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Accountancy & Finance

2022

**HAYS UK SALARY &
RECRUITING TRENDS**
SALARIES

hays.co.uk/accountancy

Methodology

This guide is taken from the Hays UK Salary & Recruiting Trends 2022 guide. The salary data has been compiled using information gathered during 2021 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.

ACCOUNTANCY & FINANCE

ACCOUNTANCY SUPPORT

London	£ Range	£ Typical
QBE Finance Manager	35,000-50,000	45,000
Assistant Accountant	27,000-35,000	32,000
Bookkeeper	28,000-36,000	32,000
AAT Studier	22,000-28,000	26,000
Accounts Assistant	20,000-27,000	25,000

Wales	£ Range	£ Typical
QBE Finance Manager	28,000-35,000	32,000
Assistant Accountant	23,000-32,000	27,000
Bookkeeper	20,000-25,000	24,000
AAT Studier	18,000-24,000	21,000
Accounts Assistant	19,000-26,000	23,000

North East England	£ Range	£ Typical
QBE Finance Manager	30,000-40,000	35,000
Assistant Accountant	21,000-28,000	26,000
Bookkeeper	20,000-26,000	23,000
AAT Studier	19,000-23,000	21,000
Accounts Assistant	18,500-22,000	20,500

South East England	£ Range	£ Typical
QBE Finance Manager	35,000-47,500	43,000
Assistant Accountant	26,000-35,000	31,000
Bookkeeper	25,000-35,000	30,000
AAT Studier	21,000-28,000	26,000
Accounts Assistant	20,000-27,000	25,000

West Midlands	£ Range	£ Typical
QBE Finance Manager	32,000-40,000	38,000
Assistant Accountant	24,000-32,000	28,000
Bookkeeper	25,000-35,000	29,000
AAT Studier	20,000-26,000	23,000
Accounts Assistant	20,000-26,000	24,000

North West England	£ Range	£ Typical
QBE Finance Manager	32,000-45,000	38,000
Assistant Accountant	24,000-28,000	26,000
Bookkeeper	24,000-28,000	26,000
AAT Studier	20,000-25,000	21,500
Accounts Assistant	19,000-23,000	22,000

East of England	£ Range	£ Typical
QBE Finance Manager	36,000-45,000	36,000
Assistant Accountant	26,000-32,000	30,000
Bookkeeper	28,000-32,000	28,000
AAT Studier	22,000-26,000	23,000
Accounts Assistant	22,000-26,000	25,000

East Midlands	£ Range	£ Typical
QBE Finance Manager	30,000-36,000	35,000
Assistant Accountant	25,000-32,000	28,000
Bookkeeper	22,000-28,000	26,000
AAT Studier	18,000-25,000	22,000
Accounts Assistant	20,000-26,000	25,000

Northern Ireland	£ Range	£ Typical
QBE Finance Manager	30,000-40,000	34,000
Assistant Accountant	24,000-33,000	28,000
Bookkeeper	20,000-30,000	27,000
AAT Studier	20,000-30,000	26,000
Accounts Assistant	18,000-25,000	23,000

South West England	£ Range	£ Typical
QBE Finance Manager	35,000-50,000	40,000
Assistant Accountant	26,000-32,000	30,000
Bookkeeper	24,000-30,000	26,000
AAT Studier	18,000-28,000	25,000
Accounts Assistant	20,000-27,000	24,000

Yorkshire and the Humber	£ Range	£ Typical
QBE Finance Manager	30,000-40,000	35,000
Assistant Accountant	21,000-28,000	26,000
Bookkeeper	20,000-26,000	24,000
AAT Studier	19,000-24,000	22,000
Accounts Assistant	18,500-23,000	21,000

Scotland	£ Range	£ Typical
QBE Finance Manager	30,000-38,000	36,000
Assistant Accountant	26,000-35,000	28,000
Bookkeeper	24,000-28,000	25,000
AAT Studier	18,000-25,000	22,000
Accounts Assistant	23,000-26,000	23,000

ACCOUNTANCY & FINANCE

ACCOUNTS PAYABLE

London	£ Range	£ Typical
Accounts Payable Manager	38,000-60,000	45,000
Accounts Payable Team Leader/Supervisor	32,000-37,000	35,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	22,000-30,000	25,000

Wales	£ Range	£ Typical
Accounts Payable Manager	28,000-40,000	34,000
Accounts Payable Team Leader/Supervisor	25,000-32,000	27,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	19,000-25,000	22,000

North East England	£ Range	£ Typical
Accounts Payable Manager	30,000-42,000	36,000
Accounts Payable Team Leader/Supervisor	25,000-35,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	18,500-23,000	21,000

South East England	£ Range	£ Typical
Accounts Payable Manager	35,000-50,000	42,000
Accounts Payable Team Leader/Supervisor	28,000-36,000	34,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-27,500	25,000

West Midlands	£ Range	£ Typical
Accounts Payable Manager	35,000-45,000	42,000
Accounts Payable Team Leader/Supervisor	30,000-38,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	22,000

North West England	£ Range	£ Typical
Accounts Payable Manager	42,000-55,000	44,000
Accounts Payable Team Leader/Supervisor	28,000-35,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-27,000	22,500

East of England	£ Range	£ Typical
Accounts Payable Manager	35,000-42,000	38,000
Accounts Payable Team Leader/Supervisor	28,000-33,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	22,000-26,000	24,000

East Midlands	£ Range	£ Typical
Accounts Payable Manager	30,000-43,000	40,000
Accounts Payable Team Leader/Supervisor	26,000-30,000	28,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-24,000	23,000

Northern Ireland	£ Range	£ Typical
Accounts Payable Manager	35,000-60,000	45,000
Accounts Payable Team Leader/Supervisor	25,000-40,000	35,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	17,000-28,000	23,000

South West England	£ Range	£ Typical
Accounts Payable Manager	35,000-46,000	41,000
Accounts Payable Team Leader/Supervisor	26,000-35,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	23,500

Yorkshire and the Humber	£ Range	£ Typical
Accounts Payable Manager	27,000-42,000	35,000
Accounts Payable Team Leader/Supervisor	24,000-30,000	28,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	18,500-23,000	21,000

Scotland	£ Range	£ Typical
Accounts Payable Manager	30,000-40,000	35,000
Accounts Payable Team Leader/Supervisor	28,000-35,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	22,000

ACCOUNTANCY & FINANCE

AUDIT, RISK & COMPLIANCE

Audit

London	£ Range	£ Typical
Head of/Director	120,000-250,000	155,000
Senior Audit Manager	80,000-110,000	97,000
Audit Manager	65,000-85,000	77,000
Senior Auditor	55,000-65,000	62,500
Auditor (Newly Qualified)	50,000-60,000	56,500
Junior Auditor	35,000-47,000	41,000

South West England	£ Range	£ Typical
Head of/Director	75,000-160,000	112,000
Senior Audit Manager	65,000-90,000	82,000
Audit Manager	50,000-85,000	72,000
Senior Auditor	45,000-60,000	55,000
Auditor (Newly Qualified)	45,000-54,000	52,000
Junior Auditor	30,000-45,000	36,000

East Midlands	£ Range	£ Typical
Head of/Director	75,000-135,000	103,000
Senior Audit Manager	60,000-90,000	77,000
Audit Manager	45,000-80,000	67,000
Senior Auditor	40,000-60,000	50,000
Auditor (Newly Qualified)	35,000-50,000	46,000
Junior Auditor	25,000-40,000	36,000

North West England	£ Range	£ Typical
Head of/Director	75,000-120,000	100,000
Senior Audit Manager	60,000-90,000	75,000
Audit Manager	55,000-80,000	67,000
Senior Auditor	45,000-55,000	50,000
Auditor (Newly Qualified)	40,000-48,000	45,000
Junior Auditor	32,000-37,000	35,000

South East England	£ Range	£ Typical
Head of/Director	80,000-160,000	128,000
Senior Audit Manager	67,000-95,000	89,000
Audit Manager	65,000-85,000	77,000
Senior Auditor	47,000-60,000	60,000
Auditor (Newly Qualified)	47,000-58,000	55,000
Junior Auditor	30,000-45,000	39,000

Wales	£ Range	£ Typical
Head of/Director	75,000-130,000	95,000
Senior Audit Manager	60,000-90,000	78,000
Audit Manager	50,000-75,000	65,000
Senior Auditor	40,000-60,000	53,000
Auditor (Newly Qualified)	35,000-42,000	38,000
Junior Auditor	30,000-40,000	34,000

Yorkshire and the Humber	£ Range	£ Typical
Head of/Director	75,000-120,000	110,000
Senior Audit Manager	60,000-90,000	75,000
Audit Manager	55,000-80,000	66,000
Senior Auditor	45,000-55,000	50,000
Auditor (Newly Qualified)	40,000-48,000	44,000
Junior Auditor	32,000-37,000	33,000

Scotland	£ Range	£ Typical
Head of/Director	80,000-160,000	103,000
Senior Audit Manager	65,000-90,000	82,000
Audit Manager	50,000-70,000	62,000
Senior Auditor	42,000-55,000	49,000
Auditor (Newly Qualified)	40,000-45,000	42,000
Junior Auditor	30,000-35,000	33,000

East of England	£ Range	£ Typical
Head of/Director	80,000-125,000	107,000
Senior Audit Manager	65,000-80,000	72,000
Audit Manager	58,000-75,000	64,000
Senior Auditor	48,000-58,000	54,000
Auditor (Newly Qualified)	45,000-54,000	50,000
Junior Auditor	30,000-40,000	35,000

West Midlands	£ Range	£ Typical
Head of/Director	75,000-150,000	103,000
Senior Audit Manager	60,000-90,000	77,000
Audit Manager	50,000-80,000	67,000
Senior Auditor	40,000-60,000	52,000
Auditor (Newly Qualified)	35,000-50,000	46,000
Junior Auditor	25,000-40,000	36,000

North East England	£ Range	£ Typical
Head of/Director	70,000-120,000	98,000
Senior Audit Manager	55,000-80,000	70,000
Audit Manager	50,000-70,000	62,000
Senior Auditor	42,000-50,000	48,000
Auditor (Newly Qualified)	40,000-46,000	44,000
Junior Auditor	30,000-40,000	32,000

ACCOUNTANCY & FINANCE

AUDIT, RISK & COMPLIANCE

Risk and Compliance

London

Financial services	£ Range	£ Typical
Risk and Compliance Director	100,000-200,000	155,000
Head of Compliance/Risk	100,000-170,000	130,000
Compliance Manager	45,000-75,000	57,000
Compliance Advisory Manager	75,000-125,000	98,000
Compliance Monitoring Manager	75,000-110,000	97,000
Operational/Conduct Risk Manager	75,000-100,000	87,000
Enterprise Risk Manager	65,000-90,000	77,000
Financial Crime Manager	80,000-140,000	114,000
Financial Crime Analyst	40,000-65,000	52,000
Compliance/Risk Analyst	27,000-40,000	35,000
Compliance Co-ordinator	30,000-50,000	41,000
Data Governance/GDPR	45,000-90,000	72,000

Commerce and industry	£ Range	£ Typical
Head of Risk	120,000-160,000	130,000
Head of Ethics & Compliance	80,000-120,000	97,000
Head of Data Governance	80,000-130,000	100,000
Risk Manager	65,000-85,000	75,000
Governance Manager	50,000-70,000	60,000
Compliance Manager (Regulatory or Operational)	50,000-70,000	65,000
Data Governance Manager	50,000-70,000	62,500
Business Continuity Manager	55,000-95,000	65,000
Risk Analyst	50,000-70,000	60,000
Compliance Officer/Assistant/Advisor	45,000-50,000	48,000
Data Governance Officer	37,000-45,000	39,000
Compliance Administrator	30,000-40,000	35,000

