

Profiling the Profession

A survey of archaeological jobs in the UK



Kenneth Aitchison

Edited by Simon Denison

On behalf of



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Council for British Archaeology, English Heritage, Institute of Field Archaeologists

September 1999

Published by the Council for British Archaeology, English Heritage and the Institute of Field Archaeologists

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Council for British Archaeology, Bowes Morrell House, 111 Walmgate, York, YO1 9WA
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This report was commissioned through the Institute of Field Archaeologists from Landward Archaeology by English Heritage.

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British Library Cataloguing in Publication Data

A CIP catalogue record for this book is available from the British Library

ISBN 1 902771 08 7

Production management, design and typesetting by Archetype IT Ltd,
Cheltenham, UK and Camplong d'Aude, France
Web site: www.archetype-it.com

Printed by TJ Press, Cornwall, UK

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Cover drawing by the City of Lincoln Archaeology Unit

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Summary

Profiling the Profession is a survey of the organisations in the UK that employ professional archaeologists, on a full-time or part-time basis. The survey was undertaken with seven objectives:

- to identify the numbers of professional archaeologists working in Britain
- to analyse whether the profession is growing, static or shrinking
- to identify the range of jobs
- to identify the numbers employed in each job type
- to identify the range of salaries, and terms and conditions, applying to each job type
- to identify differences in employment patterns between different geographical areas
- to help those seeking to enter the profession

The survey was conducted by postal questionnaire sent to organisations that employ archaeologists. The questionnaire asked for information applying to organisations on 16 March 1998. This survey, therefore, provides a ‘snapshot’ profile of the archaeological profession on that date.

Profiling the Profession provides a greater volume of information about the archaeological profession than any previous survey. The number and types of archaeological organisations, their geographical distribution, and the services they offer, have been established. The survey has learned the size of the workforce, and its distribution by gender, age, and geographical area. The range of job titles within archaeology and the number employed in posts with each job title have been identified. The project has also determined the range of salaries and the terms and conditions applying to each archaeological post.

Objective 1: to identify the numbers of professional archaeologists working in Britain

We estimate that there are 4425 professional archaeologists in the UK. These comprise 153 independent consultants, 1341 contractors, 605 local government curators, 190 working in other local government-funded jobs (mainly museums), 644 in universities and colleges, 680 in national heritage agencies, 156 in national museums, 25 working for archaeological societies, 170 in other commercial organisations, and 461 in other organisations (such as independent museums, trusts and charities).

The returned questionnaires contained information about 2829 archaeologists. The total figure of 4425 was reached by scaling up the results of the returned questionnaires to take account of non-returned questionnaires. Full details of how this was done can be found in Chapter 2, pages 6–8.

In addition, it is estimated that there are 367 dedicated support staff working with these archaeologists, giving a grand total of 4792 people in the UK who rely on archaeology for their livelihood. The numbers of support staff are estimated on the basis of the returns from archaeological contractors, and then scaled up to reach an approximate figure for the profession as a whole (page 29).

Around one third (35%) of archaeologists are female. This figure is roughly consistent across the

employment sectors identified in this study, with the exception of independent consultants, of whom over half (56%) are female (pages 16–17).

The average age of archaeologists was found to be 36 (34 for women and 37 for men), and the profession is dominated by people in their 20s, 30s and 40s (page 16).

5% of archaeologists are self-employed (page 36).

Objective 2: to analyse whether the profession is growing, static or shrinking

Overall, the profession appears to have grown over the past five years, with further growth expected over the next few years.

Accurate staffing numbers for the past are not available. However, one third of organisations (102/306) providing information on past staffing numbers reported that they employed fewer staff in 1993 than at present, while a further 12% (36/306) were not in existence in 1993. One quarter (79/306) employed more staff in 1993. Similarly, one third of organisations (100/306) expected to employ more staff in 2001, while only 8% (25/306) expected to employ fewer (page 8).

Contractor organisations report significant growth. A third of those providing information (16/49) reported that they employed fewer staff in 1993, while a further quarter (12/49) are not trading at all in 1993. One quarter (13/49) reported that they employed more staff in 1993. Nearly half (21/49) expected to employ more in 2001, while only 1% (2/49) expected to employ fewer.

Amongst local government curator organisations, a third (24/73) employed fewer staff in 1993, and 10% (7/73) did not exist in 1993. Just under a third (21/73) employed more in 1993. One quarter (18/73) expected to employ more in 2001, while 15% (11/73) expected to employ fewer.

These figures, however, do not take account of any organisations that may have ceased to exist over the past five years. Full details are given in Chapter 2, pages 9–10.

The number of advertised jobs in archaeology has risen over the past five years, from 134 in 1993 to 176 in 1997, representing an annual turnover of approximately 4% of the workforce (page 104).

Objective 3: to identify the range of jobs

There is little consistency in the use of job titles in archaeology. Returned questionnaires reported 455 separate job titles held by 2132 archaeologists – nearly one title for every five archaeologists. A full list of post-titles is given in Appendix IV: Post-titles

Broad similarities of job titles, however, have allowed us to construct profiles of 34 similar jobs in archaeology, including three catch-all profiles of ‘junior posts’, ‘senior posts’, and ‘other posts’, encompassing job titles that could not be included in any other profile. Details of post profiles can be found in Chapter 4.

Objective 4: to identify the numbers employed in each job type

Our 34 archaeological profiles (see Objective 3, above), encompassing the jobs of 2132 individuals, range from those covering only a few dozen archaeologists to others covering over one hundred.

Profiles with few members include conservation archaeologists (14 individuals, or 0.6% of the sample), photographers (15 individuals, 0.7%), and assistant archaeologists (17 individuals, 0.8%). Those with many members include academics (211 individuals, 10%), archaeologists and field archaeologists (137 individuals, 6%), excavators and site assistants (185 individuals, 9%), museum curators (122 individuals, 6%), project officers (105 individuals, 5%) and inspectors (102 individuals, 5%). The non-specific ‘other posts’ profile includes 150 individuals (7% of the sample), many of whom may be undertaking unique or near-unique types of work. Full details can be found in Chapter 4.

Numbers included in each profile reflect the broad relative numbers of archaeologists working in each job type. We have not attempted, however, to scale up these figures to reach credible estimates of the total numbers of archaeologists working in each job type.

Archaeological posts are divided between those that are financed by establishment funding and those that rely on project income. This split is nearly equal, with 48% of archaeologists in establishment-funded posts and 52% in posts that are project-funded (pages 37–39).

Objective 5: to identify the range of salaries and terms and conditions applying to each job type

The average full-time salary of all archaeologists in the UK – that is, the average salary of all archaeologists who we know work full-time – is £17,079. This compares with the national average full-time salary for all occupations of £19,167. The median full-time archaeological salary is £15,905. 50% of archaeologists earn more than this figure, 50% earn less.

The average salary of all archaeological workers – full-time, part-time, and those whose working hours are not known – is £17,562. The median archaeological salary of the same group is £15,866.

The highest paid profile is that of inspector, who earn on average £27,586. Academic staff earn an average of £24,443. Buildings archaeologists earn an average of £23,905. Directors earn an average of £22,245. At the low end of the scale, excavators or site assistants each receive £10,094 on average. Details of all these salaries can be found in the post profiles, in Chapter 4. Further break-down of salaries by organisation-type, gender, age and geographical area can be found in Chapter 3, pages 39–43.

Female archaeologists are paid slightly less on average than male archaeologists; the female full-time average is £16,753 and the male full-time average is £17,768. Female archaeologists, however, are on average younger than male archaeologists – 67% of female archaeologists but only 58% of male archaeologists are under the age of 40. In addition, more females than males work part-time. Further details can be found in Chapter 2, page 17, and Chapter 3, page 42.

Two-thirds of archaeologists are on permanent contracts, while the average length of temporary contracts is 10 months (page 35). The post profiles in which temporary contracts are commonest are those of archaeological assistant (87%) and site assistant (87%). The profile in which permanent contracts are most common is that of senior archaeologist (99%).

70% of all archaeologists have been in their posts for more than two years; 27% for less than a year (page 35).

Full-time archaeologists work on average 38 hours per week. This compares with a national average of 42 hours a week in 1997. Those working the longest hours, however, were found among contractors and ‘other’ organisations. In this survey, 23 individuals were found to be working 48 hours a week or more, with some working as many as 70 hours a week.

Archaeologists receive on average 23 days holiday a year. Amongst different types of archaeological organisation, universities offered the highest average number of days (27), societies the lowest (18).

Trade unions are recognised at 58% of responding organisations (201/349), covering 72% of archaeologists in the survey. Further details can be found on pages 48–49.

Employers make contributions to the pension funds of 71% of archaeologists overall. This benefit is almost universal in universities and National Heritage Agencies, but much rarer in societies and contracting units, and among consultants (page 47).

Objective 6: to identify differences in employment patterns between different geographical areas

The survey identified significant variation in the range of employing organisations across different regions. For example, 52% of archaeologists in the south east work for contractors, but only 11% in the east and 18% in London. Only 7% of archaeologists in Yorkshire and Humberside work for local government curators, but 20% do so in the West Midlands and 51% in the east. Further details are in Chapter 2, pages 10–15.

We also found a range in the services offered in each region. For example, 82% of organisations in the north east offer interpretation to the public, 62% in Yorkshire and 50% in London. Teaching is offered by 75% of organisations in Wales, 62% in the east and 40% in the West Midlands (pages 22–27)

Salaries were examined across the UK. Responses suggested that average salaries are highest in Wales

and Northern Ireland. This is thought to be statistical error, however, as full datasets were received from universities and national heritage agencies in Wales and Northern Ireland, with fewer details received from other organisations. Average salaries in Scotland were also reported to be high, but this is thought to reflect a similar – though less severe – statistical error.

Excluding these aberrations, highest average salaries were London (£20,963). Average salaries were also relatively high in Yorkshire and Humberside (£17,453), possibly boosted by the large number of university archaeological departments in the region, and also in the West Midlands (£18,016). In most parts of the UK, the average archaeological salary is below the regional average for all workers. Full details can be found in Chapter 3, page 41.

Objective 7: to help those seeking to enter the profession

This survey does not contain explicit advice on ways of entering the profession. However, by detailing the range of archaeological jobs, and the salaries and conditions attached to those jobs, we believe this survey will be informative for those seeking to enter the profession.

The study of archaeologists' ages revealed that very few (0.3%) are aged under 20, strongly suggesting that a degree or equivalent qualification is a prerequisite of entry.

Note: the geographical regions used in this report are those of the Government Area Offices (see Appendix VI: Government office regions).



Map data: Bartholomew (1997). Map by Keith May

Organisations

Profiling the Profession received responses from 617 organisations. Of these, 349 employ professional archaeologists.

Full details of the way in which organisations were contacted, and of the levels of response, are given in Appendix I: Methodology.

Types of organisations

The 349 employing organisations were divided into 10 categories, as follows:

- Independent consultants or specialists
- Archaeological contractors
- Local government curators
- Local government – others
- University archaeology departments and research groups
- National Heritage Agencies and Royal Commissions
- National museums
- Archaeological societies
- Other commercial organisations
- Other organisations

This categorisation was necessarily a little crude in some cases. To clarify:

- Archaeological offices in the National Parks have been categorised as local government curators
- Almost all of the ‘other local government’ organisations are museums run by local government
- The Welsh Archaeological Trusts have been categorised as archaeological contractors, although they undertake many development control responsibilities
- Contracting units attached to universities have been classified as archaeological contractors, rather than as university archaeology departments and research groups
- The category of ‘other organisations’ includes local and regional museums not run by local authorities, trusts and charities such as the National Trust and the Council for British Archaeology

Number of organisations

The numbers of responding organisations are given below, and the estimated total number of organisations in each category in the UK.

2 Organisations

The total figures were reached by extrapolating figures from responding organisations to non-responding organisations. The calculations were conducted differently for each category of organisation. Full details of the way the calculations were made can be found in Chapter 2, pages 6–8.

Consultants and specialists account for one fifth of all archaeological organisations in the UK, but employ only 3% of the workforce. Contractors account for 15% of organisations but employ nearly a third of the workforce. Further details on archaeologists employed can be found in Chapter 2.

Table 1: Number of organisations

	<i>Number responding</i>	<i>Estimated total number</i>	<i>% of workforce employed</i>
Independent consultants or specialists	48	123	20%
Archaeological contractors	51	93	15%
Local government – curators	72	98	16%
Local government – others	38	65	11%
University archaeology departments and research groups	47	72	12%
National heritage agencies and royal commissions	9	9	1%
National museums	4	15	2%
Archaeological societies	13	12	2%
Other commercial organisations	16	31	5%
Other organisations	51	96	16%
Total	349	614	100%

Note: the 15 national museums include 11 individual departments of the British Museum, which were sent questionnaires separately.

Services provided

The questionnaire asked responding organisations about the archaeological services they offer. They were invited to tick from a list of 17 services, plus ‘other’. Details of these ‘other services’ were then requested.

We found that three-quarters of organisations are engaged in research (258/349), while roughly two-thirds are involved in fieldwork (208/349) and public interpretation (224/349). Other frequently-provided services – offered by more than 40% of organisations – include teaching, resource management, historic building recording, documentary research, project management, planning authority advice, post-excavation analysis, publishing, and preparation of archives.

Table 2: Services provided

	<i>All organisations</i>			<i>All organisations</i>	
Research	258	75%	Museum curatorial	103	30%
Teaching	168	49%	Interpretation to the public	224	65%
Archaeological fieldwork	208	60%	Post-excavation analysis	171	49%
Archaeological resource management	199	57%	Post-excavation conservation	65	19%
Underwater archaeology	25	7%	Illustration	127	37%
Aerial archaeology	47	14%	Publishing	163	47%
Historic building recording	143	41%	Preparation of archaeological archives	154	45%
Documentary research	179	52%	Other	69	20%
Project management	162	47%			
Planning authority advice	156	45%	Total number of organisations	349	

Services provided by organisational category

The full list of services provided, broken down by organisational category, follows in Table 3. The percentage figures refer to the percentage of organisations within each category that offer the service in question.

As expected, the services offered by different organisational types varies. Research, for example, is conducted by 56% of other commercial organisations, 77% of contractors and 100% of national museums. Project management is provided by 10% of other local government organisations, 28% of universities and 74% of contractors. Fewer than 50% of contractors are involved in interpretation to the public or publishing. Three quarters of universities are involved in fieldwork, but again fewer than half are involved in public interpretation.

Table 3: Services provided by organisational category

	<i>Consultants</i>		<i>Contractors</i>		<i>LG curator</i>		<i>LG other</i>		<i>Universities</i>	
Research	32	67%	39	77%	46	62%	30	79%	41	87%
Teaching	19	40%	28	55%	30	40%	24	63%	44	93%
Archaeological fieldwork	15	31%	46	90%	41	55%	8	21%	35	74%
Archaeological resource management	11	23%	33	65%	65	88%	23	60%	16	34%
Underwater archaeology	1	2%	6	12%	3	4%	1	3%	6	13%
Aerial archaeology	0	0%	14	28%	19	26%	1	3%	2	4%
Historic building recording	11	23%	38	74%	29	39%	8	21%	16	34%
Documentary research	15	31%	42	82%	34	46%	16	42%	24	51%
Project management	16	33%	38	74%	42	57%	4	10%	13	28%
Planning authority advice	10	21%	21	41%	63	85%	17	45%	11	23%
Museum curatorial	5	10%	1	2%	15	20%	36	95%	6	13%
Interpretation to the public	16	33%	22	43%	65	88%	35	92%	19	40%
Post-excavation analysis	19	40%	39	76%	29	39%	12	32%	28	60%
Post-excavation conservation	3	6%	10	20%	7	10%	12	32%	15	32%
Illustration	9	19%	36	71%	25	34%	9	24%	15	32%
Publishing	11	23%	25	49%	36	49%	16	42%	25	53%
Preparation of archaeological archives	14	29%	37	72%	33	45%	12	32%	14	30%
Other	16	33%	12	24%	9	12%	4	10%	6	13%
Total number of organisations in category	48		51		74		38		47	

	<i>National agencies</i>		<i>National museums</i>		<i>Societies</i>		<i>Other commercial</i>		<i>Others</i>	
Research	7	78%	4	100%	8	67%	9	56%	43	86%
Teaching	3	33%	4	100%	5	42%	4	25%	26	52%
Archaeological fieldwork	9	100%	3	75%	7	58%	10	62%	35	70%
Archaeological resource management	7	78%	1	25%	3	25%	9	56%	33	66%
Underwater archaeology	3	33%	0	0%	3	25%	1	6%	1	2%
Aerial archaeology	4	44%	1	25%	1	8%	2	12%	3	6%
Historic building recording	7	78%	0	0%	2	17%	8	50%	24	48%
Documentary research	6	67%	3	75%	4	33%	9	56%	27	54%
Project management	7	78%	1	25%	2	17%	12	75%	28	56%
Planning authority advice	9	100%	2	50%	4	33%	8	50%	11	22%
Museum curatorial	4	44%	4	100%	5	42%	1	6%	27	54%
Interpretation to the public	9	100%	4	100%	6	50%	6	38%	43	86%
Post-excavation analysis	2	22%	4	100%	4	33%	8	50%	27	53%
Post-excavation conservation	4	44%	1	25%	2	17%	2	12%	10	20%
Illustration	4	44%	2	50%	4	33%	6	38%	17	34%
Publishing	6	67%	2	50%	10	83%	4	25%	29	58%
Preparation of archaeological archives	5	56%	2	50%	4	33%	6	38%	27	54%
Other	2	22%	0	0%	3	25%	6	38%	11	22%
Total number of organisations in category	9		4		12		16		50	

4 Organisations

Services offered by region

The survey also analysed the archaeological services offered in different geographical areas. The areas chosen were those covered by Government Area Offices (see map, page xii, and Appendix VI: Government office regions).

We found distinct variations. Research, for example, is performed by 82% of organisations in the north east, but only 68% in the south west and London. Interpretation to the public is offered by 86% of organisations in the north west but only 62% in Yorkshire and Humberside. Aerial archaeology is provided by 19% of organisations in the north west by only 3% in the east and by no organisations in London.

Table 4: Services provided by geographical area

	<i>North East</i>		<i>North West & Mersey</i>		<i>Yorks & Humber</i>		<i>East Midlands</i>		<i>West Midlands</i>	
Research	14	82%	14	67%	28	82%	14	67%	21	75%
Teaching	10	59%	12	57%	19	56%	10	48%	11	40%
Archaeological fieldwork	11	65%	14	67%	18	53%	10	48%	18	64%
Archaeological resource management	13	77%	15	71%	20	59%	10	48%	19	68%
Underwater archaeology	1	6%	0	0%	1	3%	0	0%	2	7%
Aerial archaeology	2	12%	4	19%	5	15%	3	14%	5	18%
Historic building recording	9	53%	10	48%	9	26%	7	33%	14	50%
Documentary research	12	71%	10	48%	14	41%	13	62%	19	68%
Project management	10	59%	9	43%	15	44%	11	52%	15	54%
Planning authority advice	9	53%	12	57%	15	44%	6	29%	13	46%
Museum curatorial	6	35%	6	29%	10	30%	6	29%	9	32%
Interpretation to the public	14	82%	18	86%	21	62%	14	67%	19	68%
Post-excavation analysis	10	59%	7	33%	18	53%	12	57%	15	54%
Post-excavation conservation	4	24%	3	14%	4	12%	7	33%	6	21%
Illustration	7	41%	7	33%	15	44%	9	43%	12	43%
Publishing	9	53%	9	43%	20	59%	16	76%	13	46%
Preparation of archaeological archives	8	47%	8	38%	17	50%	10	48%	14	50%
Other	2	12%	6	29%	11	32%	2	10%	6	21%
Total number of organisations in region	17		21		34		21		28	

	<i>South West</i>		<i>Eastern</i>		<i>London</i>		<i>South East</i>	
Research	42	68%	23	79%	15	68%	40	71%
Teaching	29	47%	18	62%	10	46%	29	52%
Archaeological fieldwork	36	58%	11	38%	10	46%	36	64%
Archaeological resource management	32	51%	16	55%	5	23%	29	52%
Underwater archaeology	3	5%	0	0%	1	4%	8	14%
Aerial archaeology	6	10%	1	3%	0	0%	6	11%
Historic building recording	27	44%	9	31%	8	36%	24	43%
Documentary research	33	53%	9	31%	9	41%	25	45%
Project management	29	47%	11	38%	10	46%	25	45%
Planning authority advice	29	47%	9	31%	4	18%	31	55%
Museum curatorial	14	23%	9	31%	7	32%	18	32%
Interpretation to the public	34	55%	16	55%	11	50%	31	55%
Post-excavation analysis	28	45%	14	48%	12	54%	27	48%
Post-excavation conservation	8	13%	1	3%	6	27%	13	23%
Illustration	19	31%	6	21%	6	27%	24	43%
Publishing	30	48%	9	31%	12	54%	27	48%
Preparation of archaeological archives	24	39%	11	38%	8	36%	27	48%
Other	8	13%	7	24%	4	18%	16	29%
Total number of organisations in region	62		29		22		56	

Table 4 (cont.): Services provided by geographical area

	Wales		Scotland		Northern Ireland		Channel Islands		Isle of Man	
Research	15	75%	26	81%	4	80%	1	100%	1	100%
Teaching	15	75%	18	56%	4	80%	1	100%	0	0%
Archaeological fieldwork	18	90%	19	59%	5	100%	1	100%	1	100%
Archaeological resource management	13	65%	22	69%	2	40%	1	100%	1	100%
Underwater archaeology	1	5%	5	16%	2	40%	1	100%	0	0%
Aerial archaeology	4	20%	8	25%	2	40%	0	0%	0	0%
Historic building recording	12	60%	10	31%	3	60%	0	0%	1	100%
Documentary research	16	80%	13	41%	5	100%	1	100%	0	0%
Project management	10	50%	14	44%	3	60%	0	0%	0	0%
Planning authority advice	8	40%	15	47%	3	60%	1	100%	1	100%
Museum curatorial	4	20%	10	31%	2	40%	1	100%	1	100%
Interpretation to the public	13	65%	26	81%	5	100%	1	100%	1	100%
Post-excavation analysis	10	50%	12	38%	5	100%	1	100%	0	0%
Post-excavation conservation	5	25%	4	12%	2	40%	1	100%	1	100%
Illustration	8	40%	10	31%	3	60%	1	100%	0	0%
Publishing	7	35%	13	41%	3	60%	1	100%	0	0%
Preparation of archaeological archives	8	40%	14	44%	3	60%	1	100%	1	100%
Other	1	5%	4	12%	2	40%	0	0%	0	0%
Total number of organisations in region	20		32		5		1		1	

Other services

69 organisations responded that they provide 'other' archaeological services. These services break down as follows:

Table 5: Other services provided

	Number of organisations		Number of organisations
Archaeological geophysics	7	Environmental assessment	1
Consultancy	6	Experimental	1
Editing	4	Forensics	1
Advice	3	Heritage Lottery Service	1
Archive storage	3	Impact assessment	1
Artefact analysis	3	Land management	1
Grant giving	3	Landscape survey	1
SMR	3	Library	1
Artefact ID for the public	2	Loans	1
Expert witness	2	Management consultancy	1
IT advice and systems	2	Membership services	1
Palaeoenvironmental	2	Mitigation by engineering design	1
Photography	2	Monument management advice	1
Access to archives	1	On-site conservation	1
Air photo interpretation	1	Other historic advisory	1
Site conservation & repair	1	Palaeopathology	1
C14 dating	1	Picture library	1
Collections care/management	1	Promotion of best practice	1
Commissioning archaeologist	1	Supply of tools	1
Community outreach	1	Topographic survey	1
Construction	1	Tourism	1
Course organisation	1	Training	1
Dendrochronology	1	Treasure Trove enquiries	1
Design	1	Wetland archaeology	1
Education and information	1	Writing up excavation backlog	1

To break these figures down by geographical area and by organisational category would not provide useful data.

Archaeologists

Profiling the Profession provides the most comprehensive information to date on the size and composition of the archaeological profession in Britain. For summaries of earlier surveys, see Appendix III: Previous surveys.

Size of the workforce

349 organisations responded that they employ archaeologists, providing information about 2829 individual archaeologists working in Britain. From this information, and from the level of ‘non-responses’ to the questionnaire, we have estimated a total archaeological workforce of 4425 people in 614 organisations.

We further estimate that 367 people work as dedicated support staff in archaeological organisations (page 29), giving an approximate total of 4792 people in Britain who rely on archaeology for their livelihood.

Detailed job profiles for 2132 of these archaeologists were received (see Chapter 4).

Table 6: Archaeologists working in the UK by organisational category

	<i>Known number in workforce</i>	<i>Numbers added</i>	<i>Estimated total numbers</i>	<i>% of all archaeologists</i>
Consultants	60	93	153	3%
Contractors	766	575	1341	30%
LG curators	440	165	605	14%
LG others	111	79	190	4%
Universities	373	271	644	15%
Nat htg agencies	680	0	680	15%
Nat museums	42	114	156	4%
Societies	25	0	25	1%
Other commercial organisations	88	82	170	4%
Other organisations	244	217	461	10%
Total	2829	1596	4425	100%

Method of calculation

Estimates of the total numbers employed in each organisational category were worked out in different ways for different categories. Full details of the level of response in each category are given in Appendix I: Methodology.

Independent consultants or specialists

Questionnaires were sent to 162 organisations, yielding 58 responses, 13 duplicates and 91 non-responses. There were no refusals. 48 responded as having paid archaeologists, 10 as not, for a total 60 individuals.

The 91 non-responses were considered to represent paid archaeologists in proportionally the same ratio as those that had responded, thus adding 93 individual archaeologists to the total (from 75 organisations).

Total individuals in the *Independent consultant / specialist* category: 153. Total organisations: 123.

Archaeological contractors

Questionnaires were sent to 109 organisations. 54 responded, with 16 duplicates. 51 of the responding organisations pay archaeologists, 3 do not, for a total of 766 individuals. There were 38 non-responses and one refusal.

The 39 non-responses were studied individually. All were considered to be employing organisations. It was estimated that each employs the average number of archaeologists working for those organisations responding that they employed archaeologists in this category.

This adds 575 individuals to the total.

Total individuals working for *Archaeological contractors*: 1341. Total organisations: 93.

Local government curators

Questionnaires were sent to 160 organisations in this category. These included National Park archaeologists.

