



UK SALARY BENCHMARKING SURVEY

—
JANUARY 2025

PREPARED BY:
Chartered Institute for Archaeologists

CONTACT:
kate.geary@archaeologists.net



INTRODUCTION

Fair pay is vital for the archaeology sector to thrive. Salary benchmarking helps us understand pay trends, compare roles, and advocate for better compensation. It benefits

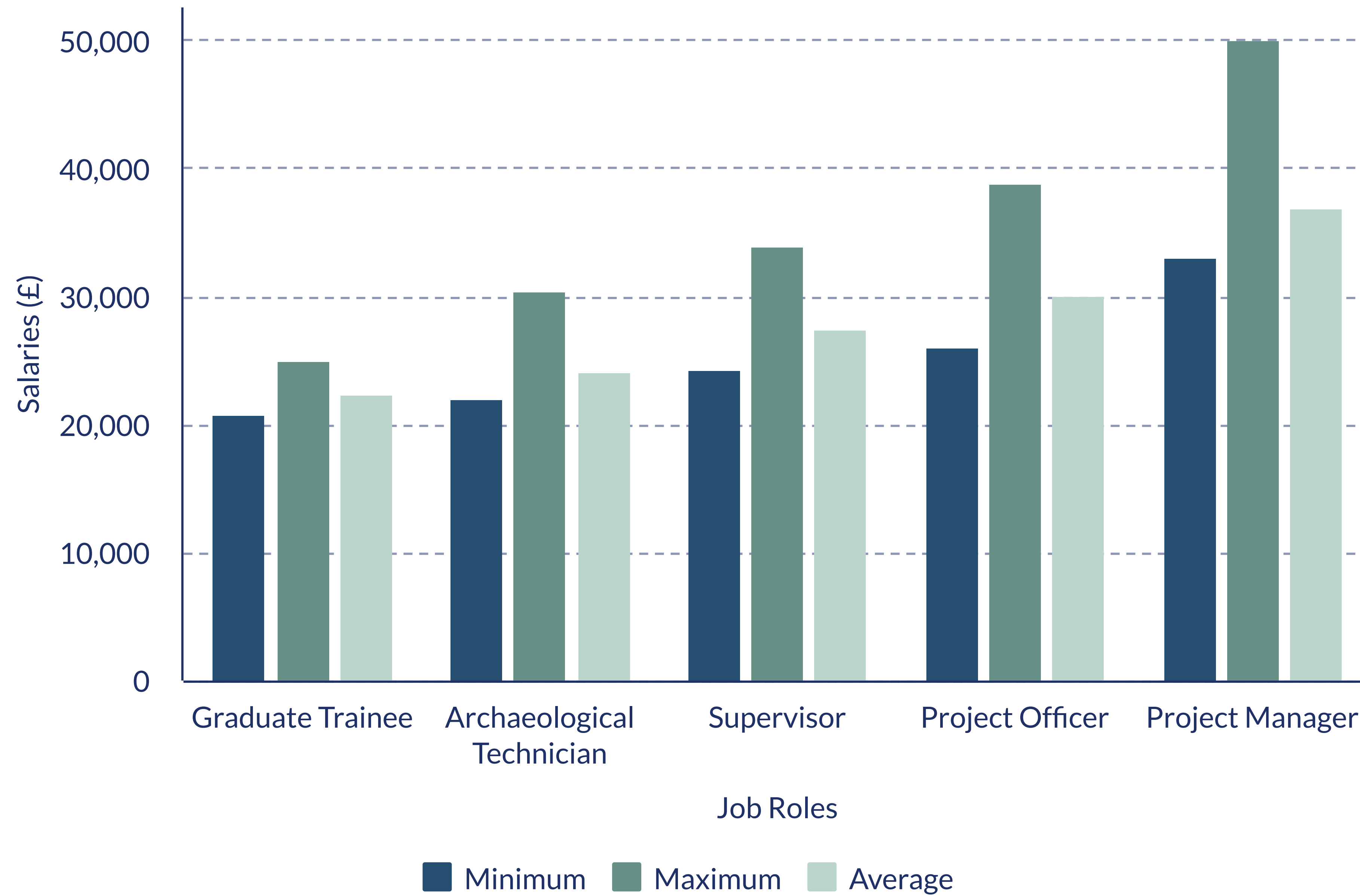
- **job seekers:** see how advertised salaries compare to industry averages.
- **employers:** set competitive salaries to attract skilled professionals.
- **advocates:** highlight pay issues and promote fairer wages.

Our new approach focuses on providing clear data to the sector on pay in archaeology, initially focusing on minimum, maximum and average pay for a sample of advertised job roles. This aligns with methods used by other professions and gives us better tools to track trends, compare with similar fields and highlight challenges like the cost-of-living crisis and low pay. Following our interim report in autumn, here is the full report. The data will underpin ClfA's wider advocacy work on the value of archaeologists and their work to society as well as supporting sector partners in their campaigns for fair pay and recruitment leading to a stronger, more diverse workforce.



Field Archaeology Summary

Minimum, maximum and average salaries



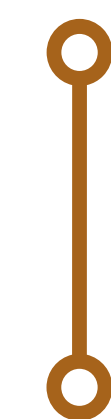
Average salaries

- ✓ Graduate Trainees: **£22,423.79**
- ✓ Archaeological Technician: **£24,216.94**
- ✓ Supervisor: **£27,428.37**
- ✓ Project Officer: **£30,136.87**
- ✓ Project Manager: **£36,966.60**



National Living Wage 23+

£ 20,048



Real Living Wage 2023 UK

£ 20,972



Real Living Wage 2023 London

£ 22,992



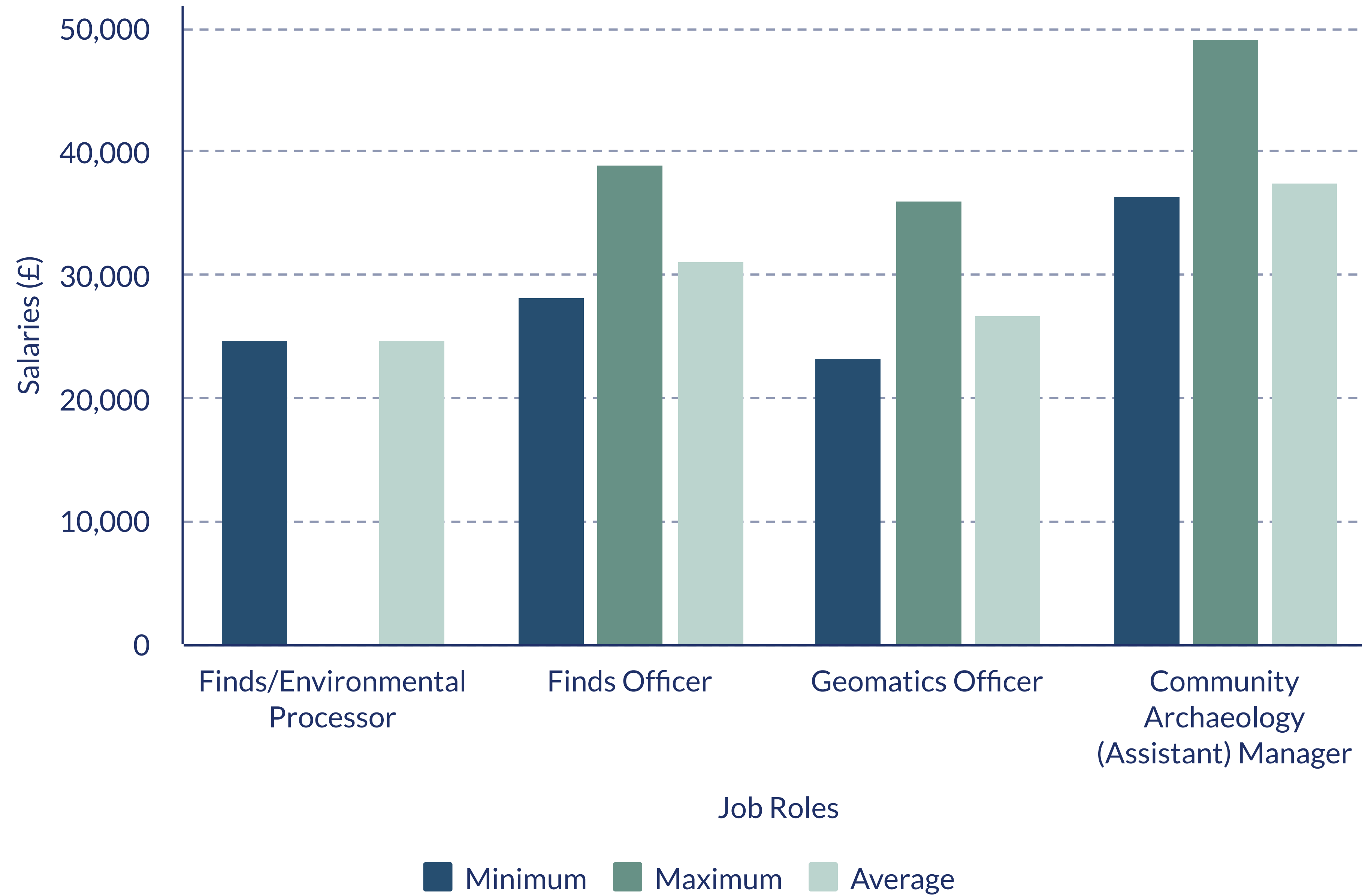
Minimum Income Standard (Single Person)

