

Human Resources

# 2022

**HAYS UK SALARY &  
RECRUITING TRENDS**  
**SALARIES**

[hays.co.uk/hr](https://hays.co.uk/hr)

#### 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.

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### Generalist

London	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-120,000	100,000	110,000-150,000	140,000
Divisional HR Director	n/a	n/a	85,000-120,000	100,000
Head of HR	70,000-100,000	90,000	80,000-100,000	90,000
Senior HR Business Partner	n/a	n/a	75,000-95,000	85,000
HR Business Partner	50,000-85,000	70,000	60,000-75,000	65,000
HR Manager	45,000-70,000	60,000	50,000-75,000	70,000
HR Officer/Advisor	34,000-45,000	42,000	38,000-50,000	43,000
HR Coordinator	26,000-33,000	31,000	27,000-34,000	32,000
HR Assistant/Administrator	23,000-28,000	27,000	23,000-30,000	27,000

South East England	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-120,000	95,000	80,000-130,000	115,000
Divisional HR Director	n/a	n/a	70,000-100,000	93,000
Head of HR	65,000-80,000	70,000	70,000-90,000	80,000
Senior HR Business Partner	n/a	n/a	58,000-75,000	70,000
HR Business Partner	45,000-70,000	53,000	50,000-70,000	60,000
HR Manager	45,000-60,000	52,000	50,000-70,000	58,000
HR Officer/Advisor	30,000-40,000	36,000	30,000-42,000	38,000
HR Coordinator	25,000-30,000	28,000	25,000-32,000	29,000
HR Assistant/Administrator	23,000-27,000	26,000	23,000-27,000	26,000

East of England	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-125,000	95,000	90,000-140,000	122,000
Divisional HR Director	n/a	n/a	80,000-110,000	96,000
Head of HR	60,000-85,000	75,000	75,000-100,000	86,000
Senior HR Business Partner	n/a	n/a	60,000-80,000	71,000
HR Business Partner	45,000-80,000	60,000	50,000-75,000	66,000
HR Manager	40,000-55,000	50,000	50,000-70,000	62,000
HR Officer/Advisor	30,000-40,000	35,000	30,000-42,000	39,000
HR Coordinator	25,000-30,000	28,000	25,000-30,000	29,000
HR Assistant/Administrator	21,000-30,000	25,000	23,000-28,000	26,000

South West England	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-120,000	100,000	85,000-150,000	110,000
Divisional HR Director	n/a	n/a	70,000-90,000	80,000
Head of HR	50,000-80,000	70,000	60,000-80,000	70,000
Senior HR Business Partner	n/a	n/a	45,000-65,000	58,000
HR Business Partner	55,000-70,000	65,000	45,000-60,000	55,000
HR Manager	45,000-70,000	55,000	40,000-65,000	50,000
HR Officer/Advisor	30,000-45,000	38,000	25,000-35,000	30,000
HR Coordinator	25,000-32,000	28,000	20,000-30,000	24,000
HR Assistant/Administrator	20,000-30,000	25,000	20,000-30,000	22,000

Wales	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-120,000	90,000	85,000-150,000	110,000
Divisional HR Director	n/a	n/a	70,000-90,000	80,000
Head of HR	45,000-85,000	65,000	60,000-80,000	70,000
Senior HR Business Partner	n/a	n/a	45,000-65,000	58,000
HR Business Partner	35,000-55,000	45,000	45,000-60,000	55,000
HR Manager	35,000-50,000	40,000	40,000-65,000	50,000
HR Officer/Advisor	30,000-40,000	35,000	25,000-35,000	30,000
HR Coordinator	18,500-20,500	20,500	20,000-30,000	24,000
HR Assistant/Administrator	17,500-22,500	19,500	20,000-30,000	22,000

West Midlands	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-130,000	85,000	75,000-140,000	97,000
Divisional HR Director	n/a	n/a	75,000-115,000	86,000
Head of HR	50,000-80,000	65,000	60,000-80,000	73,000
Senior HR Business Partner	n/a	n/a	60,000-80,000	67,000
HR Business Partner	45,000-65,000	50,000	45,000-65,000	52,000
HR Manager	40,000-60,000	50,000	42,000-60,000	47,000
HR Officer/Advisor	28,000-38,000	32,000	32,000-38,000	36,000
HR Coordinator	19,000-25,000	23,000	20,000-28,000	28,000
HR Assistant/Administrator	19,000-23,000	21,500	18,000-26,000	24,000

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

East Midlands	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-120,000	90,000	70,000-120,000	96,000
Divisional HR Director	n/a	n/a	70,000-110,000	85,000
Head of HR	60,000-85,000	76,000	65,000-85,000	80,000
Senior HR Business Partner	n/a	n/a	55,000-70,000	66,000
HR Business Partner	40,000-60,000	48,000	45,000-60,000	51,000
HR Manager	38,000-55,000	45,000	45,000-55,000	46,000
HR Officer/Advisor	26,000-35,000	30,000	30,000-40,000	36,000
HR Coordinator	24,000-28,000	26,000	25,000-30,000	28,000
HR Assistant/Administrator	19,000-25,000	23,000	22,000-28,000	24,000

Yorkshire and the Humber	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-120,000	85,000	80,000-130,000	100,000
Divisional HR Director	n/a	n/a	80,000-120,000	90,000
Head of HR	55,000-80,000	70,000	70,000-90,000	80,000
Senior HR Business Partner	n/a	n/a	65,000-90,000	75,000
HR Business Partner	40,000-65,000	47,000	45,000-90,000	52,000
HR Manager	35,000-60,000	45,000	45,000-60,000	50,000
HR Officer/Advisor	26,000-37,000	33,000	30,000-40,000	36,000
HR Coordinator	20,000-25,000	23,000	25,000-30,000	30,000
HR Assistant/Administrator	18,000-24,000	20,000	22,000-26,000	24,000

North East England	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	65,000-110,000	70,000	70,000-120,000	90,000
Divisional HR Director	n/a	n/a	65,000-110,000	85,000
Head of HR	55,000-80,000	65,000	60,000-80,000	75,000
Senior HR Business Partner	n/a	n/a	50,000-60,000	55,000
HR Business Partner	40,000-65,000	47,000	45,000-60,000	50,000
HR Manager	35,000-60,000	45,000	40,000-55,000	45,000
HR Officer/Advisor	26,000-37,000	33,000	30,000-38,000	36,000
HR Coordinator	20,000-25,000	23,000	25,000-30,000	28,000
HR Assistant/Administrator	18,000-24,000	23,000	20,000-26,000	25,000

