



## Pay and Conditions - 2020 / 2021

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DAVID CONNOLLY  
**BRITISH ARCHAEOLOGICAL JOBS & RESOURCES**

[WWW.BAJR.ORG](http://WWW.BAJR.ORG)

# The Main Points:

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Minima Rates:

G1 [Training] (recorded progression)

G2 [PCIfA] (required minima) £20,020

G4 [ACIfA] (recommended) £24,800

G5 [MCIfA] (recommended) £29,810

G6 [MCIfA] (recommended) £35,000

**No further Self Employed postings for fieldstaff;** unless specifically shown to be for bona fide self-employed individuals or for specialists providing fees and tendering for the work and compliant with IR35 requirements

**Provision for applicants to (mainly fieldwork) posts to see a list of questions to ask prior to accepting work;** this includes questions regarding accommodation, travel, bonus payments, overtime work (and the remuneration), potential for longer term work, pension provision (plus qualifying period) etc. Placing more onus on the applicant to ask pertinent questions – relieving the pressure on the basic financial package being the only factor.

**Request to embed a cross discipline core skill training scheme that is recognised across the profession;** The individual company training schemes are complimented by a means of recognising each other's training schemes and ensuring early career workers do not slip back to the bottom each time they move company

**Travel remuneration;** the complexity and legal twists aside, it is expected that the company will have a policy, that is implemented consistently across all offices AND recognises the wellbeing and safety of staff as paramount – and the reputation and legal implications to the company should the worst case happen and the vehicle driven by an employee and carrying other employees is involved in an accident. This will be one of the questions suggested to applicants to ask.

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A better future for archaeology is becoming a reality with several initiatives bearing fruit and a greater acceptance that skills and training as well as rewards that are not necessarily monetary. The longterm future of the profession is in our hands, where we invest in staff rather than see them as disposable and faceless individuals. This is as true for temporary staff as it is for full time, as within that larger pool of temporary staff lie the supervisors, project officers and managers of the future, to ignore them is to undermine our potential.

Recognition of this does of course need concrete proposals followed by action.

BAJR will

1. **Maintain** a minimum below which no fulltime position (*non-trainee*) can be advertised for G2 and provide recommended levels for other grades. Being able to survive on the Supervisor and PO level salary ensures retention and long-term loyalty of these staff.
2. **Support** and promote the methods of gaining and recording skills required for work in the commercial sector via the Skills Passport (*in addition to the various internal company schemes*) – and continue this culture of training and investment in skills for all staff. Feeling valued and important is a key element of staff well-being.
3. **Promote** commercial companies for the additional benefits they offer AND the need for archaeology within a developer funded setting. The adverts on BAJR will contain link a document that asks individuals to ask specific questions of companies where real benefits can be explained, rather than the copy and paste selection which may have no real relevance for a short-term contract employee.

The recommendations on advertising archaeological jobs regarding travel and away work have been accepted by BAJR which now requests details on accommodation, travel and subsistence for work outwith the standard radius of the main office (normally more than 1 hour drive from the main office ) for all fieldwork jobs.

**BAJR Grades** have given a sense of progression in the past, and should continue to be used to gauge the level of responsibility required; However although a single minimum will continue to be applied that represents the most **basic grade – the G2** - where a person's experience is counted in months and they are capable of all the primary skills required for an Early Career Archaeologist. However, all subsequent grades have been assigned rates which should align with the **contractor who should consider internal progression and reward for skills for staff that are not on temporary contracts**. A Skilled Workforce is more efficient and faster.

The site staff rate that is used by some contractors does not seem to take into consideration the skills and experience that is accrued by those with several years of fieldwork and other skills. I **continue to urge** further **differential pay based on skills offered and experience**, where a 10 year Field Archaeologist is not on the same rate as a 6 month new graduate.

We suggest skilled fieldstaff are paid incrementally more than newly qualified staff, and prepare a **recognised training scheme** to allow progression of new trainees into the workforce as many of you already have done. Consider a **weekly training session** for staff. And look at support for the **Supervisory positions** where more pressure and responsibility is added but

often training and remuneration is not commensurate with the demands - Remember that many digging jobs offer £20,000, not much less than a supervisor position in many companies.

Many of you will already know and use the **Archaeology Skills Passport** and we are grateful for this support. It is moving now into universities, and within 3 years is expected to be a universal document recording the early skill training in practical archaeology.