£ 29,500



Specialists Summary

Minimum, maximum and average salaries



Average salaries

- ✓ Finds/Environmental Processor:
£24,730.00
- ✓ Finds Officer:
£31,201.17
- ✓ Geomatics Officer:
£26,837.00
- ✓ Community Archaeology (Assistant) Manager:
£37,552.50



National Living Wage 23+

£ 20,048



Real Living Wage 2023 UK

£ 20,972



Real Living Wage 2023 London

£ 22,992



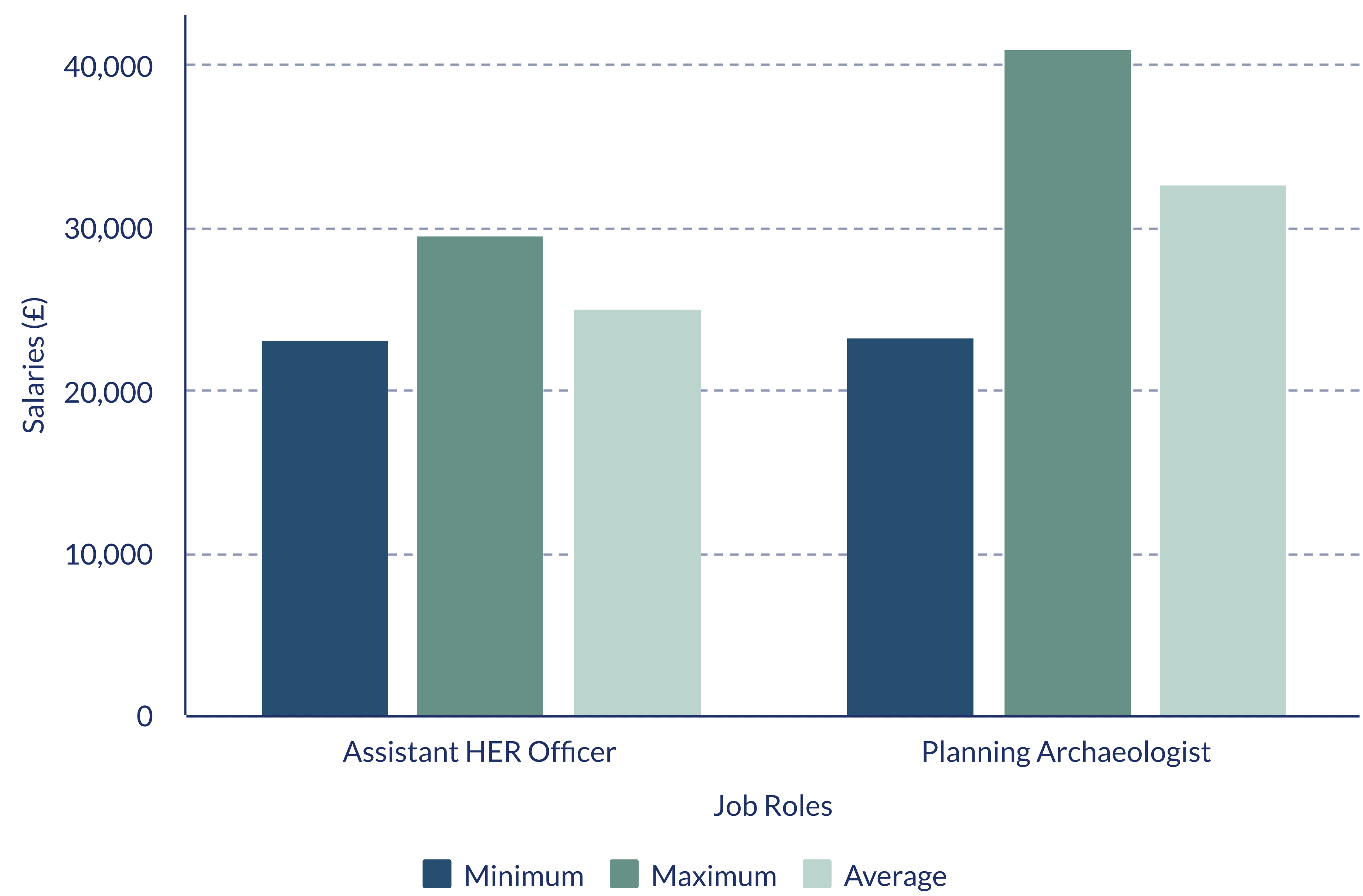
Minimum Income Standard (Single Person)