South

Financial services	£ Range	£ Typical
Risk and Compliance Director	100,000-150,000	112,000
Head of Compliance/Risk	80,000-120,000	90,000
Senior Compliance Manager	50,000-85,000	70,000
Compliance Advisory Manager	45,000-65,000	56,000
Compliance Monitoring Manager	40,000-58,000	50,000
Operational/Conduct Risk Manager	55,000-100,000	78,000
Enterprise Risk Manager	55,000-85,000	70,000
Financial Crime Manager	50,000-85,000	65,000
Financial Crime Analyst	28,000-50,000	40,000
Compliance/Risk Analyst	30,000-50,000	35,000
Compliance Co-ordinator	25,000-32,000	28,000
Data Governance/GDPR	38,000-65,000	45,000

Commerce and industry	£ Range	£ Typical
Head of Risk	80,000-150,000	94,000
Head of Ethics & Compliance	70,000-100,000	84,000
Head of Data Governance	60,000-120,000	83,000
Risk Manager	50,000-85,000	65,000
Governance Manager	45,000-65,000	55,000
Compliance Manager (Regulatory or Operational)	45,000-65,000	55,000
Data Governance Manager	45,000-65,000	55,000
Business Continuity Manager	45,000-90,000	57,000
Risk Analyst	35,000-65,000	52,000
Compliance Officer/Assistant/Advisor	32,000-45,000	42,000
Data Governance Officer	30,000-40,000	36,000
Compliance Administrator	30,000-35,000	31,000

ACCOUNTANCY & FINANCE

CREDIT MANAGEMENT

London	£ Range	£ Typical
Credit Director	80,000-110,000	95,000
Group Credit Manager/Head of Credit	65,000-85,000	72,000
Credit Manager	45,000-60,000	55,000
Credit Control Supervisor	30,000-40,000	36,000
Credit Risk Analyst	40,000-60,000	50,000
Senior Credit Controller	30,000-35,000	32,000
Credit Controller	22,000-30,000	27,000

Wales	£ Range	£ Typical
Credit Director	55,000-85,000	65,000
Group Credit Manager/Head of Credit	45,000-65,000	53,000
Credit Manager	28,000-40,000	38,000
Credit Control Supervisor	25,000-32,000	28,000
Credit Risk Analyst	26,000-38,000	30,000
Senior Credit Controller	22,000-28,000	26,000
Credit Controller	18,000-24,000	22,000

North East England	£ Range	£ Typical
Credit Director	55,000-90,000	75,000
Group Credit Manager/Head of Credit	45,000-70,000	60,000
Credit Manager	30,000-45,000	40,000
Credit Control Supervisor	24,000-32,000	29,000
Credit Risk Analyst	26,000-40,000	32,000
Senior Credit Controller	20,000-26,000	25,000
Credit Controller	18,500-25,000	22,000

South East England	£ Range	£ Typical
Credit Director	75,000-110,000	85,000
Group Credit Manager/Head of Credit	55,000-80,000	65,000
Credit Manager	40,000-55,000	48,000
Credit Control Supervisor	32,000-40,000	37,000
Credit Risk Analyst	30,000-50,000	40,000
Senior Credit Controller	28,000-36,000	32,000
Credit Controller	22,000-30,000	27,000

West Midlands	£ Range	£ Typical
Credit Director	65,000-85,000	80,000
Group Credit Manager/Head of Credit	50,000-65,000	65,000
Credit Manager	35,000-50,000	48,000
Credit Control Supervisor	29,000-35,000	34,000
Credit Risk Analyst	30,000-45,000	37,000
Senior Credit Controller	25,500-30,000	27,000
Credit Controller	21,000-28,000	26,000

North West England	£ Range	£ Typical
Credit Director	60,000-100,000	80,000
Group Credit Manager/Head of Credit	50,000-100,000	60,000
Credit Manager	35,000-55,000	45,000
Credit Control Supervisor	28,000-35,000	30,000
Credit Risk Analyst	35,000-60,000	45,000
Senior Credit Controller	24,000-29,000	27,000
Credit Controller	21,000-26,000	25,000

East of England	£ Range	£ Typical
Credit Director	55,000-80,000	70,000
Group Credit Manager/Head of Credit	45,000-65,000	60,000
Credit Manager	40,000-55,000	48,000
Credit Control Supervisor	32,000-42,000	38,000
Credit Risk Analyst	35,000-45,000	40,000
Senior Credit Controller	26,000-34,000	30,000
Credit Controller	23,000-28,000	26,000

East Midlands	£ Range	£ Typical
Credit Director	60,000-85,000	80,000
Group Credit Manager/Head of Credit	50,000-70,000	60,000
Credit Manager	33,000-45,000	40,000
Credit Control Supervisor	25,000-33,000	30,000
Credit Risk Analyst	30,000-42,000	40,000
Senior Credit Controller	24,000-30,000	28,000
Credit Controller	20,000-27,000	25,000

Northern Ireland	£ Range	£ Typical
Credit Director	60,000-85,000	72,000
Group Credit Manager/Head of Credit	40,000-70,000	55,000
Credit Manager	25,000-60,000	47,000
Credit Control Supervisor	25,000-45,000	38,000
Credit Risk Analyst	25,000-40,000	33,000
Senior Credit Controller	22,000-35,000	29,000
Credit Controller	20,000-28,000	25,000

South West England	£ Range	£ Typical
Credit Director	65,000-95,000	70,000
Group Credit Manager/Head of Credit	45,000-65,000	55,000
Credit Manager	40,000-50,000	45,000
Credit Control Supervisor	30,000-38,000	34,000
Credit Risk Analyst	30,000-45,000	42,000
Senior Credit Controller	28,000-35,000	30,000
Credit Controller	24,000-28,000	26,000

Yorkshire and the Humber	£ Range	£ Typical
Credit Director	60,000-85,000	70,000
Group Credit Manager/Head of Credit	45,000-65,000	60,000
Credit Manager	30,000-45,000	40,000
Credit Control Supervisor	24,000-32,000	30,000
Credit Risk Analyst	28,000-38,000	32,000
Senior Credit Controller	22,000-28,000	25,000
Credit Controller	18,500-25,000	23,000

Scotland	£ Range	£ Typical
Credit Director	55,000-80,000	65,000
Group Credit Manager/Head of Credit	45,000-65,000	55,000
Credit Manager	35,000-45,000	40,000
Credit Control Supervisor	28,000-34,000	30,000
Credit Risk Analyst	30,000-40,000	32,000
Senior Credit Controller	26,000-30,000	28,000
Credit Controller	22,000-25,000	24,000

ACCOUNTANCY & FINANCE

ACCOUNTS RECEIVABLE

London	£ Range	£ Typical
Manager	40,000-60,000	50,000
Team Leader/Supervisor	30,000-40,000	36,000
Analyst	28,000-32,000	30,000
Assistant/Clerk	22,000-30,000	26,000
Administrator	20,000-24,000	22,000

Wales	£ Range	£ Typical
Manager	28,000-42,000	37,000
Team Leader/Supervisor	24,000-32,000	26,000
Analyst	22,000-30,000	24,000
Assistant/Clerk	19,000-24,000	22,000
Administrator	18,000-22,000	19,500

North East England	£ Range	£ Typical
Manager	28,000-45,000	38,000
Team Leader/Supervisor	23,000-32,000	30,000
Analyst	22,000-30,000	24,000
Assistant/Clerk	19,000-22,000	21,000
Administrator	18,000-20,000	19,500

South East England	£ Range	£ Typical
Manager	34,000-48,000	40,000
Team Leader/Supervisor	28,000-36,000	32,000
Analyst	28,000-35,000	31,000
Assistant/Clerk	24,000-28,000	26,000
Administrator	20,000-25,000	23,000

West Midlands	£ Range	£ Typical
Manager	35,000-50,000	42,000
Team Leader/Supervisor	27,000-35,000	30,000
Analyst	23,000-30,000	26,000
Assistant/Clerk	20,000-25,000	23,000
Administrator	18,000-22,000	21,000

North West England	£ Range	£ Typical
Manager	32,000-55,000	44,000
Team Leader/Supervisor	28,000-35,000	31,000
Analyst	26,000-33,000	28,000
Assistant/Clerk	20,000-25,000	22,500
Administrator	18,000-21,000	19,500

East of England	£ Range	£ Typical
Manager	32,000-48,000	40,000
Team Leader/Supervisor	30,000-35,000	32,000
Analyst	25,000-30,000	28,000
Assistant/Clerk	22,000-26,000	24,000
Administrator	20,000-24,000	22,000

East Midlands	£ Range	£ Typical
Manager	28,000-40,000	35,000
Team Leader/Supervisor	24,000-30,000	28,000
Analyst	22,000-26,000	25,000
Assistant/Clerk	19,000-24,000	22,000
Administrator	17,000-21,000	19,500

Northern Ireland	£ Range	£ Typical
Manager	30,000-55,000	45,000
Team Leader/Supervisor	25,000-35,000	33,000
Analyst	23,000-32,000	27,000
Assistant/Clerk	19,000-24,000	21,000
Administrator	17,000-20,000	18,500

South West England	£ Range	£ Typical
Manager	35,000-45,000	40,000
Team Leader/Supervisor	28,000-35,000	30,000
Analyst	25,000-32,000	27,000
Assistant/Clerk	22,000-26,000	23,000
Administrator	18,000-22,000	22,000

Yorkshire and the Humber	£ Range	£ Typical
Manager	28,000-45,000	38,000
Team Leader/Supervisor	25,000-30,000	27,000
Analyst	22,000-28,000	25,000
Assistant/Clerk	18,500-24,500	22,000
Administrator	18,000-20,000	19,500

Scotland	£ Range	£ Typical
Manager	32,000-43,000	38,000
Team Leader/Supervisor	28,000-32,000	30,000
Analyst	27,000-32,000	28,000
Assistant/Clerk	21,000-25,000	23,000
Administrator	18,000-20,000	19,000

ACCOUNTANCY & FINANCE

PAYROLL

London	£ Range	£ Typical
Head of Payroll	60,000-120,000	78,000
International Payroll Manager	50,000-80,000	65,000
Payroll Manager	45,000-65,000	55,000
Payroll Supervisor/Team Leader	32,000-45,000	40,000
International Payroll Specialist	35,000-52,000	45,000
Sole Charge Payroller	30,000-45,000	40,000
Payroll Clerk	26,000-32,000	32,000
Payroll Administrator	25,000-32,000	28,000

South East England	£ Range	£ Typical
Head of Payroll	55,000-80,000	65,000
Payroll Manager	40,000-55,000	47,000
Payroll Supervisor/Team Leader	28,000-42,000	36,000
Sole Charge Payroller	26,000-36,000	32,000
Payroll Clerk	23,000-31,000	28,000
Payroll Administrator	20,000-27,000	25,000

East of England	£ Range	£ Typical
Head of Payroll	45,000-65,000	55,000
Payroll Manager	35,000-45,000	40,000
Payroll Supervisor/Team Leader	30,000-35,000	32,000
Sole Charge Payroller	28,000-32,000	30,000
Payroll Clerk	24,000-28,000	26,500
Payroll Administrator	22,000-26,000	25,000

South West England	£ Range	£ Typical
Head of Payroll	46,000-65,000	60,000
Payroll Manager	45,000-55,000	50,000
Payroll Supervisor/Team Leader	30,000-35,000	35,000
Sole Charge Payroller	25,000-32,000	28,500
Payroll Clerk	22,000-28,000	26,000
Payroll Administrator	20,000-25,000	24,000

Wales	£ Range	£ Typical
Head of Payroll	46,000-60,000	53,000
Payroll Manager	32,000-50,000	40,000
Payroll Supervisor/Team Leader	27,000-34,000	30,000
Sole Charge Payroller	23,000-31,000	27,000
Payroll Clerk	20,000-25,000	24,000
Payroll Administrator	19,000-22,500	20,000

