



Accountancy & Finance

2023

HAYS UK SALARY
& RECRUITING TRENDS
SALARIES

hays.co.uk/accountancy



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ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

We're ready to deliver against your immediate hiring needs in accountancy and finance, but also have the scale, insight and understanding needed to shape your future workforce management strategy. Whether you're navigating the digital skills gap, the increasing precedence of AI-based accounting software or the mitigation of risks associated with new processes, we can secure the people you need to meet the challenge.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at hays.co.uk/offices

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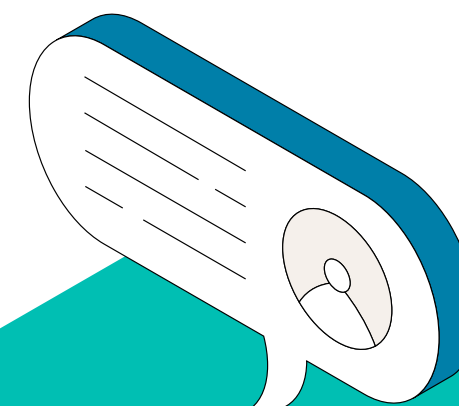
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Methodology

This guide is taken from the Hays UK Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.



ACCOUNTANCY SUPPORT

LONDON	£ Range	£ Typical
QBE Finance Manager	37,500-55,000	48,000
Assistant Accountant	28,000-37,500	34,000
Bookkeeper	28,000-37,000	33,000
AAT Studier	23,000-30,000	27,000
Accounts Assistant	23,000-30,000	26,500

WALES	£ Range	£ Typical
QBE Finance Manager	35,000-50,000	42,000
Assistant Accountant	27,000-33,000	31,000
Bookkeeper	24,000-30,000	27,500
AAT Studier	19,000-28,000	25,000
Accounts Assistant	21,000-28,000	25,500

NORTH EAST ENGLAND	£ Range	£ Typical
QBE Finance Manager	30,000-40,000	37,000
Assistant Accountant	25,000-30,000	27,500
Bookkeeper	22,000-27,000	25,000
AAT Studier	20,000-28,000	25,000
Accounts Assistant	21,000-28,000	25,000

SOUTH EAST ENGLAND	£ Range	£ Typical
QBE Finance Manager	35,000-55,000	45,000
Assistant Accountant	26,000-35,000	31,000
Bookkeeper	25,000-35,000	30,000
AAT Studier	21,000-30,000	27,000
Accounts Assistant	21,000-28,500	26,000

WEST MIDLANDS	£ Range	£ Typical
QBE Finance Manager	35,000-45,000	42,000
Assistant Accountant	26,000-35,000	29,000
Bookkeeper	27,000-35,000	30,000
AAT Studier	22,000-28,000	24,000
Accounts Assistant	22,000-26,000	25,000

NORTH WEST ENGLAND	£ Range	£ Typical
QBE Finance Manager	33,000-47,000	40,000
Assistant Accountant	25,000-30,000	27,500
Bookkeeper	25,000-30,000	27,500
AAT Studier	21,000-25,000	23,000
Accounts Assistant	20,000-24,000	23,000

EAST OF ENGLAND	£ Range	£ Typical
QBE Finance Manager	36,000-47,000	38,000
Assistant Accountant	26,000-33,000	30,000
Bookkeeper	28,000-32,000	28,000
AAT Studier	22,000-28,000	26,000
Accounts Assistant	22,000-28,000	26,000

EAST MIDLANDS	£ Range	£ Typical
QBE Finance Manager	35,000-40,000	38,000
Assistant Accountant	28,000-30,000	29,000
Bookkeeper	26,000-30,000	27,000
AAT Studier	22,000-24,000	23,000
Accounts Assistant	22,000-26,000	25,000

NORTHERN IRELAND	£ Range	£ Typical
QBE Finance Manager	35,000-42,000	40,000
Assistant Accountant	25,000-34,000	30,000
Bookkeeper	22,000-30,000	27,000
AAT Studier	20,000-30,000	26,000
Accounts Assistant	20,000-26,000	24,000

SOUTH WEST ENGLAND	£ Range	£ Typical
QBE Finance Manager	40,000-50,000	45,000
Assistant Accountant	26,000-32,000	30,000
Bookkeeper	30,000-35,000	30,000
AAT Studier	18,000-28,000	26,000
Accounts Assistant	24,000-28,000	26,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
QBE Finance Manager	30,000-40,000	37,000
Assistant Accountant	25,000-30,000	27,500
Bookkeeper	22,000-27,000	25,000
AAT Studier	20,000-28,000	25,000
Accounts Assistant	21,000-28,000	25,000

SCOTLAND	£ Range	£ Typical
QBE Finance Manager	35,000-40,000	38,000
Assistant Accountant	28,000-35,000	32,000
Bookkeeper	24,000-28,000	26,000
AAT Studier	22,000-28,000	25,000
Accounts Assistant	22,000-26,000	24,000

ACCOUNTS PAYABLE

LONDON	£ Range	£ Typical
Accounts Payable Manager	40,000-65,000	47,000
Accounts Payable Team Leader/Supervisor	33,000-40,000	38,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	23,000-32,000	28,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	35,000-55,000	43,500
Accounts Payable Team Leader/Supervisor	28,000-38,000	35,500
Accounts Payable Clerk/Senior Accounts Payable Clerk	21,000-28,000	26,000

EAST OF ENGLAND	£ Range	£ Typical
Accounts Payable Manager	35,000-45,000	40,000
Accounts Payable Team Leader/Supervisor	28,000-34,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	22,000-28,000	26,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	35,000-45,000	42,000
Accounts Payable Team Leader/Supervisor	26,000-35,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-26,000	24,000

WALES	£ Range	£ Typical
Accounts Payable Manager	28,000-40,000	35,000
Accounts Payable Team Leader/Supervisor	25,000-33,000	29,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	19,500-26,000	24,500

WEST MIDLANDS	£ Range	£ Typical
Accounts Payable Manager	35,000-45,000	43,000
Accounts Payable Team Leader/Supervisor	30,000-38,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	23,000-27,000	25,000

EAST MIDLANDS	£ Range	£ Typical
Accounts Payable Manager	35,000-45,000	42,000
Accounts Payable Team Leader/Supervisor	28,000-32,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	23,000-27,000	25,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Accounts Payable Manager	30,000-40,000	37,500
Accounts Payable Team Leader/Supervisor	25,000-37,000	30,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	23,000

NORTH EAST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	30,000-40,000	37,500
Accounts Payable Team Leader/Supervisor	25,000-37,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	23,000

NORTH WEST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	42,000-55,000	46,000
Accounts Payable Team Leader/Supervisor	30,000-37,000	34,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	22,000-28,000	24,000

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	20,000-28,000	25,000

SCOTLAND	£ Range	£ Typical
Accounts Payable Manager	35,000-40,000	38,000
Accounts Payable Team Leader/Supervisor	30,000-35,000	32,000
Accounts Payable Clerk/Senior Accounts Payable Clerk	20,000-25,000	23,000

AUDIT, RISK & COMPLIANCE

Audit

LONDON	£ Range	£ Typical
Head of/Director	125,000-250,000	162,000
Senior Audit Manager	85,000-120,000	102,000
Audit Manager	68,000-88,000	81,000
Senior Auditor	57,000-70,000	65,000
Auditor (Newly Qualified)	55,000-65,000	60,000
Junior Auditor	37,000-50,000	44,000

WALES	£ Range	£ Typical
Head of/Director	80,000-135,000	100,000
Senior Audit Manager	65,000-95,000	82,000
Audit Manager	55,000-80,000	68,000
Senior Auditor	44,000-65,000	55,000
Auditor (Newly Qualified)	35,000-50,000	42,000
Junior Auditor	32,000-43,000	36,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of/Director	75,000-125,000	105,000
Senior Audit Manager	60,000-85,000	73,000
Audit Manager	55,000-75,000	66,000
Senior Auditor	45,000-60,000	52,000
Auditor (Newly Qualified)	42,000-52,000	46,000
Junior Auditor	34,000-44,000	35,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of/Director	80,000-160,000	132,000
Senior Audit Manager	67,000-95,000	92,000
Audit Manager	65,000-85,000	80,000
Senior Auditor	50,000-65,000	63,000
Auditor (Newly Qualified)	47,000-60,000	58,000
Junior Auditor	35,000-47,000	42,000

WEST MIDLANDS	£ Range	£ Typical
Head of/Director	75,000-150,000	110,000
Senior Audit Manager	65,000-95,000	81,000
Audit Manager	55,000-85,000	70,000
Senior Auditor	45,000-65,000	55,000
Auditor (Newly Qualified)	38,000-55,000	48,000
Junior Auditor	28,000-48,000	38,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of/Director	80,000-125,000	105,000
Senior Audit Manager	65,000-95,000	80,000
Audit Manager	60,000-85,000	72,000
Senior Auditor	45,000-60,000	53,000
Auditor (Newly Qualified)	42,000-55,000	47,500
Junior Auditor	32,000-43,000	37,000

EAST OF ENGLAND	£ Range	£ Typical
Head of/Director	80,000-125,000	110,000
Senior Audit Manager	65,000-80,000	74,000
Audit Manager	58,000-80,000	65,000
Senior Auditor	47,000-60,000	56,000
Auditor (Newly Qualified)	47,000-56,000	53,000
Junior Auditor	35,000-47,000	37,000

EAST MIDLANDS	£ Range	£ Typical
Head of/Director	75,000-150,000	110,000
Senior Audit Manager	65,000-95,000	80,000
Audit Manager	55,000-85,000	70,000
Senior Auditor	45,000-65,000	53,000
Auditor (Newly Qualified)	38,000-58,000	48,000
Junior Auditor	28,000-45,000	38,000

SCOTLAND	£ Range	£ Typical
Head of/Director	85,000-160,000	110,000
Senior Audit Manager	65,000-90,000	85,000
Audit Manager	50,000-70,000	65,000
Senior Auditor	42,000-55,000	50,000
Auditor (Newly Qualified)	40,000-47,000	44,000
Junior Auditor	30,000-38,000	34,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of/Director	78,000-165,000	115,000
Senior Audit Manager	65,000-90,000	85,000
Audit Manager	50,000-85,000	75,000
Senior Auditor	45,000-60,000	57,000
Auditor (Newly Qualified)	47,000-55,000	55,000
Junior Auditor	35,000-45,000	38,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of/Director	75,000-125,000	114,000
Senior Audit Manager	65,000-95,000	80,000
Audit Manager	55,000-80,000	68,000
Senior Auditor	48,000-60,000	53,000
Auditor (Newly Qualified)	42,000-52,000	46,000
Junior Auditor	32,000-45,000	35,000

AUDIT, RISK & COMPLIANCE

Risk and Compliance

LONDON

Financial services	£ Range	£ Typical
Risk and Compliance Director	120,000-222,000	165,000
Head of Compliance/Risk	110,000-180,000	140,000
Compliance Manager	50,000-75,000	62,000
Compliance Advisory Manager	85,000-135,000	105,000
Compliance Monitoring Manager	80,000-115,000	102,000
Operational/Conduct Risk Manager	80,000-100,000	93,000
Enterprise Risk Manager	70,000-95,000	83,000
Financial Crime Manager	90,000-140,000	120,000
Financial Crime Analyst	45,000-70,000	56,000
Compliance/Risk Analyst	29,000-45,000	38,000
Compliance Co-ordinator	35,000-55,000	44,000
Data Governance/GDPR	55,000-90,000	76,000

