



ARA Salary Recommendations – 2022-2023

The ARA continues to advocate on behalf of archivists, records managers and conservators in support of reasonable pay commensurate with skills and experience. Our Pay Review Group continues to monitor the job market and make recommendations that support our goal – to improve the pay of those working in the record-keeping sector. We acknowledge that many employers are not in a position to implement ARA salary recommendations. However, we believe it is important to recommend levels of pay that keep pace with the cost of living and ensure the sector attracts and retains talent.

As the CPI (Consumer Price Index) is a widely recognized tool for calculating inflation, the Pay Review Group has based the increase for 2022/2023 on the CPI for the financial year 1 April 2021-31 March 2022 which was 7% in the UK and 6% in Ireland for this period.¹ Please note that these revised figures do not include additional benefits or regional weighting; there is considerable complexity surrounding the latter and while the PRG has not ruled out taking account of this in future reviews, it has been omitted from the 2022/2023 revision. It is expected that future revisions will be published on 1 October each year to take account of the budgetary planning that takes place in many organizations around that time.

For more details on the PRG’s work contact payreviewgroup@archives.org.uk (@ARAPayReviewGr1).

Level	Salary	Description
Para-professional	£23,392 / €23,788	Eg: support staff, performing some tasks independently. Possibly working towards qualification as a Foundation Member of the ARA and/or towards a degree/diploma.
Lower Management	Level 1 £30,233-£35,832 €32,438-€37,845 Level 2 £35,832 / €37,845	Eg: responsible for a discrete area of work/delivers on short term targets. Basic level of responsibility. Recently completed a specialist degree and/or qualified as a Foundation Member of the ARA. Eg: responsible for a discrete area of work/delivers on short term targets. Basic level of responsibility. Recently completed a specialist postgraduate degree and/or qualified as a Foundation Member of the ARA.
Experienced – Middle Management	£44,791/ €48,559	Eg: service delivery and resource leadership; specialist role, e.g. sole conservator; general consultant. May have qualified as a Registered Member of the ARA. May be eligible to apply for Fellowship of the ARA.
Senior Professional – Senior Management	£61,589/€64,878	Eg: multi-role, strategic, senior leadership position, substantial sector experience in the sector; specialist consultant and/or conservator. May have qualified as a Fellow of the ARA.

All figures are gross and do not include London weighting.

Guidance for freelancers

ARA recognises that increasing numbers of professionals are working independently on a freelance, contract or agency basis, often at an hourly or daily rate. The [Guidance for Freelancers \[LINK\]](#) is designed to help inform those considering a move into freelance work. However, ARA advises members to undertake detailed research according to their own specific circumstances before committing to contract work.

Trainee roles

Graduate traineeships, apprenticeship and internships are not explicitly included in the Recommendations. However, the information provided below can be used to establish a suitable salary range for such roles.

Methodology

The Salary Recommendations were informed by a twelve-month research initiative led by the ARA Pay Review Group. Publications consulted include the ARA/CILIP Workforce Survey (2015) and Sue Hill Knowledge and Information Management Salary Survey (2017) alongside salary guidelines produced by CILIP (2014) and the Museums Association (2009 and 2017). The Group also analysed pay in comparable sectors.

Review

The Salary Recommendations were first published in August 2018 and are reviewed annually.

Notes

¹ See <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/d7g7/mm23> and <https://www.cso.ie/en/interactivezone/visualisationtools/cpiinflationcalculator/>*