West Midlands	£ Range	£ Typical
Head of Payroll	65,000-78,000	68,000
International Payroll Manager	48,000-59,000	57,000
Payroll Manager	46,000-56,000	52,000
Payroll Supervisor/Team Leader	35,000-41,000	38,000
International Payroll Specialist	32,000-36,000	34,000
Sole Charge Payroller	28,000-34,000	32,000
Payroll Clerk	26,000-32,000	28,000
Payroll Administrator	22,000-29,000	25,000

East Midlands	£ Range	£ Typical
Head of Payroll	50,000-70,000	65,000
Payroll Manager	40,000-50,000	48,000
Payroll Supervisor/Team Leader	30,000-38,000	35,000
Sole Charge Payroller	25,000-32,000	29,000
Payroll Clerk	22,000-28,000	26,500
Payroll Administrator	18,000-24,000	22,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Payroll	50,000-70,000	60,000
Payroll Manager	35,000-50,000	45,000
Payroll Supervisor/Team Leader	28,000-35,000	32,000
Sole Charge Payroller	26,000-30,000	29,000
Payroll Clerk	21,000-26,000	24,000
Payroll Administrator	18,500-22,500	21,000

North East England	£ Range	£ Typical
Head of Payroll	46,500-60,000	55,000
Payroll Manager	33,000-45,000	42,000
Payroll Supervisor/Team Leader	26,500-33,000	30,000
Sole Charge Payroller	22,500-30,000	28,000
Payroll Clerk	19,000-25,000	23,000
Payroll Administrator	18,500-22,000	20,000

North West England	£ Range	£ Typical
Head of Payroll	50,000-70,000	60,000
Payroll Manager	40,000-50,000	45,000
Payroll Supervisor/Team Leader	28,000-35,000	32,000
Sole Charge Payroller	28,000-32,000	30,000
Payroll Clerk	23,000-27,000	25,000
Payroll Administrator	20,000-23,000	21,000

Northern Ireland	£ Range	£ Typical
Head of Payroll	40,000-70,000	55,000
Payroll Manager	32,000-45,000	42,000
Payroll Supervisor/Team Leader	23,000-32,000	28,000
Sole Charge Payroller	23,000-33,000	30,000
Payroll Clerk	18,000-26,000	23,000
Payroll Administrator	17,000-22,000	21,000

Scotland	£ Range	£ Typical
Head of Payroll	45,000-70,000	60,000
Payroll Manager	35,000-49,000	48,000
Payroll Supervisor/Team Leader	25,000-38,000	36,000
Sole Charge Payroller	25,000-35,000	28,000
Payroll Clerk	20,000-25,000	24,000
Payroll Administrator	18,000-22,000	21,000

ACCOUNTANCY & FINANCE

PART-QUALIFIED ACCOUNTANCY

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
London	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-46,000	44,000	40,000-46,000	44,000	35,000-42,000	36,000	35,000-45,000	40,000
Part-Qualified/Semi Senior	30,000-37,000	36,000	30,000-37,000	36,000	24,000-37,000	30,000	29,000-35,000	35,000
Trainee	20,000-28,000	25,000	20,000-30,000	25,000	19,000-27,000	24,000	25,000-29,000	28,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
South East England	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	36,000-45,000	42,000	36,000-45,000	42,000	28,000-36,000	34,000	34,000-42,000	38,000
Part-Qualified/Semi Senior	30,000-38,000	36,000	30,000-38,000	35,000	24,000-33,000	29,000	26,000-33,000	31,000
Trainee	20,000-28,000	25,000	20,000-28,000	25,000	20,000-26,000	23,500	20,000-26,000	24,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
East of England	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	32,000-40,000	38,000	32,000-40,000	37,000	32,000-38,000	33,000	32,000-40,000	36,000
Part-Qualified/Semi Senior	26,000-34,000	32,000	26,000-32,000	31,000	26,000-32,000	29,000	25,000-32,000	30,000
Trainee	22,000-25,000	24,000	22,000-25,000	24,000	20,000-25,000	22,000	19,000-25,000	23,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
South West England	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	35,000-42,000	40,000	35,000-42,000	40,000	35,000-42,000	35,000	34,000-42,000	36,000
Part-Qualified/Semi Senior	26,000-37,000	35,000	26,000-37,000	35,000	26,000-37,000	30,000	27,000-37,000	31,000
Trainee	18,000-25,000	24,000	18,000-25,000	24,000	18,000-25,000	23,000	18,000-28,000	22,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
Wales	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	28,000-38,000	32,000	28,000-38,000	32,000	24,000-32,000	30,000	26,000-35,000	32,000
Part-Qualified/Semi Senior	24,000-30,000	28,000	24,000-32,000	30,000	19,000-27,000	24,000	22,000-30,000	26,000
Trainee	17,000-22,000	19,000	18,000-24,000	21,000	15,000-20,000	19,000	17,000-22,000	19,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
West Midlands	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-40,000	36,000	30,000-40,000	36,000	28,000-36,000	30,000	30,000-40,000	36,000
Part-Qualified/Semi Senior	25,000-32,000	30,000	25,000-35,000	32,000	25,000-32,000	28,000	25,000-32,000	28,000
Trainee	19,000-25,000	23,000	19,000-25,000	23,000	19,000-25,000	23,000	19,000-25,000	23,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
East Midlands	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-36,000	35,000	30,000-40,000	35,000	23,000-30,000	30,000	28,000-35,000	32,000
Part-Qualified/Semi Senior	22,000-30,000	29,000	25,000-33,000	30,000	20,000-27,000	27,000	24,000-32,000	28,000
Trainee	18,000-24,000	23,000	20,000-25,000	23,000	18,000-23,000	22,000	18,000-24,000	22,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
Yorkshire and the Humber	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-38,000	34,000	30,000-38,000	34,000	28,000-33,000	30,000	28,000-35,000	30,000
Part-Qualified/Semi Senior	25,000-33,000	29,000	24,000-31,000	29,000	22,000-28,000	27,000	24,000-30,000	26,000
Trainee	19,000-23,000	21,500	19,000-24,000	22,000	18,500-25,000	22,000	19,000-24,000	21,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
North East England	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-38,000	34,000	30,000-38,000	33,000	28,000-35,000	31,000	28,000-35,000	30,000
Part-Qualified/Semi Senior	23,000-32,000	28,000	22,000-32,000	29,000	21,000-28,000	27,000	23,000-30,000	26,000
Trainee	19,000-23,000	20,500	18,000-24,000	22,000	19,000-24,000	21,500	19,000-22,000	20,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
North West England	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	32,000-38,000	36,000	32,000-38,000	35,000	31,000-37,000	34,000	27,000-30,000	30,000
Part-Qualified/Semi Senior	28,000-33,000	31,000	28,000-33,000	31,000	27,000-33,000	31,000	23,000-27,000	26,000
Trainee	21,000-27,000	24,000	21,000-27,000	24,000	21,000-27,000	23,000	20,000-22,000	21,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
Northern Ireland	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	26,000-33,000	30,000	26,000-33,000	30,000	23,000-30,000	27,000	20,000-30,000	28,000
Part-Qualified/Semi Senior	24,000-30,000	28,000	24,000-30,000	28,000	20,000-24,000	23,000	18,000-25,000	22,000
Trainee	18,000-25,000	22,000	18,000-25,000	22,000	17,000-20,000	18,500	17,000-20,000	18,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
Scotland	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	32,000-35,000	33,000	33,000-38,000	35,000	27,000-35,000	32,000	30,000-36,000	34,000
Part-Qualified/Semi Senior	28,000-31,000	30,000	28,000-33,000	32,000	20,000-28,000	25,000	28,000-32,000	28,000
Trainee	20,000-25,000	23,000	20,000-26,000	24,000	18,000-20,000	19,000	19,000-24,000	22,000

ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
London	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	300,000	-	-
Financial Director	125,000-200,000	160,000	100,000-150,000	135,000
Financial Controller	80,000-130,000	100,000	65,000-85,000	80,000
Financial Planning & Analysis Manager*	70,000-90,000	80,000	65,000-80,000	75,000
Financial Accountant	50,000-60,000	55,000	50,000-60,000	56,000
Company Accountant	-	-	50,000-60,000	55,000
Management Accountant	47,500-58,000	55,000	50,000-60,000	52,500
Business/Finance Analyst*	50,000-65,000	60,000	45,000-65,000	55,000
Finance Manager	60,000-70,000	65,000	60,000-70,000	65,000
Business Partner†	55,000-80,000	67,000	55,000-65,000	63,000
Systems Accountant*	60,000-75,000	70,000	60,000-80,000	68,000
Experience				
5+ Years' PQE**	65,000-100,000	80,000	70,000-90,000	80,000
2-4 Years' PQE**	55,000-70,000	65,000	65,000-75,000	70,000
Recently Qualified (up to 2 years)	50,000-60,000	56,000	50,000-60,000	55,000
Newly Qualified	50,000-55,000	52,000	50,000-55,000	52,500

	Large organisation ▼		SME ▼	
South East England	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	280,000	-	-
Financial Director	100,000-200,000	155,000	70,000-140,000	100,000
Financial Controller	70,000-130,000	100,000	55,000-90,000	75,000
Financial Planning & Analysis Manager*	65,000-85,000	80,000	55,000-75,000	65,000
Financial Accountant	50,000-65,000	59,000	45,000-65,000	56,000
Company Accountant	-	-	40,000-60,000	55,000
Management Accountant	50,000-60,000	55,000	42,000-55,000	51,000
Business/Finance Analyst*	55,000-64,000	57,000	45,000-62,000	53,000
Finance Manager	60,000-75,000	64,000	45,000-60,000	55,000
Business Partner†	55,000-80,000	70,000	55,000-70,000	62,500
Systems Accountant*	50,000-80,000	67,000	50,000-75,000	64,000
Experience				
5+ Years' PQE**	60,000-90,000	76,000	55,000-75,000	68,000
2-4 Years' PQE**	55,000-70,000	66,000	52,000-60,000	56,000
Recently Qualified (up to 2 years)	50,000-65,000	58,000	48,000-60,000	55,000
Newly Qualified	45,000-55,000	50,500	45,000-57,000	50,500

	Large organisation ▼		SME ▼	
East of England	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	150,000-300,000	200,000	-	-
Financial Director	100,000-200,000	130,000	70,000-120,000	90,000
Financial Controller	75,000-100,000	85,000	65,000-85,000	75,000
Financial Planning & Analysis Manager*	70,000-90,000	78,000	55,000-90,000	65,000
Financial Accountant	45,000-65,000	55,000	40,000-50,000	48,000
Company Accountant	-	-	48,000-65,000	57,000
Management Accountant	45,000-55,000	50,000	40,000-50,000	48,000
Business/Finance Analyst*	45,000-60,000	53,000	45,000-55,000	50,000
Finance Manager	58,000-70,000	65,000	55,000-60,000	58,000
Business Partner†	55,000-68,000	62,000	50,000-65,000	58,000
Systems Accountant*	47,000-63,000	58,000	48,000-60,000	52,000
Experience				
5+ Years' PQE**	60,000-85,000	70,000	60,000-70,000	65,000
2-4 Years' PQE**	50,000-65,000	55,000	48,000-55,000	53,000
Recently Qualified (up to 2 years)	42,000-55,000	50,000	45,000-50,000	48,000
Newly Qualified	42,000-50,000	48,000	43,000-48,000	45,000

	Large organisation ▼		SME ▼	
South West England	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-300,000	250,000	-	-
Financial Director	85,000-160,000	130,000	85,000-135,000	100,000
Financial Controller	75,000-105,000	95,000	45,000-75,000	60,000
Financial Planning & Analysis Manager*	57,500-90,000	77,500	55,000-80,000	62,000
Financial Accountant	43,000-55,000	51,000	38,000-50,000	46,000
Company Accountant	-	-	42,000-52,000	47,500
Management Accountant	42,000-55,000	50,000	40,000-50,000	45,000
Business/Finance Analyst*	45,000-60,000	55,000	40,000-50,000	46,000
Finance Manager	50,000-65,000	58,000	38,000-55,000	50,000
Business Partner†	48,000-65,000	60,000	45,000-65,000	50,000
Systems Accountant*	40,000-60,000	56,000	45,000-55,000	50,000
Experience				
5+ Years' PQE**	60,000-90,000	82,000	55,000-80,000	68,000
2-4 Years' PQE**	45,000-65,000	60,000	44,000-58,000	55,000
Recently Qualified (up to 2 years)	40,000-52,000	50,000	40,000-55,000	50,000
Newly Qualified	38,000-48,000	45,000	38,000-46,000	43,000

* Group FD, Systems Accountant, Financial Planning & Analysis Manager, and Business/Finance Analyst are job titles not typically found within the SME finance structure. The exception to this is within the higher concentration of medium-sized businesses located in the South East and London where you may find Finance Analysts and Financial Planning & Analysis Managers.