Commerce and industry	£ Range	£ Typical
Head of Risk	125,000-160,000	140,000
Head of Ethics & Compliance	90,000-130,000	105,000
Head of Data Governance	85,000-135,000	107,000
Risk Manager	70,000-90,000	80,000
Governance Manager	55,000-75,000	65,000
Compliance Manager (Regulatory or Operational)	55,000-75,000	70,000
Data Governance Manager	55,000-75,000	66,000
Business Continuity Manager	60,000-95,000	70,000
Risk Analyst	55,000-75,000	65,000
Compliance Officer/Assistant/Advisor	48,000-58,000	52,000
Data Governance Officer	38,000-48,000	42,000
Compliance Administrator	32,000-42,000	37,000

SOUTH

Financial services	£ Range	£ Typical
Risk and Compliance Director	100,000-150,000	117,000
Head of Compliance/Risk	85,000-130,000	93,000
Senior Compliance Manager	55,000-90,000	73,000
Compliance Advisory Manager	45,000-65,000	58,000
Compliance Monitoring Manager	45,000-60,000	52,000
Operational/Conduct Risk Manager	55,000-100,000	80,000
Enterprise Risk Manager	55,000-90,000	73,000
Financial Crime Manager	55,000-90,000	68,000
Financial Crime Analyst	30,000-50,000	42,000
Compliance/Risk Analyst	35,000-55,000	38,000
Compliance Co-ordinator	28,000-35,000	30,000
Data Governance/GDPR	40,000-80,000	48,000

Commerce and industry	£ Range	£ Typical
Head of Risk	80,000-150,000	97,000
Head of Ethics & Compliance	80,000-120,000	88,000
Head of Data Governance	65,000-120,000	86,000
Risk Manager	50,000-85,000	68,000
Governance Manager	48,000-70,000	56,000
Compliance Manager (Regulatory or Operational)	48,000-70,000	56,000
Data Governance Manager	48,000-70,000	57,000
Business Continuity Manager	48,000-90,000	60,000
Risk Analyst	38,000-65,000	54,000
Compliance Officer/Assistant/Advisor	32,000-45,000	44,000
Data Governance Officer	32,000-45,000	38,000
Compliance Administrator	32,000-38,000	33,000

CREDIT MANAGEMENT

LONDON	£ Range	£ Typical
Credit Director	80,000-115,000	100,000
Group Credit Manager/Head of Credit	65,000-90,000	77,000
Credit Manager	45,000-65,000	58,000
Credit Control Supervisor	32,000-43,000	38,000
Credit Risk Analyst	40,000-65,000	53,000
Senior Credit Controller	32,000-38,000	35,000
Credit Controller	23,000-30,000	28,000

WALES	£ Range	£ Typical
Credit Director	56,000-87,000	70,000
Group Credit Manager/Head of Credit	50,000-65,000	55,000
Credit Manager	35,000-55,000	43,000
Credit Control Supervisor	26,000-33,000	30,000
Credit Risk Analyst	26,000-38,000	31,000
Senior Credit Controller	25,000-30,000	28,000
Credit Controller	19,000-26,000	24,500

NORTH EAST ENGLAND	£ Range	£ Typical
Credit Director	60,000-90,000	77,000
Group Credit Manager/Head of Credit	50,000-70,000	62,000
Credit Manager	33,000-48,000	45,000
Credit Control Supervisor	24,000-34,000	30,000
Credit Risk Analyst	28,000-40,000	34,000
Senior Credit Controller	23,000-28,000	27,000
Credit Controller	20,000-24,000	24,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Credit Director	80,000-110,000	90,000
Group Credit Manager/Head of Credit	60,000-80,000	70,000
Credit Manager	40,000-58,000	52,000
Credit Control Supervisor	32,000-42,000	38,000
Credit Risk Analyst	30,000-50,000	43,000
Senior Credit Controller	30,000-38,000	34,000
Credit Controller	25,000-32,000	28,000

WEST MIDLANDS	£ Range	£ Typical
Credit Director	75,000-100,000	88,000
Group Credit Manager/Head of Credit	60,000-80,000	67,000
Credit Manager	43,000-60,000	50,000
Credit Control Supervisor	32,000-38,000	35,000
Credit Risk Analyst	35,000-45,000	40,000
Senior Credit Controller	27,000-32,000	30,000
Credit Controller	24,000-28,000	26,000

NORTH WEST ENGLAND	£ Range	£ Typical
Credit Director	60,000-100,000	85,000
Group Credit Manager/Head of Credit	55,000-100,000	63,000
Credit Manager	38,000-60,000	48,000
Credit Control Supervisor	30,000-40,000	33,000
Credit Risk Analyst	35,000-50,000	48,000
Senior Credit Controller	26,000-34,000	30,000
Credit Controller	22,000-27,000	26,500

EAST OF ENGLAND	£ Range	£ Typical
Credit Director	65,000-95,000	78,000
Group Credit Manager/Head of Credit	50,000-65,000	63,000
Credit Manager	40,000-60,000	50,000
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	32,000
Credit Controller	23,000-30,000	27,000

EAST MIDLANDS	£ Range	£ Typical
Credit Director	70,000-95,000	85,000
Group Credit Manager/Head of Credit	60,000-70,000	64,000
Credit Manager	35,000-50,000	48,000
Credit Control Supervisor	32,000-38,000	35,000
Credit Risk Analyst	35,000-42,000	40,000
Senior Credit Controller	25,000-30,000	30,000
Credit Controller	24,000-28,000	26,000

NORTHERN IRELAND	£ Range	£ Typical
Credit Director	60,000-85,000	77,000
Group Credit Manager/Head of Credit	50,000-70,000	58,000
Credit Manager	30,000-60,000	48,000
Credit Control Supervisor	25,000-45,000	39,000
Credit Risk Analyst	25,000-40,000	33,000
Senior Credit Controller	22,000-35,000	30,000
Credit Controller	22,000-28,000	26,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Credit Director	65,000-95,000	80,000
Group Credit Manager/Head of Credit	50,000-65,000	55,000
Credit Manager	45,000-60,000	50,000
Credit Control Supervisor	30,000-40,000	35,000
Credit Risk Analyst	30,000-45,000	42,000
Senior Credit Controller	28,000-35,000	32,000
Credit Controller	26,000-30,000	28,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Credit Director	55,000-90,000	80,000
Group Credit Manager/Head of Credit	50,000-70,000	63,000
Credit Manager	33,000-48,000	45,000
Credit Control Supervisor	24,000-38,000	33,000
Credit Risk Analyst	28,000-40,000	34,000
Senior Credit Controller	23,000-30,000	28,000
Credit Controller	20,000-26,000	25,000

SCOTLAND	£ Range	£ Typical
Credit Director	55,000-80,000	75,000
Group Credit Manager/Head of Credit	50,000-65,000	58,000
Credit Manager	43,000-60,000	48,000
Credit Control Supervisor	30,000-40,000	33,000
Credit Risk Analyst	30,000-40,000	35,000
Senior Credit Controller	28,000-32,000	30,000
Credit Controller	23,000-28,000	25,000

ACCOUNTS RECEIVABLE

LONDON	£ Range	£ Typical
Manager	42,000-65,000	52,500
Team Leader/Supervisor	33,000-45,000	38,000
Analyst	28,000-35,000	33,000
Assistant/Clerk	23,000-30,000	28,000
Administrator	23,000-27,000	24,000

WALES	£ Range	£ Typical
Manager	29,000-44,000	38,000
Team Leader/Supervisor	24,000-34,000	27,000
Analyst	22,000-33,000	26,000
Assistant/Clerk	19,000-25,000	23,500
Administrator	19,000-24,000	20,000

NORTH EAST ENGLAND	£ Range	£ Typical
Manager	30,000-45,000	40,000
Team Leader/Supervisor	25,000-35,000	32,000
Analyst	23,000-30,000	25,000
Assistant/Clerk	20,000-23,000	22,000
Administrator	19,500-22,000	21,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Manager	40,000-65,000	45,000
Team Leader/Supervisor	33,000-45,000	36,000
Analyst	28,000-35,000	33,000
Assistant/Clerk	23,000-30,000	28,000
Administrator	23,000-27,000	25,000

WEST MIDLANDS	£ Range	£ Typical
Manager	35,000-50,000	42,000
Team Leader/Supervisor	27,000-35,000	30,000
Analyst	25,000-30,000	27,000
Assistant/Clerk	22,000-26,000	24,000
Administrator	20,000-23,000	22,000

NORTH WEST ENGLAND	£ Range	£ Typical
Manager	33,000-55,000	45,000
Team Leader/Supervisor	28,000-36,000	33,000
Analyst	28,000-35,000	30,000
Assistant/Clerk	21,000-25,000	24,000
Administrator	19,000-22,000	21,000

EAST OF ENGLAND	£ Range	£ Typical
Manager	32,000-50,000	42,000
Team Leader/Supervisor	32,000-42,000	38,000
Analyst	25,000-33,000	30,000
Assistant/Clerk	22,000-30,000	26,000
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	24,000-28,000	26,000
Assistant/Clerk	22,000-26,000	24,000
Administrator	20,000-24,000	22,000

NORTHERN IRELAND	£ Range	£ Typical
Manager	30,000-55,000	47,000
Team Leader/Supervisor	25,000-38,000	35,000
Analyst	23,000-32,000	27,000
Assistant/Clerk	19,000-24,000	22,000
Administrator	18,000-22,000	20,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Manager	35,000-45,000	40,000
Team Leader/Supervisor	30,000-35,000	30,000
Analyst	25,000-32,000	28,000
Assistant/Clerk	24,000-28,000	25,000
Administrator	20,000-24,000	23,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Manager	30,000-45,000	40,000
Team Leader/Supervisor	25,000-35,000	30,000
Analyst	23,000-30,000	25,000
Assistant/Clerk	20,000-24,000	23,000
Administrator	19,500-22,000	21,000

SCOTLAND	£ Range	£ Typical
Manager	35,000-45,000	40,000
Team Leader/Supervisor	28,000-35,000	30,000
Analyst	28,000-32,000	30,000
Assistant/Clerk	22,000-28,000	25,000
Administrator	20,000-22,000	20,000

PAYROLL

LONDON	£ Range	£ Typical
Head of Payroll	70,000-130,000	82,000
International Payroll Manager	55,000-80,000	68,000
Payroll Manager	45,000-65,000	56,000
Payroll Supervisor/Team Leader	35,000-45,000	42,000
International Payroll Specialist	40,000-60,000	50,000
Sole Charge Payroller	35,000-45,000	41,000
Payroll Clerk	26,500-33,000	32,500
Payroll Administrator	25,000-32,000	28,500

