



MUSEUMS  
ASSOCIATION

# Salary Guidelines 2017



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# 01

## FOREWORD

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People - staff, volunteers, trustees and the public - are the most important asset that museum and galleries have. Our institutions hold vast, diverse and unique collections of objects, archives and ephemera, but it is the people that care for them and interpret them that are critical in unleashing their stories and sharing them with communities.

Pay in museums is notoriously low, as previous Museums Association (MA) surveys have shown. Many of you will know from experience that entry level jobs are not only difficult to secure, but once you have that much sought-after first post, the pay and opportunities for progression can be limited.

The squeeze on the public sector across the UK and continuing austerity has meant pressure on posts and pay, with many institutions losing posts, freezing recruitment and offering below inflation pay awards.

People who work in the sector are passionate and committed. They often have years of experience and reams of qualifications. These guidelines offer the opportunity for employers to reward that talent and dedication at appropriate levels.

### What will the MA do?

As the only UK-wide membership organisation that represents all museums we will make the case to governments, stakeholders and funders for the value that museums have in society and the vital role that the workforce plays in delivering that.

We can also support you through our professional development programmes and events that support you to develop your practice, find your values and give you the confidence to progress your career.

Finally, one outstanding workforce issue that has not been resolved is the lack of diversity at all levels in the sector. We know that poor pay and limited opportunities for progression can be off-putting when people are thinking about potential careers. And we also know that a narrow entry path can squeeze some people out, especially if it is combined with recruitment that focuses on mirroring the workforce that we already have.

These guidelines will be followed by a toolkit that explores best practice in recruitment, from apprenticeships and training schemes to thinking about unconscious bias, and will also look at how we retain diverse and talented people once they are working in the sector.

I hope these salary guidelines can support employers, funders and stakeholders to be brave and enlightened and to reflect and reward the hard-work, knowledge and enthusiasm of everyone that works in and with museums and galleries.



**Sharon Heal**  
Director, Museums Association





# 02

## PURPOSE OF THE GUIDELINES

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These guidelines set out the MA's recommended ranges for starting salaries in the museums sector. They are based on research into pay levels in 2016-17 across a variety of roles and levels of seniority, and across museums of different sizes, types and locations. The guidelines are intended as a practical resource for employers, employees and funders in the museum sector when considering starting salaries for posts.

The salary ranges in this document should be viewed as a minimum acceptable rate for starting salaries in the museum sector. They should act as a baseline, above which all museums should seek to pay their staff, regardless of size, type or location. They should also be used in combination with other sources of advice on pay in the sector, such as from the Institute of Conservation.

The research upon which these recommendations are based confirms that pay in museums lags behind pay in the public, private and not-for-profit sectors. This document should also be used as an advocacy tool to raise awareness of the issues surrounding pay in museums with a view to improving levels of pay within the sector over time.



## 03

HOW THE  
GUIDELINES  
WERE  
COMPILED  
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The guidelines have been produced with information gathered from an independent report commissioned by the MA with support from Arts Council England. The Pay in Museums report was produced by Incomes Data Research based on a survey of over 170 museums' pay scales conducted in early 2017, and a review of benchmarked salaries for equivalent roles in other sectors. The survey respondents were a representative group of museums in terms of size, type and location in the UK.

Other groups within the sector have contributed valuable input and advice, including the MA's member representatives and the National Museum Directors' Council Human Resources Forum. Alistair Brown, Policy Officer at the MA was responsible for overseeing the research and developing this document.

# 04

## UNDER- STANDING THE PAY RANGES

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The Pay in Museums report by Incomes Data Research looked at typical or median salaries. The median is the middle value when all salaries are ranked in order of magnitude. This approach is more representative of actual salaries than the average because it relies less on exceptionally low or high salaries in the sample than the simple average or mean.