North West England	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-130,000	100,000	75,000-120,000	95,000
Divisional HR Director	n/a	n/a	70,000-100,000	85,000
Head of HR	60,000-80,000	70,000	65,000-80,000	75,000
Senior HR Business Partner	n/a	n/a	50,000-60,000	60,000
HR Business Partner	45,000-70,000	55,000	45,000-70,000	55,000
HR Manager	40,000-55,000	45,000	38,000-60,000	50,000
HR Officer/Advisor	28,000-38,000	34,000	27,000-35,000	33,000
HR Coordinator	22,000-26,000	24,000	22,000-26,000	25,000
HR Assistant/Administrator	20,000-25,000	24,000	20,000-26,000	25,000

Northern Ireland	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-90,000	70,000	70,000-90,000	81,000
Divisional HR Director	n/a	n/a	60,000-80,000	71,000
Head of HR	55,000-70,000	60,000	55,000-68,000	67,000
Senior HR Business Partner	n/a	n/a	50,000-60,000	57,000
HR Business Partner	35,000-50,000	42,500	40,000-45,000	42,000
HR Manager	35,000-50,000	42,500	35,000-40,000	38,000
HR Officer/Advisor	25,000-35,000	30,000	26,000-33,000	33,000
HR Coordinator	20,000-26,000	24,000	22,000-24,000	24,000
HR Assistant/Administrator	18,000-23,000	21,000	20,000-23,000	23,000

Scotland	SME ▼		Large organisation ▼	
HR generalist	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-90,000	75,000	70,000-90,000	75,000
Divisional HR Director	n/a	n/a	60,000-80,000	70,000
Head of HR	55,000-67,000	58,000	55,000-67,000	58,000
Senior HR Business Partner	n/a	n/a	50,000-60,000	55,000
HR Business Partner	45,000-60,000	55,000	45,000-60,000	48,000
HR Manager	40,000-60,000	50,000	40,000-60,000	42,000
HR Officer/Advisor	28,000-38,000	35,000	28,000-38,000	32,000
HR Coordinator	24,000-29,000	28,000	24,000-29,000	25,000
HR Assistant/Administrator	20,000-26,000	24,000	20,000-26,000	23,000

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### Employee relations

London	£ Range	£ Typical
Senior Employee Relations Partner	65,000-90,000	80,000
Employee Relations Manager	50,000-75,000	65,000
Employee Relations Advisor	35,000-50,000	45,000

South East England	£ Range	£ Typical
Senior Employee Relations Partner	50,000-80,000	75,000
Employee Relations Manager	40,000-60,000	52,000
Employee Relations Advisor	35,000-50,000	41,000

East of England	£ Range	£ Typical
Senior Employee Relations Partner	60,000-85,000	75,000
Employee Relations Manager	45,000-65,000	55,000
Employee Relations Advisor	35,000-45,000	40,000

South West England	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	60,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	32,000-42,000	38,000

Wales	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	60,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	30,000-45,000	40,000

West Midlands	£ Range	£ Typical
Senior Employee Relations Partner	45,000-75,000	60,000
Employee Relations Manager	45,000-65,000	55,000
Employee Relations Advisor	30,000-50,000	40,000

East Midlands	£ Range	£ Typical
Senior Employee Relations Partner	45,000-60,000	55,000
Employee Relations Manager	42,000-53,000	48,000
Employee Relations Advisor	30,000-40,000	35,000

Yorkshire and the Humber	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	45,000-60,000	52,000
Employee Relations Advisor	28,000-40,000	34,000

North East England	£ Range	£ Typical
Senior Employee Relations Partner	55,000-65,000	60,000
Employee Relations Manager	40,000-55,000	48,000
Employee Relations Advisor	30,000-45,000	35,000

North West England	£ Range	£ Typical
Senior Employee Relations Partner	55,000-90,000	75,000
Employee Relations Manager	50,000-75,000	60,000
Employee Relations Advisor	35,000-55,000	45,000

Northern Ireland	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	52,000
Employee Relations Manager	38,000-50,000	42,500
Employee Relations Advisor	28,000-35,000	30,000

Scotland	£ Range	£ Typical
Senior Employee Relations Partner	48,000-68,000	65,000
Employee Relations Manager	38,000-52,000	47,000
Employee Relations Advisor	28,000-34,000	32,000

### Organisational development

London	£ Range	£ Typical
Head of Organisational Development	70,000-130,000	85,000
OD Business Partner	50,000-80,000	70,000

South East England	£ Range	£ Typical
Head of Organisational Development	65,000-90,000	75,000
OD Business Partner	50,000-70,000	65,000

East of England	£ Range	£ Typical
Head of Organisational Development	65,000-80,000	74,000
OD Business Partner	55,000-75,000	62,000

South West England	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	80,000
OD Business Partner	50,000-65,000	60,000

Wales	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	78,000
OD Business Partner	45,000-60,000	55,000

West Midlands	£ Range	£ Typical
Head of Organisational Development	60,000-95,000	75,000
OD Business Partner	50,000-70,000	60,000

East Midlands	£ Range	£ Typical
Head of Organisational Development	55,000-75,000	65,000
OD Business Partner	40,000-60,000	50,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Organisational Development	55,000-75,000	65,000
OD Business Partner	35,000-55,000	46,000

North East England	£ Range	£ Typical
Head of Organisational Development	50,000-75,000	60,000
OD Business Partner	35,000-50,000	45,000

North West England	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	80,000
OD Business Partner	45,000-70,000	55,000

Northern Ireland	£ Range	£ Typical
Head of Organisational Development	55,000-75,000	60,000
OD Business Partner	42,000-55,000	44,000

Scotland	£ Range	£ Typical
Head of Organisational Development	55,000-70,000	68,000
OD Business Partner	40,000-55,000	48,000



# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### Equity, Diversity & Inclusion

London	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	65,000-120,000	90,000
Equity, Diversity & Inclusion Manager	45,000-80,000	60,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	39,000

South East England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	65,000-90,000	72,000
Equity, Diversity & Inclusion Manager	50,000-65,000	53,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	37,000