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Payroll	60,000-90,000	75,000
Payroll Manager	42,000-60,000	50,000
Payroll Supervisor/Team Leader	32,000-45,000	40,000
Sole Charge Payroller	30,000-42,000	35,000
Payroll Clerk	25,000-35,000	30,000
Payroll Administrator	22,000-30,000	26,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Payroll	50,000-70,000	60,000
Payroll Manager	35,000-50,000	45,000
Payroll Supervisor/Team Leader	30,000-38,000	35,000
Sole Charge Payroller	28,000-35,000	32,000
Payroll Clerk	24,000-30,000	28,000
Payroll Administrator	22,000-26,000	25,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Payroll	50,000-70,000	60,000
Payroll Manager	45,000-55,000	50,000
Payroll Supervisor/Team Leader	32,000-38,000	36,000
Sole Charge Payroller	28,000-35,000	30,000
Payroll Clerk	24,000-30,000	27,000
Payroll Administrator	24,000-30,000	26,000

WALES	£ Range	£ Typical
Head of Payroll	47,000-65,000	55,000
Payroll Manager	35,000-55,000	45,000
Payroll Supervisor/Team Leader	28,000-35,000	33,000
Sole Charge Payroller	24,000-32,000	30,000
Payroll Clerk	22,000-28,000	26,000
Payroll Administrator	19,000-24,000	22,000

WEST MIDLANDS	£ Range	£ Typical
Head of Payroll	67,000-80,000	75,000
International Payroll Manager	54,000-65,000	62,000
Payroll Manager	52,000-60,000	58,000
Payroll Supervisor/Team Leader	38,000-45,000	42,000
International Payroll Specialist	35,000-38,500	36,500
Sole Charge Payroller	33,000-35,000	34,000
Payroll Clerk	30,000-35,000	32,000
Payroll Administrator	25,000-30,000	28,500

EAST MIDLANDS	£ Range	£ Typical
Head of Payroll	55,000-75,000	68,000
Payroll Manager	45,000-55,000	50,000
Payroll Supervisor/Team Leader	32,000-40,000	37,000
Sole Charge Payroller	27,000-35,000	32,000
Payroll Clerk	24,000-28,000	27,000
Payroll Administrator	20,000-24,000	22,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Payroll	50,000-72,000	62,500
Payroll Manager	35,000-50,000	46,000
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	19,500-23,000	21,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Payroll	45,000-65,000	57,500
Payroll Manager	32,000-47,000	44,000
Payroll Supervisor/Team Leader	26,500-35,000	32,000
Sole Charge Payroller	23,500-30,000	28,000
Payroll Clerk	20,000-25,000	23,500
Payroll Administrator	19,500-23,000	21,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Payroll	55,000-70,000	64,000
Payroll Manager	42,000-52,000	48,000
Payroll Supervisor/Team Leader	30,000-38,000	34,000
Sole Charge Payroller	28,000-35,000	32,000
Payroll Clerk	23,000-28,000	26,500
Payroll Administrator	21,000-24,000	22,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Payroll	45,000-75,000	58,000
Payroll Manager	35,000-50,000	44,000
Payroll Supervisor/Team Leader	23,000-35,000	30,000
Sole Charge Payroller	23,000-35,000	31,500
Payroll Clerk	18,000-26,000	24,000
Payroll Administrator	18,000-24,000	21,000

SCOTLAND	£ Range	£ Typical
Head of Payroll	50,000-70,000	60,000
Payroll Manager	35,000-55,000	48,000
Payroll Supervisor/Team Leader	30,000-40,000	36,000
Sole Charge Payroller	28,000-40,000	35,000
Payroll Clerk	25,000-30,000	28,000
Payroll Administrator	20,000-25,000	22,000

PART-QUALIFIED ACCOUNTANCY

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-50,000	46,000	40,000-50,000	46,000	37,000-42,000	38,000	38,000-48,000	42,000
Part-Qualified/Semi Senior	33,000-42,000	38,000	33,000-42,000	38,000	26,000-39,000	33,000	30,000-40,000	36,000
Trainee	23,000-32,000	26,500	23,000-32,000	26,500	21,000-29,000	27,000	27,000-37,000	30,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-50,000	45,000	36,000-50,000	45,000	28,000-37,000	35,000	34,000-44,000	40,000
Part-Qualified/Semi Senior	32,000-40,000	38,000	32,000-40,000	38,000	25,000-34,000	30,000	27,000-37,000	32,000
Trainee	23,000-30,000	26,000	20,000-28,000	26,000	21,000-28,000	24,500	20,000-28,000	25,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	34,000-45,000	40,000	35,000-42,000	40,000	32,000-40,000	35,000	32,000-42,000	38,000
Part-Qualified/Semi Senior	28,000-40,000	34,000	26,000-38,000	35,000	26,000-33,000	30,000	27,000-37,000	32,000
Trainee	23,000-30,000	26,000	22,000-30,000	26,000	20,000-26,000	23,000	20,000-27,000	25,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-45,000	42,000	38,000-45,000	42,000	35,000-42,000	37,000	36,000-44,000	38,000
Part-Qualified/Semi Senior	30,000-38,000	36,000	30,000-38,000	35,000	30,000-35,000	32,000	28,000-40,000	33,000
Trainee	22,000-28,000	25,000	22,000-28,000	25,000	20,000-30,000	25,000	19,000-30,000	24,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-45,000	35,000	30,000-45,000	35,000	26,000-34,000	32,000	28,000-45,000	34,000
Part-Qualified/Semi Senior	26,000-38,000	30,000	26,000-38,000	30,000	21,000-29,000	26,500	23,000-33,000	27,000
Trainee	18,000-24,000	21,000	18,000-24,000	22,000	17,000-22,000	21,000	18,000-24,000	20,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-45,000	40,000	38,000-45,000	40,000	30,000-38,000	33,000	38,000-45,000	40,000
Part-Qualified/Semi Senior	28,000-35,000	32,000	28,000-35,000	33,000	26,000-33,000	30,000	28,000-35,000	33,000
Trainee	22,000-27,000	24,000	22,000-25,000	24,000	20,000-25,000	23,000	22,000-25,000	24,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-45,000	40,000	35,000-50,000	40,000	24,000-32,000	31,000	35,000-45,000	40,000
Part-Qualified/Semi Senior	28,000-35,000	32,000	28,000-35,000	32,000	22,000-29,000	28,000	28,000-35,000	32,000
Trainee	22,000-27,000	24,000	22,000-25,000	24,000	19,000-25,000	23,000	22,000-25,000	24,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-38,000	35,000	30,000-40,000	35,000	30,000-38,000	33,000	30,000-38,000	32,000
Part-Qualified/Semi Senior	25,000-33,000	30,000	23,000-32,000	30,000	23,000-30,000	28,000	25,000-31,000	28,000
Trainee	20,000-25,000	22,500	20,000-25,000	23,000	20,000-24,000	23,000	20,000-24,000	22,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	30,000-38,000	35,000	30,000-40,000	35,000	30,000-38,000	33,000	30,000-38,000	32,000
Part-Qualified/Semi Senior	24,000-32,000	29,000	23,000-32,000	30,000	23,000-30,000	28,000	25,000-31,000	27,500
Trainee	20,000-25,000	22,500	20,000-25,000	23,000	20,000-24,000	22,000	20,000-24,000	22,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	34,000-40,000	38,000	34,000-40,000	37,000	32,000-38,000	36,000	30,000-38,000	35,000
Part-Qualified/Semi Senior	28,000-34,000	33,000	28,000-34,000	33,000	27,000-34,000	33,000	25,000-31,000	29,000
Trainee	23,000-28,000	25,500	23,000-28,000	25,500	22,000-27,000	24,000	20,000-25,000	24,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	28,000-34,000	32,000	28,000-34,000	32,000	25,000-32,000	29,000	25,000-33,000	30,000
Part-Qualified/Semi Senior	25,000-32,000	30,000	25,000-32,000	30,000	22,000-26,000	25,000	20,000-28,000	24,000
Trainee	20,000-26,000	23,000	20,000-26,000	23,000	18,000-22,000	20,000	18,000-22,000	20,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	35,000-40,000	37,000	35,000-40,000	37,000	32,000-36,000	34,000	35,000-40,000	37,000
Part-Qualified/Semi Senior	28,000-34,000	32,000	28,000-33,000	32,000	26,000-30,000	28,000	28,000-34,000	32,000
Trainee	23,000-28,000	25,000	23,000-28,000	25,000	22,000-25,000	23,000	23,000-28,000	25,000

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	175,000	125,000-175,000	150,000
Financial Controller	80,000-130,000	110,000	75,000-95,000	85,000
Financial Planning & Analysis Manager*	70,000-100,000	85,000	70,000-90,000	80,000
Financial Accountant	55,000-65,000	62,500	55,000-65,000	60,000
Company Accountant	-	-	55,000-70,000	65,000
Management Accountant	55,000-65,000	62,500	55,000-65,000	60,000
Business/Finance Analyst*	55,000-70,000	67,500	55,000-65,000	60,000
Finance Manager	65,000-75,000	72,500	65,000-80,000	72,500
Business Partner†	60,000-85,000	72,500	60,000-80,000	70,000
Systems Accountant*	70,000-80,000	75,000	70,000-90,000	75,000
5+ Years' PQE**	85,000-110,000	95,000	80,000-100,000	90,000
2-4 Years' PQE**	65,000-85,000	75,000	70,000-85,000	75,000
Recently Qualified (up to 2 years)	60,000-70,000	65,000	55,000-70,000	62,500
Newly Qualified	55,000-65,000	58,000	55,000-60,000	57,500

	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	70,000-150,000	120,000
Financial Controller	70,000-140,000	105,000	55,000-100,000	80,000
Financial Planning & Analysis Manager*	65,000-90,000	85,000	55,000-80,000	67,500
Financial Accountant	50,000-65,000	60,000	45,000-65,000	58,000
Company Accountant	-	-	40,000-60,000	57,000
Management Accountant	50,000-62,000	56,500	42,000-60,000	55,000
Business/Finance Analyst*	55,000-70,000	60,000	45,000-62,000	55,000
Finance Manager	60,000-75,000	65,000	45,000-62,000	57,000
Business Partner†	55,000-80,000	70,000	55,000-75,000	65,000
Systems Accountant*	50,000-80,000	70,000	50,000-75,000	66,000
5+ Years' PQE**	60,000-90,000	82,000	55,000-75,000	70,000
2-4 Years' PQE**	55,000-70,000	68,000	52,000-65,000	60,000
Recently Qualified (up to 2 years)	50,000-65,000	60,000	48,000-60,000	58,000
Newly Qualified	45,000-55,000	53,000	45,000-57,000	51,000

	Large organisation ▼		SME ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	150,000-300,000	200,000	-	-
Financial Director	125,000-200,000	150,000	90,000-140,000	120,000
Financial Controller	75,000-100,000	85,000	75,000-85,000	80,000
Financial Planning & Analysis Manager*	70,000-90,000	78,000	60,000-85,000	70,000
Financial Accountant	48,000-65,000	55,000	48,000-58,000	55,000
Company Accountant	-	-	48,000-65,000	58,000
Management Accountant	48,000-55,000	50,000	48,000-55,000	50,000
Business/Finance Analyst*	50,000-60,000	55,000	50,000-60,000	55,000
Finance Manager	60,000-75,000	65,000	55,000-65,000	60,000
Business Partner†	55,000-68,000	65,000	55,000-65,000	60,000
Systems Accountant*	50,000-75,000	65,000	50,000-65,000	55,000
5+ Years' PQE**	60,000-85,000	80,000	70,000-85,000	75,000
2-4 Years' PQE**	50,000-65,000	60,000	55,000-65,000	58,000
Recently Qualified (up to 2 years)	45,000-58,000	55,000	48,000-58,000	53,000
Newly Qualified	45,000-58,000	55,000	48,000-56,000	50,000

	Large organisation ▼		SME ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-300,000	270,000	-	-
Financial Director	100,000-160,000	140,000	90,000-140,000	110,000
Financial Controller	80,000-110,000	100,000	50,000-80,000	70,000
Financial Planning & Analysis Manager*	65,000-100,000	80,000	60,000-85,000	65,000
Financial Accountant	48,000-60,000	53,000	40,000-55,000	48,000
Company Accountant	-	-	45,000-55,000	50,000
Management Accountant	48,000-60,000	53,000	42,000-52,000	48,000
Business/Finance Analyst*	48,000-60,000	56,000	42,000-52,000	48,000
Finance Manager	55,000-65,000	60,000	45,000-60,000	55,000
Business Partner†	50,000-65,000	60,000	50,000-65,000	54,000
Systems Accountant*	50,000-65,000	60,000	50,000-60,000	55,000
5+ Years' PQE**	65,000-90,000	84,000	60,000-85,000	70,000
2-4 Years' PQE**	50,000-70,000	63,000	50,000-60,000	58,000
Recently Qualified (up to 2 years)	50,000-60,000	55,000	45,000-55,000	52,000
Newly Qualified	45,000-52,000	50,000	40,000-50,000	48,000

* 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.