† In SMEs the role of Business Partner is typically filled by a Management Accountant.

** PQE: Post-qualified experience.

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

Wales	Large organisation ▼		SME ▼	
	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	150,000-300,000	200,000	-	-
Financial Director	80,000-130,000	100,000	70,000-120,000	85,000
Financial Controller	50,000-92,000	85,000	45,000-65,000	60,000
Financial Planning & Analysis Manager*	55,000-80,000	70,000	45,000-65,000	56,000
Financial Accountant	35,000-50,000	45,000	32,000-45,000	42,000
Company Accountant	-	-	32,000-48,000	42,000
Management Accountant	38,000-50,000	47,000	32,000-45,000	42,000
Business/Finance Analyst*	40,000-50,000	47,000	40,000-50,000	46,000
Finance Manager	38,000-55,000	48,000	35,000-45,000	42,000
Business Partner†	45,000-60,000	55,000	40,000-50,000	48,000
Systems Accountant*	35,000-50,000	45,000	40,000-50,000	45,000
Experience				
5+ Years' PQE**	50,000-75,000	67,000	42,000-65,000	55,000
2-4 Years' PQE**	42,000-52,000	49,000	32,000-48,000	46,000
Recently Qualified (up to 2 years)	39,000-46,000	44,000	32,000-42,000	40,000
Newly Qualified	32,000-42,000	40,000	28,000-38,000	36,000

West Midlands	Large organisation ▼		SME ▼	
	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	250,000	-	-
Financial Director	100,000-200,000	130,000	70,000-150,000	95,000
Financial Controller	70,000-120,000	95,000	50,000-85,000	72,000
Financial Planning & Analysis Manager*	60,000-90,000	70,000	55,000-75,000	65,000
Financial Accountant	40,000-50,000	45,000	40,000-55,000	45,000
Company Accountant	-	-	44,000-65,000	50,000
Management Accountant	38,000-50,000	47,000	38,000-48,000	44,000
Business/Finance Analyst*	40,000-50,000	47,000	40,000-52,000	45,000
Finance Manager	45,000-65,000	52,500	45,000-58,000	49,000
Business Partner†	55,000-90,000	65,000	50,000-65,000	56,000
Systems Accountant*	40,000-65,000	55,000	40,000-55,000	46,000
Experience				
5+ Years' PQE**	50,000-90,000	70,000	50,000-75,000	65,000
2-4 Years' PQE**	40,000-60,000	55,000	42,000-55,000	48,000
Recently Qualified (up to 2 years)	40,000-50,000	45,000	40,000-47,000	44,000
Newly Qualified	40,000-46,000	41,000	37,000-44,000	40,000

East Midlands	Large organisation ▼		SME ▼	
	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	250,000	-	-
Financial Director	90,000-200,000	130,000	60,000-150,000	95,000
Financial Controller	70,000-100,000	90,000	45,000-70,000	60,000
Financial Planning & Analysis Manager*	50,000-90,000	70,000	45,000-60,000	55,000
Financial Accountant	35,000-50,000	45,000	35,000-48,000	45,000
Company Accountant	-	-	30,000-50,000	45,000
Management Accountant	38,000-50,000	47,000	35,000-50,000	46,000
Business/Finance Analyst*	36,000-52,000	47,000	35,000-50,000	45,000
Finance Manager	45,000-65,000	52,000	35,000-55,000	50,000
Business Partner†	45,000-70,000	55,000	45,000-55,000	50,000
Systems Accountant*	40,000-60,000	50,000	30,000-45,000	42,000
Experience				
5+ Years' PQE**	50,000-90,000	70,000	50,000-70,000	65,000
2-4 Years' PQE**	40,000-60,000	50,000	40,000-50,000	47,000
Recently Qualified (up to 2 years)	38,000-50,000	45,000	33,000-48,000	45,000
Newly Qualified	36,000-45,000	40,000	30,000-40,000	38,000

Yorkshire and the Humber	Large organisation ▼		SME ▼	
	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	175,000-300,000	200,000	-	-
Financial Director	90,000-250,000	125,000	70,000-150,000	95,000
Financial Controller	70,000-100,000	90,000	45,000-80,000	65,000
Financial Planning & Analysis Manager*	50,000-85,000	62,000	40,000-65,000	55,000
Financial Accountant	38,000-55,000	48,000	38,000-48,000	42,000
Company Accountant	-	-	40,000-65,000	48,000
Management Accountant	38,000-55,000	48,000	38,000-48,000	42,000
Business/Finance Analyst*	38,000-55,000	48,000	36,000-48,000	42,000
Finance Manager	50,000-70,000	60,000	40,000-58,000	47,000
Business Partner†	50,000-75,000	60,000	40,000-55,000	47,000
Systems Accountant*	45,000-60,000	52,000	38,000-55,000	45,000
Experience				
5+ Years' PQE**	60,000-90,000	70,000	55,000-80,000	65,000
2-4 Years' PQE**	48,000-60,000	55,000	45,000-55,000	50,000
Recently Qualified (up to 2 years)	40,000-55,000	48,000	40,000-50,000	45,000
Newly Qualified	38,000-48,000	42,000	35,000-45,000	40,000

* Group FD, Systems Accountant, Financial Planning & Analysis Manager, and Business/Finance Analyst are job titles not typically found within the SME finance structure. The exception to this is within the higher concentration of medium-sized businesses located in the South East and London where you may find Finance Analysts and Financial Planning & Analysis Managers.

† In SMEs the role of Business Partner is typically filled by a Management Accountant.

** PQE: Post-qualified experience.

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
North East England	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	160,000-280,000	200,000	-	-
Financial Director	90,000-180,000	120,000	60,000-130,000	90,000
Financial Controller	60,000-95,000	80,000	48,000-70,000	60,000
Financial Planning & Analysis Manager*	45,000-65,000	55,000	40,000-65,000	50,000
Financial Accountant	38,000-46,000	42,000	40,000-50,000	45,000
Company Accountant	-	-	35,000-50,000	45,000
Management Accountant	38,000-48,000	45,000	35,000-50,000	42,000
Business/Finance Analyst*	40,000-55,000	50,000	35,000-50,000	42,000
Finance Manager	45,000-61,500	53,000	40,000-60,000	50,000
Business Partner†	45,000-75,000	56,000	40,000-60,000	50,000
Systems Accountant*	45,000-65,000	52,000	40,000-60,000	50,000
Experience				
5+ Years' PQE**	50,000-80,000	65,000	55,000-80,000	65,000
2-4 Years' PQE**	45,000-55,000	50,000	45,000-60,000	50,000
Recently Qualified (up to 2 years)	40,000-50,000	45,000	40,000-50,000	45,000
Newly Qualified	35,000-42,000	40,000	35,000-42,000	40,000

	Large organisation ▼		SME ▼	
North West England	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	250,000	-	-
Financial Director	130,000-200,000	150,000	90,000-140,000	100,000
Financial Controller	85,000-130,000	100,000	60,000-85,000	67,000
Financial Planning & Analysis Manager*	70,000-85,000	75,000	50,000-70,000	55,000
Financial Accountant	45,000-60,000	50,000	38,000-50,000	47,000
Company Accountant	-	-	38,000-55,000	45,000
Management Accountant	45,000-55,000	48,000	38,000-55,000	45,000
Business/Finance Analyst*	45,000-55,000	50,000	38,000-50,000	45,000
Finance Manager	57,000-75,000	65,000	40,000-60,000	50,000
Business Partner†	55,000-75,000	65,000	42,000-60,000	52,000
Systems Accountant*	45,000-60,000	55,000	42,000-55,000	50,000
Experience				
5+ Years' PQE**	68,000-110,000	80,000	63,000-100,000	75,000
2-4 Years' PQE**	53,000-75,000	65,000	47,000-62,000	52,000
Recently Qualified (up to 2 years)	42,000-55,000	48,000	40,000-50,000	45,000
Newly Qualified	40,000-47,000	43,000	37,000-43,000	40,000

	Large organisation ▼		SME ▼	
Northern Ireland	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	100,000-200,000	150,000	70,000-120,000	100,000
Financial Director	80,000-140,000	105,000	60,000-100,000	80,000
Financial Controller	50,000-80,000	65,000	50,000-65,000	55,000
Financial Planning & Analysis Manager*	40,000-65,000	55,000	40,000-65,000	50,000
Financial Accountant	35,000-45,000	42,000	34,000-45,000	40,000
Company Accountant	-	-	34,000-45,000	40,000
Management Accountant	35,000-45,000	42,000	34,000-45,000	40,000
Business/Finance Analyst*	35,000-50,000	42,000	34,000-45,000	40,000
Finance Manager	45,000-60,000	55,000	40,000-55,000	48,000
Business Partner†	40,000-65,000	52,000	35,000-55,000	45,000
Systems Accountant*	45,000-70,000	55,000	40,000-60,000	50,000
Experience				
5+ Years' PQE**	45,000-65,000	55,000	40,000-60,000	50,000
2-4 Years' PQE**	38,000-50,000	45,000	38,000-50,000	45,000
Recently Qualified (up to 2 years)	36,000-45,000	43,000	35,000-45,000	38,000
Newly Qualified	34,000-38,000	36,000	34,000-38,000	35,000

	Large organisation ▼		SME ▼	
Scotland	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	180,000-300,000	250,000	-	-
Financial Director	100,000-180,000	150,000	70,000-110,000	85,000
Financial Controller	65,000-80,000	75,000	50,000-65,000	60,000
Financial Planning & Analysis Manager*	60,000-75,000	70,000	45,000-65,000	52,000
Financial Accountant	38,000-48,000	43,000	38,000-45,000	42,000
Company Accountant	-	-	35,000-46,000	43,000
Management Accountant	38,000-48,000	45,000	37,000-46,000	43,000
Business/Finance Analyst*	40,000-50,000	48,000	36,000-48,000	42,000
Finance Manager	42,000-60,000	55,000	40,000-55,000	50,000
Business Partner†	45,000-65,000	60,000	43,000-48,000	46,000
Systems Accountant*	45,000-60,000	55,000	40,000-45,000	44,000
Experience				
5+ Years' PQE**	55,000-75,000	64,000	48,000-60,000	58,000
2-4 Years' PQE**	44,000-60,000	48,000	40,000-48,000	46,000
Recently Qualified (up to 2 years)	40,000-48,000	45,000	37,000-45,000	42,000
Newly Qualified	38,000-43,000	41,000	37,000-42,000	40,000

* Group FD, Systems Accountant, Financial Planning & Analysis Manager, and Business/Finance Analyst are job titles not typically found within the SME finance structure. The exception to this is within the higher concentration of medium-sized businesses located in the South East and London where you may find Finance Analysts and Financial Planning & Analysis Managers.