Utilisation of the skills passport – and the adoption as a basic training record that allows for progression (*a cross profession measure of what is required to be a field archaeologist at the lowest level*) – fits with the progression to the lowest pay rate.

To attract the best employee, the most **attractive pay and conditions** will be a useful inducement and it may be time to clarify the additional benefits that can help a prospective employee make an informed choice. (you will have been sent a document to either update or create the Company Benefits form.) You will also notice a “Going Rate” on the employment page that charts the current median rate of average posts. It will give you a chance to see what you may have to offer to get the staff, given that currently there are more jobs than staff to fill them, especially at the level of supervisor and above. Staff retention, and Career Progression are KEY elements to the future of our profession, preventing the loss of skilled workers, who need stability in order to remain in the profession. We all recognise that many fieldworkers will be required at certain times, but during ‘downtime’ it is hard to justify retention, but forward think and clever management can alleviate our boom and bust mentality.

**This document is not a demand to raise pay rates – it is a statement of intent to accept only those adverts that lie above the minima that are set out in this document and by ClfA as a minimum rate of pay (excluding additional benefits).**

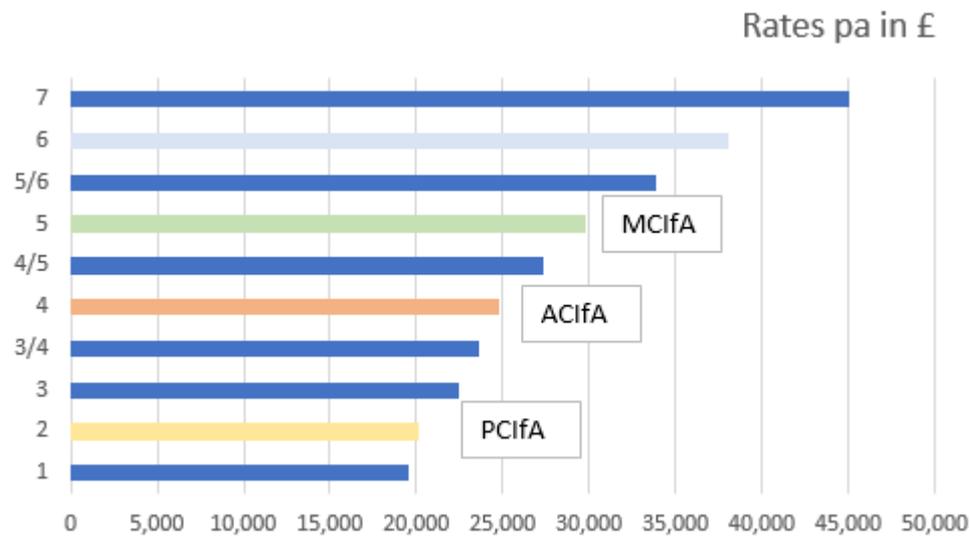
Companies are finding it harder and harder to gain management level staff and fully trained fieldstaff, this requires taking on more trainees, but this entails (or should) more investment in training. In general core staff salaries are falling behind, though the south east bubble is seeing an increase where fieldstaff are paid over £20,000 pro rata, (the average is over £19,800); **Management posts from Supervisor, Project Officer** and up are not increasing as much as they should however, and **will need a push**, as these are the posts that must be retained to provide the solid management base for the future.

One definitive agreement relates to there being no argument for a sub inflation or even inflation level increase.

Interestingly (and anecdotally – though backed partially with BAJR advert data) there are few regions that do not have ‘*more work*’ than can be coped with. This will increase with major infrastructure projects where large numbers of as yet required archaeologists will be needed for the foreseeable years in addition to the current levels of work – which is already too much for companies to cope with. Costing the increases into these future projects must happen now, when budgets are being formed – and stop the cut-throat, bare to the bone profit levels, which leave very little room for manoeuvre and investment. We should plan long term and have a year on year increase in charge outs over the next 3 years.

My own thoughts are to take the increase to the maximum that can be acceptable, which, is back where we were in 2008 - so I would aim for a curve of rate increases as a minimum to

5% for G2-G3/4 starting from £ 20,020 (excluding London Weight)  
 8% for G4-G5 from £24,800 (excluding London Weight)  
 10% for G5/6-6 from £29,810 (excluding London Weight)



This has the effect of providing a more stable and liveable wage for those with more responsibility, and starting the telescoping of higher level salaries. In addition, it does not place an undue strain, given the numbers of individuals gaining a higher rate of increase. It also provides an impetus for career progression, as I have often been told, what is the point of all the extra stress, for a few more quid a week?