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
WALES	£ 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	90,000
Financial Controller	50,000-95,000	85,000	45,000-70,000	65,000
Financial Planning & Analysis Manager*	55,000-85,000	70,000	45,000-65,000	60,000
Financial Accountant	40,000-52,000	47,000	34,000-47,000	45,000
Company Accountant	-	-	34,000-50,000	45,000
Management Accountant	40,000-52,000	49,000	34,000-47,000	45,000
Business/Finance Analyst*	40,000-52,000	49,000	40,000-52,000	48,000
Finance Manager	40,000-55,000	50,000	38,000-50,000	48,000
Business Partner†	45,000-60,000	55,000	42,000-52,000	50,000
Systems Accountant*	38,000-50,000	48,000	42,000-52,000	48,000
5+ Years' PQE**	50,000-75,000	70,000	45,000-65,000	58,000
2-4 Years' PQE**	42,000-54,000	52,000	38,000-50,000	48,000
Recently Qualified (up to 2 years)	40,000-50,000	48,000	34,000-45,000	43,000
Newly Qualified	35,000-45,000	42,000	30,000-40,000	38,000

	Large organisation ▼		SME ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	220,000-530,000	275,000	-	-
Financial Director	110,000-210,000	140,000	75,000-150,000	100,000
Financial Controller	80,000-120,000	100,000	55,000-90,000	80,000
Financial Planning & Analysis Manager*	70,000-100,000	80,000	58,000-77,000	68,000
Financial Accountant	40,000-52,000	50,000	42,000-57,000	48,000
Company Accountant	-	-	45,000-68,000	52,000
Management Accountant	40,000-52,000	50,000	40,000-50,000	48,000
Business/Finance Analyst*	45,000-55,000	50,000	42,000-55,000	48,000
Finance Manager	48,000-65,000	55,000	45,000-60,000	55,000
Business Partner†	60,000-90,000	68,000	52,000-67,000	58,000
Systems Accountant*	50,000-80,000	70,000	42,000-60,000	52,000
5+ Years' PQE**	55,000-95,000	75,000	52,000-77,000	70,000
2-4 Years' PQE**	45,000-65,000	58,000	50,000-65,000	55,000
Recently Qualified (up to 2 years)	45,000-55,000	50,000	42,000-53,000	48,000
Newly Qualified	43,000-53,000	48,000	38,000-50,000	45,000

	Large organisation ▼		SME ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	250,000	-	-
Financial Director	100,000-200,000	150,000	70,000-110,000	100,000
Financial Controller	70,000-110,000	95,000	50,000-85,000	75,000
Financial Planning & Analysis Manager*	60,000-100,000	80,000	55,000-75,000	65,000
Financial Accountant	40,000-60,000	50,000	38,000-55,000	48,000
Company Accountant	-	-	40,000-60,000	50,000
Management Accountant	40,000-55,000	50,000	45,000-55,000	48,000
Business/Finance Analyst*	45,000-55,000	50,000	45,000-55,000	48,000
Finance Manager	50,000-70,000	60,000	50,000-70,000	55,000
Business Partner†	50,000-75,000	65,000	50,000-65,000	58,000
Systems Accountant*	60,000-75,000	70,000	45,000-60,000	52,000
5+ Years' PQE**	55,000-90,000	80,000	60,000-80,000	70,000
2-4 Years' PQE**	50,000-60,000	55,000	50,000-65,000	55,000
Recently Qualified (up to 2 years)	50,000-60,000	55,000	42,000-53,000	48,000
Newly Qualified	40,000-50,000	45,000	38,000-50,000	45,000

	Large organisation ▼		SME ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-400,000	250,000	-	-
Financial Director	100,000-250,000	150,000	80,000-160,000	110,000
Financial Controller	80,000-135,000	100,000	55,000-110,000	73,000
Financial Planning & Analysis Manager*	65,000-90,000	75,000	55,000-70,000	65,000
Financial Accountant	45,000-60,000	52,000	42,000-55,000	48,000
Company Accountant	-	-	45,000-60,000	54,000
Management Accountant	45,000-60,000	50,000	42,000-55,000	48,000
Business/Finance Analyst*	43,000-55,000	50,000	42,000-55,000	48,000
Finance Manager	55,000-70,000	63,000	42,000-60,000	55,000
Business Partner†	55,000-75,000	65,000	42,000-55,000	50,000
Systems Accountant*	50,000-65,000	60,000	45,000-58,000	55,000
5+ Years' PQE**	65,000-100,000	75,000	60,000-95,000	72,000
2-4 Years' PQE**	55,000-75,000	64,000	50,000-65,000	58,000
Recently Qualified (up to 2 years)	45,000-58,000	52,000	42,000-55,000	48,000
Newly Qualified	38,000-50,000	45,000	35,000-48,000	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.

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-320,000	250,000	-	-
Financial Director	90,000-200,000	130,000	80,000-120,000	100,000
Financial Controller	80,000-100,000	90,000	55,000-75,000	70,000
Financial Planning & Analysis Manager*	65,000-75,000	70,000	55,000-65,000	60,000
Financial Accountant	43,000-45,000	45,000	40,000-50,000	46,000
Company Accountant	-	-	45,000-55,000	50,000
Management Accountant	43,000-50,000	48,000	42,000-50,000	46,000
Business/Finance Analyst*	45,000-60,000	55,000	40,000-50,000	45,000
Finance Manager	45,000-60,000	58,000	40,000-55,000	52,000
Business Partner†	50,000-65,000	60,000	45,000-55,000	52,000
Systems Accountant*	47,000-60,000	58,000	50,000-60,000	55,000
5+ Years' PQE**	65,000-85,000	70,000	60,000-85,000	70,000
2-4 Years' PQE**	55,000-70,000	60,000	50,000-62,000	55,000
Recently Qualified (up to 2 years)	45,000-58,000	52,000	45,000-52,000	48,000
Newly Qualified	38,000-45,000	45,000	40,000-45,000	43,000

	Large organisation ▼		SME ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-400,000	260,000	-	-
Financial Director	130,000-200,000	160,000	100,000-150,000	110,000
Financial Controller	85,000-130,000	105,000	65,000-90,000	70,000
Financial Planning & Analysis Manager*	70,000-90,000	78,000	55,000-75,000	58,000
Financial Accountant	47,000-60,000	52,000	42,000-55,000	50,000
Company Accountant	-	-	42,000-60,000	48,000
Management Accountant	47,000-55,000	52,000	42,000-55,000	48,000
Business/Finance Analyst*	47,000-55,000	52,000	42,000-52,000	48,000
Finance Manager	60,000-75,000	68,000	45,000-60,000	52,000
Business Partner†	58,000-75,000	68,000	45,000-60,000	53,000
Systems Accountant*	48,000-60,000	58,000	50,000-60,000	53,000
5+ Years' PQE**	70,000-110,000	80,000	68,000-100,000	75,000
2-4 Years' PQE**	55,000-75,000	67,000	50,000-62,000	55,000
Recently Qualified (up to 2 years)	45,000-58,000	52,000	45,000-52,000	48,000
Newly Qualified	42,000-50,000	45,000	40,000-45,000	43,000

	Large organisation ▼		SME ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	100,000-200,000	170,000	-	-
Financial Director	85,000-120,000	110,000	65,000-100,000	95,000
Financial Controller	50,000-85,000	70,000	50,000-70,000	60,000
Financial Planning & Analysis Manager*	45,000-65,000	58,000	40,000-65,000	53,000
Financial Accountant	38,000-50,000	44,000	38,000-45,000	42,000
Company Accountant	-	-	38,000-45,000	42,000
Management Accountant	38,000-50,000	44,000	38,000-45,000	42,000
Business/Finance Analyst*	35,000-55,000	44,000	38,000-50,000	42,000
Finance Manager	48,000-65,000	58,000	42,000-55,000	50,000
Business Partner†	40,000-65,000	55,000	38,000-55,000	48,000
Systems Accountant*	45,000-70,000	58,000	40,000-60,000	55,000
5+ Years' PQE**	50,000-75,000	60,000	45,000-70,000	55,000
2-4 Years' PQE**	40,000-55,000	50,000	40,000-50,000	46,000
Recently Qualified (up to 2 years)	40,000-50,000	46,000	38,000-45,000	42,000
Newly Qualified	35,000-42,000	38,000	36,000-40,000	38,000

	Large organisation ▼		SME ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	190,000-320,000	265,000	-	-
Financial Director	120,000-200,000	165,000	73,000-120,000	95,000
Financial Controller	68,000-85,000	80,000	53,000-70,000	65,000
Financial Planning & Analysis Manager*	65,000-85,000	80,000	50,000-75,000	65,000
Financial Accountant	38,000-50,000	47,000	38,000-47,000	45,000
Company Accountant	-	-	37,000-48,000	45,000
Management Accountant	38,000-50,000	47,000	37,000-48,000	45,000
Business/Finance Analyst*	40,000-50,000	50,000	36,000-48,000	45,000
Finance Manager	45,000-65,000	58,000	45,000-65,000	57,000
Business Partner†	50,000-70,000	65,000	43,000-55,000	50,000
Systems Accountant*	50,000-70,000	58,000	50,000-60,000	55,000
5+ Years' PQE**	58,000-78,000	68,000	50,000-65,000	62,000
2-4 Years' PQE**	48,000-63,000	52,000	40,000-50,000	48,000
Recently Qualified (up to 2 years)	40,000-50,000	47,000	42,000-50,000	45,000
Newly Qualified	40,000-46,000	43,000	40,000-44,000	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.

