



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 page

Please 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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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?

- | | | | |
|---------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> East of England | <input type="checkbox"/> East Midlands (England) | <input type="checkbox"/> Greater London | <input type="checkbox"/> North East England |
| <input type="checkbox"/> North West England | <input type="checkbox"/> South East England | <input type="checkbox"/> South West England | <input type="checkbox"/> West Midlands (England) |
| <input type="checkbox"/> Yorkshire and the Humber | <input type="checkbox"/> Scotland | <input type="checkbox"/> Wales | <input type="checkbox"/> Northern Ireland |
| <input type="checkbox"/> Republic of Ireland | <input type="checkbox"/> outside the UK and Republic of Ireland | | |

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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.

	FTE
total staff (managerial, professional, technical and administrative) employed	
total fee earners working full-time	

Of your staff, how many were:

	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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How many of your members of staff were working on each of the following types of contract or agreement on 31 March 2021?

	full-time	part-time
permanent		
fixed term		
casual		



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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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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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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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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.

	£
turnover in year ending 31 March 2021	

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.

	€
turnover in year ending 31 December 2021	

How much of your turnover originated from work undertaken in each of these locations?

please enter percentages, ensuring that the total = 100%

England	<input type="text"/>
Scotland	<input type="text"/>
Wales	<input type="text"/>
Northern Ireland	<input type="text"/>
Republic of Ireland	<input type="text"/>
rest of the world	<input type="text"/>

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.

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

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.

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

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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	<input type="text"/>
national heritage agencies (Historic England, Historic Environment Scotland, Cadw, Heritage Council etc)	<input type="text"/>
central government departments and agencies	<input type="text"/>
local, district, city, county or unitary councils (local planning authorities)	<input type="text"/>
other public bodies (including universities, public-private partnerships and local enterprise partnerships)	<input type="text"/>
community groups (including lottery-funded projects, town and parish councils and neighbourhood forums)	<input type="text"/>

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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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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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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

	number of projects
pre-fieldwork	
during evaluation	
during mitigation	
during post-fieldwork analysis	

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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

	lost skills	hired skills	trained skills	sectoral skills shortage
fieldwork (intrusive or non-intrusive)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
post-fieldwork analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
artefact or ecofact conservation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
providing advice to clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
desk-based or environmental assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
data management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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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*)?

	yes	no	don't know
have supported a member of staff in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
would consider supporting a member of staff in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

On 31 March 2021, had you or were you considering supporting a member of staff to undertake an Apprenticeship in Historic Environment Practice?

	yes	no	don't know
have supported a member of staff in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
would consider supporting a member of staff in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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At the end of last financial year (31 March 2021 in 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

	strongly agree	agree	unsure	disagree	strongly disagree
current national planning policy frameworks weaken the case for heritage work and revenue levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
we have had vacancies that we considered to be hard to fill	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
my heritage team will grow within the next 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the economic climate for development will improve over the next 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
non-payment of bills has been a significant problem for my business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a shortage of heritage staff in LPAs is a major constraint on heritage projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
current national planning policy frameworks are making it easier to justify heritage work and revenue levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
late payment of bills is an increasingly significant problem for my business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Any other comments?

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how many of the following RIDDOR reportable incidents occurred in your workplace in the last financial year (2020-21)?

	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	

how many non-RIDDOR reportable accidents were there in your workplace in the last financial year (2020-21)?

	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		

further information about any other accidents



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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