

Addendum to Icon’s Conservation Salaries Survey 2022

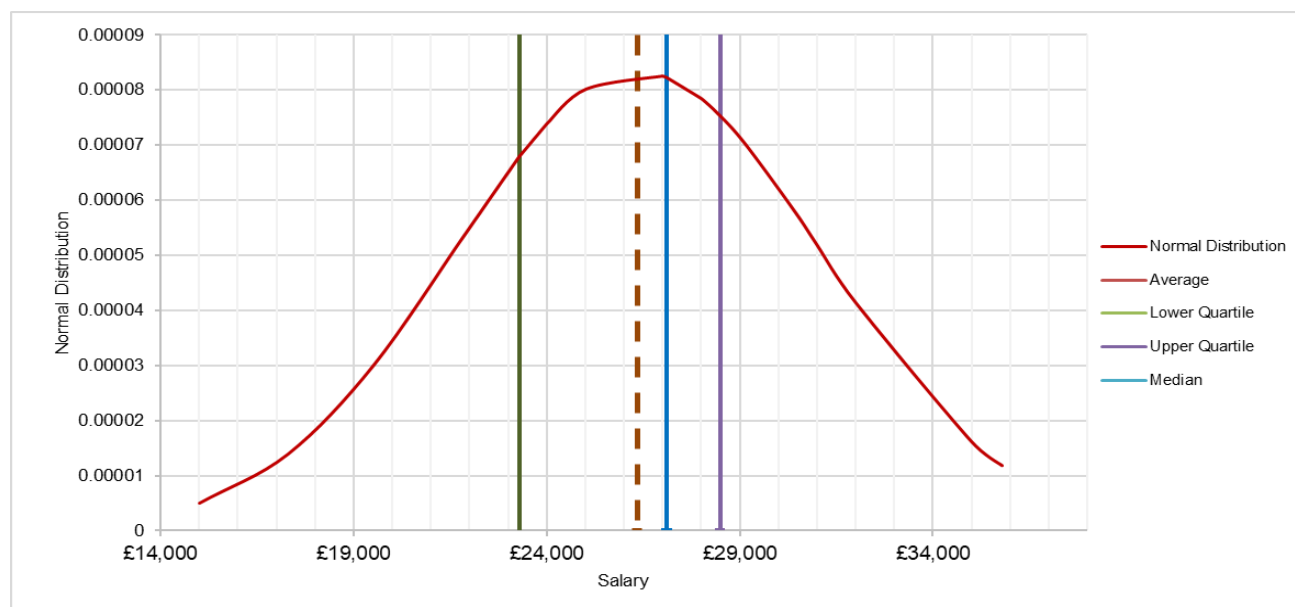
November 2022

In response to the publication of the Museums Association’s ‘Salary Research and Recommendations’ (November 2022) we have reviewed our data for conservation roles so that we can present the same range of data points. The methodology used in the gathering of data and the collation of findings between both surveys is different. Icon has presented salary information as it relates to responsibilities within a role whereas the Museums Association research is based on job titles. This means that a direct comparison is not possible as Icon’s research would group job descriptions into different categories regardless of the job title assigned to the role.

Early Career

Typical characteristics of roles assessed as early career include:

Example Job titles within sample	Assistant Conservator, Collections Care Assistant / Officer, Conservator
Experience	0 to 2 years or 3 to 5 years
Icon Accreditation	Pathway member of Icon required or desired
Knowledge	Good working and background knowledge of area of practice
People management	No people management responsibilities, or Line management / supervision of volunteers
Decision making	Partial decision-making responsibilities within scope of conservation projects
Financial responsibilities	No financial responsibilities