£ 29,500



Historic Environment Summary

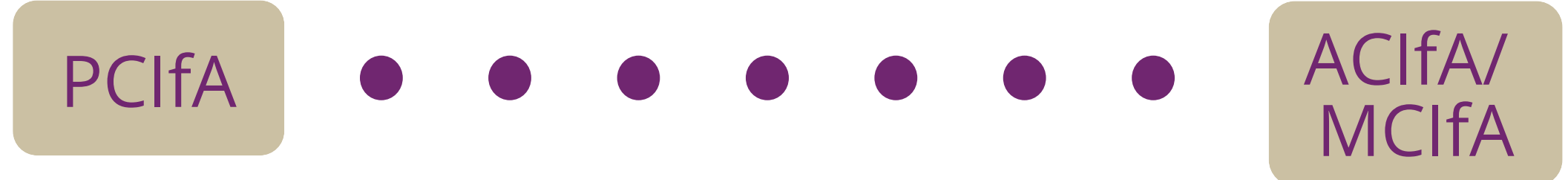
Minimum, maximum and average salaries



Average salaries

✓ Assistant HER Officer:
£25,086.20

✓ Planning Archaeologist:
£32,632.20



🏷️ National Living Wage 23+
£ 20,048

📍 Real Living Wage 2023 UK
£ 20,972

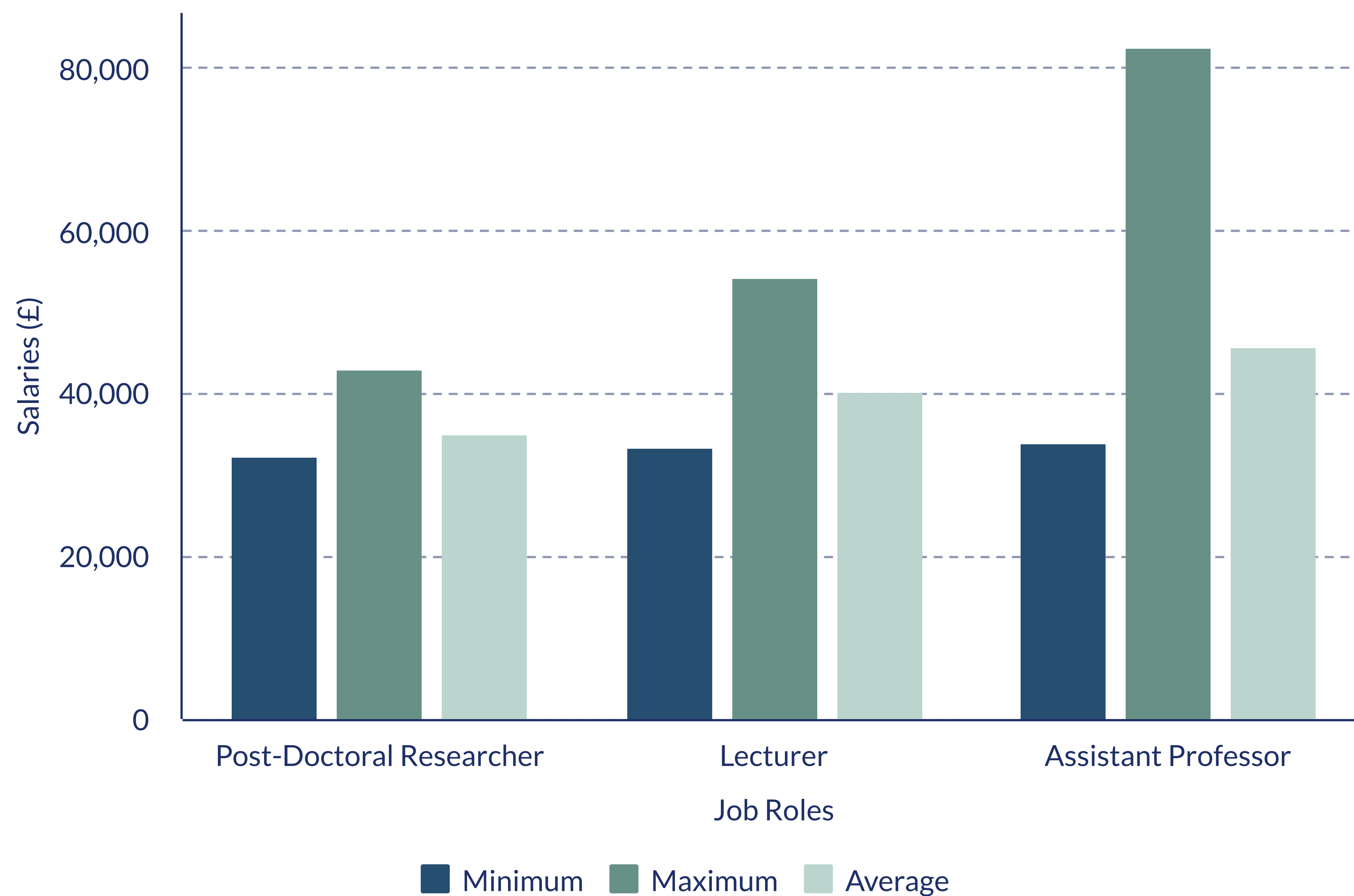
✓ Real Living Wage 2023 London
£ 22,992

🎯 Minimum Income Standard (Single Person)
£ 29,500



Academia Summary

Minimum, maximum and average salaries



Average salaries

- ✓ Post-Doctoral Researcher
£35,144.50
- ✓ Lecturer:
£40,345.00
- ✓ Assistant Professor:
£45,870.88

CiFA grades difficult to attribute to academic roles and thus, have been left out.



National Living Wage 23+

£ 20,048



Real Living Wage 2023 UK

£ 20,972



Real Living Wage 2023 London

£ 22,992



Minimum Income Standard (Single Person)

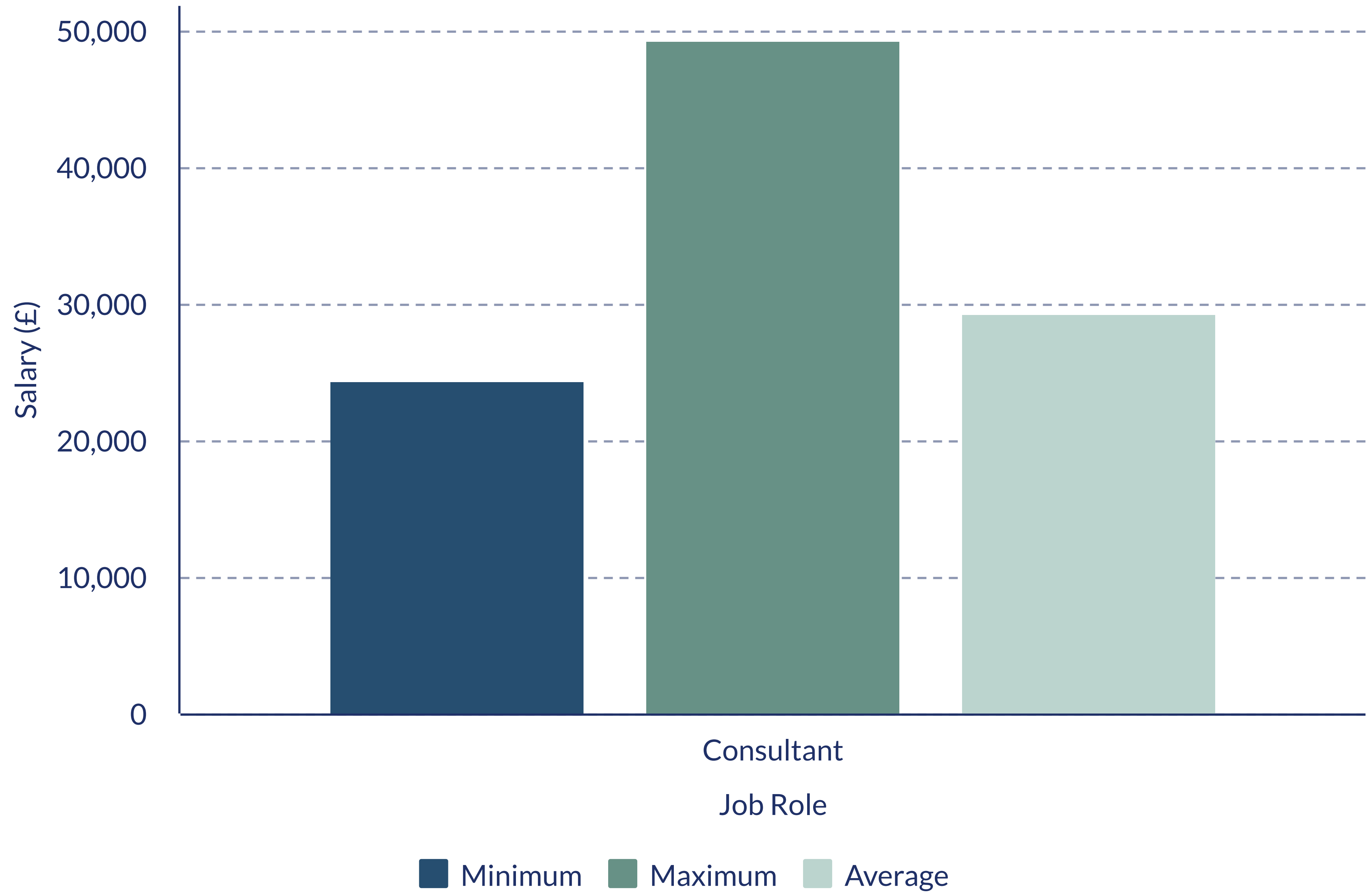
£ 29,500



©Wessex Archaeology

Consultancy Summary

Minimum, maximum and average salaries



Average salaries

✓ Consultant:

£29,378.00

ClfA grades difficult to attribute as the job titles are either varying, grouped together or do not signify level.


 National Living Wage 23+
£ 20,048


 Real Living Wage 2023 UK
£ 20,972


 Real Living Wage 2023 London
£ 22,992


 Minimum Income Standard (Single Person)
£ 29,500



Chief Executive Summary

Minimum, maximum and average salaries



Average salaries

✓ CEO:

£66,000.00



National Living Wage 23+

£ 20,048



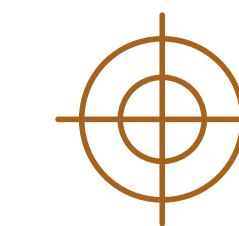
Real Living Wage 2023 UK

£ 20,972



Real Living Wage 2023 London

£ 22,992



Minimum Income Standard (Single Person)

