volunteers has reduced greatly in the five years from 1997/98, when it was reported that 68% of organisations used the contributions of unpaid volunteer archaeologists. The numbers of commercial organisations accepting unpaid volunteers has dropped to almost zero, compared with 67% of contractors who would accept them in 1997/98. Opportunities within local government organisations have also dropped. The proportion of local government curators (historic environment advice and information services) accepting unpaid volunteers has fallen from 83% to 16% and that of local government museums from 97% to 28%.

These changes are likely to represent the results of changing work-practices both within the commercial and public sectors. Commercial organisations probably recognise that unpaid volunteers cannot be exploited in a competitive environment. Equally, opportunities have become more restricted in local government organisations meeting the requirements of best value on tight budgets.

Training opportunities for unpaid volunteer staff are discussed in ***Chapter Six: Training***.

Information about the age and gender of 42 unpaid volunteer workers was received. Overall, 52% of unpaid volunteers are female, 48% male and the average age of the unpaid volunteers is 52 years. All of the unpaid volunteers for whom information was received on their ethnicity were white.

46% of all unpaid volunteers were educated to degree level or above.

Support Staff

In addition to asking about archaeological staff, the questionnaire also requested information about non-archaeological support staff working with the archaeologists.

We estimate that a total of 1096 people work as dedicated support staff within archaeological organisations. This is an average of 1.4 individual members of support staff per organisation, and of one member of support staff for every 5.2 members of archaeological staff.

The 1997/98 data suggested that there was a total of 367 individuals working as support staff at that time – and so this would suggest a remarkable rise of 300% in the number of people working as support staff. However, this is almost certainly due to the present survey being more specific in asking about support staff rather than any great growth in support roles in the five years between the surveys.

In terms of workplaces, relatively high numbers of support staff work for national government organisations.

Table 27: Supporting workforce by organisational type

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	19 estimated total 2% of workforce	115 estimated total 10% of workforce	306 estimated total 28% of workforce	No organisations	440 40%
Local government	18 estimated total 2% of workforce	64 estimated total 6% of workforce	33 estimated total 3% of workforce	No organisations	115 10%
University	23 estimated total 2% of workforce	3 estimated total <1% of workforce	12 estimated total 1% of workforce	114 estimated total 10% of workforce	152 14%
Commercial organisation	153 estimated total 14% of workforce	90 estimated total 8% of workforce	42 estimated total 4% of workforce	0 estimated total 0% of workforce	285 26%
Other	9 estimated total 1% of workforce	25 estimated total 2% of workforce	44 estimated total 4% of workforce	26 estimated total 2% of workforce	104 10%
Total	222 20%	297 27%	437 40%	140 13%	1096 100%

Archaeological support staff were found to earn an average of £15,264 per annum, with median earnings of £15,000 (50% earn more than this, 50% earn less). The archaeological staff they work alongside earn an average of £19,161 (median of £17,127).

Table 28: Support staff earnings

Lowest 10% earn less than	£11,650
Lower 25% earn less than	£13,270
Median	£15,000
Upper 25% earn more than	£16,575
Highest 10% earn more than	£20,000
Average	£15,264

Table 29: Gender balance of support staff by age range

	Female	*% of all age range*	*Male*	*% of all age range*	*Male and female*
<20	1	100%	0	0%	1
20-29	22	58%	16	42%	38
30-39	43	70%	18	30%	61
40-49	38	72%	15	28%	53
50-59	25	89%	3	11%	28
>60	2	40%	3	60%	5
Totals	131	36%	55	64%	186

70% of archaeological support staff in 2002/03 were female, 30% were male. The average age of individuals working as archaeological support staff was 39 years (average female age 40, male 37). By comparison, the average age for all archaeological staff was found to be 38 years.

50% of support staff were found to have been educated to degree level or above.

Table 30: Summary of highest qualifications achieved – support staff

Qualifications	*Support staff*	
Doctorate	5	3%
Masters	14	9%
First degree	58	38%
Secondary	76	50%

The questionnaire also asked whether staff worked full- or part-time. 63% (113 individuals) of support staff worked full-time, 37% (67 individuals) worked part-time.

As with archaeological staff, there was a very limited range of ethnic diversity across support staff, 98% of whom were white.

Table 31: Ethnic diversity - support staff

	Black African		*Black Caribbean*		*East Asian*		*South Asian*		*White*		*Other*		*Total*
All staff	3	0.13%	3	0.13%	3	0.13%	2	0.09%	2248	99.25%	6	0.26%	2265
Support staff	1	0.68%	1	0.68%	0	0.00%	1	0.68%	143	97.95%	0	0.00%	146

None of the support staff for whom details were given in this survey was considered to be disabled.

Growth of the Profession

In absolute terms, the numbers working in professional archaeology have grown from 4425 in 1997/98 to 5712 in 2002/03, an increase of 29% over five years. No directly comparable data exists from before 1997/98.

The survey indicates that the profession is growing. More respondents reported their organisations to have grown in the past five, three and one years than reported that the organisation had contracted.

The questionnaire asked whether the numbers of archaeologists employed by responding organisations was greater, less or unchanged in comparison with five years before (1997/98), three years before (1999/2000) and one year before (2001/02) the current survey. The questionnaire also asked what was anticipated for one year and three years in the future. The results are shown in ***Table 32***.

Table 32: Past and future paid staff numbers

	Employed fewer than present		*Employed same as present*		*Employed more than present*		*Not trading*	*Don't know*	*Total responses*
2001/02	57	26%	127	59%	33	15%	1		218
1999/00	88	42%	86	41%	36	17%	5	2	217
1997/98	88	45%	60	31%	46	24%	17	5	216
	Expect more in future		*Expect same in future*		*Expect fewer in future*			*Don't know*	*Total responses*
2003/04	64	29%	127	59%	26	12%		10	227
2005/06	81	42%	87	45%	26	13%		32	226

Future growth

In terms of future growth, organisations were also bullish about prospects for growth over the forthcoming year and three years, with more organisations anticipating growth than contraction over these periods.

Comparison of the growth anticipated in 1997/98 with the reported growth 2002/03 in ***Table 33*** shows that net growth (in terms of organisations' sizes, rather than the numbers of individuals employed) over the last five years has closely matched (even slightly exceeding) expectations in 1997/98.

Table 33: Anticipated and reported growth

	Growth	*Stable*	*Contract*	*Overall*		*Response*
2000/01	33%	37%	8%	+25%	Anticipated in 97/98	306
1999/00	42%	41%	17%	+25%	Reported in 02/03	217
1998/99	25%	63%	6%	+19%	Anticipated in 97/98	310
1997/98	45%	31%	24%	+21%	Reported in 02/03	216

Two key areas were picked out in 1997/98, of archaeological contractors and local government curators. Generally, contractors were confident about future growth, while curators were much less so.

Table 34 compares the anticipated growth of archaeological contractors in 1997/98 with the experienced growth of commercial organisations providing field investigation and research services in 2002/03. Typically these organisations have grown, although not as many have grown as was anticipated in 1997/98.

Table 34: 'Contractors' growth 1997/98: 2002/03

	Growth	*Stable*	*Contract*	*Overall*		*Response*
2002/03	35%	44%	21%	+25%	Reported in 02/03	57
2000/01	43%	16%	4%	+39%	Anticipated in 97/98	49
1999/00	42%	36%	22%	+20%	Reported in 02/03	53
1998/99	45%	39%	2%	+43%	Anticipated in 97/98	49
1997/98	45%	28%	17%	+28%	Reported in 02/03	47

By way of comparison, the data for organisations providing historic environment information and advice from within local government in 2002/03 is compared with that obtained from 'curators' in 1997/98 in ***Table 35***.

Table 35: 'Curators' growth 1997/98: 2002/03

	Growth	*Stable*	*Contract*	*Overall*		*Response*
2002/03	26%	68%	6%	+20%	Reported in 02/03	50
2000/01	25%	38%	15%	+10%	Anticipated in 97/98	73
1999/00	48%	46%	6%	+20%	Reported in 02/03	50
1998/99	15%	71%	10%	+5%	Anticipated in 97/98	73
1997/98	43%	36%	21%	+22%	Reported in 02/03	47

Although more organisations contracted than was anticipated in 1997/98, far more 'curators' expanded in size over the five years to 2002/03 than was expected beforehand.

New entrants to the profession

Collis (forthcoming) considers that over 1100 students graduate annually with a degree in archaeology, but only a minority of them seek to make their career in the profession (Collis and Hinton 1998, 15).

Over the past twenty years, there have been very rapid, wide-ranging and ongoing changes to the higher education system in the UK, with significant consequences in terms of the training that students of archaeology receive from the universities. In 2001, 4675 students applied to follow archaeology degrees in the UK (UCAS 2001); not all of these applicants will have been successful, but in 1999/00, there were a total of 6690 students following (rather than commencing in that year) a UK university course in archaeology, either at undergraduate or postgraduate level (Ramsden and Brown 2002). This number represented a rise of 91% over the previous five years, and so suggests that there were approximately 1000 more students following university courses in 1999/00 than there were archaeologists working in the UK in 2002/03.

Not all of these students may wish to continue a career in professional archaeology, but in terms of human resources, there is clearly great potential for the archaeological workforce to continue to expand. However, it is extremely unlikely that, given the current economics of

professional archaeology, all of these potential workers could be accommodated within the archaeological workforce if they wanted to seek a career within the profession.

See also ***Chapter Six: Training – Training Supply and Demand***.

Unpaid volunteer staff

The questionnaire also asked about the numbers of unpaid volunteer staff working with organisations. ***Table 36*** shows that, over the previous five years, the proportion of organisations where unpaid volunteer staff contributed had fallen slowly but steadily. The anticipated figures for the future suggest that the relative numbers of organisations using unpaid volunteer staff will remain roughly the same, as will the numbers of individuals working in this way.

Table 36: Past and future unpaid volunteer staff numbers

	Fewer than present		*Same as present*		*More than present*		*None*		*Don't know*	*Not trading*	*Total responses*
2001/02	9	7%	58	47%	5	4%	52	42%	2	1	127
1999/00	13	12%	45	40%	7	6%	47	42%	5	4	121
1997/98	16	16%	40	40%	6	6%	39	39%	6	11	118
	Expect more in future		*Expect same in future*		*Expect fewer in future*		*Expect none in future*		*Don't know*		*Total responses*
2003/04	12	10%	49	42%	14	12%	42	36%	10		127
2005/06	14	13%	38	37%	13	12%	39	38%	22		126

Geographical Distribution

This survey has established the broad distribution of archaeologists working in different parts of the UK. We based the distribution on the postal address of archaeologists' employing organisations.

The areas used within England are those of the Government Office Regions.

All of the following are based upon the extrapolated figures for the total size of the paid archaeological workforce. See also ***Chapter Four: Archaeologists – Size of the Workforce***.

Table 37: Geographical distribution of archaeologists

	Paid archaeologists (estimated)	*Change on 1997/98*	*% of UK total*
East Midlands	339	+54%	6%
Eastern England	364	+31%	6%
London	798	-7%	14%
North-East England	350	+51%	6%
North-West England	295	+38%	5%
South-East England	952	+46%	17%
South-West England	934	+34%	16%
West Midlands	249	-6%	4%
Yorkshire and the Humber	486	+32%	9%
Scotland	456	+30%	8%
Wales	387	+70%	7%
Northern Ireland	73	+38%	1%
Channel Islands	9	+200%	0.2%
Isle of Man	20	+300%	0.4%
Total	5712	+29%	

Across the UK, increases in the numbers of archaeologists working in each area exceed the overall increase of 29% since 1997/98, with the exception of the West Midlands and London where falls are reported. The decrease in the numbers working in London can be explained through the regionalisation of English Heritage; in 1997/98, all of English Heritage's staff were reported as working in London. The relative fall in the West Midlands figures cannot be so simply explained.

The extremely high relative rises for the Channel Islands and the Isle of Man have to be considered along with the small sample sizes, which makes these figures statistically unreliable.

Archaeologists by employer's structural basis

Figures are presented here for the numbers of archaeologists working for employers with each of the structural bases defined in this survey, broken down by areas of the UK.

Table 38: Archaeologists working for national government organisations

	Estimated number of archaeologists in area	*Estimated number working for national government organisations*	*% of area total*	*% of all archaeologists working for national government*
East Midlands	339	14	4%	2%
Eastern England	364	31	9%	4%
London	798	301	38%	34%
North-East England	350	12	3%	1%
North-West England	295	33	11%	4%
South-East England	952	75	8%	9%
South-West England	934	172	18%	20%
West Midlands	249	14	6%	2%
Yorkshire and the Humber	486	37	8%	4%
Scotland	456	110	24%	12%
Wales	387	47	12%	5%
Northern Ireland	73	20	27%	2%
Channel Islands	9	0	0%	0%
Isle of Man	20	16	80%	2%
Total	5712	882	15%	100%

Table 39: Archaeologists working for local government organisations

	Estimated number of archaeologists in area	*Estimated number working for local government organisations*	*% of area total*	*% of all archaeologists working for local government*
East Midlands	339	83	24%	7%
Eastern England	364	221	61%	18%
London	798	41	5%	3%
North-East England	350	79	23%	6%
North-West England	295	91	31%	7%
South-East England	952	215	23%	17%
South-West England	934	263	28%	21%
West Midlands	249	100	40%	8%
Yorkshire and the Humber	486	58	12%	5%
Scotland	456	69	15%	6%
Wales	387	24	6%	2%
Northern Ireland	73	0	0%	0%
Channel Islands	9	5	56%	0%
Isle of Man	20	0	0%	0%
Total	5712	1249	22%	100%

Table 40: Archaeologists working for universities

	Estimated number of archaeologists in area	*Estimated number working for universities*	*% of area total*	*% of all archaeologists working for universities*
East Midlands	339	112	33%	13%
Eastern England	364	57	16%	6%
London	798	65	8%	7%
North-East England	350	48	14%	5%
North-West England	295	39	13%	4%
South-East England	952	137	14%	15%
South-West England	934	60	6%	7%
West Midlands	249	30	12%	3%
Yorkshire and the Humber	486	144	30%	16%
Scotland	456	89	20%	10%
Wales	387	79	20%	9%
Northern Ireland	73	26	36%	3%
Channel Islands	9	0	0%	0%
Isle of Man	20	4	20%	0%
Total	5712	890	16%	100%

Table 41: Archaeologists working for commercial organisations

	Estimated number of archaeologists in area	*Estimated number working for commercial organisations*	*% of area total*	*% of all archaeologists working for commercial organisations*
East Midlands	339	129	38%	5%
Eastern England	364	50	14%	2%
London	798	361	45%	15%
North-East England	350	168	48%	7%
North-West England	295	120	41%	5%
South-East England	952	499	52%	21%
South-West England	934	361	39%	15%
West Midlands	249	102	41%	4%
Yorkshire and the Humber	486	196	40%	8%
Scotland	456	167	37%	7%
Wales	387	178	46%	8%
Northern Ireland	73	27	37%	1%
Channel Islands	9	0	0%	0%
Isle of Man	20	0	0%	0%
Total	5712	2358	41%	100%

Table 42: Archaeologists working for other organisations

	Estimated number of archaeologists in area	*Estimated number working for other organisations*	*% of area total*	*% of all archaeologists working for other organisations*
East Midlands	339	2	1%	1%
Eastern England	364	4	1%	1%
London	798	30	4%	9%
North-East England	350	43	12%	13%
North-West England	295	12	4%	4%
South-East England	952	26	3%	8%
South-West England	934	78	8%	23%
West Midlands	249	2	1%	1%
Yorkshire and the Humber	486	52	11%	16%
Scotland	456	21	5%	6%
Wales	387	59	15%	18%
Northern Ireland	73	0	0%	0%
Channel Islands	9	4	44%	1%
Isle of Man	20	0	0%	0%
Total	5712	333	6%	100%

Archaeologists by employer's principal role

Here the numbers of archaeologists that work in organisations with each of the principal roles used in the survey are presented, again broken down by the areas of the UK in which the employing organisations are based.

Table 43: Archaeologists working for field investigation and research service organisations

	Estimated number of archaeologists in area	*Estimated number working for field investigation organisations*	*% of area total*	*% of all archaeologists working for field investigation organisations*
East Midlands	339	201	59%	7%
Eastern England	364	168	46%	6%
London	798	354	44%	13%
North-East England	350	207	59%	7%
North-West England	295	171	58%	6%
South-East England	952	514	54%	18%
South-West England	934	475	51%	17%
West Midlands	249	96	39%	3%
Yorkshire and the Humber	486	237	49%	8%
Scotland	456	209	46%	7%
Wales	387	170	44%	6%
Northern Ireland	73	24	33%	1%
Channel Islands	9	0	0%	0%
Isle of Man	20	0	0%	0%
Total	5712	2826	49%	100%

Table 44: Archaeologists working for historic environment information and advice service organisations

	Estimated number of archaeologists in area	*Estimated number working for historic environment information organisations*	*% of area total*	*% of all archaeologists working for historic environment information organisations*
East Midlands	339	99	29%	6%
Eastern England	364	138	38%	8%
London	798	199	25%	11%
North-East England	350	75	21%	4%
North-West England	295	72	24%	4%
South-East England	952	259	27%	15%
South-West England	934	375	40%	21%
West Midlands	249	136	55%	8%
Yorkshire and the Humber	486	120	25%	7%
Scotland	456	128	28%	7%
Wales	387	114	29%	6%
Northern Ireland	73	32	44%	2%
Channel Islands	9	3	33%	0%
Isle of Man	20	8	40%	0%
Total	5712	1758	31%	100%

Table 45: Archaeologists working for museum and visitor/user service organisations

	Estimated number of archaeologists in area	*Estimated number working for museum organisations*	*% of area total*	*% of all archaeologists working for museum organisations*
East Midlands	339	21	6%	4%
Eastern England	364	11	3%	2%
London	798	197	25%	42%
North-East England	350	15	4%	3%
North-West England	295	27	9%	6%
South-East England	952	42	4%	9%
South-West England	934	22	2%	5%
West Midlands	249	15	6%	3%
Yorkshire and the Humber	486	15	3%	3%
Scotland	456	65	14%	14%
Wales	387	24	6%	5%
Northern Ireland	73	0	0%	0%
Channel Islands	9	6	67%	1%
Isle of Man	20	8	40%	2%
Total	5712	468	8%	100%

Table 46: Archaeologists working for educational and academic research service organisations

	Estimated number of archaeologists in area	*Estimated number working for educational and academic organisations*	*% of area total*	*% of all archaeologists working for educational and academic organisations*
East Midlands	339	18	5%	3%
Eastern England	364	47	13%	7%
London	798	49	6%	7%
North-East England	350	52	15%	8%
North-West England	295	26	9%	4%
South-East England	952	137	14%	21%
South-West England	934	62	7%	9%
West Midlands	249	1	0%	0%
Yorkshire and the Humber	486	115	24%	17%
Scotland	456	53	12%	8%
Wales	387	78	20%	12%
Northern Ireland	73	17	23%	3%
Channel Islands	9	0	0%	0%
Isle of Man	20	4	20%	1%
Total	5712	659	12%	100%

Staff Qualifications

10% of professional archaeologists were found to have a doctorate as their highest level of academic qualifications and 21% had a Masters degree. A further 58% had a first degree, with 10% having qualifications from secondary education.

The finding that archaeology is a 90% graduate profession matches very closely the findings of Chitty (1999), where it was considered that 93% of the profession were graduates. Comparison with *Profiling the Profession* is not possible because the 1997/98 survey did not ask about qualifications.

Table 47: Summary of highest qualifications obtained

Qualifications	*All*		*Paid*		*Unpaid volunteers*		*Archaeologists*	
Doctorate	209	10%	204	10%	5	10%	202	10%
Masters	416	20%	414	21%	2	4%	412	21%
First degree	1170	57%	1155	57%	15	31%	1131	58%
Secondary	2067	13%	246	12%	26	54%	199	10%

Analysing qualifications by age, it is clear that a greater proportion of younger archaeologists have Masters degrees, and that the proportion diminishes with age. 37% of those in their 20s have a Masters degree, compared with 27% of those in their 50s.

Table 48: Highest qualifications obtained by age

Age	*Doctorate*		*Masters*		*Degree*		*Secondary*		*Sample*
20s	3	4%	31	37%	45	54%	2	2%	83
30s	17	10%	58	35%	72	43%	14	8%	167
40s	21	12%	39	23%	96	55%	11	6%	173
50s	15	15%	26	27%	37	38%	10	10%	97
>60	2	15%	2	15%	6	46%	2	15%	13

There is a progression of average salaries by highest qualifications achieved. The data presented in ***Table 49*** is for paid archaeologists by qualification. By comparison, the average salary for all archaeologists is £19,161 (see ***Chapter Five: Jobs – Salaries***).