† In SMEs the role of Business Partner is typically filled by a Management Accountant.

** PQE: Post-qualified experience.

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

ACCOUNTANCY & FINANCE PUBLIC PRACTICE

Audit and assurance

London	£ Range	£ Typical
Director	92,000-125,000	112,000
Assistant Director/Senior Manager	75,000-90,000	83,000
Manager	60,000-75,000	68,000
Assistant Manager	50,000-58,000	54,000
Qualified Senior/Executive	47,000-55,000	51,000

South West England	£ Range	£ Typical
Director	85,000-115,000	92,000
Assistant Director/Senior Manager	60,000-92,000	72,000
Manager	47,000-68,000	55,000
Assistant Manager	45,000-53,000	47,500
Qualified Senior/Executive	35,000-44,000	40,000

East Midlands	£ Range	£ Typical
Director	68,000-105,000	87,500
Assistant Director/Senior Manager	50,000-75,000	60,000
Manager	42,000-60,000	50,000
Assistant Manager	37,000-47,000	42,000
Qualified Senior/Executive	33,000-42,000	38,000

North West England	£ Range	£ Typical
Director	75,000-125,000	100,000
Assistant Director/Senior Manager	55,000-75,000	68,000
Manager	45,000-55,000	55,000
Assistant Manager	38,000-45,000	42,000
Qualified Senior/Executive	32,000-39,000	38,000

South East England	£ Range	£ Typical
Director	75,000-100,000	92,000
Assistant Director/Senior Manager	55,000-75,000	67,000
Manager	48,000-62,000	58,000
Assistant Manager	42,000-52,000	49,000
Qualified Senior/Executive	38,000-47,000	44,500

Wales	£ Range	£ Typical
Director	75,000-105,000	83,000
Assistant Director/Senior Manager	53,000-75,000	62,000
Manager	42,000-58,000	50,000
Assistant Manager	33,000-47,000	41,000
Qualified Senior/Executive	29,000-39,000	34,000

Yorkshire and the Humber	£ Range	£ Typical
Director	75,000-125,000	90,000
Assistant Director/Senior Manager	55,000-75,000	63,000
Manager	45,000-55,000	48,000
Assistant Manager	38,000-45,000	42,000
Qualified Senior/Executive	32,000-39,000	38,000

Northern Ireland	£ Range	£ Typical
Director	65,000-90,000	72,000
Assistant Director/Senior Manager	50,000-80,000	60,000
Manager	38,000-48,000	43,000
Assistant Manager	33,000-38,000	35,000
Qualified Senior/Executive	30,000-35,000	34,000

East of England	£ Range	£ Typical
Director	71,000-91,000	82,000
Assistant Director/Senior Manager	52,000-72,000	67,000
Manager	37,000-56,000	51,000
Assistant Manager	37,000-49,000	46,000
Qualified Senior/Executive	29,000-43,500	42,000

West Midlands	£ Range	£ Typical
Director	70,000-110,000	93,000
Assistant Director/Senior Manager	55,000-80,000	70,500
Manager	44,000-60,000	53,500
Assistant Manager	36,500-48,000	44,500
Qualified Senior/Executive	32,000-44,000	40,000

North East England	£ Range	£ Typical
Director	70,000-95,000	88,000
Assistant Director/Senior Manager	50,000-65,000	60,000
Manager	42,000-58,000	50,000
Assistant Manager	35,000-47,000	41,000
Qualified Senior/Executive	29,000-42,000	38,000

Scotland	£ Range	£ Typical
Director	70,000-95,000	82,000
Assistant Director/Senior Manager	55,000-80,000	65,000
Manager	42,000-55,000	50,000
Assistant Manager	35,000-44,000	40,000
Qualified Senior/Executive	32,000-41,000	38,000

ACCOUNTANCY & FINANCE PUBLIC PRACTICE

General practice

London	£ Range	£ Typical
Director	80,000-120,000	104,000
Assistant Director/Senior Manager	70,000-90,000	78,000
Manager	55,000-70,000	65,000
Assistant Manager	48,000-55,000	52,000
Qualified Senior/Executive	42,000-47,000	45,000
Semi-Senior Accountant	25,000-35,000	32,000
Trainee Accountant	24,000-28,000	27,000
Bookkeeper	27,000-42,000	36,000

Wales	£ Range	£ Typical
Director	60,000-80,000	71,500
Assistant Director/Senior Manager	45,000-60,000	53,500
Manager	37,000-52,000	46,000
Assistant Manager	33,000-43,000	39,000
Qualified Senior/Executive	30,000-38,000	34,000
Semi-Senior Accountant	23,000-27,000	24,500
Trainee Accountant	16,000-23,000	20,000
Bookkeeper	19,000-26,000	23,000

North East England	£ Range	£ Typical
Director	60,000-90,000	75,000
Assistant Director/Senior Manager	50,000-60,000	55,000
Manager	45,000-55,000	45,000
Assistant Manager	38,000-45,000	40,000
Qualified Senior/Executive	30,000-40,000	35,000
Semi-Senior Accountant	20,000-30,000	24,000
Trainee Accountant	15,000-20,000	18,000
Bookkeeper	18,000-22,000	20,000

South East England	£ Range	£ Typical
Director	75,000-100,000	86,000
Assistant Director/Senior Manager	60,000-65,000	64,000
Manager	50,000-60,000	56,000
Assistant Manager	45,000-50,000	48,000
Qualified Senior/Executive	40,000-46,000	45,000
Semi-Senior Accountant	22,000-33,000	28,000
Trainee Accountant	20,000-25,000	23,000
Bookkeeper	26,000-32,000	31,000

West Midlands	£ Range	£ Typical
Director	65,000-85,000	75,000
Assistant Director/Senior Manager	45,000-65,000	58,000
Manager	35,000-50,000	46,000
Assistant Manager	35,000-42,500	40,000
Qualified Senior/Executive	28,500-37,000	35,000
Semi-Senior Accountant	22,000-30,000	25,000
Trainee Accountant	16,000-23,000	20,000
Bookkeeper	18,000-26,000	24,000

North West England	£ Range	£ Typical
Director	65,000-90,000	80,000
Assistant Director/Senior Manager	55,000-75,000	62,000
Manager	45,000-55,000	48,000
Assistant Manager	35,000-44,000	40,000
Qualified Senior/Executive	28,000-38,000	38,000
Semi-Senior Accountant	20,000-25,000	24,000
Trainee Accountant	16,000-20,000	19,000
Bookkeeper	20,000-30,000	26,000

East of England	£ Range	£ Typical
Director	67,000-92,000	77,000
Assistant Director/Senior Manager	53,000-74,000	60,000
Manager	42,000-53,000	48,000
Assistant Manager	38,500-47,500	43,500
Qualified Senior/Executive	32,000-42,000	39,000
Semi-Senior Accountant	22,500-30,000	26,500
Trainee Accountant	16,500-20,000	19,000
Bookkeeper	20,000-31,500	26,000

East Midlands	£ Range	£ Typical
Director	55,000-85,000	73,000
Assistant Director/Senior Manager	45,000-60,000	56,000
Manager	34,000-49,000	45,000
Assistant Manager	34,000-42,000	39,000
Qualified Senior/Executive	27,000-35,000	33,000
Semi-Senior Accountant	22,000-26,000	24,000
Trainee Accountant	18,000-21,000	21,000
Bookkeeper	16,000-20,000	19,000

Northern Ireland	£ Range	£ Typical
Director	63,000-80,000	67,000
Assistant Director/Senior Manager	45,000-65,000	54,000
Manager	38,000-48,000	42,000
Assistant Manager	33,000-40,000	36,000
Qualified Senior/Executive	29,000-35,000	33,000
Semi-Senior Accountant	25,000-34,000	31,000
Trainee Accountant	16,000-22,000	18,500
Bookkeeper	21,000-25,000	23,500

South West England	£ Range	£ Typical
Director	70,000-105,000	84,000
Assistant Director/Senior Manager	57,000-78,000	61,000
Manager	44,000-60,000	49,000
Assistant Manager	42,000-52,000	44,000
Qualified Senior/Executive	34,000-43,000	37,000
Semi-Senior Accountant	23,000-29,000	26,500
Trainee Accountant	16,000-25,000	20,000
Bookkeeper	21,000-33,000	25,500

Yorkshire and the Humber	£ Range	£ Typical
Director	60,000-90,000	72,000
Assistant Director/Senior Manager	45,000-56,000	54,000
Manager	35,000-46,000	44,000
Assistant Manager	31,000-41,000	38,000
Qualified Senior/Executive	28,000-38,000	34,000
Semi-Senior Accountant	20,000-25,000	23,000
Trainee Accountant	15,000-20,000	19,000
Bookkeeper	18,000-26,000	20,000

Scotland	£ Range	£ Typical
Director	65,000-85,000	77,000
Assistant Director/Senior Manager	50,000-68,000	57,000
Manager	40,000-52,000	48,000
Assistant Manager	32,000-38,000	38,000
Qualified Senior/Executive	30,000-37,000	35,000
Semi-Senior Accountant	24,000-30,000	28,000
Trainee Accountant	18,000-25,000	23,000
Bookkeeper	20,000-30,000	26,500

ACCOUNTANCY & FINANCE PUBLIC PRACTICE

Corporate finance

London	£ Range	£ Typical
Director	100,000-170,000	135,000
Assistant Director/Senior Manager	78,000-100,000	90,000
Manager	60,000-78,000	69,000
Qualified Senior/Executive	47,000-62,000	56,000

South East England	£ Range	£ Typical
Director	80,000-120,000	112,000
Assistant Director/Senior Manager	70,000-95,000	82,000
Manager	52,000-67,000	57,000
Qualified Senior/Executive	40,000-55,000	46,500

East of England	£ Range	£ Typical
Director	62,000-120,000	91,000
Assistant Director/Senior Manager	57,000-81,000	71,000
Manager	42,000-57,000	53,000
Qualified Senior/Executive	37,000-47,000	42,500

South West England	£ Range	£ Typical
Director	85,000-125,000	94,000
Assistant Director/Senior Manager	65,000-95,000	77,000
Manager	53,000-75,000	60,000
Qualified Senior/Executive	42,000-48,000	45,000

Wales	£ Range	£ Typical
Director	60,000-100,000	77,000
Assistant Director/Senior Manager	50,000-75,000	67,000
Manager	42,000-60,000	52,000
Qualified Senior/Executive	32,000-45,000	38,000

West Midlands	£ Range	£ Typical
Director	75,000-150,000	115,000
Assistant Director/Senior Manager	65,000-85,000	80,000
Manager	45,000-65,000	57,500
Qualified Senior/Executive	40,000-50,000	44,000

East Midlands	£ Range	£ Typical
Director	75,000-120,000	105,000
Assistant Director/Senior Manager	60,000-80,000	72,000
Manager	50,000-65,000	56,000
Qualified Senior/Executive	34,000-45,000	43,000

Yorkshire and the Humber	£ Range	£ Typical
Director	75,000-110,000	94,000
Assistant Director/Senior Manager	60,000-79,000	70,000
Manager	45,000-58,000	52,000
Qualified Senior/Executive	36,000-45,000	42,000

North East England	£ Range	£ Typical
Director	75,000-110,000	94,000
Assistant Director/Senior Manager	60,000-78,500	70,000
Manager	45,000-57,500	51,000
Qualified Senior/Executive	36,000-45,000	41,000

North West England	£ Range	£ Typical
Director	80,000-120,000	96,000
Assistant Director/Senior Manager	50,000-80,000	73,000
Manager	45,000-55,000	52,000
Qualified Senior/Executive	35,000-45,000	42,000

Northern Ireland	£ Range	£ Typical
Director	65,000-90,000	71,000
Assistant Director/Senior Manager	45,000-75,000	57,000
Manager	38,000-50,000	46,000
Qualified Senior/Executive	30,000-35,000	34,000

