

# 2025

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

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

ACCOUNTANCY  
& FINANCE





Accounts payable	3
Accounts receivable	4
Accountancy support	5
Credit management	6
Payroll	7
Part-qualified accountancy	8
Qualified accountancy	9
Internal audit, risk and compliance	12
Practice	14
Taxation	20
Treasury	24

# 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 are navigating.







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.

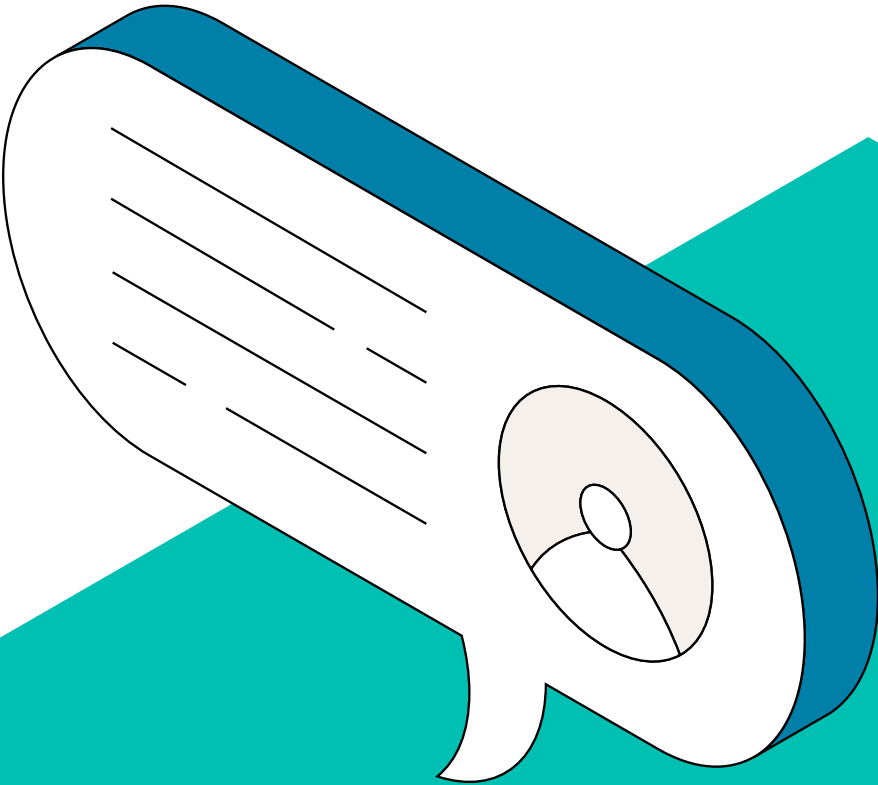
Find out more about our [Talent](#) and [Workforce Solutions](#)

To speak to your local recruiting expert, find your nearest Hays office at [hays.co.uk/offices](https://hays.co.uk/offices)

Stay up-to-date with Hays’ insights into the world of work.

- |   |   |
|---|---|
|  <a href="#">Hays</a>      |  <a href="#">@Hays_UK</a>                              |
|  <a href="#">@HaysNews</a> |  <a href="#">Hays UK &amp; Ireland</a>                 |
|  <a href="#">Hays UK</a>   |  <a href="https://hays.co.uk/blog">hays.co.uk/blog</a> |

**Methodology**  
This guide is taken from the Hays UK Salary & Recruiting Trends 2025 guide. The salary data has been compiled using information gathered during 2024 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.



ACCOUNTANCY & FINANCE

ACCOUNTS PAYABLE

LONDON	£ Range	£ Typical
Accounts Payable Manager	45,000-70,000	52,500
Accounts Payable Team Leader/Supervisor	35,000-45,000	41,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	25,000-40,000	35,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	40,000-60,000	47,000
Accounts Payable Team Leader/Supervisor	30,000-40,000	37,500
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,000-31,000	28,500

EAST OF ENGLAND	£ Range	£ Typical
Accounts Payable Manager	35,000-55,000	45,000
Accounts Payable Team Leader/Supervisor	30,000-38,000	35,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,000-31,000	28,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	40,000-55,000	48,000
Accounts Payable Team Leader/Supervisor	35,000-45,000	38,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	26,000-32,000	28,000

WALES	£ Range	£ Typical
Accounts Payable Manager	32,000-48,000	40,000
Accounts Payable Team Leader/Supervisor	28,000-36,000	34,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	22,500-28,000	26,500

WEST MIDLANDS	£ Range	£ Typical
Accounts Payable Manager	38,000-55,000	47,000
Accounts Payable Team Leader/Supervisor	33,000-42,000	36,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,000-30,000	27,000

EAST MIDLANDS	£ Range	£ Typical
Accounts Payable Manager	38,000-55,000	45,000
Accounts Payable Team Leader/Supervisor	30,000-40,000	34,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,000-28,000	26,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Accounts Payable Manager	40,000-55,000	45,000
Accounts Payable Team Leader/Supervisor	30,000-40,000	35,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,500-30,000	26,500

NORTH EAST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	40,000-55,000	45,000
Accounts Payable Team Leader/Supervisor	30,000-40,000	35,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	23,500-28,000	26,500

NORTH WEST ENGLAND	£ Range	£ Typical
Accounts Payable Manager	42,000-55,000	46,000
Accounts Payable Team Leader/Supervisor	32,000-40,000	36,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	25,000-32,000	28,000

NORTHERN IRELAND	£ Range	£ Typical
Accounts Payable Manager	38,000-55,000	45,000
Accounts Payable Team Leader/Supervisor	30,000-40,000	36,500
Accounts Payable Clerk/ Senior Accounts Payable Clerk	24,000-30,000	27,000

SCOTLAND	£ Range	£ Typical
Accounts Payable Manager	38,000-52,000	40,000
Accounts Payable Team Leader/Supervisor	30,000-38,000	34,000
Accounts Payable Clerk/ Senior Accounts Payable Clerk	24,000-30,000	27,000

ACCOUNTANCY & FINANCE

ACCOUNTS RECEIVABLE

LONDON	£ Range	£ Typical
Manager	50,000-65,000	60,000
Team Leader/Supervisor	40,000-50,000	45,000
Analyst	30,000-40,000	37,500
Assistant/Clerk	28,000-38,000	32,000
Administrator	25,000-35,000	28,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Manager	45,000-65,000	55,000
Team Leader/Supervisor	36,000-45,000	40,000
Analyst	30,000-40,000	35,000
Assistant/Clerk	28,000-38,000	32,000
Administrator	25,000-35,000	28,000

EAST OF ENGLAND	£ Range	£ Typical
Manager	40,000-55,000	45,000
Team Leader/Supervisor	33,000-45,000	40,000
Analyst	28,000-36,000	33,000
Assistant/Clerk	23,000-32,000	28,000
Administrator	22,500-28,000	24,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Manager	40,000-55,000	45,000
Team Leader/Supervisor	35,000-45,000	38,000
Analyst	28,000-35,000	32,000
Assistant/Clerk	26,000-30,000	28,000
Administrator	25,000-28,000	26,000

WALES	£ Range	£ Typical
Manager	35,000-50,000	40,000
Team Leader/Supervisor	28,000-38,000	30,000
Analyst	24,000-34,000	28,000
Assistant/Clerk	23,000-28,000	26,000
Administrator	22,500-25,000	24,000

WEST MIDLANDS	£ Range	£ Typical
Manager	40,000-55,000	46,000
Team Leader/Supervisor	33,000-42,000	35,000
Analyst	26,000-35,000	30,000
Assistant/Clerk	26,000-30,000	28,000
Administrator	24,000-27,000	26,000

EAST MIDLANDS	£ Range	£ Typical
Manager	40,000-52,000	45,000
Team Leader/Supervisor	30,000-38,000	33,000
Analyst	25,000-33,000	30,000
Assistant/Clerk	24,000-30,000	28,000
Administrator	22,500-26,000	25,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Manager	40,000-55,000	45,000
Team Leader/Supervisor	30,000-40,000	35,000
Analyst	24,000-33,000	30,000
Assistant/Clerk	23,500-30,000	26,000
Administrator	23,000-26,000	25,000

NORTH EAST ENGLAND	£ Range	£ Typical
Manager	40,000-55,000	45,000
Team Leader/Supervisor	30,000-40,000	35,000
Analyst	24,000-32,000	28,000
Assistant/Clerk	23,500-30,000	26,000
Administrator	23,000-26,000	24,000