East of England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-85,000	70,000
Equity, Diversity & Inclusion Manager	45,000-60,000	50,000
Equity, Diversity & Inclusion Advisor	30,000-40,000	35,000

South West England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-80,000	72,000
Equity, Diversity & Inclusion Manager	45,000-60,000	53,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	38,000

Wales	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-75,000	64,000
Equity, Diversity & Inclusion Manager	40,000-55,000	45,000
Equity, Diversity & Inclusion Advisor	30,000-35,000	32,000

West Midlands	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-85,000	74,000
Equity, Diversity & Inclusion Manager	45,000-65,000	52,000
Equity, Diversity & Inclusion Advisor	30,000-45,000	37,000

East Midlands	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-85,000	74,000
Equity, Diversity & Inclusion Manager	45,000-65,000	52,000
Equity, Diversity & Inclusion Advisor	30,000-45,000	37,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-80,000	70,000
Equity, Diversity & Inclusion Manager	40,000-60,000	50,000
Equity, Diversity & Inclusion Advisor	30,000-40,000	35,000

North East England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-80,000	69,000
Equity, Diversity & Inclusion Manager	38,000-58,000	50,000
Equity, Diversity & Inclusion Advisor	28,000-38,000	35,000

North West England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-90,000	73,000
Equity, Diversity & Inclusion Manager	45,000-60,000	55,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	40,000

Northern Ireland	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-60,000	50,000
Equity, Diversity & Inclusion Manager	35,000-45,000	40,000
Equity, Diversity & Inclusion Advisor	28,000-32,000	30,000

Scotland	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-60,000	53,000
Equity, Diversity & Inclusion Manager	38,000-47,000	42,000
Equity, Diversity & Inclusion Advisor	30,000-35,000	32,000

### Learning & Development

London	£ Range	£ Typical
Head of Training/L&D	80,000-110,000	90,000
Training/L&D Business Partner	50,000-85,000	65,000
Training/L&D Manager	55,000-80,000	70,000
Training/L&D Advisor	30,000-45,000	40,000

South East England	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	70,000
Training/L&D Business Partner	45,000-58,000	52,000
Training/L&D Manager	45,000-58,000	52,000
Training/L&D Advisor	28,000-40,000	35,000

East of England	£ Range	£ Typical
Head of Training/L&D	65,000-80,000	70,000
Training/L&D Business Partner	40,000-60,000	55,000
Training/L&D Manager	45,000-60,000	52,000
Training/L&D Advisor	30,000-45,000	38,000

South West England	£ Range	£ Typical
Head of Training/L&D	65,000-85,000	75,000
Training/L&D Business Partner	50,000-65,000	55,000
Training/L&D Manager	45,000-60,000	50,000
Training/L&D Advisor	30,000-38,000	35,000

Wales	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	70,000
Training/L&D Business Partner	40,000-60,000	50,000
Training/L&D Manager	35,000-45,000	40,000
Training/L&D Advisor	30,000-40,000	32,000

West Midlands	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	60,000
Training/L&D Business Partner	40,000-55,000	50,000
Training/L&D Manager	38,000-50,000	40,000
Training/L&D Advisor	26,000-40,000	34,000

East Midlands	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	60,000
Training/L&D Business Partner	35,000-40,000	40,000
Training/L&D Manager	40,000-50,000	45,000
Training/L&D Advisor	30,000-40,000	35,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	62,000
Training/L&D Business Partner	35,000-55,000	45,000
Training/L&D Manager	35,000-55,000	45,000
Training/L&D Advisor	25,000-35,000	30,000

North East England	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	60,000
Training/L&D Business Partner	40,000-60,000	45,000
Training/L&D Manager	35,000-55,000	50,000
Training/L&D Advisor	26,000-35,000	35,000

North West England	£ Range	£ Typical
Head of Training/L&D	60,000-85,000	75,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	40,000-65,000	50,000
Training/L&D Advisor	30,000-40,000	37,000

Northern Ireland	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	60,000
Training/L&D Business Partner	35,000-45,000	44,000
Training/L&D Manager	35,000-55,000	40,000
Training/L&D Advisor	25,000-35,000	30,000

Scotland	£ Range	£ Typical
Head of Training/L&D	55,000-70,000	65,000
Training/L&D Business Partner	55,000-60,000	55,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	28,000-35,000	32,000

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### Reward

London	£ Range	£ Typical
Head of Reward	70,000-120,000	100,000
Reward Manager	55,000-85,000	75,000
Reward Analyst	40,000-55,000	50,000
Reward Advisor	40,000-55,000	50,000
Compensation Specialist	60,000-90,000	65,000
Payroll & Benefits Manager	60,000-80,000	70,000

Wales	£ Range	£ Typical
Head of Reward	60,000-80,000	75,000
Reward Manager	50,000-65,000	55,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	35,000-45,000	40,000
Compensation Specialist	42,000-55,000	45,000
Payroll & Benefits Manager	45,000-55,000	50,000

North East England	£ Range	£ Typical
Head of Reward	60,000-85,000	70,000
Reward Manager	35,000-60,000	50,000
Reward Analyst	25,000-42,000	35,000
Reward Advisor	27,000-37,000	35,000
Compensation Specialist	42,000-48,000	42,000
Payroll & Benefits Manager	35,000-50,000	45,000

South East England	£ Range	£ Typical
Head of Reward	60,000-120,000	87,000
Reward Manager	50,000-75,000	65,000
Reward Analyst	32,000-45,000	42,000
Reward Advisor	32,000-45,000	40,000
Compensation Specialist	45,000-60,000	52,000
Payroll & Benefits Manager	45,000-60,000	52,000

West Midlands	£ Range	£ Typical
Head of Reward	60,000-95,000	77,000
Reward Manager	55,000-80,000	65,000
Reward Analyst	35,000-50,000	42,000
Reward Advisor	35,000-45,000	40,000
Compensation Specialist	45,000-60,000	52,000
Payroll & Benefits Manager	45,000-60,000	52,000

North West England	£ Range	£ Typical
Head of Reward	60,000-85,000	76,000
Reward Manager	50,000-70,000	57,000
Reward Analyst	40,000-50,000	45,000
Reward Advisor	40,000-50,000	45,000
Compensation Specialist	40,000-65,000	45,000
Payroll & Benefits Manager	35,000-55,000	45,000