Audit and assurance

LONDON	£ Range	£ Typical
Director	100,000-140,000	120,000
Assistant Director/Senior Manager	80,000-95,000	88,000
Manager	60,000-85,000	72,000
Assistant Manager	52,000-62,000	58,000
Qualified Senior/Executive	48,000-60,000	54,000

WALES	£ Range	£ Typical
Director	80,000-105,000	87,000
Assistant Director/Senior Manager	57,000-77,000	66,000
Manager	44,000-62,000	53,000
Assistant Manager	35,000-50,000	44,000
Qualified Senior/Executive	30,000-44,000	36,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	73,000-100,000	92,000
Assistant Director/Senior Manager	55,000-75,000	63,000
Manager	43,000-60,000	52,000
Assistant Manager	36,000-50,000	42,000
Qualified Senior/Executive	30,000-45,000	39,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	80,000-110,000	96,000
Assistant Director/Senior Manager	55,000-80,000	74,000
Manager	50,000-65,000	62,000
Assistant Manager	44,000-55,000	52,000
Qualified Senior/Executive	40,000-50,000	48,000

WEST MIDLANDS	£ Range	£ Typical
Director	70,000-120,000	95,000
Assistant Director/Senior Manager	58,000-85,000	72,500
Manager	45,000-60,000	55,000
Assistant Manager	37,500-48,500	45,000
Qualified Senior/Executive	34,000-45,000	42,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	80,000-130,000	104,000
Assistant Director/Senior Manager	60,000-80,000	75,000
Manager	50,000-57,000	57,000
Assistant Manager	43,000-50,000	48,000
Qualified Senior/Executive	34,000-43,000	42,000

EAST OF ENGLAND	£ Range	£ Typical
Director	75,000-100,000	88,000
Assistant Director/Senior Manager	60,000-85,000	73,000
Manager	45,000-65,000	55,000
Assistant Manager	38,000-52,000	49,000
Qualified Senior/Executive	35,000-48,000	46,000

EAST MIDLANDS	£ Range	£ Typical
Director	68,000-150,000	90,000
Assistant Director/Senior Manager	55,000-82,500	63,000
Manager	44,000-60,000	52,000
Assistant Manager	37,500-48,000	44,000
Qualified Senior/Executive	33,000-44,000	40,000

NORTHERN IRELAND	£ Range	£ Typical
Director	67,000-90,000	75,000
Assistant Director/Senior Manager	50,000-80,000	63,000
Manager	40,000-50,000	45,000
Assistant Manager	35,000-45,000	38,000
Qualified Senior/Executive	32,000-38,000	36,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	90,000-120,000	98,000
Assistant Director/Senior Manager	65,000-95,000	76,000
Manager	50,000-70,000	60,000
Assistant Manager	46,000-55,000	50,000
Qualified Senior/Executive	40,000-50,000	44,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	75,000-135,000	95,000
Assistant Director/Senior Manager	55,000-80,000	65,000
Manager	45,000-55,000	50,000
Assistant Manager	39,000-46,000	43,000
Qualified Senior/Executive	32,000-40,000	39,000

SCOTLAND	£ Range	£ Typical
Director	75,000-120,000	90,000
Assistant Director/Senior Manager	58,000-85,000	68,000
Manager	45,000-58,000	52,000
Assistant Manager	38,000-48,000	44,000
Qualified Senior/Executive	35,000-45,000	40,000

General practice

LONDON	£ Range	£ Typical
Director	93,000-123,000	110,000
Assistant Director/Senior Manager	72,000-92,000	82,000
Manager	57,000-72,000	68,000
Assistant Manager	50,000-57,000	55,000
Qualified Senior/Executive	44,000-49,000	48,000
Semi-Senior Accountant	27,000-37,000	34,000
Trainee Accountant	25,000-30,000	28,000
Bookkeeper	29,000-44,000	38,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	77,000-105,000	90,000
Assistant Director/Senior Manager	60,000-80,000	70,000
Manager	54,000-66,000	62,000
Assistant Manager	47,000-52,000	50,000
Qualified Senior/Executive	42,000-48,000	47,000
Semi-Senior Accountant	24,000-35,000	30,000
Trainee Accountant	22,000-28,000	24,000
Bookkeeper	27,000-37,000	33,000

EAST OF ENGLAND	£ Range	£ Typical
Director	68,000-94,000	82,000
Assistant Director/Senior Manager	55,000-80,000	63,000
Manager	44,000-55,000	52,000
Assistant Manager	40,000-50,000	45,000
Qualified Senior/Executive	34,000-44,000	41,000
Semi-Senior Accountant	24,000-35,000	28,000
Trainee Accountant	18,000-26,000	21,000
Bookkeeper	22,000-32,000	28,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	75,000-110,000	88,000
Assistant Director/Senior Manager	59,000-80,000	65,000
Manager	46,000-66,000	52,000
Assistant Manager	44,000-56,000	46,000
Qualified Senior/Executive	36,000-45,000	39,000
Semi-Senior Accountant	25,000-35,000	28,000
Trainee Accountant	18,000-28,000	21,000
Bookkeeper	22,000-34,000	27,000

WALES	£ Range	£ Typical
Director	63,000-83,000	74,000
Assistant Director/Senior Manager	47,000-67,000	56,000
Manager	38,000-54,000	48,000
Assistant Manager	35,000-48,000	41,000
Qualified Senior/Executive	32,000-40,000	36,000
Semi-Senior Accountant	25,000-30,000	26,000
Trainee Accountant	18,000-25,000	21,000
Bookkeeper	20,000-28,000	24,000

WEST MIDLANDS	£ Range	£ Typical
Director	68,000-88,000	78,000
Assistant Director/Senior Manager	48,000-68,000	62,000
Manager	38,000-55,000	48,000
Assistant Manager	38,000-48,000	42,000
Qualified Senior/Executive	30,000-45,000	37,000
Semi-Senior Accountant	23,000-33,000	27,000
Trainee Accountant	21,000-25,000	21,000
Bookkeeper	19,000-28,000	25,000

EAST MIDLANDS	£ Range	£ Typical
Director	57,000-85,000	75,000
Assistant Director/Senior Manager	47,000-63,000	58,000
Manager	36,000-52,000	47,000
Assistant Manager	35,000-45,000	40,000
Qualified Senior/Executive	28,000-36,000	35,000
Semi-Senior Accountant	23,000-28,000	25,000
Trainee Accountant	19,000-25,000	22,000
Bookkeeper	17,000-23,000	20,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	70,000-90,000	77,000
Assistant Director/Senior Manager	50,000-70,000	60,000
Manager	38,000-55,000	49,000
Assistant Manager	35,000-50,000	43,000
Qualified Senior/Executive	30,000-43,000	37,000
Semi-Senior Accountant	23,000-30,000	25,000
Trainee Accountant	18,000-25,000	20,000
Bookkeeper	20,000-26,000	23,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-100,000	80,000
Assistant Director/Senior Manager	60,000-70,000	62,000
Manager	50,000-60,000	50,000
Assistant Manager	40,000-50,000	44,000
Qualified Senior/Executive	33,000-45,000	38,000
Semi-Senior Accountant	25,000-35,000	26,000
Trainee Accountant	20,000-25,000	21,000
Bookkeeper	20,000-26,000	24,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	65,000-100,000	85,000
Assistant Director/Senior Manager	55,000-75,000	65,000
Manager	45,000-55,000	50,000
Assistant Manager	40,000-45,000	43,000
Qualified Senior/Executive	30,000-40,000	40,000
Semi-Senior Accountant	25,000-32,000	27,000
Trainee Accountant	20,000-25,000	22,000
Bookkeeper	20,000-30,000	28,000

NORTHERN IRELAND	£ Range	£ Typical
Director	65,000-85,000	72,000
Assistant Director/Senior Manager	50,000-70,000	58,000
Manager	40,000-50,000	45,000
Assistant Manager	34,000-42,000	38,000
Qualified Senior/Executive	32,000-38,000	35,000
Semi-Senior Accountant	20,000-28,000	24,000
Trainee Accountant	18,000-22,000	20,000
Bookkeeper	22,000-28,000	25,000

SCOTLAND	£ Range	£ Typical
Director	70,000-100,000	80,000
Assistant Director/Senior Manager	55,000-75,000	62,000
Manager	45,000-58,000	50,000
Assistant Manager	36,000-43,000	40,000
Qualified Senior/Executive	35,000-45,000	40,000
Semi-Senior Accountant	28,000-35,000	32,000
Trainee Accountant	20,000-26,000	24,000
Bookkeeper	25,000-32,000	28,000

Corporate finance

LONDON	£ Range	£ Typical
Director	120,000-200,000	145,000
Assistant Director/Senior Manager	84,000-120,000	95,000
Manager	62,000-85,000	74,000
Qualified Senior/Executive	50,000-65,000	60,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	85,000-125,000	120,000
Assistant Director/Senior Manager	75,000-100,000	87,000
Manager	57,000-75,000	64,000
Qualified Senior/Executive	44,000-60,000	52,000

EAST OF ENGLAND	£ Range	£ Typical
Director	80,000-120,000	100,000
Assistant Director/Senior Manager	65,000-85,000	78,000
Manager	48,000-68,000	58,000
Qualified Senior/Executive	40,000-55,000	47,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	90,000-130,000	100,000
Assistant Director/Senior Manager	70,000-95,000	82,000
Manager	55,000-75,000	63,000
Qualified Senior/Executive	44,000-52,000	48,000

WALES	£ Range	£ Typical
Director	65,000-100,000	84,000
Assistant Director/Senior Manager	55,000-80,000	70,000
Manager	45,000-65,000	56,000
Qualified Senior/Executive	35,000-48,000	42,000

WEST MIDLANDS	£ Range	£ Typical
Director	75,000-180,000	120,000
Assistant Director/Senior Manager	65,000-90,000	82,000
Manager	50,000-68,000	60,000
Qualified Senior/Executive	40,000-50,000	45,000

EAST MIDLANDS	£ Range	£ Typical
Director	75,000-150,000	110,000
Assistant Director/Senior Manager	60,000-85,000	75,000
Manager	50,000-65,000	58,500
Qualified Senior/Executive	35,000-48,000	44,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	75,000-120,000	100,000
Assistant Director/Senior Manager	62,000-85,000	72,000
Manager	45,000-60,000	54,000
Qualified Senior/Executive	38,000-48,000	44,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-120,000	98,000
Assistant Director/Senior Manager	62,000-85,000	72,000
Manager	45,000-60,000	54,000
Qualified Senior/Executive	38,000-48,000	43,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	80,000-130,000	100,000
Assistant Director/Senior Manager	60,000-80,000	77,000
Manager	45,000-60,000	55,000
Qualified Senior/Executive	40,000-46,000	44,000

NORTHERN IRELAND	£ Range	£ Typical
Director	65,000-90,000	75,000
Assistant Director/Senior Manager	50,000-80,000	60,000
Manager	40,000-55,000	45,000
Qualified Senior/Executive	34,000-38,000	38,000

SCOTLAND	£ Range	£ Typical
Director	75,000-120,000	95,000
Assistant Director/Senior Manager	62,000-85,000	72,000
Manager	45,000-60,000	54,000
Qualified Senior/Executive	38,000-48,000	44,000