NORTH WEST ENGLAND	£ Range	£ Typical
Manager	40,000-55,000	45,000
Team Leader/Supervisor	32,000-40,000	35,000
Analyst	32,000-38,000	32,000
Assistant/Clerk	24,000-28,000	26,000
Administrator	23,000-26,000	24,000

NORTHERN IRELAND	£ Range	£ Typical
Manager	40,000-55,000	48,000
Team Leader/Supervisor	30,000-40,000	37,000
Analyst	28,000-35,000	30,000
Assistant/Clerk	24,000-28,000	26,000
Administrator	23,000-26,000	24,000

SCOTLAND	£ Range	£ Typical
Manager	40,000-50,000	45,000
Team Leader/Supervisor	28,000-35,000	33,000
Analyst	28,000-32,000	30,000
Assistant/Clerk	24,000-28,000	26,000
Administrator	23,000-25,000	24,000



ACCOUNTANCY & FINANCE

ACCOUNTANCY SUPPORT

LONDON	£ Range	£ Typical
QBE Finance Manager	45,000-65,000	55,000
Assistant Accountant	35,000-45,000	41,500
Bookkeeper	35,000-45,000	40,000
AAT Studier	26,000-35,000	30,000
Accounts Assistant	26,000-36,000	32,000

SOUTH EAST ENGLAND	£ Range	£ Typical
QBE Finance Manager	35,000-55,000	50,000
Assistant Accountant	28,000-38,000	34,000
Bookkeeper	28,000-38,000	34,000
AAT Studier	23,000-35,000	29,000
Accounts Assistant	22,500-30,000	28,500

EAST OF ENGLAND	£ Range	£ Typical
QBE Finance Manager	36,000-50,000	42,000
Assistant Accountant	28,000-35,000	34,000
Bookkeeper	28,000-35,000	33,000
AAT Studier	23,000-30,000	28,000
Accounts Assistant	23,000-30,000	27,500

SOUTH WEST ENGLAND	£ Range	£ Typical
QBE Finance Manager	45,000-55,000	50,000
Assistant Accountant	30,000-35,000	33,000
Bookkeeper	30,000-38,000	34,000
AAT Studier	24,000-30,000	27,000
Accounts Assistant	26,000-32,000	29,000

WALES	£ Range	£ Typical
QBE Finance Manager	42,000-55,000	46,000
Assistant Accountant	28,000-35,000	32,000
Bookkeeper	28,000-33,000	30,000
AAT Studier	25,000-30,000	27,000
Accounts Assistant	22,500-28,000	26,000

WEST MIDLANDS	£ Range	£ Typical
QBE Finance Manager	42,000-55,000	46,000
Assistant Accountant	28,000-35,000	31,000
Bookkeeper	27,000-34,000	30,000
AAT Studier	24,000-30,000	27,000
Accounts Assistant	24,000-28,000	26,000

EAST MIDLANDS	£ Range	£ Typical
QBE Finance Manager	38,000-45,000	43,000
Assistant Accountant	28,000-35,000	31,000
Bookkeeper	27,000-33,000	29,000
AAT Studier	23,000-28,000	25,000
Accounts Assistant	24,000-28,000	26,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
QBE Finance Manager	42,000-55,000	48,000
Assistant Accountant	28,000-35,000	32,000
Bookkeeper	28,000-33,000	29,000
AAT Studier	23,000-30,000	27,000
Accounts Assistant	22,500-28,000	26,000

NORTH EAST ENGLAND	£ Range	£ Typical
QBE Finance Manager	42,000-55,000	47,000
Assistant Accountant	28,000-35,000	32,000
Bookkeeper	28,000-33,000	30,000
AAT Studier	25,000-30,000	27,000
Accounts Assistant	22,500-28,000	26,000

NORTH WEST ENGLAND	£ Range	£ Typical
QBE Finance Manager	42,000-55,000	48,000
Assistant Accountant	28,000-38,000	32,000
Bookkeeper	30,000-35,000	32,000
AAT Studier	26,000-32,000	28,000
Accounts Assistant	25,000-30,000	27,000

NORTHERN IRELAND	£ Range	£ Typical
QBE Finance Manager	38,000-45,000	43,000
Assistant Accountant	28,000-35,000	32,000
Bookkeeper	27,000-34,000	30,000
AAT Studier	24,000-30,000	28,000
Accounts Assistant	24,000-28,000	26,000

SCOTLAND	£ Range	£ Typical
QBE Finance Manager	38,000-45,000	43,000
Assistant Accountant	30,000-35,000	33,000
Bookkeeper	26,000-35,000	28,000
AAT Studier	26,000-30,000	28,000
Accounts Assistant	24,000-28,000	25,000

ACCOUNTANCY & FINANCE

CREDIT MANAGEMENT

LONDON	£ Range	£ Typical
Credit Director	80,000-120,000	100,000
Group Credit Manager/Head of Credit	70,000-100,000	80,000
Credit Manager	48,000-65,000	60,000
Credit Control Supervisor	40,000-50,000	45,000
Credit Risk Analyst	50,000-70,000	60,000
Senior Credit Controller	35,000-45,000	40,000
Credit Controller	30,000-40,000	35,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Credit Director	85,000-110,000	95,000
Group Credit Manager/Head of Credit	60,000-85,000	75,000
Credit Manager	45,000-65,000	57,000
Credit Control Supervisor	38,000-48,000	42,000
Credit Risk Analyst	30,000-50,000	45,000
Senior Credit Controller	35,000-42,000	37,000
Credit Controller	28,000-37,000	33,000

EAST OF ENGLAND	£ Range	£ Typical
Credit Director	65,000-95,000	85,000
Group Credit Manager/Head of Credit	55,000-75,000	68,000
Credit Manager	45,000-60,000	53,000
Credit Control Supervisor	33,000-45,000	40,000
Credit Risk Analyst	35,000-48,000	43,000
Senior Credit Controller	28,000-35,000	34,000
Credit Controller	23,000-32,000	28,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Credit Director	75,000-120,000	95,000
Group Credit Manager/Head of Credit	65,000-80,000	75,000
Credit Manager	50,000-70,000	60,000
Credit Control Supervisor	38,000-45,000	40,000
Credit Risk Analyst	38,000-48,000	45,000
Senior Credit Controller	35,000-40,000	36,000
Credit Controller	28,000-34,000	30,000

WALES	£ Range	£ Typical
Credit Director	60,000-90,000	83,000
Group Credit Manager/Head of Credit	52,000-72,000	67,000
Credit Manager	35,000-65,000	50,000
Credit Control Supervisor	30,000-40,000	34,000
Credit Risk Analyst	30,000-43,000	35,000
Senior Credit Controller	27,000-33,000	30,000
Credit Controller	23,000-28,000	26,000

WEST MIDLANDS	£ Range	£ Typical
Credit Director	80,000-110,000	90,000
Group Credit Manager/Head of Credit	63,000-83,000	73,000
Credit Manager	45,000-65,000	55,000
Credit Control Supervisor	34,000-40,000	38,000
Credit Risk Analyst	37,000-47,000	41,000
Senior Credit Controller	32,000-38,000	34,000
Credit Controller	28,000-33,000	30,000

EAST MIDLANDS	£ Range	£ Typical
Credit Director	80,000-100,000	90,000
Group Credit Manager/Head of Credit	63,000-80,000	67,000
Credit Manager	45,000-60,000	52,000
Credit Control Supervisor	32,000-40,000	37,500
Credit Risk Analyst	37,000-47,000	41,000
Senior Credit Controller	30,000-38,000	34,000
Credit Controller	28,000-33,000	30,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Credit Director	70,000-95,000	85,000
Group Credit Manager/Head of Credit	50,000-75,000	65,000
Credit Manager	40,000-55,000	50,000
Credit Control Supervisor	30,000-40,000	35,000
Credit Risk Analyst	35,000-45,000	40,000
Senior Credit Controller	28,000-35,000	32,000
Credit Controller	24,000-30,000	28,000

NORTH EAST ENGLAND	£ Range	£ Typical
Credit Director	65,000-90,000	80,000
Group Credit Manager/Head of Credit	50,000-75,000	65,000
Credit Manager	40,000-55,000	50,000
Credit Control Supervisor	30,000-40,000	35,000
Credit Risk Analyst	35,000-45,000	38,000
Senior Credit Controller	28,000-35,000	32,000
Credit Controller	24,000-30,000	28,000