East of England	£ Range	£ Typical
Head of Reward	65,000-100,000	80,000
Reward Manager	45,000-70,000	60,000
Reward Analyst	40,000-55,000	40,000
Reward Advisor	38,000-48,000	42,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	48,000-60,000	52,000

East Midlands	£ Range	£ Typical
Head of Reward	60,000-85,000	70,000
Reward Manager	50,000-60,000	55,000
Reward Analyst	35,000-50,000	40,000
Reward Advisor	35,000-45,000	38,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	45,000-55,000	50,000

Northern Ireland	£ Range	£ Typical
Head of Reward	55,000-70,000	62,000
Reward Manager	45,000-55,000	48,000
Reward Analyst	28,000-40,000	38,000
Reward Advisor	30,000-40,000	34,000
Compensation Specialist	30,000-40,000	36,000
Payroll & Benefits Manager	35,000-50,000	45,000

South West England	£ Range	£ Typical
Head of Reward	70,000-90,000	80,000
Reward Manager	55,000-75,000	62,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	30,000-40,000	37,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	48,000-58,000	52,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Reward	60,000-85,000	70,000
Reward Manager	35,000-60,000	50,000
Reward Analyst	25,000-42,000	35,000
Reward Advisor	27,000-37,000	35,000
Compensation Specialist	42,000-48,000	42,000
Payroll & Benefits Manager	35,000-50,000	45,000

Scotland	£ Range	£ Typical
Head of Reward	65,000-75,000	67,000
Reward Manager - Commerce & industry	47,000-57,000	55,000
Reward Analyst	32,000-42,000	38,000
Reward Advisor	32,000-45,000	40,000
Compensation Specialist	35,000-45,000	42,000
Payroll & Benefits Manager	35,000-45,000	43,000

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### HRMI

London	£ Range	£ Typical
HRMI Manager	60,000-80,000	70,000
HRMI Analyst	40,000-60,000	50,000

South East England	£ Range	£ Typical
HRMI Manager	45,000-65,000	56,000
HRMI Analyst	35,000-45,000	42,000

East of England	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	35,000-45,000	40,000

South West England	£ Range	£ Typical
HRMI Manager	42,000-52,000	49,000
HRMI Analyst	30,000-45,000	37,000

Wales	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	30,000-40,000	35,000

West Midlands	£ Range	£ Typical
HRMI Manager	45,000-60,000	54,000
HRMI Analyst	35,000-50,000	40,000

East Midlands	£ Range	£ Typical
HRMI Manager	45,000-60,000	54,000
HRMI Analyst	35,000-50,000	40,000

Yorkshire and the Humber	£ Range	£ Typical
HRMI Manager	30,000-55,000	47,000
HRMI Analyst	25,000-37,000	35,000

North East England	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	25,000-40,000	38,000

North West England	£ Range	£ Typical
HRMI Manager	45,000-65,000	55,000
HRMI Analyst	35,000-50,000	45,000

Northern Ireland	£ Range	£ Typical
HRMI Manager	45,000-58,000	48,000
HRMI Analyst	25,000-35,000	30,000

Scotland	£ Range	£ Typical
HRMI Manager	45,000-60,000	50,000
HRMI Analyst	32,000-42,000	37,000

### Recruitment & Resourcing

London	£ Range	£ Typical
Head of Talent/Resourcing	50,000-100,000	85,000
Talent/Resourcing Partner	45,000-75,000	65,000
Talent/Resourcing Advisor	35,000-50,000	45,000
Talent/Resourcing Coordinator	25,000-40,000	35,000

South East England	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	75,000
Talent/Resourcing Partner	40,000-60,000	52,000
Talent/Resourcing Advisor	30,000-40,000	40,000
Talent/Resourcing Coordinator	26,000-30,000	28,000

East of England	£ Range	£ Typical
Head of Talent/Resourcing	55,000-100,000	80,000
Talent/Resourcing Partner	45,000-65,000	55,000
Talent/Resourcing Advisor	35,000-45,000	42,000
Talent/Resourcing Coordinator	25,000-35,000	32,000

South West England	£ Range	£ Typical
Head of Talent/Resourcing	65,000-85,000	80,000
Talent/Resourcing Partner	45,000-65,000	55,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	23,000-33,000	30,000

Wales	£ Range	£ Typical
Head of Talent/Resourcing	55,000-70,000	65,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	25,000-40,000	35,000
Talent/Resourcing Coordinator	20,000-30,000	25,000

West Midlands	£ Range	£ Typical
Head of Talent/Resourcing	55,000-95,000	75,000
Talent/Resourcing Partner	45,000-65,000	50,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	20,000-28,000	26,000

East Midlands	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	60,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	30,000-37,000	33,000
Talent/Resourcing Coordinator	20,000-25,000	23,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Talent/Resourcing	50,000-75,000	65,000
Talent/Resourcing Partner	35,000-50,000	45,000
Talent/Resourcing Advisor	27,000-43,000	35,000
Talent/Resourcing Coordinator	20,000-27,000	24,000

North East England	£ Range	£ Typical
Head of Talent/Resourcing	45,000-70,000	63,000
Talent/Resourcing Partner	35,000-50,000	45,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	20,000-30,000	25,000

North West England	£ Range	£ Typical
Head of Talent/Resourcing	60,000-90,000	70,000
Talent/Resourcing Partner	40,000-60,000	55,000
Talent/Resourcing Advisor	30,000-45,000	40,000
Talent/Resourcing Coordinator	24,000-30,000	27,000

Northern Ireland	£ Range	£ Typical
Head of Talent/Resourcing	45,000-60,000	47,000
Talent/Resourcing Partner	32,000-45,000	35,000
Talent/Resourcing Advisor	25,000-32,000	27,000
Talent/Resourcing Coordinator	20,000-26,000	22,500

Scotland	£ Range	£ Typical
Head of Talent/Resourcing	57,000-67,000	60,000
Talent/Resourcing Partner	45,000-55,000	47,000
Talent/Resourcing Advisor	30,000-38,000	33,000
Talent/Resourcing Coordinator	20,000-28,000	25,000

# HUMAN RESOURCES

## COMMERCE & INDUSTRY

### HR Change Projects

London	£ Range	£ Typical
Head of Change/Projects	90,000-130,000	100,000
Change/Projects Business Partner	70,000-95,000	85,000
Change/Projects Manager	60,000-80,000	70,000

South East England	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	90,000
Change/Projects Business Partner	50,000-70,000	65,000
Change/Projects Manager	50,000-60,000	54,000