These break down as follows: 89 responses; 35 duplicates; 35 non-responses. There was 1 refusal. 72 responded as paying archaeologists, 17 as not, giving a total of 440 individuals.

The 36 non-responses were considered to represent organisations employing/not employing archaeologists in the same proportions as those organisations that had responded. Each was considered to employ the average number of archaeologists for the category. This adds 165 individuals to the category total (26 organisations).

Total individuals working as *Local government curators*: 605. Total organisations: 98.

Local government others

Questionnaires were sent to 92 organisations in this category. These break down as follows: 50 responses; 7 duplicates; 35 non-responses. There were no refusals. 38 responded as paying archaeologists, 12 as not, giving a total of 111 individuals.

The 35 non-responses were considered to represent employing/non-employing organisations in the same proportions as those that had responded, each with the average number of archaeologists for this category. This adds 79 individuals to the category (27 organisations).

Total individuals working in *Local government others*: 190. Total organisations: 65.

University archaeology departments or research groups

Questionnaires were sent to 161 *Archaeology departments or research groups* (excluding contracting units attached to universities, which have been treated as part of the archaeological contractors sector). These break down as follows: 71 responses; 27 duplicates; 63 non-responses. There were no refusals. 47 responded as paying archaeologists, 24 as not, for a total of 373 individuals working in this category.

The 63 non-responses were then examined individually. Those that were research groups or extra-mural departments were considered to have no separate members of staff. The websites of those that were full archaeology departments were examined, all of which gave staff details (25 organisations). This adds 271 individuals to the category total.

Total individuals working for *University archaeology departments and research groups*: 644.

Total organisations: 72.

National Heritage Agencies and Royal Commissions

Questionnaires were sent to 46 organisations in this category. (This number is high because questionnaires were sent to different parts of English Heritage and the former RCHME, both of which subsequently answered centrally.) These break down as follows: 26 responses; 20 duplicates; 0 non-responses. There were no refusals. 9 responded as having paid archaeologists, 17 as not (they were all part of larger organisations that answered centrally), for a total of 680 individuals.

8 Archaeologists

As there were no non-responses, this represents all of the organisations and individuals working for *National Heritage Agencies and Royal Commissions*.

Total individuals working for *National Heritage Agencies and Royal Commissions*: 680. Total organisations: 9.

National museums

Questionnaires were sent to 20 organisations. (This number is high, principally because the individual departments of the British Museum were contacted separately.) From these 20 postings, there were 5 responses, 4 duplicates, and 11 non-responses. There were no refusals. 4 responded as having paid archaeologists, 1 as not, giving a total of 42 individuals.

The 11 non-responses were then examined individually, referring to the *Museums Handbook* (Museums Association 1997). Archaeologists were considered to work for each of these in proportionally the same ratio as those that had responded. This added 114 individuals.

Total individuals working for *National museums*: 156. Total organisations: 15 (including 11 individual departments of the British Museum).

Archaeological societies

Questionnaires were sent to 188 archaeological societies. From these, there were 88 responses, 15 duplicates and 85 non-responses with no refusals. Of the responses, 12 responded as having paid archaeologists and 76 as not, giving a total of 25 individuals.

The 84 non-responses were then examined individually; all of the societies that had not responded were considered to have no paid members of staff, thus adding 0 individuals to the category total.

Total individuals working for *societies*: 25. Total organisations: 12.

Other commercial organisations

Questionnaires were sent to 118 other commercial organisations, yielding 74 responses, 4 duplicates, 39 non-responses and 1 refusal. 16 responded that they pay archaeologists, 53 that they do not, for a total of 88 individuals.

The 40 non-responses were then examined individually. 15 of these organisations were considered to have archaeologists working for them in average numbers for this category. This added 82 individuals to the category total.

Total individuals in the *Other commercial organisations* category: 170. Total organisations: 31.

Other organisations

Questionnaires were sent to 234 organisations in this category. There were 139 responses, 27 duplicates, 66 non-responses, and 2 refusals. 51 responded that they pay archaeologists, 59 that they do not, for a total of 244 individuals.

The 68 non-responses were then examined individually. 43 of these organisations were considered to have archaeologists working for them, in average numbers for this category. This added 217 individuals to the total.

Total individuals in the *Other organisations* category: 461. Total organisations: 96.

Growth of the profession

The questionnaire asked respondents to indicate how numbers of members of staff had changed over the last few years, requesting comparative information for 1993, 1995 and 1997. Organisations were also asked whether they expected staff numbers to increase or decrease in 1999 and 2001.

We do not have details of actual numbers of employees in the past, or projections of actual numbers into the future. We only have broad comparative indications of staff numbers in relation to the present.

Overall staffing changes

Overall, the archaeology profession appears to be growing. More organisations had fewer staff in 1993, 1995 and 1997 than had more staff, compared to the present; while more expect to employ more staff in 1999 and 2001 than expect to employ fewer.

Any organisations that may have ceased trading in the last five years, however, were not included in these figures.

306 organisations provided comparative staffing information for 1993, 1995 and projections for 2001. One other organisation provided additional data for both 1997 and 1999, while a further three provided additional data for 1997 only.

Table 7: Past and future staff numbers – all organisations

	<i>Employed fewer than present</i>		<i>Employed same as present</i>		<i>Employed more than present</i>		<i>Not trading</i>	<i>Not known</i>	<i>Total number of responding organisations</i>
1993	102	33%	87	28%	79	26%	36	2	306
1995	88	29%	116	38%	76	25%	24	2	306
1997	60	19%	192	62%	48	16%	8	1	309
	<i>Expect more in future</i>		<i>Expect same in future</i>		<i>Expect fewer in future</i>				
1999	77	25%	194	63%	19	6%		20	310
2001	100	33%	113	37%	25	8%		68	306

Staffing changes in archaeological contractors

Details of past and future staffing changes in two contrasting categories of organisation are presented here – contractors and local government curators (see below).

49 contractors provided information on staffing change – although only 48 provided information for all five years requested. The survey established that amongst contractors, past growth and projected future growth is greater than in the profession as a whole.

Table 8: Past and future staff numbers – archaeological contractors

	<i>Had fewer than present</i>		<i>Had same as present</i>		<i>Had more than present</i>		<i>Not trading</i>	<i>Not known</i>	<i>Total number of responding organisations</i>
1993	16	33%	7	14%	13	27%	12	1	49
1995	21	44%	5	10%	15	31%	7	0	48
1997	13	27%	24	49%	9	18%	3	0	49
	<i>Expect more in future</i>		<i>Expect same in future</i>		<i>Expect fewer in future</i>				
1999	22	45%	19	39%	1	2%		7	49
2001	21	43%	8	16%	2	4%		18	49

Staffing changes in local government curators

73 local government curator organisations provided data on past and future staffing numbers. The results show that more organisations expect growth in the future than expect contraction, and more have grown over the past few years than have shrunk.

Table 9: Past and future staff numbers – local government curators

	<i>Had fewer than present</i>		<i>Had same as present</i>		<i>Had more than present</i>		<i>Not trading</i>	<i>Not known</i>	<i>Total number of organisations responding</i>
1993	24	33%	21	29%	21	29%	7	0	73
1995	17	23%	30	41%	18	25%	7	1	73
1997	16	22%	46	63%	10	14%	1	0	73
	<i>Expect more in future</i>		<i>Expect same in future</i>		<i>Expect fewer in future</i>				
1999	11	15%	52	71%	7	10%		3	73
2001	18	25%	28	38%	11	15%		16	73

Geographical distribution

The survey has established the broad distribution of archaeologists working in different parts of Britain. Archaeologists have been placed according to the postal address of their organisation's head office.

The areas used are those covered by the Government Area Offices (for further details, see map, page xii, and Appendix VI: Government office regions).

All of the following data are based upon the extrapolated figures for the total size of the archaeological workforce (see pages 6–8).

The overall pattern

One fifth of archaeologists work in London, with a further 15% in the south east. 16% work in the south west – a figure that includes all returns for the former RCHME (employees in regional offices have been classified by their organisation's HQ in Swindon).

Table 10: Geographical distribution of archaeologists

	All archaeologists	% of all archaeologists in Britain
North East	232	5%
North West & Mersey	213	5%
Yorks & Humber	368	8%
East Midlands	220	5%
West Midlands	265	6%
South West	697	16%
Eastern	277	6%
London	861	20%
South East	654	15%
Wales	227	5%
Scotland	350	8%
Northern Ireland	53	1%
Channel Islands	3	1%
Isle of Man	5	1%
Total	4425	100%

Consultants

Table 11: Geographical distribution of archaeologists working as consultants

	<i>Archaeologists in area</i>	<i>Consultants in area</i>	<i>% of area total</i>	<i>% of all consultants</i>
North East	232	4	2%	3%
North West & Mersey	213	4	2%	3%
Yorks & Humber	368	9	2%	6%
East Midlands	220	14	6%	9%
West Midlands	265	9	4%	6%
South West	697	31	4%	20%
Eastern	277	21	8%	14%
London	861	18	2%	12%
South East	654	31	5%	20%
Wales	227	5	2%	3%
Scotland	350	6	2%	4%
Northern Ireland	53	0	0%	0%
Channel Islands	3	0	0%	0%
Isle of Man	5	1	20%	1%
Total UK	4425	153	3%	100%

Contractors

Table 12: Geographical distribution of archaeologists working for contractors

	<i>Archaeologists in area</i>	<i>Contractors in area</i>	<i>% of area total</i>	<i>% of all contractors</i>
North East	227	66	29%	5%
North West & Mersey	213	57	27%	4%
Yorks & Humber	368	133	36%	10%
East Midlands	220	77	35%	6%
West Midlands	260	87	34%	6%
South West	697	127	18%	9%
Eastern	277	44	16%	3%
London	861	152	18%	11%
South East	649	340	52%	25%
Wales	227	98	43%	7%
Scotland	345	154	45%	11%
Northern Ireland	53	6	11%	1%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total UK	4425	1341	30%	100%

Local government curators

Table 13: Geographical distribution of archaeologists working for local government curators

	<i>Archaeologists in area</i>	<i>Curators in area</i>	<i>% of area total</i>	<i>% of all curators</i>
North East	232	24	11%	4%
North West & Mersey	213	47	22%	8%
Yorks & Humber	368	25	7%	4%
East Midlands	220	43	20%	7%
West Midlands	265	57	22%	9%
South West	697	121	17%	20%
Eastern	277	134	51%	22%
London	861	45	5%	7%
South East	654	44	7%	7%
Wales	227	19	8%	3%
Scotland	350	46	13%	8%
Northern Ireland	53	0	0%	0%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total UK	4425	605	14%	100%

The high figure for eastern England (51% of area total) suggests a possible responding error, in which some local government field archaeology units may have responded as curators rather than contractors. Such an error cannot be corrected: questionnaires were differentiated only by addresses, and some field units and curatorial divisions share an address.

Local government others

Table 14: Geographical distribution of archaeologists working for local government others

	<i>Archaeologists in area</i>	<i>LG others in area</i>	<i>% of area total</i>	<i>% of all LG others</i>
North East	232	49	22%	26%
North West & Mersey	213	10	5%	5%
Yorks & Humber	368	18	5%	9%
East Midlands	220	8	4%	4%
West Midlands	265	13	5%	7%
South West	697	13	2%	7%
Eastern	277	16	6%	8%
London	861	0	0%	0%
South East	654	30	5%	16%
Wales	227	13	6%	7%
Scotland	350	19	6%	10%
Northern Ireland	53	0	0%	0%
Channel Islands	3	1	33%	1%
Isle of Man	5	0	0%	0%
Total UK	4425	190	4%	100%

The high number of local government others working in the north east is explained by a large number working at one museum which undertakes archaeological fieldwork.

Universities and research groups

Table 15: Geographical distribution of archaeologists working in universities

	<i>Archaeologists in area</i>	<i>Universities in area</i>	<i>% of area total</i>	<i>% of all universities</i>
North East	232	54	24%	8%
North West & Mersey	213	34	16%	5%
Yorks & Humber	368	100	27%	15%
East Midlands	220	53	24%	8%
West Midlands	265	47	18%	7%
South West	697	56	8%	9%
Eastern	277	30	12%	5%
London	861	58	7%	9%
South East	654	99	15%	15%
Wales	227	46	20%	7%
Scotland	350	40	12%	6%
Northern Ireland	53	27	51%	4%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total UK	4425	644	15%	100%

National heritage agencies

Table 16: Geographical distribution of archaeologists working in national heritage agencies

	<i>Archaeologists in area</i>	<i>Nat htg agcies in area</i>	<i>% of area total</i>	<i>% of all nat htg agencies</i>
North East	232	0	0%	0%
North West & Mersey	213	0	0%	0%
Yorks & Humber	368	0	0%	0%
East Midlands	220	0	0%	0%
West Midlands	265	0	0%	0%
South West	697	234	34%	34%
Eastern	277	0	0%	0%
London	861	370	43%	54%
South East	654	0	0%	0%
Wales	227	18	8%	3%
Scotland	350	40	12%	6%
Northern Ireland	53	16	30%	2%
Channel Islands	3	0	0%	0%
Isle of Man	5	2	40%	1%
Total UK	4425	680	16%	100%

National museums

Table 17: Geographical distribution of archaeologists working in national museums

	<i>Archaeologists in area</i>	<i>Nat museums in area</i>	<i>% of area total</i>	<i>% of all nat museums</i>
North East	232	0	0%	0%
North West & Mersey	213	8	3%	5%
Yorks & Humber	368	0	0%	0%
East Midlands	220	0	0%	0%
West Midlands	265	0	0%	0%
South West	697	0	0%	0%
Eastern	277	0	0%	0%
London	861	124	14%	79%
South East	654	0	0%	0%
Wales	227	10	4%	6%
Scotland	350	10	3%	6%
Northern Ireland	53	4	8%	3%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total UK	4425	156	4%	100%

Archaeological societies

Table 18: Geographical distribution of archaeologists working for societies

	<i>Archaeologists in area</i>	<i>Societies in area</i>	<i>% of area total</i>	<i>% of all societies</i>
North East	232	0	0%	0%
North West & Mersey	213	0	0%	0%
Yorks & Humber	368	0	0%	0%
East Midlands	220	0	0%	0%
West Midlands	265	0	0%	0%
South West	697	3	1%	12%
Eastern	277	0	0%	0%
London	861	4	1%	16%
South East	654	13	2%	52%
Wales	227	0	0%	0%
Scotland	350	5	1%	20%
Northern Ireland	53	0	0%	0%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total UK	4425	25	1%	100%

Other commercial organisations

Table 19: Geographical distribution of archaeologists working for other commercial organisations

	<i>Archaeologists in area</i>	<i>Other commerc in area</i>	<i>% of area total</i>	<i>% of all other commercial</i>
North East	232	11	5%	6%
North West & Mersey	213	12	6%	7%
Yorks & Humber	368	11	3%	6%
East Midlands	220	11	5%	6%
West Midlands	265	24	10%	14%
South West	697	13	2%	8%
Eastern	277	0	0%	0%
London	861	53	7%	31%
South East	654	34	6%	20%
Wales	227	0	0%	0%
Scotland	350	1	1%	1%
Northern Ireland	53	0	0%	0%
Channel Islands	3	0	0%	0%
Isle of Man	5	0	0%	0%
Total	4425	170	4%	100%

Other organisations

Table 20: Geographical distribution of archaeologists working for other organisations

	<i>Archaeologists in area</i>	<i>Other orgs in area</i>	<i>% of area total</i>	<i>% of all other orgs</i>
North East	232	24	11%	5%
North West & Mersey	213	41	20%	9%
Yorks & Humber	368	72	20%	16%
East Midlands	220	14	7%	3%
West Midlands	265	28	11%	6%
South West	697	99	15%	21%
Eastern	277	32	12%	7%
London	861	37	5%	8%
South East	654	63	10%	14%
Wales	227	18	8%	4%
Scotland	350	29	9%	6%
Northern Ireland	53	0	0%	0%
Channel Islands	3	2	67%	1%
Isle of Man	5	2	40%	1%
Total	4425	461	10%	100%

Gender and age

The questionnaire asked for information on the gender and age of employees. Exact ages were not requested, but ages in 10-year brackets.

The results of this question gave the gender and age of 2106 archaeologists (74% of archaeologists in the survey). We emphasise that the following information does not cover the entire archaeological profession, but only the sample responding to the question.

Age range

We found that nearly 90% of archaeologists are aged 20–50. Two thirds are aged 30–50. The average age is 36. This reflects the national pattern of economically active individuals.

The overall age range of males and females in archaeology is similar, but a larger proportion of female archaeologists than males are in their 20s and 30s and a smaller proportion are in their 40s and 50s.

The lack of archaeologists under the age of 20 reflects the need for a degree to proceed in the career. It is perhaps more surprising that there are so few archaeologists aged over 50 – this groups represents 12% of all archaeologists – as people of this age represent about 20% of the UK workforce (IDS 1996).

See also *Salaries by age* (page 43).

Table 21: Archaeologists' age-range by gender

Age	Female	% of all females	Male	% of all males	Male and female	% of all archaeologists
<20	1	1%	6	1%	7	1%
20–29	188	25%	260	19%	448	21%
30–39	312	42%	523	39%	835	40%
40–49	168	23%	405	30%	573	27%
50–59	68	9%	142	10%	210	10%
60 +	10	1%	23	2%	33	2%
Total numbers	747	100%	1359	100%	2106	100%
Average age	34 years		37 years		36 years	

Gender balance

Approximately one third of archaeologists (35%) are female. These findings mirror those of the *Equal Opportunities in Archaeology Working Party* (Morris 1992) which also found that 35% of archaeologists were women. However, women account for 42% of archaeologists aged 20–29.

See also *Salaries by gender* (page 42).

Table 22: Archaeologists' gender balance by age-range

Age	Female	% of all age range	Male	% of all age range	Male and female
<20	1	14%	6	86%	7
20–29	188	42%	260	58%	448
30–39	312	37%	523	63%	835
40–49	168	29%	405	71%	573
50–59	68	32%	142	68%	210
60 +	10	30%	23	70%	33
Total numbers	747	35%	1359	65%	2106

Age by employment category

The survey discovered distinct imbalances in the age range of different employment categories. Nearly half of all consultants who responded to the question are aged over 50, and all are over 30. Almost all archaeologists working for national heritage agencies are aged over 30. A third of contractors, archaeologists working for other commercial organisations, and those working for non-curatorial local government bodies, however, are aged under 30.

Table 23: Age by employment category

	<20 % of employment category		20–29 % of employment category		30–39 % of employment category		40–49 % of employment category		50–59 % of employment category		60 + % of employment category		Total
Consultants	0	0%	0	0%	5	15%	13	38%	11	32%	5	15%	34
Contractors	2	1%	210	35%	253	42%	115	19%	21	3%	2	1%	603
LG curators	5	1%	82	19%	170	40%	128	30%	41	10%	0	0%	426
LG others	0	0%	42	30%	54	39%	27	19%	16	11%	1	1%	140
Universities	0	0%	56	18%	85	27%	94	30%	62	20%	14	5%	311
Nat htg agencies	0	0%	9	3%	176	54%	113	34%	28	9%	2	1%	328
Nat museums	0	0%	2	22%	3	33%	3	33%	1	11%	0	0%	9
Societies	0	0%	2	8%	2	8%	10	40%	7	28%	4	16%	25
Other commercial	0	0%	16	34%	18	38%	10	21%	3	6%	0	0%	47
Other orgs	0	0%	29	16%	69	38%	60	33%	20	11%	5	3%	183
Total	7	1%	448	21%	835	40%	573	27%	210	10%	33	2%	2106

Gender by employment category

Overall, 35% of archaeologists are female (see above, page 16), and this proportion is broadly reflected across the employment sectors. The exceptions are among consultants, of whom over half of those responding to the survey are female, and among other commercial organisations where women account for only one fifth of the workforce.

Table 24: Employment in archaeology by gender and organisational category

	Female		Male		Total
Consultants	19	56%	15	44%	34
Contractors	203	34%	400	66%	603
LG curators	160	38%	266	62%	426
LG others	48	34%	92	66%	140
Universities	109	35%	202	65%	311
Nat htg agencies	117	36%	211	64%	328
Nat museums	3	33%	6	67%	9
Societies	10	40%	15	60%	25
Other commercial	9	19%	38	81%	47
Other orgs	69	38%	114	63%	183
Total	747	35%	1359	65%	2106

Age and gender by employment category

Although roughly twice as many men as women work in archaeology, a proportion reflected across most employment sectors (see above), for archaeologists in their 20s the proportions of men and women are more nearly equal among contractors, curators, universities, national heritage agencies, national museums and societies. For archaeologists in their 30s, the proportions of women to men remain relatively high in universities, national heritage agencies and other organisations, while in this age group there are far more women than men working as consultants (for this group, note the relatively small sample size). For archaeologists in their 40s, contractors and other commercial organisations employ relatively more men than the category average, while consultancy continues to employ more women than men.

Table 25: Age and gender by employment category

	<20		20–29		30–39		40–49		50–59		60 +		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Consultants	0	0	0	0	4	1	8	5	4	7	3	2	34
Contractors	0	2	92	118	77	176	24	91	8	13	2	0	603
LG curators	1	4	38	44	68	102	40	88	13	28	0	0	426
LG others	0	0	10	32	20	34	8	19	10	6	0	1	140
Universities	0	0	24	32	34	51	29	65	20	42	2	12	311
Nat htg agencies	0	0	4	5	75	101	33	80	5	23	0	2	328
Nat museums	0	0	1	1	1	2	1	2	0	1	0	0	9
Societies	0	0	2	0	0	2	5	5	2	5	1	3	25
Other commercial	0	0	6	10	3	15	0	10	0	3	0	0	47
Other orgs	0	0	11	18	30	39	20	40	6	14	2	3	183
Total	1	6	188	260	312	523	168	405	68	142	10	23	2106

Specialist services

Organisations were asked about the use of archaeologists from outside their own organisation in the previous year. 173 organisations responded that they had used a total of 1821 outside specialists in order to perform archaeological tasks. The numbers of individuals called upon ranged from 1 to 300, with the average being 11.

These specialists were called upon to provide 53 distinct services, which can be crudely broken down into six categories: fieldwork, artefact studies, environmental / scientific work, project management, report production, and other services.

The data in the tables that follow represent the number of organisations that called upon outside specialists for each particular service in the year before the questionnaire was completed.

Specialist services by employment category

(1) Fieldwork

The majority of fieldwork services were used by curators (34%), 'other' organisations (25%), and contractors (17%).

Table 26: Fieldwork services provided by specialists, by organisational category

	All organisations	Consultants	Contractors	LG curator	LG other
Geophysical survey	58	2	16	17	2
Excavation	29	2	2	6	3
Topographic survey	26	2	1	16	
Buildings survey / recording	18		2	6	1
Aerial photography and analysis	17	1	4	7	
Documentary research	17		4	5	1
Photography	9	1	2	1	
Architectural	6		3	1	1
Watching brief monitoring	5			3	
Evaluations	4			3	
Field assessment	2				
Marine archaeology	2			1	1
Landscape survey	1				
Remote sensing	1			1	
Total	195	8 4%	34 17%	67 34%	9 5%

Table 26 (cont.): Fieldwork services provided by specialists, by organisational category

	<i>Universities</i>	<i>Nat agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>	<i>Other organisations</i>
Geophysical survey	4	2	1		2	12
Excavation	3	4			1	8
Topographic survey	1	2				4
Buildings survey / recording		2		1		6
Aerial photography and analysis					1	4
Documentary research						7
Photography	1					4
Architectural						1
Watching brief monitoring					2	
Evaluations						1
Field assessment						2
Marine archaeology						
Landscape survey						1
Remote sensing						
Total	9 5%	10 5%	1 1%	1 1%	6 3%	50 26%

(2) Artefact studies

The bulk of artefact services were used by contractors (38%), curators (21%) and 'other' organisations (18%).

Table 27: Artefact study services provided by specialists, by organisational category

	<i>All organisations</i>	<i>Consultants</i>	<i>Contractors</i>	<i>LG curator</i>	<i>LG other</i>
Non-ceramic artefact analysis	59	1	21	17	2
Pottery / ceramic analysis	42	1	20	6	3
Conservation	40	1	13	9	7
Identification reports	10		3		3
Post-excavation work	8		3	2	1
Artefact valuations	1				1
Total	160	3 2%	60 38%	34 21%	17 11%

	<i>Universities</i>	<i>Nat agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>	<i>Other organisations</i>
Non-ceramic artefact analysis	4	1	2		1	10
Pottery / ceramic analysis	4		1	1	1	5
Conservation		1		1		8
Identification reports			1			3
Post-excavation work						2
Artefact valuations						
Total	8 5%	2 1%	4 3%	2 1%	2 1%	28 18%

(3) Environmental / scientific

Again, the main users of these services were contractors (37%), curators (26%) and 'other' organisations (14%).

Table 28: Environmental / scientific services provided by specialists, by organisational category

	<i>All organisations</i>	<i>Consultants</i>	<i>Contractors</i>	<i>LG curator</i>	<i>LG other</i>
Palaeoenvironmental analysis	47	3	18	11	1
Animal bone analysis	23	2	7	5	2
C14 dating	18	1	6	4	
Palaeobotany	12	1	3	5	1
Human bone analysis	9	3	3	2	
Pollen analysis	9		4	2	
Sedimentology / soil analysis	7		4	2	
Fishbone analysis	5		3	1	
Mollusc analysis	4			3	
Dendrochronology	3		1	2	
Geology	2		2		
Geomorphology	2			1	
X-ray fluorescence	2		1		
Insect analysis	1		1		
Total	144	10 7%	53 37%	38 26%	4 3%

	<i>Universities</i>	<i>Nat agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>	<i>Other organisations</i>
Palaeoenvironmental analysis	1				4	9
Animal bone analysis	2			1		4
C14 dating	4	1	1			1
Palaeobotany						2
Human bone analysis						1
Pollen analysis	1					2
Sedimentology / soil analysis					1	
Fishbone analysis	1					
Mollusc analysis						1
Dendrochronology						
Geology						
Geomorphology	1					
X-ray fluorescence	1					
Insect analysis						
Total	11 8%	1 1%	1 1%	1 1%	5 3%	20 14%

(4) Report production

Report production services were mainly used by curators (30%), contractors (23%) and universities (14%).