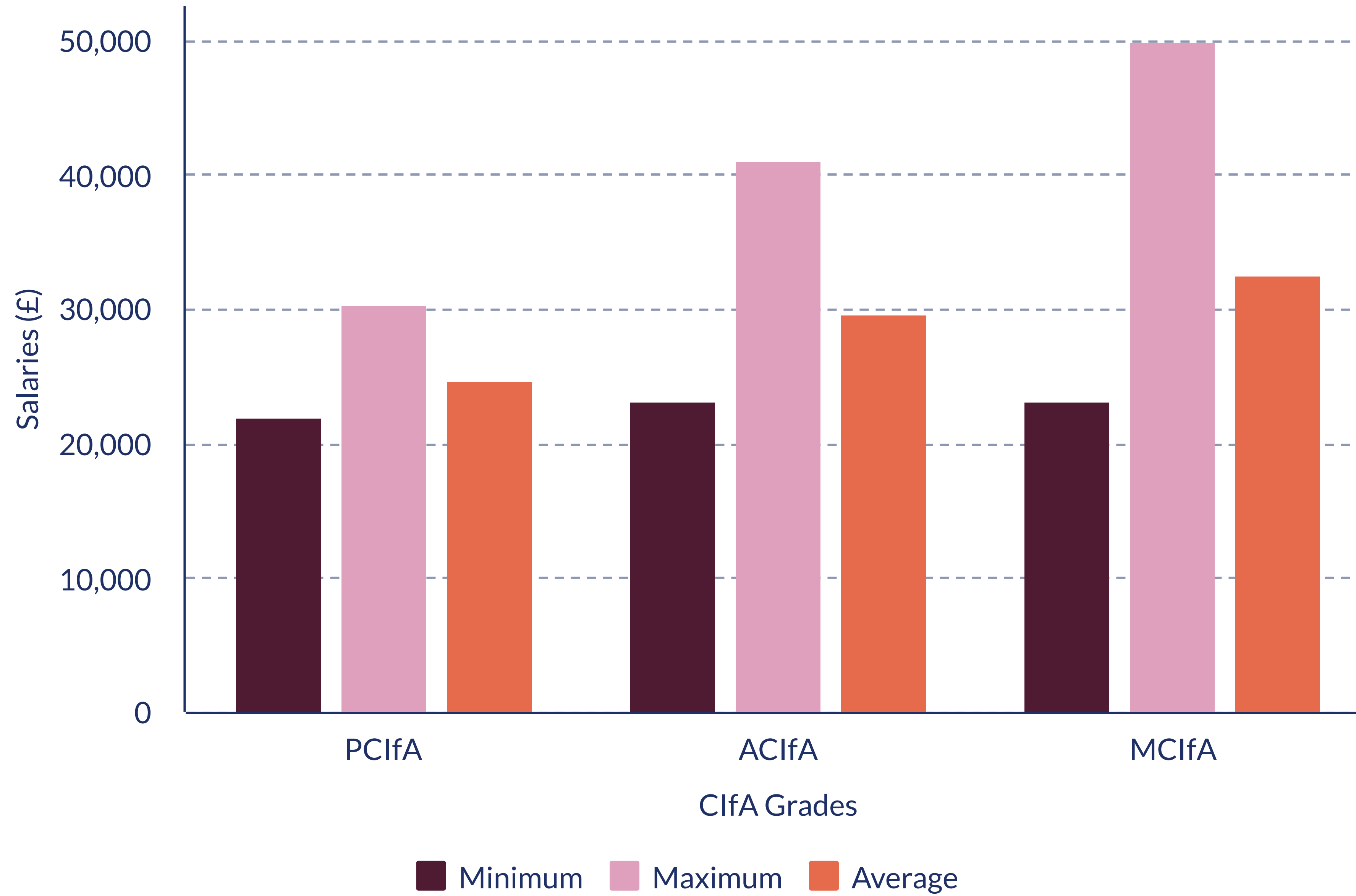
£ 29,500



©Wessex Archaeology

CifA Grades Summary

Minimum, maximum and average salaries



Average salaries

✓ PCIfA:
£24,677.33

✓ ACIfA:
£29,648.20

✓ MCIfA:
£32,555.17



National Living Wage 23+

£ 20,048



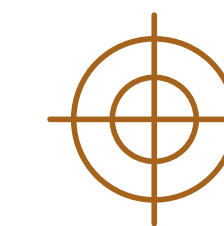
Real Living Wage 2023 UK

£ 20,972



Real Living Wage 2023 London

£ 22,992



Minimum Income Standard (Single Person)