Table 49: Average salaries by highest qualification

Qualifications	*Average salary*
Doctorate	£27,222
Masters	£21,186
First degree	£18,835
Secondary	£15,132

Chapter Five: Jobs

Range of Jobs

Details relating to 2348 archaeologists and support staff working in jobs with 428 different post titles were received. This represents one post title for every 5.5 individuals and indicates that there is little consistency in the use of post titles across the UK. This is a slight improvement on the situation reported for 1997/98, when there was one post title for every 4.7 individuals.

Post Profiles were used in *Profiling the Profession* as a means of summarising information about 455 posts. This approach allowed a wide range of data about similar posts to be compared and contrasted. Comparison and aggregation of similarly titled jobs has allowed us to create 38 post profiles for the present survey. These include the 34 profiles used in 1997/98, with an additional two support roles and an additional two archaeological roles which needed new categories. The post profiles are introduced and presented in ***Appendix I: Post Profiles***.

Respondents were asked what roles were carried out by staff working within each post, and these are summarised below for each post profile.

Table 50: Post profiles indicating the role carried out by individuals in the posts included within profiles

Post group	*Total*	*Field investigation and research*	*Historic environment advice*	*Museum and visitor/user*	*Educational and academic*	*Support staff*	*No role given*
Academic Staff	128	12			113		3
Archaeological Assistant	37	32	4	1			
Archaeological Officer	35	9	24	2			
Archaeological Scientist	35	25	4		5		1
Archaeologist	264	239	19	2			4
Archives Officer	20	10	2		7	1	
Assistant Archaeologist	4	1	3				
Buildings Archaeologist	18	9	7			2	
Computing Officer	18	6				11	1
Conservation Archaeologist	7	1	3		1	2	
Conservator	36	3		30	3		
Consultant	26	16	9				1
County or Regional Archaeologist	45		44	1			
Director or Manager	119	77	19	6	7	6	4
Editor	9	5			1	3	
Excavator or Site Assistant	99	98				1	
Field Officer	42	41	1				
Finds Officer	57	50	6	1			
Illustrator	49	40	2			7	
Inspector	45	6	35				4
Investigator	48	48					
Museum Archaeologist	66	14	9	36	3	4	
Photographer	8	3	4			1	
Planning Archaeologist	26		26				

Post group	*Total*	*Field investigation and research*	*Historic environment advice*	*Museum and visitor/user*	*Educational and academic*	*Support staff*	*No role given*
Project Manager	105	100	1		3		1
Project Officer	166	160	5				1
Researcher	29	21			8		
Senior Archaeologist	92	85	6				1
Sites and Monuments Record Officer	41		38		1	1	1
Supervisor	188	180					8
Surveyor	5	4				1	
Warden	19		19				
Administrator	78	2	1	2		73	
Financial posts	16	2				14	
Other support posts	51					51	
Senior posts	75	45	28	2			
Junior posts	143	129	8			6	
Other posts	99	50	34	3	11		1
Totals	2348	1523	361	86	163	184	31

Some organisations carried out more than one role, and examination of the roles of posts within organisations reveals this. Of the 336 roles within organisations which have the principal role of historic environment advice and information, 66 are field investigation roles. This number is accounted for, at least in part, by local authority archaeological services which carry out fieldwork as well as their principal role of providing historic environment advice.

Table 51: Comparison between organisation roles and roles of posts

Organisation role	*Post: field investigation and research*	*Post: historic environment advice*	*Post: museum and visitor/user*	*Post: educational and academic*	*Post: support staff*	*Total*
Field investigation and research	353	5	5	5	54	422
Historic environment advice	66	221	7	2	40	336
Museum and visitor/user services	2	4	45	10	5	66
Education and academic	15	1	3	35	17	71
Total	436	231	60	52	116	895

Salaries

We received information on the salaries of 2060 archaeologists (76% of all archaeologists in the survey). Of these, we know that 1771 work full-time and 220 work part-time. We have no information on the working hours of the remainder.

The average salary for all archaeologists is £19,161. This compares to a national average full-time salary for all occupations of £24,498 (National Statistics 2002). The median archaeological salary is £17,127. 50% of archaeologists earn more than this amount, and 50%

earn less. The national median figure is £20,010. The figures for archaeologists represent increases of 12% and 8% respectively on the 1997/98 figures.

We received information on the salaries of 127 support staff (31% of the support staff for whom data was received). The average salary for support staff is £15,264 and the median salary is £15,000. The average support staff salary is 62% of the national average, and the median salary is 75% of the national median salary for all occupations.

In most cases we were given the full-time equivalent salary data for part-time staff, rather than the amount they received pro rata. No separate calculations have been made for part-time staff.

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

Respondents were specifically asked to include temporary staff in the survey, and the figures for contract lengths indicate that these staff were included. The present survey is therefore not considered to have a sample bias against the poorest paid archaeologists. A possible sample bias was recorded in *Profiling the Profession.*

The Institute of Field Archaeologists recommends minimum pay levels for archaeologists exercising levels of responsibility equivalent to the three grades of corporate membership. In 2002/03 these were £12,291 for Practitioners (PIFA), £14,316 for Associates (AIFA) and £18,537 for Members (MIFA).

Comparing the results with the figures for 1997/98, the figures for all UK workers show the median increasing by 22% and the average by 28%. The figures for archaeologists are much lower, with a median increasing by only 8% and the average by 12%. Archaeologists are worse off in 2002/03, compared to other workers, than they were in 1997/98.

Table 52: Salary distribution in archaeology

	Archaeologists	*Archaeologists % change from 1997/98*	*Support staff*	*All UK workers*	*All UK workers % change from 1997/98*
Lowest 10% earn less than	£12,619	21%	£11,650	£11,214	23%
Lower 25% earn less than	£13,557	8%	£13,270	£14,574	23%
Median	£17,127	8%	£15,000	£20,010	22%
Upper 25% earn more than	£22,451	12%	£16,575	£28,042	23%
Highest 10% earn more than	£28,643	15%	£20,000	£38,633	26%
Average	£19,161	12%	£15,264	£24,498	28%

Source: National Statistics 2002

Salaries by organisational structure

The highest median and average salaries are found in national heritage agencies and universities, with the lowest in commercial organisations and local government.

The balance between the median and average figures, with the average being higher than the median, indicates that most organisations are pyramidal in structure, with most employees

earning less than the average. The one exception to this is national government, but the difference here (£29) is negligible. This indicates a change since 1997/98, when the median figure for the national heritage agencies, universities and national museums was higher than the average, indicating that they were top-heavy in salary structure.

Commercial organisations pay the lowest salaries. The size of the difference between median and average indicates that they are pyramidal in structure, with a large number of junior staff. However, even the figure for the highest 10% is lower than those for the other types of organisation, suggesting that salaries are low across the board.

Table 53: Salary distribution in archaeology by organisational structural basis

Structural basis of organisation	*Lowest 10% earn less than*	*Lower 25% earn less than*	*Median*	*Upper 25% earn more than*	*Highest 10% earn more than*	*Archaeologists average*	*Sample*
National government	£15,600	£19,500	£24,000	£25,500	£38,000	£23,971	164
Local government	£12,885	£14,733	£17,440	£21,921	£26,082	£18,756	471
University	£13,478	£15,039	£21,125	£29,468	£33,000	£22,883	239
Commercial organisation	£12,480	£13,043	£15,917	£20,543	£25,000	£17,421	1027
Other	£14,316	£15,552	£20,000	£25,000	£28,836	£21,036	159

Salaries by organisational role

The lowest salaries are paid in organisations which carry out field investigation and research services. As with the salaries for commercial organisations discussed above, salaries are low at the upper 25% and 10% as well as the median and lower ranges.

The figure for the lowest 10% of museum and visitor/user services reflects the low salaries for certain museum roles. Staff in these organisations in the middle pay bands are second-highest paid of these four organisational roles.

Table 54: Salary distribution in archaeology by organisational role

	Lowest 10% earn less than	*Lower 25% earn less than*	*Median*	*Upper 25% earn more than*	*Highest 10% earn more than*	*Archaeologists average*	*Sample*
Field investigation and research services	£12,480	£13,043	£15,957	£19,776	£24,000	£17,264	1323
Historic environment advice and information services	£13,716	£16,371	£20,000	£25,000	£32,000	£21,678	505
Museum and visitor/user services	£11,440	£17,000	£22,000	£25,000	£25,000	£20,772	95
Educational and academic research services	£15,959	£21,350	£28,000	£31,000	£37,000	£27,081	137

Salaries by geographical area

Average salaries for archaeologists in each geographical area have been calculated and compared with the average salaries for all full-time workers in that area. Official average pay information includes Northern Ireland but not the Channel Islands or the Isle of Man.

Archaeologists typically earn less than the regional average in England. Only in Yorkshire and the Humber does the average archaeological salary exceed the average for all workers. This was also the case in 1997/98. The Yorkshire and the Humber regional average salary is considerably higher than London average salaries, which is an indication that 'top-heavy' organisations are represented.

Although average archaeological salaries in London are the second-highest in England, as a percentage of all workers they are the lowest of all the regions. The change over the last five years is especially noteworthy. In 1997/98 London archaeological salaries were 83% of those of all London workers, but now they are down to 57%.

The third-highest average salaries in England are in Eastern England. Average salaries in South-East England are relatively low, and are also low in relation to the average salaries of all workers. In this case the proportions have changed little since 1997/98.

The figures show relatively high average earnings in Wales, and average archaeological salaries are 103% of average salaries of all workers. In 1997/98 the high comparison figure was a statistical error due to an imbalance in organisations returning questionnaires, but the current figures are representative, since questionnaire returns from all sectors in Wales were good.

Archaeological salaries in Scotland and Northern Ireland are also high in relation to the average salaries of all workers. The level of response to the questionnaire was high in both countries, so the figures are representative of archaeological salaries as a proportion of other salaries.

Table 55: Salary distribution in archaeology by geographical area

Area	*All workers average*	*Archaeologists average*	*Archaeologists' pay as % of all workers*		*Sample*
			2002/03	1997/98	
East Midlands	£21,772	£17,264	79%	84%	151
Eastern England	£24,099	£19,207	80%	79%	133
London	£34,762	£19,714	57%	83%	372
North-East England	£20,716	£16,962	82%	87%	52
North-West England	£22,487	£16,851	75%	81%	83
South-East England	£26,449	£17,985	68%	70%	419
South-West England	£22,359	£18,386	82%	88%	251
West Midlands	£22,387	£18,231	81%	98%	128
Yorkshire and the Humber	£21,503	£22,049	103%	101%	168
Scotland	£22,016	£22,201	101%	101%	122
Wales	£20,758	£21,369	103%	124%	135
Northern Ireland	£20,896	£19,762	95%	-	37
Channel Islands	-	£15,352	-	-	5
Isle of Man	-	£26,500	-	-	4
UK	£24,498	£19,161	78%	92%	2060

Source: National Statistics 2002

Salary scales and post profiles

The highest-paid post profile was that of Academic Staff, with an average salary of £31,131. The lowest-paid profile was of Excavator or Site Assistant, with an average salary of £12,140. Details of all these post profile salaries can be found in ***Appendix I: Post Profiles***.

Salaries in other occupations

Average salaries of a number of occupations are published below. These are either professions to which some archaeologists may feel they belong, or occupations with which archaeologists have frequent professional contact. They are listed in descending order of salary.

The average full-time archaeological salary is £19,161. That of all professional occupations is £32,577. The average salary for 'professional occupations not elsewhere categorised' is

£22,622. This is the group into which archaeologists are classified by National Statistics, and which also includes professions such as psychologists, probation officers and clergy (see ***Appendix IV: National Statistics Classification***).

The percentage change since 1997/98 shows that archaeologists' salaries have increased by the second-lowest percentage of the occupations listed.

Table 56: Salary comparison with other occupations

Occupations ordered by earnings	*Average gross earnings*	*% increase since 1997/98*
University and polytechnic teaching professionals	£34,791	15%
Architects	£34,426	33%
Managers in building and contracting	£33,924	32%
Civil, structural, municipal, mining and quarrying engineers	£31,527	12%
Building, land, mining and 'general practice' surveyors	£30,275	24%
Town planners	£27,064	5%
Draughtspersons	£23,227	18%
Scientific technicians	£23,157	18%
Librarians and related professionals	£22,728	18%
Road construction and maintenance workers	£20,183	19%
Builders, building contractors	£19,277	26%
Archaeologists	£19,161	12%
Construction trades	£18,809	21%
Other building and civil engineering labourers not elsewhere categorised	£17,455	26%
All professional occupations	£32,577	25%
Professional occupations not elsewhere categorised	£22,622	21%
National average	£24,498	28%

Source: National Statistics 2002

Salaries by gender

The survey received information about the gender of 1842 (89%) of the 2060 archaeologists for whom salary information was given (representing 68% of the 2697 paid archaeologists included on the organisation questionnaire returns). The difference in sample size between all archaeologists and those for whom gender was known explains why some of the totals are inconsistent.

The average archaeological male salary is £20,157, the female average salary is £18,922, 94% of the male figure. For all workers female salaries represent 72% of male salaries.

The lowest-earning 10% of men and women earn the same salary. The lower 25% of female archaeologists earn 97% of male salaries, the median earn 94%, the upper 25% 92% and the top 10 of female archaeologists earn 91% of male salaries. In 1997/98, the top 10% of male and female salaries were the same.

Female archaeologists earn 95% of the average salary of all full-time female workers (£19,757). Male archaeologists earn 74% of the average salary of all male workers (£27,307). For all archaeologists the average is 78% of all workers' salaries.

Table 57: Salary distribution in archaeology by gender

	Lowest 10% earn less than	Lower 25% earn less than	Median	Upper 25% earn more than	Highest 10% earn more than	Archaeologists' average	% change since 1997/98	Archaeologists' salaries as % of all workers	Sample
Female	£12,619	£14,376	£17,324	£22,000	£27,363	£18,922	13%	95%	658
Male	£12,619	£14,798	£18,537	£24,000	£30,000	£20,157	13%	74%	1184
All archaeologists	£12,619	£13,557	£17,127	£22,451	£28,643	£19,161	12%	78%	2060

Source: National Statistics 2002

Salaries by age

The survey received information about the age of 1842 (89%) of the 2060 archaeologists for whom salary information was given (which represents 68% of the 2697 paid archaeologists included on the organisation questionnaire returns).

The highest average salaries are earned by archaeologists in their 50s; this group also earns the highest salaries overall, and earns the widest range of salaries from £13,122 for the lowest 10% to £35,452 for the highest 10%.

Table 58: Salary distribution in archaeology by age

	Lowest 10% earn less than	Lower 25% earn less than	Median	Upper 25% earn more than	Highest 10% earn more than	Archaeologists' average	% change since 1997/98	Sample
<20						£12,832	9%	3
20-29	£12,480	£12,900	£14,679	£17,000	£20,748	£15,822	27%	480
30-39	£13,121	£15,700	£18,055	£22,365	£26,082	£19,297	14%	628
40-49	£13,122	£16,667	£20,748	£25,399	£31,660	£21,860	8%	492
50-59	£13,122	£18,085	£23,373	£29,468	£35,452	£24,370	21%	219
>60	£10,000	£14,917	£21,000	£31,000	£33,000	£23,692	13%	20

Weighting allowances

The salaries of 41 posts, held by 110 archaeologists, included weighting allowances. 28 of these posts (80 individuals) were based in London. One post (one individual) was based in Scotland, and one post (3 individuals) was based in Wales. The remaining eleven posts (26 individuals) were based in England outside London.

The weighting amount included in the salaries was given for 29 of the 41 posts and ranges from £680 to £3858 a year. The London allowance ranges from £1,800 to £3,858 a year. The allowance for areas other than London ranges from £680 to £2,500 a year.

Salary scales

Salary scales were used by 171 organisations responding to the survey (73% of the sample). These organisations, however, employed 86% of individuals in the survey.

Of these organisations, 12 used the Civil Service scale, 89 used Local Authority scales, 26 used University scales, 43 used locally defined or own scales, and 3 used other scales. Of the 3

organisations using other scales, two used the HAY scheme, and the other was in the process of moving from a University scale to a locally defined scale.

Employee Rights/Benefits

The questionnaire asked a series of questions directly relating to employee rights and benefits. ***Table 59*** presents the answers in terms of the number of organisations answering in each category, and the number of workers that they employ.

The first of these questions was 'do employees receive 20 or more days paid holiday leave per annum?' Under the Working Time Regulations 1998 (regulation 13), all workers are entitled to four weeks paid leave, although it is clear that public and other state holidays are included in this total. Organisations employing 97% of archaeologists responded that they were complying with the law on this matter. It is likely that the 12 organisations, employing 18 individuals, that answered no to this question are sole-traders, sole company directors or partnerships, and are therefore not 'employees'.

The second question related to a benefit, rather than a right. The Social Security Contributions and Benefits Act 1992 and the Statutory Sick Pay Act 1994 make employers responsible for paying Statutory Sick Pay (SSP) for up to 28 weeks of absence due to sickness or injury. In 2002/03, SSP was £62.20 per week. The employers of 92% of archaeologists gave paid sick leave over and above this.

Paid maternity leave over and above Statutory Maternity Pay is also a benefit, rather than a right. The standard rate of Statutory Maternity Pay in 2002/03 was £75.00 per week for a maximum of 18 weeks. The employers of 67% of archaeologists stated that they do give or would give paid maternity leave above this.

The employers of 90% of archaeologists stated that they would offer employees the opportunity to take unpaid maternity leave. However, this is not a benefit, but a right under the Maternity and Parental Leave Regulations 1999 which state that an employee who has been employed for at least a year and who has or expects to have responsibility for a child is entitled to be absent from work on parental leave for up to 13 weeks. This applies to both mothers and fathers. The returns from this questionnaire suggest that the employers of 1% of all archaeologists are not meeting their legal requirements in terms of allowing mothers to take unpaid parental leave, and the employers of 3% are not meeting their legal requirements in terms of allowing fathers to take this leave.

The employers of 72% of archaeologists give their employees the benefit of paid paternity leave, and the employers of 56% stated that they would give unpaid paternity leave – and the employers of 3% stated that they would not, in contravention of the Maternity and Parental Leave Regulations as noted above.

The opportunity to jobshare or to use other flexible working arrangements was offered as a benefit to the employers of 89% of archaeologists.

The employers of 59% of archaeologists offer subsidised accommodation or a subsistence allowance where appropriate. This figure correlates reasonably closely with the percentage of archaeologists (49%) who work for organisations providing field research and investigation services, and are more likely to be based away from the organisation's headquarters for substantial periods of time.

Table 59: Employee rights/benefits

	Numbers of providing organisations and total number of employees working for those organisations					
	Yes		*No*		*Don't know*	
Do employees receive 20 or more days paid holiday leave per annum?	201	3021	12	18	23	59
	85%	97%	5%	1%	10%	2%
Do employees receive paid sickness leave over and above Statutory Sick Pay?	171	2838	26	134	39	126
	72%	92%	11%	4%	17%	4%
Do employees receive paid maternity leave over and above Statutory Maternity Pay?	136	2067	49	850	51	181
	58%	67%	21%	27%	22%	6%
Do employees receive the opportunity to take unpaid maternity leave?	167	2802	17	42	52	264
	71%	90%	7%	1%	22%	8%
Do employees receive paid paternity leave?	129	2217	42	471	65	410
	55%	72%	18%	15%	28%	13%
Do employees receive the opportunity to take unpaid paternity leave?	133	2594	24	95	79	409
	56%	84%	10%	3%	33%	13%
Are employees provided with the opportunity to jobshare or use other flexible working arrangements?	162	2750	30	160	44	188
	69%	89%	13%	5%	18%	6%
Are employees provided with subsidised accommodation or subsistence allowance?	73	1833	131	1142	32	123
	31%	59%	56%	37%	13%	4%

93 responding organisations stated that they offered other benefits. 40 of these included at least a contribution to IFA membership subscriptions, two each to the Museums Association and ALGAO and one to Association of Archaeological Illustrators and Surveyors' subscription. A small number of organisations offered non-specific 'professional subscriptions' as a benefit. 23 organisations mentioned pension contributions or access to a pension fund as benefits, although this is clearly not the limit of the number of organisations contributing to pensions (see below). Seven organisations made reference to car allowances, parking or travel ticket loans. Medical insurance or life assurance was given by seven organisations.

Fourteen organisations considered training opportunities to represent a benefit to their employees. Two organisations offered personal protective equipment as a bonus, rather than the right that it is. One organisation mentioned the subsidised canteen.

In comparison with the *Profiling the Profession* questionnaire of 1997/98, changes in the law meant that different questions were asked. In 1997/98, more fundamental questions were asked about the existence of benefits which had only recently or have subsequently become rights, such as paid annual leave and paid maternity leave. One of the only directly comparable questions was the one relating to paid paternity leave, which has increased from the employers of 64% of archaeologists to 72%. The other directly comparable question was that relating to subsidised accommodation or a subsistence allowance; in 1997/98, this was offered to the employers of 55% of archaeologists, a figure which has risen to 59% in 2002/03. This may be explained by the relative rise in the number of archaeologists working in field investigation and research (see above).