East of England	£ Range	£ Typical
Head of Change/Projects	80,000-100,000	90,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

South West England	£ Range	£ Typical
Head of Change/Projects	70,000-120,000	90,000
Change/Projects Business Partner	55,000-65,000	60,000
Change/Projects Manager	50,000-60,000	55,000

Wales	£ Range	£ Typical
Head of Change/Projects	70,000-120,000	85,000
Change/Projects Business Partner	50,000-65,000	55,000
Change/Projects Manager	45,000-60,000	50,000

West Midlands	£ Range	£ Typical
Head of Change/Projects	70,000-120,000	85,000
Change/Projects Business Partner	50,000-70,000	60,000
Change/Projects Manager	40,000-60,000	50,000

East Midlands	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	75,000
Change/Projects Business Partner	45,000-65,000	55,000
Change/Projects Manager	40,000-55,000	50,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	50,000

North East England	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	50,000

North West England	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-65,000	60,000
Change/Projects Manager	40,000-65,000	55,000

Northern Ireland	£ Range	£ Typical
Head of Change/Projects	55,000-70,000	65,000
Change/Projects Business Partner	40,000-55,000	45,000
Change/Projects Manager	35,000-50,000	40,000

Scotland	£ Range	£ Typical
Head of Change/Projects	65,000-75,000	68,000
Change/Projects Business Partner	55,000-65,000	58,000
Change/Projects Manager	42,000-52,000	48,000



# HUMAN RESOURCES

## PUBLIC SECTOR

### Generalist

London	£ Range	£ Typical
HR Director	80,000-120,000	95,000
Head of HR	55,000-75,000	72,000
HR Business Partner	45,000-60,000	55,000
HR Manager	40,000-50,000	50,000
HR Officer/Advisor	30,000-44,000	37,000
HR Coordinator	25,000-30,000	30,000
HR Assistant/Administrator	25,000-30,000	27,000

South East England	£ Range	£ Typical
HR Director	80,000-120,000	90,000
Head of HR	65,000-80,000	70,000
HR Business Partner	45,000-70,000	53,000
HR Manager	45,000-60,000	49,000
HR Officer/Advisor	30,000-40,000	36,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	23,000-27,000	26,000

East of England	£ Range	£ Typical
HR Director	75,000-100,000	88,000
Head of HR	55,000-75,000	65,000
HR Business Partner	45,000-60,000	52,000
HR Manager	40,000-50,000	45,000
HR Officer/Advisor	28,000-38,000	36,000
HR Coordinator	24,000-28,000	26,000
HR Assistant/Administrator	19,500-26,000	24,000

South West England	£ Range	£ Typical
HR Director	60,000-90,000	85,000
Head of HR	50,000-80,000	65,000
HR Business Partner	50,000-60,000	55,000
HR Manager	40,000-55,000	50,000
HR Officer/Advisor	30,000-40,000	35,000
HR Coordinator	24,000-26,000	25,000
HR Assistant/Administrator	18,000-26,000	23,000

Wales	£ Range	£ Typical
HR Director	70,000-110,000	75,000
Head of HR	40,000-70,000	55,000
HR Business Partner	34,000-45,000	41,000
HR Manager	32,000-50,000	40,000
HR Officer/Advisor	22,000-32,000	28,000
HR Coordinator	19,000-24,000	21,500
HR Assistant/Administrator	18,000-22,000	19,000

West Midlands	£ Range	£ Typical
HR Director	75,000-120,000	90,000
Head of HR	55,000-80,000	70,000
HR Business Partner	38,000-55,000	46,000
HR Manager	40,000-55,000	45,000
HR Officer/Advisor	30,000-38,000	32,000
HR Coordinator	19,000-25,000	23,000
HR Assistant/Administrator	20,000-25,000	22,000

East Midlands	£ Range	£ Typical
HR Director	70,000-100,000	88,000
Head of HR	55,000-75,000	65,000
HR Business Partner	35,000-45,000	42,000
HR Manager	32,000-45,000	39,000
HR Officer/Advisor	28,000-35,000	30,000
HR Coordinator	22,000-28,000	25,000
HR Assistant/Administrator	20,000-25,000	23,000

Yorkshire and the Humber	£ Range	£ Typical
HR Director	55,000-90,000	70,000
Head of HR	45,000-70,000	57,000
HR Business Partner	32,000-47,000	43,000
HR Manager	32,000-45,000	38,000
HR Officer/Advisor	23,000-35,000	30,000
HR Coordinator	19,000-25,000	23,000
HR Assistant/Administrator	17,000-23,000	19,000

North East England	£ Range	£ Typical
HR Director	55,000-75,000	70,000
Head of HR	45,000-65,000	56,000
HR Business Partner	32,000-45,000	42,000
HR Manager	32,000-42,000	38,000
HR Officer/Advisor	28,000-38,000	30,000
HR Coordinator	20,000-25,000	23,000
HR Assistant/Administrator	18,000-25,000	19,000

North West England	£ Range	£ Typical
HR Director	70,000-100,000	80,000
Head of HR	55,000-80,000	65,000
HR Business Partner	38,000-55,000	50,000
HR Manager	35,000-45,000	40,000
HR Officer/Advisor	28,000-33,000	30,000
HR Coordinator	22,000-25,000	23,000
HR Assistant/Administrator	18,000-24,000	22,000

Northern Ireland	£ Range	£ Typical
HR Director	50,000-60,000	60,000
Head of HR	50,000-60,000	53,000
HR Business Partner	31,000-45,000	38,000
HR Manager	30,000-42,000	36,000
HR Officer/Advisor	24,500-30,000	26,000
HR Coordinator	20,000-25,000	21,500
HR Assistant/Administrator	18,000-24,000	19,000

Scotland	£ Range	£ Typical
HR Director	60,000-80,000	72,000
Head of HR	45,000-60,000	55,000
HR Business Partner	40,000-55,000	50,000
HR Manager	35,000-45,000	42,000
HR Officer/Advisor	25,000-36,000	34,000
HR Coordinator	24,000-28,000	26,000
HR Assistant/Administrator	20,000-25,000	22,000

# HUMAN RESOURCES

## PUBLIC SECTOR

### Employee relations

London	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	67,000
Employee Relations Manager	40,000-55,000	55,000
Employee Relations Advisor	35,000-45,000	40,000

