

Icon Salary Recommendations



Icon seeks to foster recognition of the responsibility held by conservation professionals in protecting and preserving the world's cultural heritage. The high-level skills and knowledge required for this vital role should be recognized in status and salary levels.

We recommend that the minimum salary for entry-level conservators should be £24,648.

Employers are encouraged to assist conservation staff to become accredited under Icon's Professional Accreditation of Conservator-Restorers (PACR) framework. Employment of Accredited Conservators (ACRs) is a mark of excellence in a heritage service. Achievement of accredited status by conservators should be recognized when setting salary levels.

Icon supports the principle of parity across heritage professionals when promoting the skills and value of conservators, curators, librarians, archivists, archaeologists and historic buildings specialists.

Icon will accept advertisements from employers who do not meet Icon's minimum salary guidelines. However, the ad will be displayed with a banner across the top stating that this job does not comply with Icon's recommendations for minimum salary levels.