The salary ranges set out in the document show the range between the median lower quartile (the median of the lowest 25% of salaries) and median upper quartile (the median of the highest 25% of salaries). The ranges do not, therefore, reflect the total salary range, and some museums paid higher or lower salaries than those in the range during 2016-17.





# 05

## COMPARISONS WITH PAY IN OTHER SECTORS



## 05. COMPARISONS WITH PAY IN OTHER SECTORS

A key area for our research was to understand museum pay levels in relation to equivalent jobs outside of the sector.

Our research analysed current museum pay levels against a basket of comparator occupations in the wider jobs market, comparing the median salary for each role and level from the survey with the market median salary for each of the comparator jobs. The comparator jobs were selected in consultation with Incomes Data Research and are based upon the company's wider market research.

Overall, we found that museum pay is on average seven per cent below market rates. However, this figure masks significant variations between job areas and levels of seniority. Six out of seven job areas are below those for comparators in the rest of the economy (see table below). Only salaries for museum attendants, front-of-house and security staff were ranked higher than their comparators.

Notably, our research demonstrates that junior (assistant and officer) roles are the levels of seniority where museum salaries are most significantly behind comparator roles outside the sector. Assistants in the curator and collections management job area lag 25% behind pay rates for comparator roles, while assistants and officers in learning, programming and outreach lag 13% behind comparators.

This raises serious questions about entry to the museum sector. Museums need to attract and retain a more diverse workforce, but low pay and the widespread expectation that candidates will have postgraduate qualifications will prevent change.

In many cases, the comparator roles that we have selected are within the public and not-for-profit sectors where pay tends to be lower than in the private sector, particularly for more senior roles. Comparisons with salary levels in the private sector would be likely to show museum pay even more significantly behind market rates.

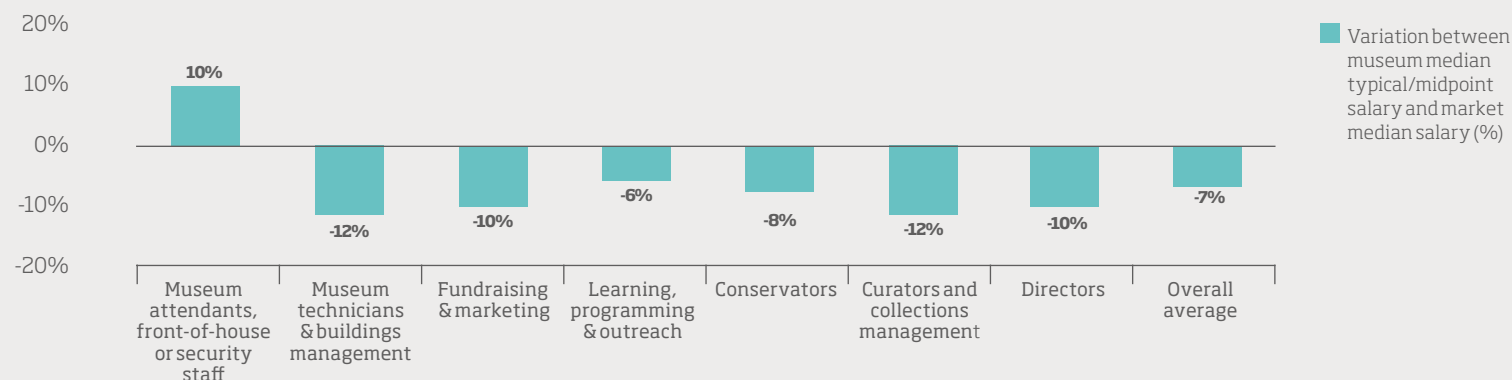
### Job areas

There is a huge diversity of roles and job types across the museum sector. Any effort to reduce these to a set of distinct categories is a difficult process. However, in consultation with our members, we have endeavoured to create seven distinct job areas that capture most job types in the sector:

- museum attendants/front of house/security
- museum technicians and buildings management
- fundraising and marketing
- learning, programming and outreach
- conservators
- curators and collections management
- directors/museum managers.