BAJR will continue with unflinching support for minima at the base level. For the next year I will continue to have a single minimum, and rely on investigation of training schemes in conjunction with CifA registered schemes – to ensure that Training schemes are just that, and have defined and achievable goals that can be used to access transition to full G2/PCiFA level minima.

I am only too aware that Councils and other organisations that are tied to Council pay bargaining will have difficulties meeting some requirements, - however, it is possible to place staff at a position within the pay scale that does help with this issue as has been the case on several posts over the last year. With BAJR’s help, it is often possible to force a shift in salary structure.

I hope that 2020 sees a movement forward, with defined roles and a serious attempt to clarify skills and remuneration – this will help take Archaeology and the Heritage Industry in the direction we all need to move.

Membership of the CifA and RO status should be encouraged as a benchmark of quality, however, it should be not perceived as a minimum standard to be achieved, but one to be exceeded. It should also be accepted that membership should not be the only criteria for work in the commercial sector but can be used as **an** (rather than **‘the’**) indicator of quality and standards.

David Connolly  
 8<sup>th</sup> February 2020

In keeping with the CIFA recommendations to ROs, and BAJRs commitment to support this across the industry these following criteria

A total employment package<sup>1</sup> which includes, as a minimum, the following:

1. **6% employer pension contribution** subject to any reasonable qualifying period

- There is no requirement within the amended scheme for employers to compensate staff who choose not to join a pension scheme where employer contributions are offered.
- There is no *requirement* to compensate staff on short-term contracts who are not employed for enough length of time to meet the qualification period of a pension scheme although this is something which the CIFA and BAJR strongly encourages as good employment practice.
- It is recognised that the qualifying period may be set by the pension company.

2. **Average 37.5 hour working week**

- It is recognised that the circumstances of contract work often require working beyond these hours, compensated for by systems of time off in lieu or overtime payments. A regular increase in working hours should be reflected by a corresponding increase in pay.

3. Paid **annual leave** of at least a minimum of **28 days including statutory holidays**

- Staff employed on a fixed-term or part-time basis should be entitled to paid annual leave accrued on a pro rata basis.

4. **Sick leave allowance** of at least 1 month on full pay subject to any reasonable qualifying period

- Sick leave allowance may be aggregated over a rolling twelve-month period. Three to four months is suggested as a reasonable qualifying period. Staff employed on a fixed-term or part-time basis should be entitled to sick pay accrued on a sliding scale or pro rata basis.

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<sup>1</sup> Attention is drawn to the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations which came into force on 1 October 2002 and state that:  
*Fixed-term employees will have the right not to be less favourably treated than comparable permanent employees, unless the less favourable treatment is justified on objective grounds. The right applies both to less favourable treatment in relation to contractual terms (including pay and pensions) and to their overall package of conditions. In addition fixed-term employees should not be subject to other detrimental treatment by the employer.*

Further information on the Regulations can be seen at [www.dti.gov.uk/er/fixed/fixed-pl512.htm](http://www.dti.gov.uk/er/fixed/fixed-pl512.htm).

## G1:

(Training Position Early Career)

No previous experience required, you will be supervised and trained though you will be expected to carry out tasks under supervision.

Suitable for undergraduates or recent graduates with few practical skills – it is expected that after a suitable period of training the individual will progress to the relevant full position.

**It is important to discuss this kind of position with BAJR first.** It is expected that a reasonable remuneration and that a formal outcome will be provided – in addition it must be clear that this does **NOT** replace qualified staff. **Skills Passports** can be used to review progression.

### Professional knowledge

Basic

### Decision making and influence

None

### Freedom to act

None – Full Guidance

### Communication

Ability to work as part of a team.

Ability to learn

### Qualifications

None required

### Previous experience

Minimal (weeks) or no experience.

## G 2:

(ie Basic Field Archaeologist) -

required minimum **£20,020**

General knowledge of work required, should be able to carry out work with instruction from Supervisor or a senior field worker. This rate would be for a person with perhaps 3 months – 1 year work at this level.

**An Entry Level** role that requires candidates to have more relevant general knowledge of the sector than G1, usually gained through a postgraduate qualification, or hands-on experience and training.

It should be possible for a more experienced and trained individual to move from this level after providing evidence of competence at a higher grade. This could be transferrable between companies

### Professional knowledge

General level of knowledge in chosen field.