Scotland	£ Range	£ Typical
Director	70,000-100,000	87,000
Assistant Director/Senior Manager	55,000-80,000	70,000
Manager	45,000-60,000	53,000
Qualified Senior/Executive	33,000-40,000	37,000

Forensic accounting

London	£ Range	£ Typical
Director	100,000-170,000	140,000
Assistant Director/Senior Manager	78,000-100,000	87,000
Manager	60,000-80,000	72,000
Assistant Manager	55,000-60,000	57,000
Senior/Executive	47,000-55,000	52,000

South East England	£ Range	£ Typical
Director	90,000-120,500	115,000
Assistant Director/Senior Manager	70,000-95,000	78,000
Manager	50,000-68,000	64,000
Assistant Manager	45,000-55,000	52,000
Senior/Executive	40,000-52,000	47,000

East of England	£ Range	£ Typical
Director	86,000-120,000	94,000
Assistant Director/Senior Manager	66,000-91,000	73,000
Manager	46,000-61,000	54,000
Assistant Manager	41,000-49,000	46,500
Senior/Executive	37,000-46,000	43,000

South West England	£ Range	£ Typical
Director	85,000-115,000	93,000
Assistant Director/Senior Manager	60,000-90,000	73,000
Manager	50,000-72,000	58,500
Assistant Manager	45,000-59,000	50,000
Senior/Executive	40,000-48,000	43,500

Wales	£ Range	£ Typical
Director	60,000-100,000	72,000
Assistant Director/Senior Manager	50,000-70,000	55,000
Manager	40,000-55,000	47,000
Assistant Manager	38,000-47,000	41,000
Senior/Executive	30,000-40,000	33,500

West Midlands	£ Range	£ Typical
Director	70,000-115,000	90,000
Assistant Director/Senior Manager	55,000-75,000	68,000
Manager	44,000-58,000	53,000
Assistant Manager	40,000-48,000	45,000
Senior/Executive	35,000-45,000	41,000

East Midlands	£ Range	£ Typical
Director	65,000-95,000	84,000
Assistant Director/Senior Manager	55,000-72,000	68,000
Manager	40,000-56,000	54,000
Assistant Manager	38,000-45,000	42,000
Senior/Executive	34,000-42,000	39,500

Yorkshire and the Humber	£ Range	£ Typical
Director	70,000-100,000	90,000
Assistant Director/Senior Manager	55,000-72,000	65,000
Manager	40,000-56,000	52,000
Assistant Manager	38,000-46,000	42,000
Senior/Executive	35,000-45,000	40,000

North East England	£ Range	£ Typical
Director	70,000-95,000	85,000
Assistant Director/Senior Manager	55,000-72,000	65,000
Manager	40,000-56,000	52,000
Assistant Manager	38,000-46,000	42,000
Senior/Executive	34,000-40,000	38,500

North West England	£ Range	£ Typical
Director	70,000-100,000	90,000
Assistant Director/Senior Manager	55,000-75,000	70,000
Manager	45,000-56,000	52,000
Assistant Manager	38,000-46,000	42,000
Senior/Executive	34,000-40,000	38,500

Northern Ireland	£ Range	£ Typical
Director	60,000-80,000	70,000
Assistant Director/Senior Manager	45,000-55,000	50,000
Manager	36,000-50,000	44,000
Assistant Manager	32,000-36,000	34,000
Senior/Executive	30,000-34,000	33,000

Scotland	£ Range	£ Typical
Director	80,000-100,000	92,000
Assistant Director/Senior Manager	55,000-80,000	67,000
Manager	45,000-60,000	53,000
Assistant Manager	36,000-44,000	43,000
Senior/Executive	35,000-45,000	38,000

ACCOUNTANCY & FINANCE PUBLIC PRACTICE

Insolvency/corporate recovery

London	£ Range	£ Typical
Director	95,000-140,000	125,000
Assistant Director/Senior Manager	75,000-95,000	87,000
Manager	55,000-75,000	67,000
Assistant Manager	45,000-55,000	52,000
Senior Administrator	37,000-47,000	44,000
Administrator	28,000-37,000	33,000
Trainee/Junior Administrator	23,000-28,000	25,000

Wales	£ Range	£ Typical
Director	60,000-90,000	74,000
Assistant Director/Senior Manager	45,000-70,000	60,000
Manager	40,000-55,000	47,000
Assistant Manager	30,000-40,000	36,000
Senior Administrator	24,000-32,000	28,500
Administrator	19,000-24,000	21,000
Trainee/Junior Administrator	17,000-21,000	18,000

North East England	£ Range	£ Typical
Director	50,000-80,000	71,000
Assistant Director/Senior Manager	38,000-55,000	52,000
Manager	34,000-45,000	42,000
Assistant Manager	28,000-36,000	34,000
Senior Administrator	25,000-35,000	31,000
Administrator	18,000-30,000	26,000
Trainee/Junior Administrator	15,000-20,000	18,500

South East England	£ Range	£ Typical
Director	70,000-105,000	95,000
Assistant Director/Senior Manager	55,000-75,000	67,000
Manager	45,000-60,000	56,000
Assistant Manager	40,000-55,000	48,000
Senior Administrator	25,000-40,000	33,000
Administrator	20,000-32,000	28,000
Trainee/Junior Administrator	20,000-25,000	23,000

West Midlands	£ Range	£ Typical
Director	60,000-90,000	80,000
Assistant Director/Senior Manager	50,000-70,000	65,000
Manager	38,000-55,000	50,000
Assistant Manager	32,000-44,000	40,000
Senior Administrator	25,000-35,000	32,000
Administrator	22,000-30,000	27,500
Trainee/Junior Administrator	16,000-22,000	21,000

North West England	£ Range	£ Typical
Director	70,000-100,000	80,000
Assistant Director/Senior Manager	55,000-75,000	64,000
Manager	40,000-55,000	45,000
Assistant Manager	35,000-45,000	40,000
Senior Administrator	25,000-35,000	30,000
Administrator	20,000-30,000	27,000
Trainee/Junior Administrator	17,500-22,000	22,000

East of England	£ Range	£ Typical
Director	66,000-86,000	76,000
Assistant Director/Senior Manager	51,000-71,000	63,000
Manager	47,500-61,000	56,000
Assistant Manager	41,000-50,000	46,500
Senior Administrator	27,000-42,000	33,000
Administrator	21,500-32,500	29,000
Trainee/Junior Administrator	18,500-25,500	23,500

East Midlands	£ Range	£ Typical
Director	50,000-90,000	77,000
Assistant Director/Senior Manager	43,000-60,000	56,000
Manager	36,000-50,000	46,000
Assistant Manager	30,000-40,000	36,000
Senior Administrator	25,000-35,000	31,000
Administrator	18,000-28,000	26,000
Trainee/Junior Administrator	15,000-20,000	19,000

Northern Ireland	£ Range	£ Typical
Director	60,000-70,000	65,000
Assistant Director/Senior Manager	45,000-55,000	50,000
Manager	38,000-45,000	42,000
Assistant Manager	32,000-37,000	34,000
Senior Administrator	18,000-22,000	20,000
Administrator	18,000-20,000	18,000
Trainee/Junior Administrator	17,000-20,000	17,500

South West England	£ Range	£ Typical
Director	80,000-115,000	93,000
Assistant Director/Senior Manager	60,000-92,000	66,000
Manager	50,000-68,000	57,000
Assistant Manager	45,000-58,000	48,000
Senior Administrator	30,000-40,000	33,000
Administrator	25,000-33,000	28,000
Trainee/Junior Administrator	21,000-25,000	22,500

Yorkshire and the Humber	£ Range	£ Typical
Director	50,000-80,000	70,000
Assistant Director/Senior Manager	38,000-55,000	52,000
Manager	34,000-45,000	42,000
Assistant Manager	28,000-36,000	35,000
Senior Administrator	24,000-32,000	30,000
Administrator	18,000-28,000	25,000
Trainee/Junior Administrator	15,000-20,000	19,000

Scotland	£ Range	£ Typical
Director	55,000-75,000	67,000
Assistant Director/Senior Manager	50,000-65,000	53,000
Manager	38,000-55,000	47,000
Assistant Manager	28,000-37,000	34,000
Senior Administrator	21,000-26,000	24,000
Administrator	17,000-24,000	21,000
Trainee/Junior Administrator	16,500-19,000	18,000

ACCOUNTANCY & FINANCE TAXATION

In-house

	FTSE 100/250 ▼	FS ▼	LTD/SME ▼			
London	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Head of Tax/Director	140,000-310,000	185,000	180,000-350,000	220,000	90,000-150,000	125,000
Group Tax Manager	100,000-130,000	117,000	120,000-160,000	135,000	70,000-110,000	87,000
Senior/International Tax Manager	100,000-130,000	120,000	90,000-130,000	106,000	60,000-80,000	75,000
European Tax Manager	80,000-100,000	92,000	72,000-90,000	85,000	75,000-85,000	80,000
UK Tax Manager	77,000-90,000	85,000	65,000-80,000	77,000	50,000-70,000	63,000
Tax Accountant	45,000-65,000	54,000	55,000-70,000	60,000	35,000-55,000	50,000
Transfer Pricing Manager	75,000-95,000	89,000	70,000-100,000	93,000	50,000-80,000	60,000
VAT Director	100,000-140,000	130,000	90,000-155,000	145,000	80,000-110,000	90,000
VAT Manager	65,000-90,000	78,000	73,000-95,000	94,000	65,000-85,000	75,000
VAT Accountant	40,000-55,000	50,000	47,000-60,000	56,000	35,000-45,000	40,000
Employee/Expat/Trusts Manager	50,000-75,000	62,000	50,000-85,000	70,000	50,000-75,000	55,000
Operational Tax Manager	-	-	72,000-85,000	82,000	-	-

South East England	£ Range	£ Typical
Head of Tax/Director	110,000-180,000	150,000
Group Tax Manager	80,000-120,000	100,000
Senior/International Tax Manager	75,000-90,000	87,500
Tax Manager	60,000-75,000	68,500
Tax Accountant	50,000-60,000	53,000
Transfer Pricing Manager	65,000-90,000	78,000
VAT Director	75,000-100,000	82,000
VAT Manager	65,000-75,000	70,000
VAT Accountant	40,000-60,000	50,000

South West England	£ Range	£ Typical
Head of Tax/Director	110,000-175,000	135,000
Group Tax Manager	75,000-110,000	90,000
Senior/International Tax Manager	65,000-95,000	85,000
Tax Manager	50,000-75,000	60,000
Tax Accountant	40,000-50,000	47,000
Transfer Pricing Manager	60,000-80,000	75,000
VAT Director	65,000-110,000	85,000
VAT Manager	50,000-70,000	60,000
VAT Accountant	40,000-60,000	54,000

East of England	£ Range	£ Typical
Head of Tax/Director	100,000-175,000	130,000
Group Tax Manager	75,000-110,000	95,000
Senior/International Tax Manager	65,000-95,000	85,000
Tax Manager	50,000-70,000	60,000
Tax Accountant	40,000-50,000	47,000
Transfer Pricing Manager	60,000-80,000	75,000
VAT Director	65,000-110,000	85,000
VAT Manager	50,000-70,000	60,000
VAT Accountant	40,000-60,000	50,000

Wales	£ Range	£ Typical
Head of Tax/Director	80,000-130,000	105,000
Group Tax Manager	68,000-90,000	80,000
Senior/International Tax Manager	55,000-75,000	68,000
Tax Manager	45,000-55,000	51,000
Tax Accountant	40,000-60,000	48,000
Transfer Pricing Manager	48,000-75,000	63,000
VAT Director	60,000-95,000	80,000
VAT Manager	45,000-65,000	55,000
VAT Accountant	40,000-50,000	50,000