Definitions for each job area are provided in the salary ranges section.

### Average % variation by job family





# 06

## JOB LEVELS

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## 06. JOB LEVELS

Within each of the job areas, a series of generic job profiles has been compiled to determine different career levels within the sector. The section below outlines a generic profile that matches each job level.

These job levels have been designed to map out a career progression structure. Inevitably there will always be exceptions and differing circumstances that should be taken into consideration when using the guidelines. For example, a person may have extra responsibilities such as managing large numbers of staff, caring for an important or large collection, specific expertise, or may work in an area with a significantly higher-than-average cost of living. **The job areas and levels should therefore be used as a guide only, with salaries adjusted to accommodate specific circumstances.**

### Assistant

**Professional knowledge:** Will have a basic level of professional competence and knowledge.

**Management of resources:** No significant budget or people management responsibilities.

**Decision making and influence:** Will be expected to deliver on short-term targets through an established work programme.

**Freedom to act:** Work will be undertaken with the advice and guidance of more senior colleagues.

**Communication and networking:** Ability to work as part of a team and provide public-facing services.

**Qualifications:** Dependent on role.

**Previous work experience:** Minimal experience.

### Officer/Coordinator

**Professional knowledge:** Will have working knowledge in a particular discipline and/or responsibility for a discrete area of work/collection.

**Management of resources:** May occasionally play a team leader role. Likely to have supervisory responsibilities for volunteers and/or freelance staff. Likely to have some budgetary responsibility.

**Decision making and influence:** Generally working as part of a team to deliver work targets. Will have a degree of responsibility for projects and/or specialism. Will contribute to the development of their area of work.

**Freedom to act:** Will have procedures/standards to follow. Will refer to a manager for guidance.

**Communication and networking:** Likely to have good presentation skills. Ability to communicate well with the public, contractors and colleagues. Ability to engage with users/visitors.

**Qualifications:** Dependent on role. Experience, training or qualifications equivalent to a degree or postgraduate qualification, working towards Associateship of the Museums Association (AMA).

**Previous work experience:** Demonstrable relevant experience (Likely two-three years).

## 06. JOB LEVELS



### Team Leader/Supervisor

**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 range of management skills.

**Management of resources:** Will have supervisory responsibilities and will probably act as a team leader. Will likely be assigned a budget.

**Decision making and influence:** Will be responsible for service delivery relevant to their role through project management and/or specialist input. Will play a role in developing the organisation strategically.

**Freedom to act:** Will have freedom to set team and own work targets, subject to meeting organisational objectives.

**Communication and networking:** Will have good negotiation and influencing skills. Will be expected to have a range of contacts and represent the organisation externally. Ability to engage with users/visitors.

**Qualifications:** Dependent on role. Experience, training or qualifications equivalent to a degree or postgraduate qualification, working towards or having AMA.

**Previous work experience:** Substantial relevant experience (around six or more years).

### Manager/Head of Department

**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.

**Management of resources:** Likely to manage a complex function and department and act as team leader. Will probably manage a significant number of staff. Will have financial responsibility of whole function and have skills to balance conflicting demands.

**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 to director.

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

**Communication and networking:** Will have advanced communication skills, often leading negotiations with important stakeholders and representing the museum externally. Ability to engage with users/visitors.

**Qualifications:** Dependent on role. Experience, training or qualifications equivalent to a degree or postgraduate qualification, relevant management training, AMA, likely to have or be working towards Fellowship of the Museums Association (FMA).

**Previous work experience:** Substantial relevant experience (around six years or more).



# 07

## SALARY RANGES



## 07. SALARY RANGES

### **Museum attendants, front-of-house or security staff**

We defined this group as those responsible for a variety of duties which ensure the smooth running of the museum. Staff may have responsibilities for the security of the museum, preventing loss or damage to collections and displays and monitoring public areas; and undertaking simple technical tasks to do with the building(s); and/or dealing with visitors, providing general information, acting as sales assistants and using cash handling machines in the museum shop or café.



# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Museum attendants, front-of-house or security staff

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£15,398	£16,477	£18,272
Comparator from other sectors (e.g. Administrative Assistant; Security Officer; Receptionist)		£16,470	

	Lower quartile	Median	Upper quartile
<b>Officer/Coordinator</b>	£17,000	£19,277	£21,793
Comparator from other sectors (e.g. Library Administrator; Administrative Assistant in Central Government)		£16,961	

	Lower quartile	Median	Upper quartile
<b>Team Leader/Supervisor</b>	£20,000	£22,950	£26,281
Comparator from other sectors (e.g. Administrative Officer in Central Government.)		£19,619	

	Lower quartile	Median	Upper quartile
<b>Manager/Head of Department</b>	£24,000	£28,985	£36,371
Comparator from other sectors (e.g. Librarian; Executive Officer in Central Government)		£26,410	

### Example roles:

Museum Assistant, Chesterfield Borough Council	£15,238-£16,191
Visitor Assistant, Bury Art Museum	£16,572-£17,372

### Example roles:

Head Gallery Assistant, Glynn Vivian Art Gallery	£19,939-£22,434
Security Team Member, Wallace Collection	£20,529-£23,093
Senior Museums Assistant, Middlesbrough Museums	£18,560-£19,939

### Example roles:

Visitor Experience Supervisor, RAF Museum	£20,961-£25,000
Duty Officer, Bristol Culture	£26,556-£29,854

### Example roles:

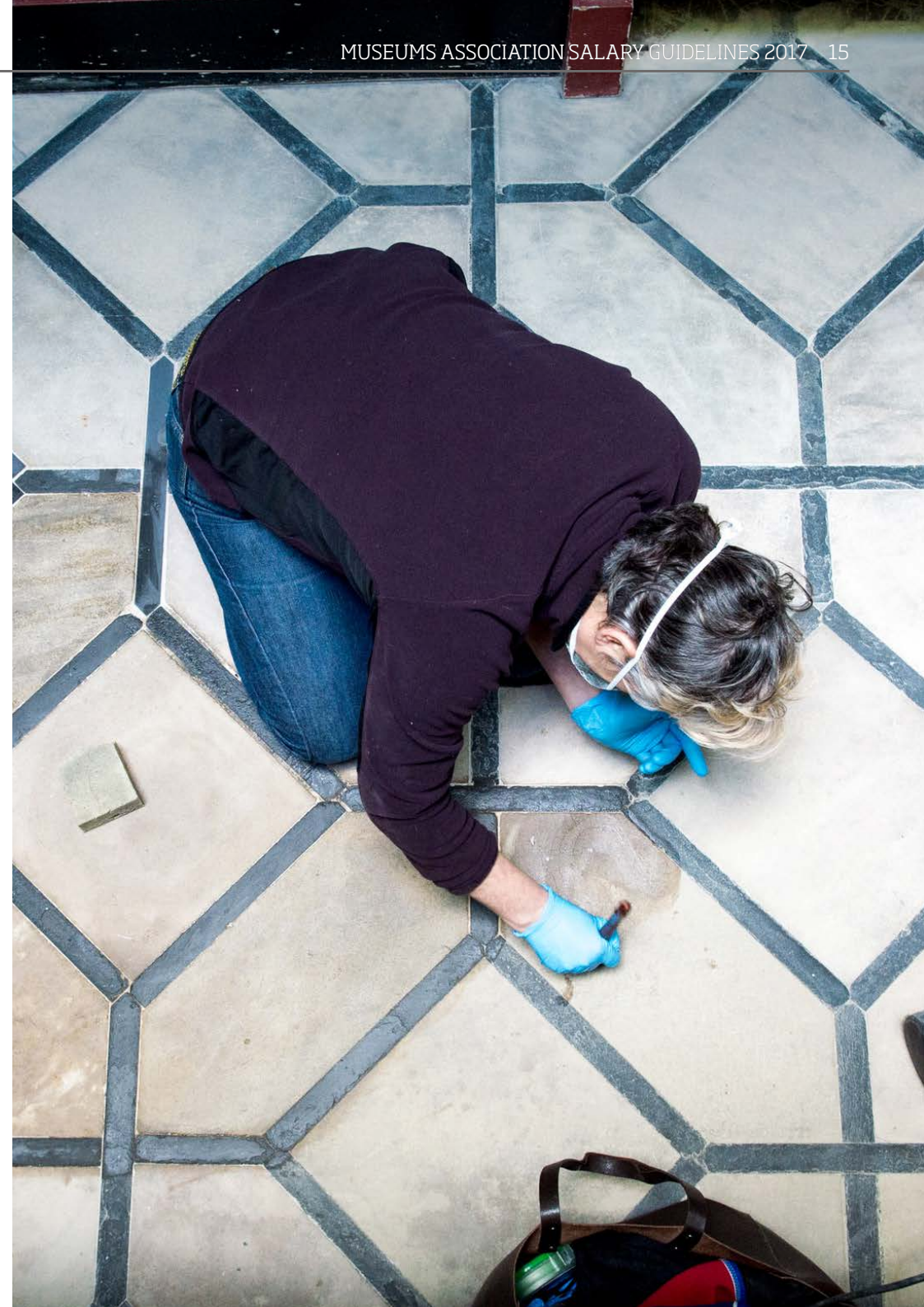
Visitor Experience Manager, Canterbury Museums	£26,184-£29,327
Operations Manager, Black Country Living Museum	£30,000-£38,000
Front of House Manager, Florence Nightingale Museum	£27,000-£32,000