£ 29,500

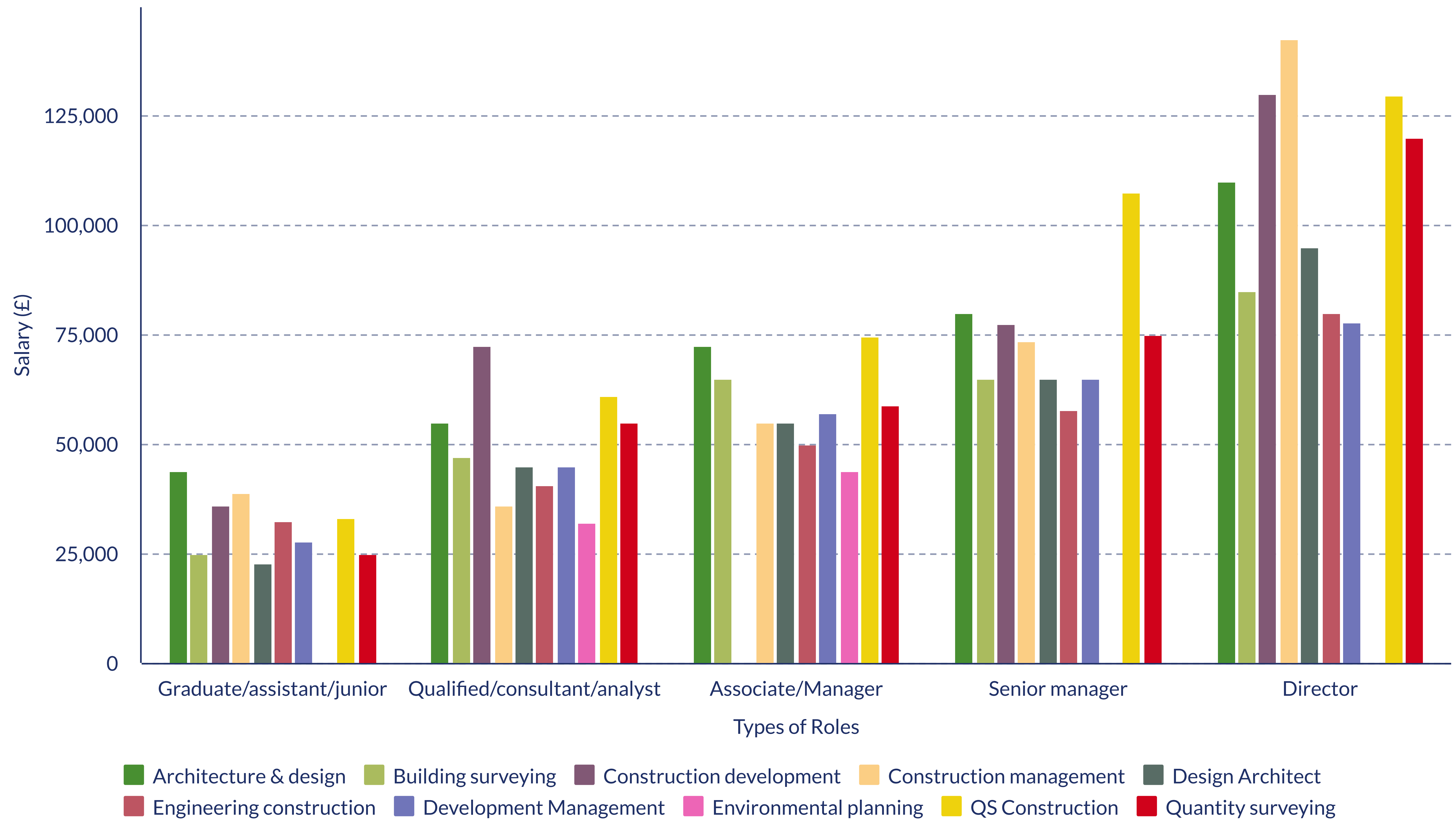


—
COMPARATORS'
OVERVIEW



©Wessex Archaeology

Royal Institution of Chartered Surveyors average salaries



RICS Overview

Graduate/Assistant/
Junior
£31,755.56

Qualified/Consultant/
Analyst
£48,955.20

Associate/
Manager
£59,111.11

Senior
Manager
£74,079.00

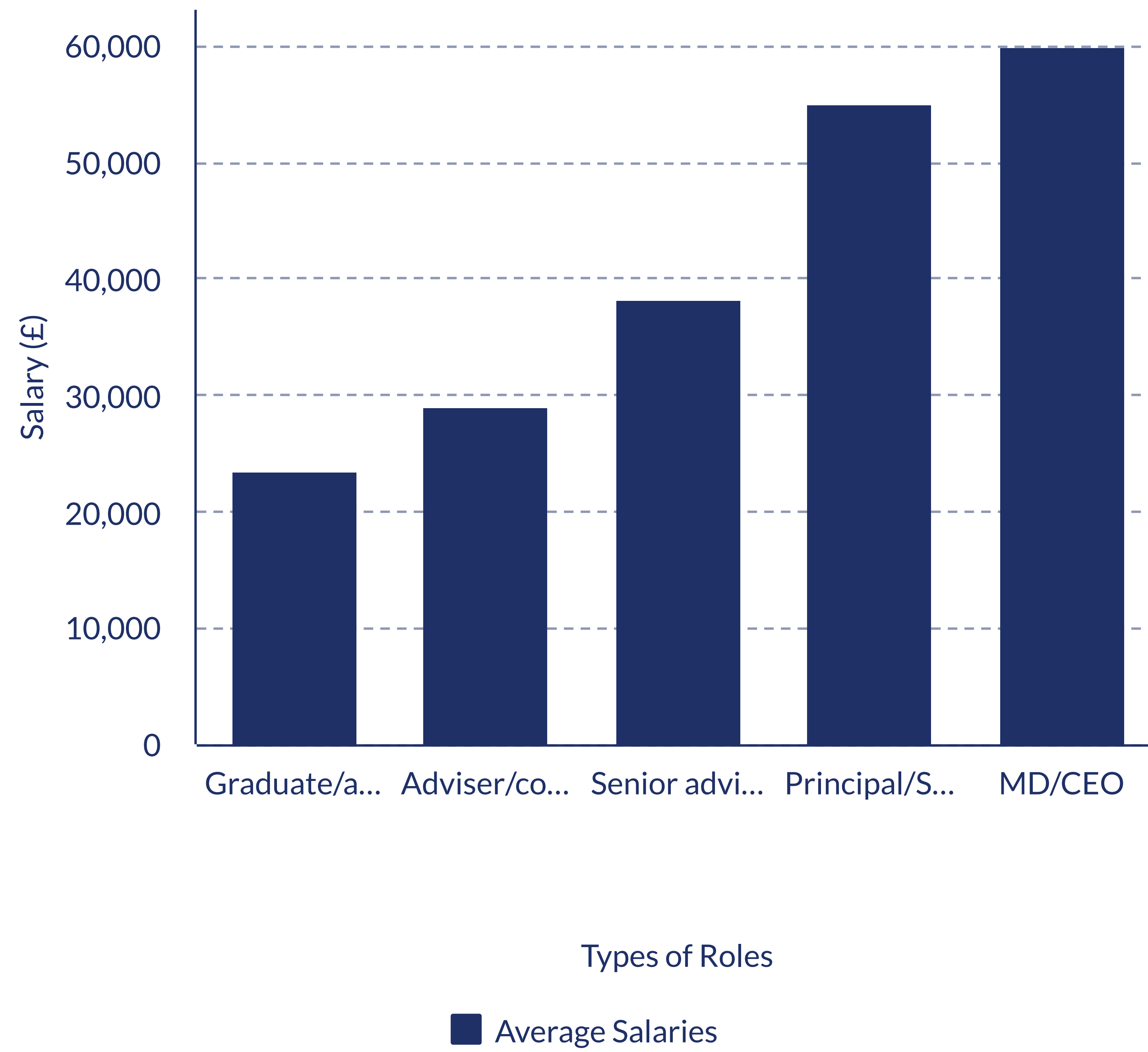
Director
£107,763.90



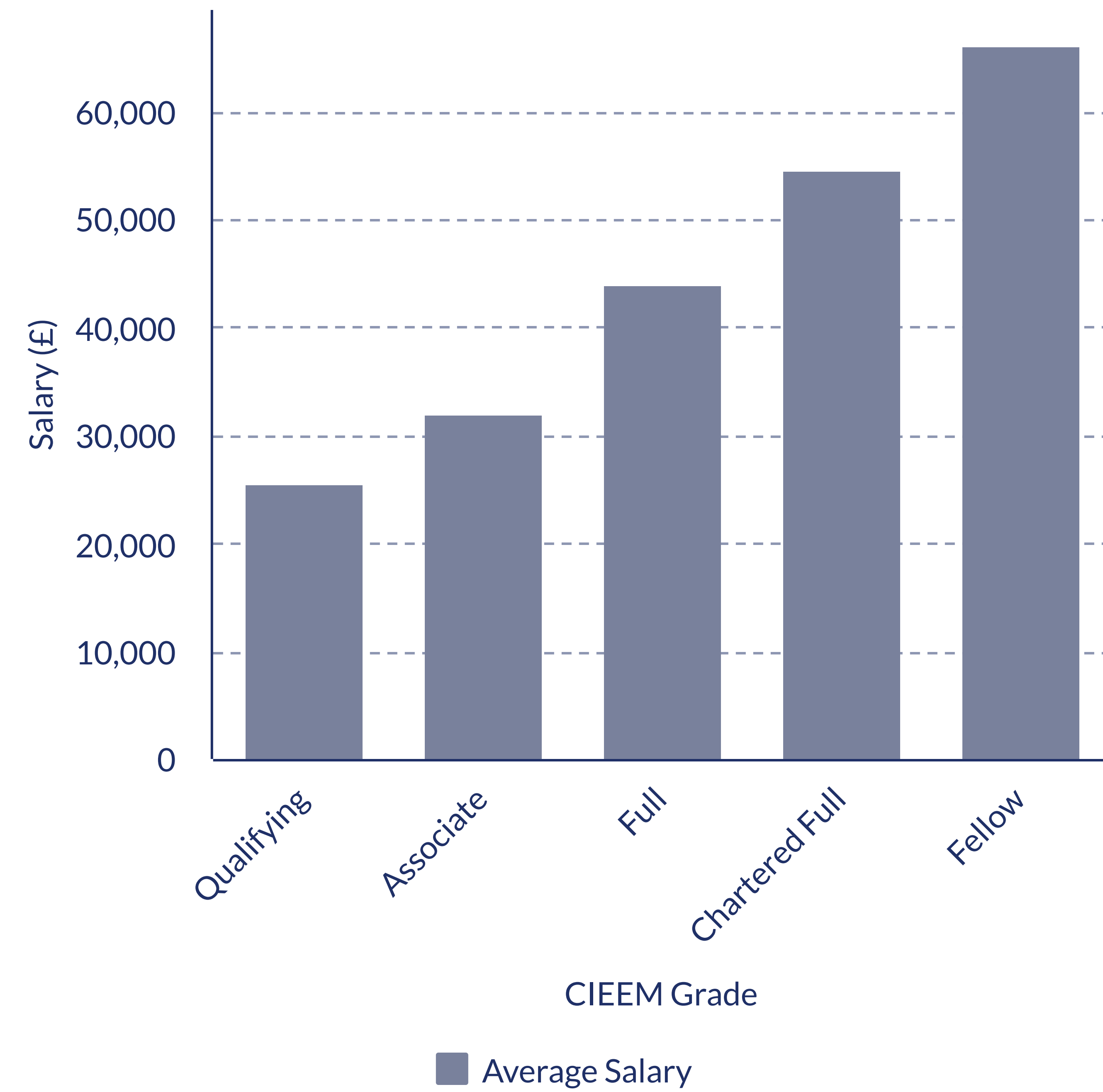
©Wessex Archaeology

CIEEM Overview

CIEEM average salaries by role



CIEEM average salaries by grade



Graduate/Assistant
£23,510.00

Adviser/
Consultant
£28,969.00

Senior Adviser/
Consultant/ Technical
specialist
£38,232.00

Principal/Senior/
Programme leader
