

Jobs in British Archaeology 2004

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Here again is the annual review of Jobs in British archaeology – based on the ads placed in JIS, plus some from BAJR. There was an identical number compared to last year (127) which suggests that the archaeological economy is at least steady. The high point of 146 jobs in 2001 is still some way off.

Pay

This was encouraging at the bottom end, averaging £13,710 – up from last year's £12,903. The general upward progress of previous years has been resumed, though this is still far too low.

Encouraging signs of action on this front include formation of the IFA Diggers' Forum (p8) and the work of Prospect (in particular Phil Carpenter) in seeking to set up National Pay Bargaining for archaeology. The words of the new IFA chair David Jennings in the TA 53 in making this issue a personal priority were especially welcome as he is in a good position to influence these matters.

There were too few supervisors' jobs to comment but Field/Project Officers were virtually static at £16,563 (2003 – £16,592). Project Managers advanced to £20,957 (2003 – £19,701) but are still at the same general level of 2001 (£20,881) suggesting the quiet last two or three years is having a dampening effect. This may also be the reason both Junior CRM and

SMR slipped back to an anaemic £16,941 and £21,397 respectively from last year's healthier £17,274 and £23,840.

The advances made by the Specialist and Illustrators categories last year went into sharp reverse as they plunged from £17,170 and £16,914 respectively to £15,254 and £15,992 though there were more jobs (27 rather than 18). This may be an area that needs looking at closely to make sure these jobs are graded correctly in the employing organisations.

IFA membership

The number of jobs mentioning IFA membership continued to grow, up to 23%. There is room for improvement, but at least some ads stated 'PIFA preferred' for the first time.

IFA recommended minimums

Pete Hinton wrote in TA 54 that this whole issue was being reviewed, and a new system is awaited with interest. A more sophisticated approach is surely to be welcomed. It should be noted that the minimum for a MIFA level goes up to £20,295 for 2005-2006. The author wonders how many MIFA's earn less than this. If membership at MIFA level guaranteed this level of pay in RAOs this would certainly encourage higher membership.



	AV WAGE 2004	NO OF ADS (2003)	MENTION IFA	AV WAGE 2003	AV WAGE 2002	AV WAGE 2001	AV WAGE 2000	AV WAGE 1999	IFA MINIMA APRIL 04
Excavator /site assistant	£13,710	26 (26)	4	£12,903	£13,232	£12,378	£12,024	£11,174	£13,071 (PIFA)
Supervisor	-	3(11)	1	£14,765	£14,806	£12,741	12,868	£12,700	£15,225 (AIFA)
Field Officer / Project Officer	£16,563	23 (14)	6	£16,592	£18,489	£15,572	£15,518	£13,777	£19,713 (MIFA)
Project Manager	£20,957	16 (13)	8	£19,701	£21,536	£20,881	£19,447	£18,671	
Junior CRM / SMR	£16,941	13 (27)	3	£17,274	£15,563	£17,532	£15,608	£14,167	
Senior CRM / SMR	£21,397	9 (15)	5	£23,840	£30,605	£23,012	£23,486	£20,654	
Specialists	£15,254	15 (8)	3	£17,170	£14,992	£16,531	£14,632	£15,476	
Illustrators etc	£15,992	12 (10)		£16,914	£14,085	£14,908	£15,497	£13,271	
Misc	-	5							
		127 (79)	30(23%)						