### Decision making and influence

Expected to work on short-term targets through an established procedure

### Freedom to act

Only with the advice and guidance of more senior colleagues.

### Communication

Ability to work as part of a team.

Ability to learn

### Qualifications

Likely to have degree and relevant postgraduate qualification (or equivalent qualification/experience/training).

### Previous experience

Some relevant experience (from 3- 6 months) including work as a student and or volunteer positions

**G 3:**

*(ie Field Archaeologist 2 or Technical Worker 1) -*

Experienced in most aspects of the work, though will receive supervision and further instruction from higher levels.

Usually the person has a longer experience in chosen field than G2 – rated in years rather than months

**Professional knowledge**

Working level of knowledge in chosen field.

**Decision making and influence**

Expected to work on short-term targets through an established procedure

**Freedom to act**

Guidance of more senior colleagues.

**Communication**

Ability to work as part of a team.

Ability to learn and mentor G2 staff.

**Qualifications**

Likely to have degree and relevant postgraduate qualification (or equivalent qualification/experience/training).

**Previous experience**

Demonstrable relevant experience (around two to three years).

**G 3/4 : Intermediate Grade**

*(ie Senior Field Archaeologist or Technical Worker 1 or Junior/Trainee Supervisor )*

Experienced in all aspects of the work, and although they may receive supervision and further instruction from higher levels are capable of basic G4 tasks and responsibilities

Usually the person has experience in G3 activities – rated in years.

This grade is to acknowledge a senior G3 position where the individual has achieved the highest level of responsibility

OR

The individual is being prepared or trained for supervisory roles – though still requires guidance and advice from colleagues.

**Professional knowledge**

Will have working knowledge in a particular professional discipline and/or responsibility for a discrete area of work

**Decision making and influence**

May occasionally play a supervisory role.

**Freedom to act**

Work within set procedures and standards and reports to more senior colleagues.

**Communication**

Generally working as part of a team to deliver work targets.

May be responsible for small projects.

**Qualifications**

Likely to have degree and relevant postgraduate qualification (or equivalent qualification/experience/training).

**Previous experience**

Demonstrable relevant experience (around two to three years).

**G 4 :***(ie Technical Worker 2 or Full Supervisor ) recommended minimum £24,800*

Expected to be competent in chosen field and able to instruct others in the basics as well as take responsibility at a low level.

Will supervise others to required tasks, but will receive instructions from higher level.

Usually the person has experience in G3 activities and/or has trained for post with relevant CPD training courses or G3/4 training period – rated in years' experience.

**Professional knowledge**

Will have a competent knowledge in a particular professional discipline and/or responsibility for a discrete area of work

**Decision making and influence**

Will play a supervisory role.

**Freedom to act**

Work within set procedures and standards and reports to more senior colleagues.

**Communication**

Generally working as part of a team to deliver work targets.  
Will be responsible for small projects and discreet areas of larger projects

**Qualifications**

Likely to have degree and relevant postgraduate qualification (or equivalent qualification/experience/training).

**Previous experience**

Demonstrable relevant experience (over three years).

**G 4/5 : Intermediate Grade***(ie Senior Technical Worker 2 or Supervisor or Junior Project Officer )*

Expected to be proficient in chosen field and be able to act independently on a single project, with responsibility for the daily running though receiving strategy instruction from higher levels

Usually the person has experience in G4 activities and/or has trained for post with relevant CPD training courses rated in years' experience and proven record of ability.

This grade is to acknowledge a senior G4 position where the individual has achieved the highest level of responsibility

OR

The individual is being prepared or trained for A more responsible junior management role – though still requires guidance and advice from senior colleagues.

**Professional knowledge**

Will have a considerable practical knowledge in a particular professional discipline and/or responsibility for a discrete area of work

**Decision making and influence**

Likely to manage a small team or discrete area of work. Likely to have some budgeting input with guidance.

**Freedom to act**

Will have procedures/standards to follow.  
Will refer to a manager for guidance.

**Communication**

Will have ability to learn well-developed and effective communication and presentation skills.

**Qualifications**

Likely to have degree and relevant postgraduate qualification (or equivalent qualification/experience/training).

**Previous experience**

Demonstrable relevant experience – including evidence of responsible posts (over five years).