Forensic accounting

LONDON	£ Range	£ Typical
Director	110,000-180,000	150,000
Assistant Director/Senior Manager	80,000-105,000	92,000
Manager	65,000-85,000	75,000
Assistant Manager	58,000-70,000	60,000
Senior/Executive	50,000-60,000	55,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	95,000-130,000	125,000
Assistant Director/Senior Manager	75,000-95,000	85,000
Manager	55,000-75,000	67,000
Assistant Manager	47,000-60,000	55,000
Senior/Executive	43,000-55,000	50,000

EAST OF ENGLAND	£ Range	£ Typical
Director	90,000-130,000	102,000
Assistant Director/Senior Manager	65,000-95,000	80,000
Manager	49,000-65,000	60,000
Assistant Manager	43,000-55,000	50,000
Senior/Executive	40,000-50,000	46,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	8,500-115,000	98,000
Assistant Director/Senior Manager	65,000-90,000	77,000
Manager	54,000-75,000	61,000
Assistant Manager	48,000-65,000	52,000
Senior/Executive	44,000-62,000	46,000

WALES	£ Range	£ Typical
Director	65,000-100,000	76,000
Assistant Director/Senior Manager	52,000-75,000	60,000
Manager	42,000-58,000	50,000
Assistant Manager	40,000-50,000	44,000
Senior/Executive	32,000-42,000	36,000

WEST MIDLANDS	£ Range	£ Typical
Director	75,000-125,000	94,000
Assistant Director/Senior Manager	55,000-78,000	70,000
Manager	45,000-60,000	55,000
Assistant Manager	40,000-48,000	46,000
Senior/Executive	35,000-46,000	42,000

EAST MIDLANDS	£ Range	£ Typical
Director	70,000-120,000	88,000
Assistant Director/Senior Manager	55,000-75,000	70,000
Manager	42,000-58,000	55,000
Assistant Manager	40,000-47,500	44,000
Senior/Executive	35,000-44,000	41,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	75,000-110,000	95,000
Assistant Director/Senior Manager	55,000-80,000	70,000
Manager	43,000-58,000	55,000
Assistant Manager	40,000-48,000	45,000
Senior/Executive	35,000-45,000	42,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-100,000	90,000
Assistant Director/Senior Manager	58,000-75,000	68,000
Manager	44,000-60,000	54,000
Assistant Manager	42,000-52,000	44,000
Senior/Executive	36,000-42,000	40,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	75,000-110,000	95,000
Assistant Director/Senior Manager	55,000-80,000	74,000
Manager	46,000-60,000	55,000
Assistant Manager	41,000-48,000	44,000
Senior/Executive	38,000-43,000	40,000

NORTHERN IRELAND	£ Range	£ Typical
Director	65,000-85,000	75,000
Assistant Director/Senior Manager	48,000-60,000	53,000
Manager	38,000-52,000	47,000
Assistant Manager	32,000-42,000	38,000
Senior/Executive	32,000-40,000	35,000

SCOTLAND	£ Range	£ Typical
Director	80,000-110,000	95,000
Assistant Director/Senior Manager	55,000-80,000	70,000
Manager	45,000-60,000	55,000
Assistant Manager	40,000-48,000	45,000
Senior/Executive	38,000-45,000	42,000

Insolvency/corporate recovery

LONDON	£ Range	£ Typical
Director	100,000-145,000	130,000
Assistant Director/Senior Manager	80,000-100,000	92,000
Manager	58,000-78,000	70,000
Assistant Manager	45,000-60,000	55,000
Senior Administrator	38,000-50,000	47,000
Administrator	30,000-40,000	35,000
Trainee/Junior Administrator	25,000-32,000	27,000

WALES	£ Range	£ Typical
Director	65,000-95,000	78,000
Assistant Director/Senior Manager	55,000-75,000	63,000
Manager	43,000-60,000	50,000
Assistant Manager	32,000-44,000	40,000
Senior Administrator	26,000-35,000	30,000
Administrator	20,000-28,000	22,000
Trainee/Junior Administrator	18,000-22,000	20,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	54,000-84,000	75,000
Assistant Director/Senior Manager	42,000-60,000	54,000
Manager	36,000-50,000	45,000
Assistant Manager	30,000-40,000	36,000
Senior Administrator	27,000-38,000	32,000
Administrator	20,000-32,000	27,000
Trainee/Junior Administrator	18,000-25,000	20,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-110,000	100,000
Assistant Director/Senior Manager	60,000-80,000	72,000
Manager	50,000-65,000	60,000
Assistant Manager	44,000-58,000	52,000
Senior Administrator	28,000-44,000	38,000
Administrator	24,000-36,000	30,000
Trainee/Junior Administrator	22,000-28,000	25,000

WEST MIDLANDS	£ Range	£ Typical
Director	65,000-95,000	82,500
Assistant Director/Senior Manager	55,000-75,000	67,000
Manager	40,000-60,000	52,000
Assistant Manager	32,000-45,000	42,000
Senior Administrator	25,000-35,000	33,000
Administrator	22,000-32,000	28,000
Trainee/Junior Administrator	16,000-23,000	22,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	70,000-100,000	83,000
Assistant Director/Senior Manager	55,000-80,000	70,000
Manager	45,000-60,000	48,000
Assistant Manager	40,000-45,000	42,000
Senior Administrator	28,000-38,000	32,000
Administrator	20,000-30,000	28,000
Trainee/Junior Administrator	19,000-24,000	23,000

EAST OF ENGLAND	£ Range	£ Typical
Director	70,000-90,000	82,000
Assistant Director/Senior Manager	54,000-75,000	68,000
Manager	52,000-68,000	58,000
Assistant Manager	44,000-54,000	49,000
Senior Administrator	30,000-45,000	35,000
Administrator	24,000-36,000	30,000
Trainee/Junior Administrator	22,000-28,000	25,000

EAST MIDLANDS	£ Range	£ Typical
Director	55,000-85,000	80,000
Assistant Director/Senior Manager	43,000-65,000	58,000
Manager	36,000-56,000	48,500
Assistant Manager	30,000-42,000	37,500
Senior Administrator	25,000-35,000	32,000
Administrator	20,000-28,000	27,000
Trainee/Junior Administrator	16,000-21,000	20,000

NORTHERN IRELAND	£ Range	£ Typical
Director	63,000-75,000	68,000
Assistant Director/Senior Manager	47,000-58,000	53,000
Manager	40,000-48,000	44,000
Assistant Manager	34,000-42,000	36,000
Senior Administrator	20,000-26,000	22,000
Administrator	19,000-24,000	20,000
Trainee/Junior Administrator	18,000-22,000	18,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	85,000-120,000	97,000
Assistant Director/Senior Manager	64,000-96,000	69,000
Manager	54,000-72,000	60,000
Assistant Manager	48,000-65,000	50,000
Senior Administrator	32,000-43,000	34,000
Administrator	27,000-37,000	30,000
Trainee/Junior Administrator	23,000-28,000	24,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	50,000-80,000	72,000
Assistant Director/Senior Manager	38,000-55,000	53,000
Manager	34,000-45,000	43,000
Assistant Manager	30,000-38,000	36,000
Senior Administrator	26,000-34,000	31,000
Administrator	20,000-28,000	26,000
Trainee/Junior Administrator	17,000-22,000	20,000

SCOTLAND	£ Range	£ Typical
Director	50,000-80,000	70,000
Assistant Director/Senior Manager	50,000-65,000	55,000
Manager	38,000-55,000	48,000
Assistant Manager	32,000-40,000	38,000
Senior Administrator	23,000-30,000	25,000
Administrator	20,000-25,000	23,000
Trainee/Junior Administrator	17,000-22,000	20,000

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	195,000	180,000-350,000	250,000	90,000-150,000	130,000
Group Tax Manager	100,000-140,000	125,000	120,000-160,000	140,000	70,000-110,000	95,000
Senior/International Tax Manager	110,000-140,000	130,000	90,000-130,000	115,000	70,000-100,000	83,000
European Tax Manager	95,000-110,000	100,000	80,000-100,000	90,000	80,000-95,000	85,000
UK Tax Manager	80,000-95,000	90,000	70,000-95,000	80,000	60,000-75,000	70,000
Tax Accountant	55,000-75,000	60,000	60,000-80,000	70,000	55,000-65,000	57,000
Transfer Pricing Manager	90,000-100,000	95,000	75,000-105,000	95,000	60,000-80,000	68,000
VAT Director	110,000-140,000	135,000	10,000-160,000	150,000	85,000-115,000	95,000
VAT Manager	70,000-95,000	85,000	80,000-105,000	100,000	70,000-90,000	80,000
VAT Accountant	45,000-60,000	55,000	55,000-70,000	60,000	40,000-50,000	45,000
Employee/Expat/Trusts Manager	60,000-75,000	68,000	60,000-90,000	75,000	60,000-80,000	60,000
Operational Tax Manager	-	-	80,000-100,000	90,000	-	-

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Tax/Director	110,000-180,000	154,000
Group Tax Manager	80,000-120,000	103,000
Senior/International Tax Manager	75,000-95,000	90,000
Tax Manager	60,000-80,000	72,000
Tax Accountant	50,000-65,000	60,000
Transfer Pricing Manager	70,000-90,000	80,000
VAT Director	70,000-90,000	85,000
VAT Manager	60,000-75,000	72,000
VAT Accountant	50,000-60,000	55,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Tax/Director	110,000-175,000	140,000
Group Tax Manager	75,000-110,000	93,000
Senior/International Tax Manager	65,000-95,000	88,000
Tax Manager	50,000-75,000	61,000
Tax Accountant	40,000-50,000	48,500
Transfer Pricing Manager	65,000-90,000	78,000
VAT Director	65,000-110,000	88,000
VAT Manager	50,000-70,000	62,000
VAT Accountant	40,000-60,000	56,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Tax/Director	100,000-200,000	130,000
Group Tax Manager	80,000-110,000	97,000
Senior/International Tax Manager	70,000-100,000	87,500
Tax Manager	50,000-75,000	62,000
Tax Accountant	40,000-50,000	48,000
Transfer Pricing Manager	60,000-80,000	77,000
VAT Director	70,000-110,000	87,000
VAT Manager	50,000-75,000	62,500
VAT Accountant	40,000-60,000	52,000

WALES	£ Range	£ Typical
Head of Tax/Director	85,000-140,000	110,000
Group Tax Manager	74,000-95,000	84,000
Senior/International Tax Manager	58,000-80,000	72,000
Tax Manager	48,000-58,000	55,000
Tax Accountant	42,000-65,000	50,000
Transfer Pricing Manager	50,000-75,000	65,000
VAT Director	65,000-95,000	83,000
VAT Manager	47,000-67,000	57,000
VAT Accountant	42,000-52,000	52,000

WEST MIDLANDS	£ Range	£ Typical
Head of Tax/Director	110,000-200,000	145,000
Group Tax Manager	75,000-110,000	97,000
Senior/International Tax Manager	65,000-100,000	83,000
Tax Manager	55,000-75,000	63,000
Tax Accountant	40,000-55,000	50,000
Transfer Pricing Manager	65,000-85,000	78,000
VAT Director	65,000-110,000	88,000
VAT Manager	50,000-70,000	62,000
VAT Accountant	40,000-60,000	53,000