## 07. SALARY RANGES

### **Museum technicians and buildings management**

We defined this group as those responsible for technical, IT and buildings management; including hanging works; resolving technical issues; liaising with curatorial and conservation staff in the design and management of museum space and facilities; and managing audio/visual and interactive displays.



# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Museum technicians and buildings management

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£16,513	£17,666	£21,068
Comparator from other sectors (e.g. Facilities Assistant in not-for-profit sector)		£22,172	
<b>Officer/Coordinator</b>	£18,375	£22,975	£27,747
Comparator from other sectors (e.g. Facilities Officer; IT Support Technician)		£26,595	
<b>Team Leader/Supervisor</b>	£25,131	£29,385	£33,159
Comparator from other sectors (e.g. Facilities Manager; Building Manager)		£31,648	
<b>Manager/Head of Department</b>	£30,009	£38,399	£44,991
Comparator from other sectors (e.g. Facilities Manager; Building Manager)		£41,449	

### Example roles:

Maintenance Assistant, Amgueddfa Cymru National Museum Wales	£15,934-£18,115
Museum Technician, Orkney Islands Council	£16,433-£18,021
AV Assistant, Royal Armouries	£16,517-£19,683

### Example roles:

Estate Ranger, Chiswick House and Garden Trust	£21,000-£24,000
Technician, Tyne and Wear Archives and Museums	£19,939-£22,434
Technician, Victoria and Albert Museum	£21,543-£25,079

### Example roles:

Network Specialist/Assistant Facilities Manager, British Library	£29,000-£36,500
Operations Support Manager, London Transport Museum	£30,250-£35,150
Senior Museum Technician, Glasgow Life	£32,155-£37,737

### Example roles:

Director of Operations, Jerwood Gallery	£35,000-£42,000
Head of Computer and Technical Services, National Army Museum	£39,027-£44,711



## 07. SALARY RANGES

### Fundraising and marketing

We defined this group as those responsible for supporting the implementation and development of the organisation's fundraising strategy; researching and assessing potential funding opportunities; maintenance of a fundraising database to record, monitor and report on existing partnerships, new fundraising opportunities, and update records for individuals and companies. Marketing responsibilities may include preparing and presenting targeted and accurate copy for a range of marketing materials, tailoring messages to different audiences; promoting the organisation's brand and new exhibitions and collections to a variety of targeted audiences.





# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Fundraising and marketing

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£17,394	£19,046	£21,447
Comparator from other sectors (e.g. Facilities Assistant in not-for-profit sector)		£22,588	
<b>Officer/Coordinator</b>	£21,936	£25,250	£28,294
Comparator from other sectors (e.g. Facilities Officer; IT Support Technician)		£28,060	
<b>Team Leader/Supervisor</b>	£29,417	£32,783	£35,000
Comparator from other sectors (e.g. Junior Marketing Manager; Major Gifts Officer)		£34,890	
<b>Manager/Head of</b>	£34,908	£38,923	£51,075
Comparator from other sectors (e.g. Marketing Manager; Fundraising Manager)		£42,777	

### Example roles:

Development Assistant, Wallace Collection	£19,552-£21,006
Development Support Officer, Manchester Art Gallery	£17,547-£19,939
Communications Assistant, Foundling Museum	£18,000-£20,000

### Example roles:

Development Officer, Leeds Museum	£28,203-£29,854
Marketing and Audience Development Officer, Canterbury Museums and Galleries	£26,184-£29,327
Media Officer, National Museums Liverpool	£25,034-£30,597

### Example roles:

Development Manager, Bristol Culture	£33,106-£36,019
Development Manager, Royal Academy of Arts	£29,000-£35,000
PR Manager, RAF Museum	£27,797-£37,000

### Example roles:

Head of Communications, Kettle's Yard	£29,301-£42,955
Programme and Development Director, Seven Stories	£33,943-£39,246

## 07. SALARY RANGES

### Learning, programming and outreach

We defined this job group as those with responsibility for the museum's learning activities, the development and delivery of accessible programmes of events, and/or devising audience-facing digital content. They provide educational resources and/or outreach and community programmes; organise school and college visits; volunteering opportunities and other lifelong learning activities; liaise with external organisations on opportunities for new partnerships; and/or have an input into displays, audience engagement and other museum activities.



# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Learning, programming and outreach

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£17,617	£20,473	£21,948
Comparator from other sectors (e.g. Teaching Assistant; Programme Assistant)		£23,561	

	Lower quartile	Median	Upper quartile
<b>Officer/Coordinator</b>	£21,283	£23,358	£26,039
Comparator from other sectors (Project Officer in not-for-profit sector)		£26,789	

	Lower quartile	Median	Upper quartile
<b>Team Leader/Supervisor</b>	£26,316	£30,175	£34,366
Comparator from other sectors (e.g. Programme Officer in not-for-profit sector)		£30,451	

	Lower quartile	Median	Upper quartile
<b>Manager/Head of</b>	£33,604	£37,182	£46,509
Comparator from other sectors (e.g. Senior Teacher excluding London; Programme Manager in not-for-profit sector)		£36,572	

### Example roles:

Education Coordinator, Jerwood Gallery	£20,000-£21,000
Heritage Learning Assistant, Hackney Museum	£21,330-£23,380
Learning and Participation Assistant, National Civil War Centre	£18,560-£19,939

### Example roles:

Learning Producer, National Army Museum	£25,663-£29,383
Education Officer, Mansfield District Council	£20,456-£24,717
Collections and Engagement Officer - Newport Museum and Heritage Service	£22,000-£26,000
Education Officer, Oxford University Museum of Natural History	£24,565-£29,301

### Example roles:

Learning and Public Programme Manager, City of Edinburgh Council	£28,347-£33,893
Access and Learning Officer, Museum of the Order of St John	£28,000-£38,000
Learning, Participation and Interpretation Manager, Amgueddfa Cymru National Museum Wales	£30,893-£39,369