Table 29: Report production services provided by specialists, by organisational category

	<i>All organisations</i>	<i>Consultants</i>	<i>Contractors</i>	<i>LG curator</i>	<i>LG other</i>
Illustration	24	2	9	3	2
Report production	16			10	
Design	3		1		1
Total	43	2 5%	10 23%	13 30%	3 7%

	<i>Universities</i>	<i>Nat agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>	<i>Other organisations</i>
Illustration	3	1			1	3
Report production	3	1				2
Design		1				
Total	6 14%	3 7%	0 0%	0 0%	1 2%	5 12%

(5) Project management

Project management services were used mainly by curators (38%), national agencies (16%), 'other' organisations (16%) and contractors (13%).

Table 30: Project management services provided by specialists, by organisational category

	<i>All organisations</i>	<i>Consultants</i>	<i>Contractors</i>	<i>LG curator</i>	<i>LG other</i>
Project management	12		2	6	
Planning control / advice	7		1	1	1
Project design	4			2	
Project monitoring	1				
Total	24	0 0%	3 13%	9 38%	1 4%

	<i>Universities</i>	<i>Nat agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>	<i>Other organisations</i>
Project management		2		1		1
Planning control / advice					2	2
Project design		1				1
Project monitoring		1				
Total	0 0%	4 16%	0 0%	1 4%	2 8%	4 16%

(6) Other services

These services were mainly used by 'other' organisations (30%), contractors (19%), curators (19%) and universities (15%).

Table 31: Other services provided by specialists, by organisational category

	<i>All organisations</i>		<i>Consultants</i>		<i>Contractors</i>		<i>LG curator</i>		<i>LG other</i>	
IT	9				2		2			
Teaching	6								1	
SMR enhancement	3						1			
Palaeography	2									
Archive preparation	1						1			
Legal	1				1					
Site management	1									
Site safety	1				1					
Tourism	1				1					
Treasure trove advice	1						1			
Vegetation clearance	1									
Total	27		0	0%	5	19%	5	19%	1	4%

	<i>Universities</i>		<i>Nat agencies</i>		<i>Nat museums</i>		<i>Societies</i>		<i>Other commercial</i>		<i>Other organisations</i>	
IT	1		1				1				2	
Teaching	3										2	
SMR enhancement			1								1	
Palaeography											2	
Archive preparation												
Legal												
Site management											1	
Site safety												
Tourism												
Treasure trove advice												
Vegetation clearance			1									
Total	4	15%	3	11%	0	0%	1	4%	0	0%	8	30%

Specialist services, by geographical area

The survey also examined the use of specialist services by geographical area.

Fieldwork

Fieldwork services were called upon mainly in the south west (17%), Scotland (12%), the south east (11%) and the west midlands (10%).

Table 32: Fieldwork services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>	<i>North West & Mersey</i>	<i>Yorks & Humber</i>	<i>East Midlands</i>
Geophysical survey	58	3	4	4	5
Excavation	29	2		2	1
Topographic survey	26	1	4	1	3
Buildings survey / recording	18	1	1		1
Aerial photography and analysis	17	1	1	1	2
Documentary research	17	1	1	2	1
Photography	9	1		2	
Architectural	6		2	1	
Watching brief monitoring	5			2	
Evaluations	4	1		2	
Field assessment	2				
Marine archaeology	2				
Landscape survey	1				
Remote sensing	1				
Total	195	11 6%	13 7%	17 9%	13 7%

	<i>West Midlands</i>	<i>South West</i>	<i>Eastern</i>	<i>London</i>	<i>South East</i>
Geophysical survey	5	11	4	3	8
Excavation	1	6	2	1	5
Topographic survey	2	6			2
Buildings survey / recording	3	4	1	3	2
Aerial photography and analysis	2	4	1		3
Documentary research	2	3	3	4	
Photography	4			1	
Architectural				2	
Watching brief monitoring					1
Evaluations	1				
Field assessment					
Marine archaeology					1
Landscape survey					
Remote sensing			1		
Total	20 10%	34 17%	12 6%	14 7%	22 11%

	<i>Wales</i>	<i>Scotland</i>	<i>Northern Ireland</i>	<i>Channel Islands</i>	<i>Isle of Man</i>
Geophysical survey	4	5	1	1	
Excavation	1	6	1		1
Topographic survey	1	6			
Buildings survey / recording	1			1	
Aerial photography and analysis	1	1			
Documentary research					
Photography		1			
Architectural	1				
Watching brief monitoring		2			
Evaluations					
Field assessment		1	1		
Marine archaeology				1	
Landscape survey		1			
Remote sensing					
Total	9 5%	23 12%	3 2%	3 2%	1 1%

(2) Artefact studies

Main users of artefact services were in the south east (20%), south west (14%), Yorkshire and Humberside (11%) and Scotland (10%).

Table 33: Artefact studies services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>	<i>North West & Mersey</i>	<i>Yorks & Humber</i>	<i>East Midlands</i>
Non-ceramic artefact analysis	59	3	3	4	6
Pottery / ceramic analysis	42	2	1	7	4
Conservation	40	3	2	5	2
Identification reports	10			1	1
Post-excavation work	8				
Artefact valuations	1				
Total	160	8 5%	6 4%	17 11%	13 8%

	<i>West Midlands</i>	<i>South West</i>	<i>Eastern</i>	<i>London</i>	<i>South East</i>
Non-ceramic artefact analysis	7	7	4	6	10
Pottery / ceramic analysis	1	6	2	3	9
Conservation	3	7	1	3	8
Identification reports	2	2		1	1
Post-excavation work		1		2	3
Artefact valuations					1
Total	13 8%	23 14%	7 4%	15 9%	32 20%

	<i>Wales</i>	<i>Scotland</i>	<i>Northern Ireland</i>	<i>Channel Islands</i>	<i>Isle of Man</i>
Non-ceramic artefact analysis	2	6		1	
Pottery / ceramic analysis	2	4		1	
Conservation	2	3	1		
Identification reports		2			
Post-excavation work	1	1			
Artefact valuations					
Total	7 4%	16 10%	1 1%	2 1%	0 0%

(3) Environmental / scientific

Main users of environmental services were in the south east (20%), the south west (17%) and London (10%).

Table 34: Environmental / scientific services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>		<i>North West & Mersey</i>		<i>Yorks & Humber</i>		<i>East Midlands</i>	
Palaeoenvironmental analysis	47	5		3		3		3	
Animal bone analysis	23	3				1		1	
C14 dating	18	1		2		2		2	
Palaeobotany	12	1							
Human bone analysis	9	1							
Pollen analysis	9								
Sedimentology / soil analysis	7					1		1	
Fishbone analysis	5	1							
Mollusc analysis	4								
Dendrochronology	3					1			
Geology	2			1					
Geomorphology	2	1				1			
X-ray fluorescence	2			1		1			
Insect analysis	1								
Total	144	13	9%	7	5%	10	7%	7	5%

	<i>West Midlands</i>		<i>South West</i>		<i>Eastern</i>		<i>London</i>		<i>South East</i>	
Palaeoenvironmental analysis	4		7		2		4		9	
Animal bone analysis	4		4		1		1		8	
C14 dating	2		1		1		1		2	
Palaeobotany	1		4		1		1		2	
Human bone analysis			3		1				2	
Pollen analysis	1		2		2		2		2	
Sedimentology / soil analysis					1		3		1	
Fishbone analysis			1		1				2	
Mollusc analysis			2		1				1	
Dendrochronology					1		1			
Geology										
Geomorphology										
X-ray fluorescence										
Insect analysis							1			
Total	12	8%	24	17%	12	8%	14	10%	29	20%

	<i>Wales</i>		<i>Scotland</i>		<i>Northern Ireland</i>		<i>Channel Islands</i>		<i>Isle of Man</i>	
Palaeoenvironmental analysis	1		6							
Animal bone analysis										
C14 dating	3		1							
Palaeobotany	1		1							
Human bone analysis	1		1							
Pollen analysis										
Sedimentology / soil analysis										
Fishbone analysis										
Mollusc analysis										
Dendrochronology										
Geology			1							
Geomorphology										
X-ray fluorescence										
Insect analysis										
Total	6	4%	10	7%	0	0%	0	0%	0	0%

(4) Report production

Main users of these services were in Scotland (19%), Yorkshire and Humberside (16%), the south west (14%), London (12%) and the south east (12%).

Table 35: Report production services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>	<i>North West & Mersey</i>	<i>Yorks & Humber</i>	<i>East Midlands</i>
Illustration	24		1	4	1
Report production	16	2	2	2	1
Design	3			1	
Total	43	2 5%	3 7%	7 16%	2 5%

	<i>West Midlands</i>	<i>South West</i>	<i>Eastern</i>	<i>London</i>	<i>South East</i>
Illustration	1	3		4	3
Report production	1	3			2
Design	1			1	
Total	3 7%	6 14%	0 0%	5 12%	5 12%

	<i>Wales</i>	<i>Scotland</i>	<i>Northern Ireland</i>	<i>Channel Islands</i>	<i>Isle of Man</i>
Illustration	1	6			
Report production		2	1		
Design					
Total	1 2%	8 19%	1 2%	0 0%	0 0%

(5) Project management

Main users of project management services were in the south east (21%), eastern (17%) and the south west (17%).

Table 36: Project management services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>	<i>North West & Mersey</i>	<i>Yorks & Humber</i>	<i>East Midlands</i>
Project management	12	1			
Planning control / advice	7		1	1	2
Project design	4		1		
Project monitoring	1				
Total	24	1 4%	2 8%	1 4%	2 8%

	<i>West Midlands</i>	<i>South West</i>	<i>Eastern</i>	<i>London</i>	<i>South East</i>
Project management		2	3	2	3
Planning control / advice	1	1	1		
Project design		1			2
Project monitoring					
Total	1 4%	4 17%	4 17%	2 8%	5 21%

	<i>Wales</i>	<i>Scotland</i>	<i>Northern Ireland</i>	<i>Channel Islands</i>	<i>Isle of Man</i>
Project management					1
Planning control / advice					
Project design					
Project monitoring		1			
Total	0 0%	1 2%	0 0%	0 0%	1 2%

(6) Other services

Other services were used most in the south west (22%), London (19%) and the north west (19%).

Table 37: Other services provided by specialists, by geographical area

	<i>All organisations</i>	<i>North East</i>		<i>North West & Mersey</i>		<i>Yorks & Humber</i>		<i>East Midlands</i>	
IT	9			1		1		1	
Teaching	6					1		1	
SMR enhancement	3								
Palaeography	2			1					
Archive preparation	1					1			
Legal	1			1					
Site management	1			1					
Site safety	1								
Tourism	1			1					
Treasure Trove advice	1								
Vegetation clearance	1								
Total	27	0	0%	5	19%	3	11%	2	7%

	<i>West Midlands</i>		<i>South West</i>		<i>Eastern</i>		<i>London</i>		<i>South East</i>	
IT					1		3		1	
Teaching			3				1			
SMR enhancement			2				1			
Palaeography			1							
Archive preparation										
Legal										
Site management										
Site safety									1	
Tourism										
Treasure Trove advice									1	
Vegetation clearance										
Total	0	0%	6	22%	1	4%	5	19%	3	11%

	<i>Wales</i>		<i>Scotland</i>		<i>Northern Ireland</i>		<i>Channel Islands</i>		<i>Isle of Man</i>	
IT			1							
Teaching										
SMR enhancement										
Palaeography										
Archive preparation										
Legal										
Site management										
Site safety										
Tourism										
Treasure Trove advice										
Vegetation clearance									1	
Total	0	0%	1	4%	0	0%	0	0%	1	4%

Voluntary archaeologists

The questionnaire asked whether the involvement of unpaid or voluntary archaeologists (whether working for free or receiving expenses) was welcomed. It also asked how many volunteers had been accepted during the previous 12 months.

Volunteers by organisational category

236 organisations (68% of the sample) responded that they welcome the involvement of such archaeologists, and 113 (32%) responded that they do not or cannot. Organisations most willing to accept volunteers are national museums (100%), local government others (97%), curators (83%) and other organisations (82%), while those least willing are consultants (17%) and other commercial organisations (38%).

However, in overall numbers, the bulk of volunteers found work during the previous year at other organisations (29%), curators (20%), contractors (15%), local government others (13%) and universities (11%). The number of unpaid archaeologists taken on by organisations accepting volunteers ranged from 1 to 150. In total, 2,502 volunteers were accepted – an average of 11 individuals per organisation that welcomed volunteers. Seven of the organisations accepting volunteers ran fieldwork projects that were specifically aimed at unpaid archaeologists.

Table 38: Unpaid archaeologists by organisational category

	<i>Number of organisations</i>	<i>Orgs accepting volunteers and % of category</i>		<i>Orgs not accepting volunteers and % of category</i>		<i>Total number accepted and % of all volunteers</i>		<i>Average accepted per organisation</i>
Consultants	48	8	17%	40	83%	34	1%	4
Contractors	51	34	67%	17	33%	385	15%	11
LG curators	72	60	83%	12	17%	492	20%	8
LG others	38	37	97%	1	3%	336	13%	9
Universities	47	31	66%	16	34%	283	11%	9
Nat htg agencies	9	6	67%	3	33%	69	3%	12
Nat museums	4	4	100%	0	0%	55	2%	14
Societies	13	8	62%	5	38%	100	4%	13
Other commercial	16	6	38%	10	62%	30	1%	3
Other orgs	51	42	82%	9	18%	718	29%	17
Total	349	236	68%	113	32%	2502	100%	11

Volunteers by geographical area

Areas where organisations are most likely to accept volunteers are the Channel Islands (100% – small sample), Northern Ireland (80% – small sample), the south east (77%), Wales (75%), Scotland (72%) and Yorkshire and Humberside (71%).

In overall numbers, however, more volunteers found work the previous year in Yorkshire and Humberside (20%), the south east (17%) and the south west (13%) than elsewhere. Organisations taking the largest average number of volunteers were in Yorkshire and Humberside (21), the north east (20), the Channel Islands (20), the north west (17) and London (14).

Table 39: Unpaid archaeologists by geographical area

	<i>Number of organisations</i>	<i>Orgs accepting volunteers and % of area</i>		<i>Orgs not accepting volunteers and % of area</i>		<i>Total number accepted and % of all volunteers</i>		<i>Average accepted per organisation</i>
North East	17	10	59%	7	41%	202	8%	20
North West & Mersey	21	13	62%	8	38%	221	9%	17
Yorks & Humber	34	24	71%	10	29%	500	20%	21
East Midlands	22	14	64%	8	26%	94	4%	7
West Midlands	26	17	65%	9	35%	87	3%	5
South West	62	42	68%	20	32%	328	13%	8
Eastern	29	15	52%	14	48%	100	4%	7
London	23	15	65%	8	35%	211	8%	14
South East	56	43	77%	13	23%	420	17%	10
Wales	20	15	75%	5	25%	147	6%	10
Scotland	32	23	72%	9	28%	161	6%	7
Northern Ireland	5	4	80%	1	20%	11	1%	3
Channel Islands	1	1	100%	0	0%	20	1%	20
Isle of Man	1	0	0%	1	100%	0	0%	0
Total	349	236	68%	113	32%	2502	100%	11

Support staff

The questionnaire asked how many non-archaeological support staff worked for the organisation. Organisations responded as employing a total of 3315 support staff – but this reflects a flaw in the questionnaire. It was not made explicit that the number requested here was of support staff working exclusively to assist the archaeologists. This meant that several respondents gave the total number of non-archaeologists working for that organisation as being support staff – in the most extreme example, one local government organisation responded that they employed 1 archaeologist and 502 support staff.

To create a clearer picture, the returns from archaeological contractors have been examined. In this sector, for 766 archaeological staff there were 64 dedicated support staff – one member of support staff for every 12 archaeologists. On the assumption that this broadly represents the needs of archaeological organisations for support staff, the same ratio can be extended to the whole profession, suggesting a total of approximately 367 non-archaeologists employed in dedicated supporting roles throughout the UK.

This suggests that there are approximately 4792 people in the UK (archaeologists and support staff) who rely upon archaeology for their livelihood.

CHAPTER 3

Jobs

Profiling the Profession has gathered information on current working practices in archaeology. We have studied the extent of full-time work, part-time work, and self-employment; we have gathered information on the number of hours worked, the length of contracts and the length of employment to date. We also publish below extensive information on archaeologists' salaries, working conditions and benefits.

Full-time and part-time work

The survey asked about the numbers of hours worked. Those working 30 hours a week or more were regarded as working full-time; those working less than 30 hours a week were regarded as working part-time.

We received information on the number of hours worked for 1836 individuals (66% of all archaeologists in the survey).

Overall we found that 95% of archaeologists work full-time, 5% work part-time. A greater proportion of archaeologists work full-time than in the population as a whole. According to figures published by the Central Statistical Office, 77% of all national workers work full-time, 23% work part-time.

Table 40: Number of archaeologists' working f/t and p/t

Numbers full-time archaeologists		Numbers part-time archaeologists		Total archaeologists
1746	95%	90	5%	1836

Full-time and part-time work by gender

Of the 1836 respondents providing information about full-time and part-time work, we know the gender of 1820 – a smaller number than provided general information about age and gender (see page 16). This sample was skewed slightly towards women: 36% of this group were women, compared to 35% of the overall survey sample.

Although 35% of all archaeologists are women (see page 16), women constitute 34% of the full-time archaeological workforce. This is a slightly smaller proportion than for the population as a whole. The *New Earnings Survey 1997* (Office for National Statistics 1997) shows that women make up 37% of the national full-time workforce.

Women constitute two thirds, however, of the part-time archaeological workforce.

For further details about numbers of hours worked, see *Working hours* (page 34).

Table 41: Full-time / part-time employment in archaeology by gender

	<i>Female</i>	<i>% of full-time or part-time workforce</i>	<i>Male</i>	<i>% of full-time or part-time workforce</i>	<i>Total</i>
Full-time	596	34%	1137	66%	1733
Part-time	56	64%	31	36%	87
Total	652	36%	1168	64%	1820

A greater proportion of female archaeologists than male archaeologists work part-time. 10% of women work part-time compared to only 3% of men.

Table 42: Gender distribution of full-time / part-time employment

	<i>Female</i>	<i>% of females</i>	<i>Male</i>	<i>% of males</i>	<i>Total</i>
Full-time	596	91%	1137	97%	1719
Part-time	56	9%	31	3%	101
Total	652	100%	1168	100%	1820

Full-time and part-time work by employment category

(1) All archaeologists

Archaeological work is predominantly full-time across all organisational categories, except societies where work is 56% full-time. Slightly more consultants and academics work part-time than archaeologists in other categories.

Table 43: Full-time and part-time work by organisational category

	<i>Full-time numbers and % of category</i>		<i>Part-time numbers and % of category</i>		<i>Total</i>
Consultants	13	87%	2	13%	15
Contractors	540	99%	8	1%	548
LG curators	379	95%	21	5%	400
LG others	131	98%	3	2%	134
Universities	142	84%	28	16%	170
Nat htg agencies	322	98%	8	2%	340
Nat museums	12	100%	0	0%	12
Societies	9	56%	7	44%	16
Other commercial	37	100%	0	0%	37
Other orgs	161	93%	13	7%	174
All archaeologists	1746	95%	90	5%	1836

Half of part-time archaeologists work for universities and curators, however, with most of the rest working for other organisations, contractors, national heritage agencies and societies.

Table 44: Full-time and part-time distribution by organisational category

	<i>Full-time numbers and % of full-time workforce</i>		<i>Part-time numbers and % of part-time workforce</i>		<i>Total</i>
Consultants	13	1%	2	2%	15
Contractors	540	31%	8	9%	548
LG curators	379	22%	21	23%	400
LG others	131	8%	3	3%	134
Universities	142	8%	28	31%	170
Nat htg agencies	322	18%	8	9%	340
Nat museums	12	1%	0	0%	12
Societies	9	1%	7	8%	16
Other commercial	37	2%	0	0%	37
Other orgs	161	9%	13	14%	174
All archaeologists	1746	100%	90	100%	1836

(2) Women

Work with contractors, other commercial organisations, curators, other local government employers, national heritage agencies and national museums is overwhelmingly full-time for women. Larger numbers of women working in universities (25%) or as consultants (25% – but a small sample) work part-time. Work at societies is largely part-time.

Table 45: Full-time and part-time female work by organisational category

	<i>Full-time numbers and % of category</i>		<i>Part-time numbers and % of category</i>		<i>Total</i>
Consultants	6	75%	2	25%	8
Contractors	184	97%	5	3%	189
LG curators	138	91%	14	9%	152
LG others	41	98%	1	2%	42
Universities	45	75%	15	25%	60
Nat htg agencies	110	94%	7	6%	117
Nat museums	3	100%	0	0%	3
Societies	3	37%	5	63%	8
Other commercial	8	100%	0	0%	8
Other orgs	58	89%	7	11%	65
All females	596	93%	56	7%	652

Half the female archaeologists (52%) who work part-time, however, work for curators and universities, with the bulk of the rest working for national heritage agencies, other organisations, contractors and societies.

Table 46: Full-time and part-time female distribution by organisational category

	<i>Full-time numbers and % of full-time workforce</i>		<i>Part-time numbers and % of part-time workforce</i>		<i>Total</i>
Consultants	6	1%	2	4%	8
Contractors	184	31%	5	9%	189
LG curators	138	23%	14	25%	152
LG others	41	7%	1	2%	42
Universities	45	8%	15	27%	60
Nat htg agencies	110	18%	7	13%	117
Nat museums	3	1%	0	0%	3
Societies	3	1%	5	9%	8
Other commercial	8	1%	0	0%	8
Other orgs	58	10%	7	13%	65
All females	596	100%	56	100%	652

(3) Men

Work for male archaeologists is almost universally full-time in all categories, except for universities (88%) and societies (75%) where it is still largely full-time.

Table 47: Full-time and part-time male work by organisational category

	<i>Full-time numbers and % of category</i>		<i>Part-time numbers and % of category</i>		<i>Total</i>
Consultants	7	100%	0	0%	7
Contractors	356	99%	3	1%	359
LG curators	239	98%	6	2%	245
LG others	87	98%	2	2%	89
Universities	94	88%	13	12%	107
Nat htg agencies	210	<100%	1	1%	211
Nat museums	6	100%	0	0%	6
Societies	6	75%	2	25%	8
Other commercial	29	100%	0	0%	29
Other orgs	103	96%	4	4%	107
All males	1137	97%	31	3%	1168

42% of male part-timers work at universities. The bulk of other part-timers work as curators, contractors or at other organisations.

Table 48: Full-time and part-time male distribution by organisational category

	<i>Full-time numbers and % of full-time workforce</i>		<i>Part-time numbers and % of part-time workforce</i>		<i>Total</i>
Consultants	7	1%	0	0%	7
Contractors	356	31%	3	10%	359
LG curators	239	21%	6	19%	245
LG others	87	8%	2	6%	89
Universities	94	8%	13	42%	107
Nat htg agencies	210	18%	1	3%	211
Nat museums	6	1%	0	0%	6
Societies	6	1%	2	6%	8
Other commercial	29	3%	0	0%	29
Other orgs	103	9%	4	13%	107
All males	1137	100%	31	100%	1168

Working hours

The questionnaire asked about employees' contracted hours per week – minimum, maximum and average.

For full-time archaeologists, the average number of hours worked in a week is 38. This compares with a national average of 42 hours a week in 1997 (Central Statistical Office 1998). The average number of hours worked is fairly even across organisational categories, ranging from 37 (curators, LG others and other organisations) to 41 (national heritage agencies).

Those working the longest hours, however, were found among contractors and other organisations. In this survey, 23 individuals were found to be working 48 hours a week or more, with some working as many as 70 hours a week.

The Local Authorities 'Single Status' arrangement has established a standard working week of 37 hours (36 in London) from 1999 (IDS 1997, 27). Moreover, the *European Directive on Working Time* introduced on 1 October 1998 a limit of 48 working hours per week, although employers and employees can contractually agree to waive this limit.

As could be expected, part-time hours vary enormously, ranging from 1 hour a week to 27.

All of the figures published below are based on the average number of hours worked per week. If a minimum or maximum number of hours was given, but no average, the number given was considered to be the average. If both minimum and maximum figures were given, but no average, the average was considered to be the average of the minimum and maximum figures.

Full-time hours

Table 49: Average hours per week by organisational category, full-time

	<i>Min f-t hours/wk</i>	<i>Avg f-t hours/wk</i>	<i>Max f-t hours/wk</i>
Consultants	32	40	48
Contractors	30	39	70
LG curators	30	37	47
LG others	35	37	40
Universities	30	38	40
Nat htg agencies	37	41	43
Nat museums	37	38	39
Societies	35	38	42
Other commercial	35	39	52
Other orgs	30	37	70
Total	30	38	70

Part-time hours

Table 50: Average hours per week by organisational category, part-time

	<i>Min p-t hours/wk</i>	<i>Avg p-t hours/wk</i>	<i>Max p-t hours/wk</i>
Consultants	1	2	2
Contractors	3	14	25
LG curators	4	20	29
LG others	18	19	22
Universities	2	7	27
Nat htg agencies	15	16	18
Nat museums	n/a	n/a	n/a
Societies	8	17	24
Other commercial	n/a	n/a	n/a
Other orgs	3	18	22
Total	1	14	29

Job security

Length of contract

The questionnaire asked about the length of the contracts of the archaeologists working for each organisation. We received details for 2101 individuals (74% of all archaeologists in the survey).

Two-thirds of archaeologists were on permanent contracts. Those working for national heritage agencies (86%) and other commercial organisations (84%) were most likely to have permanent contracts, those working for societies (48%) and other local government organisations (49%) least likely to have them. Salaries broadly increased with contract length.

The proportion of temporary workers contrasts with the national picture – in the summer of 1995, around 7% of the national workforce were in temporary jobs (IDS 1995, 1).

The average length of contract for temporary archaeological workers is 10 months.

