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| **State of the Archaeological Market 2020-21** |
| Dear Colleague,FAME is the only organisation solely devoted to representing the interests of archaeological managers and employers to the profession and business world.To do this, we need to be informed by up-to-date information, and so - supported by CIfA and Historic Environment Scotland - FAME are continuing a series of annual surveys of suppliers to the Archaeological Market.Please answer the questions that follow. We seek information as it applied at the end of last financial year (31 March 2021 in the UK, 31 December 2021 in the Republic of Ireland)You can save the questionnaire at any stage and to return to it later (by following the link in your invitation email). You can also print the entire questionnaire from any screen using the button at top right of each pagePlease reply by Friday 4 March 2022. Your responses are fully confidential and will not be seen any anyone other than the two members of the research team, who are myself and our Deputy CEO (I am a Certified Member of the Market Research Society and we work to MRS professional standards)Kenneth Aitchison CEO FAME**Please enter your organisation's name (to avoid duplicate entries being made)****Please provide an email address where you can be contacted in the event of any queries** |
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| **State of the Archaeological Market 2020-21** |
| **Which country is your organisation headquartered in?**  **United Kingdom****Republic of Ireland****Another country - please enter below****Where in the UK is the head office of your organisation located?****Are you also answering on behalf of any subsidiary offices? if so, please indicate where they are located?****East of England East Midlands (England) Greater London North East England North West England South East England South West England West Midlands (England) Yorkshire and the Humber Scotland Wales Northern Ireland Republic of Ireland outside the UK and Republic of Ireland** |
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| **State of the Archaeological Market 2020-21** |
| **How many full-time staff were working for your organisation on 31 March 2021?***Please include all full-time or full-time equivalent staff, together with part-time staff, using estimates of full-time equivalency - for example, a member of staff working 2.5 days a week should be counted as 0.5.**Fee-earners: members of staff whose time can be billed to clients.***Of your staff, how many were:** |
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| --- | --- |
|  | **FTE** |
| **total staff (managerial, professional, technical and administrative) employed** |  |
| **total fee earners working full-time** |  |

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| --- | --- |
|  | **FTE** |
| **British nationals (UK subjects)** |  |
| **Irish nationals (Irish citizens)** |  |
| **nationals of other EU states** |  |
| **nationals of other countries (non-UK, non-EU)** |  |

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| **State of the Archaeological Market 2020-21** |
| **How many of your members of staff were working on each of the following types of contract or agreement on 31 March 2021?** |
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|  | **full-time** | **part-time** |
| **permanent** |  |  |
| **fixed term** |  |  |
| **casual** |  |  |

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| **State of the Archaeological Market 2020-21** |
| **How many members of staff (FTE) did your organisation have one year before, on 31 March 2020 - the census date for Profiling the Profession 2020?** |
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| **State of the Archaeological Market 2020-21** |
| **Did salaries at your organisation typically rise or fall between March 2020 and March 2021? (NB - not total salary bill)***when comparing changes to inflation, please consider the rate of inflation at the date of the salary settlement***How did your charge out rates change in the year to the end of March 2021, and by how much do you expect them to have changed in 2021-22?****by what percentage did your charge-out rates increase (+) or decrease (-) over the year ending 31 March 2021?****by what percentage do you anticipate that your rates will increase (+) or decrease (-) over the year ending 31 March 2022?** |
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| **State of the Archaeological Market 2020-21** |
| **between April 2020 and March 2021, how many projects did you bid for, and how many did you win? projects bid or tendered for****projects won or secured** |
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| **State of the Archaeological Market 2020-21** |
| **What was your annual financial turnover for work in financial year 2020-21?*****Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions* etc***if your accounting period does not run from April to March, please indicate fee income for the nearest 12-month period for which figures are available.***What was your annual financial turnover for work in 2021?*****Please enter full numbers of euros, eg 1250000, not decimal fractions of millions* etc***if your accounting period does not run from January to December, please indicate fee income for the nearest 12-month period for which figures are available.***How much of your turnover originated from work undertaken in each of these locations?***please enter percentages, ensuring that the total = 100%***England Scotland Wales****Northern Ireland Republic of Ireland rest of the world****What was your annual profit (or surplus) (in £) in financial year 2020-21?*****Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions* etc***If you made a loss in 2020-21, please enter a negative figure.***What was your annual profit (or surplus) (in €) in 2021?*****Please enter full numbers of euros, eg 1250000, not decimal fractions of millions* etc***If you made a loss in 2021, please enter a negative figure.* |
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| --- | --- |
|  | **£** |
| **turnover in year ending 31 March 2021** |  |