The questionnaire also asked about employers' pension contributions. This question was asked in terms of post profiles, rather than as part of the organisation-wide questions. In 2002/03 the figure was 77%, an increase from 71% in 1997/98.

Table 60: Employers' pension contributions

	Yes		*No*	
Does the organisation contribute to the pension of individuals working in this post?	1632	74%	571	26%

Examining the post profile data presented in ***Appendix I: Post Profiles***, it is clear that the posts where employers are least likely to contribute to pensions are junior fieldworking posts. ***Table 61*** below lists all of the post profiles where less than the average of 74% of employees received pension contributions from their employers.

Table 61: Employers' pension contributions by post profile

Post profile title	*% receiving employers' contributions*
Supervisor	74%
Consultant	73%
Field officer	67%
Surveyor	60%
Other posts	60%
Archaeological assistant	44%
Archaeologist	38%
Excavator or site assistant	26%

The 1997/98 data is not directly comparable on this point, but then only 46% of archaeologists working for 'contractors' received contributions.

Separately from these questions, respondents were asked whether the organisation operated a performance-related pay scheme. In terms of this question, 18% of archaeologists were working for an organisation that operated such a scheme, 82% were not.

Job Security

Length of contract

The questionnaire asked about the length of contracts of the staff working within each post. We received details for 2029 paid members of staff (archaeological and support), 86% of the total number of staff for whom we received some post profile data.

Table 62: Length of contract

Length of contract	*Number of individuals*	*%*
Up to 3 months	182	9%
3-6 months	68	3%
6-12 months	176	9%
12-24 months	79	4%
>24 months	74	4%
Permanent	1450	71%

In 1997/98 34% of archaeologists were on temporary contracts. This number has now reduced to 29%, but, as was the case in 1997/98, it is at odds with the national picture. In 2000, only 7% of the national workforce were temporary workers (IDS 2000).

The roles of most (99%) of these workers were also given, and ***Table 63*** compares the length of contracts in different organisational roles.

Table 63: Contract length by working role

Role	<3m		3-6m		6-12m		12-24m		>24m		Permanent	
Archaeologist: field investigation and research services	176	14%	51	4%	139	11%	33	3%	38	3%	862	66%
Archaeologist: historic environment advice and information services	0	-	3	1%	15	5%	14	4%	23	7%	266	83%
Archaeologist: museum and visitor/user services	1	1%	1	1%	3	4%	2	2%	0	-	77	92%
Archaeologist: educational and academic research services	1	1%	6	4%	6	4%	24	17%	7	5%	95	68%
Support staff	3	2%	6	4%	8	5%	4	2%	3	2%	140	85%

Posts undertaking field investigation and research services are the least secure, with 34% of individual archaeologists on temporary contracts. Posts providing museum and visitor/user services are the most secure, with 92% of individual archaeologists on permanent contracts.

The average length of a temporary contract was 11 months, an increase on the 10 months reported in 1997/98.

There is a correlation between contract length and whether posts are project or establishment funded. This is discussed below (***Sources of funding***).

Length of employment to date

The questionnaire also asked for information on the length of employment to date of employees. We received information for 2221 archaeologists, 94% of the total number of staff for whom we received some post profile data.

Table 64: Length of employment to date

Length of employment to date	Number of individuals	%
Up to 3 months	231	10%
3-6 months	145	7%
6-12 months	232	10%
12-24 months	212	10%
>24 months	1401	63%

This suggests that there has been an annual turnover within archaeology of individuals taking up new posts in excess of 25%.

Comparisons of length of time in post by roles are presented in ***Table 65***.

Table 65: Employment to date by working role

Role	*<3m*		*3-6m*		*6-12m*		*12-24m*		*>24m*	
Archaeologist: field investigation and research services	189	13%	99	7%	160	11%	151	10%	864	59%
Archaeologist: historic environment advice and information services	7	2%	15	5%	32	10%	33	10%	237	73%
Archaeologist: museum and visitor/user services	0	-	4	5%	5	6%	5	6%	68	83%
Archaeologist: educational and academic research services	22	15%	13	9%	17	11%	6	4%	92	61%
Support staff	10	6%	13	7%	16	9%	15	8%	125	70%

Mirroring the data on length of contract, archaeologists working in museum and visitor/user services were most likely to have been in post for more than two years, and those archaeologists that worked in field investigation and research were least likely. Two years is a crucial date, as at that point a substantial number of statutory employment rights come in to effect.

Full-Time and Part-Time Work

The survey asked whether individuals worked full-time (30 hours or more per week) or part-time (less than 30 hours per week). These are the definitions of full- and part-time work used in the New Earnings Survey (National Statistics 2002, Appendix 1). We received information about the working hours of 2273 individuals.

Overall, we found that 86% of people working as archaeologists or as archaeological support staff worked full-time.

Table 66: Full-time and part-time work, all staff

	Individuals	
Full-time	1947	86%
Part-time	326	14%
Total	2273	100%

This is a higher proportion than the nation-wide average. While only 14% of people working in archaeology are part-time, one in four workers in the whole UK workforce is so (IDS 2001).

Full-time and part-time work by role

It is clear that there are some areas where part-time working is much more widespread. 35% of archaeologists working in educational and academic research do so part-time, as do 37% of support staff. By contrast, 92% of archaeologists working in museum and visitor/user services and 90% of those undertaking field investigation and research work full-time. Please note that data on individuals' role and working hours was available for 2254 individuals.

Table 67: Full-time and part-time work by role

Role	Full-time		Part-time	
Archaeologist: field investigation and research services	1343	90%	147	10%
Archaeologist: historic environment advice and information services	285	86%	46	14%
Archaeologist: museum and visitor/user services	79	92%	7	8%
Archaeologist: educational and academic research services	108	65%	59	35%
Support staff	113	63%	67	37%

Full-time and part-time work by gender

Data was available for the hours worked and gender of 1366 individuals working in archaeological posts.

Table 68: Full-time and part-time work by gender

	Female		Male	
Full-time	414	33%	824	67%
Part-time	67	52%	61	48%

Sources of Funding

The questionnaire asked whether posts were funded by establishment income or by project grants/contracts.

Data was received about 2214 individual archaeologists. Of these, 761 (36%) were in establishment-funded posts and 1453 (66%) were in project-funded posts.

This represents a considerable swing towards project-funding for posts over the previous five years. In 1997/98, 48% of archaeologists were in establishment-funded posts, and 52% had posts funded by project income.

By the roles of the archaeologists in these posts, the posts most commonly funded by establishment funding were in museum and visitor/user services (91% establishment-funded). By contrast, only 17% of the posts in field investigation and research services were establishment-funded. This can be compared with the 19% of establishment-funded posts for 'contractors' in 1997/98.

Table 69: Roles and sources of funding

Role	Establishment		Project	
Archaeologist: field investigation and research services	252	17%	1204	83%
Archaeologist: historic environment advice and information services	210	68%	100	32%
Archaeologist: museum and visitor/user services	71	91%	7	9%
Archaeologist: educational and academic research services	111	70%	48	30%
Support staff	88	52%	81	48%
Not given	9	41%	13	59%

A correlation can also be made between job security and post funding, as establishment funding supports relatively more permanent posts.

In total, 579 individuals were on temporary contracts (29%), while 1450 (71%) were on permanent or open-ended contracts. In establishment-funded posts, 21% of posts were

temporary contracts, while 79% were permanent. In project-funded posts, 38% were temporary and 62% permanent.

Vacancies

We asked whether organisations had encountered difficulties filling posts. A vacancy that was difficult to fill was defined as having been advertised for over six months in the previous year.

Excluding responses of 'don't know', we received 834 answers to this question. Of these, 38 were positive, suggesting that there had been a problem – representing 5% of posts for which we have data on this question.

Typically vacancies in archaeology are easy to fill, suggesting that supply exceeds demand for jobs within the profession.

Table 70 compares the average salaries offered in each of the posts that were difficult to fill with the average salaries for the post profiles into which those posts fit.

Table 70: Difficult to fill vacancies

Post profile	*Vacancies*	*Average vacancy salary*	*Average profile salary*	*% of role average*
Archaeological assistant	1	£13,390	£14,040	95%
Archaeologist	5	£17,000	£14,303	119%
Computing officer	1	£17,403	£19,997	87%
Consultant	2	£29,768	£28,889	103%
Editor	2	£21,184	£20,809	102%
Field officer	1	£15,000	£17,448	86%
Finds officer	2	£18,065	£18,422	98%
Illustrator	2	£16,118	£16,450	98%
Museum archaeologist	1	£22,000	£19,588	112%
Planning archaeologist	1	Not known	£19,210	-
Project manager	6	£23,882	£22,466	106%
Project officer	6	£18,093	£18,049	100%
Senior archaeologist	3	£21,628	£21,135	102%
Senior posts	1	£24,667	£26,468	93%
Sites and monuments record officer	1	£17,403	£18,841	92%
Supervisor	3	£14,235	£14,290	100%

If salaries can be used as an indicator of the relative seniority of posts, comparing the average salaries offered with the average for that post profile gives some indication of whether these posts were difficult to fill because they were relatively senior posts attracting a limited number of suitable applicants (vacancy salaries higher than the role average), or whether the pay was so low that suitable applicants were dissuaded from applying (role average higher than the vacancy salary).

Trade Unions

The questionnaire did not ask about individual union membership, but asked if there were any recognised trade unions in the organisation's workplace.

Trade unions were recognised at 145 organisations (64% of the sample), where 2146 archaeologists and support staff work. This represented 71% of the individual archaeologists and support staff for whom we had data relating to trade union recognition by their employers.

Table 71: Trade union recognition by employing organisation's structural basis

Are there any recognised trade unions in the organisation's workplace?	*Yes*		*No*	
	Employees		*Employees*	
National government organisations	812	100%	4	<1%
Local government organisations	523	99%	7	1%
Universities	308	100%	0	0%
Commercial organisations	379	35%	705	65%
Other organisations	124	66%	63	34%
Total	2146	71%	779	29%

Union recognition was nearly universal within universities, national and local government. By contrast, roughly one-third of archaeologists and support staff working for commercial organisations are in a workplace where a trade union had been recognised, while this was the case for roughly two-thirds of staff working for 'other' organisations.

By comparison, in 1997/98 unions were recognised in all the national heritage agency and national museum workplaces. Over 96% of individuals working for local government had a union recognised in their workplace, as did 39% of archaeologists working for contractor organisations.

In total, 15 different unions were recognised in archaeologists' workplaces. ***Table 72*** gives the full list of unions recognised, with the number of archaeological organisations recognising them and the number of archaeologists and support staff employed by those organisations. Some organisations recognise more than one union, so some employees are counted several times in this table.

Table 72: Full list of unions recognised by archaeological employers

	Organisations where union is recognised	*Employees at those organisations*
Unison	110	1365
Prospect	35	1252
Association of University Teachers	23	331
Public and Commercial Services Union	10	555
Amicus	10	180
FDA	9	552
GMB	7	50
T&G	4	34
NATFHE	3	32
Northern Ireland Public Servants Association	1	41
National Union of Journalists	1	3
Undeb Cenedlaethol Athrawon Cymru	1	3
MPO	1	1

As was the case in 1997/98, Unison is recognised at more organisations than any other union.

Chapter Six: Training

Identification of Training Needs

Archaeological organisations have a strong commitment to training as a principle. 93% of organisations responded that they identified training needs for individuals and for the organisation as a whole.

That commitment, however, does not necessarily translate into action. While 78% of organisations responded that they had a training budget, and 73% identified that the training budget was under their own control, only 55% of organisations responded that they had a formal training plan. This suggests that 45% of organisations were spending money on training on an ad hoc basis, as no formal plan existed to guide this training.

71% of organisations recorded the amount of time that individuals spent on training, but only 57% formally evaluated the impact of training on individuals. Post-training evaluation gives a reflective element to the learning cycle, which is lost if formal evaluation is not carried out. This helps the individual, and informs the organisation.

Only 35% of organisations formally evaluated the impact that training had on the organisation as a whole. This evaluation of training should be as important a part of forward planning for archaeological organisations as the identification of training requirements.

Table 73: Identification of training needs

	Yes	*No*	*Don't know*	*Responses*
Do you identify training needs for individuals and the organisation as a whole?	93%	6%	1%	224
Do you provide training or other development opportunities for paid employees?	93%	6%	1%	221
Does your organisation have a formal training plan?	55%	42%	3%	219
Does your organisation have a training budget?	78%	21%	1%	223
Is your training budget under your organisation's direct control?	73%	24%	4%	206
Do you record how much time employees spend training?	71%	25%	4%	220
Do you formally evaluate the impact of training on individuals?	57%	38%	5%	217
Do you formally evaluate the impact of training on the organisation?	35%	55%	10%	218

Potential Skills Shortages

Non-archaeological skills shortages

The questionnaire asked whether outside consultants had been brought in for any non-archaeologically specific area of work in the previous year. 153 organisations indicated that they had – 65% of all responding organisations. The most commonly identified skills shortage was in information technology (67% of organisations). This was identified more than twice as often as the second-most commonly identified shortage, in education/training (33%).

Table 74: Non-archaeological skills shortages

Skills shortage identified	*Responses*	
Information technology	67%	105
Education/training	33%	51
Marketing/sales	24%	36
People management	23%	35
Project management	23%	35
Customer care	16%	24
Business skills	14%	22
Leadership	13%	20
Advocacy/influencing others	9%	14
Non-English language	8%	13
Other	22%	34

Health and safety was the most commonly identified 'other' skills shortage, with eight organisations reporting that they had brought in consultants. Three organisations used the services of architectural or engineering consultants, and one or more organisations identified a further 18 other skills shortages, including administrative issues, design or publishing and diversity issue awareness.

Archaeological skills shortages

The questionnaire also asked whether consultants had been used for technical, archaeological skills. 159 organisations responded that they had (67% of all responses). The most commonly identified skills were artefact or ecofact research (53%), conducting geophysical survey (52%) and artefact or ecofact conservation (48%).

Table 75: Archaeological skills shortages

Skills shortage identified	*Responses*	
Artefact or ecofact research	53%	84
Conducting [direct] non-intrusive field investigations [geophysical survey]	52%	82
Conservation of artefacts or ecofacts	48%	77
Desk-based research	39%	62
Conducting [direct] intrusive investigations [evaluation, excavation]	33%	52
Contributing to intrusive investigations [evaluation, excavation]	30%	47
Conducting [direct] other non-intrusive field investigations	28%	44
Contributing to non-intrusive field investigations [geophysical survey]	18%	29
Contributing to other non-intrusive field investigations	18%	28
Archaeological landscape characterisation	11%	18
Other	15%	24

The high incidence of skills shortages relating to artefact or ecofact research and conservation is significant, especially when compared with the equivalent figures for ***Potential Skills Gaps***, where training was identified as being a priority (see below). External specialists may be used either in addition to or instead of in-house artefact or ecofact specialists. The principal role of 46 organisations identifying this as a skills shortage was field investigation and research services.

Regarding the primary recovery of archaeological evidence through fieldwork, skills shortages were generally greater for conducting (directing) fieldwork than for contributing to it, meaning that these shortages existed more frequently at the more senior levels of the fieldwork hierarchy.

Of the organisations responding that they had brought in consultants to work in 'other' archaeological areas, there was clearly some confusion over what could be considered to have fallen under the various categories identified in the question, as many of the 'other' responses could have been reported under the pre-defined categories. However, skills shortages were also reported in the use of absolute dating techniques, palaeoenvironmental archaeology and report writing.

Potential Skills Gaps

Organisations were asked to identify which skills were priorities for staff training over the next two years (potential skills gaps).

Non-archaeological skills gaps

194 responses were received regarding potential non-archaeological skills shortages (82% of responding organisations). Information technology (74%) and project management (54%) were the most commonly identified non-archaeological priorities for training within organisations.

Table 76: Non-archaeological skills gaps

Skills gap identified	*Responses*
Information technology	74%	143
Project management	54%	104
People management	25%	49
Education/training	24%	47
Business skills	21%	40
Marketing/sales	19%	36
Leadership	16%	32
Advocacy/influencing others	14%	27
Customer care	13%	25
Non-English language	4%	7
Other	5%	10

The 'other' areas identified as potential skills gaps included health and safety, management techniques for dealing with specific issues and legal matters.

Of the organisations reporting training in a non-English language to be a priority, nearly 50% were based in Wales.

In comparison with the figures received for ***Potential Skills*** , information technology is recognised both as a skills gap and an area with a recognised skills shortage, suggesting that organisations are seeking to address this shortage through training staff. By contrast, project management is recognised as being a priority for training rather than an actual skills shortage, suggesting that, overall, staff are using project management skills, but organisations are seeking to enhance them.

In all the other areas the reported levels of skills gaps and shortages are relatively low and consistent, suggesting that these are all areas that will be addressed through training in the future.

Archaeological skills gaps

Of the 164 responses to the question regarding potential archaeologically specific skills gaps (59% of all responding organisations), desk-based research and archaeological landscape characterisation (both 40%) were the most commonly reported priorities for training.

Table 77: Archaeological skills gaps

	Skills gap identified	*Responses*
Desk-based research	40%	66
Archaeological landscape characterisation	40%	65
Artefact or ecofact research	30%	49
Conducting [direct] intrusive investigations [evaluation, excavation]	25%	41
Conducting [direct] other non-intrusive field investigations	22%	36
Contributing to other non-intrusive field investigations	19%	31
Contributing to intrusive investigations [evaluation, excavation]	18%	29
Contributing to non-intrusive field investigations [geophysical survey]	16%	27
Conservation of artefacts or ecofacts	15%	24
Conducting [direct] non-intrusive field investigations [geophysical survey]	9%	15
Other	24%	39

The 39 responses identifying 'other' archaeological skills gaps were mixed. Several prioritised training in non-intrusive investigations, such as aerial photograph interpretation or building recording, which could have been included in the main questions. Frequently reported were plans to update knowledge about best practice and particular periods or areas of interest – Continuing Professional Development. More than one organisation identified report writing, and cultural resource/heritage management as areas where training was a priority.

Comparing this data with ***Potential Skills*** demonstrates that archaeological landscape characterisation is not considered to be a skill that is in shortage, but is a skills gap, suggesting that this work is generally being undertaken in-house, but that enhancing and updating skills is a priority.

Artefact or ecofact research was the third-highest training priority, but was the most common skills shortage (53%). 27 organisations identifying this as a skills shortage also identified artefact or ecofact research as a training priority.

Artefact conservation is a priority for only 15% of organisations, but had been bought in by 48% of organisations in the previous year. In-house conservation is clearly no longer the norm, meaning that when it is required it is sought from external sources.

Training for conducting investigations is a higher priority than for contributing to those investigations, with the exception of conducting geophysical survey. This had the lowest priority of all the identified areas of archaeological training (9% of organisations identified it as such), but it was one of the most frequently identified skills shortages (52% of organisations had brought in outside consultants in the previous year). This is clearly a skill that is widely considered to be available from external suppliers, and as such is not being trained for within organisations.

Less than one in five organisations considered training for contribution to any of the three categories of field investigation to be a priority, although 30% had brought in outside staff to contribute to invasive investigations in the previous year. This suggests that, overall rather than in specific organisations, enhancing junior staff's fieldwork skills is relatively unimportant to archaeological organisations. This contrasts with the figures given in terms of ***Training Supply and*** (below), where organisations reported that new entrants to the profession needed

considerable amounts of training. Alternatively, it may be that respondents failed to include informal training such as mentoring in their responses to these questions.

Training Supply and Demand

The majority (56%) of organisations employ new entrants to the profession. On the basis of the data received on archaeologists' qualifications and ages, it is reasonable to assume that this generally means following graduation.

However, it is clear that further training is generally required at the entry level, with 74% of organisations responding that new entrants have to receive 'considerable' or 'very considerable' amounts of training, as 53% of new entrants to the profession are considered to be 'poorly' or 'very poorly' equipped with skills.

Table 78: Training supply and demand

	Yes	*No*	*Don't know*	*Responses*
Do you employ new entrants to the profession?	56%	43%	1%	207
If so, how much training do you have to give new entrants? [on average]	*Very little*	*Little*	*Considerable*	*Very considerable*
	3%	23%	67%	7%
How well equipped with skills are new entrants to the profession?	*Very poorly*	*Poorly*	*Well*	*Very well*
	12%	41%	43%	3%
How well do currently available courses match the requirements of the profession?	*Very poorly*	*Poorly*	*Well*	*Very well*
	11%	56%	32%	1%

Two-thirds (67%) of respondents felt that currently available courses match the requirements of the profession 'poorly' or 'very poorly', and only 1% felt that available courses met professional requirements 'very well'. Whether these responses were based upon a comparison of vocational needs within the workplace and the academic orientation of available courses cannot be identified from these returns.