### Example roles:

Audiences and Communities Manager, Derby Museums Trust	£31,787-£34,681
Public Programmes Manager, University of Reading	£29,301-£38,183
Head of Learning Programmes, British Library	£48,750-£58,500



## 07. SALARY RANGES

### Conservators

We defined this group as those responsible for the ongoing conservation and care of collections; undertaking practical conservation work; organising and carrying out environmental monitoring, pest control and maintenance of collections. Responsibilities may include providing advice and training in collection care matters; advising curatorial staff; providing technical skills and assisting with exhibition programmes.

Notably, our research suggests that many museums are paying entry-level conservators at rates far below the minimum salary of £24,648 suggested by the Institute of Conservation, and which the MA supports.



# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Conservators

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£17,829	£21,303	£23,338
Comparator from other sectors (e.g. Building Surveyor Trainee/Assistant)		£24,119	
	Lower quartile	Median	Upper quartile
<b>Officer/Coordinator</b>	£25,694	£27,723	£29,151
Comparator from other sectors (e.g. Local Government Surveyor)		£31,166	
	Lower quartile	Median	Upper quartile
<b>Team Leader/Supervisor</b>	£30,848	£33,286	£37,149
Comparator from other sectors (e.g. Building Surveyor 5-10 yrs experience)		£34,648	
	Lower quartile	Median	Upper quartile
<b>Manager/Head of</b>	£36,064	£44,494	£54,000
Comparator from other sectors (e.g. Senior Building Surveying Manager)		£46,284	

### Example roles:

No examples available within ICON guidelines.

### Example roles:

Conservator, National Museums Liverpool	£25,034-£30,597
Conservator, Royal Armouries	£24,731-£29,466
Conservation Support, Oxford University Museum of Natural History	£24,565-£29,301

### Example roles:

Senior Conservator, Leicester Arts and Museums Service	£33,106-£36,019
Senior Conservator, Victoria and Albert Museum	£31,591-£45,257
Principal Conservator, Amgueddfa Cymru National Museum Wales	£30,893-£39,369

### Example roles:

Conservation and Programming Manager, Glasgow Life	£39,457-£45,732
Head of Conservation, Museum of London	£42,191-£57,132



## 07. SALARY RANGES

### Curators and collections management

We defined this group as those managing and developing collections, including acquisitions, cataloguing, loans, registration duties, access and enquiries; managing and preparing briefs for exhibitions; contributing to research and publications; liaising with exhibitors over displays and the provision of interpretation panels. Senior positions may have budgetary control and responsibility for staff, resources and services. Responsibilities may also include front of house activities, working with the public and answering enquiries.





# 07. SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

## Curators and collections management

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Assistant</b>	£17,524	£20,395	£22,723
Comparator from other sectors (e.g. Horticulturalist; Garden Supervisor)		£27,184	

	Lower quartile	Median	Upper quartile
<b>Officer/Coordinator</b>	£23,072	£26,295	£29,061
Comparator from other sectors (e.g. University Lecturer; Head Gardener)		£30,848	

	Lower quartile	Median	Upper quartile
<b>Team Leader/Supervisor</b>	£28,596	£30,000	£34,843
Comparator from other sectors (e.g. Higher Executive Officer in Central Government; Lawyer)		£32,978	

	Lower quartile	Median	Upper quartile
<b>Manager/Head of</b>	£32,436	£38,518	£50,078
Comparator from other sectors (e.g. Senior Executive Officer in Central Government)		£38,258	

### Example roles:

Documentation Assistant, Bristol Culture	£20,456-£22,434
Assistant Curator, Green Howards Museum	£17,000-£18,000
Assistant Registrar, Jersey Heritage Trust	£21,600-£31,050