|  |  |
| --- | --- |
|  | **€** |
| **turnover in year ending 31 December 2021** |  |

|  |  |
| --- | --- |
|  | **£** |
| **your profit or surplus (plus or minus) in the year ending 31 March 2021** |  |

|  |  |
| --- | --- |
|  | **€** |
| **your profit or surplus (plus or minus) in the year ending 31 December 2021** |  |

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| **State of the Archaeological Market 2020-21** |
| **How much of your turnover originated from your direct client from each of these sources?***please enter percentages, ensuring that the total = 100%***private sector clients****national heritage agencies (Historic England, Historic Environment Scotland, Cadw, Heritage Council etc) central government departments and agencies****local, district, city, county or unitary councils (local planning authorities)****other public bodies (including universities, public-private partnerships and local enterprise partnerships) community groups (including lottery-funded projects, town and parish councils and neighbourhood forums)** |
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**State of the Archaeological Market 2020-21**

# Market Sectors

*please indicate your income in the year ending 31 March 2021 for work in each of the sectors listed. Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions* etc.

|  |  |
| --- | --- |
|  | **income 2020-21** |
| **£** |
| **Construction** |
| **Residential development** |  |
| **Commercial and industrial** |  |
| **Infrastructure** |
| **Minerals** |  |
| **Waste** |  |
| **Transport** |  |
| **Energy** |  |
| **Telecommunications** |  |
| **Water supply** |  |
| **Education** |  |
| **Health** |  |
| **Research and public archaeology** |
| **Community projects and HLF** |  |
| **National agencies and university grants** |  |
| **Local authority initiatives** |  |
| **Other research and public archaeology** |  |
| **Other services** |
| **Heritage conservation** |  |
| **Assistance to LPAs in delivering development control services** |  |
| **Any other services not categorised above** |  |

# Market Sectors

*please indicate your income in the year ending 31 December 2021 for work in each of the sectors listed. Please enter full numbers of euro, eg 1250000, not decimal fractions of* millions etc.

|  |  |
| --- | --- |
|  | **income 2021** |
| **€** |
| **Construction** |
| **Residential development** |  |
| **Commercial and industrial** |  |
| **Infrastructure** |
| **Minerals** |  |
| **Waste** |  |
| **Transport** |  |

|  |  |
| --- | --- |
|  | **income 2021** |
| **€** |
| **Energy** |  |
| **Telecommunications** |  |
| **Water supply** |  |
| **Education** |  |
| **Health** |  |
| **Research and public archaeology** |
| **Community projects and lottery-funded** |  |
| **National agencies and university grants** |  |
| **Local authority initiatives** |  |
| **Other research and public archaeology** |  |
| **Other services** |
| **Heritage conservation** |  |
| **Assistance to local government in delivering development control services** |  |
| **Any other services not categorised above** |  |

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| **State of the Archaeological Market 2020-21** |
| **Which forms of client contract do you routinely use?***check as many as apply***ICE (short form or alternatives) None NEC3 (various - family of contracts) Other Bespoke****Client's standard T&Cs****Your own organisation's standard T&Cs Exchange of letters / emails****Don't know** |
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| **State of the Archaeological Market 2020-21** |
| **At the end of last financial year (4th April 2021 in UK, 31st December 2021 in Republic of Ireland), did you believe that market conditions would deteriorate over the next 12 months?****Other comments?****In the last financial year, how many of your projects were not completed because of a client suffering business failure?****Other comments?****Where in the project process did this occur?***please enter numbers for each stage* |
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|  | **number of projects** |
| **pre-fieldwork** |  |
| **during evaluation** |  |
| **during mitigation** |  |
| **during post-fieldwork analysis** |  |