Table 51: Contract lengths and average salaries by categories

	<i><3 months % of category</i>		<i>Average salary</i>	<i>3–6 months % of category</i>		<i>Average salary</i>	<i>6–12 months % of category</i>		<i>Average salary</i>
Consultants	5	20%	14625	2	8%	20000	1	4%	15000
Contractors	84	15%	11701	78	13%	11542	62	11%	14741
LG curators	49	11%	11387	23	5%	10783	27	6%	13056
LG others	48	35%	10123	13	9%	8769	3	2%	10667
Universities	27	9%	10814	16	6%	11170	35	12%	18045
Nat htg agencies	0	0%	–	3	1%	–	38	10%	22834
Nat museums	0	0%	–	2	17%	9500	3	25%	13722
Societies	8	35%	15938	0	0%	–	3	13%	11027
Other commercial	6	16%	10703	0	0%	–	0	0%	–
Other orgs	7	4%	12167	2	1%	9800	23	13%	15868
All archaeologists	234	11%	11319	139	7%	11183	195	9%	16811

	<i>12–24 months % of category</i>		<i>Average salary</i>	<i>>24 months % of category</i>		<i>Average salary</i>	<i>Permanent / open ended % of category</i>		<i>Average salary</i>
Consultants	0	0%	–	1	4%	n/a	16	64%	14475
Contractors	16	3%	17261	20	3%	15643	321	55%	16587
LG curators	5	1%	15926	12	3%	15533	316	73%	17002
LG others	4	3%	15407	3	2%	11500	68	49%	17161
Universities	14	5%	18615	34	12%	20080	166	57%	25310
Nat htg agencies	2	1%	21962	9	2%	20434	317	86%	23081
Nat museums	0	0%	–	0	0%	–	7	58%	22571
Societies	1	1%	12500	0	0%	–	11	48%	16228
Other commercial	0	0%	–	0	0%	–	32	84%	19781
Other orgs	7	4%	18167	11	6%	15373	128	72%	18262
All archaeologists	49	2%	17563	90	4%	17806	1394	66%	19567

Length of employment to date

The questionnaire asked for the length of employment to date of employees broken down into time brackets. We received information for 2022 individuals (71% of all archaeologists in the survey).

Archaeologists most likely to have been employed in the same organisation for over two years work for national heritage agencies (88%), other organisations (80%), universities (79%) and curators (75%), suggesting the lowest job turnover in these sectors. Conversely, those working for societies (54%) and other local government organisations were least likely to have been employed for over two years. In these two sectors, a third of employees had been employed for less than three months.

For statutory rights dependent on length of employment, see Appendix V: The law.

Table 52: Archaeologists' length of employment to date

	<3m		3–6m		6–12m		12–24m		>24m	
Consultants	5	24%	0	0%	2	10%	0	0%	14	67%
Contractors	67	12%	56	10%	45	8%	79	14%	337	58%
LG curators	41	10%	19	5%	22	5%	21	5%	314	75%
LG others	43	31%	16	12%	10	7%	12	9%	56	41%
Universities	13	5%	7	3%	13	5%	27	10%	225	79%
Nat htg agencies	5	2%	1	1%	1	1%	27	9%	256	88%
Nat museums	1	8%	0	0%	2	17%	1	8%	8	67%
Societies	9	38%	0	0%	1	4%	1	4%	13	54%
Other commercial	9	15%	3	5%	2	3%	7	12%	40	66%
Other orgs	13	7%	3	2%	13	7%	8	4%	144	80%
All archaeologists	206	10%	105	5%	111	6%	183	9%	1407	70%

Self-employment

The questionnaire did not directly ask whether individual archaeologists were self-employed or whether they were under contract to an employer. Rather, for each post title the questionnaire asked whether income tax was deducted at source as PAYE.

Of all archaeologists for whom we have information on this subject, 5% do not pay income tax as they earn, and so are presumably self-employed.

Three-quarters of consultants are self-employed, however, as well as 44% of those working for societies, and one quarter of those working for other commercial organisations.

The survey received information on this subject for 2132 individuals.

Table 53: Self-employed archaeologists by organisational category

	<i>Self-employed</i>		<i>All archaeologists</i>
Consultants	27	77%	35
Contractors	16	3%	603
LG curators	18	4%	436
LG others	1	1%	145
Universities	14	5%	314
Nat htg agencies	0	0%	330
Nat museums	0	0%	12
Societies	11	44%	25
Other commercial	11	23%	47
Other orgs	9	5%	185
All organisations	107	5%	2132

Self employment by full-time and part-time

Only 51 self-employed archaeologists (48% of all self-employed archaeologists in the survey) informed us of their number of hours worked. Of this small sample, we found that one third work part-time – a higher proportion than of all archaeologists. However, there are distinct variations across the employment categories. The great majority of self-employed consultants, contractors, curators, archaeologists working for other commercial organisations and other organisations work full-time. All self-employed archaeologists in universities responding to this question work part-time, and the majority of self-employed archaeologists in societies work part-time.

Table 54: Self-employed archaeologists by organisational category

	<i>Known full-time self-employed</i>		<i>Known part-time self-employed</i>		<i>Total self-employed where work-hours known</i>
Consultants	7	78%	2	22%	9
Contractors	12	86%	2	14%	14
LG curators	6	100%	0	0%	6
LG others	0		0		0
Universities	0	0%	10	100%	10
Nat htg agencies	0		0		0
Nat museums	0		0		0
Societies	1	33%	2	67%	3
Other commercial	1	100%	0	0%	1
Other orgs	7	88%	1	12%	8
Total	34	67%	17	33%	51

Sources of funding

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

Information was received about 1974 individual archaeologists. Of these, 955 (48%) were in establishment-funded posts and 1019 (52%) in project-funded posts.

Table 55: Establishment and project funding by category

	<i>Establishment-funded</i>		<i>Project-funded</i>		<i>Total</i>
Consultants	4	16%	21	84%	25
Contractors	114	19%	473	81%	587
LG curators	182	43%	240	57%	422
LG others	62	44%	80	56%	142
Universities	163	62%	100	38%	263
Nat htg agencies	322	<100%	1	1%	323
Nat museums	7	58%	5	42%	12
Societies	14	61%	9	39%	23
Other commercial	5	13%	35	87%	40
Other orgs	82	60%	55	40%	137
Total	955	48%	1019	52%	1974

The distinction between establishment-funding and project-funding was left entirely to the respondents. This may have led to some inconsistency between responses. The surprisingly high number of curators responding as being project-funded may reflect those whose posts have been temporarily funded by English Heritage.

Contract length and sources of funding

Over half of project-funded contracts are temporary, with 42% funded for a year or less. Only one in ten establishment-funded posts are temporary.

See also *Job security* (page 35).

Table 56: Contract lengths and post funding

<i>Contract length</i>	<i>Project-funded</i>	<i>Establishment-funded</i>
<3 months	18%	2%
3–6 months	11%	3%
6–12 months	13%	3%
12–24 months	4%	1%
>24 months	6%	3%
Permanent / open ended	47%	88%

Contract length by sources of funding and category

(1) Establishment-funded posts

Table 57: Establishment funding and contract length by organisational category

	<3 months		3–6 months		6–12 months		12–24 months		24 + months		Permanent		Total individuals
Consultants	0	0%	0	0%	0	0%	0	0%	0	0%	4	100%	4
Contractors	4	3%	24	20%	2	2%	0	0%	4	3%	87	72%	121
LG curators	1	1%	0	0%	3	2%	1	1%	3	2%	184	96%	192
LG others	4	6%	0	0%	0	0%	1	1%	3	4%	64	89%	72
Universities	4	2%	1	1%	17	10%	3	2%	14	8%	135	78%	174
Nat htg agencies	0	0%	0	0%	1	1%	2	1%	5	2%	300	97%	308
Nat museums	0	0%	0	0%	0	0%	0	0%	0	0%	7	100%	7
Societies	0	0%	0	0%	2	14%	0	0%	0	0%	12	86%	14
Other commercial	4	80%	0	0%	0	0%	0	0%	0	0%	1	20%	5
Other orgs	0	0%	0	0%	8	10%	1	1%	3	4%	71	86%	83
Total	17	2%	25	3%	33	3%	8	1%	32	3%	865	88%	980

(2) Project-funded posts

Table 58: Project funding and contract length by organisational category

	<3 months		3–6 months		6–12 months		12–24 months		24 + months		Permanent		Total individuals
Consultants	4	21%	2	11%	0	0%	0	0%	1	5%	12	63%	19
Contractors	80	17%	54	12%	60	13%	16	3%	16	3%	232	51%	458
LG curators	48	19%	23	9%	23	9%	4	2%	9	4%	140	57%	247
LG others	17	40%	13	30%	2	5%	1	2%	1	2%	9	21%	43
Universities	17	13%	16	12%	30	22%	11	8%	30	22%	32	24%	136
Nat htg agencies	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1
Nat museums	0	0%	2	40%	3	60%	0	0%	0	0%	0	0%	5
Societies	8	89%	0	0%	1	11%	0	0%	0	0%	0	0%	9
Other commercial	6	17%	0	0%	0	0%	0	0%	0	0%	29	83%	35
Other orgs	3	5%	2	4%	14	25%	7	13%	7	13%	22	40%	55
Total	183	18%	112	11%	133	13%	39	4%	64	6%	477	47%	1008

Salaries

We received information on the salaries of 2132 archaeologists (75% of all archaeologists in the survey). Of these, we know that 1746 work full-time, 90 work part time. We have no information on the working hours of the remainder.

The average salary for archaeologists working full-time is £17,079. This compares to a national average full-time salary for all occupations of £19,167. The median full-time archaeological salary is £15,905. 50% of archaeologists working full-time earn more than this amount, and 50% earn less. The national median figure is £16,419.

The average salary of all archaeologists – full-time, part-time, and those whose hours are unknown – was found to be £17,562. The figure is higher than the average for all full-time archaeologists because some high earners provided no information on their working hours. The median salary for all archaeologists is £15,866.

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 maximum or minimum, 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. Checked against those returns that gave minimum, maximum and average salaries, this was found to be a fairly accurate approach.

In cases where we were told of a weighting allowance incorporated in the salary scale, the allowance was subtracted to allow comparison of like with like.

There may be a sample bias against the poorest paid (temporary) staff. Not all of the organisations responding gave details for these employees.

In 1997/98, the Institute of Field Archaeologists (IFA) recommended minimum pay levels for archaeologists exercising levels of responsibility equivalent to the three grades of the Institute's membership. These were £10,449 for Practitioners (PIFA), £12,171 for Associates (AIFA), and £15,759 for Members (MIFA).

For information on other studies into archaeological salaries, see Appendix 3: Previous surveys.

Table 59: Full-time salary distribution in archaeology

	<i>Archaeologists full-time</i>	<i>All UK workers full-time</i>
Lowest 10% earn less than	10428	9140
Lower 25% earn less than	12587	11888
Median	15905	16419
Upper 25% earn more than	20103	22796
Highest 10% earn more than	25000	30768
Average	17079	19167

source: Office for National Statistics 1997, A1.1

Full-time salaries by organisational category

The highest average and median full-time salaries are found in national heritage agencies and universities, the lowest in other local government organisations and contractors.

The median figure is higher than the average for national heritage agencies, universities and national museums, indicating that these sectors are ‘top-heavy’ – most individuals earn more than the average, which is kept low by the salaries of the lowest paid.

Sectors with a median below the average are pyramidal – most employees earn less than the average, which is raised by the salaries of the highest paid.

Table 60: Full-time salary distribution in archaeology by organisational category

	<i>Lowest 10% earn less than</i>	<i>Lower 25% earn less than</i>	<i>Median</i>	<i>Upper 25% earn more than</i>	<i>Highest 10% earn more than</i>	<i>Average</i>	<i>Sample</i>
Consultants	n/a	n/a	15000	n/a	n/a	15769	13
Contractors	10400	11000	14089	18570	19752	14997	540
LG curators	11157	13563	15264	19700	21285	16112	379
LG others	8000	10449	12143	16000	19342	14656	131
Universities	12500	15550	22785	26833	28000	20742	142
Nat htg agencies	15000	19000	24925	26000	28000	22917	322
Nat museums	n/a	n/a	18333	n/a	n/a	18181	12
Societies	n/a	n/a	16475	n/a	n/a	19925	9
Other commercial	9789	12552	14792	21000	26500	17428	37
Other orgs	10896	13500	17000	20000	23050	18033	161
All archaeologists	10462	12587	15905	20103	26000	17079	1746

Full-time salaries by geographical area

Average salaries for full-time 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 covers only Great Britain, so there are no data available for Northern Ireland, the Channel Islands or the Isle of Man.

The figures published here exclude any regional weighting allowances (see below, page 43), to enable meaningful comparisons to be made between areas.

Archaeologists typically earn less than the regional average. Only in one region, Yorkshire & Humberside, does the average archaeological salary exceed the average for all workers. This may be explained by full returns being received from the relatively well-paid university departments in that area.

Archaeologists in London are paid more on average than archaeologists elsewhere in England; other high averages in England are in Yorkshire and Humberside and in the West Midlands.

Lowest averages are in the south east, north west, east midlands and north east. Archaeologists in the south east are paid only 70% of the regional average – a lower proportion than in any other region. This may be partly explained, however, by the relatively high return of data for junior fieldwork posts in this area.

The figures suggest relatively high average earnings in Wales, Northern Ireland and Scotland. For Wales and Northern Ireland, this is a statistical error. The figures have been skewed upwards by the fact that the survey received little pay information about full-time archaeologists not working for either Cadw, RCAHMW or the Northern Ireland Environment and Heritage Service – three organisations in which average pay levels are relatively high. The Scottish data have been similarly (although less severely) skewed by the full receipt of information from Historic Scotland and RCAHMS, and proportionally less from other organisations.

Table 61: Full-time archaeological salaries by geographical area

	<i>All workers average</i>	<i>Archaeologists average</i>	<i>Archaeologists pay as % of all workers</i>	<i>Sample</i>
North East	17081	14786	87%	80
North West & Mersey	17437	14146	81%	72
Yorks & Humber	17232	17456	101%	177
East Midlands	17363	14546	84%	97
West Midlands	17602	17251	98%	71
South West	17868	15767	88%	261
Eastern	18896	15012	79%	149
London	25032	20808	83%	404
South East	19994	14015	70%	223
Wales	17206	21337	124%	44
Scotland	17561	17711	101%	144
Northern Ireland	–	22032	–	22
Channel Islands	–	–	–	–
Isle of Man	–	18000	–	2
UK	19167	17079	92%	1746

source: Office for National Statistics 1997

Full-time salary distribution by geographical area

Median salaries are higher than average salaries – indicating a preponderance of high earners – only in Wales, Northern Ireland and Scotland, reflecting the statistical error outlined above.

Table 62: Full-time salary distribution by geographical area

	<i>Lowest 10% earn less than</i>	<i>Lower 25% earn less than</i>	<i>Median</i>	<i>Upper 25% earn more than</i>	<i>Highest 10% earn more than</i>	<i>Average</i>	<i>Sample</i>
North East	8000	10000	13244	20000	22785	14786	80
North West & Mersey	10000	11000	13250	16815	20992	14146	72
Yorks & Humber	11658	14188	16815	19000	24333	17456	177
East Midlands	11157	11750	14250	16000	20000	14546	97
West Midlands	10462	12500	16338	26500	27000	17251	71
South West	10400	11606	14592	19752	24233	15767	261
Eastern	11157	12587	14316	16815	21285	15012	149
London	15000	19000	19523	26000	26000	20808	404
South East	10279	10449	12500	16333	21283	14015	223
Wales	14044	15741	23464	25000	38633	21337	44
Scotland	10575	11804	17684	22000	28836	17711	144
Northern Ireland	13000	13827	23131	25000	30937	22032	22
Channel Islands	–	–	–	–	–	–	–
Isle of Man	–	–	18000	–	–	18000	2
UK	10462	12587	15905	20103	26000	17079	1746

Full-time salaries in other occupations

Average full-time 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.

The average full-time archaeological salary is £17,079. That of all professional occupations is £25,987. The average salary for 'professional occupations not elsewhere categorised' is £18,656. This is the group into which archaeologists are classified by the Office of Population, Censuses and Surveys, and which also includes psychologists, probation officers and clergy (see Appendix VII: OPCS classification).

Table 63: Full-time salary comparison with other occupations

	<i>Average gross earnings</i>
University and polytechnic teaching professionals	30179
Civil, structural, municipal, mining and quarrying engineers	28286
Architects	25882
Town planners	25887
Managers in building and contracting	25689
Building, land, mining and 'general practice' surveyors	24495
Draughtspersons	19745
Scientific technicians	19641
Librarians and related professionals	19010
Archaeologists	17079
Road construction and maintenance workers	16904
Construction trades	15512
Builders, building contractors	15345
Other building and civil engineering labourers not elsewhere categorised	13843
All professional occupations	25987
Professional occupations not elsewhere categorised (*)	18656
National average	19167

source: Office for National Statistics 1997, D1.1 – D2.7

Salaries by gender

The survey received information about the gender of 1698 (97%) of the 1746 archaeologists who we know work full-time. Of these 1698, 583 (34%) are women, 1115 (66%) are men.

The full-time male average salary is £17,768, the full-time female average salary is £16,753 – 94% of the male figure.

The lowest-earning 10% and 25% of men and women earn roughly similar salaries on average. The highest earning 10% of men and women also earn similar salaries. The upper 50% and 25% of women, however, earn less than the upper 50% and 25% of men (earning 90% and 93% of the male salaries respectively).

Table 64: Full-time salaries by gender

	<i>Lowest 10% earn less than</i>	<i>Lower 25% earn less than</i>	<i>Median</i>	<i>Upper 25% earn more than</i>	<i>Highest 10% earn more than</i>	<i>Average</i>	<i>Sample</i>
Women	10500	12500	15300	19523	26000	16753	583
Men	10449	12634	16964	21062	26000	17768	1115
All archaeologists	10462	12587	15905	20103	26000	17079	1746

Salaries by age

The survey received information about the age of 1698 (97%) of the 1746 archaeologists who we know work full-time.

The highest average full-time salaries are earned by archaeologists in their 40s. The highest full-time salaries overall are earned by those in their 50s. The salary range amongst those in their 50s, however, is wider than for any other age-group.

Table 65: Full-time salary distribution by age

	<i>Lowest 10% earn less than</i>	<i>Lower 25% earn less than</i>	<i>Median</i>	<i>Upper 25% earn more than</i>	<i>Highest 10% earn more than</i>	<i>Average</i>	<i>Sample</i>
<20	n/a	n/a	11157	n/a	n/a	11729	5
20–29	10279	10449	11512	14000	16815	12455	384
30–39	11417	13563	16196	19523	26000	16936	715
40–49	13000	16111	19751	25000	28000	20227	452
50–59	11856	14534	20000	25291	32400	20172	126
60 +	n/a	n/a	18512	n/a	n/a	20906	16

Weighting allowances

The salaries of 83 posts, held by 312 archaeologists, include weighting allowances. 75 of these posts (304 individuals) are based in London. Three posts (three individuals) are based in the Northern Isles. The remaining five posts (five individuals) are based in England but outside London.

The weighting amount included in the salaries ranges from £250 to £3405 a year, with an average of £2375 and a median of £1822.

The London allowance ranges from £393 to £3405 a year, with an average of £2402 and a median of £1822. The Northern Isles allowance ranges from £1146 to £1200, with an average of £1182. The other allowances range from £250 to £1822, with an average of £1508.

The 'single status' salary agreement negotiated by the trade union Unison for local authority employees across the UK recommends an inner London weighting of £2340, and an outer London weighting of £1245.

Salary scales

Salary scales are used by 225 organisations responding to the survey (64% of the sample). These organisations, however, employ 82% of all archaeologists in the survey.

Of these organisations, 12 used the Civil Service scale, 133 used Local Authority scales (not all being Local Authority organisations), 54 used university scales and 25 used other scales. One organisation did not specify the kind of scale used.

Of the 25 organisations using other scales, 21 used their own scale, while one used an engineers scale, one a further education scale, one used NUJ fees and one other linked salaries directly to the *Retail Price Index*.

Benefits

The questionnaire asked specific questions regarding employee benefits.

Of the 349 responses from organisations with archaeological workers, the section on such benefits is completed by 274 organisations for whom 96% of archaeologists work.

75 organisations (employing 4% of the archaeological workforce) gave no response about employee benefits. Some may have disregarded the questions because they were unable to answer them or because workers at those organisations were not formally employees. These non-responses were therefore not considered as completely negative answers, and were discounted from the subsequent calculations.

Notice period

The questionnaire asked whether organisations offer more than the statutory minimum notice period, and if so, how much notice entitlement is offered.

Under the *Employment Rights Act 1996* all employees, whether part-time or full-time, have the right to be given notice. The rules provide that after one month's service (unless not more than three months were contemplated), employees must be given at least one week's notice. After two years continuous employment they are entitled to one further week for every year's work, up to 12 weeks for 12 years or more service.

In this study, we learned about the notice period offered to 2132 archaeologists. 917 archaeologists (43% of the sample) are entitled to notice of more than the statutory requirement. However, wide discrepancies were found between different employment categories, with 92% of employees of national heritage agencies offered more than the statutory minimum, but only 8% working for national museums.

Of the 917 archaeologists entitled to more than the statutory minimum notice period, 252 are on temporary contracts, accounting for 40% of all temporary workers. Their average notice entitlement is 6 weeks. 665 are on permanent contracts, accounting for 49% of all permanent workers, with an average entitlement of 10 weeks.

Table 66: Notice entitlement by organisational category

	<i>Entitled to notice beyond statutory minimum</i>	<i>Not entitled to notice beyond statutory minimum</i>	<i>% entitled to notice beyond statutory minimum</i>	<i>Average number of weeks notice beyond statutory minimum</i>
Consultants	3	32	9%	12 wks
Contractors	94	509	16%	9 wks
LG curators	172	264	39%	6 wks
LG others	69	76	48%	6 wks
Universities	169	145	53%	9 wks
Nat htg agencies	304	26	92%	12 wks
Nat museums	1	11	8%	4 wks
Societies	4	21	16%	10 wks
Other commercial	12	35	26%	4 wks
Other orgs	89	96	48%	6 wks
Total	917	1215	43%	9 wks

Sickness leave and pay

The questionnaire asked whether employees receive paid sickness leave.

In UK law, there are no specific provisions for paid sickness leave other than for Statutory Sick Pay (SSP). Under the *Social Security Contributions and Benefits Act 1992* employers have to pay employees SSP for up to 28 weeks. SSP is paid at a uniform subsistence rate (in 1997/98, this rate was £55.70 per week for individuals earning £62 or more per week). The self-employed, those over retirement age, low earners who do not pay national insurance contributions and employees taken on for less than three months are excluded from this benefit.

The Unison 'single status' agreement (see above, page 43) has established that employees of local authorities are entitled to one month's full pay and two months' half pay in the first year of service, rising to six months' full pay and six months' half pay after five years of service (IDS 1997, 27).

This study found that 221 organisations, employing 82% of archaeologists in the survey, do provide paid sickness leave. 15 organisations for whom a further 11% of archaeologists work replied that they only provide SSP, the statutory minimum. We have no information on the remaining organisations.

37 of the 221 organisations offering sickness pay gave details of the number of weeks they offer above the statutory minimum. Many of these employers have a sliding scale based on the employee's length of service. The number of weeks offered ranges from one week to a full year. The average number of weeks offered is 17.

Holiday entitlement

The questionnaire asked whether employees of the organisation received paid holiday leave.

The *Employment Rights Act 1996* states that all contracts must give holiday and holiday pay entitlements. On 1 October 1998 (since the survey was undertaken), the *European Directive on Working Time* introduced a minimum of three weeks paid holiday, rising to four weeks in 1999. In local government, the Unison 'single status' agreement (see above, page 43) has established a basic annual leave entitlement of 20 days with a further five days after five years service. Employees also receive an extra two statutory days.

Of the 274 organisations that answered the employee benefits questions in some way, 263 stated that employees were entitled to holiday leave.

138 organisations gave further details of the number of holiday days given; these ranged from 4 to 35, with 23 days being both the average and median number of days given. Amongst different organisational sectors, universities offered the highest average number of days (27), societies the lowest (18).

Table 67: Days holiday leave by organisational category

	<5	6–10	11–15	16–20	21–25	26–30	31–35	Average	Number of orgs
Consultants	0	0	0	0	0	0	0	n/a	0
Contractors	1	0	3	15	5	2	1	21	27
LG curators	0	0	1	10	13	5	1	23	30
LG others	0	0	0	3	8	4	1	25	16
Universities	0	0	0	2	6	7	4	27	19
Nat htg agencies	0	0	0	1	3	0	0	23	4
Nat museums	0	0	0	0	1	0	0	25	1
Societies	0	0	2	3	0	0	0	18	5
Other commercial	0	0	0	1	6	0	0	24	7
Other orgs	0	0	0	9	15	3	2	24	29
Total	1	0	6	44	57	21	9	23	138

Maternity leave

The questionnaire asked whether employees of the organisation receive paid maternity leave.

Under the *Employment Rights Act 1996* all pregnant employees, regardless of length of service, are entitled to reasonable paid time off work to attend antenatal care appointments. Every employee is likewise entitled to take a minimum of 14 weeks maternity leave; she is still regarded as employed during this basic leave period and all her contractual rights continue, such as accruing pension entitlement or holiday leave.

Employees are entitled to statutory maternity pay (SMP) only if they have been employed for 26 weeks before a date 15 weeks before the expected week of confinement. For those entitled to it, SMP is paid for 18 weeks at the same rate as Statutory Sick Pay (*Social Security and Contributions Act 1992*). In 1997/98, this rate was £55.70 per week for individuals earning £62 or more per week. Individual contracts may, of course, specify higher rates of paid maternity leave.

Employees of local authorities with less than a year's service are entitled to up to 18 weeks SMP, regardless of the 26-week statutory condition, with further unpaid leave at the discretion of the authority. After a year's service or more, employees are entitled to six weeks at 90% pay (including SMP) and a further 12 weeks at half pay plus SMP (IDS 1998, 27).

The *European Directive on Parental Leave* comes in to force in the UK on 15 December 1999. This allows male and female workers to have individual entitlement to parental leave on the grounds of the birth or adoption of a child, enabling them to take care of the child for at least three months' – in unpaid leave – in addition to any paid maternity leave.

238 of the 274 organisations responding to the employee benefits question stated that they did pay maternity leave above the statutory minimum. These organisations employ 91% of the archaeologists in this sample. Of those that do not pay maternity leave, several explained that they have no female employees.

81 organisations provided data on the number of paid maternity weeks given. These ranged widely, from 6 to 63. 20 was the average and 18 the median number of weeks granted.