EAST MIDLANDS	£ Range	£ Typical
Head of Tax/Director	110,000-200,000	140,000
Group Tax Manager	75,000-110,000	92,000
Senior/International Tax Manager	65,000-90,000	82,000
Tax Manager	50,000-70,000	62,000
Tax Accountant	40,000-50,000	49,000
Transfer Pricing Manager	60,000-80,000	72,000
VAT Director	65,000-110,000	87,000
VAT Manager	50,000-70,000	62,000
VAT Accountant	40,000-60,000	52,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Tax/Director	95,000-135,000	110,000
Group Tax Manager	70,000-100,000	86,000
Senior/International Tax Manager	68,000-84,000	74,000
Tax Manager	52,000-68,000	58,000
Tax Accountant	38,000-50,000	44,000
Transfer Pricing Manager	62,000-82,000	75,000
VAT Director	65,000-95,000	80,000
VAT Manager	54,000-64,000	60,000
VAT Accountant	40,000-54,000	48,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Tax/Director	85,000-125,000	105,000
Group Tax Manager	70,000-100,000	85,000
Senior/International Tax Manager	65,000-80,000	70,000
Tax Manager	54,000-70,000	60,000
Tax Accountant	38,000-55,000	48,000
Transfer Pricing Manager	62,000-78,000	72,000
VAT Director	64,000-94,000	76,000
VAT Manager	55,000-70,000	62,000
VAT Accountant	40,000-55,000	45,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Tax/Director	80,000-120,000	106,000
Group Tax Manager	65,000-100,000	90,000
Senior/International Tax Manager	60,000-85,000	78,000
Tax Manager	50,000-65,000	62,000
Tax Accountant	35,000-50,000	47,000
Transfer Pricing Manager	60,000-83,000	82,000
VAT Director	60,000-90,000	80,000
VAT Manager	50,000-65,000	64,000
VAT Accountant	38,000-55,000	49,000

SCOTLAND	£ Range	£ Typical
Head of Tax/Director	100,000-150,000	125,000
Group Tax Manager	60,000-85,000	80,000
Senior/International Tax Manager	60,000-80,000	77,000
Tax Manager	50,000-65,000	58,000
Tax Accountant	40,000-55,000	50,000
Transfer Pricing Manager	55,000-85,000	70,000
VAT Director	80,000-120,000	100,000
VAT Manager	50,000-75,000	70,000
VAT Accountant	40,000-55,000	48,000

Practice

LONDON	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	140,000-250,000	160,000	90,000-150,000	110,000	75,000-110,000	95,000
Assistant Director/Senior Manager	90,000-120,000	95,000	70,000-90,000	80,000	60,000-80,000	75,000
Manager	65,000-80,000	75,000	60,000-75,000	70,000	50,000-70,000	60,000
Assistant Manager/Supervisor	50,000-70,000	60,000	45,000-55,000	50,000	45,000-55,000	50,000
Senior	35,000-50,000	50,000	36,000-50,000	48,000	34,000-45,000	43,000
Assistant	27,000-35,000	33,000	26,000-35,000	33,000	27,000-36,000	31,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	110,000-200,000	153,000	95,000-155,000	110,000	75,000-110,000	89,000
Assistant Director/Senior Manager	80,000-100,000	93,000	65,000-85,000	75,000	63,000-83,000	73,000
Manager	60,000-80,000	75,000	50,000-75,000	68,000	48,000-63,000	55,000
Assistant Manager/Supervisor	50,000-60,000	55,000	45,000-55,000	50,000	43,000-55,000	47,000
Senior	35,000-50,000	48,000	36,000-48,000	44,000	34,000-45,000	38,000
Assistant	27,000-35,000	33,000	26,000-35,000	33,000	25,000-30,000	29,000

SOUTH EAST ENGLAND	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-155,000	125,000	95,000-135,000	105,000	70,000-95,000	80,000
Assistant Director/Senior Manager	80,000-100,000	88,000	60,000-85,000	71,000	55,000-75,000	62,000
Manager	55,000-70,000	65,000	50,000-65,000	58,000	43,000-60,000	50,000
Assistant Manager/Supervisor	45,000-65,000	55,000	40,000-55,000	48,000	37,000-49,000	43,000
Senior	42,000-55,000	52,000	30,000-48,000	40,000	28,000-45,000	38,000
Assistant	26,000-36,000	30,000	23,000-33,000	27,000	20,000-30,000	26,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-150,000	115,000	95,000-135,000	105,000	70,000-110,000	75,000
Assistant Director/Senior Manager	75,000-95,000	84,000	60,000-80,000	68,000	60,000-80,000	62,000
Manager	55,000-70,000	65,000	48,000-60,000	55,000	44,000-60,000	48,000
Assistant Manager/Supervisor	45,000-60,000	52,000	40,000-55,000	46,000	33,000-50,000	42,000
Senior	40,000-55,000	48,000	28,000-48,000	38,000	27,000-40,000	35,000
Assistant	25,000-35,000	30,000	23,000-33,000	27,000	20,000-30,000	25,000

EAST OF ENGLAND	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-150,000	120,000	75,000-150,000	98,000	55,000-90,000	82,000
Assistant Director/Senior Manager	70,000-95,000	84,000	60,000-85,000	76,000	58,000-70,000	62,000
Manager	50,000-74,000	66,000	44,000-65,000	62,000	46,000-60,000	52,000
Assistant Manager/Supervisor	44,000-55,000	48,000	40,000-50,000	45,000	36,000-52,000	46,000
Senior	35,000-45,000	40,000	30,000-48,000	40,000	32,000-42,000	34,000
Assistant	25,000-35,000	30,000	23,000-33,000	26,000	22,000-28,000	25,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-150,000	120,000	75,000-150,000	98,000	55,000-90,000	82,000
Assistant Director/Senior Manager	65,000-90,000	77,000	60,000-80,000	72,000	58,000-70,000	62,000
Manager	50,000-70,000	62,000	45,000-60,000	52,000	40,000-60,000	46,000
Assistant Manager/Supervisor	36,000-52,000	46,000	38,000-50,000	43,000	35,000-45,000	40,000
Senior	33,000-45,000	41,000	30,000-45,000	39,000	30,000-40,000	35,000
Assistant	25,000-35,000	30,000	20,000-30,000	26,000	20,000-28,000	23,500

SOUTH WEST ENGLAND	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-165,000	128,000	85,000-115,000	100,000	70,000-100,000	80,000
Assistant Director/Senior Manager	65,000-100,000	85,000	65,000-85,000	75,000	55,000-75,000	64,000
Manager	55,000-70,000	60,000	50,000-65,000	58,000	48,000-62,000	53,000
Assistant Manager/Supervisor	45,000-55,000	50,000	38,000-52,000	45,000	38,000-50,000	44,000
Senior	40,000-50,000	44,000	34,000-45,000	42,000	36,000-50,000	40,000
Assistant	26,000-36,000	28,000	24,000-30,000	26,000	23,000-33,000	25,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	10,000-165,000	125,000	85,000-115,000	98,000	70,000-95,000	75,000
Assistant Director/Senior Manager	62,000-95,000	85,000	65,000-70,000	70,000	56,000-75,000	62,000
Manager	55,000-65,000	58,000	55,000-65,000	55,000	46,000-58,000	51,000
Assistant Manager/Supervisor	43,000-53,000	46,000	38,000-50,000	45,000	38,000-48,000	43,000
Senior	40,000-48,000	42,000	36,000-45,000	41,000	35,000-45,000	40,000
Assistant	26,000-36,000	29,000	24,000-35,000	25,000	23,000-33,000	25,000

Practice

WALES	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-155,000	110,000	75,000-100,000	88,000	65,000-85,000	70,000
Assistant Director/Senior Manager	68,000-98,000	82,000	55,000-75,000	68,000	50,000-70,000	60,000
Manager	48,000-58,000	54,000	45,000-58,000	55,000	40,000-53,000	46,000
Assistant Manager/Supervisor	40,000-50,000	43,000	33,000-43,000	38,000	30,000-42,000	38,000
Senior	32,000-42,000	38,000	30,000-40,000	34,000	27,000-37,000	33,000
Assistant	23,000-30,000	25,000	19,000-28,000	24,000	20,000-27,000	23,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-155,000	110,000	75,000-100,000	88,000	65,000-85,000	70,000
Assistant Director/Senior Manager	68,000-98,000	82,000	55,000-75,000	68,000	50,000-70,000	60,000
Manager	48,000-58,000	54,000	45,000-58,000	55,000	40,000-53,000	46,000
Assistant Manager/Supervisor	40,000-50,000	43,000	33,000-43,000	38,000	30,000-42,000	38,000
Senior	32,000-42,000	38,000	30,000-40,000	34,000	28,000-38,000	33,000
Assistant	23,000-30,000	25,000	19,000-28,000	24,000	20,000-28,000	23,000

WEST MIDLANDS	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-180,000	120,000	75,000-125,000	97,000	75,000-95,000	84,000
Assistant Director/Senior Manager	65,000-95,000	74,000	60,000-80,000	70,000	53,000-70,000	58,000
Manager	47,000-58,000	52,000	45,000-58,000	50,000	40,000-55,000	45,000
Assistant Manager/Supervisor	40,000-50,000	44,000	38,000-60,000	43,000	32,000-42,000	36,000
Senior	34,000-44,000	40,000	30,000-40,000	35,000	28,000-38,000	32,000
Assistant	25,000-35,000	28,000	23,000-28,000	25,000	20,000-27,000	24,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-180,000	120,000	75,000-125,000	97,000	64,000-84,000	76,000
Assistant Director/Senior Manager	65,000-95,000	74,000	60,000-80,000	70,000	54,000-70,000	58,000
Manager	47,000-58,000	52,000	44,000-56,000	49,000	40,000-52,000	44,000
Assistant Manager/Supervisor	40,000-50,000	44,000	36,000-48,000	40,000	33,000-43,000	36,000
Senior	34,000-44,000	40,000	32,000-42,000	35,000	28,000-38,000	32,000
Assistant	25,000-35,000	28,000	23,000-28,000	25,000	20,000-28,000	24,000

EAST MIDLANDS	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-150,000	120,000	80,000-125,000	94,000	65,000-90,000	78,000
Assistant Director/Senior Manager	65,000-95,000	74,000	55,000-80,000	70,000	54,000-70,000	58,000
Manager	47,000-58,000	52,000	44,000-56,000	49,000	40,000-50,000	44,000
Assistant Manager/Supervisor	40,000-50,000	44,000	36,000-48,000	40,000	33,000-43,000	36,000
Senior	34,000-44,000	40,000	32,000-42,000	35,000	28,000-40,000	32,000
Assistant	25,000-35,000	28,000	23,000-28,000	25,000	20,000-28,000	24,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-150,000	120,000	75,000-105,000	88,000	65,000-85,000	75,000
Assistant Director/Senior Manager	65,000-95,000	72,000	55,000-80,000	70,000	54,000-70,000	58,000
Manager	47,000-58,000	52,000	45,000-55,000	48,000	40,000-50,000	44,000
Assistant Manager/Supervisor	40,000-50,000	44,000	35,000-48,000	39,000	33,000-43,000	36,000
Senior	34,000-44,000	38,000	32,000-42,000	35,000	28,000-40,000	32,000
Assistant	25,000-35,000	28,000	23,000-38,000	25,000	20,000-28,000	24,000