There is clearly a considerable demand for entry-level training, and it is perceived that currently available courses do not meet the requirements for this training.

Employers' Commitment to Qualifications and Training

As discussed under ***Identification of Training*** above, 93% of organisations provide training or development opportunities for paid staff. 42% of organisations provide training or development opportunities for unpaid volunteer staff, although this figure is deflated because many organisations do not use unpaid volunteer staff in their work. Of organisations that do have unpaid volunteer staff contributing to their work, 64% provide those individuals with training or development opportunities.

Table 79: Training or development opportunities

	Yes	No	Don't know	Responses
Do you provide training or other development opportunities for paid employees?	93%	6%	1%	224
Do you provide training or other development opportunities for unpaid staff? (all responses)	42%	48%	10%	136
Do you provide training or other development opportunities for unpaid staff? (only those organisations with no unpaid staff)	64%	28%	8%	39

Continuing Professional Development is recognised as the technique whereby professionals can maintain and update their skills. As a key means to promote staff in their own development, 89% of organisations reported that they encourage individuals to engage in Continuing Professional Development.

Table 80: Continuing Professional Development

	Yes	No	Don't know	Responses
Does your organisation encourage individuals to engage in Continuing Professional Development?	89%	8%	3%	221

These positive results contrast with the findings of an IFA survey of members' attitudes to CPD undertaken in 2002 (Aitchison forthcoming). This survey of individual archaeologists found that only 44% of responding archaeologists considered that there were sufficient opportunities for formal CPD provided by their workplace, 39% believed that CPD was linked to their employer's appraisal scheme and that only 36% had received feedback from their employer on their CPD activities.

The results of these two surveys combine to strengthen the opinion that while employers are supportive of staff training and development in principle, this is not being done in a sufficiently rigorous and formal way.

Preferred methods of training

207 organisations provided information on the preferred methods of training their staff (***Table 81***).

Overall, all categories of training methods were popular with organisations for developing paid staff. Formal training was the most frequently reported approach, with formal off-job training such as outside training courses being employed by 92% of organisations. This was found to be slightly more frequently reported than formal in-house training, which took place at 85% of organisations. This in turn was found to be more popular with the organisations than informal training, whether in-house (72%) or off-job (71%), but these were still techniques that were used by the majority of responding organisations.

Table 81: Preferred methods of training for paid staff

	Responses	
Formal off-job training [eg outside training courses]	92%	190
Formal in-job training [eg in-house training course]	85%	175
Informal off-job training [eg supported individual research and learning]	71%	146
Informal in-job training [eg mentoring]	72%	150

Of the 52 organisations that trained unpaid volunteer members of staff, in-house training was found to be substantially more popular than the off-job equivalents. Of the in-house alternatives, informal training (such as mentoring) was found to be more commonly used than formal in-house training courses. Less than 50% of organisations offered off-job training, whether formal or informal, to unpaid volunteer members of staff. The most frequently reported technique, of informal in-job training, such as through mentoring, may have been particularly popular with organisations as it effectively does not require any capital outlay (although this can involve a substantial investment of staff time).

Table 82: Preferred methods of training for unpaid volunteer staff

	Responses	
Formal off-job training [eg outside training courses]	27%	14
Formal in-job training [eg in-house training course]	64%	33
Informal off-job training [eg supported individual research and learning]	48%	25
Informal in-job training [eg mentoring]	75%	39

Vocational Qualifications

The questionnaire asked about respondents' awareness of vocational qualifications, and how much support they would be prepared to give staff in working towards these qualifications. Approximately two-thirds of respondents were aware of such qualifications, and a similar proportion were prepared to give 'considerable' or 'very considerable' support to staff in working towards vocational qualifications.

Table 83: Vocational Qualifications

	Yes	*No*	*Don't know*	*Responses*
Are you aware of any vocational qualifications in archaeological practice?	68%	25%	7%	216
How much support would you give staff to work towards such qualifications?	*Very little*	*Little*	*Considerable*	*Very considerable*
	12%	22%	60%	6%

Appendix I: Post Profiles

We received completed Post Profile questionnaires relating to the jobs of 2427 individuals. Excluding support staff, 2280 of these were archaeologists. They represented 85% of all archaeologists for whom organisational data was received and 40% of the calculated total of all archaeologists in the UK (5712).

Profiling the Profession revealed that a huge number of post titles were used in archaeology in 1998. This was still true in 2003. The questionnaires returned information on 429 post titles, or one for every 5.7 individuals (in 1997/98 the figure was one post title for every 4.7 individual archaeologists). The full list of these is given after the post profile summaries.

Post Profiles

The 429 post titles have been grouped into 38 post profiles, as was done in *Profiling the Profession*. We have assumed that many archaeologists are doing similar work in posts which may not have the same titles. Therefore, in order to construct profiles of different job types, we have grouped together similar post titles. We have added a further four to the 34 post profiles used in *Profiling the Profession*, and these are indicated with asterisks * below. We did not omit any of the profiles used in 1998, even where numbers are now very low (eg Assistant Archaeologist). The rules we used to group the post titles are explained in ***Chapter One: Methodology***.

The survey specifically included support staff this time, and two of the extra profiles cover these roles. Information on unpaid volunteer archaeologists was also requested, and the numbers of unpaid volunteer staff are included in each profile.

We have included an overall profile for all individuals; this includes archaeologists as well as support staff. There is also a profile for all archaeologists, excluding support staff.

Academic Staff	134	Investigator*	48
Archaeological Assistant	38	Museum Archaeologist	68
Archaeological Officer	35	Photographer	8
Archaeological Scientist	35	Planning Archaeologist	26
Archaeologist	264	Project Manager	105
Archives Officer*	20	Project Officer	166
Assistant Archaeologist	4	Researcher	29
Buildings Archaeologist	19	Senior Archaeologist	92
Computing Officer	19	Sites and Monuments Record Officer	51
Conservation Archaeologist	7	Supervisor	188
Conservator	38	Surveyor	5
Consultant	26	Warden	19
County or Regional Archaeologist	45		
Director or Manager	119	Administrator	79
Editor	9	Financial posts*	16
Excavator or Site Assistant	114	Other support posts*	52
Field Officer	42		
Finds Officer	69	Junior posts	170
Illustrator	49	Senior posts	75
Inspector	45	Other posts	99

Reading the Information

The figures in the profiles are not all fully consistent, as respondents have not always completed all parts of the questionnaire. For example, information was received about 2427 individuals, but the gender was given for 2173, and their contract lengths were given in only 2029 cases. The percentages given therefore refer to the proportions of those for which data was given in each case, not the percentage of all individuals in the profile.

The data for age and qualifications refer to paid staff only.

Differences from Profiling the Profession

Four new profiles have been added: Archives Officer, Investigator, Financial posts and Other support posts.

Respondents were asked to identify the role of each post, and this is summarised for each profile. In many cases this is different from the primary role of the organisation, which is also summarised for each profile.

We collected information on individuals' qualifications, and the highest level of qualification obtained is included for each profile.

Salary information is restricted to minimum, maximum and average, and is not subdivided by category and area, in order to protect individuals' privacy. Numbers of individuals in each geographical area are summarised, however.

The survey did not request information on PAYE and redundancy entitlement. The numbers of individuals whose length of service exceeds 24 months is given. This relates to the qualifying period for a number of statutory employment rights. It also provides an indication of the level of continuity for each profile.

All Individuals

Individuals	2427		Full-time	1947	86%	Paid	2348	97%	
			Part-time	326	14%	Unpaid	79	3%	
Salaries	Minimum	£10,000	Average		£18,934	Maximum		£70,000	
All female	858	39%	Female paid	836	39%	Female unpaid	22	52%	
All male	1315	61%	Male paid	1295	61%	Male unpaid	20	48%	
Temporary contract	579	29%							
Permanent contract	1450	71%							
Length of service >24m	1401	63%							
Estab. funded post	761	34%							
Project funded post	1453	66%							
Employer contributes to pension	1632	74%							

Age	*All*		*Paid*		*Unpaid*	
<20	7	0%	5	0%	2	5%
20-29	542	25%	537	25%	5	12%
30-39	719	33%	716	34%	3	7%
40-49	578	27%	573	27%	5	12%
50-59	279	13%	270	13%	9	52%
>60	48	2%	30	1%	18	43%

Qualifications	*All*		*Paid*		*Unpaid*	
Doctorate	209	10%	204	10%	5	10%
Masters	416	20%	414	21%	2	4%
First degree	1170	57%	1155	57%	15	31%
School	2067	13%	246	12%	26	54%

All Archaeologists

Individuals	2280		Full-time	1867	88%	Paid	2203	97%	
			Part-time	264	12%	Unpaid	77	3%	
Salaries	Minimum		£10,000	Average		£19,161	Maximum		£70,000
Female	717	36%		Age		<20	4	0%	
Male	1268	64%		(paid only)		20-29	509	26%	
						30-39	668	34%	
Temporary contract	563	30%				40-49	533	27%	
Permanent contract	1334	70%				50-59	245	12%	
						>60	26	1%	
Length of service >24m	1307	63%							
				Qualifications		Doctorate	201	11%	
Estab. funded post	667	32%		(paid only)		Masters	407	21%	
Project funded post	1404	68%				First degree	1112	58%	
						School	182	10%	
Employer contributes to pension		1519	74%						

Table 84: All archaeologists by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	1519
Archaeologist: historic environment advice and information services	360
Archaeologist: museum and visitor/user services	84
Archaeologist: educational and academic research services	163
Support staff	46

Table 85: All archaeologists by area

Location	*Number of individuals*
East Midlands	158
Eastern England	152
London	388
North-East England	52
North-West England	84
South-East England	447
South-West England	257
West Midlands	129
Yorkshire and the Humber	176
Scotland	155
Wales	154
Northern Ireland	42
Channel Islands	5
Isle of Man	4

Table 86: All archaeologists by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	49	91	29		169
Local government	193	255	56		504
University	123	9	10	143	285
Commercial organisation	1024	52	2	2	1080
Other	5	118	4	38	165
Total	1394	525	101	183	2203

Academic Staff

Individuals	134		Full-time	85	64%	Paid	128	96%	
			Part-time	47	36%	Unpaid	6	4%	
Salaries	Minimum		£20,000	Average		£31,131	Maximum		£58,000
Female	46	34%		Age		<20	0	0%	
Male	88	66%				20-29	19	14%	
						30-39	33	25%	
Temporary contract	38	36%				40-49	40	30%	
Permanent contract	68	64%				50-59	30	22%	
						>60	12	9%	
Length of service >24m	70	61%							
				Qualifications		Doctorate	81	62%	
Estab. funded post	86	65%				Masters	28	22%	
Project funded post	46	35%				First degree	19	15%	
						School	2	2%	
Employer contributes to pension		89	86%						

Table 87: Academic staff by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	12
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	113
Support staff	

Table 88: Academic staff by area

Location	*Number of individuals*
East Midlands	1
Eastern England	12
London	
North-East England	
North-West England	
South-East England	33
South-West England	1
West Midlands	8
Yorkshire and the Humber	31
Scotland	15
Wales	27
Northern Ireland	
Channel Islands	
Isle of Man	

Table 89: Academic staff by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government					0
University	10			118	128
Commercial organisation					0
Other					0
Total	10	0	0	118	128

Archaeological Assistant

Individuals	38		Full-time	32	86%	Paid	37	97%
			Part-time	5	14%	Unpaid	1	3%
,	Minimum		£11,440	Average		£13,390	Maximum	£17,784
Female	13	35%		Age		<20	0	0%
Male	24	65%				20-29	19	51%
						30-39	13	35%
Temporary contract	27	73%				40-49	4	11%
Permanent contract	10	27%				50-59	1	3%
						>60	0	0%
Length of service >24m	7	19%						
				Qualifications		Doctorate	0	0%
Estab. funded post	9	26%				Masters	8	22%
Project funded post	26	74%				First degree	22	59%
						School	7	19%
Employer contributes to pension		16	44%					

Table 90: Archaeological assistant by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	32
Archaeologist: historic environment advice and information services	4
Archaeologist: museum and visitor/user services	1
Archaeologist: educational and academic research services	
Support staff	

Table 91: Archaeological assistant by area

Location	*Number of individuals*
East Midlands	20
Eastern England	
London	2
North-East England	
North-West England	
South-East England	2
South-West England	6
West Midlands	3
Yorkshire and the Humber	
Scotland	
Wales	
Northern Ireland	
Channel Islands	4
Isle of Man	

Table 92: Archaeological assistant by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	6	4	5		15
University	17				17
Commercial organisation	5				5
Other					0
Total	28	4	5	0	37

Archaeological Officer

Individuals	35		Full-time	33	97%	Paid	35	100%	
			Part-time	1	3%	Unpaid	0	0%	
Salaries	Minimum		£11,500	Average		£21,918	Maximum		£37,608
Female	19	54%		Age		<20	0	0%	
Male	16	46%				20-29	8	23%	
						30-39	15	43%	
Temporary contract	4	12%				40-49	6	17%	
Permanent contract	29	88%				50-59	6	17%	
						>60	0	0%	
Length of service >24m	28	82%							
				Qualifications		Doctorate	0	0%	
Estab. funded post	28	88%				Masters	12	35%	
Project funded post	4	13%				First degree	22	65%	
						School	0	0%	
Employer contributes to pension		25	76%						

Table 93: Archaeological officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	9
Archaeologist: historic environment advice and information services	24
Archaeologist: museum and visitor/user services	2
Archaeologist: educational and academic research services	
Support staff	

Table 94: Archaeological officer by area

Location	*Number of individuals*
East Midlands	
Eastern England	4
London	1
North-East England	1
North-West England	1
South-East England	15
South-West England	6
West Midlands	2
Yorkshire and the Humber	
Scotland	2
Wales	2
Northern Ireland	
Channel Islands	1
Isle of Man	

Table 95: Archaeological officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		1			1
Local government	1	21	2		24
University					0
Commercial organisation	7				7
Other		2	1		3
Total	8	24	3	0	35

Archaeological Scientist

Individuals	35		Full-time	28	80%	Paid	35	100%
			Part-time	7	20%	Unpaid	0	0%
Salaries	Minimum		£12,480	Average		£20,230	Maximum	£37,137
Female	21	60%		Age		<20	0	0%
Male	14	40%				20-29	6	17%
						30-39	9	26%
Temporary contract	5	16%				40-49	14	40%
Permanent contract	27	84%				50-59	5	14%
						>60	1	3%
Length of service >24m	30	88%						
				Qualifications		Doctorate	5	14%
Estab. funded post	6	19%				Masters	12	34%
Project funded post	26	81%				First degree	15	43%
						School	3	9%
Employer contributes to pension		29	83%					

Table 96: Archaeological scientist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	25
Archaeologist: historic environment advice and information services	4
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	5
Support staff	

Table 97: Archaeological scientist by area

Location	*Number of individuals*
East Midlands	2
Eastern England	6
London	10
North-East England	
North-West England	1
South-East England	6
South-West England	5
West Midlands	2
Yorkshire and the Humber	
Scotland	1
Wales	1
Northern Ireland	
Channel Islands	
Isle of Man	1

Table 98: Archaeological scientist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		3			3
Local government	1	2			3
University	3			6	9
Commercial organisation	20				20
Other					0
Total	24	5	0	6	35

Archaeologist

Individuals	264		Full-time	254	98%	Paid	264	100%
			Part-time	5	2%	Unpaid	0	0%
Salaries	Minimum		£12,168	Average		£14,303	Maximum	£26,493
Female	40	29%		Age		<20	0	0%
Male	99	71%				20-29	55	40%
						30-39	48	35%
Temporary contract	58	42%				40-49	32	23%
Permanent contract	80	58%				50-59	4	3%
						>60	0	0%
Length of service >24m	87	33%						
				Qualifications		Doctorate	3	2%
Estab. funded post	23	9%				Masters	20	15%
Project funded post	233	91%				First degree	96	72%
						School	14	11%
Employer contributes to pension		99	38%					

Table 99: Archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	239
Archaeologist: historic environment advice and information services	19
Archaeologist: museum and visitor/user services	2
Archaeologist: educational and academic research services	
Support staff	

Table 100: Archaeologist by area

Location	*Number of individuals*
East Midlands	11
Eastern England	
London	114
North-East England	
North-West England	28
South-East England	57
South-West England	22
West Midlands	5
Yorkshire and the Humber	11
Scotland	5
Wales	11
Northern Ireland	
Channel Islands	
Isle of Man	

Table 101: Archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	8	32			40
University					0
Commercial organisation	201	11	2		214
Other		8		2	10
Total	209	51	2	2	264

Archives Officer

Individuals	20		Full-time	16	80%	Paid	20	100%	
			Part-time	4	20%	Unpaid	0	0%	
Salaries	Minimum		£14,040	Average		£18,569	Maximum		£32,500
Female	11	55%		Age		<20	0	0%	
Male	9	45%				20-29	6	30%	
						30-39	6	30%	
Temporary contract	6	32%				40-49	3	15%	
Permanent contract	13	68%				50-59	4	20%	
						>60	1	5%	
Length of service >24m	18	90%							
				Qualifications		Doctorate	1	5%	
Estab. funded post	8	42%				Masters	3	15%	
Project funded post	11	58%				First degree	15	79%	
						School	0	0%	
Employer contributes to pension		16	80%						

Table 102: Archives officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	10
Archaeologist: historic environment advice and information services	2
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	7
Support staff	1

Table 103: Archives officer by area

Location	*Number of individuals*
East Midlands	1
Eastern England	
London	8
North-East England	
North-West England	1
South-East England	4
South-West England	1
West Midlands	1
Yorkshire and the Humber	1
Scotland	
Wales	
Northern Ireland	3
Channel Islands	
Isle of Man	

Table 104: Archives officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		3			3
Local government	1	1	6		8
University	1				1
Commercial organisation	7				7
Other				1	1
Total	9	4	6	1	20

Assistant Archaeologist

Individuals	4		Full-time	4	100%	Paid	4	100%
			Part-time	0	0%	Unpaid	0	0%
Salaries	Minimum		£15,500	Average		£16,334	Maximum	£24,780
Female	0	0%		Age		<20	0	0%
Male	4	100%				20-29	3	75%
						30-39	0	0%
Temporary contract	2	50%				40-49	1	25%
Permanent contract	2	50%				50-59	0	0%
						>60	0	0%
Length of service >24m	2	50%						
				Qualifications		Doctorate	0	0%
Estab. funded post	3	75%				Masters	3	75%
Project funded post	1	25%				First degree	1	25%
						School	0	0%
Employer contributes to pension		3	75%					

Table 105: Assistant archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	1
Archaeologist: historic environment advice and information services	3
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 106: Assistant archaeologist by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	1
North-East England	
North-West England	1
South-East England	
South-West England	
West Midlands	
Yorkshire and the Humber	
Scotland	2
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 107: Assistant archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		2			2
University					0
Commercial organisation					0
Other	1	1			2
Total	1	3	0	0	4

Buildings Archaeologist

Individuals	19		Full-time	14	82%	Paid	18	95%
			Part-time	3	18%	Unpaid	1	5%
Salaries	Minimum		£15,000	Average		£24,925	Maximum	£26,310
Female	3	17%		Age		<20	0	0%
Male	15	83%				20-29	1	6%
						30-39	3	17%
Temporary contract	2	12%				40-49	6	33%
Permanent contract	15	88%				50-59	7	39%
						>60	1	6%
Length of service >24m	15	83%						
				Qualifications		Doctorate	4	22%
Estab. funded post	5	28%				Masters	6	33%
Project funded post	13	72%				First degree	6	33%
						School	2	11%
Employer contributes to pension		17	94%					

Table 108: Buildings archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	9
Archaeologist: historic environment advice and information services	7
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	2

Table 109: Buildings archaeologist by area

Location	*Number of individuals*
East Midlands	2
Eastern England	
London	9
North-East England	
North-West England	1
South-East England	1
South-West England	3
West Midlands	1
Yorkshire and the Humber	1
Scotland	
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 110: Buildings archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		4			4
University	2				2
Commercial organisation	7	5			12
Other					0
Total	9	9	0	0	18

Computing Officer

Individuals	19		Full-time	14	88%	Paid	18	95%	
			Part-time	2	13%	Unpaid	1	5%	
Salaries	Minimum		£16,000	Average		£19,997	Maximum		£40,000
Female	1	6%		Age		<20	0	0%	
Male	17	94%				20-29	4	22%	
						30-39	9	50%	
Temporary contract	1	7%				40-49	4	22%	
Permanent contract	13	93%				50-59	1	6%	
						>60	0	0%	
Length of service >24m	12	67%							
				Qualifications		Doctorate	1	6%	
Estab. funded post	2	13%				Masters	6	38%	
Project funded post	14	88%				First degree	8	50%	
						School	1	6%	
Employer contributes to pension		18	100%						