### Example roles:

Curator, Greater Manchester Police Museum and Archive	£27,519-£29,307
Curator, Penlee House Gallery and Museum	£25,694-£27,394
Collections Information Officer, City of Edinburgh Council	£28,347-£33,893

### Example roles:

Registrar and Collections Manager, Leeds Museums and Galleries	£30,480-£33,106
Curator, ANGUSalve	£30,770-£35,118
Senior Curator, Museum of London	£33,984-£43,275

### Example roles:

Head of Collections, London Transport Museum	£43,000-£49,300
Head of Collections, Black Country Living Museum	£31,229-£46,844

## 07. SALARY RANGES

### Directors

We defined two broad types of director: those responsible for a single-site museum and those responsible for a multi-site organisation or a group of museums. The former is referred to as a director (and also comprises data for museum managers within a group of museums), while the latter is referred to as group director.

We defined the responsibilities of a director as running of the museum (or group of museums) and the principal decision-maker on policies regarding current collections, acquisitions, exhibitions and future direction of the museum(s) (or whole museum organisation); responsibility for developing and implementing business strategies, setting and controlling budgets and attracting funding. The director typically delegates functions to senior management and/or a specialist team.

The data on salaries at director level show the widest range, reflecting the substantial difference in directorial responsibilities in different sizes, types and locations of museums. Our analysis found that the median typical salary for directors or museum managers of an individual museum within a broader museum organisation is £45,000 and the interquartile range is between £35,000 and £71,186. The median typical salary for group directors is £82,292 with the typical salary range between £57,872 and £108,031. In both cases the headline figures disguise significant variations in salary levels.



# 07.

## SALARY RANGES

These ranges are a minimum acceptable rate for starting salaries and should act as a baseline above which all museums should pay.

### Directors

The salary ranges for this group are as follows:

	Lower quartile	Median	Upper quartile
<b>Director or Museum Manager</b>	£35,000	£45,000	£71,186
Comparator from other sectors (e.g. Deputy Headteacher in Primary School; Grade 6 Senior Civil Servant)		£50,605	

	Lower quartile	Median	Upper quartile
<b>Group Director</b>	£57,872	£82,292	£108,031
Comparator from other sectors (e.g. Headteacher in Large Secondary School; Senior Civil Servant)		£90,400	

#### Example roles:

Museum Manager, Hackney Museum	£35,607-£36,549
Director of Art Galleries, National Museums Liverpool	£46,440-£58,205
Assistant Director, RAF Museum	£57,243-£60,224

#### Example roles:

Director, Tyne and Wear Archives and Museums	£82,085-£87,084
Museums Manager, East Lothian Council Museums Service	£37,994-£42,830
Director of Museums and Galleries, Canterbury Museums and Galleries	£47,470-£54,591



## 08

FREELANCE  
AND AGENCY  
PAY

There has been substantial growth in recent years in the number of museum workers who work freelance, or through an agency. We were unable to gather robust data relating to pay for this group of workers, but we see this as an area for future research.

Our research did provide some relevant information, noted below:

- The most common roles where freelancers are used is conservation and learning, programming and outreach staff.
- Rates for learning, programming and outreach freelancers vary significantly, with day rates of between £100 and £300.
- Self-employed conservators receive around £50 an hour, but a number of museums reported that the rate is negotiable and varies depending on the collection.
- Day rates for freelance curators tend to vary between £100 and £300 a day, with £250 fairly common. Hourly rates are much less common for curators than for other staff groups.
- A sixth of museums use third-party organisations to recruit museum attendants, front-of-house and security staff. In the majority of cases agency staff are paid the same rate as permanent staff (58%), however, some reported that agency staff are paid a lower rate (24%) and others a higher rate (14%).
- Artist pay rates have been the subject of considerable scrutiny elsewhere, and museums should consult the Paying Artists Exhibition Payment Guide for information on artist pay: [www.payingartists.org.uk](http://www.payingartists.org.uk)