£55,118.00

MD/ CEO
£60,000.00



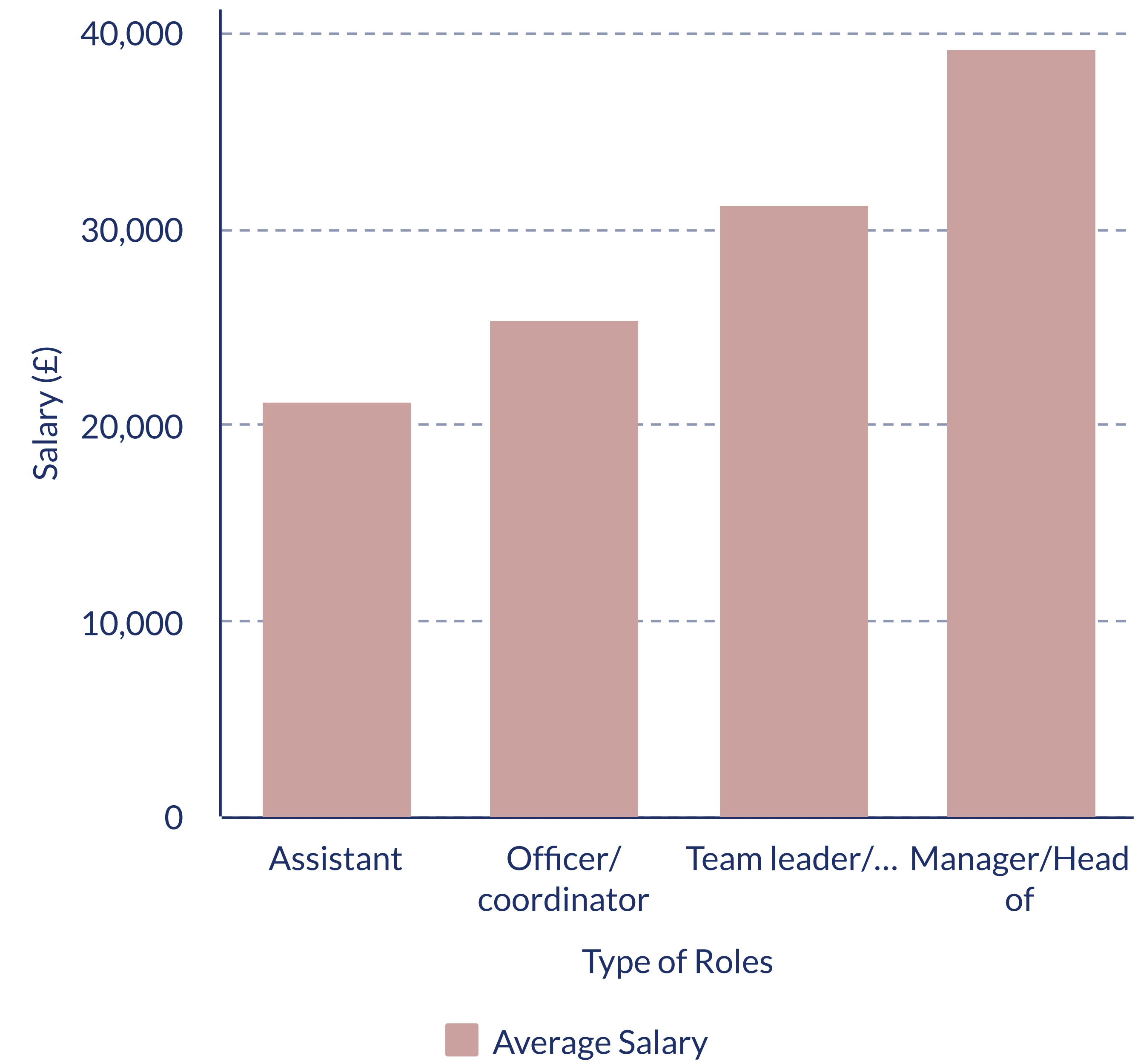
©Wessex Archaeology

MA Overview

Museums Association average salaries by role- Conservators



Museums Association average salaries by role- Curators/ Collections Management

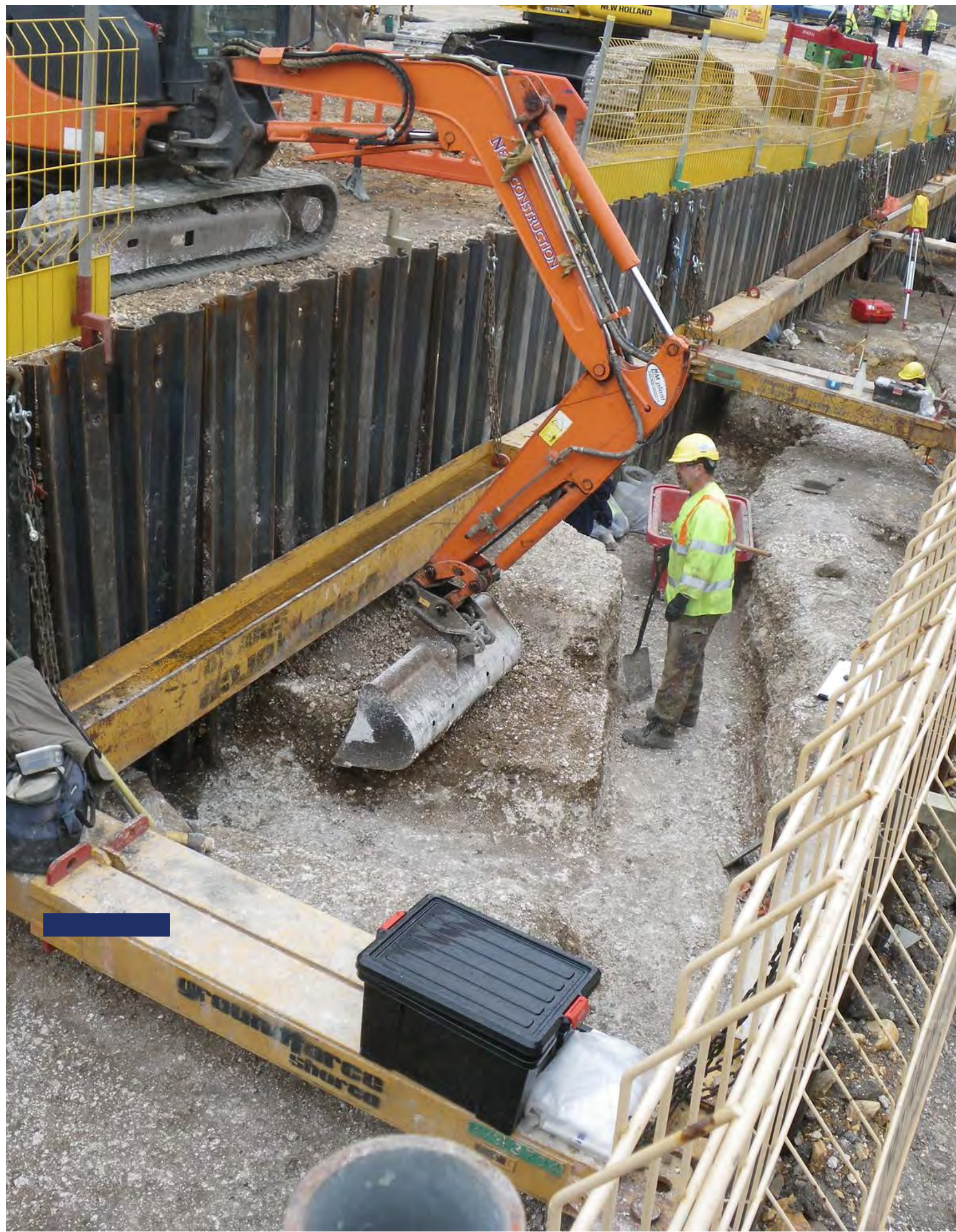


Assistant
£21,672.00

Officer/ Coordinator
Team
£26,719.50

Team Leader/
Supervisor
£34,540.50

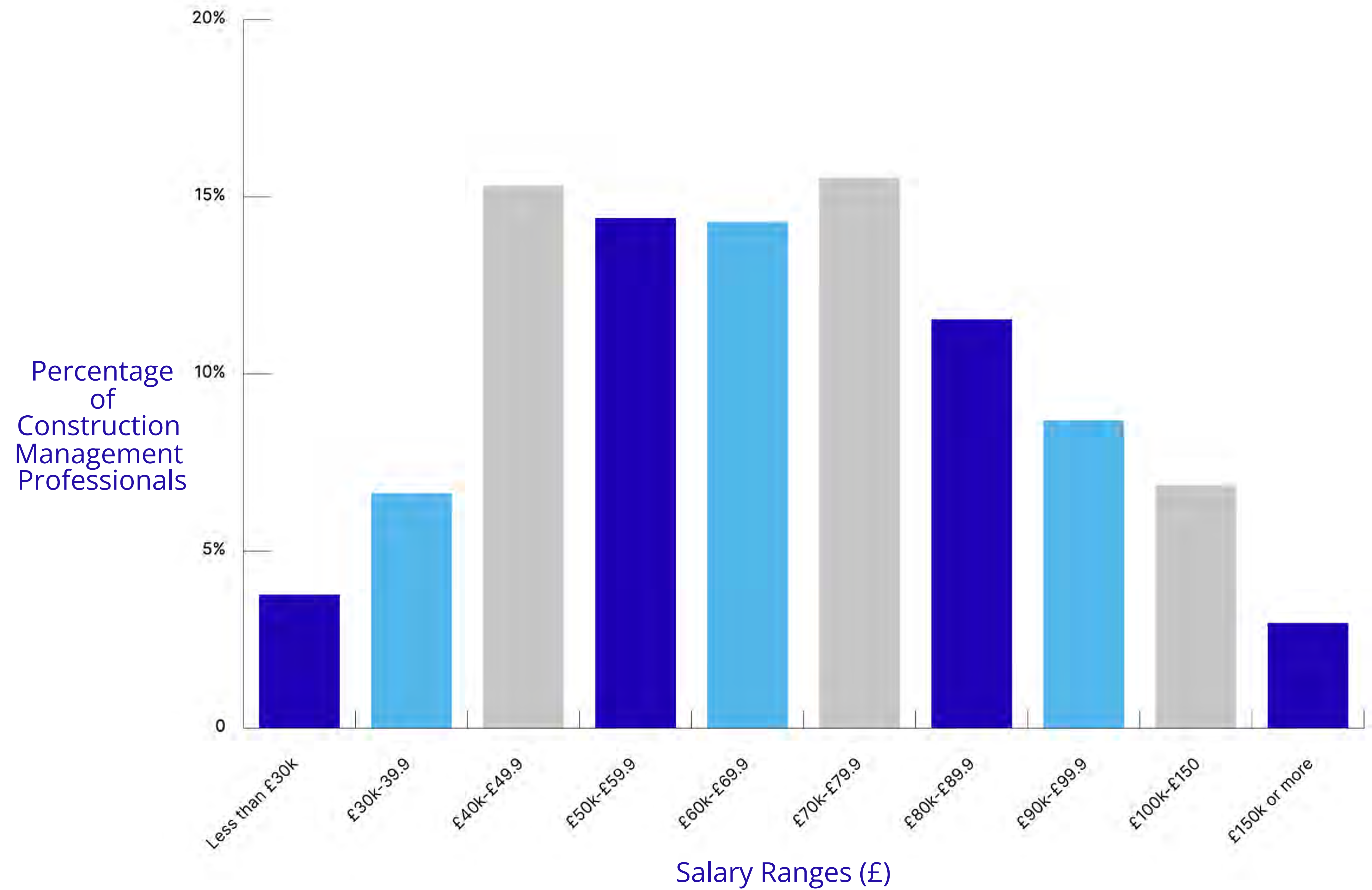
Manager/
Head of
£45,065.00



©Wessex Archaeology

CIOB Overview

Chartered Institute Of Building's salary distribution



Average Salary for Construction Professionals
£70,851.00

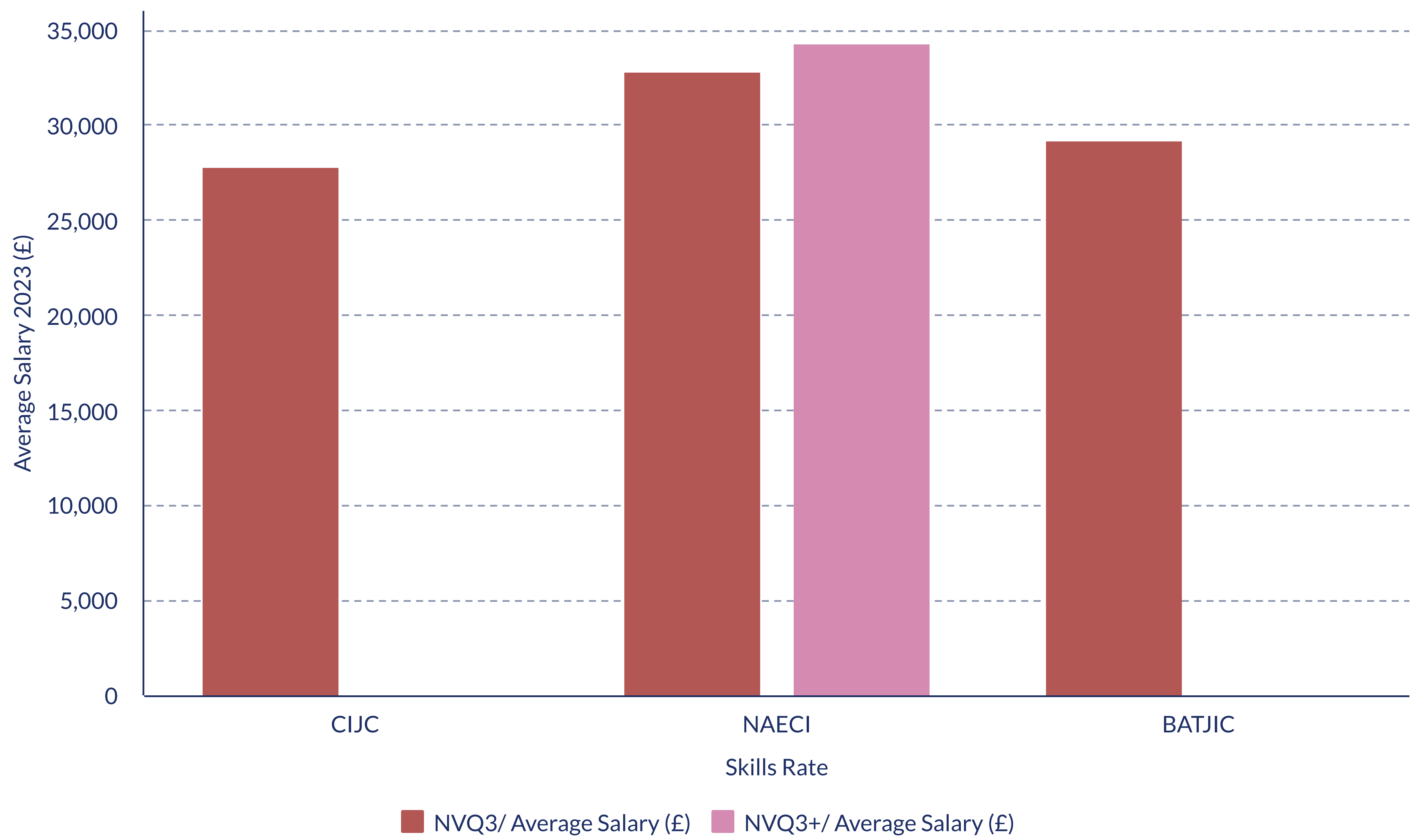
Average Salary for CIOB Members
£72,063.00