West Midlands	£ Range	£ Typical
Head of Tax/Director	110,000-175,000	140,000
Group Tax Manager	75,000-110,000	95,000
Senior/International Tax Manager	65,000-90,000	80,000
Tax Manager	55,000-70,000	60,000
Tax Accountant	40,000-50,000	48,000
Transfer Pricing Manager	60,000-80,000	75,000
VAT Director	65,000-110,000	85,000
VAT Manager	50,000-70,000	60,000
VAT Accountant	40,000-60,000	50,000

East Midlands	£ Range	£ Typical
Head of Tax/Director	110,000-175,000	135,000
Group Tax Manager	75,000-110,000	90,000
Senior/International Tax Manager	65,000-90,000	80,000
Tax Manager	50,000-70,000	60,000
Tax Accountant	40,000-50,000	47,000
Transfer Pricing Manager	60,000-80,000	70,000
VAT Director	65,000-110,000	85,000
VAT Manager	50,000-70,000	60,000
VAT Accountant	40,000-60,000	50,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Tax/Director	90,000-130,000	105,000
Group Tax Manager	65,000-95,000	82,000
Senior/International Tax Manager	65,000-80,000	70,000
Tax Manager	50,000-65,000	55,000
Tax Accountant	35,000-46,000	42,000
Transfer Pricing Manager	60,000-80,000	73,000
VAT Director	60,000-90,000	73,000
VAT Manager	50,000-60,000	57,000
VAT Accountant	38,000-50,000	45,000

North East England	£ Range	£ Typical
Head of Tax/Director	80,000-120,000	100,000
Group Tax Manager	65,000-95,000	80,000
Senior/International Tax Manager	60,000-75,000	65,000
Tax Manager	50,000-65,000	55,000
Tax Accountant	35,000-50,000	45,000
Transfer Pricing Manager	60,000-75,000	68,000
VAT Director	60,000-90,000	72,000
VAT Manager	50,000-60,000	57,000
VAT Accountant	38,000-50,000	42,000

North West England	£ Range	£ Typical
Head of Tax/Director	80,000-120,000	100,000
Group Tax Manager	65,000-100,000	85,000
Senior/International Tax Manager	60,000-85,000	75,000
Tax Manager	50,000-65,000	58,000
Tax Accountant	35,000-50,000	45,000
Transfer Pricing Manager	60,000-80,000	78,000
VAT Director	60,000-90,000	75,000
VAT Manager	50,000-65,000	60,000
VAT Accountant	38,000-55,000	47,000

Scotland	£ Range	£ Typical
Head of Tax/Director	80,000-140,000	100,000
Group Tax Manager	60,000-80,000	76,000
Senior/International Tax Manager	65,000-85,000	74,000
Tax Manager	50,000-65,000	55,000
Tax Accountant	38,000-50,000	46,000
Transfer Pricing Manager	50,000-75,000	63,000
VAT Director	70,000-100,000	84,000
VAT Manager	52,000-80,000	67,000
VAT Accountant	38,000-55,000	45,000

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

ACCOUNTANCY & FINANCE TAXATION

Practice

London	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	115,000-200,000	155,000	90,000-150,000	100,000	75,000-110,000	90,000
Assistant Director/Senior Manager	80,000-110,000	90,000	60,000-85,000	75,000	60,000-80,000	70,000
Manager	60,000-75,000	70,000	55,000-70,000	65,000	45,000-60,000	53,000
Assistant Manager/Supervisor	45,000-55,000	55,000	42,000-50,000	47,500	42,000-50,000	47,500
Senior	35,000-50,000	48,000	34,000-45,000	45,000	34,000-45,000	42,000
Assistant	27,000-35,000	31,000	24,000-35,000	30,000	27,000-36,000	30,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	110,000-200,000	150,000	90,000-150,000	100,000	70,000-105,000	85,000
Assistant Director/Senior Manager	80,000-100,000	90,000	60,000-85,000	70,000	60,000-80,000	70,000
Manager	55,000-75,000	68,000	50,000-75,000	65,000	45,000-60,000	52,500
Assistant Manager/Supervisor	45,000-55,000	51,000	42,000-50,000	47,500	40,000-50,000	45,000
Senior	35,000-50,000	46,000	34,000-45,000	42,000	32,000-42,500	36,000
Assistant	27,000-35,000	31,000	25,000-32,000	30,000	25,000-30,000	28,000

South East England	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	115,000	90,000-130,000	100,000	65,000-90,000	76,000
Assistant Director/Senior Manager	75,000-99,500	83,000	55,000-80,000	67,500	50,000-70,000	58,000
Manager	50,000-65,000	61,000	45,000-60,000	54,000	40,000-55,000	48,000
Assistant Manager/Supervisor	40,000-57,000	51,000	35,000-52,000	45,000	35,000-45,000	41,000
Senior	38,000-50,000	48,000	26,000-45,000	36,000	25,000-40,000	36,000
Assistant	24,000-34,000	27,000	20,000-30,000	25,000	18,000-25,000	24,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	110,000	90,000-130,000	100,000	65,000-110,000	71,000
Assistant Director/Senior Manager	70,000-90,000	80,000	55,000-70,000	65,000	55,000-70,000	58,000
Manager	50,000-65,000	60,000	45,000-55,000	52,500	40,000-55,000	46,000
Assistant Manager/Supervisor	40,000-55,000	48,000	35,000-50,000	43,000	30,000-45,000	38,000
Senior	36,000-50,000	44,000	26,000-45,000	35,000	25,000-35,000	31,000
Assistant	22,000-30,000	27,000	21,000-27,000	25,000	18,000-25,000	23,000

East of England	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	82,000-150,000	115,000	69,000-150,000	88,500	51,500-82,500	77,500
Assistant Director/Senior Manager	67,000-93,000	77,000	57,000-77,000	72,500	56,500-68,500	58,500
Manager	46,000-68,000	62,000	41,500-61,500	57,500	43,500-52,000	49,500
Assistant Manager/Supervisor	37,000-48,000	44,000	36,500-44,500	43,000	34,000-47,000	43,500
Senior	32,000-39,000	38,000	27,000-39,000	37,500	29,000-35,500	32,500
Assistant	23,500-32,000	28,500	18,500-25,500	24,000	20,000-25,000	24,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	81,000-150,000	115,000	71,000-115,000	86,500	67,500-88,000	77,500
Assistant Director/Senior Manager	61,000-86,000	73,000	56,000-76,000	66,500	42,500-63,500	57,500
Manager	43,000-61,000	57,000	40,500-55,000	47,000	37,000-57,500	44,000
Assistant Manager/Supervisor	33,000-46,500	43,500	35,500-42,500	40,500	33,500-42,500	38,500
Senior	31,000-42,000	39,000	27,500-36,500	35,500	27,500-34,000	33,500
Assistant	23,000-32,500	27,000	18,500-24,500	24,000	18,500-25,500	22,500

South West England	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-165,000	120,000	80,000-110,000	95,000	65,000-95,000	75,000
Assistant Director/Senior Manager	60,000-94,000	80,000	60,000-80,000	72,000	55,000-75,000	60,000
Manager	50,000-64,000	56,000	50,000-60,000	54,000	45,000-53,000	50,000
Assistant Manager/Supervisor	41,000-50,000	45,000	36,000-47,000	43,000	36,000-45,000	42,000
Senior	38,000-46,000	40,000	34,000-45,000	39,500	34,000-44,000	37,000
Assistant	24,000-33,000	27,000	22,000-33,000	24,500	22,000-30,000	24,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-165,000	115,000	80,000-110,000	93,000	64,000-91,000	70,000
Assistant Director/Senior Manager	58,000-90,000	78,000	60,000-80,000	66,000	53,000-75,000	58,000
Manager	52,000-64,000	54,000	50,000-60,000	52,500	44,000-53,000	48,000
Assistant Manager/Supervisor	41,000-50,000	44,000	36,000-47,000	43,000	36,000-45,000	40,500
Senior	37,000-45,000	39,000	34,000-45,000	38,500	32,000-42,000	37,500
Assistant	24,000-33,000	27,000	22,000-33,000	23,500	21,000-30,000	24,000

ACCOUNTANCY & FINANCE TAXATION

Practice

Wales	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	103,000	70,000-95,000	83,000	60,000-80,000	63,000
Assistant Director/Senior Manager	62,000-87,000	77,000	50,000-70,000	63,000	50,000-65,000	56,000
Manager	45,000-55,000	51,500	42,000-55,000	52,000	38,000-50,000	44,000
Assistant Manager/Supervisor	37,000-47,000	41,000	30,000-40,000	36,000	28,000-38,000	36,000
Senior	30,000-40,000	36,000	28,000-35,000	32,000	25,000-35,000	31,000
Assistant	21,000-26,000	23,500	18,500-26,000	22,000	18,000-25,000	21,500

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	103,000	70,000-95,000	83,000	60,000-80,000	63,000
Assistant Director/Senior Manager	62,000-87,000	76,000	50,000-70,000	63,000	50,000-65,000	56,000
Manager	45,000-55,000	51,000	42,000-55,000	52,000	38,000-50,000	44,000
Assistant Manager/Supervisor	37,000-47,000	41,000	30,000-40,000	36,000	28,000-38,000	36,000
Senior	30,000-40,000	36,000	28,000-35,000	32,000	25,000-35,000	31,000
Assistant	21,000-26,000	23,500	18,500-26,000	22,000	18,000-25,000	21,500

West Midlands	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-180,000	112,000	75,000-120,000	93,000	70,000-90,000	80,000
Assistant Director/Senior Manager	60,000-90,000	70,000	55,000-75,000	67,000	50,000-65,000	55,000
Manager	45,000-55,000	49,000	42,000-54,000	47,000	38,000-52,000	42,000
Assistant Manager/Supervisor	39,000-45,000	42,000	35,000-43,000	39,000	30,000-40,000	34,000
Senior	32,000-40,000	37,500	30,000-38,000	33,500	26,000-32,000	30,000
Assistant	24,000-32,000	27,000	22,000-26,000	23,500	18,000-25,000	22,500

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-180,000	112,000	75,000-120,000	93,000	60,000-80,000	73,500
Assistant Director/Senior Manager	60,000-90,000	70,000	55,000-75,000	67,000	50,000-65,000	56,000
Manager	45,000-55,000	49,000	42,000-54,000	46,500	38,000-50,000	42,000
Assistant Manager/Supervisor	39,000-45,000	42,000	35,000-44,000	36,500	30,000-40,000	34,500
Senior	32,000-40,000	35,500	30,000-38,000	33,500	26,000-32,000	30,500
Assistant	24,000-32,000	27,000	22,000-26,000	23,500	18,000-25,000	22,500

East Midlands	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-150,000	112,000	75,000-120,000	87,000	65,000-80,000	75,000
Assistant Director/Senior Manager	60,000-90,000	70,000	50,000-75,000	67,000	50,000-65,000	56,000
Manager	45,000-55,000	49,000	42,000-54,000	47,000	38,000-52,000	42,000
Assistant Manager/Supervisor	39,000-45,000	42,000	34,000-44,000	36,500	30,000-40,000	34,500
Senior	32,000-40,000	37,500	30,000-39,000	32,500	26,000-32,000	30,000
Assistant	24,000-32,000	27,000	22,000-26,000	23,500	18,000-25,000	22,500

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-160,000	112,000	70,000-100,000	82,000	60,000-80,000	73,000
Assistant Director/Senior Manager	60,000-90,000	66,000	50,000-75,000	67,000	50,000-60,000	56,000
Manager	45,000-55,000	49,000	42,000-52,000	46,500	39,000-52,000	42,000
Assistant Manager/Supervisor	39,000-45,000	42,000	33,500-44,000	36,000	30,000-40,000	34,500
Senior	32,000-40,000	35,500	30,000-38,000	32,500	26,000-35,000	30,000
Assistant	24,000-32,000	27,000	22,000-26,000	23,500	18,000-25,000	22,500