NORTH WEST ENGLAND	£ Range	£ Typical
Credit Director	70,000-105,000	90,000
Group Credit Manager/Head of Credit	60,000-90,000	70,000
Credit Manager	45,000-60,000	55,000
Credit Control Supervisor	34,000-40,000	37,000
Credit Risk Analyst	38,000-52,000	50,000
Senior Credit Controller	32,000-35,000	34,000
Credit Controller	29,000-32,000	32,000

NORTHERN IRELAND	£ Range	£ Typical
Credit Director	65,000-90,000	80,000
Group Credit Manager/Head of Credit	55,000-75,000	60,000
Credit Manager	38,000-60,000	50,000
Credit Control Supervisor	28,000-45,000	40,000
Credit Risk Analyst	27,000-42,000	38,000
Senior Credit Controller	30,000-37,000	33,000
Credit Controller	26,000-32,000	28,000

SCOTLAND	£ Range	£ Typical
Credit Director	70,000-90,000	80,000
Group Credit Manager/Head of Credit	55,000-75,000	60,000
Credit Manager	50,000-60,000	55,000
Credit Control Supervisor	35,000-45,000	40,000
Credit Risk Analyst	35,000-45,000	38,000
Senior Credit Controller	30,000-37,000	33,000
Credit Controller	24,000-30,000	27,000



LONDON	£ Range	£ Typical
Head of Payroll	70,000-150,000	100,000
International Payroll Manager	65,000-100,000	80,000
Payroll Manager	45,000-70,000	60,000
Payroll Supervisor/Team Leader	40,000-55,000	50,000
International Payroll Specialist	48,000-70,000	60,000
Sole Charge Payroller	38,000-50,000	45,000
Payroll Clerk	28,000-38,000	35,000
Payroll Administrator	25,000-35,000	32,500

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Payroll	65,000-95,000	85,000
Payroll Manager	42,000-70,000	60,000
Payroll Supervisor/Team Leader	45,000-55,000	48,000
Sole Charge Payroller	38,000-45,000	42,000
Payroll Clerk	34,000-36,000	35,000
Payroll Administrator	29,000-35,000	32,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Payroll	55,000-80,000	67,000
Payroll Manager	36,000-55,000	50,000
Payroll Supervisor/Team Leader	35,000-40,000	38,000
Sole Charge Payroller	30,000-40,000	36,000
Payroll Clerk	27,000-33,000	30,000
Payroll Administrator	24,000-28,000	27,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Payroll	60,000-85,000	75,000
Payroll Manager	50,000-65,000	60,000
Payroll Supervisor/Team Leader	35,000-42,000	38,500
Sole Charge Payroller	28,000-40,000	36,000
Payroll Clerk	25,000-32,000	30,000
Payroll Administrator	25,000-30,000	27,500

WALES	£ Range	£ Typical
Head of Payroll	50,000-80,000	65,000
Payroll Manager	40,000-55,000	52,000
Payroll Supervisor/Team Leader	30,000-38,000	37,000
Sole Charge Payroller	26,000-35,000	33,000
Payroll Clerk	24,000-30,000	29,000
Payroll Administrator	23,000-28,000	27,000

WEST MIDLANDS	£ Range	£ Typical
Head of Payroll	74,000-90,000	83,000
International Payroll Manager	58,000-70,000	68,000
Payroll Manager	57,000-68,000	64,000
Payroll Supervisor/Team Leader	44,000-48,000	46,000
International Payroll Specialist	38,000-45,000	42,000
Sole Charge Payroller	38,000-45,000	38,000
Payroll Clerk	34,000-40,000	35,500
Payroll Administrator	29,000-33,000	31,000

EAST MIDLANDS	£ Range	£ Typical
Head of Payroll	60,000-80,000	75,000
Payroll Manager	50,000-65,000	57,000
Payroll Supervisor/Team Leader	35,000-45,000	40,000
Sole Charge Payroller	30,000-40,000	35,000
Payroll Clerk	28,000-35,000	30,000
Payroll Administrator	23,000-30,000	27,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Payroll	55,000-80,000	70,000
Payroll Manager	45,000-55,000	53,000
Payroll Supervisor/Team Leader	32,000-42,000	38,000
Sole Charge Payroller	30,000-40,000	34,000
Payroll Clerk	26,000-32,000	28,000
Payroll Administrator	23,000-30,000	26,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Payroll	55,000-80,000	70,000
Payroll Manager	45,000-55,000	50,000
Payroll Supervisor/Team Leader	32,000-42,000	38,000
Sole Charge Payroller	30,000-38,000	32,000
Payroll Clerk	25,000-30,000	28,000
Payroll Administrator	23,000-28,000	26,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Payroll	65,000-80,000	70,000
International Payroll Manager	60,000-78,000	65,000
Payroll Manager	48,000-58,000	54,000
Payroll Supervisor/Team Leader	38,000-45,000	38,000
International Payroll Specialist	38,000-42,000	40,000
Sole Charge Payroller	32,000-40,000	35,000
Payroll Clerk	26,000-33,000	30,000
Payroll Administrator	25,000-29,000	27,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Payroll	60,000-75,000	65,000
Payroll Manager	40,000-55,000	48,000
Payroll Supervisor/Team Leader	30,000-40,000	37,000
Sole Charge Payroller	30,000-38,000	33,000
Payroll Clerk	26,000-30,000	28,000
Payroll Administrator	24,000-28,000	26,000

SCOTLAND	£ Range	£ Typical
Head of Payroll	55,000-70,000	65,000
Payroll Manager	40,000-55,000	50,000
Payroll Supervisor/Team Leader	32,000-40,000	38,000
Sole Charge Payroller	33,000-40,000	38,000
Payroll Clerk	28,000-32,000	30,000
Payroll Administrator	24,000-28,000	26,000

ACCOUNTANCY & FINANCE

PART-QUALIFIED ACCOUNTANCY

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	50,000-65,000	58,000	50,000-65,000	58,000	40,000-48,000	44,000	40,000-52,000	45,000
Part-Qualified/Semi Senior	37,000-50,000	45,000	38,000-50,000	45,000	32,000-45,000	38,000	32,000-47,000	37,500
Trainee	28,000-35,000	32,000	26,000-35,000	32,000	25,000-33,000	29,000	27,000-37,000	31,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	48,000-58,000	53,000	48,000-58,000	53,000	35,000-45,000	40,000	38,000-50,000	43,000
Part-Qualified/Semi Senior	35,000-48,000	44,000	40,000-48,000	44,000	30,000-38,000	35,000	30,000-40,000	34,500
Trainee	28,000-33,000	30,000	26,000-33,000	30,000	25,000-30,000	28,000	25,000-30,000	26,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-48,000	45,000	40,000-50,000	45,000	35,000-45,000	39,000	37,000-46,000	41,000
Part-Qualified/Semi Senior	30,000-40,000	38,000	32,000-42,000	38,000	28,000-35,000	33,000	31,000-41,000	35,000
Trainee	25,000-30,000	28,000	25,000-30,000	28,000	23,000-28,000	24,000	22,500-28,500	26,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-50,000	48,000	45,000-55,000	48,000	36,000-45,000	42,000	38,000-46,000	41,000
Part-Qualified/Semi Senior	35,000-45,000	39,000	35,000-45,000	40,000	32,000-38,000	36,000	30,000-42,000	35,500
Trainee	26,000-32,000	30,000	26,000-32,000	28,000	25,000-30,000	28,000	22,500-32,000	25,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	32,000-46,000	38,000	33,000-46,000	38,000	28,000-37,000	35,000	30,000-46,000	36,000
Part-Qualified/Semi Senior	29,000-39,000	33,000	28,000-40,000	34,000	24,000-32,000	29,000	25,000-34,000	28,500
Trainee	22,500-28,000	24,000	23,000-28,000	25,000	23,000-28,000	24,000	22,500-25,000	22,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-50,000	45,000	40,000-50,000	45,000	35,000-45,000	40,000	38,000-45,000	42,000
Part-Qualified/Semi Senior	30,000-40,000	37,000	30,000-40,000	36,000	28,000-38,000	34,000	30,000-38,000	35,000
Trainee	25,000-30,000	27,000	24,000-30,000	26,000	23,000-28,000	26,000	24,000-28,000	25,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	40,000-50,000	45,000	40,000-50,000	45,000	33,000-43,000	39,000	35,000-45,000	42,000
Part-Qualified/Semi Senior	30,000-40,000	35,000	30,000-40,000	35,000	28,000-36,000	32,000	30,000-37,000	35,000
Trainee	25,000-30,000	26,000	24,000-30,000	26,000	23,000-28,000	25,000	23,000-30,000	25,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	37,000-50,000	42,000	38,000-50,000	42,000	33,000-42,000	37,000	35,000-45,000	40,000
Part-Qualified/Semi Senior	28,000-40,000	35,000	30,000-40,000	35,000	26,000-35,000	32,000	30,000-37,000	34,000
Trainee	23,000-28,000	25,000	23,000-28,000	26,000	23,000-28,000	25,000	23,000-30,000	25,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	37,000-45,000	40,000	38,000-48,000	40,000	33,000-42,000	36,000	35,000-45,000	40,000
Part-Qualified/Semi Senior	28,000-37,000	35,000	28,000-38,000	35,000	26,000-33,000	31,000	30,000-37,000	34,000
Trainee	23,000-28,000	25,000	23,000-28,000	25,000	23,000-28,000	25,000	23,000-30,000	25,000