Table 111: Computing officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	6
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	11

Table 112: Computing officer by area

Location	*Number of individuals*
East Midlands	0
Eastern England	
London	8
North-East England	
North-West England	
South-East England	4
South-West England	3
West Midlands	1
Yorkshire and the Humber	2
Scotland	
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 113: Computing officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government					0
University	2				2
Commercial organisation	14				14
Other				2	2
Total	16	0	0	2	18

Conservation Archaeologist

Individuals	7		Full-time	7	100%	Paid	7	100%
			Part-time	0	0%	Unpaid	0	0%
Salaries	Minimum		£22,000	Average		£23,858	Maximum	£45,366
Female	2	29%		Age		<20	0	0%
Male	5	71%				20-29	0	0%
						30-39	3	43%
Temporary contract	0	0%				40-49	1	14%
Permanent contract	7	100%				50-59	3	43%
						>60	0	0%
Length of service >24m	7	100%						
				Qualifications		Doctorate	1	17%
Estab. funded post	6	100%				Masters	2	33%
Project funded post	0	0%				First degree	3	50%
						School	0	0%
Employer contributes to pension		6	86%					

Table 114: Conservation archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	1
Archaeologist: historic environment advice and information services	3
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	1
Support staff	2

Table 115: Conservation archaeologist by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	
North-East England	
North-West England	1
South-East England	1
South-West England	
West Midlands	1
Yorkshire and the Humber	4
Scotland	
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 116: Conservation archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		4	1		5
University					0
Commercial organisation	1				1
Other				1	1
Total	1	4	1	1	7

Conservator

Individuals	38		Full-time	32	89%	Paid	36	95%	
			Part-time	4	11%	Unpaid	2	5%	
Salaries	Minimum		£16,000	Average		£24,284	Maximum		£40,000
Female	28	78%		Age		<20	0	0%	
Male	8	22%				20-29	4	11%	
						30-39	13	36%	
Temporary contract	4	11%				40-49	9	25%	
Permanent contract	31	89%				50-59	10	28%	
						>60	0	0%	
Length of service >24m	34	94%							
				Qualifications		Doctorate	2	6%	
Estab. funded post	29	85%				Masters	6	18%	
Project funded post	5	15%				First degree	25	76%	
						School	0	0%	
Employer contributes to pension		34	94%						

Table 117: Conservator by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	3
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	30
Archaeologist: educational and academic research services	3
Support staff	

Table 118: Conservator by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	32
North-East England	
North-West England	
South-East England	
South-West England	
West Midlands	
Yorkshire and the Humber	3
Scotland	
Wales	1
Northern Ireland	
Channel Islands	
Isle of Man	

Table 119: Conservator by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government			29		29
Local government			1		1
University	1				1
Commercial organisation	2				2
Other				3	3
Total	3	0	30	3	36

Consultant

Individuals	26		Full-time	21	81%	Paid	26	100%
			Part-time	5	19%	Unpaid	0	0%
Salaries	Minimum		£14,115	Average		£28,889	Maximum	£31,510
Female	14	54%		Age		<20	0	0%
Male	12	46%				20-29	3	12%
						30-39	9	35%
Temporary contract	1	4%				40-49	7	27%
Permanent contract	22	96%				50-59	5	19%
						>60	2	8%
Length of service >24m	14	58%						
				Qualifications		Doctorate	2	7%
Estab. funded post	3	18%				Masters	11	41%
Project funded post	14	82%				First degree	14	52%
						School	0	0%
Employer contributes to pension		16	73%					

Table 120: Consultant by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	16
Archaeologist: historic environment advice and information services	9
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 121: Consultant by area

Location	*Number of individuals*
East Midlands	
Eastern England	1
London	7
North-East England	
North-West England	1
South-East England	3
South-West England	5
West Midlands	3
Yorkshire and the Humber	6
Scotland	
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 122: Consultant by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government			2		2
University					0
Commercial organisation	6	14			20
Other	2	2			4
Total	8	16	2	0	26

County or Regional Archaeologist

Individuals	45		Full-time	40	89%	Paid	45	100%
			Part-time	5	11%	Unpaid	0	0%
Salaries	Minimum		£12,000	Average		£25,617	Maximum	£45,200
Female	12	27%		Age		<20	0	0%
Male	33	73%				20-29	2	4%
						30-39	15	33%
Temporary contract	0	0%				40-49	22	49%
Permanent contract	44	100%				50-59	6	13%
						>60	0	0%
Length of service >24m	43	96%						
				Qualifications		Doctorate	4	9%
Estab. funded post	44	100%				Masters	13	29%
Project funded post	0	0%				First degree	28	62%
						School	0	0%
Employer contributes to pension		45	100%					

Table 123: County or regional archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	
Archaeologist: historic environment advice and information services	44
Archaeologist: museum and visitor/user services	1
Archaeologist: educational and academic research services	
Support staff	

Table 124: County or regional archaeologist by area

Location	*Number of individuals*
East Midlands	2
Eastern England	1
London	14
North-East England	3
North-West England	1
South-East England	1
South-West England	13
West Midlands	3
Yorkshire and the Humber	1
Scotland	4
Wales	2
Northern Ireland	
Channel Islands	
Isle of Man	

Table 125: County or regional archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		1			1
Local government		14	1		15
University			1		1
Commercial organisation					0
Other		28			28
Total	0	43	2	0	45

Director or Manager

Individuals	119		Full-time	110	92%	Paid	119	100%
			Part-time	9	8%	Unpaid	0	0%
Salaries	Minimum		£12,000	Average		£27,148	Maximum	£50,000
Female	33	28%		Age		<20	0	0%
Male	85	72%				20-29	6	5%
						30-39	32	27%
Temporary contract	16	14%				40-49	55	47%
Permanent contract	100	86%				50-59	23	19%
						>60	2	2%
Length of service >24m	106	92%						
				Qualifications		Doctorate	24	20%
Estab. funded post	39	35%				Masters	28	24%
Project funded post	71	65%				First degree	59	50%
						School	7	6%
Employer contributes to pension		91	78%					

Table 126: Director or manager by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	77
Archaeologist: historic environment advice and information services	19
Archaeologist: museum and visitor/user services	6
Archaeologist: educational and academic research services	7
Support staff	6

Table 127: Director or manager by area

Location	*Number of individuals*
East Midlands	8
Eastern England	5
London	19
North-East England	3
North-West England	2
South-East England	31
South-West England	8
West Midlands	7
Yorkshire and the Humber	12
Scotland	9
Wales	9
Northern Ireland	4
Channel Islands	
Isle of Man	2

Table 128: Director or manager by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	5	7	1		13
University	6	3	1	4	14
Commercial organisation	72	7		2	81
Other		11			11
Total	83	28	2	6	119

Editor

Individuals	9		Full-time	5	63%	Paid	9	100%	
			Part-time	3	38%	Unpaid	0	0%	
Salaries	Minimum		£16,371	Average		£20,809	Maximum		£30,000
Female	7	78%		Age		<20	0	0%	
Male	2	22%				20-29	0	0%	
						30-39	3	33%	
Temporary contract	4	50%				40-49	2	22%	
Permanent contract	4	50%				50-59	4	44%	
						>60	0	0%	
Length of service >24m	8	89%							
				Qualifications		Doctorate	3	38%	
Estab. funded post	4	50%				Masters	2	25%	
Project funded post	4	50%				First degree	3	38%	
						School	0	0%	
Employer contributes to pension		7	88%						

Table 129: Editor by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	5
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	1
Support staff	3

Table 130: Editor by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	2
North-East England	
North-West England	1
South-East England	3
South-West England	1
West Midlands	
Yorkshire and the Humber	2
Scotland	
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 131: Editor by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	1	1			2
University				1	1
Commercial organisation	5				5
Other				1	1
Total	6	1	0	2	9

Excavator or Site Assistant

Individuals	114		Full-time	94	95%	Paid	99	87%
			Part-time	5	5%	Unpaid	15	13%
Salaries	Minimum		£10,400	Average		£12,140	Maximum	£14,355
Female	33	33%		Age		<20	1	1%
Male	66	67%				20-29	50	51%
						30-39	17	17%
Temporary contract	74	82%				40-49	22	22%
Permanent contract	16	18%				50-59	7	7%
						>60	2	2%
Length of service >24m	7	7%						
				Qualifications		Doctorate	0	0%
Estab. funded post	0	0%				Masters	4	4%
Project funded post	99	100%				First degree	47	53%
						School	38	43%
Employer contributes to pension		26	26%					

Table 132: Excavator or site assistant by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	98
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	1

Table 133: Excavator or site assistant by area

Location	*Number of individuals*
East Midlands	8
Eastern England	16
London	0
North-East England	17
North-West England	
South-East England	34
South-West England	
West Midlands	4
Yorkshire and the Humber	10
Scotland	
Wales	1
Northern Ireland	9
Channel Islands	
Isle of Man	

Table 134: Excavator or site assistant by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	1	1			2
University					0
Commercial organisation	68				68
Other					0
Total	69	1	0	0	70

Field Officer

Individuals	42		Full-time	38	95%	Paid	42	100%
			Part-time	2	5%	Unpaid	0	0%
Salaries	Minimum		£12,800	Average		£17,448	Maximum	£23,889
Female	10	24%		Age		<20	0	0%
Male	32	76%				20-29	5	12%
						30-39	17	40%
Temporary contract	22	52%				40-49	15	36%
Permanent contract	20	48%				50-59	4	10%
						>60	1	2%
Length of service >24m	35	83%						
				Qualifications		Doctorate	2	6%
Estab. funded post	1	3%				Masters	2	6%
Project funded post	32	97%				First degree	24	75%
						School	4	13%
Employer contributes to pension		28	67%					

Table 135: Field officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	41
Archaeologist: historic environment advice and information services	1
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 136: Field officer by area

Location	*Number of individuals*
East Midlands	2
Eastern England	
London	11
North-East England	
North-West England	1
South-East England	4
South-West England	
West Midlands	14
Yorkshire and the Humber	9
Scotland	1
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 137: Field officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		9			9
University	15				15
Commercial organisation	8				8
Other	1			9	10
Total	24	9	0	9	42

Finds Officer

Individuals	69		Full-time	44	77%	Paid	57	83%
			Part-time	13	23%	Unpaid	12	17%
Salaries	Minimum		£10,192	Average		£18,422	Maximum	£29,466
Female	37	64%		Age		<20	0	0%
Male	21	36%				20-29	11	19%
						30-39	19	33%
Temporary contract	19	35%				40-49	20	34%
Permanent contract	35	65%				50-59	8	14%
						>60	0	0%
Length of service >24m	47	84%						
				Qualifications		Doctorate	6	12%
Estab. funded post	7	14%				Masters	13	25%
Project funded post	44	86%				First degree	29	57%
						School	3	6%
Employer contributes to pension		48	84%					

Table 138: Finds officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	50
Archaeologist: historic environment advice and information services	6
Archaeologist: museum and visitor/user services	1
Archaeologist: educational and academic research services	
Support staff	

Table 139: Finds officer by area

Location	*Number of individuals*
East Midlands	7
Eastern England	10
London	16
North-East England	
North-West England	1
South-East England	9
South-West England	2
West Midlands	3
Yorkshire and the Humber	8
Scotland	1
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 140: Finds officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	8	12	1		21
University	6				6
Commercial organisation	24				24
Other				6	6
Total	38	12	1	6	57

Illustrator

Individuals	49		Full-time	30	63%	Paid	49	100%	
			Part-time	18	38%	Unpaid	0	0%	
Salaries	Minimum		£12,480	Average		£16,450	Maximum		£24,000
Female	21	51%		Age		<20	0	0%	
Male	20	49%				20-29	10	24%	
						30-39	15	37%	
Temporary contract	8	21%				40-49	12	29%	
Permanent contract	31	79%				50-59	4	10%	
						>60	0	0%	
Length of service >24m	31	63%							
				Qualifications		Doctorate	0	0%	
Estab. funded post	12	25%				Masters	3	8%	
Project funded post	36	75%				First degree	27	69%	
						School	9	23%	
Employer contributes to pension		45	92%						

Table 141: Illustrator by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	40
Archaeologist: historic environment advice and information services	2
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	7

Table 142: Illustrator by area

Location	*Number of individuals*
East Midlands	1
Eastern England	3
London	9
North-East England	
North-West England	3
South-East England	14
South-West England	6
West Midlands	8
Yorkshire and the Humber	2
Scotland	1
Wales	2
Northern Ireland	
Channel Islands	
Isle of Man	

Table 143: Illustrator by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	5	8			13
University	5				5
Commercial organisation	28				28
Other		2		1	3
Total	38	10	0	1	49

Inspector

Individuals	45		Full-time	13	100%	Paid	45	100%
			Part-time	0	0%	Unpaid	0	0%
Salaries	Minimum		£12,500	Average		£26,736	Maximum	£54,819
Female	4	31%		Age		<20	0	0%
Male	9	69%				20-29	1	8%
						30-39	1	8%
Temporary contract	0	0%				40-49	3	23%
Permanent contract	13	100%				50-59	8	62%
						>60	0	0%
Length of service >24m	12	92%						
				Qualifications		Doctorate	6	46%
Estab. funded post	23	100%				Masters	4	31%
Project funded post	0	0%				First degree	3	23%
						School	0	0%
Employer contributes to pension		13	100%					

Table 144: Inspector by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	6
Archaeologist: historic environment advice and information services	35
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 145: Inspector by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	
North-East England	
North-West England	
South-East England	
South-West England	
West Midlands	
Yorkshire and the Humber	
Scotland	32
Wales	7
Northern Ireland	6
Channel Islands	
Isle of Man	

Table 146: Inspector by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		45			45
Local government					0
University					0
Commercial organisation					0
Other					0
Total	0	45	0	0	45

Investigator

Individuals	48		Full-time	47	98%	Paid	48	100%
			Part-time	1	2%	Unpaid	0	0%
Salaries	Minimum		£14,000	Average		£24,141	Maximum	£45,000
Female	14	29%		Age		<20	0	0%
Male	34	71%				20-29	6	13%
						30-39	15	31%
Temporary contract	10	21%				40-49	13	27%
Permanent contract	37	79%				50-59	14	29%
						>60	0	0%
Length of service >24m	40	87%						
				Qualifications		Doctorate	3	6%
Estab. funded post	37	97%				Masters	3	6%
Project funded post	1	3%				First degree	41	85%
						School	1	2%
Employer contributes to pension		48	100%					

Table 147: Investigator by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	48
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 148: Investigator by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	
North-East England	
North-West England	
South-East England	
South-West England	
West Midlands	
Yorkshire and the Humber	
Scotland	26
Wales	22
Northern Ireland	
Channel Islands	
Isle of Man	

Table 149: Investigator by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	48				48
Local government					0
University					0
Commercial organisation					0
Other					0
Total	48	0	0	0	48

Museum Archaeologist

Individuals	68		Full-time	59	89%	Paid	68	97%
			Part-time	7	11%	Unpaid	2	3%
Salaries	Minimum		£10,000	Average		£19,588	Maximum	£35,000
Female	32	48%		Age		<20	0	0%
Male	34	52%				20-29	9	14%
						30-39	24	36%
Temporary contract	5	8%				40-49	19	29%
Permanent contract	59	92%				50-59	13	20%
						>60	1	2%
Length of service >24m	55	86%						
				Qualifications		Doctorate	11	17%
Estab. funded post	48	77%				Masters	27	42%
Project funded post	14	23%				First degree	23	36%
						School	3	5%
Employer contributes to pension		60	92%					

Table 150: Museum archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	14
Archaeologist: historic environment advice and information services	9
Archaeologist: museum and visitor/user services	36
Archaeologist: educational and academic research services	3
Support staff	4

Table 151: Museum archaeologist by area

Location	*Number of individuals*
East Midlands	10
Eastern England	2
London	4
North-East England	16
North-West England	3
South-East England	2
South-West England	6
West Midlands	6
Yorkshire and the Humber	6
Scotland	7
Wales	4
Northern Ireland	
Channel Islands	
Isle of Man	

Table 152: Museum archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	15	4	30		49
University		4	7		11
Commercial organisation					0
Other		4	2		6
Total	15	12	39	0	66

Photographer

Individuals	8		Full-time	6	75%	Paid	8	100%
			Part-time	2	25%	Unpaid	0	0%
Salaries	Minimum		£14,316	Average		£16,122	Maximum	£30,000
Female	4	50%		Age		<20	0	0%
Male	4	50%				20-29	3	38%
						30-39	1	13%
Temporary contract	3	38%				40-49	3	38%
Permanent contract	5	63%				50-59	0	0%
						>60	1	13%
Length of service >24m	5	63%						
				Qualifications		Doctorate	0	0%
Estab. funded post	2	25%				Masters	1	13%
Project funded post	6	75%				First degree	5	63%
						School	2	25%
Employer contributes to pension		7	88%					

Table 153: Photographer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	3
Archaeologist: historic environment advice and information services	4
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	1

Table 154: Photographer by area

Location	*Number of individuals*
East Midlands	
Eastern England	4
London	2
North-East England	
North-West England	
South-East England	
South-West England	1
West Midlands	
Yorkshire and the Humber	
Scotland	
Wales	1
Northern Ireland	
Channel Islands	
Isle of Man	

Table 155: Photographer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		4			4
University					0
Commercial organisation	3				3
Other		1			1
Total	3	5	0	0	8

Planning Archaeologist

Individuals	26		Full-time	26	100%	Paid	26	100%
			Part-time	0	0%	Unpaid	0	0%
Salaries	Minimum		£13,122	Average		£19,210	Maximum	£23,889
Female	10	38%		Age		<20	0	0%
Male	16	62%				20-29	11	42%
						30-39	8	31%
Temporary contract	5	19%				40-49	5	19%
Permanent contract	21	81%				50-59	2	8%
						>60	0	0%
Length of service >24m	18	72%						
				Qualifications		Doctorate	1	4%
Estab. funded post	15	60%				Masters	4	15%
Project funded post	10	40%				First degree	20	77%
						School	1	4%
Employer contributes to pension		22	85%					

Table 156: Planning archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	
Archaeologist: historic environment advice and information services	26
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 157: Planning archaeologist by area

Location	*Number of individuals*
East Midlands	3
Eastern England	2
London	
North-East England	
North-West England	3
South-East England	1
South-West England	2
West Midlands	3
Yorkshire and the Humber	1
Scotland	
Wales	5
Northern Ireland	6
Channel Islands	
Isle of Man	

Table 158: Planning archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		6			6
Local government		15			15
University					0
Commercial organisation		1			1
Other		4			4
Total	0	26	0	0	26

Project Manager

Individuals	105		Full-time	101	96%	Paid	105	100%	
			Part-time	4	4%	Unpaid	0	0%	
Salaries	Minimum		£16,500	Average		£22,433	Maximum		£29,559
Female	24	23%		Age		<20	0	0%	
Male	81	77%				20-29	1	1%	
						30-39	49	47%	
Temporary contract	13	12%				40-49	47	45%	
Permanent contract	92	88%				50-59	7	7%	
						>60	1	1%	
Length of service >24m	87	84%							
				Qualifications		Doctorate	7	7%	
Estab. funded post	16	16%				Masters	19	19%	
Project funded post	87	84%				First degree	69	70%	
						School	4	4%	
Employer contributes to pension	92	88%							

Table 159: Project manager by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	100
Archaeologist: historic environment advice and information services	1
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	3
Support staff	

Table 160: Project manager by area

Location	*Number of individuals*
East Midlands	10
Eastern England	5
London	15
North-East England	1
North-West England	6
South-East England	31
South-West England	11
West Midlands	9
Yorkshire and the Humber	5
Scotland	6
Wales	6
Northern Ireland	
Channel Islands	
Isle of Man	

Table 161: Project manager by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	12	4			16
University	8	1		2	11
Commercial organisation	70				70
Other		6		2	8
Total	90	11	0	4	105

Project Officer

Individuals	166		Full-time	138	83%	Paid	166	100%	
			Part-time	29	17%	Unpaid	0	0%	
Salaries	Minimum		£13,630	Average		£18,049	Maximum		£29,466
Female	52	31%		Age		<20	0	0%	
Male	115	69%				20-29	40	24%	
						30-39	91	54%	
Temporary contract	29	17%				40-49	27	16%	
Permanent contract	137	83%				50-59	9	5%	
						>60	0	0%	
Length of service >24m	110	74%							
				Qualifications		Doctorate	12	7%	
Estab. funded post	32	19%				Masters	33	20%	
Project funded post	134	81%				First degree	110	66%	
						School	12	7%	
Employer contributes to pension		151	91%						