YORKSHIRE AND THE HUMBER	Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	114,000	70,000-100,000	85,000	55,000-80,000	68,000
Assistant Director/Senior Manager	60,000-85,000	70,000	55,000-70,000	66,000	50,000-65,000	57,000
Manager	48,000-55,000	50,000	43,000-55,000	49,000	40,000-50,000	44,000
Assistant Manager/Supervisor	38,000-45,000	42,000	35,000-45,000	40,000	32,000-42,000	36,000
Senior	32,000-40,000	36,000	30,000-40,000	35,000	27,000-40,000	32,000
Assistant	22,000-30,000	26,000	22,000-35,000	27,000	20,000-28,000	23,000

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-150,000	110,000	75,000-95,000	84,000	55,000-80,000	68,000
Assistant Director/Senior Manager	60,000-80,000	70,000	55,000-80,000	70,000	45,000-60,000	54,000
Manager	45,000-55,000	47,000	38,000-52,000	44,000	36,000-50,000	42,000
Assistant Manager/Supervisor	35,000-45,000	42,000	34,000-44,000	38,000	34,000-44,000	35,000
Senior	32,000-40,000	36,000	30,000-37,000	32,000	27,000-35,000	30,000
Assistant	22,000-30,000	27,000	20,000-28,000	24,000	20,000-28,000	23,000

Practice

NORTH EAST ENGLAND		Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	85,000-155,000	105,000	70,000-105,000	85,000	65,000-95,000	70,000	
Assistant Director/Senior Manager	60,000-85,000	68,000	55,000-70,000	62,000	48,000-65,000	55,000	
Manager	45,000-55,000	47,000	42,000-55,000	45,000	38,000-50,000	42,000	
Assistant Manager/Supervisor	35,000-45,000	42,000	32,000-48,000	40,000	28,000-40,000	35,000	
Senior	32,000-40,000	36,000	30,000-45,000	36,000	27,000-35,000	30,000	
Assistant	22,000-30,000	27,000	24,000-30,000	25,000	20,000-28,000	22,000	

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	85,000-155,000	105,000	75,000-95,000	85,000	60,000-85,000	68,000	
Assistant Director/Senior Manager	55,000-80,000	68,000	50,000-70,000	60,000	44,000-60,000	53,000	
Manager	45,000-55,000	47,000	38,000-50,000	43,000	35,000-45,000	41,000	
Assistant Manager/Supervisor	35,000-45,000	42,000	35,000-50,000	35,000	32,000-40,000	34,000	
Senior	32,000-40,000	34,000	26,000-38,000	32,000	25,000-35,000	30,000	
Assistant	22,000-30,000	25,000	20,000-30,000	25,000	20,000-26,000	21,000	

NORTH WEST ENGLAND		Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	80,000-120,000	115,000	80,000-120,000	103,000	80,000-120,000	82,000	
Assistant Director/Senior Manager	60,000-85,000	78,000	60,000-85,000	73,000	60,000-80,000	67,000	
Manager	48,000-55,000	53,000	46,000-60,000	57,000	45,000-55,000	50,000	
Assistant Manager/Supervisor	40,000-47,000	45,000	35,000-45,000	43,000	37,000-47,000	42,000	
Senior	30,000-40,000	39,000	26,000-38,000	38,000	25,000-37,000	34,000	
Assistant	22,000-27,000	26,000	21,000-26,000	26,000	21,000-25,000	25,000	

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	80,000-120,000	104,000	70,000-100,000	83,000	80,000-120,000	82,000	
Assistant Director/Senior Manager	60,000-80,000	74,000	55,000-75,000	62,000	60,000-80,000	65,000	
Manager	45,000-55,000	50,000	45,000-55,000	50,000	45,000-60,000	46,000	
Assistant Manager/Supervisor	35,000-45,000	43,000	35,000-45,000	42,000	37,000-47,000	42,000	
Senior	24,000-36,000	34,000	25,000-35,000	33,000	25,000-37,000	31,000	
Assistant	19,000-25,000	24,000	21,000-25,000	25,000	20,000-28,000	25,000	

NORTHERN IRELAND		Big 4 ▼		Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	75,000-105,000	90,000	65,000-85,000	75,000	
Assistant Director/Senior Manager	53,000-70,000	58,000	48,000-65,000	54,000	
Manager	40,000-52,000	48,000	40,000-55,000	44,000	
Assistant Manager/Supervisor	35,000-45,000	37,000	34,000-44,000	36,000	
Senior	30,000-38,000	34,000	30,000-38,000	32,000	
Assistant	18,000-25,000	22,000	20,000-26,000	22,000	

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	75,000-105,000	90,000	65,000-85,000	75,000	
Assistant Director/Senior Manager	53,000-70,000	58,000	48,000-65,000	55,000	
Manager	40,000-52,000	46,000	40,000-50,000	44,000	
Assistant Manager/Supervisor	34,000-40,000	37,000	30,000-40,000	35,000	
Senior	30,000-38,000	34,000	30,000-40,000	33,000	
Assistant	18,000-25,000	22,000	20,000-26,000	22,000	

SCOTLAND		Big 4 ▼		Top 50 ▼		Below Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	80,000-130,000	105,000	70,000-110,000	85,000	60,000-90,000	78,000	
Assistant Director/Senior Manager	60,000-85,000	78,000	58,000-75,000	64,000	50,000-65,000	59,000	
Manager	48,000-55,000	55,000	45,000-60,000	52,000	40,000-55,000	47,000	
Assistant Manager/Supervisor	40,000-49,000	48,000	35,000-48,000	42,000	37,000-50,000	38,000	
Senior	35,000-45,000	40,000	27,000-40,000	34,000	25,000-32,000	28,000	
Assistant	22,000-30,000	26,000	19,000-28,000	24,000	20,000-28,000	22,000	

Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Typical
Director	80,000-130,000	100,000	70,000-110,000	87,000	60,000-90,000	78,000	
Assistant Director/Senior Manager	60,000-80,000	72,000	58,000-78,000	65,000	50,000-65,000	58,000	
Manager	45,000-58,000	52,000	45,000-60,000	52,000	40,000-55,000	47,000	
Assistant Manager/Supervisor	35,000-50,000	43,000	35,000-48,000	42,000	35,000-48,000	39,000	
Senior	32,000-40,000	35,000	28,000-42,000	34,000	25,000-33,000	28,000	
Assistant	20,000-28,000	25,000	19,000-28,000	24,000	20,000-25,000	21,500	

	FTSE 100/Multinationals ▼		FTSE 250 ▼		SME ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	120,000-250,000	180,000	100,000-150,000	135,000	75,000-130,000	107,000
Assistant/Deputy Treasurer	100,000-200,000	130,000	-	-	-	-
Treasury Manager	70,000-120,000	90,000	60,000-85,000	75,000	60,000-92,000	70,000
Treasury Accountant	65,000-95,000	85,000	40,000-70,000	60,000	40,000-70,000	60,000
Treasury Dealer	55,000-90,000	65,000	35,000-60,000	52,000	-	-
Treasury Analyst	50,000-70,000	55,000	35,000-60,000	48,000	40,000-55,000	52,000

	FTSE 100/250 ▼		SME ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	80,000-160,000	132,000	75,000-115,000	82,500
Assistant/Deputy Treasurer	80,000-110,000	100,000	-	-
Treasury Manager	50,000-80,000	68,000	45,000-78,000	60,000
Treasury Accountant	40,000-70,000	57,000	38,000-50,000	47,000
Treasury Analyst	35,000-50,000	47,000	32,000-45,000	40,000

	FTSE 100/250 ▼		SME ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	95,000-135,000	120,000	65,000-90,000	82,000
Assistant/Deputy Treasurer	75,000-95,000	88,000	-	-
Treasury Manager	47,000-68,000	56,000	41,000-70,000	50,000
Treasury Accountant	40,000-68,000	54,000	31,000-41,000	37,000
Treasury Analyst	35,000-55,000	40,000	26,000-38,000	32,000

	FTSE 100/250 ▼		SME ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-150,000	125,000	65,000-95,000	84,000
Assistant/Deputy Treasurer	70,000-95,000	84,000	-	-
Treasury Manager	55,000-70,000	58,000	45,000-70,000	56,000
Treasury Accountant	38,000-60,000	52,000	38,000-55,000	44,000
Treasury Analyst	32,000-45,000	40,000	30,000-45,000	36,000

	FTSE 100/250 ▼		SME ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	95,000-135,000	115,000	70,000-90,000	80,000
Assistant/Deputy Treasurer	75,000-95,000	80,000	-	-
Treasury Manager	45,000-75,000	58,000	48,000-70,000	54,000
Treasury Accountant	33,000-50,000	45,000	40,000-50,000	43,000
Treasury Analyst	30,000-44,000	38,000	30,000-40,000	35,000

	FTSE 100/250 ▼		SME ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	95,000-175,000	120,000	75,000-125,000	90,000
Assistant/Deputy Treasurer	75,000-125,000	90,000	-	-
Treasury Manager	50,000-80,000	68,000	55,000-80,000	60,000
Treasury Accountant	45,000-60,000	51,000	40,000-55,000	46,000
Treasury Analyst	30,000-45,000	40,000	28,000-44,000	36,000

	FTSE 100/250 ▼		SME ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	95,000-155,000	115,000	65,000-95,000	85,000
Assistant/Deputy Treasurer	70,000-100,000	85,000	-	-
Treasury Manager	45,000-75,000	64,000	45,000-75,000	52,000
Treasury Accountant	38,000-54,000	44,000	35,000-55,000	39,000
Treasury Analyst	30,000-45,000	37,000	27,000-42,000	35,000

	FTSE 100/250 ▼		SME ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	105,000-145,000	120,000	85,000-105,000	90,000
Assistant/Deputy Treasurer	65,000-95,000	85,000	-	-
Treasury Manager	50,000-75,000	58,000	50,000-80,000	56,000
Treasury Accountant	37,000-60,000	50,000	35,000-50,000	44,000
Treasury Analyst	33,000-45,000	35,000	28,000-40,000	33,000

	FTSE 100/250 ▼		SME ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	105,000-145,000	115,000	80,000-95,000	84,000
Assistant/Deputy Treasurer	65,000-95,000	78,000	-	-
Treasury Manager	45,000-60,000	54,000	40,000-65,000	50,000
Treasury Accountant	40,000-58,000	50,000	33,000-50,000	37,000
Treasury Analyst	28,000-40,000	32,000	24,000-36,000	30,000

	FTSE 100/250 ▼		SME ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	105,000-145,000	130,000	85,000-110,000	90,000
Assistant/Deputy Treasurer	65,000-95,000	85,000	-	-
Treasury Manager	50,000-75,000	68,000	54,000-84,000	63,000
Treasury Accountant	40,000-58,000	52,000	35,000-55,000	45,000
Treasury Analyst	32,000-45,000	35,000	30,000-40,000	35,000

	FTSE 100/250 ▼		SME ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	85,000-140,000	130,000	60,000-90,000	75,000
Assistant/Deputy Treasurer	60,000-90,000	78,000	-	-
Treasury Manager	50,000-70,000	60,000	50,000-70,000	56,000
Treasury Accountant	40,000-55,000	50,000	40,000-55,000	44,000
Treasury Analyst	35,000-50,000	45,000	34,000-44,000	38,000