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-48,000	43,000	40,000-50,000	42,000	36,000-44,000	40,000	32,000-40,000	36,500
Part-Qualified/Semi Senior	30,000-38,000	37,000	30,000-40,000	36,000	28,000-37,000	33,000	27,000-33,000	31,500
Trainee	26,000-32,000	28,000	26,000-32,000	28,000	25,000-30,000	27,000	22,500-27,000	24,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	32,000-40,000	37,000	33,000-42,000	37,000	32,000-40,000	34,000	28,000-36,000	33,000
Part-Qualified/Semi Senior	30,000-38,000	33,000	30,000-38,000	33,000	28,000-33,000	30,000	23,000-28,000	25,500
Trainee	24,000-28,000	25,000	24,000-28,000	25,000	24,000-28,000	26,000	22,500-23,000	22,500

	ACCA ▼		CIMA ▼		CIPFA ▼		ACA ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Finalist	38,000-48,000	42,000	38,000-48,000	41,000	35,000-42,000	37,500	38,000-45,000	40,000
Part-Qualified/Semi Senior	33,000-38,000	36,000	32,000-40,000	36,000	32,000-37,000	33,000	32,000-38,000	34,000
Trainee	27,000-32,000	30,000	28,000-32,000	30,000	26,000-32,000	29,000	28,000-32,000	28,000



ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	300,000-500,000	325,000	-	-
Financial Director	180,000-300,000	225,000	150,000-225,000	175,000
Financial Controller	110,000-175,000	140,000	90,000-110,000	100,000
Financial Planning & Analysis Manager*	90,000-125,000	100,000	80,000-110,000	90,000
Financial Accountant	60,000-70,000	65,000	55,000-75,000	65,000
Company Accountant	-	-	55,000-70,000	63,000
Management Accountant	60,000-70,000	65,000	60,000-70,000	62,500
Business/Finance Analyst*	60,000-75,000	67,500	55,000-70,000	65,000
Finance Manager	75,000-85,000	80,000	65,000-75,000	70,000
Business Partner†	80,000-100,000	90,000	70,000-90,000	80,000
Systems Accountant*	70,000-90,000	80,000	70,000-90,000	80,000
5+ Years' PQE**	85,000-110,000	100,000	85,000-100,000	90,000
2-4 Years' PQE**	75,000-85,000	80,000	65,000-85,000	75,000
Recently Qualified (up to 2 years)	60,000-70,000	65,000	60,000-70,000	65,000
Newly Qualified	60,000-65,000	60,000	55,000-65,000	60,000

	Large organisation ▼		SME ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	280,000	-	-
Financial Director	120,000-250,000	185,000	70,000-150,000	130,000
Financial Controller	80,000-140,000	110,000	60,000-100,000	87,000
Financial Planning & Analysis Manager*	70,000-100,000	90,000	55,000-90,000	73,500
Financial Accountant	50,000-65,000	60,000	50,000-65,000	60,000
Company Accountant	-	-	40,000-65,000	58,000
Management Accountant	50,000-65,000	60,000	47,000-65,000	58,000
Business/Finance Analyst*	55,000-75,000	64,000	50,000-68,000	60,000
Finance Manager	60,000-80,000	70,000	50,000-65,000	62,000
Business Partner†	55,000-90,000	75,000	55,000-80,000	70,000
Systems Accountant*	60,000-85,000	73,000	50,000-80,000	70,000
5+ Years' PQE**	70,000-100,000	90,000	55,000-82,000	75,000
2-4 Years' PQE**	60,000-80,000	72,000	55,000-70,000	65,000
Recently Qualified (up to 2 years)	55,000-65,000	62,000	50,000-65,000	60,000
Newly Qualified	50,000-60,000	57,000	48,000-60,000	55,000

	Large organisation ▼		SME ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	150,000-350,000	220,000	-	-
Financial Director	125,000-250,000	170,000	90,000-170,000	130,000
Financial Controller	80,000-140,000	100,000	65,000-95,000	85,000
Financial Planning & Analysis Manager*	70,000-100,000	90,000	65,000-85,000	75,000
Financial Accountant	50,000-70,000	58,000	48,000-63,000	57,000
Company Accountant	-	-	50,000-75,000	65,000
Management Accountant	50,000-70,000	58,000	48,000-62,000	55,000
Business/Finance Analyst*	55,000-70,000	60,000	50,000-60,000	57,000
Finance Manager	65,000-80,000	70,000	55,000-70,000	63,000
Business Partner†	60,000-75,000	68,000	55,000-70,000	62,000
Systems Accountant*	65,000-75,000	70,000	50,000-65,000	60,000
5+ Years' PQE**	70,000-90,000	85,000	68,000-88,000	78,000
2-4 Years' PQE**	55,000-70,000	65,000	55,000-70,000	62,000
Recently Qualified (up to 2 years)	48,000-65,000	58,000	48,000-65,000	58,000
Newly Qualified	48,000-60,000	55,000	48,000-60,000	55,000

	Large organisation ▼		SME ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-350,000	270,000	-	-
Financial Director	110,000-200,000	160,000	100,000-160,000	125,000
Financial Controller	90,000-115,000	110,000	65,000-95,000	85,000
Financial Planning & Analysis Manager*	70,000-105,000	90,000	70,000-90,000	75,000
Financial Accountant	55,000-75,000	65,000	50,000-60,000	58,000
Company Accountant	-	-	50,000-65,000	60,000
Management Accountant	50,000-65,000	60,000	45,000-60,000	55,000
Business/Finance Analyst*	52,000-65,000	62,000	50,000-55,000	52,000
Finance Manager	60,000-85,000	70,000	55,000-70,000	65,000
Business Partner†	60,000-90,000	75,000	55,000-75,000	65,000
Systems Accountant*	55,000-80,000	70,000	50,000-65,000	58,000
5+ Years' PQE**	70,000-100,000	90,000	70,000-90,000	80,000
2-4 Years' PQE**	60,000-75,000	67,000	55,000-70,000	65,000
Recently Qualified (up to 2 years)	52,000-65,000	60,000	52,000-65,000	60,000
Newly Qualified	50,000-60,000	55,000	48,000-55,000	52,000

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

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

\*\* PQE: Post-qualified experience.