**G 5 :***(ie Specialist 1 or Project Officer)* **recommended minimum £29,810**

Expected to be proficient and capable in chosen field and be able to act independently on a single project or area of work, with responsibility for the daily running, though still receiving strategic instruction from higher levels

Usually the person has experience in G4 activities and/or has trained for post with relevant CPD training courses or G4/5 training period – rated in year's experience and proven record of ability.

**Professional knowledge**

Will have a considerable practical knowledge in a particular professional discipline and/or responsibility for a discrete area of work

**Decision making and influence**

Will be able to manage a small team or discrete area of work/project. Will have budgeting input into specific project.

**Freedom to act**

Will have set procedures/standards to follow. Will refer to a senior manager for guidance. Degree of autonomy of single projects

**Communication**

Will have well-developed and effective communication and presentation skills.

**Qualifications**

Likely to have degree and relevant postgraduate qualification (or equivalent experience/training).

**Previous experience**

Demonstrable relevant experience – including evidence of responsible posts (over five years).

**G 5/6 : Intermediate Grade***(ie Senior Specialist and Project Officer or Junior/Trainee Manager)*

Expected to be an experienced and proficient practitioner in chosen field with ability to make independent decisions, run several projects simultaneously, deal with budgets and leading teams through projects to completion

Usually the person has experience in G5 activities and/or has trained for post with relevant CPD training courses rated in year's experience and proven record of ability.

This grade is to acknowledge a senior G5 position where the individual has achieved the highest level of responsibility for that grade

OR

The individual is being prepared or trained for A more responsible junior management role – though still requires guidance and advice from senior colleagues.

**Professional knowledge**

Will have a high level of professional competence and knowledge relevant to the organisation. Will have technical/specialist knowledge as well as being prepared to learn management skills.

**Decision making and influence**

Will be responsible for their position role through project management and/or specialist input. Will learn to play a role in developing strategy and manage a number of staff.

**Freedom to act**

Will have some freedom to set team targets, subject to main objectives. Responsible to a senior manager.

**Communication**

Will have shown good negotiation and influencing skills. Will be expected to increase range of contact to represent the organisation externally.

**Qualifications**

Likely to have degree, postgraduate qualification (or equivalent experience/training), and be working towards CMIFA grade.

**Previous experience**

Substantial relevant experience (over six or more years).

**G 6 :***(ie Specialist 2 or Project Manager)* **recommended minimum £35,000**

Expected to be highly experienced and proficient practitioner in chosen field with ability to make independent decisions, run several projects simultaneously, deal with budgets and leading teams through projects to completion

Usually the person has experience in G5 activities and/or has trained for post with relevant CPD training courses rated in year's experience and considerable record of ability in management of projects, budgeting, report writing and team leadership.

**Professional knowledge**

Will have a high level of professional competence and knowledge relevant to the organisation. Will have technical/specialist knowledge as well as a full range of management skills.

**Decision making and influence**

Will play a significant role and be responsible for budgets, project management, and/or specialist input into multiple projects and will play a role in developing strategy. Will manage a significant number of staff.

**Freedom to act**

Will have freedom to set team targets, subject to meeting organisational objectives. Will only be responsible to Director or Senior Management.

**Communication**

Will have excellent negotiation and influencing skills. Expected to have a range of contacts and represent the organisation externally. Ability to engage with public and clients confidently.

**Qualifications**

Degree, postgraduate qualification (or equivalent experience/training), and expected to be CMIFA.

**Previous experience**

Substantial relevant experience (seven+ years).

**G 7 :***(ie Directorial and Senior Management)***Professional knowledge**

Will have the acknowledged authority and ability to draw on extensive experience to develop policy and solve complex issues. Will have leadership and extensive organisational skills.

**Decision making and influence**

Will play a significant role in planning, setting standards for others to follow. Will be a decision maker for major teams and projects, and have the ability to justify decisions at highest level

**Management of resources**

Likely to manage a company, organisation or department and act as team leader/director. Will have financial responsibility of whole function and have skills to balance conflicting demands.

**Freedom to act**

Will be able to introduce new practices under the guidance of agreed policy and be significantly involved with the formation and implementation of policy.

**Communication**

Will have advanced communication skills, often leading negotiations with important stakeholders and representing the museum. Ability to engage with public and clients and senior colleagues with ease.

**Qualifications**

Likely to have degree, postgraduate qualification (and equivalent experience/training), and expected to be CMIFA.

**Previous experience** Substantial relevant experience (over seven or more years).