

James Drummond-Murray

Here once again is the annual review of Jobs in British archaeology – based on the ads placed in the JIS, plus some from BAJR. There were a larger number of ads this year, an encouraging sign that the slowdown in the economy may be coming to an end. It also means the figures are more meaningful, as last year they were skewed in several categories by the low number of jobs. 127 jobs were noted this year, markedly up on last year's 79 but still less than the 146 of 2001.

Pay

Overall 2003 produced a mixed bag. Excavators' pay slipped back to £12,903 from £13,232, which was discouraging after several years of steady progress. It also shows the effect of the IFA minimum of £12,720. Similarly there was a slight drop in supervisors' pay from £14,806 to £14,765 – somewhere between the IFA minimums for the start and end of the year of £14,316 and £14,817 respectively. This shows the growing influence of the IFA recommendations at the lower end of the scale and the need for the IFA to increase them more aggressively if archaeology graduates are to have any chance of paying off their top-up fees!

Field officers (from £18,489 to £16,592) and Project Managers (from £21,536 to £19,701) also saw falls but the number of jobs advertised in 2002 was so low (only 5 in each category) that the comparison is less meaningful.

Junior CRM and SMR posts saw a welcome increase to £17,274 from £15,563 and their senior colleagues were up to £23,840 from £23,012 in 2001 (only 2

posts advertised in 2002).

The best advances were made by the Specialist and Illustrators categories which were up to £17,170 and £16,914 respectively, from under £15,000 the previous year.

IFA membership

Jobs mentioning IFA membership was also up from 10% to 15%. This would be over 20% if the lowest two digging grades are removed, a welcome sign that recognition of IFA membership is increasing amongst employers.

IFA recommended minimums

The IFA recommended minimum is becoming increasingly influential and with the continuing threat to council archaeologists from short-sighted local authorities (Gloucester, Winchester) trying to save tiny sums of money at the expense of the heritage, it may be time for the IFA to consider breaking the link between their rates and local authority ones (I suggested this last year as well).

Will realistic pay negotiating – involving several units where Prospect is the recognised Trade Union and with SCAUM, IFA and Prospect all involved, happen this year? Let's hope so. Next year's review should look more cheerful if it does.

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	AV WAGE 2003	NO OF ADS (2002)	MENTION IFA	AV WAGE 2002	AV WAGE 2001	AV WAGE 2000	AV WAGE 1999	AV WAGE 1998	IFA MINIMA APRIL 03
Excavator / site assistant	£12,903	26(19)	0	£13,232	£12,378	£12,024	£11,174	£10,245	£12,720 (PIFA)
Supervisor	£14,765	11 (12)	0	£14,806	£12,741	£12,868	£12,700	£12,420	£14,817 (AIFA)
Field Officer / Project Officer	£16,592	14 (5)	4	£18,489	£15,572	£15,518	£13,777	£14,274	£19,185 (MIFA)
Project Manager	£19,701	13(5)	4	£21,536	£20,881	£19,447	£18,671	£18,268	
Junior CRM / SMR	£17,274	27 (14)	10	£15,563	£17,532	£15,608	£14,167	£12,629	
Senior CRM / SMR	£23,840	15 (2)	2	£30,605	£23,012	£23,486	£20,654	£17,680	
Specialists	£17,170	8(14)	1	£14,992	£16,531	£14,632	£15,476	£13,442	
Illustrators etc	£16,914	10 (8)	0	£14,085	£14,908	£15,497	£13,271	£13,229	
		127 (79)	21 (15%)						