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

ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	150,000-300,000	200,000	-	-
Financial Director	90,000-150,000	115,000	70,000-125,000	97,000
Financial Controller	70,000-100,000	95,000	55,000-80,000	70,000
Financial Planning & Analysis Manager*	60,000-90,000	78,000	50,000-70,000	65,000
Financial Accountant	45,000-58,000	52,000	38,000-50,000	48,000
Company Accountant	-	-	38,000-55,000	49,000
Management Accountant	45,000-58,000	53,000	38,000-50,000	49,000
Business/Finance Analyst*	45,000-58,000	54,000	40,000-54,000	52,000
Finance Manager	50,000-70,000	58,000	43,000-60,000	52,000
Business Partner†	45,000-65,000	60,000	45,000-55,000	54,000
Systems Accountant*	45,000-65,000	55,000	44,000-54,000	52,000
5+ Years' PQE**	55,000-90,000	75,000	48,000-70,000	62,000
2-4 Years' PQE**	45,000-60,000	55,000	38,000-54,000	51,000
Recently Qualified (up to 2 years)	40,000-55,000	51,000	37,000-48,000	47,000
Newly Qualified	38,000-48,000	45,000	34,000-43,000	41,000

	Large organisation ▼		SME ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	220,000-500,000	280,000	-	-
Financial Director	120,000-210,000	160,000	80,000-160,000	110,000
Financial Controller	85,000-140,000	105,000	62,000-100,000	85,000
Financial Planning & Analysis Manager*	70,000-110,000	90,000	62,000-82,000	73,000
Financial Accountant	50,000-70,000	60,000	47,000-62,000	52,000
Company Accountant	-	-	50,000-70,000	57,000
Management Accountant	45,000-60,000	56,000	43,000-55,000	52,000
Business/Finance Analyst*	50,000-65,000	58,000	47,000-62,000	52,000
Finance Manager	60,000-85,000	70,000	52,000-70,000	60,000
Business Partner†	60,000-90,000	70,000	55,000-72,000	62,000
Systems Accountant*	50,000-80,000	70,000	50,000-70,000	58,000
5+ Years' PQE**	65,000-95,000	82,000	56,000-85,000	75,000
2-4 Years' PQE**	55,000-75,000	63,000	50,000-70,000	60,000
Recently Qualified (up to 2 years)	50,000-65,000	60,000	45,000-56,000	51,000
Newly Qualified	47,000-57,000	52,000	42,000-52,000	48,000

	Large organisation ▼		SME ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-500,000	280,000	-	-
Financial Director	100,000-200,000	160,000	70,000-120,000	100,000
Financial Controller	80,000-120,000	100,000	60,000-90,000	83,000
Financial Planning & Analysis Manager*	65,000-100,000	85,000	60,000-80,000	72,000
Financial Accountant	55,000-75,000	60,000	45,000-65,000	52,000
Company Accountant	-	-	45,000-65,000	53,000
Management Accountant	45,000-60,000	56,000	45,000-55,000	52,000
Business/Finance Analyst*	45,000-65,000	58,000	45,000-60,000	52,000
Finance Manager	55,000-80,000	70,000	50,000-70,000	60,000
Business Partner†	60,000-80,000	70,000	50,000-75,000	62,000
Systems Accountant*	60,000-80,000	70,000	50,000-70,000	58,000
5+ Years' PQE**	60,000-100,000	90,000	55,000-90,000	75,000
2-4 Years' PQE**	55,000-75,000	65,000	50,000-70,000	60,000
Recently Qualified (up to 2 years)	50,000-70,000	60,000	48,000-55,000	52,000
Newly Qualified	45,000-65,000	52,000	45,000-50,000	49,000

	Large organisation ▼		SME ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-450,000	270,000	-	-
Financial Director	110,000-200,000	160,000	85,000-140,000	110,000
Financial Controller	80,000-140,000	105,000	60,000-95,000	80,000
Financial Planning & Analysis Manager*	65,000-100,000	80,000	60,000-80,000	75,000
Financial Accountant	50,000-60,000	56,000	45,000-60,000	55,000
Company Accountant	-	-	40,000-60,000	55,000
Management Accountant	50,000-60,000	55,000	45,000-58,000	50,000
Business/Finance Analyst*	50,000-60,000	55,000	45,000-60,000	52,000
Finance Manager	55,000-75,000	68,000	48,000-65,000	58,000
Business Partner†	55,000-75,000	70,000	50,000-65,000	60,000
Systems Accountant*	55,000-75,000	70,000	50,000-70,000	65,000
5+ Years' PQE**	60,000-100,000	83,000	65,000-90,000	75,000
2-4 Years' PQE**	55,000-80,000	68,000	55,000-70,000	60,000
Recently Qualified (up to 2 years)	50,000-65,000	60,000	48,000-55,000	52,000
Newly Qualified	45,000-55,000	50,000	45,000-50,000	47,000

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

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

\*\* PQE: Post-qualified experience.

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



ACCOUNTANCY & FINANCE

QUALIFIED ACCOUNTANCY

	Large organisation ▼		SME ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-400,000	270,000	-	-
Financial Director	90,000-200,000	150,000	85,000-140,000	110,000
Financial Controller	80,000-100,000	95,000	60,000-95,000	75,000
Financial Planning & Analysis Manager*	65,000-100,000	80,000	60,000-80,000	75,000
Financial Accountant	50,000-58,000	52,000	45,000-58,000	52,000
Company Accountant	-	-	45,000-60,000	53,000
Management Accountant	45,000-58,000	52,000	45,000-55,000	50,000
Business/Finance Analyst*	50,000-60,000	55,000	42,000-55,000	50,000
Finance Manager	50,000-68,000	63,000	45,000-60,000	55,000
Business Partner†	55,000-70,000	65,000	50,000-65,000	55,000
Systems Accountant*	55,000-75,000	68,000	50,000-70,000	65,000
5+ Years' PQE**	65,000-100,000	78,000	65,000-85,000	75,000
2-4 Years' PQE**	55,000-75,000	65,000	50,000-70,000	60,000
Recently Qualified (up to 2 years)	50,000-65,000	60,000	48,000-55,000	50,000
Newly Qualified	45,000-55,000	50,000	45,000-50,000	47,000

	Large organisation ▼		SME ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	200,000-400,000	275,000	-	-
Financial Director	130,000-200,000	175,000	110,000-150,000	120,000
Financial Controller	100,000-140,000	115,000	75,000-90,000	75,000
Financial Planning & Analysis Manager*	80,000-100,000	90,000	60,000-80,000	65,000
Financial Accountant	52,000-62,000	57,000	48,000-55,000	53,000
Company Accountant	-	-	50,000-65,000	55,000
Management Accountant	52,000-62,000	57,000	48,000-55,000	53,000
Business/Finance Analyst*	52,000-60,000	56,000	48,000-55,000	52,000
Finance Manager	68,000-78,000	73,000	55,000-62,000	57,000
Business Partner†	65,000-77,000	73,000	55,000-62,000	57,000
Systems Accountant*	58,000-65,000	63,000	55,000-62,000	58,000
5+ Years' PQE**	75,000-110,000	85,000	70,000-90,000	80,000
2-4 Years' PQE**	60,000-75,000	72,000	54,000-64,000	60,000
Recently Qualified (up to 2 years)	50,000-60,000	56,000	48,000-58,000	52,000
Newly Qualified	45,000-52,000	48,500	44,000-52,000	47,000

	Large organisation ▼		SME ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	100,000-230,000	190,000	-	-
Financial Director	90,000-150,000	120,000	75,000-130,000	100,000
Financial Controller	65,000-95,000	80,000	55,000-80,000	68,000
Financial Planning & Analysis Manager*	55,000-75,000	65,000	50,000-68,000	56,000
Financial Accountant	42,000-55,000	48,000	42,000-55,000	46,000
Company Accountant	-	-	42,000-55,000	46,000
Management Accountant	42,000-55,000	48,000	42,000-55,000	46,000
Business/Finance Analyst*	42,000-55,000	47,000	42,000-55,000	46,000
Finance Manager	50,000-70,000	60,000	45,000-60,000	55,000
Business Partner†	50,000-75,000	60,000	45,000-65,000	54,000
Systems Accountant*	50,000-70,000	60,000	45,000-65,000	60,000
5+ Years' PQE**	60,000-100,000	70,000	50,000-90,000	60,000
2-4 Years' PQE**	50,000-65,000	56,000	45,000-60,000	52,000
Recently Qualified (up to 2 years)	42,000-55,000	48,500	42,000-50,000	47,000
Newly Qualified	40,000-46,000	42,000	40,000-45,000	42,000

	Large organisation ▼		SME ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
Group FD/CFO*	190,000-330,000	275,000	-	-
Financial Director	120,000-210,000	175,000	80,000-130,000	100,000
Financial Controller	80,000-110,000	95,000	60,000-85,000	70,000
Financial Planning & Analysis Manager*	70,000-95,000	88,000	60,000-80,000	70,000
Financial Accountant	43,000-63,000	55,000	42,000-55,000	49,000
Company Accountant	-	-	45,000-55,000	50,000
Management Accountant	43,000-60,000	55,000	42,000-55,000	50,000
Business/Finance Analyst*	45,000-60,000	54,000	42,000-55,000	50,000
Finance Manager	55,000-75,000	63,000	47,000-65,000	60,000
Business Partner†	55,000-80,000	75,000	50,000-80,000	67,000
Systems Accountant*	55,000-70,000	63,000	50,000-70,000	60,000
5+ Years' PQE**	60,000-90,000	73,000	55,000-70,000	65,000
2-4 Years' PQE**	50,000-65,000	60,000	50,000-60,000	55,000
Recently Qualified (up to 2 years)	46,000-55,000	53,000	45,000-53,000	49,000
Newly Qualified	42,000-50,000	48,000	42,000-50,000	46,000

\* 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.