©Wessex Archaeology

Craft and Advanced Craft Construction Overview

The Construction Industry Joint Council (CIJC) Working Rule Agreement, The National Agreement for the Engineering Construction Industry's (NAECI), and The Building and Allied Trades Joint Industrial Council's (BATJIC) average salary by job level



Average Salary for
CIJC Skills Rate 1
£27,821.04

Average Salary
for NAECI Grade 5
£32,784.96

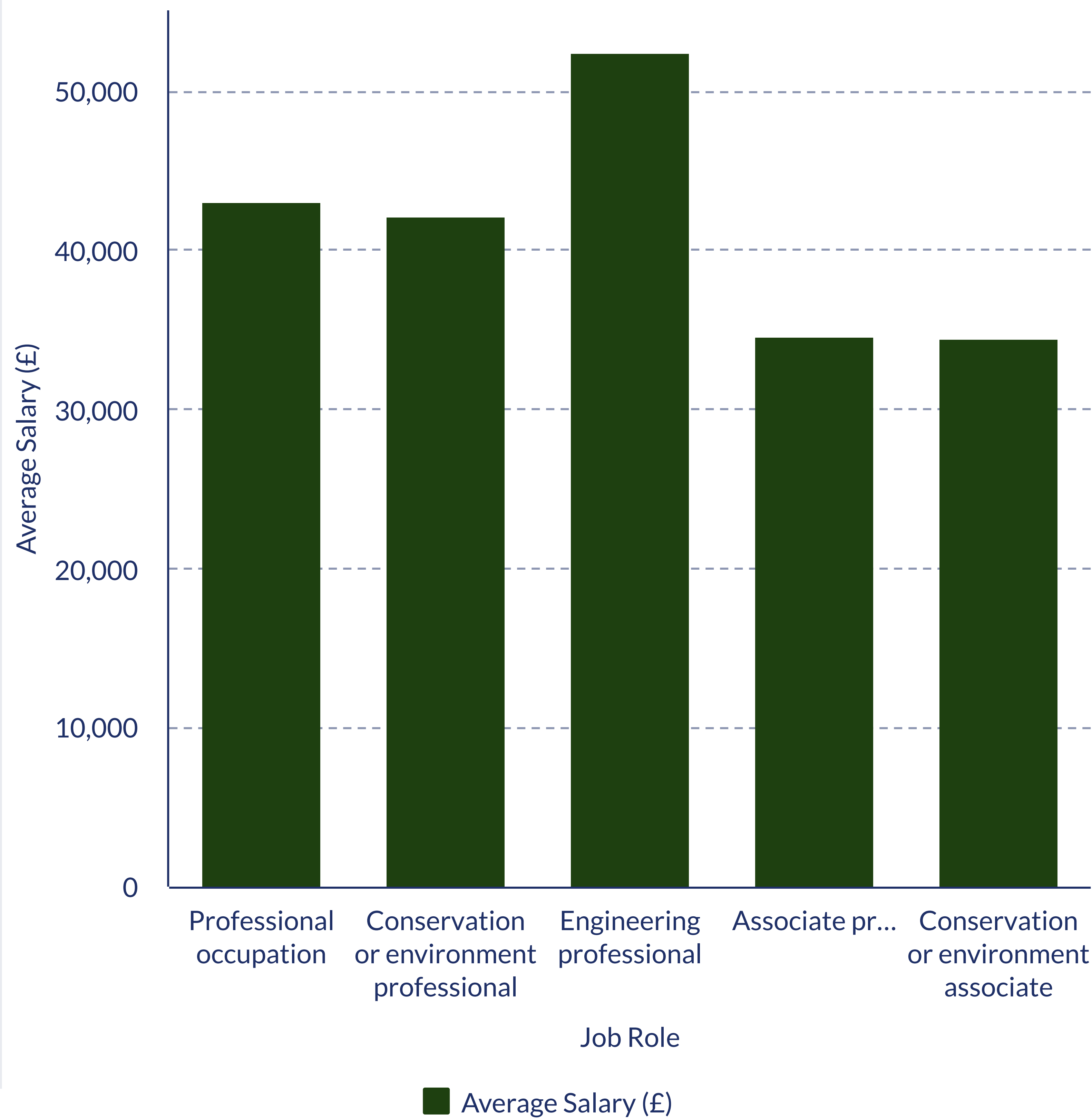
Average Salary
for NAECI Grade 6
£34,266.44

Average Salary for BATJIC
Advanced Craft Role
£29,167.84



IEMA Overview

Institute of Environmental Managers and Assessors' (IEMA) average salaries by membership grade and job roles