South East England	£ Range	£ Typical
Senior Employee Relations Partner	50,000-80,000	65,000
Employee Relations Manager	40,000-60,000	50,000
Employee Relations Advisor	35,000-50,000	38,000

East of England	£ Range	£ Typical
Senior Employee Relations Partner	55,000-75,000	65,000
Employee Relations Manager	42,000-60,000	45,000
Employee Relations Advisor	32,000-40,000	35,000

South West England	£ Range	£ Typical
Senior Employee Relations Partner	40,000-60,000	54,000
Employee Relations Manager	38,000-55,000	48,000
Employee Relations Advisor	30,000-40,000	35,000

Wales	£ Range	£ Typical
Senior Employee Relations Partner	40,000-60,000	54,000
Employee Relations Manager	38,000-55,000	43,000
Employee Relations Advisor	30,000-40,000	34,000

West Midlands	£ Range	£ Typical
Senior Employee Relations Partner	45,000-70,000	55,000
Employee Relations Manager	40,000-60,000	48,000
Employee Relations Advisor	28,000-40,000	35,000

East Midlands	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	55,000
Employee Relations Manager	40,000-55,000	45,000
Employee Relations Advisor	30,000-40,000	35,000

Yorkshire and the Humber	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	55,000
Employee Relations Manager	32,000-50,000	45,000
Employee Relations Advisor	25,000-38,000	30,000

North East England	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	55,000
Employee Relations Manager	30,000-50,000	42,000
Employee Relations Advisor	25,000-40,000	32,000

North West England	£ Range	£ Typical
Senior Employee Relations Partner	50,000-75,000	60,000
Employee Relations Manager	40,000-50,000	45,000
Employee Relations Advisor	35,000-45,000	36,000

Northern Ireland	£ Range	£ Typical
Senior Employee Relations Partner	40,000-50,000	46,000
Employee Relations Manager	30,000-42,000	34,000
Employee Relations Advisor	21,000-30,000	25,000

Scotland	£ Range	£ Typical
Senior Employee Relations Partner	42,000-62,000	55,000
Employee Relations Manager	38,000-48,000	45,000
Employee Relations Advisor	26,000-38,000	34,000

### Organisational development

London	£ Range	£ Typical
Head of Organisational Development	60,000-80,000	75,000
OD Business Partner	45,000-60,000	60,000

South East England	£ Range	£ Typical
Head of Organisational Development	50,000-80,000	68,000
OD Business Partner	45,000-65,000	59,000

East of England	£ Range	£ Typical
Head of Organisational Development	60,000-75,000	65,000
OD Business Partner	45,000-60,000	55,000

South West England	£ Range	£ Typical
Head of Organisational Development	55,000-80,000	68,000
OD Business Partner	45,000-60,000	56,000

Wales	£ Range	£ Typical
Head of Organisational Development	50,000-70,000	60,000
OD Business Partner	35,000-55,000	47,000

West Midlands	£ Range	£ Typical
Head of Organisational Development	65,000-85,000	75,000
OD Business Partner	45,000-60,000	52,000

East Midlands	£ Range	£ Typical
Head of Organisational Development	62,000-85,000	74,000
OD Business Partner	45,000-55,000	50,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Organisational Development	45,000-70,000	60,000
OD Business Partner	35,000-50,000	45,000

North East England	£ Range	£ Typical
Head of Organisational Development	45,000-65,000	60,000
OD Business Partner	35,000-47,000	45,000

North West England	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	70,000
OD Business Partner	45,000-60,000	50,000

Northern Ireland	£ Range	£ Typical
Head of Organisational Development	40,000-60,000	58,000
OD Business Partner	30,000-47,000	45,000

Scotland	£ Range	£ Typical
Head of Organisational Development	45,000-70,000	65,000
OD Business Partner	40,000-60,000	45,000

### Equity, Diversity & Inclusion

London	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-80,000	70,000
Equity, Diversity & Inclusion Manager	45,000-60,000	53,000
Equity, Diversity & Inclusion Advisor	30,000-45,000	40,000

South East England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	65,000-80,000	69,000
Equity, Diversity & Inclusion Manager	50,000-65,000	50,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	36,000

East of England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	55,000-65,000	60,000
Equity, Diversity & Inclusion Manager	40,000-58,000	50,000
Equity, Diversity & Inclusion Advisor	30,000-38,000	35,000

South West England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	55,000-75,000	67,000
Equity, Diversity & Inclusion Manager	45,000-60,000	51,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	37,000

Wales	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	55,000-75,000	67,000
Equity, Diversity & Inclusion Manager	45,000-60,000	51,000
Equity, Diversity & Inclusion Advisor	35,000-45,000	37,000

West Midlands	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-80,000	65,000
Equity, Diversity & Inclusion Manager	45,000-60,000	51,000
Equity, Diversity & Inclusion Advisor	30,000-40,000	34,000

East Midlands	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	50,000-80,000	60,000
Equity, Diversity & Inclusion Manager	45,000-60,000	50,000
Equity, Diversity & Inclusion Advisor	30,000-40,000	34,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	45,000-60,000	58,000
Equity, Diversity & Inclusion Manager	35,000-52,000	50,000
Equity, Diversity & Inclusion Advisor	25,000-35,000	32,000

North East England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	45,000-60,000	55,000
Equity, Diversity & Inclusion Manager	35,000-55,000	48,000
Equity, Diversity & Inclusion Advisor	25,000-35,000	32,000

North West England	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	60,000-80,000	63,000
Equity, Diversity & Inclusion Manager	40,000-55,000	50,000
Equity, Diversity & Inclusion Advisor	33,000-45,000	35,000

Northern Ireland	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	42,000-50,000	45,000
Equity, Diversity & Inclusion Manager	28,000-38,000	33,000
Equity, Diversity & Inclusion Advisor	21,000-28,000	24,500

Scotland	£ Range	£ Typical
Head of Equity, Diversity & Inclusion	42,000-55,000	47,000
Equity, Diversity & Inclusion Manager	35,000-45,000	42,000
Equity, Diversity & Inclusion Advisor	28,000-35,000	30,000

### Learning & Development

London	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	70,000
Training/L&D Business Partner	45,000-55,000	55,000
Training/L&D Manager	40,000-55,000	52,000
Training/L&D Advisor	30,000-40,000	37,000