# INTERNAL AUDIT, RISK & COMPLIANCE

Internal audit

LONDON	£ Range	£ Typical
Head of/Director	140,000-250,000	175,000
Senior Audit Manager	95,000-130,000	113,000
Audit Manager	76,000-100,000	88,000
Senior Auditor	65,000-80,000	70,000
Auditor (Newly Qualified)	60,000-75,000	65,000
Junior Auditor	44,000-58,000	48,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of/Director	85,000-180,000	136,000
Senior Audit Manager	75,000-100,000	96,000
Audit Manager	65,000-85,000	84,000
Senior Auditor	55,000-70,000	68,000
Auditor (Newly Qualified)	55,000-65,000	63,000
Junior Auditor	38,000-50,000	44,000

EAST OF ENGLAND	£ Range	£ Typical
Head of/Director	80,000-140,000	115,000
Senior Audit Manager	65,000-80,000	78,000
Audit Manager	60,000-80,000	68,000
Senior Auditor	50,000-65,000	62,000
Auditor (Newly Qualified)	50,000-60,000	58,000
Junior Auditor	35,000-50,000	40,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of/Director	80,000-165,000	120,000
Senior Audit Manager	65,000-90,000	89,000
Audit Manager	55,000-85,000	78,000
Senior Auditor	50,000-65,000	62,000
Auditor (Newly Qualified)	50,000-60,000	59,000
Junior Auditor	35,000-47,000	42,000

WALES	£ Range	£ Typical
Head of/Director	80,000-135,000	108,000
Senior Audit Manager	70,000-100,000	88,000
Audit Manager	60,000-80,000	72,000
Senior Auditor	45,000-70,000	58,000
Auditor (Newly Qualified)	35,000-52,000	46,000
Junior Auditor	34,000-46,000	40,000

WEST MIDLANDS	£ Range	£ Typical
Head of/Director	80,000-150,000	115,000
Senior Audit Manager	70,000-100,000	87,500
Audit Manager	60,000-90,000	75,000
Senior Auditor	48,000-70,000	60,000
Auditor (Newly Qualified)	40,000-60,000	52,000
Junior Auditor	30,000-50,000	42,000

EAST MIDLANDS	£ Range	£ Typical
Head of/Director	85,000-150,000	115,000
Senior Audit Manager	75,000-100,000	85,000
Audit Manager	60,000-90,000	73,000
Senior Auditor	50,000-70,000	58,000
Auditor (Newly Qualified)	40,000-60,000	52,000
Junior Auditor	30,000-50,000	40,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of/Director	80,000-130,000	120,000
Senior Audit Manager	65,000-100,000	84,000
Audit Manager	55,000-82,000	72,000
Senior Auditor	50,000-62,000	56,000
Auditor (Newly Qualified)	42,000-55,000	49,000
Junior Auditor	34,000-47,000	40,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of/Director	80,000-130,000	118,000
Senior Audit Manager	60,000-100,000	83,000
Audit Manager	55,000-75,000	70,000
Senior Auditor	48,000-60,000	55,000
Auditor (Newly Qualified)	42,000-53,000	48,000
Junior Auditor	32,000-45,000	38,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of/Director	85,000-130,000	112,000
Senior Audit Manager	70,000-100,000	87,000
Audit Manager	65,000-85,000	77,000
Senior Auditor	47,000-63,000	56,000
Auditor (Newly Qualified)	44,000-57,000	52,000
Junior Auditor	35,000-47,000	40,000

SCOTLAND	£ Range	£ Typical
Head of/Director	90,000-160,000	114,000
Senior Audit Manager	70,000-95,000	88,000
Audit Manager	55,000-72,000	68,000
Senior Auditor	45,000-56,000	55,000
Auditor (Newly Qualified)	42,000-50,000	48,000
Junior Auditor	33,000-43,000	37,000



Risk and compliance

LONDON		
Financial services	£ Range	£ Typical
Risk and Compliance Director	150,000-230,000	180,000
Head of Compliance/Risk	130,000-200,000	155,000
Compliance Manager	56,000-78,000	67,000
Compliance Advisory Manager	95,000-140,000	112,000
Compliance Monitoring Manager	90,000-120,000	112,000
Operational/Conduct Risk Manager	87,000-110,000	102,000
Enterprise Risk Manager	90,000-100,000	90,000
Financial Crime Manager	98,000-150,000	132,000
Financial Crime Analyst	54,000-72,000	62,000
Compliance/Risk Analyst	35,000-50,000	43,000
Compliance Co-ordinator	40,000-55,000	47,000
Data Governance/GDPR	65,000-95,000	82,000
Commerce and industry	£ Range	£ Typical
Head of Risk	130,000-170,000	154,000
Head of Ethics & Compliance	95,000-135,000	112,000
Head of Data Governance	90,000-140,000	115,000
Risk Manager	70,000-90,000	87,000
Governance Manager	60,000-80,000	70,000
Compliance Manager (Regulatory or Operational)	60,000-80,000	75,000
Data Governance Manager	58,000-78,000	73,000
Business Continuity Manager	65,000-95,000	77,000
Risk Analyst	58,000-78,000	72,000
Compliance Officer/Assistant/Advisor	50,000-65,000	58,000
Data Governance Officer	42,000-52,000	45,000
Compliance Administrator	34,000-46,000	40,000

SOUTH		
Financial services	£ Range	£ Typical
Risk and Compliance Director	100,000-150,000	125,000
Head of Compliance/Risk	85,000-130,000	105,000
Senior Compliance Manager	65,000-90,000	80,000
Compliance Advisory Manager	55,000-65,000	64,000
Compliance Monitoring Manager	55,000-65,000	59,000
Operational/Conduct Risk Manager	75,000-100,000	87,000
Enterprise Risk Manager	75,000-95,000	80,000
Financial Crime Manager	55,000-90,000	77,000
Financial Crime Analyst	30,000-50,000	47,000
Compliance/Risk Analyst	35,000-55,000	44,000
Compliance Co-ordinator	30,000-40,000	33,000
Data Governance/GDPR	40,000-90,000	53,000
Commerce and industry	£ Range	£ Typical
Head of Risk	80,000-160,000	105,000
Head of Ethics & Compliance	80,000-130,000	96,000
Head of Data Governance	65,000-120,000	93,000
Risk Manager	50,000-90,000	74,000
Governance Manager	48,000-75,000	63,000
Compliance Manager (Regulatory or Operational)	50,000-75,000	62,000
Data Governance Manager	48,000-70,000	60,000
Business Continuity Manager	48,000-90,000	67,000
Risk Analyst	38,000-65,000	57,000
Compliance Officer/Assistant/Advisor	32,000-45,000	45,000
Data Governance Officer	32,000-45,000	42,000
Compliance Administrator	32,000-38,000	36,000