Table 162: Project officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	160
Archaeologist: historic environment advice and information services	5
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	0

Table 163: Project officer by area

Location	*Number of individuals*
East Midlands	23
Eastern England	23
London	0
North-East England	2
North-West England	7
South-East England	52
South-West England	25
West Midlands	3
Yorkshire and the Humber	6
Scotland	19
Wales	6
Northern Ireland	
Channel Islands	
Isle of Man	

Table 164: Project officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	25	15			40
University	8	1			9
Commercial organisation	111				111
Other		6			6
Total	144	22	0	0	166

Researcher

Individuals	29		Full-time	16	55%	Paid	29	100%	
			Part-time	13	45%	Unpaid	0	0%	
Salaries	Minimum		£11,962	Average		£15,810	Maximum		£22,731
Female	10	50%		Age		<20	0	0%	
Male	10	50%				20-29	10	50%	
						30-39	8	40%	
Temporary contract	14	70%				40-49	2	10%	
Permanent contract	6	30%				50-59	0	0%	
						>60	0	0%	
Length of service >24m	8	28%							
				Qualifications		Doctorate	2	7%	
Estab. funded post	6	30%				Masters	12	41%	
Project funded post	14	70%				First degree	15	52%	
						School	0	0%	
Employer contributes to pension		17	85%						

Table 165: Researcher by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	21
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	8
Support staff	

Table 166: Researcher by area

Location	*Number of individuals*
East Midlands	1
Eastern England	
London	
North-East England	
North-West England	1
South-East England	17
South-West England	4
West Midlands	3
Yorkshire and the Humber	2
Scotland	1
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 167: Researcher by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	2	2	2		6
University	6		1	5	12
Commercial organisation	11				11
Other					0
Total	19	2	3	5	29

Senior Archaeologist

Individuals	92		Full-time	86	93%	Paid	92	100%
			Part-time	6	7%	Unpaid	0	0%
Salaries	Minimum		£17,387	Average		£21,135	Maximum	£39,231
Female	20	22%		Age		<20	0	0%
Male	72	78%				20-29	15	16%
						30-39	33	36%
Temporary contract	1	1%				40-49	36	39%
Permanent contract	98	99%				50-59	8	9%
						>60	0	0%
Length of service >24m	72	89%						
				Qualifications		Doctorate	2	2%
Estab. funded post	8	8%				Masters	22	22%
Project funded post	91	92%				First degree	61	62%
						School	13	13%
Employer contributes to pension		67	68%					

Table 168: Senior archaeologist by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	85
Archaeologist: historic environment advice and information services	6
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 169: Senior archaeologist by area

Location	*Number of individuals*
East Midlands	1
Eastern England	1
London	65
North-East England	
North-West England	2
South-East England	3
South-West England	9
West Midlands	1
Yorkshire and the Humber	3
Scotland	1
Wales	5
Northern Ireland	1
Channel Islands	
Isle of Man	

Table 170: Senior archaeologist by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	3	12			15
University					0
Commercial organisation	75	2			77
Other					0
Total	78	14	0	0	92

Sites and Monuments Record Officer

Individuals	51		Full-time	38	93%	Paid	41	80%
			Part-time	3	7%	Unpaid	10	20%
Salaries	Minimum		£11,544	Average		£18,841	Maximum	£29,200
Female	24	59%		Age		<20	0	0%
Male	17	41%				20-29	14	34%
						30-39	12	29%
Temporary contract	10	24%				40-49	10	24%
Permanent contract	31	76%				50-59	5	12%
						>60	0	0%
Length of service >24m	24	59%						
				Qualifications		Doctorate	3	7%
Estab. funded post	32	82%				Masters	12	29%
Project funded post	7	18%				First degree	22	54%
						School	4	10%
Employer contributes to pension		39	95%					

Table 171: Sites and monuments record officer by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	
Archaeologist: historic environment advice and information services	38
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	1
Support staff	1

Table 172: Sites and monuments record officer by area

Location	*Number of individuals*
East Midlands	3
Eastern England	4
London	3
North-East England	1
North-West England	1
South-East England	9
South-West England	2
West Midlands	6
Yorkshire and the Humber	3
Scotland	2
Wales	7
Northern Ireland	
Channel Islands	
Isle of Man	

Table 173: Sites and monuments record officer by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		4			4
Local government		30	1		31
University					0
Commercial organisation		1			1
Other		5			5
Total	0	40	1	0	41

Supervisor

Individuals	188		Full-time	150	90%	Paid	188	100%
			Part-time	17	10%	Unpaid	0	0%
Salaries	Minimum		£10,967	Average		£14,290	Maximum	£22,971
Female	50	34%		Age		<20	0	0%
Male	96	66%				20-29	63	43%
						30-39	58	40%
Temporary contract	57	41%				40-49	18	12%
Permanent contract	83	59%				50-59	7	5%
						>60	0	0%
Length of service >24m	116	63%						
				Qualifications		Doctorate	2	1%
Estab. funded post	47	26%				Masters	33	23%
Project funded post	137	74%				First degree	77	54%
						School	31	22%
Employer contributes to pension		108	74%					

Table 174: Supervisor by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	180
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 175: Supervisor by area

Location	*Number of individuals*
East Midlands	39
Eastern England	19
London	12
North-East England	6
North-West England	10
South-East England	53
South-West England	29
West Midlands	10
Yorkshire and the Humber	8
Scotland	
Wales	1
Northern Ireland	1
Channel Islands	
Isle of Man	

Table 176: Supervisor by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	30	8			38
University	30				30
Commercial organisation	120				120
Other					0
Total	180	8	0	0	188

Surveyor

Individuals	5		Full-time	5	100%	Paid	5	100%
			Part-time	0	0%	Unpaid	0	0%
Salaries	Minimum		£15,393	Average		£16,149	Maximum	£18,143
Female	2	40%		Age		<20	0	0%
Male	3	60%				20-29	4	80%
						30-39	1	20%
Temporary contract	2	50%				40-49	0	0%
Permanent contract	2	50%				50-59	0	0%
						>60	0	0%
Length of service >24m	2	40%						
				Qualifications		Doctorate	0	0%
Estab. funded post	0	0%				Masters	2	40%
Project funded post	5	100%				First degree	3	60%
						School	0	0%
Employer contributes to pension		3	60%					

Table 177: Surveyor by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	4
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	1

Table 178: Surveyor by area

Location	*Number of individuals*
East Midlands	
Eastern England	1
London	
North-East England	
North-West England	
South-East England	2
South-West England	
West Midlands	1
Yorkshire and the Humber	
Scotland	
Wales	1
Northern Ireland	
Channel Islands	
Isle of Man	

Table 179: Surveyor by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		1			1
University					0
Commercial organisation	4				4
Other					0
Total	4	1	0	0	5

Warden

Individuals	19		Full-time	2	11%	Paid	19	100%	
			Part-time	17	89%	Unpaid	0	0%	
Salaries	Minimum		£14,180	Average		£14,518	Maximum		£21,010
Female	6	67%		Age		<20	0	0%	
Male	3	33%				20-29	0	0%	
						30-39	5	56%	
Temporary contract	0	0%				40-49	4	44%	
Permanent contract	9	100%				50-59	0	0%	
						>60	0	0%	
Length of service >24m	7	78%							
				Qualifications		Doctorate	0	0%	
Estab. funded post	9	100%				Masters	0	0%	
Project funded post	0	0%				First degree	7	78%	
						School	2	22%	
Employer contributes to pension		9	100%						

Table 180: Warden by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	
Archaeologist: historic environment advice and information services	19
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	

Table 181: Warden by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	2
North-East England	
North-West England	
South-East England	
South-West England	
West Midlands	
Yorkshire and the Humber	
Scotland	10
Wales	7
Northern Ireland	
Channel Islands	
Isle of Man	

Table 182: Warden by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		17			17
Local government					0
University					0
Commercial organisation					0
Other		2			2
Total	0	19	0	0	19

Administrator

Individuals	79		Full-time	44	56%	Paid	78	99%	
			Part-time	35	44%	Unpaid	1	1%	
Salaries	Minimum		£10,367	Average		£15,018	Maximum		£33,000
Female	74	94%		Age		<20	0	0%	
Male	5	6%				20-29	13	16%	
						30-39	26	33%	
Temporary contract	9	12%				40-49	23	29%	
Permanent contract	69	88%				50-59	16	20%	
						>60	1	1%	
Length of service >24m	48	65%							
				Qualifications		Doctorate	2	3%	
Estab. funded post	55	71%				Masters	2	3%	
Project funded post	23	29%				First degree	24	32%	
						School	47	63%	
Employer contributes to pension		63	80%						

Table 183: Administrator by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	2
Archaeologist: historic environment advice and information services	1
Archaeologist: museum and visitor/user services	2
Archaeologist: educational and academic research services	
Support staff	73

Table 184: Administrator by area

Location	*Number of individuals*
East Midlands	6
Eastern England	4
London	9
North-East England	
North-West England	4
South-East England	12
South-West England	3
West Midlands	8
Yorkshire and the Humber	12
Scotland	7
Wales	13
Northern Ireland	
Channel Islands	
Isle of Man	

Table 185: Administrator by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		4			4
Local government	1	12			13
University	4	1		10	15
Commercial organisation	22	4			26
Other		20			20
Total	27	41	0	10	78

Financial Posts

Individuals	16		Full-time	10	63%	Paid	16	100%	
			Part-time	6	38%	Unpaid	0	0%	
Salaries	Minimum		£12,549	Average		£19,722	Maximum		£40,000
Female	10	63%		Age		<20	0	0%	
Male	6	38%				20-29	1	6%	
						30-39	6	38%	
Temporary contract	1	7%				40-49	4	25%	
Permanent contract	14	93%				50-59	3	19%	
						>60	2	13%	
Length of service >24m	11	73%							
				Qualifications		Doctorate	1	9%	
Estab. funded post	8	50%				Masters	1	9%	
Project funded post	8	50%				First degree	5	45%	
						School	4	36%	
Employer contributes to pension		13	81%						

Table 186: Financial posts by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	2
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	14

Table 187: Financial posts by area

Location	*Number of individuals*
East Midlands	2
Eastern England	1
London	3
North-East England	
North-West England	
South-East England	2
South-West England	2
West Midlands	1
Yorkshire and the Humber	3
Scotland	1
Wales	1
Northern Ireland	
Channel Islands	
Isle of Man	

Table 188: Financial posts by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government		1			1
University	2				2
Commercial organisation	8	2			10
Other				3	3
Total	10	3	0	3	16

Other Support Posts

Individuals	52		Full-time	26	55%	Paid	51	98%	
			Part-time	21	45%	Unpaid	1	2%	
Salaries	Minimum		£10,000	Average		£14,035	Maximum		£24,121
Female	35	69%		Age		<20	1	2%	
Male	16	31%				20-29	14	27%	
						30-39	16	31%	
Temporary contract	6	15%				40-49	13	25%	
Permanent contract	33	85%				50-59	6	12%	
						>60	1	2%	
Length of service >24m	35	71%							
				Qualifications		Doctorate	0	0%	
Estab. funded post	31	63%				Masters	4	13%	
Project funded post	18	37%				First degree	14	45%	
						School	13	42%	
Employer contributes to pension		37	84%						

Table 189: Other support posts by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	
Archaeologist: historic environment advice and information services	
Archaeologist: museum and visitor/user services	
Archaeologist: educational and academic research services	
Support staff	51

Table 190: Other support posts by area

Location	*Number of individuals*
East Midlands	
Eastern England	
London	3
North-East England	3
North-West England	11
South-East England	17
South-West England	
West Midlands	
Yorkshire and the Humber	9
Scotland	8
Wales	
Northern Ireland	
Channel Islands	
Isle of Man	

Table 191: Other support posts by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		1	3		4
Local government		1			1
University				16	16
Commercial organisation	12	5	9		26
Other		1		3	4
Total	12	8	12	19	51

Junior Posts

Individuals	170		Full-time	136	95%	Paid	143	84%
			Part-time	7	5%	Unpaid	27	16%
Salaries	Minimum		£11,316	Average		£12,928	Maximum	£20,000
Female	55	38%		Age		<20	3	2%
Male	90	62%				20-29	82	57%
						30-39	28	19%
Temporary contract	101	71%				40-49	20	14%
Permanent contract	42	29%				50-59	12	8%
						>60	0	0%
Length of service >24m	37	26%						
				Qualifications		Doctorate	1	1%
Estab. funded post	10	7%				Masters	11	9%
Project funded post	132	93%				First degree	103	81%
						School	12	9%
Employer contributes to pension		110	77%					

Table 192: Junior posts by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	129
Archaeologist: historic environment advice and information services	8
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	
Support staff	6

Table 193: Junior posts by area

Location	*Number of individuals*
East Midlands	
Eastern England	25
London	1
North-East England	
North-West England	0
South-East England	26
South-West England	66
West Midlands	
Yorkshire and the Humber	10
Scotland	1
Wales	12
Northern Ireland	2
Channel Islands	
Isle of Man	

Table 194: Junior posts by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government					0
Local government	35	10			45
University					0
Commercial organisation	84	1			85
Other		11		2	13
Total	119	22	0	2	143

Senior Posts

Individuals	75		Full-time	70	93%	Paid	75	100%	
			Part-time	5	7%	Unpaid	0	0%	
Salaries	Minimum		£14,040	Average		£26,468	Maximum		£70,000
Female	16	79%		Age		<20	0	0%	
Male	59	21%				20-29	6	8%	
						30-39	20	27%	
Temporary contract	2	3%				40-49	32	43%	
Permanent contract	68	97%				50-59	17	23%	
						>60	0	0%	
Length of service >24m	62	86%							
				Qualifications		Doctorate	10	15%	
Estab. funded post	23	32%				Masters	16	24%	
Project funded post	48	68%				First degree	40	59%	
						School	2	3%	
Employer contributes to pension		62	85%						

Table 195: Senior posts by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	45
Archaeologist: historic environment advice and information services	28
Archaeologist: museum and visitor/user services	2
Archaeologist: educational and academic research services	
Support staff	

Table 196: Senior posts by area

Location	*Number of individuals*
East Midlands	1
Eastern England	8
London	3
North-East England	
North-West England	2
South-East England	21
South-West England	15
West Midlands	5
Yorkshire and the Humber	9
Scotland	4
Wales	7
Northern Ireland	
Channel Islands	
Isle of Man	

Table 197: Senior posts by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	1				1
Local government	3	17			20
University	1				1
Commercial organisation	30	10			40
Other	1	7	1	4	13
Total	36	34	1	4	75

Other Posts

Individuals	99		Full-time	73	83%	Paid	99	100%	
			Part-time	15	17%	Unpaid	0	0%	
Salaries	Minimum		£12,997	Average		£19,396	Maximum		£34,000
Female	43	44%		Age		<20	0	0%	
Male	55	56%				20-29	32	33%	
						30-39	35	36%	
Temporary contract	20	24%				40-49	19	19%	
Permanent contract	64	76%				50-59	11	11%	
						>60	1	1%	
Length of service >24m	51	59%							
				Qualifications		Doctorate	2	2%	
Estab. funded post	44	53%				Masters	26	31%	
Project funded post	39	47%				First degree	50	60%	
						School	5	6%	
Employer contributes to pension		53	60%						

Table 198: Other posts by role

Role	*Number of individuals*
Archaeologist: field investigation and research services	50
Archaeologist: historic environment advice and information services	34
Archaeologist: museum and visitor/user services	3
Archaeologist: educational and academic research services	11
Support staff	

Table 199: Other posts by area

Location	*Number of individuals*
East Midlands	2
Eastern England	
London	18
North-East England	2
North-West England	5
South-East England	8
South-West England	5
West Midlands	16
Yorkshire and the Humber	20
Scotland	5
Wales	7
Northern Ireland	10
Channel Islands	
Isle of Man	1

Table 200: Other posts by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government		11			11
Local government	3	12	3		18
University				7	7
Commercial organisation	41				41
Other		18		4	22
Total	44	41	3	11	99

List of Post Titles and Post Profile Groups

Post title	*Individuals*	*Profile title*
[no title given]	11	Other posts
Administration	6	Administrator
Administration Assistant	4	Administrator
Administration Manager	1	Administrator
Administration Officer	5	Administrator
Administrative Assistant	9	Administrator
Administrative Officer	8	Administrator
Administrator	12	Administrator
Air Photo Interpretation Officer	3	Photographer
Ancient Monuments Conservation Expert	1	Conservation Archaeologist
Ancient Timber Specialist	1	Finds Officer
Animal Bone Specialist	3	Archaeological Scientist
Archaeobotanist	2	Archaeological Scientist
Archaeological and Historic Blg Researcher	1	Buildings Archaeologist
Archaeological and Historic Buildings Consultant	1	Consultant
Archaeological Administrator	2	Administrator
Archaeological and Architectural Records Manager	1	Sites and Monuments Record Officer
Archaeological Assistant	31	Archaeological Assistant
Archaeological Collections Manager	1	Museum Archaeologist
Archaeological Consultant	16	Consultant
Archaeological Contracts Manager	2	Director or Manager
Archaeological Director	1	Director or Manager
Archaeological Draughtsperson	1	Illustrator
Archaeological Excavator	25	Excavator or Site Assistant
Archaeological Field Officer	3	Field Officer
Archaeological Illustrator	7	Illustrator
Archaeological Management Officer	1	Other posts
Archaeological Multimedia Developer	1	Computing Officer
Archaeological Officer	18	Archaeological Officer
Archaeological Planning and Conservation Officer	1	Planning Archaeologist
Archaeological Planning and Records Assistant	1	Planning Archaeologist
Archaeological Planning Casework Officer	1	Planning Archaeologist
Archaeological Project Assistant	1	Junior posts
Archaeological Project Supervisor	1	Supervisor
Archaeological Projects Officer	1	Other posts
Archaeological Records Assistant	1	Sites and Monuments Record Officer
Archaeological Records Officer	1	Sites and Monuments Record Officer
Archaeological Researcher	3	Researcher
Archaeological Services Contractor	1	Other posts
Archaeological Site Technician	1	Other posts
Archaeological Supervisor	8	Supervisor
Archaeological Technician	2	Other posts
Archaeological Unit Manager	1	Director or Manager
Archaeological Volunteer	25	Junior posts
Archaeologist	239	Archaeologist
Archaeologist Warden	2	Warden
Archaeology Advisor	4	Other posts
Archaeology and Environment Officer	1	Archaeological Scientist
Archaeology Assistant	7	Archaeological Assistant
Archaeology Manager	1	Director or Manager
Archaeology Officer	9	Archaeological Officer
Archaeozoologist	1	Archaeological Scientist
Archive Assistant	3	Archives Officer
Archive Officer	1	Archives Officer
Archive Records Officer	2	Archives Officer
Archive Supervisor	1	Archives Officer
Archives and Records Officer	1	Archives Officer

Post title	*Individuals*	*Profile title*
Archives Manager	1	Archives Officer
Archives Officer	2	Archives Officer
Archivist	4	Archives Officer
Artefact Identification and Recording Assistant	1	Finds Officer
Artefact Researcher	2	Finds Officer
Arts and Heritage Development Manager	1	Director or Manager
Assistant	8	Junior posts
Assistant	1	Other support posts
Assistant Archaeological Officer	1	Archaeological Officer
Assistant Archaeologist	4	Assistant Archaeologist
Assistant Archivist	1	Archives Officer
Assistant Collections Access Officer	1	Museum Archaeologist
Assistant Conservation Officer	1	Conservation Archaeologist
Assistant Conservator	1	Conservator
Assistant Consultant Archaeologist	1	Consultant
Assistant County Archaeologist	1	County or Regional Archaeologist
Assistant Curator	1	Museum Archaeologist
Assistant Development Officer	1	Junior posts
Assistant Director	1	Senior posts
Assistant Field Officer	6	Field Officer
Assistant Geoarchaeologist	0	Archaeological Scientist
Assistant Historic Environment Record Officer	1	Sites and Monuments Record Officer
Assistant Inspector of Ancient Monuments	2	Inspector
Assistant Keeper	8	Museum Archaeologist
Assistant Keeper Training Officer	1	Museum Archaeologist
Assistant Museums Manager	1	Museum Archaeologist
Assistant Officers and Clerical Support Staff	8	Administrator
Assistant Project Officer	1	Project Officer
Assistant Supervisor	38	Supervisor
Associate	2	Other posts
Associate/Principal	2	Senior posts
Book Keeper	2	Financial posts
Borough Archaeologist	1	County or Regional Archaeologist
Building Material Specialist	3	Buildings Archaeologist
Building Recording Officer	1	Buildings Archaeologist
Buildings Archaeologist	1	Buildings Archaeologist
Buildings Historian	1	Buildings Archaeologist
Business Manager	1	Director or Manager
CAD and Digital Survey Manager	1	Surveyor
Caseworker	1	Other support posts
Casual	1	Other posts
Casual Inspector of Ancient Monuments	4	Inspector
Cathedral Archaeologist	1	Other posts
Central Services Manager	1	Director or Manager
Chief Executive	1	Senior posts
Chief Inspector of Ancient Monts and Hist Buildings	1	Inspector
Chief Inspector of Ancient Monuments	1	Inspector
Chief Officer	1	Senior posts
City Archaeologist	3	County or Regional Archaeologist
Cleaner	2	Other support posts
Clerical Assistant	1	Administrator
Collections and Access Officer	1	Museum Archaeologist
Collections Development Manager	1	Museum Archaeologist
Collections Officer	1	Museum Archaeologist
Community History Officer	1	Other posts
Community Liaison Officer	1	Other posts
Community Officer	1	Other posts
Company Administrator	1	Administrator
Company Manager	8	Director or Manager
Computer Research Officer	1	Computing Officer
Conservation Assistant	1	Conservation Archaeologist

