



SCALE OF FEES
RECOMMENDED FOR THE ENGAGEMENT OF
ACCREDITED PROFESSIONAL HISTORIANS IN AUSTRALIA

LEVEL	PROFESSIONAL EXPERIENCE
HISTORIAN LEVEL 1	<ul style="list-style-type: none">• Well developed knowledge of historical sources and research methods• Experience in undertaking historical research under limited supervision• Proven skills and experience in analysing and interpreting research material• Proven skills and experience in preparing written material of a high standard
HISTORIAN LEVEL 2	<ul style="list-style-type: none">• Highly developed knowledge of historical sources and research methods• Written skills of a high order, with broad experience in the preparation of research reports and dissertations• Capability of providing sound advice on matters of historical interpretation• Knowledge of publishing procedures and, possibly, experience in preparing material for publication/display
HISTORIAN LEVEL 3	<ul style="list-style-type: none">• Extensive knowledge of historical sources and research methods• Written skills of a high order, with extensive experience in preparing complex reports, grey literature* and/or displays• Capability of providing expert advice on matters of historical interpretation, with the ability to undertake any necessary court appearance as an expert witness• Knowledge of publishing procedures, with broad experience in preparing material for publication and, possibly, a record as a published author
HISTORIAN LEVEL 4	<ul style="list-style-type: none">• Achievement of professional distinction and recognition as an authority in a field of history• The equivalent of ten years' full-time practice as a professional historian

* The term 'grey literature' refers to works produced by individuals and/or organisations for use/circulation outside the commercial publishing sector. The works may include, but not be limited to, documentary evidence, reports, exhibits, evaluations, commentaries, monographs, surveys, etc.

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Historian Level 1	Rate	Period
Up to 1 week	\$75.00 - \$97.00	per hour
1 week to 3 months	\$1,983.00 - \$2,609.00	per week
3 months to 12 months	\$1803.00 - \$2,371.00	per week
12 months or more	\$64,5740.00 - \$84,937.00	per year
Historian Level 2	Rate	Period
Up to 1 week	\$103.00 - \$132.00	per hour
1 week to 3 months	\$2,767.00 - \$3,295.00	per week
3 months to 12 months	\$2,513.00 - \$2,996.00	per week
12 months or more	\$90,030.00 - \$107,237.00	per year
Historian Level 3	Rate	Period
Up to 1 week	\$126.00 - \$157.00	per hour
1 week to 3 months	\$3,428.00 - \$4,305.00	per week
3 months to 12 months	\$3,116.00 - \$3,914.00	per week
12 months or more	\$111,542.00 - \$140,167.00	per year
Historian Level 4	Rate	Period
Up to 1 week	\$166.00 - \$205.00	per hour
1 week to 3 months	\$4,524.00 - \$5,653.00	per week
3 months to 12 months	\$4,114.00 - \$5,142.00	per week
12 months or more	\$147,323.00 - \$184,155.00	per year

**The Scale of Fees represents FIXED COSTS – Variable Costs may be added
GST NOT INCLUDED**

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The Scale of Fees represents **recommended** rates only.
The Scale of Fees should **NOT** restrict historians' negotiations nor impose any regulation on the fees charged by members of Professional Historians Associations in Australia.



SCALE OF FEES – A USER’S GUIDE

RECOMMENDED FOR THE ENGAGEMENT OF ACCREDITED PROFESSIONAL HISTORIANS IN AUSTRALIA

ACPHA publishes a schedule of **minimum recommended** rates for the non-permanent engagement of accredited professional historians. The Scale is updated annually immediately after the mid-year release of CPI figures. This user’s guide sets out some of the principles behind the development of the national Scale of Fees.

Using the Scale:

1. The Scale is intended to apply to the non-permanent engagement of accredited, self-employed, professional historians. It includes provision for leave (annual, long-service and sick) and superannuation, as well as the usual costs of running a business (e.g. office equipment, vehicle, maintenance of a library, professional memberships and insurances).
2. The Scale of Fees is not intended for use by salaried historians. A PHA member wishing to negotiate a salary with a public agency or private consultancy firm should check on the existing salary levels of historians employed in public agencies.
3. The Scale represents fixed costs. Variable and out-of-pocket costs, including distance travel and accommodation, and items such as images, maps/plans, photocopying, report production, couriers etc should be negotiated for individual projects. Such costs are charged to the client as expenses or outlays. GST is additional to the recommended rates.
4. Shorter engagements usually result in a lower number of effective chargeable hours. Annual rates allow for four weeks annual leave and up to two weeks sick leave; this is reflected in the seemingly-higher weekly rates. Similarly, the hourly rate recognises that an average working week for a self-employed, professional historian results in an estimated 28-30 chargeable hours.
5. A core principle is that the value of an historian’s work is the same no matter where he or she is located. Costs of living and of doing business tend to even out across geographical locations; for example, the cost of housing may be higher in capital cities, but resources and repositories are easier and cheaper to access; communication costs also tend to be lower. The range of values within each fee level allows for negotiation according to location and market demands.
6. The four levels in the Scale equate to specific experience and expertise gained within the profession. An historian’s hourly rates will reflect the expertise brought to a specific commission. Level 1 provides an entrance for the professionally young or newly graduated; it equates to a research position at university or graduate position in the public service. Level 4 provides for the skills and experience of distinguished professional historians. The fee levels DO NOT equate with the levels contained within the [National Standard for the Accreditation of Professional Historians in Australia](#) where the *Professional*, *Associate*, and *Graduate* levels represent membership benchmarks based on the academic qualifications that underpin expertise. All accredited historians have skills acquired through relevant university study but it is their subsequent experience that sees them develop their expertise in and across diverse fields.

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