Table 68: Weeks maternity leave by organisational category

	6–10	11–15	16–20	21–25	26–30	31–35	36–40	>40	Average number of days	Number of orgs
Consultants	2	0	0	0	0	0	0	0	6	2
Contractors	2	4	1	0	1	0	0	0	14	8
LG curators	1	1	13	0	4	0	1	2	23	22
LG others	1	4	1	2	1	0	3	0	25	12
Universities	0	3	4	0	4	1	0	0	20	12
Nat htg agencies	0	3	3	0	0	0	0	0	15	6
Nat museums	0	2	0	0	0	0	0	0	16	2
Societies	0	0	0	1	1	0	0	0	25	2
Other commercial	2	0	0	0	0	0	0	0	6	2
Other orgs	1	2	5	0	5	0	0	0	19	13
Total	9	19	27	3	16	1	4	2	20	81

Paternity leave

The questionnaire asked whether employees of the organisation received paid paternity leave.

At present, there are no regulations in British law regarding paternity leave. The *European Directive on Parental Leave* (see *Maternity leave*, above) will give fathers and mothers equal rights to leave and the protection of their job.

We found that 133 organisations (48% of those providing information about benefits) give paternity leave. These organisations employ 64% of archaeologists in this sample. The number of days ranges from 1 to 25, with 6 the average number of days given.

Subsidised accommodation or subsistence allowance

The questionnaire asked whether the organisation provided employees with subsidised accommodation or subsistence allowance.

There is no legal obligation upon employers to provide employees with accommodation or subsistence payments while working away from the organisation's base. Any such agreements have to be made between the employee and employer.

93 organisations (33% of those responding to this question) stated that they do make provision or payments for accommodation or subsistence. These organisations employ 55% of the archaeological workforce in this sample. Details of the benefits provided varied considerably.

25 organisations reported that workers receive accommodation benefits. Typically this is described as overnight accommodation dependent on the project, such as free accommodation on excavations when appropriate. Two organisations specifically referred to accommodation in hostels and five to bed-and-breakfasts.

74 organisations offer subsistence or meals allowances to members of staff working away from home, although two of these offer subsistence payments only to volunteers, not to paid staff.

Other benefits

The questionnaire asked for details of any other employee benefits that the organisation provides.

129 organisations (46% of respondents, employing 62% of archaeologists in the sample), replied that they offer other benefits. The benefits listed were varied, ranging from various allowances, such as for clothes, boots or cars, to free use of local authority leisure facilities, or entry to properties run by the employing organisation.

30 mentioned training as an employee benefit. Two further organisations said that they would consider supporting formal education costs such as those incurred studying for postgraduate degrees. Four organisations allowed sabbatical leave after a certain length of service. 13 organisations were prepared to pay conference fees.

5 organisations offered a clothing or footwear allowance. Other organisations offered discounts in a shop, free counselling, payments for home telephone, local authority leisure facility concessions, a mobile phone, target awards, and a tied cottage.

102 organisations pay travel expenses or mileage allowances for employees working away from the organisation's base. A further eight referred to a lease car scheme, with three providing company cars and three providing a car allowance. Other travel benefits offered by single organisations were AA or RAC membership and a car parking annual ticket.

6 organisations offered flexi-time and job-sharing (representing less than 1% of the archaeological workforce). This figure corresponds with data for all workers nationally (IDS 1994). One organisation mentioned crèche facilities, and one other offered childcare vouchers.

One organisation stated that it gives discretionary paid leave. Various grounds were cited, including compassionate leave, time off for medical appointments, leave to care for a sick relative and the right to take holiday entitlement on religious festivals.

44 organisations said that they paid subscription costs to professional organisations. 21 referred specifically to the IFA and seven to the Museums Association. The others offered subscriptions to professional associations of the worker's choice. Two further organisations partly paid IFA subscriptions, offering 50% or non-specific 'help' towards the cost, and one organisation offered interest free loans for IFA subscriptions. One organisation pays IFA subscriptions for senior employees only, another for the manager only.

4 organisations offered private healthcare, and three offered life insurance cover or personal accident insurance for accidents while at work. 5 offer relocation expenses, three offer subsidised loans (specifically for travel season tickets in two of the three cases), three more offer reduced-price publications and two offer free entry to sites or properties.

Pensions

The questionnaire asked whether the organisations contributed to employees' pensions. We received information about 2017 individuals. Organisations made pension contributions in 1434 cases (71%), and did not in 583 cases (29%).

79 archaeologists receiving pension contributions work part-time. 56% of part-timers in this sample receive pension contributions, 44% do not.

Employees most likely to receive pension contributions are in national heritage agencies (99%) and universities (94%); those least likely work as consultants (17%), or in societies (40%), other commercial organisations (45%) and contractors (46%).

Table 69: Archaeologists receiving employers' pension contributions by organisational category

	<i>Receiving contributions</i>		<i>Not receiving contributions</i>		<i>Sample</i>
Consultants	4	17%	20	83%	24
Contractors	261	46%	313	54%	574
LG curators	314	78%	87	22%	401
LG others	108	75%	36	25%	144
Universities	267	94%	18	6%	285
Nat htg agencies	324	99%	5	1%	329
Nat museums	8	67%	4	33%	12
Societies	10	40%	15	60%	25
Other commercial	20	45%	24	55%	44
Other orgs	118	66%	61	44%	179
Total	1434	71%	583	29%	2017

Redundancy payments

The questionnaire asked whether employees are entitled to redundancy payments.

Statutorily, an employer must make a lump sum payment to any employee who is dismissed because of redundancy, provided he or she has at least two years service. Part-time workers have the same rights as full-time staff.

We received information for a total of 2004 archaeologists. 1496 (75%) are entitled to redundancy payments, while 508 (25%) are not. Those least likely to have redundancy entitlement worked as consultants (13%) and in societies (40%). Those most likely to have redundancy entitlement work at national heritage agencies (99%).

Table 70: Archaeologists entitled to redundancy payments by organisational category

	<i>Entitled</i>		<i>Not entitled</i>		<i>Sample</i>
Consultants	3	13%	21	87%	24
Contractors	326	58%	234	42%	560
LG curators	334	78%	95	22%	429
LG others	103	73%	38	27%	141
Universities	229	82%	50	18%	279
Nat htg agencies	322	99%	4	1%	326
Nat museums	7	58%	5	42%	12
Societies	8	40%	12	60%	20
Other commercial	26	70%	11	30%	37
Other orgs	138	78%	38	22%	176
Total	1496	75%	508	25%	2004

Trade unions

This survey did not ask about individual membership of unions. Rather, the questionnaire asked whether there is a recognised trade union in the organisation's workplace.

We found that unions are recognised at 201 organisations (58% of the sample), which together employ 2041 archaeologists (72% of the archaeologists for whom the survey has information). Employers most likely to recognise unions were national heritage agencies (100%) and national museums (100%), local government curators (96%), local government others (92%) and universities (85%).

Unions are less often recognised among contractors (25%), other commercial organisations (19%) and consultants (6%). Of the 13 contractors which recognised unions, six are attached to universities and recognise AUT.

Table 71: Union representation by organisational category

	<i>All organisations</i>	<i>Orgs with unions % of all orgs in category</i>		<i>All individuals</i>	<i>Individuals working for orgs with unions % of all individuals</i>	
Consultants	48	3	6%	60	5	8%
Contractors	51	13	25%	766	297	39%
LG curators	73	70	96%	440	427	97%
LG others	38	35	92%	111	107	96%
Universities	47	40	85%	373	354	95%
Nat htg agencies	9	9	100%	680	680	100%
Nat museums	4	4	100%	42	42	100%
Societies	12	3	25%	25	5	20%
Other commercial	16	3	19%	87	12	14%
Other orgs	51	21	41%	245	112	46%
Total	349	201	58%	2829	2041	72%

In total, 17 separate unions are recognised in archaeological workplaces. Of these, Unison has by far the strongest presence. Table 72 gives the full list of unions recognised, with the number of archaeological organisations recognising them and the number of archaeologists employed by those organisations. Some organisations recognise more than one union – leading to misleading ‘total’ figures in the table.

Table 72: Full list of unions recognised in archaeology

		<i>Number of archaeological organisations that recognise the union</i>	<i>Number of archaeologists employed by those organisations</i>
Unison	Unison	138	1604
AUT	Association of University Teachers	44	468
IPMS	Institution of Professionals, Managers and Specialists	23	1838
MSF	Manufacturing Science Finance	9	100
NATFHE	The University and College Lecturers' Union	6	47
TGWU	Trade and General Workers Union	3	12
PCS	Public and Commercial Services Union	2	378
FDA	Association of First Division Civil Servants	2	34
NIPSA	Northern Ireland Public Servants Association	2	20
COLSA	Corporation of London Staff Association	1	35
PTC	Public Service, Tax and Commerce Union [now part of PCS]	1	35
CPSA	Civil and Public Services Association [now part of PCS]	1	12
FSA		1	12
RMT	National Union of Rail, Maritime and Transport Workers	1	4
ACUA		1	3
GMB	GMB	1	2
MPO	Managerial and Professional Officers	1	2
(Total)		(237)	(3002)

The only previous assessment of the level of union membership amongst archaeologists was in the IFA's *Quality of Work/Life Survey* (Reeve 1995). That survey, with a small sample of 70, found that 51% of archaeologists belonged to a union. The unions represented were Unison, IPMS, AUT, MPO, MSF and NATFHE. None of the individuals employed by private firms belonged to a union.

Post profiles

Profiling the Profession received information about the jobs of 2132 archaeologists (75% of all archaeologists for whom organisational data was received, and 49% of the calculated total of all archaeologists in the UK). Of these, 1746 work full-time (see page 30).

We discovered that a huge number of post-titles are used in archaeology. The survey learned of 455 separate titles – one title for every five archaeologists. A full list of post-titles, with the numbers of individuals using those titles, is given in Appendix IV: Post-titles.

Post profiles

We have assumed that many archaeologists are doing similar work in posts with different titles. Therefore, in order to construct profiles of different job types, we have grouped together similar post-titles. This has produced 34 separate post profiles – including three that cover post-titles which did not fit into any other profile. These three extra profiles have been categorised as ‘junior posts’, ‘senior posts’ and ‘other posts’.

An overall profile compiled from data for all archaeologists, regardless of post title, is also provided.

The profiles, with the numbers of archaeologists included in each, are as follows:

■ All archaeologists	2132	■ Finds officer	44
■ Academic staff	211	■ Illustrator	53
■ Administrator	19	■ Inspector	102
■ Archaeological assistant	46	■ Museum archaeologist	122
■ Archaeological officer	35	■ Photographer	15
■ Archaeological scientist	87	■ Planning archaeologist	10
■ Archaeologist	137	■ Project manager	77
■ Assistant archaeologist	17	■ Project officer	105
■ Buildings archaeologist	35	■ Researcher	45
■ Computing officer	12	■ Senior archaeologist	83
■ Conservation archaeologist	14	■ SMR officer	40
■ Conservator	20	■ Supervisor	81
■ Consultant	24	■ Surveyor	23
■ County or regional archaeologist	41	■ Warden	32
■ Director or manager	92		
■ Editor	26	■ Junior posts	98
■ Excavator or site assistant	185	■ Senior posts	52
■ Field officer	49	■ Other posts	150

Reading the information

The profiles are presented with 'text searched for', indicating the way in which the database has been interrogated. For example, in the academic staff profile, the text **academic staff* OR *fellow* OR *lecturer* OR *postgraduate* OR *professor* OR *reader* OR *tutor** has been searched for. The symbol * is a wild card, with the result that post-titles such as *academic staff* and *lecturer* are included, together with *senior lecturer*, *lecturer in archaeology*, and so on.

The figures in these profiles are not all fully consistent, as respondents have not always completed all parts of the questionnaire. For example, information was received about 2132 archaeologists, but the gender was known of only 2106 individuals and their contract lengths were known in only 2101 cases.

Because of this inconsistency of responses, the average full-time salary figure given is often lower than the average figure for all salaries. This information must be treated with caution. We worked out the full-time figures from those respondents who told us the number of hours worked, regarding those who worked 30 hours or more a week as full-time. However, only 1836 respondents provided information about their hours worked, with some of the highest earners not providing the information.

All archaeologists

*Text searched for: **

Individuals:	2132					
Salaries:	Minimum	£1,645	Average	£17,562	Maximum	£58,068
FT Salaries:	Minimum	£4,000	Average	£17,079	Maximum	£58,068
Female:	747	35%	PAYE:	95%		
Male:	1359	65%	Age:	<20	7	
Full-time:	1746	95%		20-30	448	
Part-time:	90	5%		30-40	835	
				40-50	573	
Temporary contract:	707	34%		50-60	210	
Permanent contract:	1394	66%		>60	33	
Estab. funded post:	955	48%	Redundancy Entitlement:	75%		
Project funded post:	1019	52%	Employer pension cont'bn:	71%		

Average salaries by area and category

Table 73: All archaeologists, salaries by category and area

	<i>Consultants</i>	<i>Contractors</i>	<i>Curators</i>	<i>LG others</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Nat museums</i>	<i>Societies</i>
North East		15163	18953	10889	25164			
North West & Mersey	15000	12947	15092	21000	19420	28000	13771	
Yorks & Humber	10750	14080	15763	16845	20282	26000		
East Midlands	13500	13975	15680	20933	18995	28000		
West Midlands	18000		15627	17077	25011	26000		
South West	13967	14249	14985	19657	22549	24000		12500
Eastern	14500	13153	15053	18326	19971			
London		18853	19667		26333	21947		14565
South East	25000	12593	16057	12539	23004	25750		15830
Wales		18178	17442	13850	19823	25319		
Scotland		14608	14587	15699	20163	24822		12014
Northern Ireland		13417			22597	24015	27000	
Channel Islands				25464				
Isle of Man						18000		
Average	14606	14946	15617	14644	21407	22744	18181	14887
Individuals	17	568	420	141	298	330	12	17

	<i>Other commercial</i>	<i>Others</i>	<i>Average</i>	<i>Individuals</i>
North East		19566	17399	105
North West & Mersey	9000	11466	14365	74
Yorks & Humber		18346	17036	199
East Midlands		12480	15997	125
West Midlands	10703	14865	17588	71
South West		17125	15740	274
Eastern		25095	15089	168
London	25633	7401	20776	410
South East	18076	14864	15848	293
Wales		14044	21126	71
Scotland		17283	17279	180
Northern Ireland			22144	42
Channel Islands			25464	1
Isle of Man			18000	2
Average	17189	16998		
Individuals	39	173		

Academic staff

Text searched for: *academic staff* OR *fellow* OR *lecturer* OR *postgraduate* OR *professor* OR *reader* OR *tutor*

Individuals:	211					
Salaries:	Minimum	£3,384	Average	£24,443	Maximum	£50,809
FT Salaries:	Minimum	£16,333	Average	£25,179	Maximum	£32,000
Female:	71	34%	PAYE:	95%		
Male:	140	66%	Age:	<20	0	
Full-time:	77	78%		20–30	14	
Part-time:	22	22%		30–40	60	
				40–50	67	
Temporary contract:	53	27%		50–60	57	
Permanent contract:	143	73%		>60	13	
Estab. funded post:	131	79%	Redundancy entitlement:	86%		
Project funded post:	34	21%	Employer pension cont'bn:	94%		

Average salaries by area and category:

Table 74: Academic staff, salaries by category and area

	Contractors	Universities	Other orgs	Average	Individuals
North East		25419		25419	32
North West & Mersey		23894		23894	22
Yorks & Humber		25350		25350	20
East Midlands		27000		27000	16
West Midlands		27091		27091	22
South West		15000		15000	1
Eastern			3525	3525	1
London	12300	25862		25546	43
South East		18880		18880	20
Wales		22019		22019	3
Scotland		22597		22597	19
Northern Ireland					
Channel Islands					
Isle of Man					
Average	12300	24611	3525		
Individuals	1	197	1		

Administrator

Text searched for: *admin* OR *clerical* OR *secretary*

Individuals:	19					
Salaries:	Minimum	£3,535	Average	£12,834	Maximum	£35,000
FT Salaries:	Minimum	£9,073	Average	£15,352	Maximum	£35,000
Female:	14	74%	PAYE:	100%		
Male:	3	26%	Age:	<20	0	
Full-time:	12	63%		20–30	3	
Part-time:	7	37%		30–40	3	
				40–50	5	
Temporary contract:	7	39%		50–60	6	
Permanent contract:	11	61%		>60	0	
Estab. funded post:	11	61%	Redundancy entitlement:	78%		
Project funded post:	7	39%	Employer pension cont'bn:	79%		

Average salaries by area and category:

Table 75: Administrators, salaries by category and area

	Contractors	Curators	Universities	Societies	Other orgs	Average	Individuals
North East							
North West & Mersey							
Yorks & Humber	13563		11534			12549	2
East Midlands							
West Midlands		5640				5640	1
South West	11982	12189		12500		12210	5
Eastern		11340				11340	3
London				19262	10178	16234	3
South East					12750	12750	2
Wales							
Scotland	15500					15500	2
Northern Ireland							
Channel Islands							
Isle of Man							
Average	14136	10889	11534	17008	11893		
Individuals	4	7	1	3	3		

Note: the questionnaire specifically asked for information regarding the holders of archaeological posts. It is possible that the questionnaire was mis-read, and so this profile may purely relate to non-archaeological support staff. Equally, it is possible that this profile refers to archaeologists who hold positions with an 'administrative title'. For this reason, the profile has been included.

Archaeological assistant

Text searched for: *archaeological assistant*

Individuals:	46					
Salaries:	Minimum	£8,721	Average	£10,603	Maximum	£12,000
FT Salaries:	Minimum	£8,721	Average	£10,505	Maximum	£12,000
Female:	19	41%	PAYE:	96%		
Male:	27	59%	Age:	<20	0	
Full-time:	41	98%		20–30	31	
Part-time:	1	2%		30–40	11	
				40–50	3	
Temporary contract:	40	87%		50–60	1	
Permanent contract:	6	13%		>60	0	
Estab. funded post:	24	52%	Redundancy entitlement:	33%		
Project funded post:	22	48%	Employer pension cont'bn:	33%		

Average salaries by area and category:

Table 76: Archaeological assistants, salaries by category and area

	<i>Contractors</i>	<i>Curators</i>	<i>Universities</i>	<i>Nat museums</i>	<i>Other commercial</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East								
North West & Mersey				9500		10000	9700	5
Yorks & Humber								
East Midlands		8721	11250				10744	5
West Midlands					10703		10703	6
South West	10400	10822				12000	10531	25
Eastern								
London								
South East		12000				10000	11500	4
Wales								
Scotland						12000	12000	1
Northern Ireland								
Channel Islands								
Isle of Man								
Average	10400	11001	11250	9500	10703	10800		
Individuals	20	8	4	3	6	5		

Archaeological officer

Text searched for: *archaeological officer* OR *archaeology officer*

Individuals:	35					
Salaries:	Minimum	£13,920	Average	£17,776	Maximum	£25,464
FT Salaries:	Minimum	£13,920	Average	£17,438	Maximum	£25,300
Female:	11	31%	PAYE:	97%		
Male:	24	69%	Age:	<20	0	
Full-time:	32	97%		20–30	3	
Part-time:	1	3%		30–40	9	
				40–50	17	
Temporary contract:	1	3%		50–60	6	
Permanent contract:	34	97%		>60	0	
Estab. funded post:	26	96%	Redundancy entitlement:	94%		
Project funded post:	1	4%	Employer pension cont'bn:	97%		

Average salaries by area and category:

Table 77: Archaeological officers, salaries by category and area

	Curators	LG other	Other orgs	Average	Individuals
North East	25300		14384	19842	2
North West & Mersey	18425			18425	1
Yorks & Humber					
East Midlands	17746			17746	4
West Midlands	18000		13920	15960	2
South West	21389	18500	17333	20000	5
Eastern	17737	19000		17917	7
London					
South East	14708			14708	9
Wales	20000			20000	1
Scotland	22333			22333	1
Northern Ireland					
Channel Islands		25464		25464	1
Isle of Man					
Average	17704	20988	15212		
Individuals	27	3	3		

Archaeological scientist

Text searched for: archaeobotanist OR archaeometallurgist OR archaeometrist OR archaeozoologist OR dendrochronologist OR *environ* (NOT historic environment) OR faunal analyst OR human bone specialist OR human skeletal biologist OR *lab* OR palaeopathologist OR palynologist OR *scien* OR *technician*

Individuals:	87					
Salaries:	Minimum	£7,402	Average	£17,438	Maximum	£36,000
FT Salaries:	Minimum	£10,279	Average	£19,236	Maximum	£36,000
Female:	41	51%	PAYE:	99%		
Male:	39	49%	Age:	<20	2	
Full-time:	62	95%		20–30	19	
Part-time:	3	5%		30–40	28	
				40–50	24	
Temporary contract:	31	36%		50–60	7	
Permanent contract:	56	64%		>60	0	
Estab. funded post:	56	64%	Redundancy entitlement:	76%		
Project funded post:	31	36%	Employer pension cont'bn:	67%		

Average salaries by area and category:

Table 78: Archaeological scientists, salaries by category and area

	<i>Contractors</i>	<i>Curators</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East	13488				16000	14744	2
North West & Mersey			16073	28000		22037	2
Yorks & Humber	16950		17035			17011	7
East Midlands			13167			13167	3
West Midlands				26000		26000	1
South West	15815					15815	2
Eastern		13086				13086	7
London		19700		24200		20771	42
South East	13347		11000	28000		14770	7
Wales			22785			22785	1
Scotland	17701	7402				9977	12
Northern Ireland							
Channel Islands							
Isle of Man							
Average	15459	16430	15461	24923	16000		
Individuals	12	48	12	13	1		

Archaeologist

Text searched for: archaeologist* OR *field archaeologist (NOT county*), excluding posts included in other profiles

Individuals:	137					
Salaries:	Minimum	£6,500	Average	£16,848	Maximum	£30,000
FT Salaries:	Minimum	£11,000	Average	£16,751	Maximum	£26,500
Female:	48	35%	PAYE:	96%		
Male:	89	65%	Age:	<20	0	
Full-time:	126	98%		20–30	32	
Part-time:	3	2%		30–40	64	
				40–50	32	
Temporary contract:	20	15%		50–60	6	
Permanent contract:	113	85%		>60	3	
Estab. funded post:	67	51%	Redundancy entitlement:	83%		
Project funded post:	65	49%	Employer pension cont'bn:	82%		

Average salaries by area and category:

Table 79: Archaeologists, salaries by category and area

	<i>Contractors</i>	<i>Curators</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Other commercial</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East		21000					21000	1
North West & Mersey		21332					21332	1
Yorks & Humber	13086	15642				20000	15221	20
East Midlands	13700	22500					14580	10
West Midlands						20313	20313	1
South West	14687	14693				17500	14868	16
Eastern		23428					23428	2
London	15895			19000			18319	41
South East	11200	18655			16026	19950	15314	21
Wales		16566	30000				25522	3
Scotland	13750	18870	16045			21000	17292	17
Northern Ireland								
Channel Islands								
Isle of Man								
Average	13887	15979	21627	19000	16026	19753		
Individuals	34	44	5	32	13	5		

Assistant archaeologist*Text searched for:* assistant archaeologist

Individuals:	17					
Salaries:	Minimum	£10,858	Average	£13,204	Maximum	£15,500
FT Salaries:	Minimum	£11,658	Average	£13,565	Maximum	£15,500
Female:	10	59%	PAYE:	94%		
Male:	7	41%	Age:	<20	0	
Full-time:	14	88%		20–30	7	
Part-time:	2	12%		30–40	7	
				40–50	2	
Temporary contract:	6	38%		50–60	1	
Permanent contract:	10	62%		>60	0	
Estab. funded post:	11	69%	Redundancy entitlement:	63%		
Project funded post:	5	31%	Employer pension cont'bn:	76%		

Average salaries by area and category:

Table 80: Assistant archaeologists, salaries by category and area

	2	3	10	Average	<i>Individuals</i>
North East			14500	14500	2
North West & Mersey					
Yorks & Humber	11658			11658	3
East Midlands	14500			14500	1
West Midlands		12635		12635	1
South West		15409	12973	13948	5
Eastern					
London					
South East		10858		10858	2
Wales					
Scotland		15500		15500	1
Northern Ireland					
Channel Islands					
Isle of Man					
Average	12368	13445	13584		
Individuals	4	6	5		

Buildings archaeologist

Text searched for: *building*, not included elsewhere

Individuals:	35					
Salaries:	Minimum	£12,037	Average	£23,905	Maximum	£26,000
FT Salaries:	Minimum	£12,037	Average	£23,905	Maximum	£26,000
Female:	12	34%	PAYE:	100%		
Male:	23	66%	Age:	<20	0	
Full-time:	35	100%		20–30	0	
Part-time:	0	0%		30–40	20	
				40–50	13	
Temporary contract:	2	6%		50–60	2	
Permanent contract:	33	94%		>60	0	
Estab. funded post:	30	88%	Redundancy entitlement:		100%	
Project funded post:	4	12%	Employer pension cont'bn:		91%	

Average salaries by area and category:

Table 81: Buildings archaeologists, salaries by category and area

	Contractors	Nat htg agencies	Other commercial	Other orgs	Average	Individuals
North East						
North West & Mersey						
Yorks & Humber	16815			16000	16408	2
East Midlands						
West Midlands						
South West						
Eastern						
London	16070	25276	21667		24588	32
South East	17046				17046	1
Wales						
Scotland						
Northern Ireland						
Channel Islands						
Isle of Man						
Average	16500	25276	21667	16000		
Individuals	4	29	1	1		

Computing officer

Text searched for: *comput* OR *information sys*

Individuals:	12					
Salaries:	Minimum	£11,100	Average	£15,918	Maximum	£26,000
FT Salaries:	Minimum	£11,100	Average	£15,918	Maximum	£26,000
Female:	4	36%	PAYE:	100%		
Male:	7	64%				
Full-time:	12	100%	Age:	<20	0	
Part-time:	0	0%		20-30	3	
				30-40	6	
				40-50	2	
Temporary contract:	1	8%		50-60	0	
Permanent contract:	11	92%		>60	0	
Estab. funded post:	6	67%	Redundancy entitlement:		92%	
Project funded post:	3	33%	Employer pension cont'bn:		92%	

Average salaries by area and category:

Table 82: Computing officers, salaries by category and area

	Contractors	Curators	Universities	Nat htg agencies	Other orgs	Average	Individuals
North East							
North West & Mersey							
Yorks & Humber					18000	18000	2
East Midlands	11100					11100	2
West Midlands							
South West							
Eastern		16815				16815	1
London				16500		16500	6
South East							
Wales			17000			17000	1
Scotland							
Northern Ireland							
Channel Islands							
Isle of Man							
Average	11100	16815	17000	16500	18000		
Individuals	2	1	1	6	2		