South East England	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	68,000
Training/L&D Business Partner	45,000-58,000	52,000
Training/L&D Manager	45,000-58,000	50,000
Training/L&D Advisor	28,000-40,000	35,000

East of England	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	65,000
Training/L&D Business Partner	45,000-55,000	50,000
Training/L&D Manager	40,000-50,000	45,000
Training/L&D Advisor	30,000-40,000	34,000

South West England	£ Range	£ Typical
Head of Training/L&D	60,000-80,000	69,000
Training/L&D Business Partner	45,000-60,000	53,000
Training/L&D Manager	40,000-55,000	48,000
Training/L&D Advisor	30,000-40,000	35,000

Wales	£ Range	£ Typical
Head of Training/L&D	45,000-60,000	50,000
Training/L&D Business Partner	38,000-48,000	45,000
Training/L&D Manager	35,000-45,000	38,000
Training/L&D Advisor	25,000-30,000	28,000

West Midlands	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	60,000
Training/L&D Business Partner	45,000-62,000	52,000
Training/L&D Manager	45,000-62,000	52,000
Training/L&D Advisor	28,000-40,000	35,000

East Midlands	£ Range	£ Typical
Head of Training/L&D	55,000-65,000	60,000
Training/L&D Business Partner	45,000-55,000	50,000
Training/L&D Manager	40,000-50,000	45,000
Training/L&D Advisor	35,000-43,000	35,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Training/L&D	40,000-65,000	58,000
Training/L&D Business Partner	30,000-50,000	43,000
Training/L&D Manager	30,000-45,000	43,000
Training/L&D Advisor	22,000-32,000	28,000

North East England	£ Range	£ Typical
Head of Training/L&D	40,000-65,000	52,000
Training/L&D Business Partner	30,000-50,000	45,000
Training/L&D Manager	30,000-45,000	42,000
Training/L&D Advisor	25,000-35,000	31,000

North West England	£ Range	£ Typical
Head of Training/L&D	50,000-80,000	65,000
Training/L&D Business Partner	40,000-60,000	50,000
Training/L&D Manager	40,000-55,000	45,000
Training/L&D Advisor	30,000-36,000	32,000

Northern Ireland	£ Range	£ Typical
Head of Training/L&D	50,000-65,000	52,000
Training/L&D Business Partner	40,000-45,000	43,000
Training/L&D Manager	35,000-45,000	41,000
Training/L&D Advisor	26,000-32,000	26,000

Scotland	£ Range	£ Typical
Head of Training/L&D	50,000-65,000	55,000
Training/L&D Business Partner	40,000-45,000	45,000
Training/L&D Manager	35,000-45,000	42,000
Training/L&D Advisor	26,000-32,000	26,000

### Reward

London	£ Range	£ Typical
Head of Reward	55,000-75,000	73,000
Reward Manager	50,000-60,000	60,000
Reward Analyst	40,000-55,000	50,000
Reward Advisor	30,000-45,000	40,000
Payroll & Benefits Manager	45,000-55,000	52,000

South East England	£ Range	£ Typical
Head of Reward	60,000-120,000	73,000
Reward Manager	50,000-75,000	58,000
Reward Analyst	32,000-45,000	43,000
Reward Advisor	32,000-45,000	38,000
Payroll & Benefits Manager	45,000-60,000	52,000

East of England	£ Range	£ Typical
Head of Reward	55,000-75,000	65,000
Reward Manager	45,000-55,000	52,000
Reward Analyst	40,000-48,000	43,000
Reward Advisor	35,000-45,000	38,000
Payroll & Benefits Manager	48,000-55,000	50,000

South West England	£ Range	£ Typical
Head of Reward	55,000-70,000	65,000
Reward Manager	50,000-60,000	55,000
Reward Analyst	30,000-48,000	45,000
Reward Advisor	30,000-45,000	40,000
Payroll & Benefits Manager	40,000-55,000	50,000

Wales	£ Range	£ Typical
Head of Reward	55,000-70,000	60,000
Reward Manager	40,000-55,000	48,000
Reward Analyst	30,000-40,000	36,000
Reward Advisor	25,000-35,000	32,000
Payroll & Benefits Manager	40,000-55,000	48,000

West Midlands	£ Range	£ Typical
Head of Reward	65,000-90,000	70,000
Reward Manager	45,000-70,000	55,000
Reward Analyst	35,000-50,000	42,000
Reward Advisor	35,000-45,000	40,000
Payroll & Benefits Manager	45,000-65,000	52,000

East Midlands	£ Range	£ Typical
Head of Reward	60,000-70,000	66,000
Reward Manager	45,000-60,000	54,000
Reward Analyst	35,000-50,000	40,000
Reward Advisor	35,000-45,000	40,000
Payroll & Benefits Manager	45,000-60,000	49,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Reward	45,000-65,000	60,000
Reward Manager	40,000-52,000	47,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	25,000-35,000	32,000
Payroll & Benefits Manager	35,000-55,000	46,000

North East England	£ Range	£ Typical
Head of Reward	45,000-65,000	59,000
Reward Manager	40,000-52,000	46,000
Reward Analyst	25,000-35,000	32,000
Reward Advisor	25,000-35,000	31,000
Payroll & Benefits Manager	35,000-55,000	45,000

North West England	£ Range	£ Typical
Head of Reward	60,000-90,000	70,000
Reward Manager	50,000-70,000	55,000
Reward Analyst	40,000-55,000	45,000
Reward Advisor	35,000-50,000	38,000
Payroll & Benefits Manager	40,000-60,000	49,000

Northern Ireland	£ Range	£ Typical
Head of Reward	40,000-60,000	55,000
Reward Manager	28,000-50,000	40,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	26,000-39,000	30,000
Payroll & Benefits Manager	35,000-40,000	36,000

Scotland	£ Range	£ Typical
Head of Reward	55,000-70,000	62,000
Reward Manager	40,000-50,000	45,000
Reward Analyst	32,000-40,000	37,000
Reward Advisor	30,000-40,000	34,000
Payroll & Benefits Manager	37,000-48,000	44,000

### HRMI

London	£ Range	£ Typical
HRMI Manager	40,000-55,000	53,000
HRMI Analyst	35,000-45,000	45,000

South East England	£ Range	£ Typical
HRMI Manager	45,000-65,000	50,000
HRMI Analyst	35,000-45,000	38,000

East of England	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	30,000-40,000	35,000