Audit and assurance

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-150,000	125,000	100,000-150,000	128,000	110,000-130,000	122,000
Assistant Director/Senior Manager	85,000-95,000	90,000	78,000-98,000	88,000	75,000-90,000	83,000
Manager	62,000-85,000	72,000	70,000-85,000	74,000	65,000-80,000	72,000
Assistant Manager	57,000-65,000	62,000	57,000-68,000	62,000	55,000-66,000	60,000
Qualified Senior/Executive	50,000-58,000	55,000	54,000-64,000	56,000	52,000-60,000	56,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-115,000	105,000	85,000-105,000	95,000	85,000-102,000	94,000
Assistant Director/Senior Manager	75,000-92,000	85,000	72,000-85,000	80,000	72,000-85,000	78,000
Manager	60,000-75,000	72,000	62,000-72,000	68,000	58,000-65,000	63,000
Assistant Manager	50,000-65,000	60,000	54,000-62,000	58,000	52,000-60,000	57,000
Qualified Senior/Executive	48,000-57,000	55,000	47,000-56,000	52,000	45,000-55,000	52,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-110,000	96,000	82,000-107,000	94,000	82,000-107,000	93,000
Assistant Director/Senior Manager	70,000-87,000	80,000	63,500-88,500	78,500	63,500-88,500	77,500
Manager	50,000-70,000	62,000	49,000-69,000	59,000	49,000-69,000	58,000
Assistant Manager	45,000-57,000	54,000	42,000-56,000	52,000	42,000-56,000	51,000
Qualified Senior/Executive	45,000-55,000	51,000	40,000-54,000	49,000	40,000-54,000	48,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-125,000	100,000	80,000-115,000	95,000	75,000-100,000	83,000
Assistant Director/Senior Manager	65,000-87,000	75,000	65,000-80,000	72,000	55,000-80,000	63,000
Manager	55,000-70,000	62,500	52,500-60,000	55,000	48,000-55,000	52,000
Assistant Manager	46,000-55,000	50,000	42,000-52,500	46,000	42,000-50,000	45,000
Qualified Senior/Executive	38,000-50,000	45,000	36,000-47,000	44,000	35,000-45,000	40,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-110,000	95,000	80,000-100,000	88,000	65,000-95,000	80,000
Assistant Director/Senior Manager	65,000-85,000	75,000	60,000-80,000	70,000	55,000-65,000	60,000
Manager	55,000-70,000	62,500	52,500-60,000	55,000	48,000-55,000	52,000
Assistant Manager	46,000-55,000	50,000	45,000-52,500	46,000	42,000-50,000	45,000
Qualified Senior/Executive	38,000-48,000	43,000	36,000-42,000	38,000	32,000-38,000	36,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-125,000	100,000	80,000-115,000	97,000	85,000-115,000	97,000
Assistant Director/Senior Manager	60,000-87,500	76,000	62,000-80,000	74,000	60,000-80,000	73,000
Manager	48,000-65,000	58,000	48,000-65,000	55,000	48,000-63,000	55,000
Assistant Manager	42,000-55,000	49,000	42,000-55,000	47,000	42,000-52,000	47,000
Qualified Senior/Executive	38,000-50,000	45,000	38,000-50,000	43,000	40,000-50,000	43,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	75,000-125,000	95,000	90,000-120,000	98,000	85,000-110,000	97,000
Assistant Director/Senior Manager	58,000-85,000	68,000	62,000-80,000	72,000	58,000-80,000	72,000
Manager	48,000-63,000	55,000	47,000-60,000	53,000	48,000-60,000	53,000
Assistant Manager	40,000-52,500	47,000	40,000-50,000	45,000	40,000-50,000	46,000
Qualified Senior/Executive	36,000-48,000	43,000	38,000-52,000	43,000	37,000-48,000	43,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-130,000	102,000	75,000-120,000	87,000	76,000-120,000	87,000
Assistant Director/Senior Manager	57,000-85,000	69,000	56,000-75,000	67,000	57,000-77,000	67,000
Manager	48,000-60,000	54,000	46,000-56,000	52,000	52,000-62,000	57,000
Assistant Manager	42,000-54,000	47,000	41,000-52,000	48,000	45,000-55,000	48,000
Qualified Senior/Executive	38,000-50,000	44,000	40,000-50,000	44,000	43,000-50,000	46,000

Audit and assurance

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-130,000	102,000	75,000-120,000	85,000	75,000-120,000	85,000
Assistant Director/Senior Manager	57,000-85,000	71,000	56,000-70,000	66,000	56,000-70,000	67,000
Manager	48,000-60,000	54,000	46,000-56,000	51,000	48,000-60,000	52,000
Assistant Manager	38,000-50,000	45,000	41,000-52,000	45,000	41,000-52,000	45,000
Qualified Senior/Executive	38,000-50,000	41,000	37,000-47,000	41,000	38,000-48,000	42,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	80,000-130,000	110,000	80,000-110,000	90,000	80,000-100,000	90,000
Assistant Director/Senior Manager	68,000-85,000	76,000	75,000-88,000	80,000	72,000-85,000	77,000
Manager	53,000-67,000	62,000	53,000-65,000	58,000	52,000-62,000	56,000
Assistant Manager	46,000-52,000	51,000	41,000-52,000	50,000	46,000-54,000	50,000
Qualified Senior/Executive	38,000-50,000	46,000	36,000-50,000	44,000	44,000-50,000	47,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	70,000-90,000	80,000	70,000-90,000	79,000	70,000-90,000	80,000
Assistant Director/Senior Manager	60,000-80,000	68,000	56,000-78,000	67,000	57,000-78,000	67,000
Manager	43,000-56,000	48,000	42,000-53,000	48,000	45,000-55,000	47,000
Assistant Manager	37,000-50,000	42,000	41,000-52,000	41,000	37,000-47,000	41,000
Qualified Senior/Executive	35,000-45,000	39,000	34,000-44,000	39,000	36,000-48,000	39,000

	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-120,000	97,000	70,000-100,000	87,000	65,000-85,000	76,000
Assistant Director/Senior Manager	65,000-85,000	74,000	66,000-80,000	70,000	53,000-65,000	62,000
Manager	53,000-65,000	57,000	46,000-60,000	54,000	45,000-55,000	50,000
Assistant Manager	44,000-54,000	48,000	42,000-54,000	47,000	35,000-43,000	42,000
Qualified Senior/Executive	38,000-48,000	43,000	38,000-47,000	43,000	30,000-40,000	36,000



Business outsourcing and accounts

LONDON	£ Range	£ Typical
Director	90,000-130,000	100,000
Senior Manager	70,000-80,000	75,000
Manager	60,000-75,000	68,000
Assistant Manager/Supervisor	52,000-62,000	58,000
Senior	48,000-58,000	53,000
Part-Qualified	34,000-42,000	38,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-100,000	88,000
Senior Manager	65,000-80,000	73,000
Manager	55,000-72,000	63,000
Assistant Manager/Supervisor	50,000-62,000	58,000
Senior	45,000-55,000	50,000
Part-Qualified	28,000-40,000	36,000

EAST OF ENGLAND	£ Range	£ Typical
Director	72,000-102,000	87,000
Senior Manager	61,500-81,500	71,500
Manager	51,500-71,500	61,500
Assistant Manager/Supervisor	45,000-61,000	53,000
Senior	39,000-51,000	45,000
Part-Qualified	27,500-38,500	32,500

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	80,000-105,000	88,000
Senior Manager	60,000-80,000	70,000
Manager	48,000-62,000	54,000
Assistant Manager/Supervisor	38,000-46,000	45,000
Senior	35,000-44,000	39,000
Part-Qualified	28,000-38,000	33,500

WALES	£ Range	£ Typical
Director	70,000-95,000	77,000
Senior Manager	57,000-75,000	62,000
Manager	48,000-60,000	52,000
Assistant Manager/Supervisor	40,000-50,000	44,000
Senior	32,000-45,000	38,000
Part-Qualified	27,000-32,000	30,000

WEST MIDLANDS	£ Range	£ Typical
Director	80,000-125,000	96,000
Senior Manager	62,000-85,000	72,000
Manager	48,000-62,000	54,000
Assistant Manager/Supervisor	38,000-46,000	45,000
Senior	35,000-44,000	39,000
Part-Qualified	28,000-38,000	33,500

EAST MIDLANDS	£ Range	£ Typical
Director	80,000-115,000	90,000
Senior Manager	60,000-80,000	69,000
Manager	48,000-62,000	53,000
Assistant Manager/Supervisor	38,000-46,000	43,000
Senior	35,000-43,000	38,500
Part-Qualified	28,000-38,000	32,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	70,000-100,000	82,000
Senior Manager	60,000-80,000	70,000
Manager	50,000-60,000	56,000
Assistant Manager/Supervisor	42,000-50,000	47,000
Senior	35,000-40,000	38,000
Part-Qualified	28,000-34,000	31,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	70,000-100,000	81,000
Senior Manager	55,000-75,000	67,000
Manager	50,000-60,000	56,000
Assistant Manager/Supervisor	42,000-50,000	46,000
Senior	35,000-40,000	38,000
Part-Qualified	28,000-35,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	70,000-90,000	80,000
Senior Manager	60,000-80,000	72,000
Manager	50,000-65,000	60,000
Assistant Manager/Supervisor	44,000-50,000	47,500
Senior	37,000-42,000	40,000
Part-Qualified	25,000-40,000	33,000