Conservation archaeologist

Text searched for: *conservation*

Individuals:	14					
Salaries:	Minimum	£12,500	Average	£19,287	Maximum	£26,000
FT Salaries:	Minimum	£12,500	Average	£18,450	Maximum	£26,000
Female:	6	43%	PAYE:	100%		
Male:	8	57%	Age:	<20	0	
Full-time:	11	85%		20-30	1	
Part-time:	2	5%		30-40	6	
				40-50	5	
Temporary contract:	0	0%		50-60	2	
Permanent contract:	14	100%		>60	0	
Estab. funded post:	10	100%	Redundancy entitlement:	100%		
Project funded post:	0	0%	Employer pension cont'bn:	100%		

Average salaries by area and category:

Table 83: Conservation archaeologists, salaries by category and area

	Contractors	Curators	LG other	Nat htg agencies	Other commercial	Other orgs	Average	Individuals
North East		25761					25761	2
North West & Mersey		20919					20919	1
Yorks & Humber	18667	17892				23000	19069	5
East Midlands								
West Midlands								
South West								
Eastern								
London				26000			26000	1
South East			14368		20000	27500	15467	4
Wales						14368	14368	1
Scotland								
Northern Ireland								
Channel Islands								
Isle of Man								
Average	18667	21020	14368	26000	20000	23092		
Individuals	1	6	1	1	1	4		

Conservator

Text searched for: *conservator*

Individuals:	20					
Salaries:	Minimum	£10,000	Average	£16,004	Maximum	£19,310
FT Salaries:	Minimum	£12,000	Average	£16,379	Maximum	£19,310
Female:	13	68%	PAYE:	85%		
Male:	6	32%	Age:	<20	0	
Full-time:	17	94%		20-30	1	
Part-time:	1	6%		30-40	5	
				40-50	8	
Temporary contract:	3	17%		50-60	4	
Permanent contract:	15	83%		>60	1	
Estab. funded post:	11	73%	Redundancy entitlement:	78%		
Project funded post:	4	27%	Employer pension cont'bn:	74%		

Average salaries by area and category:

Table 84: Conservators, salaries by category and area

	Consults	Contractrs	Curators	LG other	Nat htg agencies	Societies	Other orgs	Average	Individuals
North East									
North West & Mersey									
Yorks & Humber		15500					18000	16750	6
East Midlands									
West Midlands									
South West	12000		12635					12212	3
Eastern									
London			19310		17667			18488	6
South East				16000		10000	14000	13333	3
Wales									
Scotland									
Northern Ireland									
Channel Islands									
Isle of Man									
Average	12000	15500	17641	16000	17667	10000	17000		
Individuals	2	3	4	1	3	1	4		

Consultant

Text searched for: *consultant*

Individuals:	24					
Salaries:	Minimum	£9,000	Average	£16,546	Maximum	£22,000
FT Salaries:	Minimum	£9,000	Average	£17,052	Maximum	£22,000
Female:	7	29%	PAYE:	50%		
Male:	17	81%	Age:	<20	0	
Full-time:	14	88%		20-30	2	
Part-time:	2	12%		30-40	7	
				40-50	6	
Temporary contract:	6	30%		50-60	7	
Permanent contract:	14	70%		>60	2	
Estab. funded post:	5	36%	Redundancy entitlement:		53%	
Project funded post:	9	64%	Employer pension cont'bn:		41%	

Average salaries by area and category:

Table 85: Consultants, salaries by category and area

	Consultants	Contractors	Curators	Other commercial	Average	Individuals
North East	15000			9000	12000	2
North West & Mersey						
Yorks & Humber						
East Midlands	15000				15000	1
West Midlands	18000				18000	1
South West	22000	10000	16000		16000	3
Eastern						
London		22000		19833	20555	3
South East		18266		12500	16344	6
Wales						
Scotland						
Northern Ireland						
Channel Islands						
Isle of Man						
Average	17500	17511	16000	14733		
Individuals	4	6	1	5		

County or regional archaeologist

Text searched for: *borough* OR *city archaeologist* OR *county* OR *district archaeologist* OR *regional*.

Individuals:	41					
Salaries:	Minimum	£15,759	Average	£20,570	Maximum	£30,795
FT Salaries:	Minimum	£15,759	Average	£20,928	Maximum	£30,795
Female:	11	27%	PAYE:	98%		
Male:	30	73%	Age:	<20	0	
Full-time:	37	97%		20–30	1	
Part-time:	1	3%		30–40	17	
				40–50	17	
Temporary contract:	2	5%		50–60	6	
Permanent contract:	37	95%		>60	0	
Estab. funded post:	39	95%	Redundancy entitlement:	98%		
Project funded post:	2	5%	Employer pension cont'bn:	98%		

Average salaries by area and category:

Table 86: County or regional archaeologists, salaries by category and area

	Curators	LG other	Other orgs	Average	Individuals
North East	18908		17866	18560	3
North West & Mersey	21952			21952	3
Yorks & Humber					
East Midlands					
West Midlands	19648		27306	21180	5
South West	24528			20590	15
Eastern	30795			30795	1
London					
South East	22137	19395		20570	7
Wales	15759			15759	1
Scotland	23918			23918	1
Northern Ireland					
Channel Islands					
Isle of Man					
Average	24547	19395	20331		
Individuals	17	4	15		

Director or manager

*Text searched for: *director* OR *manager* (NOT *assist* OR *deput* OR *project*)*

Individuals:	92					
Salaries:	Minimum	£4,000	Average	£22,245	Maximum	£42,000
FT Salaries:	Minimum	£4,000	Average	£22,629	Maximum	£42,000
Female:	23	25%	PAYE:	82%		
Male:	69	75%	Age:	<20	0	
Full-time:	78	99%		20–30	7	
Part-time:	1	1%		30–40	24	
				40–50	39	
Temporary contract:	26	29%		50–60	19	
Permanent contract:	64	71%		>60	3	
Estab. funded post:	31	36%	Redundancy entitlement:		71%	
Project funded post:	55	64%	Employer pension cont'bn:		63%	

Note: the low salaries of some managing directors of limited companies may be explained by the fact that the 'salary', in strict accounting terms, may form only one part of the reward package, which may also include dividends and other benefits.

Average salaries by area and category:

Table 87: Directors or managers, salaries by category and area

	<i>Consultants</i>	<i>Contractors</i>	<i>Curators</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Nat museums</i>	<i>Societies</i>	<i>Other commercial</i>
North East								
North West & Mersey						15000		
Yorks & Humber		16591	18425	27000				
East Midlands			21599					
West Midlands			20384					
South West		25093	22000	16666				
Eastern	4000	20254	27324					
London		27229			20500			30000
South East	25000	16023	22978				15375	34000
Wales		27183						
Scotland		20978	22323	29380			13000	
Northern Ireland		14250			36510			
Channel Islands								
Isle of Man						18000		
Average	11000	21670	22806	24349	25837	17000	14583	32000
Individuals	3	35	14	3	3	3	3	4

	<i>Other orgs</i>	<i>Average</i>	<i>Individuals</i>
North East	33600	33600	1
North West & Mersey		15000	1
Yorks & Humber	24013	21395	18
East Midlands	21000	21399	3
West Midlands	16000	18192	4
South West		23653	8
Eastern		18371	6
London		26509	11
South East	24667	22826	11
Wales		27183	1
Scotland		21275	15
Northern Ireland		21670	3
Channel Islands			
Isle of Man		18000	2
Average	23504		
Individuals	16		

Editor

*Text searched for: *editor* OR *publication**

Individuals:	26					
Salaries:	Minimum	£2,800	Average	£17,764	Maximum	£28,000
FT Salaries:	Minimum	£14,803	Average	£17,752	Maximum	£23,000
Female:	19	73%	PAYE:	92%		
Male:	5	27%	Age:	<20	0	
Full-time:	16	75%		20-30	1	
Part-time:	4	25%		30-40	10	
				40-50	10	
Temporary contract:	10	38%		50-60	3	
Permanent contract:	16	62%		>60	1	
Estab. funded post:	9	39%	Redundancy entitlement:	88%		
Project funded post:	14	61%	Employer pension cont'bn:	58%		

Average salaries by area and category:

Table 88: Editors, salaries by category and area

	<i>Consultants</i>	<i>Contractors</i>	<i>Curators</i>	<i>LG other</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Societies</i>	<i>Other orgs</i>
North East		15000						
North West & Mersey								
Yorks & Humber					18531			18200
East Midlands								
West Midlands								
South West	2800		6507					
Eastern			17625					28000
London						19000		8500
South East		16273		14803				9000
Wales								
Scotland							11027	
Northern Ireland								
Channel Islands								
Isle of Man								
Average	2800	15849	12066	14803	18531	19000	11027	20708
Individuals	1	3	2	1	2	4	1	12

	<i>Average</i>	<i>Individuals</i>
North East	15000	1
North West & Mersey		
Yorks & Humber	18294	7
East Midlands		
West Midlands		
South West	4654	2
Eastern	26271	6
London	16900	5
South East	14087	4
Wales		
Scotland	11027	1
Northern Ireland		
Channel Islands		
Isle of Man		
Average		
Individuals		

Excavator or site assistant

Text searched for: *excavator* OR *site assistant*

Individuals:	185					
Salaries:	Minimum	£8,000	Average	£10,094	Maximum	£11,417
FT Salaries:	Minimum	£8,000	Average	£10,094	Maximum	£11,417
Female:	58	31%	PAYE:	99%		
Male:	126	69%	Age:	<20	3	
Full-time:	124	100%		20–30	89	
Part-time:	0	0%		30–40	70	
				40–50	20	
Temporary contract:	125	73%		50–60	2	
Permanent contract:	46	27%		>60	0	
Estab. funded post:	15	8%	Redundancy entitlement:	50%		
Project funded post:	169	92%	Employer pension cont'bn:	42%		

Average salaries by area and category:

Table 89: Excavators or site assistants, salaries by category and area

	<i>Contractors</i>	<i>Curators</i>	<i>LG other</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East			8690		8690	29
North West & Mersey		10953			10953	7
Yorks & Humber	10106				10106	9
East Midlands	9360				9360	3
West Midlands		10200		10953	10577	4
South West	10446	10428			10437	23
Eastern	10746	11222			11006	22
London						
South East	10353				10353	27
Wales						
Scotland						
Northern Ireland						
Channel Islands						
Isle of Man						
Average	10350	10826	8690	10953		
Individuals	61	32	29	2		

Field officer

Text searched for: *field officer*

Individuals:	49					
Salaries:	Minimum	£12,500	Average	£15,054	Maximum	£19,000
FT Salaries:	Minimum	£12,500	Average	£15,264	Maximum	£19,000
Female:	13	27%	PAYE:	100%		
Male:	36	73%	Age:	<20	0	
Full-time:	41	98%		20–30	21	
Part-time:	1	2%		30–40	21	
				40–50	7	
Temporary contract:	27	55%		50–60	0	
Permanent contract:	22	45%		>60	0	
Estab. funded post:	1	2%	Redundancy entitlement:		81%	
Project funded post:	42	98%	Employer pension cont'bn:		55%	

Average salaries by area and category:

Table 90: Field officers, salaries by category and area

	Contractors	Curators	Universities	Other orgs	Average	Individuals
North East			17000		17000	1
North West & Mersey	14500	14796			14559	5
Yorks & Humber	13000		16000	19000	16600	15
East Midlands	13000	15652	12500		14067	9
West Midlands		12500		16298	15349	4
South West	15000				15000	1
Eastern						
London	13600				13600	5
South East	17046	16422			16630	3
Wales						
Scotland	12994				12994	6
Northern Ireland						
Channel Islands						
Isle of Man						
Average	13653	15343	15333	18099		
Individuals	23	8	9	9		

Finds officer

Text searched for: *artefact* OR *brick* OR *ceramic* OR *coin* OR *finds* OR *pottery*

Individuals:	44					
Salaries:	Minimum	£3,500	Average	£14,292	Maximum	£26,000
FT Salaries:	Minimum	£10,667	Average	£14,966	Maximum	£26,000
Female:	27	73%	PAYE:	89%		
Male:	16	27%	Age:	<20	0	
Full-time:	37	95%		20-30	5	
Part-time:	2	5%		30-40	19	
				40-50	15	
Temporary contract:	9	25%		50-60	2	
Permanent contract:	27	75%		>60	2	
Estab. funded post:	12	34%	Redundancy entitlement:	86%		
Project funded post:	23	66%	Employer pension cont'bn:	68%		

Average salaries by area and category:

Table 91: Finds officers, salaries by category and area

	Consults	Contractrs	Curators	LG other	Universities	Nat htg agencies	Other orgs	Average	Individuals
North East			13563					13563	4
North West & Mersey									
Yorks & Humber	3500		11050				18500	15178	9
East Midlands	12000	11700	15572		12500			13631	7
West Midlands									
South West		13154	12192					12769	5
Eastern			16658					16658	4
London						17000		17000	2
South East		13459	13563	14803				13591	11
Wales									
Scotland									
Northern Ireland									
Channel Islands									
Isle of Man									
Average	7750	13253	14228	14803	12500	17000	18500		
Individuals	2	13	16	1	2	2	6		

Illustrator

Text searched for: *design* OR *drafts* OR *draughts* OR *graphic* (NOT stratigraphic) OR *illustrator*

Individuals:	53					
Salaries:	Minimum	£8,017	Average	£14,753	Maximum	£19,000
FT Salaries:	Minimum	£8,655	Average	£14,866	Maximum	£19,000
Female:	23	43%	PAYE:	98%		
Male :	30	57%	Age:	<20	0	
Full-time:	49	98%		20-30	6	
Part-time:	1	2%		30-40	26	
				40-50	15	
Temporary contract:	6	11%		50-60	6	
Permanent contract:	47	89%		>60	0	
Estab. funded post:	14	30%		Redundancy entitlement:	87%	
Project funded post:	32	70%		Employer pension cont'bn:	81%	

Average salaries by area and category:

Table 92: Illustrators, salaries by category and area

	Contractors	Curators	LG other	Universities	Nat hgtg agencies	Other orgs	Average	Individuals
North East		13800					13800	1
North West & Mersey	15000	13563					14282	2
Yorks & Humber	14213					18000	16107	10
East Midlands	11700						11700	1
West Midlands		13106		12500		12281	12666	7
South West	14471	12345					13560	7
Eastern		15684					15684	4
London	16202				16022		16127	12
South East	13062	13197	11649			13000	12861	6
Wales	17319						17319	1
Scotland	17701						17701	1
Northern Ireland								
Channel Islands								
Isle of Man								
Average	15009	13775	11649	12500	16022	15538		
Individuals	22	14	1	1	5	9		

Inspector

Text searched for: *insp*

Individuals:	102					
Salaries:	Minimum	£16,679	Average	£27,586	Maximum	£58,086
FT Salaries:	Minimum	£16,679	Average	£27,586	Maximum	£58,086
Female:	32	31%	PAYE:	100%		
Male:	70	69%	Age:	<20	0	
Full-time:	102	100%		20-30	2	
Part-time:	0	0%		30-40	41	
				40-50	48	
Temporary contract:	4	4%		50-60	11	
Permanent contract:	96	96%		>60	0	
Estab. funded post:	102	100%	Redundancy entitlement:		96%	
Project funded post:	0	0%	Employer pension cont'bn:		99%	

Average salaries by area and category:

Table 93: Inspectors, salaries by category and area

	<i>Nat htg agencies</i>	Average	<i>Individuals</i>
North East			
North West & Mersey			
Yorks & Humber			
East Midlands			
West Midlands			
South West			
Eastern			
London	26563	26563	71
South East			
Wales	41558	41558	6
Scotland	28139	28139	20
Northern Ireland	23131	23131	5
Channel Islands			
Isle of Man			
Average	27586		
Individuals	102		

Museum archaeologist

Text searched for: *collection* OR *curator* OR *keeper* OR *museum*

Individuals:	122					
Salaries:	Minimum	£4,000	Average	£17,717	Maximum	£34,000
FT Salaries:	Minimum	£10,000	Average	£18,170	Maximum	£34,000
Female:	46	39%	PAYE:	98%		
Male:	72	61%	Age:	<20	0	
Full-time:	103	94%		20–30	11	
Part-time:	7	6%		30–40	37	
				40–50	47	
Temporary contract:	17	14%		50–60	21	
Permanent contract:	102	86%		>60	2	
Estab. funded post:	95	86%	Redundancy entitlement:	96%		
Project funded post:	16	14%	Employer pension cont'bn:	93%		

Average salaries by area and category:

Table 94: Museum archaeologists, salaries by category and area

	Consultants	Contractors	Curators	LG other	Universities	Nat htg agencies	Nat museums	Societies
North East			16267	14200				
North West & Mersey				21000	32359		16667	
Yorks & Humber	18000			18553	16008			
East Midlands			14018	20933				
West Midlands				18027				
South West				20236				
Eastern	25000			19773	25000			
London					26333			
South East				13112				11600
Wales		21357		13850	19000			
Scotland				17049	17667	18631		
Northern Ireland						16806	27000	
Channel Islands								
Isle of Man						18000		
Average	22667	21357	14580	16466	21819	18128	22571	11600
Individuals	3	1	8	47	9	17	7	1

	<i>Other orgs</i>	Average	<i>Individuals</i>
North East	24667	15977	20
North West & Mersey	11766	17332	8
Yorks & Humber		15175	7
East Midlands		15747	8
West Midlands		18027	5
South West	21857	21209	5
Eastern	17834	17025	12
London		26333	1
South East	15143	14020	14
Wales	13719	13237	6
Scotland		18176	16
Northern Ireland		21903	8
Channel Islands			
Isle of Man		18000	2
Average	17382		
Individuals	19		

Photographer

Text searched for: *photo*

Individuals:	15					
Salaries:	Minimum	£6,714	Average	£15,079	Maximum	£21,896
FT Salaries:	Minimum	£12,800	Average	£16,560	Maximum	£21,896
Female:	4	29%	PAYE:	93%		
Male:	10	71%	Age:	<20	0	
Full-time:	11	85%		20–30	3	
Part-time:	2	15%		30–40	6	
				40–50	4	
Temporary contract:	1	8%		50–60	1	
Permanent contract:	11	92%		>60	0	
Estab. funded post:	9	75%	Redundancy entitlement:	86%		
Project funded post:	3	25%	Employer pension cont'bn:	79%		

Average salaries by area and category:

Table 95: Photographers, salaries by category and area

	Contractors	Curators	Nat htg agencies	Average	Individuals
North East					
North West & Mersey					
Yorks & Humber					
East Midlands	15264			15264	1
West Midlands					
South West	8997			8997	3
Eastern		18180		18180	1
London	21896		15800	17542	7
South East					
Wales			12800	12800	1
Scotland					
Northern Ireland					
Channel Islands					
Isle of Man					
Average	14341	18180	15300		
Individuals	6	1	6		

Note: this category includes photographic interpretation posts.

Planning archaeologist

Text searched for: *development control* OR *planning*

Individuals:	10					
Salaries:	Minimum	£12,310	Average	£17,096	Maximum	£24,510
FT Salaries:	Minimum	£14,855	Average	£18,134	Maximum	£24,510
Female:	2	22%	PAYE:	100%		
Male:	7	78%	Age:	<20	0	
Full-time:	8	89%		20–30	1	
Part-time:	1	11%		30–40	6	
				40–50	1	
Temporary contract:	4	40%		50–60	1	
Permanent contract:	6	60%		>60	0	
Estab. funded post:	6	60%	Redundancy entitlement:	89%		
Project funded post:	4	40%	Employer pension cont'bn:	100%		

Average salaries by area and category:

Table 96: Planning archaeologists, salaries by category and area

	Contractors	Curators	Universities	Other orgs	Average	Individuals
North East						
North West & Mersey		17581			17581	3
Yorks & Humber						
East Midlands						
West Midlands		21172			21172	2
South West		19380		12310	15845	2
Eastern		13581	14885		14233	2
London						
South East						
Wales	15723				15723	1
Scotland						
Northern Ireland						
Channel Islands						
Isle of Man						
Average	15723	18292	14885	12310		
Individuals	1	7	1	1		

Project manager

Text searched for: *project manager* OR *projects manager*

Individuals:	77					
Salaries:	Minimum	£14,000	Average	£19,069	Maximum	£23,996
FT Salaries:	Minimum	£14,000	Average	£19,434	Maximum	£23,996
Female:	16	21%	PAYE:	100%		
Male:	61	79%	Age:	<20	0	
Full-time:	65	100%		20-30	2	
Part-time:	0	0%		30-40	45	
				40-50	27	
Temporary contract:	23	30%		50-60	3	
Permanent contract:	54	70%		>60	0	
Estab. funded post:	11	14%	Redundancy entitlement:	81%		
Project funded post:	66	86%	Employer pension cont'bn:	72%		

Average salaries by area and category:

Table 97: Project managers, salaries by category and area

	Contractors	Curators	Universities	Nat htg agencies	Other commercial	Other orgs	Average	Individuals
North East								
North West & Mersey								
Yorks & Humber						18000	18000	3
East Midlands	14250						14250	3
West Midlands						14000	14000	1
South West	19478	17938	14000				18884	17
Eastern	17420	18413					18165	12
London	23525			19000			23242	16
South East	15783				15000		15609	9
Wales	20922						20922	2
Scotland	18693						18693	7
Northern Ireland								
Channel Islands								
Isle of Man								
Average	19686	18294	14000	19000	15000	17000		
Individuals	50	12	1	1	2	4		

Project officer

Text searched for: *project officer*

Individuals:	105					
Salaries:	Minimum	£10,617	Average	£15,018	Maximum	£21,250
FT Salaries:	Minimum	£10,617	Average	£15,060	Maximum	£21,250
Female:	33	32%	PAYE:	96%		
Male:	69	68%	Age:	<20	0	
Full-time:	100	100%		20-30	20	
Part-time:	0	0%		30-40	61	
				40-50	19	
Temporary contract:	43	43%		50-60	2	
Permanent contract:	58	57%		>60	0	
Estab. funded post:	21	20%	Redundancy entitlement:	75%		
Project funded post:	83	80%	Employer pension cont'bn:	77%		

Average salaries by area and category:

Table 98: Project officers, salaries by category and area

	Contractors	Curators	LG other	Universities	Other orgs	Average	Individuals
North East		17600				17600	1
North West & Mersey		16111			13500	14806	2
Yorks & Humber	13600			16927	19125	17232	7
East Midlands	18000	12630		15500	13500	15792	9
West Midlands							
South West	14630	15851				14905	31
Eastern	14316	14943				14780	27
London	15306					15306	2
South East	12000		13226			12613	4
Wales	14713					14713	3
Scotland	15866	10617				14655	13
Northern Ireland							
Channel Islands							
Isle of Man							
Average	14904	14788	13226	15785	17250		
Individuals	53	33	2	5	6		

Researcher

Text searched for: *research*, not included elsewhere

Individuals:	45					
Salaries:	Minimum	£1,645	Average	£15,652	Maximum	£28,375
FT Salaries:	Minimum	£13,563	Average	£14,533	Maximum	£26,000
Female:	18	40%	PAYE:	93%		
Male:	27	60%	Age:	<20	0	
Full-time:	30	91%		20–30	19	
Part-time:	3	9%		30–40	21	
				40–50	4	
Temporary contract:	25	61%		50–60	1	
Permanent contract:	16	39%		>60	0	
Estab. funded post:	11	24%	Redundancy entitlement:		56%	
Project funded post:	34	76%	Employer pension cont'bn:		82%	

Average salaries by area and category:

Table 99: Researchers, salaries by category and area

	Consultants	Contractors	Curators	Universities	Nat htg agencies	Average	Individuals
North East							
North West & Mersey							
Yorks & Humber		1645		18000		14729	5
East Midlands							
West Midlands							
South West	15000		7137	14000		13021	13
Eastern			13563			13563	16
London					21333	21333	3
South East				21841		21841	6
Wales							
Scotland			24675			24675	2
Northern Ireland							
Channel Islands							
Isle of Man							
Average	15000	1645	14032	17152	21333		
Individuals	1	1	20	20	3		

Senior archaeologist*Text searched for: senior archaeologist**

Individuals:	83					
Salaries:	Minimum	£10,000	Average	£19,098	Maximum	£25,000
FT Salaries:	Minimum	£10,000	Average	£19,098	Maximum	£25,000
Female:	20	24%	PAYE:	95%		
Male:	63	76%	Age:	<20	0	
Full-time:	82	100%		20–30	4	
Part-time:	0	0%		30–40	54	
				40–50	20	
Temporary contract:	1	1%		50–60	4	
Permanent contract:	82	99%		>60	1	
Estab. funded post:	18	22%	Redundancy entitlement:	99%		
Project funded post:	64	78%	Employer pension cont'bn:	65%		

Average salaries by category and area:

Table 100: Senior archaeologists, salaries by category and area

	<i>Contractors</i>	<i>Curators</i>	<i>LG other</i>	<i>Universities</i>	<i>Nat htg agencies</i>	Average	<i>Individuals</i>
North East							
North West & Mersey		16815				16815	3
Yorks & Humber		20263				20263	1
East Midlands	19500					19500	4
West Midlands				16700		16700	1
South West		17481				17481	7
Eastern		18425				18425	2
London	19343					19343	53
South East	11850	20668	18598		25000	19709	7
Wales							
Scotland	18000	23186				19729	3
Northern Ireland							
Channel Islands							
Isle of Man							
Average	19064	18252	18598	16700	25000		
Individuals	61	15	1	1	3		

SMR officer

Text searched for: *record* OR *SMR*

Individuals:	40					
Salaries:	Minimum	£9,140	Average	£14,837	Maximum	£20,000
FT Salaries:	Minimum	£9,140	Average	£14,834	Maximum	£20,000
Female:	18	45%	PAYE:	100%		
Male:	22	55%	Age:	<20	0	
Full-time:	36	92%		20-30	9	
Part-time:	3	8%		30-40	21	
				40-50	8	
Temporary contract:	8	21%		50-60	2	
Permanent contract:	31	79%		>60	0	
Estab. funded post:	30	75%	Redundancy entitlement:		82%	
Project funded post:	10	25%	Employer pension cont'bn:		83%	

Average salaries by area and category:

Table 101: SMR officers, salaries by category and area

	Contractors	Curators	LG other	Nat htg agencies	Nat museums	Other orgs	Average	Individuals
North East		14921					14921	3
North West & Mersey		20000			16667		18334	2
Yorks & Humber	16815	14373	14897				15681	6
East Midlands		15943					15943	2
West Midlands		15235					15235	2
South West		13719				11982	12200	8
Eastern								
London				15278			15278	10
South East		17985	13902				15263	3
Wales	14337			15142			14874	3
Scotland								
Northern Ireland								
Channel Islands								
Isle of Man								
Average	16196	15631	14233	15255	16667	11982		
Individuals	4	12	3	12	1	7		

Supervisor

Text searched for: *archaeological supervisor* OR assistant supervisor* OR *project supervisor* OR *site supervisor* OR supervisor

Individuals:	81					
Salaries:	Minimum	£10,313	Average	£12,905	Maximum	£16,250
FT Salaries:	Minimum	£10,313	Average	£12,830	Maximum	£16,111
Female:	19	43%	PAYE:	96%		
Male:	62	57%	Age:	<20	2	
Full-time:	71	100%		20-30	33	
Part-time:	0	0%		30-40	34	
				40-50	12	
Temporary contract:	39	53%		50-60	0	
Permanent contract:	35	47%		<60	0	
Estab. funded post:	12	15%	Redundancy entitlement:	53%		
Project funded post:	69	85%	Employer pension cont'bn:	38%		

Average salaries by area and category:

Table 102: Supervisors, salaries by category and area

	Contractors	Curators	LG other	Universities	Societies	Other orgs	Average	Individuals
North East		11937					11937	3
North West & Mersey								
Yorks & Humber		16111					16111	1
East Midlands	13600			11750			13095	22
West Midlands		12300				11761	11940	3
South West	11880						11880	15
Eastern	12587	13192					12943	17
London								
South East	13598				15000		13980	11
Wales								
Scotland			13233				13233	4
Northern Ireland								
Channel Islands								
Isle of Man								
Average	12885	13076	13233	11750	15000	11761		
Individuals	46	15	4	6	3	2		

Surveyor

Text searched for: *geophys* OR *survey*

Individuals:	23					
Salaries:	Minimum	£12,171	Average	£18,164	Maximum	£28,000
FT Salaries:	Minimum	£12,171	Average	£18,164	Maximum	£28,000
Female:	5	22%	PAYE:	100%		
Male:	18	78%	Age:	<20	0	
Full-time:	23	100%		20–30	3	
Part-time:	0	0%		30–40	13	
				40–50	5	
Temporary contract:	7	21%		50–60	1	
Permanent contract:	26	79%		<60	1	
Estab. funded post:	11	48%	Redundancy entitlement:	74%		
Project funded post:	12	52%	Employer pension cont'bn:	83%		

Average salaries by area and category:

Table 103: Surveyors, salaries by category and area

	Contractors	Curators	LG other	Universities	Nat htg agencies	Other orgs	Average	Individuals
North East								
North West & Mersey				21515			21515	1
Yorks & Humber	14226						14226	2
East Midlands					28000		28000	1
West Midlands		15196					15196	1
South West						14920	14920	2
Eastern								
London	18920				18222		18471	14
South East			18000				18000	1
Wales								
Scotland								
Northern Ireland								
Channel Islands								
Isle of Man								
Average	17579	15196	18000	21515	19200	14920		
Individuals	7	1	1	1	10	2		

Warden*Text searched for: *warden**

Individuals:	32					
Salaries:	Minimum	£13,500	Average	£14,977	Maximum	£15,142
FT Salaries:	Minimum	£13,500	Average	£14,937	Maximum	£15,000
Female:	24	75%	PAYE:	100%		
Male:	8	25%	Age:	<20	0	
Full-time:	26	81%		20-30	1	
Part-time:	6	19%		30-40	25	
				40-50	5	
Temporary contract:	1	4%		50-60	0	
Permanent contract:	26	96%		>60	1	
Estab. funded post:	31	97%	Redundancy entitlement:		97%	
Project funded post:	1	3%	Employer pension cont'bn:		100%	

Average salaries by area and category:

Table 104: Wardens, salaries by category and area

	<i>Nat htg agencies</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East				
North West & Mersey				
Yorks & Humber				
East Midlands				
West Midlands				
South West		14210	14210	2
Eastern				
London	15000		15000	23
South East				
Wales				
Scotland	15142		15142	6
Northern Ireland				
Channel Islands				
Isle of Man				
Average	15029	14210		
Individuals	29	2		

Junior posts

Text searched for: these are posts that did not fit into any of the other categories, but which have titles implying junior rank, including components such as 'assistant', 'student', etc.

Individuals:	98					
Salaries:	Minimum	£8,517	Average	£11,252	Maximum	£20,103
FT Salaries:	Minimum	£8,550	Average	£11,395	Maximum	£20,103
Female:	33	34%	PAYE:	93%		
Male:	63	66%	Age:	<20	0	
Full-time:	86	96%		20–30	52	
Part-time:	4	4%		30–40	29	
				40–50	9	
Temporary contract:	58	59%		50–60	5	
Permanent contract:	40	41%		>60	1	
Estab. funded post:	12	12%	Redundancy entitlement:	24%		
Project funded post:	85	88%	Employer pension cont'bn:	36%		

Average salaries by area and category:

Table 105: Junior posts, salaries by category and area

	Contractrs	Curators	LG other	Univsties	Nat htg agencies	Societies	Other orgs	Average	Individuals
North East	12000							12000	1
North West & Mersey	11000	11018						11003	14
Yorks & Humber	9602		11959				12000	11594	6
East Midlands		12171						12171	2
West Midlands									
South West							16252	16252	3
Eastern		11860	12000					11872	12
London					14000	9867		12347	5
South East	10640	12500	10487	16000				10808	47
Wales	11641							11641	1
Scotland		10023						10023	7
Northern Ireland									
Channel Islands									
Isle of Man									
Average	10866	11423	10574	16000	14000	9867	13822		
Individuals	25	26	34	1	3	2	7		

Senior posts

Text searched for: these are posts that did not fit into any other category, but which have titles implying seniority, including components such as 'senior', 'principal', 'head' etc.

Individuals:	52					
Salaries:	Minimum	£10,810	Average	£23,289	Maximum	£42,000
FT Salaries:	Minimum	£10,810	Average	£23,448	Maximum	£42,000
Female:	13	25%	PAYE:	73%		
Male:	38	75%	Age:	<20	0	
Full-time:	36	100%		20-30	1	
Part-time:	0	0%		30-40	10	
				40-50	29	
Temporary contract:	3	6%		50-60	9	
Permanent contract:	44	94%		>60	2	
Estab. funded post:	24	53%	Redundancy entitlement:	79%		
Project funded post:	21	47%	Employer pension cont'bn:	74%		

Average salaries by area and category:

Table 106: Senior posts, salaries by category and area

	<i>Contractrs</i>	<i>Curators</i>	<i>LG other</i>	<i>Nat htg agencies</i>	<i>Societies</i>	<i>Other commercl</i>	<i>Other orgs</i>	Average	<i>Individuals</i>
North East	20000		25000				10810	18603	3
North West & Mersey	26000							26000	1
Yorks & Humber	19690			26000			25000	22014	5
East Midlands									
West Midlands							13997	13997	1
South West	20000	21860		24500			26779	23000	10
Eastern		21714						21714	2
London				33072		30000		32304	8
South East		25157	17666		20925	23167		21729	8
Wales	24594							24594	1
Scotland	12000		17985					13995	3
Northern Ireland									
Channel Islands									
Isle of Man									
Average	19366	22648	19579	30382	20925	26583	20676		
Individuals	10	8	4	9	2	4	5		

Other posts

Text searched for: these are posts that did not fit into any of the other categories, and did not have titles that could be fitted into either the 'senior posts' or 'junior posts' categories.

Individuals:	150					
Salaries:	Minimum	£3,384	Average	£16,501	Maximum	£33,392
FT Salaries:	Minimum	£9,300	Average	£17,198	Maximum	£33,392
Female:	48	32%	PAYE:	95%		
Male:	101	68%	Age:	<20	0	
Full-time:	130	93%		20–30	46	
Part-time:	10	7%		30–40	52	
				40–50	37	
Temporary contract:	77	53%		50–60	13	
Permanent contract:	69	47%		>60	1	
Estab. funded post:	68	52%	Redundancy entitlement:	61%		
Project funded post:	64	48%	Employer pension cont'bn:	54%		

Average salaries by area and category:

Table 107: Other posts, salaries by category and area

	<i>Consultants</i>	<i>Contractors</i>	<i>Curators</i>	<i>LG other</i>	<i>Universities</i>	<i>Nat htg agencies</i>	<i>Societies</i>	<i>Other commercial</i>
North East			21000					
North West & Mersey					13576			
Yorks & Humber		15517			16631			
East Midlands					21400			
West Midlands				12327	14000			
South West	20000	22361	17180			23000		
Eastern				15300				
London		11569				21615		25000
South East		14570	13264		9333		19100	
Wales						25000		
Scotland		10902		16786	20196	25016		
Northern Ireland		13000				30937		
Channel Islands								
Isle of Man								
Average	20000	12467	16607	15300	14390	24242	19100	25000
Individuals	1	55	7	4	16	37	1	3

	<i>Other orgs</i>	<i>Average</i>	<i>Individuals</i>
North East		21000	1
North West & Mersey		13576	2
Yorks & Humber	12769	14481	18
East Midlands	9300	14140	5
West Midlands		13164	2
South West		19867	9
Eastern		15300	1
London		17899	27
South East	11500	11600	12
Wales		25000	11
Scotland	18066	14805	44
Northern Ireland		20687	7
Channel Islands			
Isle of Man			
Average	12612		
Individuals	15		

Methodology

Summary

A questionnaire was circulated to 1290 organisations (the mailing list was determined from a variety of sources – see below) and follow-up phone calls were made to those organisations that did not respond. The questionnaire was sent to as wide a range of potential employers as possible, ranging from local societies to central government departments. In all, 790 questionnaires were returned, including 168 duplicates and 5 explicit refusals to provide information.

Of the 617 useable returns, 349 organisations (57%) do employ archaeologists, and 268 (43%) do not. We believe that the coverage of organisations that do employ archaeologists is effectively complete.

All of the questionnaire responses were being treated in the strictest confidence. The database is designed so that entries in the archive can only be identified by the region of the UK where the organisation is based and by the type of organisation. It will be impossible to use the archive to connect the data with the organisation that provided it.

The questionnaire

Questionnaires used in similar, previous surveys (see Appendix III: Previous surveys) were examined and their strengths and weaknesses were considered in the design of the questionnaire for this study.

The questionnaire was composed of a covering letter, questions relating to the organisation and questions about archaeological jobs in that organisation. This sheet could then be photocopied as many times as required. The questionnaire was accompanied by a pre-paid reply envelope.

The full questionnaire is included as Appendix II: The questionnaire.

The questionnaire asked for data as it applied to the organisations on 16th March 1998, and this study must therefore be seen as a snapshot of the archaeological profession in the UK on that date.

The mailing list

All organisations in the UK that could potentially employ archaeologists were compiled to form the initial mailing list.

Digital, online and printed sources were used to build the mailing list (see below). A number of individuals also contributed some names and addresses that were not picked up elsewhere. As the project progressed, the mailing list was updated. Questionnaires were sent to all organisations on the list, including those added through updating. The final mailing list held the addresses of 1290 organisations.

Where known, the questionnaire was addressed to the senior archaeologist or head of department within that organisation. Where the name of that individual was not known, it was simply addressed to 'The Senior Archaeologist'.

It is possible that the mailing list may not be complete; some new organisations may have formed, some addresses may have changed, and some organisations may not have been identified in any of the sources

used. However, we believe that the coverage of organisations employing archaeologists is effectively as complete as possible.

Data sources used to compile the mailing list

(a) Digital Sources

English Heritage database

EH mailing list

IFA databases

IFA members' work addresses

archaeological organisations listed in the *IFA Yearbook*

CBA databases

CBA mailing list

organisational members of CBA

subscribers to the *British and Irish Archaeological Bibliography*

Landward Archaeology database

Archaeological Employment in Scotland

British Telecom CD-ROM

(b) Online Sources

Directory of British Archaeology (Current Archaeology)

<http://www.archaeology.co.uk/direct/dhome.htm>

Archaeological Resource Guide Europe – UK

<http://www.bham.ac.uk/ARGE/Countries/UK.html>

British Archaeology on the Internet (University of Durham)

<http://www.dur.ac.uk/Archaeology/BritArch/>

UK Archaeology on the Internet (Trent and Peak Archaeological Trust)

<http://www.ccc.nottingham.ac.uk/~aczkdc/ukarch/ukindex.html>

Archaiologia

<http://www.archaiol.force9.co.uk/contract.htm>

assemblage-info

<http://www.shef.ac.uk/~assem/2/2info.html>

britarch mailing list, including responses to a posting calling for participants
other WWW searches

(c) Printed Sources

The Archaeologist

Council for Scottish Archaeology mailing lists

Handbook for British and Irish Archaeology

IFA Jobs Information Service

IFA Yearbook

IPMS survey results

Promotional material distributed at the ABC (Archaeology in Britain Conference) 1997

Scottish Archaeological News

Data collection

Three weeks after the initial posting, a series of face-to-face interviews were arranged. These meetings did not prove to be fruitful in gathering data, as they served little purpose other than to remind respondents to complete their questionnaires. Only rarely was a completed questionnaire taken away from the meeting.

From five weeks after the initial posting, follow-up telephone calls were made to organisations that had not responded. At that point, 475 returns had been received (representing 37% of the total posted). Phone calls continued to be made over the next eight weeks; and a number of respondents asked to be sent new copies of the questionnaire. On a date 15 weeks after the questionnaires had been originally mailed the survey was effectively closed and any further questionnaires returned were not incorporated into the statistics. At this point 790 questionnaires had been received (61% of those posted).

Haralambos & Holborn (1990, 729) note that postal questionnaires rarely receive responses above 50% and can frequently receive below 25%.

Level of response

The organisations were divided into 10 categories, to ease data processing. An explanation of how these categories were defined can be found in Chapter 1: Organisations (page 1).

The numbers of each of these types of organisations who were contacted, and the numbers who returned their questionnaires, were as follows:

Table 108: Questionnaire returns

	<i>Contacted</i>	<i>Returned questionnaires</i>	<i>%</i>
Independent consultants or specialists	162	71	44
Archaeological contractors	120	82	68
Local government – curators	159	125	79
Local government – others	92	57	62
University archaeology departments and research groups	161	98	61
National heritage agencies and royal commissions	48	48	100
National museums	20	9	45
Archaeological societies	187	98	52
Other commercial organisations	118	74	63
Other organisations	234	139	59
Total	1290	790	61

The proportion of National Museums responding was particularly low because the individual departments of the British Museum were mailed separately. The Museum responded centrally.

Refining the database

The responses were then categorised by whether the responding organisation paid archaeologists or not.

168 questionnaires were identified as being duplicates (when more than one copy of the questionnaire had been sent to the same organisation) and a very small number of explicit refusals were made (by phone or by post).

In all, 617 useable questionnaires were received, from 349 organisations that employ archaeologists and 268 that do not. The responses of these organisations can be analysed, by category, as follows:

Table 109: Questionnaire responses

	<i>Total number of responses</i>	<i>Numbers of duplicate questionnaires</i>	<i>Refusals to answer</i>	<i>Organisations that pay archaeologists</i>	<i>Organisations that do not pay archaeologists</i>
Independent consultants or specialists	71	13	0	48	10
Archaeological contractors	71	16	1	51	3
Local government – curators	125	35	1	72	17
Local government – others	57	7	0	38	12
University archaeology departments and research groups	98	27	0	47	24
National heritage agencies and royal commissions	48	20	0	9	19
National museums	9	4	0	4	1
Archaeological societies	98	15	0	13	70
Other commercial organisations	74	4	1	16	53
Other organisations	139	27	2	51	59
Total	790	168	5	349	268

Some of these responses require explanation.

The high proportion of archaeological societies that do not pay archaeologists can be explained by the fact that most are purely amateur organisations.

The numbers of curatorial departments that do not employ archaeologists may reflect the number of local authorities with no archaeological representation.

The numbers of ‘university archaeology departments and research groups’ that do not employ archaeologists reflect the research groups that do not employ archaeologists separately from the parent university.

The three archaeological contractors that do not pay archaeologists include two newly established businesses which may not have begun to pay salaries at the time of the questionnaire and one company that has ceased trading since receiving the questionnaire.

The numbers of national heritage agencies not employing archaeologists reflects the fact that questionnaires were sent to all regional branches of the former RCHME. Responses were collated centrally and returned on a single form.

Completeness of the response

Through the questionnaire, some respondents chose not to answer particular questions on occasion. It is not the case that all 349 positively-responding organisations answered every question. The number of respondents to each particular question is noted throughout this survey where those responses were discussed.

APPENDIX II

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 mailing list.

Profiling the Profession



This questionnaire is designed to obtain information relating to jobs within archaeology at present.

Please complete the questionnaire with information that applied to your organisation on 16th March 1998.

1 organisational structure

please tick one box that best describes your organisation's structural basis.

central government	Y	
local government	Y	
university	Y	
private [charity / trust / company]	Y	
other [please specify] _____	Y	a

2 services provided

please tick all the services that your organisation provides.

research	Y	a
teaching	Y	b
archaeological fieldwork	Y	c
archaeological resource management	Y	d
underwater archaeology	Y	e
aerial archaeology	Y	f
historic building recording	Y	g
documentary research	Y	h
project management	Y	i
planning authority advice	Y	j
museum curatorial	Y	k
interpretation to the public	Y	l
post-excavation analysis	Y	m
post-excavation conservation	Y	n
illustration	Y	o
publishing	Y	p
preparation of archaeological archives	Y	q
other [please specify] _____	Y	r

3 archaeological staff

does your organisation employ paid archaeological staff ?

yes Y no Y a

"archaeological staff" can be a difficult term to define - please consider it to refer to anyone working directly with physical archaeological remains, data, or the management of the archaeological resource.

Here, and below, questions relate to staff employed by the organisation. Some organisations take on self-employed individuals for particular projects, rather than directly employing them. Please consider these people to be members of staff and include them in all responses.

If YES, please continue. If NO, please return the questionnaire to LANDWARD ARCHAEOLOGY using the pre-paid envelope and accept our thanks for your time.

4 number of staff

please indicate how many members of staff your organisation has.

archaeological staff	_____	a
non-archaeological support staff	_____	b
total staff	_____	c

5 employee benefits

do employees of the organisation receive paid holiday leave ?

yes Y no Y a

if yes, please give details _____
 _____ b

do employees of the organisation receive paid sickness leave ?

yes Y no Y Statutory Sick Pay Y c

if yes, please give details _____
 _____ d

do employees of the organisation receive paid maternity leave ?

yes Y no Y e

if yes, how many weeks ? _____ f

do employees of the organisation receive paid paternity leave ?

yes Y no Y g

if yes, how many working days ? _____ h

does the organisation provide employees with subsidised accommodation or subsistence allowance ?

yes Y no Y i

if yes, please give details _____
 _____ j

please give details of any other employee benefits which the organisation provides [e.g. reimbursement of IFA subscriptions] _____

 _____ k

6 salary scales

are salaries within the organisation tied to any scale system ?

yes Y no Y a

If yes, then please indicate the type of scale system in use.

civil service	Y	
local authority	Y	
university	Y	
other [please specify] _____	Y	b

9 unpaid or voluntary archaeologists

does the organisation welcome the involvement of unpaid or voluntary archaeologists (whether working for free or receiving expenses) ?

yes Y no Y a

If yes, please indicate approximately how many individuals contributed in this way in the last 12 months. _____ b

please give details of the organisation's policy and the roles of these individuals.

_____ c

10 consultants / specialists

has the organisation used the services of outside archaeological consultants or specialists in the last 12 months ?

yes Y no Y a

if yes, approximately how many consultants or specialists has the organisation used the services of ? _____ b

what services has the organisation sought from them ? _____

_____ c

11 further comments

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

_____ a

Please now complete question 12 on the separate A4 sheet

Profiling the Profession

12 archaeological jobs



please complete this sheet for each job title within the organisation.
note that while each entry relates to a particular type of post, this may well relate to a number of individuals.

please photocopy this sheet as many times as required

post title	_____		a
number of individuals employed in this post (total)	_____		b
number of individuals employed in this post by age and gender		female	male
	aged under 20	_____ c	_____ d
	aged 20 - 29	_____ e	_____ f
	aged 30 - 39	_____ g	_____ h
	aged 40 - 49	_____ i	_____ j
	aged 50 - 59	_____ k	_____ l
	aged 60 and over	_____ m	_____ n
gross salary scale	minimum	_____	o
	maximum	_____	p
	average	_____	q
does this include any weighting allowance? how much ?	yes Y	no Y	r
	minimum	_____	s
	maximum	_____	t
is income tax deducted at source as PAYE ? [please complete in terms of numbers of individuals]	average	_____	u
	yes	_____	v
	no	_____	w
contracted hours per week	minimum	_____	x
	maximum	_____	y
	average	_____	z
length of contract [please complete in terms of numbers of individuals]	up to 3 months	_____	aa
	between 3 and 6 months	_____	bb
	between 6 and 12 months	_____	cc
	up to 24 months	_____	dd
	more than 24 months	_____	ee
length of employment to date [please complete in terms of numbers of individuals]	permanent / open ended	_____	ff
	up to 3 months	_____	gg
	between 3 and 6 months	_____	hh
	between 6 and 12 months	_____	ii
	up to 24 months	_____	jj
does the organisation offer more than the statutory minimum notice period of one week per year of employment ?	more than 24 months	_____	kk
	yes Y	no Y	ll
if yes , how much notice entitlement is offered ?	_____		mm
how many of these posts are funded by establishment income or by project grants / contracts? [please complete in terms of numbers of individuals]	establishment	_____	nn
	project	_____	oo
how many of these people are entitled to redundancy payments ? [please complete in terms of numbers of individuals]	yes	_____	pp
	no	_____	qq
does the organisation contribute to their pension ? [please complete in terms of numbers of individuals]	yes	_____	rr
	no	_____	ss

APPENDIX III

Previous surveys

Since the 1970s, there have been a series of surveys relating to different aspects of archaeological employment carried out by different organisations. None was either as broad-ranging or as detailed as *Profiling the Profession*.

RESCUE surveys

RESCUE 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).

These surveys covered a slightly more restricted range of professional archaeologists than *Profiling the Profession*, 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 as curators or contractors were not canvassed. No responses from Northern Ireland were received. The surveys also examined the funding of rescue archaeology.

Spoerry (1992) was the most detailed survey of archaeological employment published to date. In it, 137 organisations were canvassed, with an 80% response rate. Details of numbers of staff and pay levels were received from most of these organisations.

Salaries have only been examined in the two most recent surveys. Pay levels were broken down by bands, rather than actual figures, in Spoerry (1992).

The numbers of professional archaeologists calculated by these surveys to have been working in Britain can be summarised as follows:

Table 110: RESCUE survey results

<i>Date of survey</i>	<i>Numbers of professional archaeologists calculated</i>	<i>Survey and published date</i>
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 there was a rise in the numbers employed in rescue archaeology through the 1970s and 1980s. The numbers subsequently fell away, following the ending of Manpower Services Commission funding of archaeological posts in the late 1980s and the onset of recession in 1990.

IFA equal opportunities surveys

Three surveys have been carried out by the IFA 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). This study contacted 194 organisations, and received returns from 58%, providing details about 1682 archaeologists. Information on pay received in this study was, like the RESCUE surveys, broken down by bands.

The IFA published the results of a *Quality of Work/Life Survey* in 1995 (Reeve 1995). This survey received responses from 70 individuals (about 10% of those canvassed) at the TAG 1994 and ABC 1995 conferences. This was a very detailed survey, covering job titles, salaries, contracts, pensions and union membership, which raised many of the issues that *Profiling the Profession* hopes to address, although *Profiling the Profession* approached organisations rather than individuals and so was not able to ask the detailed questions about lifestyle that this survey had.

The Equal Opportunities Committee of the IFA was carrying out another survey at the time of this report's preparation, and it has not yet been published. We are grateful to Rachel Edwards and Peter Hinton of the IFA for access to the raw data received. 2180 copies of a personal questionnaire were sent to individuals, with a response rate of 20%, 210 copies of a separate student questionnaire were distributed with 31% returned, and 487 questionnaires were sent to employers with 34% returned.

This questionnaire covered a variety of issues. For comparison with *Profiling the Profession*, the relevant topics include gender, contracts, length of service and salaries.

IFA Jobs Information Service studies

An annual series of studies of the advertised jobs reported in the IFA's Jobs Information Service has been carried out for the last five years (Aitchison & Anderson 1995; Turner 1996, 1997, 1998). These surveys create an overview of advertised posts from 1993–97, including details of salaries and conditions. The samples have been 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 have proved useful for *Profiling the Profession* (page 102).

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 relates to posts advertised in the Jobs Information Service in 1994/95, and incorporates comparisons of archaeological salaries with the national average wage.

IFA Practitioner survey

Moloney (1998) was a survey of IFA Practitioners 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 has been published by the CSA (Aitchison 1997). This was a straightforward head-count of archaeologists in Scotland, asking for few further details. It was 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.

IPMS survey

The IPMS (the Institute of Professionals, Managers and Specialists) has recently conducted a *Survey of Archaeologists' Pay and Conditions* (results unpublished). The response rate was poor for this very detailed survey. This questionnaire proved primarily useful in influencing the questionnaire design for *Profiling the Profession*.

Advertised posts

The jobs advertised in the IFA's Jobs Information Service (JIS) have been studied for the past six years (Aitchison & Anderson 1995; Turner 1996, 1997, 1998, 1999). The JIS monitors archaeological jobs advertised in national and specialist media.

In the studies, these advertisements were used to examine starting salaries in archaeological posts. Where a salary range was given, the minimum point was used for analysis, in line with normal public sector policy (Aitchison & Anderson 1995, 7). The average starting salaries rose by 26% between 1993 and 1998, from £10,776 to £13,554, but remained almost static between 1994 and 1997. In that time national average earnings rose by 21% (no figures are available for national average starting salaries).

It must be emphasised that these starting salaries do not, generally, cover very junior or temporary posts, which are often not formally advertised.

The numbers of posts advertised annually remained between 130 and 180 over the period. In total, over six years 924 posts were advertised. In 1998, 148 posts were advertised – representing an annual turnover of 3%.