Post title	Individuals	Profile title
Conservation Officer	1	Conservation Archaeologist
Conservation Planning and Research Consultant	1	Consultant
Conservator	36	Conservator
Conservator - Archive	1	Conservator
Consultant	1	Consultant
Consultant Archaeologist	1	Consultant
Contracts Officer	1	Other posts
Convenor for Archaeology	1	Other posts
Countryside Archaeologist	1	Other posts
Countryside Management Caseworker	1	Other posts
County Archaeological Officer	1	County or Regional Archaeologist
County Archaeologist	7	County or Regional Archaeologist
Curator	16	Museum Archaeologist
Curatorial Assistant	2	Museum Archaeologist
Curatorial Officer	2	Museum Archaeologist
Curatorial Project Officer	2	Museum Archaeologist
Curator's Assistant	1	Museum Archaeologist
Custodian	3	Other support posts
Data Manager	1	Computing Officer
Database Assistant	1	Computing Officer
Demonstrator	1	Other posts
Department Manager	2	Director or Manager
Departmental Secretary	2	Administrator
Dept Administrator	1	Administrator
Deputy Archaeologist	1	Other posts
Deputy Chief Executive	1	Senior posts
Deputy Curator	1	Museum Archaeologist
Deputy Director	7	Senior posts
Deputy Finds Manager	1	Finds Officer
Deputy Project Manager	2	Project Manager
Design and Special Projects Officer	1	Illustrator
Design Officer	1	Illustrator
Development Control Archaeologist	2	Planning Archaeologist
Development Control Assistant	1	Planning Archaeologist
Development Control Liaison Officer	1	Planning Archaeologist
Development Control Officer	2	Planning Archaeologist
Director	57	Director or Manager
District Archaeologist	1	County or Regional Archaeologist
Driver/Equipment Officer	1	Other support posts
Editor	2	Editor
Editorial Assistant	2	Editor
Education/Site Assistant	1	Excavator or Site Assistant
E-Government Heritage Researcher	2	Researcher
Environmental Adviser	2	Archaeological Scientist
Environmental Archaeological Consultant	1	Archaeological Scientist
Environmental Archaeologist	4	Archaeological Scientist
Environmental Assistant	2	Archaeological Scientist
Environmental Manager	2	Archaeological Scientist
Environmental Officer	2	Archaeological Scientist
Environmental Processor	2	Archaeological Scientist
Environmental Supervisor	1	Archaeological Scientist
Environmentalist	1	Archaeological Scientist
Excavation Assistant	2	Junior posts
Excavator	33	Excavator or Site Assistant
Experimental Officer	1	Other posts
Field/Finds Officer	4	Finds Officer
Field Archaeologist	6	Archaeologist
Field Director	1	Director or Manager
Field Monument Warden	7	Warden
Field Officer	29	Field Officer
Field Supervisor	3	Supervisor

Post title	*Individuals*	*Profile title*
Fieldwork Programme Manager	1	Director or Manager
Finance Clerk	1	Financial posts
Finance Director	1	Financial posts
Finance Manager	2	Financial posts
Finance Officer	5	Financial posts
Financial Administration Officer	1	Financial posts
Financial Manager	1	Financial posts
Finds Assistant	8	Finds Officer
Finds Coordinator	1	Finds Officer
Finds Identification and Recording Assistant	1	Finds Officer
Finds Liaison Officer	4	Finds Officer
Finds Manager	4	Finds Officer
Finds Officer	7	Finds Officer
Finds Processing Assistant	4	Finds Officer
Finds Processor	5	Finds Officer
Finds Recording Officer	2	Finds Officer
Finds Specialist	6	Finds Officer
Finds Supervisor	5	Finds Officer
Freelance Associate	2	Other posts
General Manager	1	Director or Manager
General Operative	4	Other posts
Geoarchaeologist	2	Archaeological Scientist
Geomatics Officer	0	Computing Officer
Graduate Archaeologist	1	Junior posts
Grants Administrator	2	Administrator
Graphic Assistant	1	Illustrator
Head of Archaeological Unit	1	Senior posts
Head of Archaeology	1	Senior posts
Head of Archaeology and Historic Buildings	1	Buildings Archaeologist
Head of Buildings Archaeology	1	Buildings Archaeologist
Head of Conservation	1	Conservation Archaeologist
Head of Curatorial Services	2	Senior posts
Head of Excavations	1	Senior posts
Head of Fieldwork	1	Senior posts
Head of Finance	1	Financial posts
Head of Heritage Conservation	1	Conservation Archaeologist
Head of Heritage Management Services	2	Senior posts
Head of Outreach	1	Senior posts
Head of Photography	1	Photographer
Head of Publication	1	Editor
Head of Publications	1	Editor
Head of Section	8	Senior posts
Head of Training and Standards	1	Senior posts
Heritage Advice Team Manager	1	Director or Manager
Heritage Development Officer	1	Other posts
Heritage Information Officer	1	Sites and Monuments Record Officer
Heritage Management Archaeologist	3	Other posts
Heritage Management Assistant	5	Junior posts
Heritage Management Caseworker	1	Other posts
Heritage Management Project Manager	1	Project Manager
Heritage Officer	5	Other posts
Heritage Technician	1	Other posts
Historic Buildings Consultant	6	Buildings Archaeologist
Historic Buildings Officer	2	Buildings Archaeologist
Historic Environment Adviser	4	Other posts
Historic Environment Information Officer	1	Sites and Monuments Record Officer
Historic Environment Officer	2	Other posts
Historic Environment Records Officer	1	Sites and Monuments Record Officer
Historic Landscape Officer	1	Other posts
Historical Researcher	2	Researcher
Human Bone Specialist	2	Archaeological Scientist

Post title	Individuals	Profile title
Illustrator	27	Illustrator
Industrial Archaeology Consultant	1	Consultant
Industrial Heritage Archivist	2	Archives Officer
Information and Records Archaeologist	1	Sites and Monuments Record Officer
Information and Records Assistant	5	Sites and Monuments Record Officer
Information and Records Officer	1	Sites and Monuments Record Officer
Inspector	1	Inspector
Inspector of Ancient Monuments	24	Inspector
Investigator	26	Investigator
Investigator/Curatorial Officer/Photographer	10	Investigator
IT Manager	3	Computing Officer
IT Officer	4	Computing Officer
IT Support	1	Computing Officer
JIS Coordinator	1	Other support posts
Junior Project Manager	1	Project Manager
Keeper	11	Museum Archaeologist
Laboratory Manager	1	Archaeological Scientist
Laboratory Technician	4	Archaeological Scientist
Lecturer	63	Academic Staff
Logistics Manager	1	Director or Manager
Manager	1	Director or Manager
Manager Archaeological Archive	1	Archives Officer
Manager Digital Graphics and Media	1	Illustrator
Manager History and Archaeology Team	1	Director or Manager
Managing Archaeologist	1	Other posts
Managing Director	3	Director or Manager
Managing Editor	2	Editor
Museum Archaeology Officer	1	Museum Archaeologist
Museum Assistant	4	Museum Archaeologist
Museum Officer	2	Museum Archaeologist
Museums Archaeologist	1	Museum Archaeologist
Museums Graphic Designer	1	Illustrator
Museums Registrar	1	Museum Archaeologist
National Park Archaeologist	1	County or Regional Archaeologist
Network Administrator	1	Computing Officer
New Business Officer	2	Other posts
Office Administrator	1	Administrator
Office Assistant	2	Other support posts
Office Cleaner	1	Other support posts
Office Manager	4	Director or Manager
Officer	9	Other posts
Operations Director	1	Director or Manager
Operations Manager	2	Director or Manager
Osteoarchaeologist	1	Archaeological Scientist
Outreach Officer	1	Other posts
Partner	4	Senior posts
Personal Assistant	8	Other support posts
Personnel Manager	1	Director or Manager
Personnel Officer	1	Other support posts
Photographer	3	Photographer
Planning Archaeologist	5	Planning Archaeologist
Planning Casework Officer	4	Planning Archaeologist
Planning Officer	1	Planning Archaeologist
Planning Technician	1	Planning Archaeologist
Post-excavation and Archive Officer	1	Archives Officer
Post-excavation Manager	2	Director or Manager
Post-excavation Officer	1	Other posts
Pottery Specialist	10	Finds Officer
Principal Archaeological Officer	4	Archaeological Officer
Principal Archaeologist	14	Senior posts
Principal Consultant	1	Consultant

Post title	*Individuals*	*Profile title*
Principal Curator	3	Museum Archaeologist
Principal Designer/Illustrator	1	Illustrator
Principal Field Archaeologist	1	Archaeologist
Principal Geomatics Officer	2	Computing Officer
Principal Historic Environment Officer	1	Senior posts
Principal Inspector	1	Inspector
Principal Inspector of Ancient Monuments	7	Inspector
Principal Investigator	4	Investigator
Principal Keeper	2	Museum Archaeologist
Principal Landscape Archaeologist	1	Senior posts
Principal Officer	1	Senior posts
Professional Assistant	1	Junior posts
Professor	23	Academic Staff
Project Archaeologist	18	Archaeologist
Project Assistant	115	Junior posts
Project Development Officer	1	Other posts
Project Director	2	Senior posts
Project Management Officer	2	Other posts
Project Manager	74	Project Manager
Project Officer	147	Project Officer
Project Officer CAD/Survey	1	Surveyor
Project Researcher	2	Researcher
Project Secretary	1	Administrator
Project Supervisor	58	Supervisor
Property Archaeologist	2	Other posts
Property Manager	3	Director or Manager
Proprietor	2	Senior posts
Reader	4	Academic Staff
Receptionist	1	Other support posts
Records Assistant	1	Sites and Monuments Record Officer
Records Officer	1	Sites and Monuments Record Officer
Regional Archaeologist	27	County or Regional Archaeologist
Research Assistant	2	Researcher
Research Associate	3	Researcher
Research Director	1	Director or Manager
Research Fellow	13	Academic Staff
Researcher	15	Researcher
Resource Assistant	1	Financial posts
Resources Director	1	Financial posts
Rural Archaeologist	1	Other posts
Rural HERS Officer	1	Sites and Monuments Record Officer
Scheduling Caseworker	1	Other posts
Secretary	12	Administrator
Sector Manager	2	Director or Manager
Senior	5	Senior posts
Senior Administration Officer	1	Administrator
Senior Administrative Assistant	1	Administrator
Senior Administrator	1	Administrator
Senior Archaeological Consultant	2	Consultant
Senior Archaeological Field Technician	3	Senior posts
Senior Archaeological Officer	2	Archaeological Officer
Senior Archaeologist	92	Senior Archaeologist
Senior Archaeologist (Historic Environment Record)	1	Sites and Monuments Record Officer
Senior Archaeologist (Planning Advice)	2	Planning Archaeologist
Senior Archaeologist (Planning)	1	Planning Archaeologist
Senior Archaeologist (Publication)	1	Editor
Senior Archaeology Officer	1	Archaeological Officer
Senior Assistant Keeper	1	Museum Archaeologist
Senior Conservation Archaeologist	1	Conservation Archaeologist
Senior Consultant Archaeologist	1	Consultant
Senior Curator/Head of Archaeology	1	Museum Archaeologist

Post title	Individuals	Profile title
Senior Designer/Illustrator	5	Illustrator
Senior Development Control Officer	1	Planning Archaeologist
Senior Environmental Adviser (Archaeology)	1	Archaeological Scientist
Senior Field Officer	4	Field Officer
Senior Finds Specialist	1	Finds Officer
Senior Geomatics Officer	3	Computing Officer
Senior Historic Buildings Officer	2	Buildings Archaeologist
Senior Illustrator	3	Illustrator
Senior Inspector	4	Inspector
Senior Investigator/Project Manager	8	Investigator
Senior Keeper	1	Museum Archaeologist
Senior Landscape Archaeologist	1	Senior posts
Senior Lecturer	7	Academic Staff
Senior Manager	3	Director or Manager
Senior Photographer	1	Photographer
Senior Planning Archaeologist	2	Planning Archaeologist
Senior Project Assistant	4	Senior posts
Senior Project Manager	27	Project Manager
Senior Project Officer	18	Project Officer
Senior Supervisor	4	Supervisor
Senior Technical Manager	2	Director or Manager
Site Assistant	55	Excavator or Site Assistant
Site Director	3	Director or Manager
Site Supervisor	1	Supervisor
Site Supervisor Consolidation	1	Supervisor
Site Supervisor Field Archaeology	4	Supervisor
Sites and Monuments and Project Officer	1	Sites and Monuments Record Officer
Sites and Monuments Archaeologist	1	Sites and Monuments Record Officer
Sites and Monuments Assistant	2	Sites and Monuments Record Officer
Sites and Monuments Development Officer	1	Sites and Monuments Record Officer
Sites and Monuments Internet Project Officer	1	Sites and Monuments Record Officer
Sites and Monuments Manager	1	Sites and Monuments Record Officer
Sites and Monuments Officer	7	Sites and Monuments Record Officer
Sites and Monuments Record Archaeologist	1	Sites and Monuments Record Officer
Sites and Monuments Record Assistant	3	Sites and Monuments Record Officer
Sites and Monuments Record Manager	1	Sites and Monuments Record Officer
Sites and Monuments Record Officer	9	Sites and Monuments Record Officer
Sites and Monuments Record Volunteer	5	Sites and Monuments Record Officer
Specialist	13	Other posts
Staff Archaeologist	3	Other posts
Stores Manager	1	Director or Manager
Student Placement	1	Junior posts
Supervisor	58	Supervisor
Supervisor/Senior Supervisor	12	Supervisor
Support Staff	5	Other support posts
Survey Officer	1	Surveyor
Surveyor/Field Technician	1	Surveyor
Surveyor/Illustrator	1	Surveyor
Systems Development Officer	1	Computing Officer
Team Leader	4	Senior posts
Team Leader (Archae/Heritage, Ecology and Landscape)	1	Senior posts
Team Leader, Heritage and Resources	1	Senior posts
Team Manager	1	Director or Manager
Technical Director	2	Director or Manager
Technical Manager	3	Director or Manager
Technician	3	Other posts
Technician	16	Other support posts
Territory Archaeologist	3	County or Regional Archaeologist
Trainee Graduate	8	Junior posts
Tutor	24	Academic Staff
Unit Director	1	Director or Manager

Post title	*Individuals*	*Profile title*
User Service Manager	1	Director or Manager
Visitor Assistants	9	Other support posts
Visitor Services Manager	1	Director or Manager
Volunteer	2	Junior posts
Volunteer Finds Assistant	1	Finds Officer
Warden	10	Warden
Wood Technologist	1	Finds Officer

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Appendix II: Further Comments

The final question on the questionnaire asked 'if you have any further comments about any aspect of archaeological employment in the UK, please make them here'. This was taken up with relish by many of the respondents. All of the comments received are presented below, unsorted but with any reference to particular organisations that could identify the responding organisation removed.

Most of this form does not apply since I am self-employed and working on my own. However, I am aware of the need to keep appropriate skills up to date and am an associate member of the IFA.

Note: I am a self-employed consultant, not registered as a company. Many questions therefore not relevant.

In general Archaeology courses at university do not equip students for a job in practical archaeology. We are so poorly paid – why don't we all whack 25% on to our prices?

It is burdened by the presumptions manifest in this survey. Apart from that it is healthy and well remunerated, but under-skilled. [NB this organisation does not employ staff, it has 'self-employed associates'].

It is still difficult to establish a proper career structure given the exigencies of developer funded commercial archaeology. Until the profession becomes mature enough not to 'undercut the opposition' at all costs we will make little progress and good, talented archaeologists will have to choose between low paid insecure posts and leaving the profession.

1. New entrant's unrealistic expectations of archaeological career. 2. Archaeology is undermined by lack of Chartered status. 3. Most archaeologists are very ignorant of non-academic relevant areas eg Contract Law. 4. We undersell and underpay so not taken seriously by others.

Please note that I am a conservator running a service within a university. I have answered this for the service I run and not for the university with regard to training/IiP etc.

There should be no 'unpaid staff' in a commercial organisation. Even a student (of whatever age or experience) wanting to do a little fieldwalking, or whatever, should be paid, because they will be helping to complete a task while they learn.

I am a self-employed contractor with MIFA status. Therefore most of the boxes are not applicable.

Our staff are daily/weekly paid and are NOT in continuous employment. We have a 'pool' we draw on.

Re Q 10. I don't employ new entrants to the profession because they are so poorly trained by the universities. It was difficult to convey this in your multiple choice system.

We are part of a larger organisation that requires us to employ our casual staff through an agency rather than directly. This can raise issues of parity of treatment for employment conditions, training etc.

Form difficult to fill out. Work as archaeologist in very large non-archaeological organisation. Have tried to answer for the archaeologists as a group rather than the organisation as a whole.

Is the IFA ever going to turn its attention from the Home Counties to the plight of archaeology in the rest of the UK?

It is extremely difficult to relate this questionnaire to those teaching archaeology.

As a consultancy firm of which archaeology only forms a very small part, we are well paid as archaeologists (car allowance, health care, pension and death in service benefits) but we are still poorly paid in comparison to other consultants in the firm.

Lack of field skills in fresh graduates. It amazes me people can get degrees in archaeology and have never drawn a section and have no idea where to start on a desk based study. Consistently disappointed by graduates.

[This organisation] does not initiate or undertake field archaeology. Four of our staff in the [museum department] undertake field archaeology in their own time and are experienced in this field.

'*Best value' not always priority of commissioning bodies. PPG16 revision should emphasise that tenders must be carefully evaluated and inadequate bids should be rejected even if cheap. PPG15 should give power to insist on 'soft strip' of buildings and on research before plans are finalised.*

I am an archaeologist working in the museum sector conducting rescue excavations with some contract labour. This without the backup of PPG16 funding usually supplied by sponsorship. I also have volunteer group who excavate regularly – c10 for three hours per week average per year.

Currently our senior archaeological member of staff is on a career break, so no specialists on staff employed in this role (although several other members of staff are archaeological in background).

Career progression? What's career progression?!

The sector needs to work together to agree a system of qualifications linked to IFA membership and use this as a springboard for improving training, pay and conditions.

Train undergrads in skills which will equip them for the jobs that are actually out there in the real world. Formal training for planning archaeologists is essential and currently non-existent.

I am a sole trader working as a consultant with part-time help from my wife.

Difficult to gauge without understanding contract and part-time employment staff.

As a sole trader very little of this questionnaire is relevant to a 'one person' organisation! Employment legislation makes it very difficult for me to employ staff when required for a few days at a time. As a result I have to use 'volunteers' and pay cash 'expenses'.

Some questions are not relevant to 'one-man bands'!

Many of the above issues are outwith the control of [this organisation]. Low staffing and budget levels mean service development and training MUST be provided though external project funding – unpredictable, unreliable. Cover for absences does not exist.

Museum archaeologists have different needs to field archaeologists.

Not sure this is appropriate for museums archaeology in a local authority. It reads as though drafted from a field archaeologist's point of view and seems to ignore the contribution made by museum archaeologists – or is this another case of 'dirt archaeology' snobbery?

The role and problems of the sole trader in archaeological work are given little coverage in IFA literature. I may be unusual in being a self-employed contractor in the evaluation/watching brief sector, but there are many like me in buildings, desk-based and finds.

As I am a 'sole operator' [within a local authority] some spots of the form have been difficult. The support and training given by the Council is good in general terms. But specific professional support is lacking.

The current trading system (ie competitive tendering) is prohibitive of long term employment in archaeology for all those not at the upper levels of the profession.

Much is not applicable to two-person partnership earning less than one decent 'salary' between them.

Questionnaire seems dedicated to field units with little reference to curatorial framework. Eg skills gap make no legal/planning law reference. Local authority here has genuine policy of financed CPD that supports development. Hard to reconcile with on-job bodging experienced in units.

Increasingly there is a move towards integrated historic environment conservation. Should the survey not reflect this rather than maintain a strict division in the job sector.