Yorkshire and the Humber	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	110,000	65,000-100,000	80,000	50,000-80,000	65,000
Assistant Director/Senior Manager	55,000-80,000	65,000	50,000-65,000	62,000	45,000-60,000	54,000
Manager	42,000-55,000	48,000	40,000-50,000	46,000	36,000-48,000	40,000
Assistant Manager/Supervisor	35,000-42,000	40,000	35,000-42,000	37,000	30,000-38,000	34,000
Senior	32,000-40,000	35,000	28,000-38,000	33,000	25,000-35,000	30,000
Assistant	20,000-30,000	25,000	20,000-28,000	25,000	18,000-24,000	21,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	100,000	70,000-90,000	80,000	55,000-80,000	65,000
Assistant Director/Senior Manager	50,000-80,000	65,000	50,000-75,000	65,000	40,000-55,000	50,000
Manager	40,000-50,000	45,000	35,000-45,000	42,000	32,000-40,000	38,000
Assistant Manager/Supervisor	35,000-42,000	39,000	32,000-37,000	34,000	30,000-36,000	33,000
Senior	32,000-40,000	35,000	28,000-34,000	30,000	25,000-32,000	28,000
Assistant	22,000-28,000	25,000	18,000-25,000	23,000	18,500-23,000	21,000

ACCOUNTANCY & FINANCE TAXATION

Practice

North East England	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	100,000	65,000-100,000	80,000	60,000-90,000	65,000
Assistant Director/Senior Manager	55,000-80,000	65,000	50,000-65,000	58,000	45,000-58,000	52,000
Manager	40,000-50,000	45,000	40,000-50,000	42,000	35,000-45,000	40,000
Assistant Manager/Supervisor	30,000-45,000	40,000	28,000-42,000	36,000	26,000-38,000	33,500
Senior	24,000-40,000	35,000	28,000-38,000	33,000	25,000-35,000	28,000
Assistant	23,000-29,000	25,500	22,000-28,000	23,000	19,000-25,000	21,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	100,000	70,000-90,000	80,000	55,000-80,000	64,000
Assistant Director/Senior Manager	50,000-75,000	65,000	45,000-70,000	55,000	40,000-55,000	50,000
Manager	40,000-50,000	45,000	35,000-45,000	40,000	32,000-40,000	38,500
Assistant Manager/Supervisor	33,000-42,000	37,500	32,000-37,000	33,000	30,000-36,000	32,500
Senior	24,000-35,000	32,000	24,000-34,000	30,000	22,000-30,000	28,000
Assistant	20,000-25,000	23,000	19,000-26,000	23,000	18,000-23,000	20,000

North West England	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-120,000	110,000	80,000-120,000	100,000	80,000-120,000	80,000
Assistant Director/Senior Manager	60,000-85,000	75,000	60,000-85,000	70,000	60,000-80,000	65,000
Manager	46,000-55,000	50,000	46,000-60,000	55,000	45,000-55,000	48,000
Assistant Manager/Supervisor	38,000-44,000	42,000	35,000-42,000	40,000	35,000-42,000	40,000
Senior	34,000-38,000	37,000	26,000-38,000	36,000	25,000-37,000	33,000
Assistant	19,000-25,000	24,000	19,000-26,000	24,000	18,000-25,000	23,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-120,000	100,000	70,000-100,000	80,000	80,000-120,000	80,000
Assistant Director/Senior Manager	60,000-80,000	72,000	55,000-75,000	60,000	60,000-80,000	62,000
Manager	45,000-55,000	48,000	40,000-55,000	48,000	45,000-55,000	45,000
Assistant Manager/Supervisor	35,000-42,000	42,000	35,000-42,000	38,000	35,000-42,000	40,000
Senior	24,000-36,000	32,000	25,000-32,000	32,000	25,000-32,000	30,000
Assistant	19,000-25,000	23,000	21,000-25,000	24,000	18,000-25,000	24,000

Northern Ireland	Big 4 ▼	Other ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	70,000-100,000	85,000	60,000-80,000		70,000
Assistant Director/Senior Manager	50,000-65,000	55,000	45,000-60,000		50,000
Manager	38,000-52,000	45,000	36,000-45,000		40,000
Assistant Manager/Supervisor	33,000-38,000	35,000	31,000-36,000		34,000
Senior	28,000-33,000	32,000	28,000-32,000		29,000
Assistant	16,000-23,000	20,000	19,000-23,000		20,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	70,000-100,000	85,000	60,000-80,000		70,000
Assistant Director/Senior Manager	50,000-60,000	55,000	45,000-60,000		52,000
Manager	38,000-50,000	44,000	37,000-48,000		41,000
Assistant Manager/Supervisor	33,000-37,000	36,000	31,000-35,000		32,500
Senior	28,000-33,000	33,000	28,000-33,000		31,000
Assistant	16,000-22,000	20,000	18,000-22,000		20,000

Scotland	Big 4 ▼	Top 50 ▼	Below Top 50 ▼			
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	75,000-130,000	97,000	60,000-100,000	80,000	50,000-90,000	75,000
Assistant Director/Senior Manager	60,000-80,000	74,000	55,000-70,000	60,000	45,000-60,000	57,000
Manager	45,000-55,000	51,000	41,000-55,000	49,000	38,000-50,000	45,000
Assistant Manager/Supervisor	38,000-47,000	45,000	33,000-43,000	40,000	34,000-45,000	36,000
Senior	30,000-37,000	36,000	25,000-35,000	32,000	23,000-29,000	27,000
Assistant	20,000-28,000	25,000	17,500-25,000	22,000	18,000-25,000	20,500

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	75,000-130,000	95,000	60,000-100,000	82,000	50,000-90,000	76,000
Assistant Director/Senior Manager	60,000-80,000	70,000	55,000-70,000	61,500	47,000-60,000	56,000
Manager	44,000-54,000	50,000	40,000-55,000	49,000	37,000-50,000	45,000
Assistant Manager/Supervisor	35,000-48,000	42,000	33,000-43,000	40,000	33,000-42,000	37,000
Senior	28,000-38,000	34,000	25,000-34,000	32,000	23,000-29,000	27,000
Assistant	19,000-27,000	23,000	17,500-25,000	22,000	19,000-23,000	20,000

ACCOUNTANCY & FINANCE

TREASURY

	FTSE 100 ▼		FTSE 250 ▼		Multinationals ▼		SME ▼	
London	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	120,000-250,000	165,000	95,000-145,000	115,000	90,000-200,000	125,000	75,000-130,000	95,000
Assistant/Deputy Treasurer	100,000-200,000	115,000	-	-	80,000-110,000	88,000	-	-
Treasury Manager	70,000-120,000	82,000	55,000-80,000	70,000	65,000-120,000	78,000	60,000-90,000	65,000
Treasury Accountant	65,000-90,000	78,000	40,000-70,000	57,000	65,000-90,000	73,000	40,000-55,000	50,000
Treasury Dealer	55,000-90,000	63,000	35,000-55,000	46,000	50,000-90,000	57,000	-	-
Treasury Analyst	45,000-70,000	52,000	32,000-55,000	43,000	40,000-70,000	52,000	35,000-50,000	47,000

	FTSE 100/250 ▼		SME ▼	
South East England	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	80,000-160,000	130,000	70,000-110,000	80,000
Assistant/Deputy Treasurer	80,000-110,000	95,000	-	-
Treasury Manager	50,000-80,000	62,500	40,000-75,000	55,000
Treasury Accountant	40,000-70,000	54,000	35,000-45,000	43,000
Treasury Analyst	35,000-50,000	44,000	30,000-42,000	37,000

	FTSE 100/250 ▼		SME ▼	
East of England	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	90,000-130,000	110,000	61,000-86,000	80,000
Assistant/Deputy Treasurer	70,000-90,000	80,000	-	-
Treasury Manager	45,000-65,000	53,000	41,000-69,000	46,500
Treasury Accountant	35,000-65,000	50,000	31,000-41,000	34,500
Treasury Analyst	30,000-45,000	36,000	26,000-36,000	29,500

	FTSE 100/250 ▼		SME ▼	
South West England	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	90,000-150,000	120,000	60,000-85,000	80,000
Assistant/Deputy Treasurer	65,000-90,000	80,000	-	-
Treasury Manager	50,000-65,000	55,000	40,000-65,000	52,000
Treasury Accountant	35,000-55,000	47,000	35,000-50,000	41,000
Treasury Analyst	28,000-40,000	36,000	27,000-38,000	34,500

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

ACCOUNTANCY & FINANCE

TREASURY

FTSE 100/250 ▼ SME ▼

Wales	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	90,000-130,000	110,000	65,000-85,000	76,000
Assistant/Deputy Treasurer	70,000-90,000	75,000	-	-
Treasury Manager	40,000-70,000	55,000	45,000-65,000	51,000
Treasury Accountant	30,000-45,000	42,000	38,000-45,000	41,000
Treasury Analyst	28,000-40,000	35,000	28,000-38,000	33,000

FTSE 100/250 ▼ SME ▼

West Midlands	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	90,000-170,000	115,000	70,000-120,000	85,000
Assistant/Deputy Treasurer	70,000-120,000	85,000	-	-
Treasury Manager	45,000-75,000	65,000	50,000-75,000	55,000
Treasury Accountant	40,000-55,000	48,000	35,000-50,000	43,000
Treasury Analyst	25,000-43,000	37,000	25,000-40,000	34,000

FTSE 100/250 ▼ SME ▼

East Midlands	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	90,000-150,000	110,000	60,000-90,000	82,000
Assistant/Deputy Treasurer	65,000-90,000	80,000	-	-
Treasury Manager	40,000-70,000	60,000	40,000-70,000	47,000
Treasury Accountant	35,000-50,000	40,000	33,000-50,000	36,000
Treasury Analyst	28,000-40,000	33,000	25,000-40,000	32,000

FTSE 100/250 ▼ SME ▼

Yorkshire and the Humber	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-140,000	115,000	80,000-100,000	85,000
Assistant/Deputy Treasurer	60,000-90,000	80,000	-	-
Treasury Manager	45,000-70,000	55,000	50,000-80,000	50,000
Treasury Accountant	35,000-55,000	47,000	35,000-50,000	41,000
Treasury Analyst	30,000-40,000	32,000	28,000-38,000	31,000

FTSE 100/250 ▼ SME ▼

North East England	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-140,000	110,000	78,000-90,000	80,000
Assistant/Deputy Treasurer	60,000-90,000	75,000	-	-
Treasury Manager	40,000-55,000	50,000	40,000-65,000	46,000
Treasury Accountant	37,000-55,000	46,000	33,000-50,000	35,000
Treasury Analyst	25,000-35,000	30,000	22,000-32,000	28,000

FTSE 100/250 ▼ SME ▼

North West England	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-140,000	125,000	80,000-100,000	85,000
Assistant/Deputy Treasurer	60,000-90,000	80,000	-	-
Treasury Manager	45,000-70,000	65,000	50,000-80,000	60,000
Treasury Accountant	35,000-55,000	48,000	35,000-50,000	42,000
Treasury Analyst	30,000-40,000	32,000	28,000-38,000	33,000

FTSE 100/250 ▼ SME ▼

Scotland	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	80,000-140,000	127,000	55,000-85,000	70,000
Assistant/Deputy Treasurer	60,000-90,000	75,000	-	-
Treasury Manager	50,000-70,000	58,000	45,000-60,000	53,000
Treasury Accountant	40,000-55,000	48,000	35,000-50,000	42,000
Treasury Analyst	35,000-50,000	42,000	30,000-40,000	36,000

NOTE: Absence of figures denotes insufficient salary data or role not applicable.

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