Graduate
£30,547.00

Associate
£40,989.00

Practitioner
£49,614.00

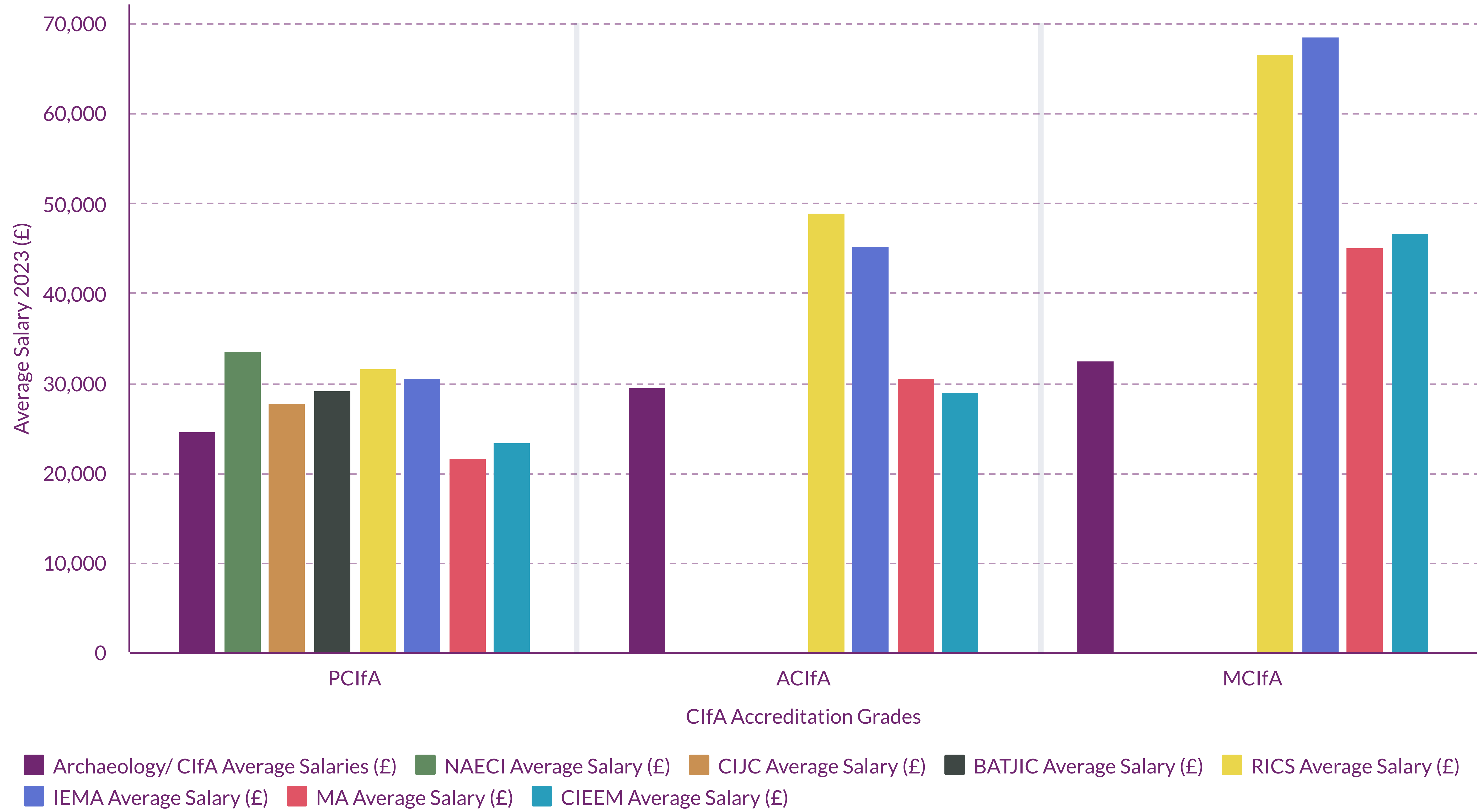
Member
£68,656.00

Fellow
£79,369.00




Cifa and Comparators Overview

Average salary distribution by Cifa accreditation grades



 National Living Wage 23+
£ 20,048

 Real Living Wage 2023 UK
£ 20,972

 Real Living Wage 2023 London
£ 22,992

 Minimum Income Standard (Single Person)
£ 29,500

ACKNOWLEDGMENTS

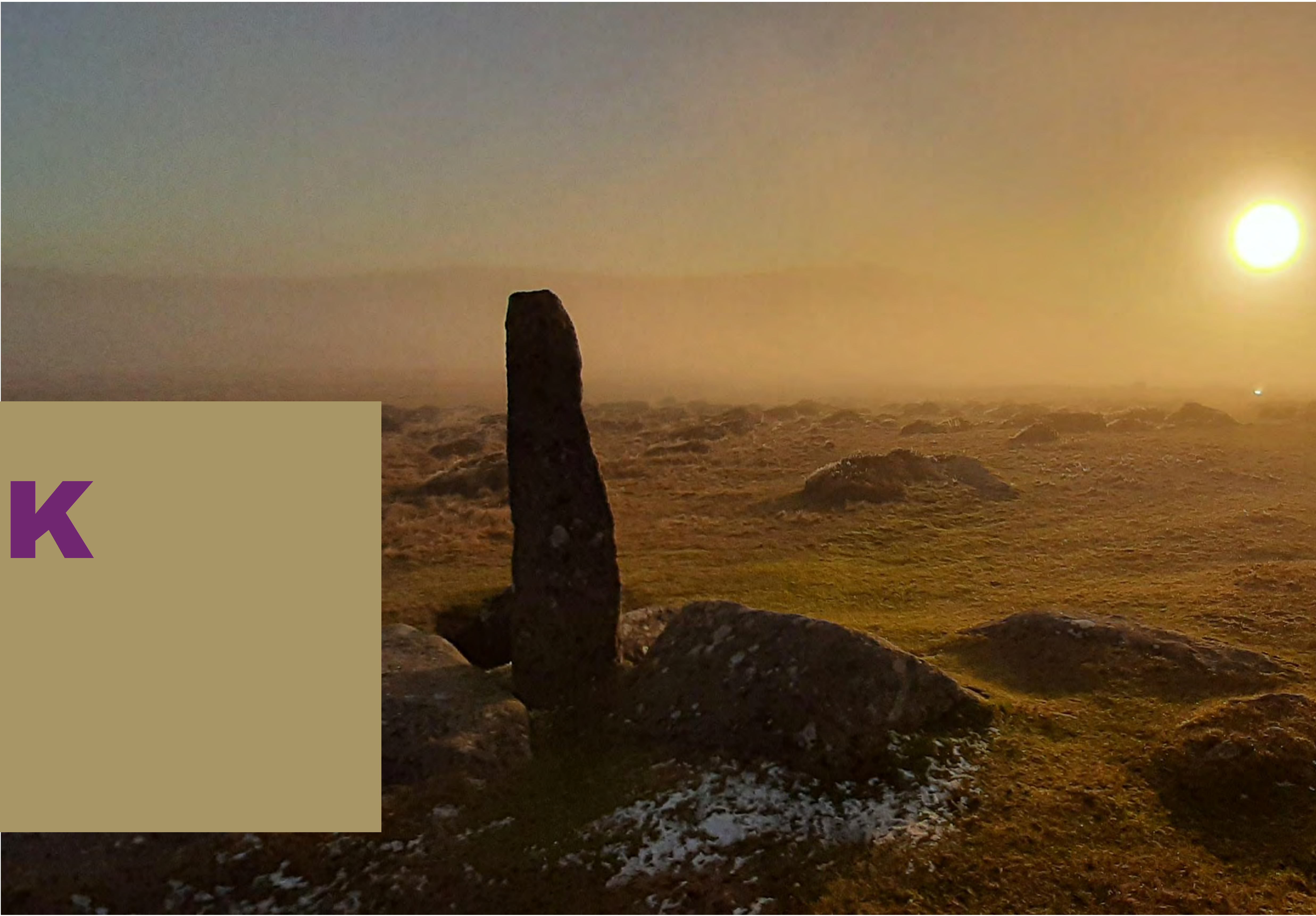
Salary Benchmarking Project Advisory Group

- Ben Ford, MCIfA Prospect
- David Connolly, MCIfA BAJR
- James Drummond-Murray, MCIfA
- Mike D'Aprix, ACIfA CIfA Advisory Council
- Sakshi Surana, PCIfA CIfA Early Careers Group

CIfA would like to thank the members of the Salary Benchmarking Project Advisory Group for sharing their time and expertise to guide the project through to completion. The data underpinning the report was compiled by David Connolly, BAJR and James Drummond-Murray. The final report was produced by Sakshi Surana. We would also like to thank everyone who provided feedback and insight on the interim report, your comments have helped shape the final report and will guide the future development of this important area of CIfA's work.

CONTACT:

kate.geary@archaeologists.net



**THANK
YOU**
—

CONTACT :
kate.geary@archaeologists.net