South West England	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	30,000-40,000	35,000

Wales	£ Range	£ Typical
HRMI Manager	35,000-50,000	40,000
HRMI Analyst	30,000-40,000	35,000

West Midlands	£ Range	£ Typical
HRMI Manager	40,000-55,000	50,000
HRMI Analyst	30,000-45,000	35,000

East Midlands	£ Range	£ Typical
HRMI Manager	45,000-60,000	50,000
HRMI Analyst	30,000-45,000	35,000

Yorkshire and the Humber	£ Range	£ Typical
HRMI Manager	30,000-50,000	40,000
HRMI Analyst	25,000-37,000	30,000

North East England	£ Range	£ Typical
HRMI Manager	30,000-50,000	40,000
HRMI Analyst	25,000-37,000	29,000

North West England	£ Range	£ Typical
HRMI Manager	40,000-55,000	50,000
HRMI Analyst	30,000-45,000	39,000

Northern Ireland	£ Range	£ Typical
HRMI Manager	38,000-55,000	45,000
HRMI Analyst	25,000-38,000	30,000

Scotland	£ Range	£ Typical
HRMI Manager	42,000-55,000	47,000
HRMI Analyst	28,000-38,000	32,000

# HUMAN RESOURCES

## PUBLIC SECTOR

### Recruitment & Resourcing

London	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	67,000
Talent/Resourcing Partner	45,000-60,000	54,000
Talent/Resourcing Advisor	32,000-40,000	37,000
Talent/Resourcing Coordinator	25,000-32,000	30,000

South East England	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	64,000
Talent/Resourcing Partner	40,000-60,000	52,000
Talent/Resourcing Advisor	30,000-40,000	36,000
Talent/Resourcing Coordinator	26,000-30,000	28,000

East of England	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	60,000
Talent/Resourcing Partner	40,000-58,000	46,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	22,500-30,000	26,000

South West England	£ Range	£ Typical
Head of Talent/Resourcing	50,000-75,000	64,000
Talent/Resourcing Partner	45,000-60,000	53,000
Talent/Resourcing Advisor	35,000-50,000	35,000
Talent/Resourcing Coordinator	20,000-30,000	25,000

Wales	£ Range	£ Typical
Head of Talent/Resourcing	45,000-60,000	54,000
Talent/Resourcing Partner	35,000-55,000	45,000
Talent/Resourcing Advisor	25,000-35,000	30,000
Talent/Resourcing Coordinator	18,000-28,000	25,000

West Midlands	£ Range	£ Typical
Head of Talent/Resourcing	50,000-80,000	62,000
Talent/Resourcing Partner	45,000-65,000	50,000
Talent/Resourcing Advisor	28,000-42,000	35,000
Talent/Resourcing Coordinator	20,000-30,000	27,000

East Midlands	£ Range	£ Typical
Head of Talent/Resourcing	50,000-65,000	59,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	28,000-42,000	34,000
Talent/Resourcing Coordinator	20,000-30,000	26,500

Yorkshire and the Humber	£ Range	£ Typical
Head of Talent/Resourcing	45,000-65,000	55,000
Talent/Resourcing Partner	35,000-50,000	42,000
Talent/Resourcing Advisor	25,000-40,000	30,000
Talent/Resourcing Coordinator	18,000-23,000	23,000

North East England	£ Range	£ Typical
Head of Talent/Resourcing	45,000-60,000	50,000
Talent/Resourcing Partner	35,000-50,000	40,000
Talent/Resourcing Advisor	27,000-38,000	33,000
Talent/Resourcing Coordinator	20,000-28,000	23,000

North West England	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	58,000
Talent/Resourcing Partner	35,000-50,000	45,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	20,000-24,000	23,000

Northern Ireland	£ Range	£ Typical
Head of Talent/Resourcing	32,000-50,000	40,000
Talent/Resourcing Partner	30,000-40,000	32,000
Talent/Resourcing Advisor	24,000-29,000	26,000
Talent/Resourcing Coordinator	18,000-25,000	21,000

Scotland	£ Range	£ Typical
Head of Talent/Resourcing	50,000-60,000	58,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	30,000-35,000	32,000
Talent/Resourcing Coordinator	20,000-28,000	25,000

### HR Change Projects

London	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	85,000
Change/Projects Business Partner	50,000-70,000	66,000
Change/Projects Manager	45,000-60,000	55,000

South East England	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	84,000
Change/Projects Business Partner	50,000-70,000	63,000
Change/Projects Manager	50,000-60,000	55,000

East of England	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	80,000
Change/Projects Business Partner	50,000-65,000	60,000
Change/Projects Manager	45,000-60,000	55,000

South West England	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	84,000
Change/Projects Business Partner	50,000-65,000	61,000
Change/Projects Manager	45,000-60,000	52,000

Wales	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	75,000
Change/Projects Business Partner	45,000-60,000	57,000
Change/Projects Manager	40,000-60,000	50,000

West Midlands	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	80,000
Change/Projects Business Partner	45,000-65,000	60,000
Change/Projects Manager	45,000-65,000	52,000

East Midlands	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-65,000	55,000
Change/Projects Manager	45,000-65,000	51,000

Yorkshire and the Humber	£ Range	£ Typical
Head of Change/Projects	50,000-75,000	65,000
Change/Projects Business Partner	40,000-60,000	52,000
Change/Projects Manager	40,000-60,000	48,000

North East England	£ Range	£ Typical
Head of Change/Projects	50,000-75,000	65,000
Change/Projects Business Partner	40,000-60,000	52,000
Change/Projects Manager	40,000-60,000	48,000

North West England	£ Range	£ Typical
Head of Change/Projects	50,000-80,000	70,000
Change/Projects Business Partner	40,000-60,000	55,000
Change/Projects Manager	40,000-60,000	50,000

Northern Ireland	£ Range	£ Typical
Head of Change/Projects	55,000-65,000	60,000
Change/Projects Business Partner	37,500-42,500	40,000
Change/Projects Manager	35,000-40,000	35,000

Scotland	£ Range	£ Typical
Head of Change/Projects	60,000-70,000	65,000
Change/Projects Business Partner	50,000-60,000	55,000
Change/Projects Manager	40,000-50,000	45,000



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With offices across the UK, our consultants are experts at helping organisations and HR professionals to develop and grow. This is due to our expertise in finding and sourcing talent and our capability to match HR professionals to the right role.

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