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| **State of the Archaeological Market 2020-21** |
| **Considering these areas of archaeological skills, please check any boxes where (in the last financial year) your organisation: lost skills****had to buy in skills (hired subcontractors) invested in skills training****considered there was a skills shortage across the whole sector** |
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| --- | --- | --- | --- | --- |
|  | **lost skills** | **hired skills** | **trained skills** | **sectoral skills shortage** |
| **fieldwork (intrusive or non-intrusive)** |  |  |  |  |
| **post-fieldwork analysis** |  |  |  |  |
| **artefact or ecofact conservation** |  |  |  |  |
| **providing advice to clients** |  |  |  |  |
| **desk-based or environmental assessment** |  |  |  |  |
| **data management** |  |  |  |  |
| **other** |  |  |  |  |

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| **State of the Archaeological Market 2020-21** |
| **On 31 March 2021, had you or were you considering supporting a member of staff to gain a vocational qualification in archaeological practice (*Level 3 NVQ Certificate in Archaeological Practice*)?**  **On 31 March 2021, had you or were you considering supporting a member of staff to undertake an Apprenticeship in Historic Environment Practice?** |
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|  | **yes** | **no** | **don't know** |
| **have supported a member of staff in the past** |  |  |  |
| **would consider supporting a member of staff in the future** |  |  |  |

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| --- | --- | --- | --- |
|  | **yes** | **no** | **don't know** |
| **have supported a member of staff in the past** |  |  |  |
| **would consider supporting a member of staff in the future** |  |  |  |

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| **State of the Archaeological Market 2020-21** |
| **At the end of last financial year (31 March 2021in UK, 31 December 2021 in Ireland), would you have agreed or disagreed with the following statements?***Individual responses will be aggregated in any published survey report and your views will not be attributed to you without your permission*                                **Any other comments?** |
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|  | **strongly agree** | **agree** | **unsure** | **disagree** | **strongly disagree** |
| **current national planning policy frameworks weaken the case for heritage work and revenue levels** |  |  |  |  |  |
| **we have had vacancies that we considered to be hard to fill** |  |  |  |  |  |
| **my heritage team will grow within the next 12 months** |  |  |  |  |  |
| **the economic climate for development will improve over the next 12 months** |  |  |  |  |  |
| **non-payment of bills has been a significant problem for my business** |  |  |  |  |  |
| **a shortage of heritage staff in LPAs is a major constraint on heritage projects** |  |  |  |  |  |
| **current national planning policy frameworks are making it easier to justify heritage work and revenue levels** |  |  |  |  |  |
| **late payment of bills is an increasingly significant problem for my business** |  |  |  |  |  |

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| **State of the Archaeological Market 2020-21** |
| **how many of the following RIDDOR reportable incidents occurred in your workplace in the last financial year (2020-21)?****how many non-RIDDOR reportable accidents were there in your workplace in the last financial year (2020-21)?****further information about any other accidents** |
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|  | **incidents** |
| **specified injuries (including fatality)** |  |
| **injuries resulting in over 7 days absence** |  |
| **occupational diseases (including carpal tunnel syndrome, tendonitis and occupational dermatitis)** |  |
| **occupational disease caused by exposure to carcinogens, mutagens & biological agents (including occupational cancers)** |  |
| **specified dangerous occurrences** |  |

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| --- | --- |
|  | **total numbers of:** |
| **non-reportable accidents** | **near misses** |
| **ergonomic / manual handling** |  |  |
| **slip, trip or fall** |  |  |
| **contact with or knocking into object** |  |  |
| **vehicle accident (travelling on work business, including to or from site)** |  |  |
| **other** |  |  |

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| **State of the Archaeological Market 2020-21** |
| **If you have any further comments on your responses, or on the state of commercial archaeology in general, please let us know.****Please complete your response by Friday 4th March 2022** |
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