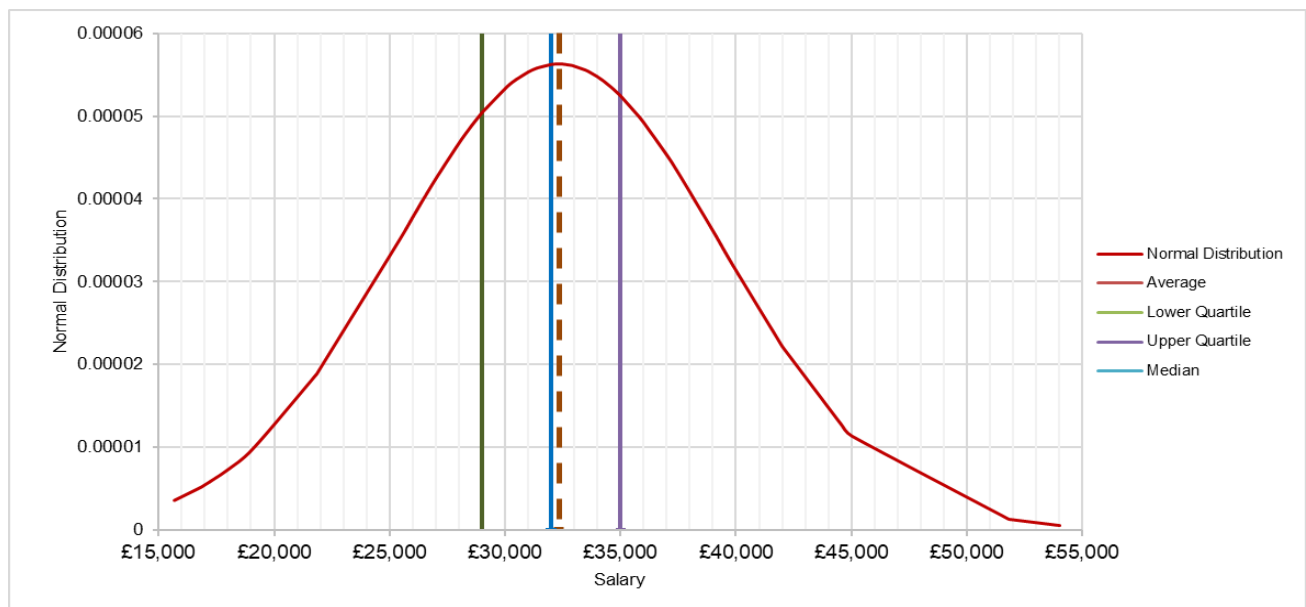


Mean	£26,346
Lower Quartile	£23,288
Median	£27,104
Upper Quartile	£28,491

Mid-Career

Typical characteristics of roles assessed as mid-career include:

Example Job titles within sample	Conservator, Senior Conservator, Project Manager
Experience	3 to 5 years or 6 to 10 years
Icon Accreditation	Pathway or Accredited member of Icon required or desired
Knowledge	Depth of understanding of discipline and area of practice or good working and background knowledge of area of practice
People management	No people management responsibilities or, Line management / supervision of volunteers, or Line management / supervision of trainees / junior staff members, or Line management / supervision of team
Decision making	Full decision-making responsibilities within scope of projects
Financial responsibilities	Financial responsibility within scope of individual projects

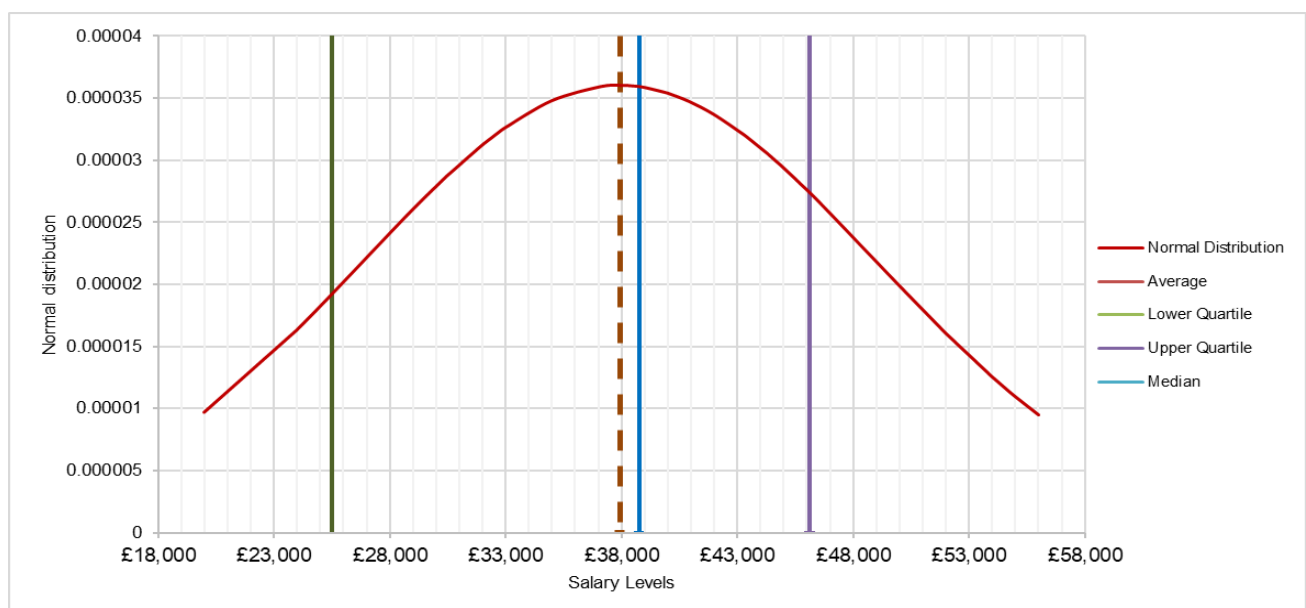


Mean	£32,333
Lower Quartile	£29,000
Median	£32,000
Upper Quartile	£35,000

Senior Positions

Typical characteristics of roles assessed as senior level include:

Example Job titles within sample	Head of Department, Head of Section, Senior Conservator, Senior Manager
Experience	6 to 10 years or more.
Icon Accreditation	Accredited member of Icon required or desired
Knowledge	Depth of understanding of discipline and area of practice
People management	Line management / supervision of team or Line management / supervision of department
Decision making	Full decision-making responsibilities within scope of projects, or Full responsibility for work of the team / department
Financial responsibilities	Financial responsibility within scope of team / department conservation budget or financial responsibility within scope of team



	Icon Research
Mean	£37,925
Lower Quartile	£25,525
Median	£38,750
Upper Quartile	£46,125