We pay students in vacation periods on a pro rata basis £11,000-£14,000 per annum. Usually one student per vacation, undertaking data entry and filing.

What about self-employed archaeologists?

Private sector contractors have driven wages down and restricted the thoroughness of fieldwork due to very fine margins.

Many of the questions do not apply to sole traders with no staff, such as myself.

I am a freelance archaeologist; a lot of this just did not apply to me.

Many of these questions were not applicable to a single archaeological post in a local authority.

Five people working in non-archaeological posts within our museum service have a BA or more in archaeology but are not working with the archaeological collection though they would like to work in some aspect of the profession.

Pay of specialist (and all other) staff is too low. This is mainly because proportional cost of archaeology to developer (proportion of cost of development project) is too low. Specialist MIFA MSc and above staff should be able to charge equivalent of engineers £.250-350 per day.

This questionnaire does not map onto the kind of organisation represented here at all well – as you can see this is a one-person consultancy which is supplemental to another job. Principal role equally split between field investigation, historic environment and educational services.

This body is only able to offer decent working conditions because it is part of a larger publicly funded organisation. General employment conditions in trusts and commercial organisations are dreadful!

Many of these questions not directly applicable to archaeological work within Lifelong Learning departments.

This questionnaire hardly applies to a self-employed sole trader.

Budget and archaeological staff cut to unacceptable levels. No possibility of curating archives and finds to acceptable standards. Metal and nonstable finds deteriorating, also site photo archives. Due to government underfunding of local government which then cuts non-statutory services, planning work also under resourced – 0.25 persons.

Archaeological salaries remain consistently low and should be increased to allow the employment and retention of quality staff.

This profile does not recognise the many small (1-3 person) professional operations engaged on PPG16 work. The answers are likely to be misleading if not totally irrelevant. The impression given is that this profiling approach is designed to favour the larger operators and squeeze out the smallest. This would not help the archaeological/historical environment element in the planning process. We would like to be assured by the profession at large that a small operation can be both professional to a high standard and offer an essential service.

I would like to see a greater practical component within archaeology first degree courses. This might provide a better preparation for new entrants into the profession.

There seems to be something wrong with the database set up for archaeological training skills. I can't enter 0 in the fields – have put 10 instead.

Most of the above questions have little relevance to a University department.

As we are a training organisation in our own right it has not been easy to answer questions about archaeology per se.

As a small unit I believe that we overcome many problems through informality and friendliness. The fact that we are small means that of necessity we offer a diverse range of work experiences for our staff. However we have problems affording training.

I do not consider that the NVQ format is appropriate for a knowledge-based subject like archaeology as we practice it. It may have some value for skill-based aspects of the job.

Little available training in CRM [here], as [national heritage agency] gives no priority to training the profession. Staff have to go to [another national heritage agency] supported courses. New graduates know little about CRM, particularly planning.

There are too many new graduates moving directly into positions of responsibility within consultancies whose prime motivation is to expedite the removal of archaeological strata in order to allow developers access to sites. This is leading to situations in which timescales are too short for proper excavation to take place and areas excavated are too small to allow reliable inferences to be drawn concerning the archaeological significance of the sites. No facilities or time are being allowed for these people to acquaint themselves with the details of the archaeology of the areas in which they find themselves working.

Solution: Better training for graduates *after* they leave university and the breaking of the direct link between developers and consultants (possibly through a development tax).

Managers and supervisors are being called upon to work in areas of the country of which they have no direct knowledge with the result that poor quality decisions are being taken affecting the size of excavated areas and the amount of time needed to undertake proper excavation. The result is 'grey publications' which are inadequate or simply wrong in terms of factual detail and inference.

Solution: Revival of the county unit structure with dedicated units working in specific areas under the close control of adequately resourced local authority and EH inspectors and an end to the contract-tender system.

Field archaeologists with no knowledge of, or interest in, research questions are dictating the scope and scale of finds work with the result that finds reports are no more than catalogues of data devoid of interpretation.

Solution: Enforcement of the MAP II guidelines by local authority curators with regard to the proper planning of fieldwork projects to ensure that specialists form part of the management team from the outset of a project.

Perception that archaeological colleagues who are 'contractors' are having trouble attracting and retaining site staff in particular, leading to a personnel and skills shortage at the 'sharp end' and increasing pressure on experienced site supervisors/managers/other personnel. Perhaps limited size of profession results in low turnover at more 'senior' level and therefore frustratingly slow career progression for those lower down the 'ladder'?

Appendix III: The Questionnaire

The following pages are the complete text of the questionnaire and covering letter as they were posted to the organisations on the project's mailing list.

CULTURAL HERITAGE NTO

IFA

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03

Dear Sir or Madam,

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03 is a project that is intended to provide information about archaeological employment in the United Kingdom and to provide the basis for informed strategies to develop the profession. This will update the only previous such survey, *Profiling the Profession*, which obtained data in 1997/98 (results online at http://www.archaeologists.net/profession.html).

The **Institute of Field Archaeologists** has been commissioned to undertake this project by the **Cultural Heritage National Training Organisation** with funding from **the Sector Skills Development Agency**, and financial support from **English Heritage** and **Cadw: Welsh Historic Monuments**.

Every organisation that employs or commissions archaeologists in the UK is invited to contribute to this project, and the principal aim of the project is to identify, collect, quantify and disseminate labour market information on the archaeology sub sector to provide employers with comprehensive, up-to-date information to aid business planning and improve organisational performance and competitiveness. This will include:

- a profile of the workforce, highlighting any diversity issues
- information on training needs, skills shortages and skills gaps
- details of the nature, extent of the archaeology sector, including accurate employment figures
- information on occupations including potential recruitment and career progression difficulties
- labour market trends and issues including training investment and supply and other financial, business and staffing issues.

Enclosed is the questionnaire which will be used to retrieve this data. Please ensure that this letter is not separated from the questionnaire, as it contains advice that will be needed by the person completing the questionnaire.

This research will address the whole of the archaeology profession and will include volunteers (unpaid staff) and those in paid employment. **Please note that when completing the questionnaire, members of staff can be either paid or unpaid, but an employee is a member of staff who is on the payroll**.

Enclosed is also a postage-paid reply envelope. As an alternative to completing the paper version, respondents are invited to complete the electronic version of the questionnaire, which is accessible online through http://www.archaeologists.net. Completing the electronic version, rather than that on paper, would be greatly appreciated, as this will reduce the time that will have to be spent on data re-entry.

The deadline for the return of the completed paper questionnaire is December 24 2002, but we will still be able to receive electronic versions until 6 January 2003.

It is accepted that completing the questionnaire may present some difficulties. We must apologise for requesting such complex information, but it is needed to build as full a picture as possible. Potentially the most difficult question is the first, which asks organisations to characterise their organisation by the principal service they provide, using definitions created in the *Standards and Functions in Archaeology* project. Many organisations will consider that they provide services that cross over the definitions presented – such as those that undertake field investigation & research and also provide historic environment advice. Please consider this question in depth, and choose only one category. In part 2 of the questionnaire, which asks about archaeological posts, there is the opportunity to specify which occupational category the people working in particular posts would be part of; this does not need to match that identified in the first question, and so offers the opportunity to demonstrate the width of service provided by the organisation.

If you require further assistance or advice in completing the questionnaire, please do not hesitate to contact Kenneth Aitchison (lmi@archaeologists.net) at the **Institute of Field Archaeologists**.

A full archive of all the information received, plus a full copy of the database used, will be held by the **Cultural Heritage National Training Organisation**. As some of this information might be considered to be commercially sensitive, the entries in the archive will only be identified by the region of the UK where the organisation providing the data is based and what type of organisation that is. **It will be impossible to connect the data to the organisation that provided it**.

The results of the survey will be launched at the **IFA** *Annual Conference for Archaeologists*, in Bangor from 15 – 17 April 2003. The results will be published, conventionally and electronically, by **CHNTO** and summaries will also be presented in other relevant publications. Paper copies of the final report will be sent to all organisations that have returned questionnaires.

With many thanks in advance,

yours faithfully,

Anne Mackintosh
Head of Research and Learning
Cultural Heritage National Training Organisation

Kenneth Aitchison
Head of Training and Standards
Institute of Field Archaeologists

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03

this questionnaire is designed to obtain information relating to people working in archaeology at present. please complete the questionnaire using information that applied to your organisation on Monday 25 November 2002

part one: the organisation

1 organisational structure and role

		principal role			
	structural basis	field investigation and research services	historic environment advice and information services	museum and visitor / user services	educational and academic research services
please tick one box that best describes your organisation's structural basis and principal role	national government				
	local government				
	university				
	commercial organisation				
	other				

2 geographical location

please tick one box to indicate where the organisation that you are providing data for is based	east midlands		west midlands	
	eastern england		yorkshire & the humber	
	london		scotland	
	north-east england		wales	
	north-west england and merseyside		northern ireland	
	south-east england		channel islands	
	south-west england		isle of man	

3 number of staff

please indicate how many members of staff, paid and unpaid, are working for your organisation at present **please ensure that all staff, including those on short-term or temporary contracts are included**		**paid**	**unpaid**
	archaeological staff		
	non-archaeological support staff		
	total staff		

have these numbers varied in the course of the past year? If so, please indicate the maximum and minimum numbers of staff, paid and unpaid, that your organisation has had at any given time in the course of the past year		**paid**		**unpaid**	
		min	max	min	max
	archaeological staff				
	non-archaeological support staff				
	total staff				

4 employee rights / benefits

	yes	no	don't know
do employees receive 20 or more days paid holiday leave per annum?			
do employees receive paid sickness leave over and above Statutory Sick Pay?			
do employees receive paid maternity leave over and above Statutory Maternity Pay?			
do employees receive the opportunity to take unpaid maternity leave?			
do employees receive paid paternity leave?			
do employees receive the opportunity to take unpaid paternity leave?			
are employees provided with the opportunity to jobshare or use other flexible working arrangements?			
are employees provided with subsidised accommodation or subsistence allowance?			

please give details of any other employee benefits which the organisation provides [eg reimbursement of IFA subscriptions]

5 salary scales

	yes	no	don't know
are salaries within the organisation tied to any scale system?			
if **yes**, then please indicate the type of scale system in use			
civil service			
local authority			
university			
locally defined or own scale			
other [please specify]			

trades unions

	yes	no	don't know
are there any recognised trades unions in the organisation's workplace?			
if **yes**, which unions are these? [tick all that apply]			
Amicus			
AUT [Association of University Teachers]			
Prospect			
Unison			
other [please specify]			

7 past and future staff numbers

please indicate how the numbers of members of staff [in terms of Full-time Equivalents] have changed over the last few years and how you anticipate staff numbers to change in the near future **please ensure that all staff, including those on short-term or temporary contracts, are included**	how did the numbers employed by the organisation **one year ago [2001/02]** compare with the present? [circle **more** if there were more employees one year ago *etc*.]						
	paid staff	more	the same	fewer		don't know	not trading
	unpaid staff	more	the same	fewer	none	don't know	not trading
	how did the numbers employed by the organisation **three years ago [1999/2000]** compare with the present?						
	paid staff	more	the same	fewer		don't know	not trading
	unpaid staff	more	the same	fewer	none	don't know	not trading
	how did the numbers employed by the organisation **five years ago [1997/98]** compare with the present?						
	paid staff	more	the same	fewer		don't know	not trading
	unpaid staff	more	the same	fewer	none	don't know	not trading
	how do you anticipate the numbers employed by the organisation **one year in the future [2003/04]** to compare with the present? [circle **more** if you anticipate there being more employees in one year's time *etc*.]						
	paid staff	more	the same	fewer		don't know	
	unpaid staff	more	the same	fewer	none	don't know	
	how do you anticipate the numbers employed by the organisation **three years in the future [2005/06]** to compare with the present?						
	paid staff	more	the same	fewer		don't know	
	unpaid staff	more	the same	fewer	none	don't know	

8 Investors in People and other quality standards

	yes	no	don't know
do you employ a quality system [for example ISO 9000]			

if you answered **yes** to this question then please tick all the quality systems that you apply	ISO 9000
	Investors in People
	SQMS [Scottish Quality Management System]
	EFQM [European Foundation for Quality Management
	BEM [Business Excellence Model]
	Charter Mark
	Museum Registration
	IFA Registered Archaeological Organisation
	other [please specify]

relating to Investors in people [IiP] is your organisation [tick one box only]	recognised IiP		considered and rejected	
	committed to IiP		not considered	
	considered not yet working towards it		don't know	

if your organisation has not committed to IiP which of the following is the main reason?	too much paper work		no LSC / LEC funding	
	time not available		other [please add]	
	benefits not clear			
	seemed irrelevant			

relating to IFA registration is your organisation [tick one box only]	registered archaeological organisation		working towards registration	
	considered not yet working towards it		considered and rejected	
	not considered		don't know	

if you have not committed to IFA registration which of the following is the main reason?	too much paper work		part of a larger organisation that will not commit	
	time not available		other [please add]	
	benefits not clear			
	seemed irrelevant			

9 staff training and development

	yes	no	don't know
do you identify training needs for individuals and the organisation as a whole?			
do you provide training or other development opportunities for paid employees?			
do you provide training or other development opportunities for unpaid staff?			
if **yes** to either of the two questions above, how do you develop your staff – tick all that apply	**paid staff**	**unpaid staff**	
formal off-job training [eg outside training courses]			
formal in-job training [eg in-house training course]			
informal off-job training [eg supported individual research and learning]			
informal in-job training [eg mentoring]			
	yes	no	don't know
does your organisation have a formal training plan?			
does your organisation have a training budget?			
is your training budget under your organisation's direct control?			
do you record how much time employees spend training?			
do you formally evaluate the impact of training on individuals?			
do you formally evaluate the impact of training on the organisation?			
does your organisation operate a performance appraisal scheme?			
does your organisation encourage individuals to engage in continuing professional development?			

10 training supply and demand

do you employ new entrants to the profession?	yes	no	don't know	
if so, how much training do you have to give new entrants? [on average]	very little	little	considerable	very considerable
how well equipped with skills are new entrants to the profession?	very poorly	poorly	well	very well
how well do currently available courses match the requirements of the profession?	very poorly	poorly	well	very well

11 skills gaps

has your organisation brought in outside specialists or consultants in the last year for specific non-archaeological purposes? If so, please indicate in which areas they contributed to the work of your organisation.	leadership		project management	
	information technology		business skills	
	people management		non English language	
	education / training		customer care	
	marketing / sales		advocacy / influencing others	
	other [please specify]			

has your organisation brought in outside specialists or consultants in the last year for technical, archaeological purposes? if so, please indicate in which areas they contributed to the work of your organisation	conducting [direct] intrusive investigations [evaluation, excavation]		contributing to intrusive investigations [evaluation, excavation]	
	conducting [direct] non-intrusive field investigations [geophysical survey]		contributing to non-intrusive field investigations [geophysical survey]	
	conducting [direct] other non-intrusive field investigations		contributing to other non-intrusive field investigations	
	archaeological landscape characterisation		desk-based research	
	conservation of artefacts or ecofacts		artefact or ecofact research	
	other [please specify]			

what non-archaeologically specific skills are a priority for training your organisation's staff over the next two years [please select up to three]	leadership		project management	
	information technology		business skills	
	people management		non English language	
	education / training		customer care	
	marketing / sales		advocacy / influencing others	
	other [please specify]			

what technical, archaeological skills are a priority for training your organisation's staff over the next two years? [please select up to three]	conducting [direct] intrusive investigations [evaluation, excavation]		contributing to intrusive investigations [evaluation, excavation]	
	conducting [direct] non-intrusive field investigations [geophysical survey]		contributing to non-intrusive field investigations [geophysical survey]	
	conducting [direct] other non-intrusive field investigations		contributing to other non-intrusive field investigations	
	archaeological landscape characterisation		desk-based research	
	conservation of artefacts or ecofacts		artefact or ecofact research	
	other [please specify]			

12 vocational qualifications

are you aware of any vocational qualifications in archaeological practice?	yes	no	don't know	
how much support would you give staff to work towards such qualifications?	very little	little	considerable	very considerable

13 **further comments**

if you have any further comments about any aspect of archaeological employment in the UK, please make them here	

please now complete **part two: post profiles**

Archaeology Labour Market Intelligence: Profiling the Profession 2002/03

part two: post profiles

please complete this sheet for each post title within the organisation, for both archaeological staff and any dedicated support staff that work with the archaeologists. note that while each entry relates to a particular post, this may well relate to a number of individuals.

please photocopy this sheet as many times as required, noting that the sheet is double-sided

post title	
number of **paid** individuals employed in this post	
number of individuals working in this post on an **unpaid** basis	

please indicate the principal role of the individuals working in this post [tick one box only]	archaeologist: field investigation and research services	
	archaeologist: historic environment advice and information services	
	archaeologist: museum and visitor / user services	
	archaeologist: educational and academic research services	
	support staff	

number of individuals working in this post by age and gender	**paid staff**	female	male	**unpaid staff**	female	male
	aged under 20			aged under 20		
	aged 20 – 29			aged 20 - 29		
	aged 30 – 39			aged 30 - 39		
	aged 40 – 49			aged 40 - 49		
	aged 50 – 59			aged 50 - 59		
	aged 60 and over			aged 60 and over		

gross salary	minimum		does this include any weighting allowance?	yes		how much?	minimum	
	maximum			no			maximum	
	average						average	

does your organisation operate a performance-related pay scheme?	yes	
	no	
	don't know	

working hours per week [please complete in terms of numbers of individuals]	**paid staff**		**unpaid staff**	
	part-time [<30h pw]		part-time [<30h pw]	
	full-time [>=30h pw]		full-time [>=30h pw]	

length of contract for **paid staff** [please complete in terms of numbers of individuals]	up to 3 months		12 – 24 months	
	3 – 6 months		> 24 months	
	6 – 12 months		permanent / open ended	

length of employment to date – **paid staff** [please complete in terms of numbers of individuals]	up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	> 24 months	

length of time working with organisation – **unpaid staff** [please complete in terms of numbers of individuals]	up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	> 24 months	

how many of the paid posts are funded by establishment income or by project grants / contracts [please complete in terms of numbers of individuals	establishment	
	project	

does the organisation contribute to the pension of individuals working in this post? [please complete in terms of numbers of individuals	yes	
	no	

in the last year, have there been vacancies for this post that have been difficult to fill? [post advertised for over six months]	yes	
	no	
	don't know	

how many of the people working in this post have each of the following qualifications [for those with multiple qualifications count only their highest]	doctorate	paid staff		unpaid staff	
	postgraduate [masters]	paid staff		unpaid staff	
	first degree or HND	paid staff		unpaid staff	
	A level, Highers, GNVQ, GSVQ, GCSE, S-Grade	paid staff		unpaid staff	

what are the ethnic origins of the people working in this post [please complete in terms of numbers of individuals]	black african	paid staff		unpaid staff	
	black caribbean	paid staff		unpaid staff	
	east asian	paid staff		unpaid staff	
	south asian [Indian subcontinent]	paid staff		unpaid staff	
	white	paid staff		unpaid staff	
	other	paid staff		unpaid staff	

how many of the people working in this post are disabled, as defined in the Disability Discrimination Act 1995 as being anyone 'with a physical or mental impairment which has a substantial and long-term adverse effect upon their ability to carry out normal day-to-day activities' ?	paid staff		unpaid staff	

Appendix IV: National Statistics Classification

Below are details of the group of professional occupations into which archaeologists are classified by National Statistics (formerly the Office of Populations, Censuses and Surveys).

MINOR GROUP 29

PROFESSIONAL GROUPS NEC (NOT ELSEWHERE CATEGORISED)

Workers in this minor group perform a variety of professional occupations not elsewhere classified in MAJOR GROUP 2: PROFESSIONAL OCCUPATIONS.

Occupations in this minor group are classified into the following unit groups:

290 Psychologists
291 Other Social and Behavioural Scientists
292 Clergy
293 Social Workers, Probation Officers

291 OTHER SOCIAL AND BEHAVIOURAL SCIENTISTS

Other social and behavioural scientists study the origin, structure and characteristics of language, the earth's surface and the form, behaviour, social patterns and interrelationships of human beings.

TYPICAL ENTRY ROUTES AND ASSOCIATED QUALIFICATIONS

Entry is most common with a degree or equivalent qualification but is possible with other academic qualifications or relevant experience.

TASKS

- organises and controls field excavations to study artifacts, ancient ruins and fossilised remains;
- traces the evolution of word and language forms, compares grammatical structures and analyses the relationships between ancient parent and modern languages;
- compiles and analyses economic, demographic, legal, political, social and other data;
- studies the characteristics and uses of the earth's surface and natural resources;
- arranges findings in a form suitable for publication and advises national/local bodies on policy issues.

RELATED JOB TITLES

Archaeologist Anthropologist Geographer Historian Philologist Sociologist

Source: EDG 1990.

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