Table 111: Advertised salaries and national average earnings

	<i>Jobs advertised</i>	<i>Advertised starting salaries</i>	<i>National average salaries</i>
1993	134	10766	16523
1994	152	12666	16982
1995	150	12228	17560
1996	154	12620	18338
1997	176	12327	19167
1998	148	13554	20048

APPENDIX IV

Post titles

Below is the full list of 455 separate archaeological post titles extracted from the returned questionnaires, with a reference to the post profile in which each has been included (see Chapter 4).

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Academic director	1	Director or manager	Archaeological development control assistant	1	Planning archaeologist
Academic editors	4	Editor	Archaeological director	2	Director or manager
Academic staff	38	Academic staff	Archaeological draughtperson	1	Illustrator
Administration assistant	2	Administrator	Archaeological excavator	1	Excavator or site assistant
Administration officer	2	Administrator	Archaeological field officer	4	Field officer
Administrative assistant	1	Administrator	Archaeological field worker	1	Other posts
Administrative officer	2	Administrator	Archaeological illustrator	10	Illustrator
Administrator	4	Administrator	Archaeological illustrator (assistant)	1	Illustrator
Aerial photographer	1	Photographer	Archaeological illustrator (senior)	1	Illustrator
Air photograph interpreters	2	Photographer	Archaeological interpretation officer	1	Other posts
Air photography officer	1	Photographer	Archaeological keeper	1	Museum archaeologist
Antiquities conservator / museum consultant	1	Conservator	Archaeological manager	3	Director or manager
Archaeology and planning officer	1	Planning archaeologist	Archaeological officer	18	Archaeological officer
Archaeobotanist	1	Archaeological scientist	Archaeological officer & curator SMR	1	SMR officer
Archaeogeophysicist	2	Surveyor	Archaeological officer (development control)	1	Planning archaeologist
Archaeological adviser	2	Other posts	Archaeological photographer	1	Photographer
Archaeological and social history registrar	1	Senior posts	Archaeological project director	1	Director or manager
Archaeological assistant	45	Archaeological assistant	Archaeological project manager	5	Project manager
Archaeological assistant (SMR officer)	1	SMR officer	Archaeological project officer	9	Project officer
Archaeological conservation assistant	1	Conservation archaeologist	Archaeological records officer	4	SMR officer
Archaeological conservation officer	2	Conservation archaeologist	Archaeological scientist	1	Archaeological scientist
Archaeological conservator	9	Conservator	Archaeological service manager	1	Director or manager
Archaeological consultant	9	Consultant			
Archaeological consultant / contractor	2	Consultant			
Archaeological course co-ordinator fte	1	Other posts			

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Archaeological site supervisor	4	Supervisor	Assistant archaeological advisor	2	Junior posts
Archaeological staff	8	Junior posts	Assistant archaeological field officer	1	Field officer
Archaeological supervisor	13	Supervisor	Assistant archaeologist	17	Assistant archaeologist
Archaeological supervisors	6	Supervisor	Assistant archaeologist / illustrator	1	Illustrator
Archaeological support officer	4	Other posts	Assistant archaeology officer	1	Archaeological officer
Archaeological team leader	1	Senior posts	Assistant commissions manager	1	Other posts
Archaeological technician	8	Archaeological scientist	Assistant county archaeologist	5	County or regional archaeologist
Archaeological unit manager	1	Director or manager	Assistant curator	8	Museum archaeologist
Archaeological worker	43	Junior posts	Assistant curator (archaeology)	2	Museum archaeologist
Archaeologist	123	Archaeologist	Assistant director	9	Other posts
Archaeologist & historic buildings consultant	1	Consultant	Assistant director / county field archaeologist	1	County or regional archaeologist
Archaeologist (finds)	4	Finds officer	Assistant editor	1	Editor
Archaeologist (planning)	1	Planning archaeologist	Assistant field archaeologist	1	Archaeologist
Archaeologist (project officer)	1	Project officer	Assistant field officer	3	Field officer
Archaeologist – finds / environmental unit	32	Archaeological scientist	Assistant geophysicist	1	Surveyor
Archaeologist / buildings historian	1	Archaeologist	Assistant head of unit	1	Senior posts
Archaeologist / warden	1	Warden	Assistant historic buildings officer	1	Buildings archaeologist
Archaeologist / administrator	1	Archaeologist	Assistant inspector of ancient monuments	3	Inspector
Archaeologist / warden	1	Warden	Assistant keeper of archaeology	2	Museum archaeologist
Archaeology adviser	4	Other posts	Assistant keeper of local history and archaeology	2	Museum archaeologist
Archaeology advisor	4	Other posts	Assistant keeper: archaeology	2	Museum archaeologist
Archaeology and heritage adviser	1	Other posts	Assistant keepers / site managers	9	Museum archaeologist
Archaeology assistant	6	Junior posts	Assistant landscapes officer	1	Junior posts
Archaeology course manager	1	Director or manager	Assistant manager	3	Other posts
Archaeology keeper	1	Museum archaeologist	Assistant project officer	3	Project officer
Archaeology officer	11	Archaeological officer	Assistant supervisor	5	Supervisor
Archaeology placement student	1	Junior posts	Assistant surveyor	1	Surveyor
Archaeology programme planner	1	Other posts	Assistant to unit manager	1	Other posts
Archaeology projects assistant	1	Junior posts	Associate	1	Senior posts
Archaeology service manager	1	Director or manager	Associate archaeological consultant	4	Consultant
Archaeology unit manager	1	Director or manager	Associate director	1	Director or manager
Archaeometallurgist	1	Archaeological scientist	Boatman	1	Other posts
Archaeozoologist	1	Archaeological scientist	Borough archaeologist	2	County or regional archaeologist
Architect technician	1	Archaeological scientist	Brick and tile specialist	1	Finds officer
Archives assistant	1	Junior posts	Building analyst	3	Buildings archaeologist
Archives officer	2	Other posts	Building recording officer	1	Buildings archaeologist
Archivist	1	Other posts	Building surveyor	4	Surveyor
Artefact researcher	5	Finds officer	Cad operator / illustrator	1	Illustrator
Artefacts manager	2	Finds officer	Cad / reprographics supervisor	1	Illustrator
Artefacts supervisor	2	Finds officer	Cathedral archaeologist	1	Senior posts
Assistant	3	Junior posts			

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Ceramics specialist	3	Finds officer	Curatorial archaeologist (collections)	2	Museum archaeologist
Chief archaeologist	1	Senior posts	Curatorial e	3	Museum archaeologist
Chief insp. Of ancient mon. & historic buildings	1	Inspector	Curatorial f	1	Museum archaeologist
Chief inspector of ancient monuments	1	Inspector	Curatorial officer	2	Museum archaeologist
Chief surveyor	1	Surveyor	Data co-ordinator	1	Other posts
City archaeologist	2	County or regional archaeologist	Data processor	1	Junior posts
Clerical assistant	1	Administrator	Defence heritage consultant	2	Consultant
Coin specialist	1	Finds officer	Demonstrator	4	Other posts
Collections care consultant	1	Museum archaeologist	Demonstrator / technician	2	Archaeological scientist
Collections manager	1	Museum archaeologist	Dendrochronologist	3	Archaeological scientist
Community officer	1	Other posts	Deputy archaeologist	1	Other posts
Company associate	1	Other posts	Deputy curator	2	Museum archaeologist
Company director	1	Director or manager	Deputy director	3	Other posts
Company secretary	1	Administrator	Development control archaeologist	2	Planning archaeologist
Computer operator	2	Computing officer	Development control officer	1	Planning archaeologist
Computer research officer	1	Computing officer	Director	26	Director or manager
Computer supervisor	1	Computing officer	Director of archaeology	1	Director or manager
Computing assistant	2	Computing officer	Director of excavations	2	Director or manager
Computing manager	1	Computing officer	Director / lecturer	1	Director or manager
Computing officer	2	Computing officer	Director / principal field investigator	1	Director or manager
Conservation assistant	1	Conservation archaeologist	Director / project officer	3	Project officer
Conservation manager	1	Conservation archaeologist	Directors	3	Director or manager
Conservation officer	2	Conservation archaeologist	District archaeologist	1	County or regional archaeologist
Conservation team manager	2	Conservation archaeologist	District museums officer	1	Museum archaeologist
Conservator	9	Conservator	Documentation assistant	1	Junior posts
Conservator and field assistant	1	Conservator	Draftsman / building recording	1	Illustrator
Consultant	1	Consultant	Draughtsperson	2	Illustrator
Consultant environmental archaeologist	1	Consultant	Editor	6	Editor
Consultants	2	Consultant	Editorial manager	1	Editor
Contracts manager	1	Director or manager	Editorial staff	5	Editor
Countryside officer	1	Other posts	Education officer	2	Other posts
County archaeological officer	2	County or regional archaeologist	Education officer / lab assistant	1	Archaeological scientist
County archaeologist	14	County or regional archaeologist	Environmental assistant	2	Archaeological scientist
County field archaeologist	2	County or regional archaeologist	Environmental manager	2	Archaeological scientist
Curator	17	Museum archaeologist	Environmental officer	1	Archaeological scientist
Curator – antiquities	1	Museum archaeologist	Environmental scientist	3	Archaeological scientist
Curator / manager	1	Museum archaeologist	Environmental technician	1	Archaeological scientist
Curator archaeology and social history	1	Museum archaeologist	Excavation / information officer	1	Other posts
Curator of archaeological collections	2	Museum archaeologist	Excavation assistant	1	Junior posts
Curator of archaeology	5	Museum archaeologist	Excavation foreman	1	Senior posts
Curator, domestic & personal (rsrch archaeologist)	1	Museum archaeologist	Excavation officer	1	Other posts
			Excavation staff	5	Junior posts
			Excavations director	1	Director or manager
			Excavator	40	Excavator or site assistant
			Experienced archaeologist	10	Other posts
			Experienced excavator	9	Excavator or site assistant

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Faunal analyst	1	Archaeological scientist	Head of historical analysis and research	1	Researcher
Field archaeologist	7	Archaeologist	Head of laboratory	1	Archaeological scientist
Field archaeologist / manager	1	Archaeologist	Head of monuments protection	1	Senior posts
Field manager	2	Director or manager	Head of museum services	1	Museum archaeologist
Field monument warden	29	Warden	Head of public services	1	Senior posts
Field officer	23	Field officer	Head of publications	1	Editor
Field officer (stratigraphy)	1	Field officer	Head of research, curator of ordnance	1	Museum archaeologist
Field officer / research assistant	6	Field officer	Head of services	1	Senior posts
Field officer / senior field officer	6	Field officer	Head of survey	1	Surveyor
Field staff	27	Other posts	Head of technology	1	Senior posts
Field unit manager / unit director	1	Director or manager	Head of unit	1	Senior posts
Field worker	2	Other posts	Heritage programme officer	1	Other posts
Finds administrator	1	Finds officer	Heritage ranger	3	Other posts
Finds and metal working researcher	1	Finds officer	Heritage data manager	1	Director or manager
Finds assistant	7	Finds officer	Historian	3	Other posts
Finds liaison officer	1	Finds officer	Historic buildings adviser	1	Buildings archaeologist
Finds manager	2	Finds officer	Historic buildings architect	26	Buildings archaeologist
Finds officer	1	Finds officer	Historic buildings officer	2	Buildings archaeologist
Finds officers	2	Finds officer	Historic environment records officer	1	SMR officer
Finds researcher	1	Finds officer	Historical researcher	2	Researcher
Finds supervisor	1	Finds officer	Human bone specialist	1	Archaeological scientist
Finds supervisor / administrator	1	Finds officer	Human history officer	1	Other posts
Finds / archive supervisor	1	Finds officer	Human skeletal biologist	1	Archaeological scientist
General secretary	1	Administrator	Humanities / it technician	1	Archaeological scientist
Geophysicist	4	Surveyor	Illustration manager	1	Director or manager
Geophysicist / surveyor	1	Surveyor	Illustrator	14	Illustrator
Graphic artist	4	Illustrator	Illustrator / designer	4	Illustrator
Graphics manager	1	Illustrator	Illustrator / draughtsman	1	Illustrator
Graphics officer	6	Illustrator	Illustrator / finds assistant	1	Finds officer
Graphics / interpretation officer	1	Illustrator	Industrial archaeologist	1	Other posts
Head of archaeological conservation	1	Conservation archaeologist	Information compiler	1	Other posts
Head of archaeology	4	Senior posts	Information officer	1	Other posts
Head of archaeology section	1	Senior posts	Information systems support	2	Computing officer
Head of archaeometry	1	Archaeological scientist	Inspector historic properties	12	Inspector
Head of artefact research	1	Finds officer	Inspector of ancient monuments	34	Inspector
Head of collections and conservation	1	Museum archaeologist	Inspector of historic buildings	39	Inspector
Head of computing	1	Computing officer	Investigator	16	Other posts
Head of conservation	2	Conservation archaeologist	Investigator / curator	10	Museum archaeologist
Head of documentation, collections manager	1	Museum archaeologist	Junior site assistant	3	Excavator or site assistant
Head of education and interpretation	1	Senior posts	Keeper	1	Museum archaeologist
Head of environmental studies	1	Archaeological scientist	Keeper local history and archaeology	1	Museum archaeologist
Head of excavations	1	Senior posts	Keeper of antiquities	1	Museum archaeologist
			Keeper of archaeology	9	Museum archaeologist
			Keeper of archaeology and local history	1	Museum archaeologist
			Keeper of collections	1	Museum archaeologist

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Keeper of field archaeology	6	Museum archaeologist	Principal curator (collections)	1	Museum archaeologist
Keeper of human history	1	Museum archaeologist	Principal curator (keeper archaeology)	1	Museum archaeologist
Landscape historian	1	Other posts	Principal curator – antiquities	1	Museum archaeologist
Lecturer	59	Academic staff	Principal field archaeologist	1	Archaeologist
Lecturer / senior lecturer	19	Academic staff	Principal inspector of ancient monuments	7	Inspector
Lecturer in archaeology	3	Academic staff	Principal keeper of archaeology	1	Museum archaeologist
Lecturer / senior lecturer / professor	20	Academic staff	Principal landscape archaeologist	1	Senior posts
Levels and moors archaeologist	1	Senior posts	Principal lecturer in archaeology	1	Academic staff
Librarian	1	Other posts	Principal officer	1	Senior posts
Manager	10	Director or manager	Principal officer – education	1	Senior posts
Managing director	1	Director or manager	Professional	3	Other posts
Managing editor	2	Editor	Professional assistant (archaeology)	1	Junior posts
Managing / projects director	3	Director or manager	Professor	5	Academic staff
Materials scientist	1	Archaeological scientist	Programme organiser in arch & early mediev. hist.	1	Other posts
Medieval pottery researcher	1	Finds officer	Project archaeologist	7	Other posts
Monuments officer	1	Other posts	Project assistant	14	Junior posts
Museum assistant	4	Museum archaeologist	Project director	10	Director or manager
Museum manager	1	Museum archaeologist	Project finds officer / assistant supervisor	1	Finds officer
Museums archaeologist	1	Museum archaeologist	Project manager	59	Project manager
Museums assistant / archaeologist	1	Museum archaeologist	Project manager / field officer	7	Project manager
Museums curator	2	Museum archaeologist	Project officer	85	Project officer
Museums officer (archaeology)	1	Museum archaeologist	Project researcher	2	Researcher
Office administrator	1	Administrator	Project supervisor	19	Supervisor
Operations manager	2	Director or manager	Projects manager	1	Project manager
Organising tutor / convenor cert. pract. archaeol.	1	Academic staff	Property manager	1	Director or manager
Palaeopathologist	1	Archaeological scientist	Proprietor	1	Senior posts
Palynologist	1	Archaeological scientist	Publication officer	2	Editor
Partner	15	Senior posts	Publications officer	2	Editor
Photogrammetrist	1	Photographer	Reader	4	Academic staff
Photogrammetry operator	3	Photographer	Recording officer	1	SMR officer
Photographer	5	Photographer	Records assistant	3	SMR officer
Planning archaeologist	2	Planning archaeologist	Records manager	1	Director or manager
Planning officer (archaeology)	1	Planning archaeologist	Records officer	1	SMR officer
Portable antiquities officer	2	Other posts	Regional archaeologist	13	County or regional archaeologist
Post excavation / publication manager	1	Editor	Reports editor	1	Editor
Post-excavation assistant	2	Junior posts	Reports manager	1	Director or manager
Postgraduate research assistant	2	Academic staff	Research & technical staff	10	Researcher
Pottery consultant	1	Finds officer	Research assistant	22	Researcher
Principal	1	Senior posts	Research fellow	4	Academic staff
Principal archaeological officer	2	Archaeological officer	Research fellow / assistant	2	Academic staff
Principal archaeologist	10	Senior posts	Research fellow / assistant	12	Academic staff
Principal conservation officer (archaeology)	1	Conservation archaeologist			

<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>	<i>Post title</i>	<i>Individuals</i>	<i>Profile title</i>
Research fellow / environmental archaeologist	1	Archaeological scientist	Senior project manager	5	Project manager
Research fellow / experimental officer / research asst	10	Academic staff	Senior project officer	4	Project officer
Research manager	1	Director or manager	Senior ship archaeologist	1	Senior posts
Research staff	6	Researcher	Senior ship archaeologist (ship curator)	1	Museum archaeologist
Researcher	2	Researcher	Senior site assistant	8	Excavator or site assistant
Roman pottery researcher	1	Finds officer	Senior surveyor	1	Surveyor
Roman pottery specialist	1	Finds officer	Senior / field officer	3	Field officer
Scientific dating co-ordinator	1	Archaeological scientist	Site assistant	74	Excavator or site assistant
Scientific officer	1	Archaeological scientist	Site director	2	Director or manager
Secretary	3	Administrator	Site supervisor	8	Supervisor
Secretary / research	1	Administrator	SMR administrator	1	SMR officer
Senior archaeological assistant	1	Archaeological assistant	SMR assistant	11	SMR officer
Senior archaeological consultant	2	Consultant	SMR manager	2	SMR officer
Senior archaeological officer	2	Archaeological officer	SMR officer	14	SMR officer
Senior archaeologist	82	Senior archaeologist	Soil scientist	1	Archaeological scientist
Senior archaeologist (principal officer)	1	Senior archaeologist	Staff archaeologist	4	Other posts
Senior conservation and heritage scientist	1	Conservation archaeologist	Staff tutor in archaeology	1	Academic staff
Senior draughtsman	1	Illustrator	Stratigraphic assistant	2	Junior posts
Senior field archaeologist	2	Archaeologist	Student placement	1	Junior posts
Senior field officer	2	Field officer	Supervisor	26	Supervisor
Senior historic buildings officer	1	Buildings archaeologist	Survey officer	2	Surveyor
Senior illustrator	1	Illustrator	Survey photographer	1	Photographer
Senior illustrator / designer	1	Illustrator	Surveyor	3	Surveyor
Senior inspector of historic monuments	5	Inspector	Systems development	1	Other posts
Senior keeper of field archaeology	2	Museum archaeologist	Technical	2	Other posts
Senior keeper of human history	1	Museum archaeologist	Technical director (archaeology)	1	Director or manager
Senior landscape archaeologist	1	Senior posts	Technical support staff	1	Other posts
Senior lecturer	6	Academic staff	Technician	13	Archaeological scientist
Senior lecturer and reader	7	Academic staff	Training director	1	Director or manager
Senior lecturer / head of laboratory	1	Academic staff	Training officer	1	Other posts
Senior project assistant	4	Junior posts	Trust manager	1	Director or manager
			Tutor	16	Academic staff
			Underwater archaeologist	4	Other posts
			Unit assistant director	1	Other posts
			Unit director	2	Director or manager
			Urban archaeology officer	1	Archaeological officer
			Vernacular building surveyor / archaeologist	2	Surveyor
			Warden / archaeologist	1	Warden
			Young archaeologists' club co-ordinator	1	Other posts

APPENDIX V

The law

Statutory instruments referred to in the text

Equal Pay Act 1970

Sex Discrimination Act 1975

Social Security Contributions and Benefits Act 1992

Employment Rights Act 1996

European Directives referred to in the text

European Directive on Working Time 93/104

European Directive on Parental Leave 97/75

Employees' statutory rights

Regardless of the length of an employee's contract, a series of contracts for the same employer constitutes continuous service, and it is on this basis that an employee's entitlement to various statutory protections (and often company benefits) is calculated.

The protections that depend upon length of service are as follows:

<i>Statutory Right / Complaint</i>	<i>Qualifying Period (if any)</i>
Basic maternity leave (14 weeks)	immediate
Equal pay claim	immediate
Itemised pay statement	immediate
Race discrimination	immediate
Sex discrimination	immediate
Time off for antenatal care	immediate
Time off for union duties, public duties or for safety representatives	immediate
Unfair dismissal by reason of pregnancy	immediate
Unfair dismissal (inadmissible reasons)	immediate
Unlawful deduction from wages	immediate
Written reasons for dismissal of a woman dismissed during pregnancy or maternity leave period	immediate
Guarantee pay	1 month
Notice	1 month
Written particulars of employment	1 month
Statutory maternity pay	6 months
Extended maternity leave (up to 40 weeks)	2 years
Redundancy payment	2 years
Time off to look for work	2 years
Unfair dismissal (general)	2 years
Written reasons for dismissal	2 years

(source: IDS 1995, 9)

APPENDIX VI

Government office regions

England

Eastern

Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Luton, Norfolk, Suffolk

East Midlands

Derby, Derbyshire, Leicester, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, Rutland

London

Barking, Barnet, Bexley, Brent, Bromley, Camden, City of London, City of Westminster, Croydon, Ealing, Enfield, Greenwich, Hackney, Hammersmith, Haringey, Harrow, Havering, Hillingdon, Hounslow, Islington, Kensington & Chelsea, Kingston-upon-Thames, Lambeth, Lewisham, Merton, Newham, Redbridge, Richmond-upon-Thames, Southwark, Sutton, Tower Hamlets, Waltham Forest, Wandsworth

Merseyside

North East

Darlington, Durham, Hartlepool, Middlesbrough, Northumberland, Redcar & Cleveland, Stockton-on-Tees, Tyne and Wear MC

North West

Cheshire, Cumbria, Greater Manchester MC, Lancashire

South East

Berkshire, Brighton & Hove, Buckinghamshire, East Sussex, Hampshire, Isle of Wight, Kent, Milton Keynes, Oxfordshire, Portsmouth, Southampton, Surrey, West Sussex

South West

Bath and North East Somerset, Bournemouth, Bristol, Cornwall, Devon, Dorset, Gloucestershire, North Somerset, Poole, Somerset, South Gloucestershire, Swindon, Wiltshire

West Midlands

Hereford & Worcester, Shropshire, Staffordshire, Stoke-on-Trent, Warwickshire, West Midlands MC

Yorkshire and The Humber

East Riding of Yorkshire, Kingston-upon-Hull, North East Lincolnshire, North Lincolnshire, North Yorkshire, South Yorkshire MC, West Yorkshire MC, York

Wales

Conwy, Isle of Anglesey, Blaenau Gwent, Bridgend, Gwynedd, Caerphilly, Cardiff, Ceredigion, Carmarthen-shire, Denbighshire, Flintshire, Merthyr Tydfil, Monmouthshire, Neath Port Talbot, Newport, Pembroke-shire, Powys, Rhonda, Cynon, Taff, Swansea, Torfaen, Vale of Glamorgan, Wrexham

Scotland

Aberdeenshire, Angus, Argyll & Bute, City of Aberdeen, City of Dundee, City of Edinburgh, City of Glasgow, Clackmannanshire, Dumfries & Galloway, East Ayrshire, East Lothian, East Renfrewshire, Falkirk, Fife, Highland, Inverclyde, Midlothian, Moray, North Ayrshire, North Lanarkshire, Orkney Islands, Perthshire & Kinross, Renfrewshire, Shetland Islands, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire, West Lothian, Western Isles

APPENDIX VII

OPCS classification

Below are details of the group of professional occupations in which archaeology is classified by the Office of Populations, Censuses and Surveys (OPCS).

MINOR GROUP 29

PROFESSIONAL OCCUPATIONS 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 were 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

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Acknowledgements

Thanks must first go to the bodies that commissioned this report.

The project was commissioned through the Institute of Field Archaeologists from Landward Archaeology by English Heritage with the support of Historic Scotland, Cadw, and the Department of the Environment (Northern Ireland). English Heritage's partners in the enterprise have been the IFA and the Council for British Archaeology. The project has also enjoyed the support and input of CSA, CBA Wales, IPMS, ALGAO, ARIA, SCAUM and RESCUE. Simon Denison, Editor of *British Archaeology*, was asked by English Heritage to edit the report once initial drafts had been written.

Thanks must be given to the three project research assistants who worked tirelessly at compiling lists, entering data and packing envelopes. For their methodical and professional attitudes, I am grateful to Vicky Cooper, Jim Rylatt and Graeme Warren.

Thanks are also due to Mike Heyworth, Deputy Director of the Council for British Archaeology, and Peter Hinton, Director of the Institute of Field Archaeologists, for their input to the project design and subsequent project management. I would particularly like to thank Mike for his initial feelings that the project was a good idea and worth carrying out. Thanks are also due to Tim Williams, English Heritage Archaeology Commissions Manager, for his handling of the project and for his contributions.

Keith May of English Heritage has assisted greatly with the compilation of the mailing list and with the geographic presentation of data. The maps were produced by James Lyle and Dominic Powlesland using Gsys software. The Map Data is © Bartholomew (1997).

I would also like to thank Steve Jary of IPMS, who helpfully provided me with unpublished survey material and introduced me to the intricacies of local government pay scales, and Paul Spoerry, of Cambridgeshire County Council Archaeological Field Unit, for discussing the RESCUE surveys.

I would also like to thank all of the following people who have given up some of their time to help this project in particular ways: Richard Avent, Brian Ayers, Ian Bailiff, Patrick Begg, Sheridan Bowman, David Breeze, Paul Chadwick, Hester Cooper-Reade, Jane Cowgill, Robert Croft, Rachel Edwards, Andrew Lawson, Becky Moloney, Jez Reeve, Laura Schaaf, Robert Silvester, Kitty Sisson, Robin Turner, Gareth Watkins and Philip Wise.

Finally, the project has relied entirely upon the goodwill and patience of the respondents who completed a questionnaire that is at times lengthy and complex. Thank you all.

Kenneth Aitchison
May 1999