NORTHERN IRELAND	£ Range	£ Typical
Director	65,000-85,000	77,000
Senior Manager	50,000-75,000	62,000
Manager	40,000-55,000	50,000
Assistant Manager/Supervisor	37,000-47,000	41,000
Senior	32,000-42,000	36,000
Part-Qualified	23,000-40,000	29,000

SCOTLAND	£ Range	£ Typical
Director	70,000-90,000	82,000
Senior Manager	55,000-75,000	66,000
Manager	46,000-56,000	51,000
Assistant Manager/Supervisor	42,000-50,000	42,000
Senior	32,000-42,000	36,000
Part-Qualified	25,000-35,000	31,000

General practice

LONDON	£ Range	£ Typical
Director	100,000-140,000	130,000
Assistant Director/Senior Manager	78,000-95,000	86,000
Manager	62,000-75,000	72,000
Assistant Manager	55,000-60,000	59,000
Qualified Senior/Executive	47,000-55,000	52,000
Semi-Senior Accountant	30,000-40,000	36,000
Trainee Accountant	27,000-35,000	32,000
Bookkeeper	35,000-48,000	42,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	85,000-110,000	100,000
Assistant Director/Senior Manager	70,000-85,000	78,000
Manager	60,000-75,000	68,000
Assistant Manager	55,000-65,000	57,000
Qualified Senior/Executive	45,000-55,000	52,000
Semi-Senior Accountant	26,000-37,000	34,000
Trainee Accountant	24,000-28,000	26,000
Bookkeeper	30,000-38,000	35,000

EAST OF ENGLAND	£ Range	£ Typical
Director	72,000-99,000	89,000
Assistant Director/Senior Manager	58,500-83,500	68,500
Manager	47,000-58,000	56,000
Assistant Manager	43,000-53,000	49,000
Qualified Senior/Executive	38,000-50,000	45,000
Semi-Senior Accountant	26,500-37,500	30,500
Trainee Accountant	22,500-27,500	23,000
Bookkeeper	24,500-34,500	30,500

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	68,000-100,000	82,000
Assistant Director/Senior Manager	55,000-75,000	65,000
Manager	44,000-60,000	51,000
Assistant Manager	40,000-50,000	45,000
Qualified Senior/Executive	32,000-46,000	39,000
Semi-Senior Accountant	24,000-34,000	28,500
Trainee Accountant	22,500-25,000	23,500
Bookkeeper	22,500-30,000	26,500

WALES	£ Range	£ Typical
Director	80,000-100,000	80,000
Assistant Director/Senior Manager	60,000-80,000	60,000
Manager	45,000-58,000	52,500
Assistant Manager	42,000-46,000	44,500
Qualified Senior/Executive	34,000-40,000	38,500
Semi-Senior Accountant	26,000-29,000	28,000
Trainee Accountant	24,000-26,000	24,000
Bookkeeper	25,000-32,000	27,000

WEST MIDLANDS	£ Range	£ Typical
Director	68,000-100,000	82,000
Assistant Director/Senior Manager	55,000-75,000	65,000
Manager	44,000-60,000	51,000
Assistant Manager	40,000-50,000	45,000
Qualified Senior/Executive	32,000-46,000	39,000
Semi-Senior Accountant	24,000-34,000	28,500
Trainee Accountant	22,500-25,000	23,500
Bookkeeper	22,500-30,000	26,500

EAST MIDLANDS	£ Range	£ Typical
Director	60,000-95,000	78,000
Assistant Director/Senior Manager	50,000-70,000	62,500
Manager	42,000-58,000	51,000
Assistant Manager	36,000-48,000	44,000
Qualified Senior/Executive	32,000-45,000	38,500
Semi-Senior Accountant	24,000-33,000	27,000
Trainee Accountant	22,500-26,000	23,500
Bookkeeper	22,500-28,000	22,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	75,000-95,000	82,000
Assistant Director/Senior Manager	55,000-73,000	64,000
Manager	43,000-60,000	52,000
Assistant Manager	39,000-53,000	46,000
Qualified Senior/Executive	37,000-47,000	41,000
Semi-Senior Accountant	24,000-32,000	27,000
Trainee Accountant	22,500-26,000	23,000
Bookkeeper	23,000-30,000	26,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	75,000-95,000	81,000
Assistant Director/Senior Manager	55,000-73,000	63,000
Manager	43,000-60,000	51,000
Assistant Manager	39,000-53,000	46,000
Qualified Senior/Executive	37,000-47,000	41,000
Semi-Senior Accountant	24,000-32,000	27,000
Trainee Accountant	22,500-26,000	23,000
Bookkeeper	23,000-30,000	25,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	80,000-110,000	90,000
Assistant Director/Senior Manager	67,000-75,000	70,000
Manager	50,000-65,000	55,000
Assistant Manager	45,000-52,000	47,000
Qualified Senior/Executive	37,000-45,000	43,000
Semi-Senior Accountant	25,000-35,000	28,000
Trainee Accountant	23,000-28,000	24,000
Bookkeeper	23,000-35,000	29,000

NORTHERN IRELAND	£ Range	£ Typical
Director	65,000-85,000	76,000
Assistant Director/Senior Manager	52,000-72,000	62,000
Manager	44,000-56,000	48,000
Assistant Manager	38,000-48,000	42,000
Qualified Senior/Executive	36,000-45,000	38,000
Semi-Senior Accountant	24,000-32,000	26,000
Trainee Accountant	22,500-26,000	22,500
Bookkeeper	25,000-35,000	27,000

SCOTLAND	£ Range	£ Typical
Director	80,000-110,000	87,000
Assistant Director/Senior Manager	60,000-75,000	69,000
Manager	47,000-60,000	55,000
Assistant Manager	40,000-50,000	46,000
Qualified Senior/Executive	36,000-46,000	43,000
Semi-Senior Accountant	28,000-37,000	34,000
Trainee Accountant	23,000-30,000	25,000
Bookkeeper	26,000-32,000	28,500

Corporate finance

LONDON	£ Range	£ Typical
Director	120,000-200,000	160,000
Assistant Director/Senior Manager	95,000-120,000	100,000
Manager	65,000-90,000	82,000
Qualified Senior/Executive	55,000-70,000	64,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	110,000-150,000	133,000
Assistant Director/Senior Manager	85,000-110,000	94,000
Manager	62,000-80,000	70,000
Qualified Senior/Executive	47,000-67,000	57,000

EAST OF ENGLAND	£ Range	£ Typical
Director	87,000-127,000	107,000
Assistant Director/Senior Manager	69,500-89,500	83,500
Manager	52,000-72,000	63,000
Qualified Senior/Executive	43,000-58,000	51,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	100,000-130,000	108,000
Assistant Director/Senior Manager	80,000-100,000	90,000
Manager	62,000-80,000	70,000
Qualified Senior/Executive	50,000-60,000	54,000

WALES	£ Range	£ Typical
Director	75,000-110,000	92,000
Assistant Director/Senior Manager	60,000-85,000	76,000
Manager	50,000-70,000	60,000
Qualified Senior/Executive	40,000-55,000	46,000

WEST MIDLANDS	£ Range	£ Typical
Director	100,000-185,000	127,000
Assistant Director/Senior Manager	72,000-100,000	90,000
Manager	58,000-72,000	66,000
Qualified Senior/Executive	44,000-54,000	48,000

EAST MIDLANDS	£ Range	£ Typical
Director	100,000-180,000	124,000
Assistant Director/Senior Manager	75,000-95,000	82,000
Manager	54,000-70,000	62,000
Qualified Senior/Executive	44,000-54,000	48,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	90,000-125,000	113,000
Assistant Director/Senior Manager	70,000-90,000	82,000
Manager	50,000-64,000	59,000
Qualified Senior/Executive	46,000-56,000	48,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	90,000-130,000	110,000
Assistant Director/Senior Manager	67,000-88,000	77,000
Manager	50,000-65,000	57,000
Qualified Senior/Executive	42,000-55,000	47,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	90,000-130,000	110,000
Assistant Director/Senior Manager	65,000-90,000	83,000
Manager	50,000-65,000	60,000
Qualified Senior/Executive	44,000-50,000	47,000

NORTHERN IRELAND	£ Range	£ Typical
Director	75,000-95,000	83,000
Assistant Director/Senior Manager	57,000-80,000	65,000
Manager	45,000-57,000	50,000
Qualified Senior/Executive	38,000-48,000	42,000

SCOTLAND	£ Range	£ Typical
Director	90,000-125,000	103,000
Assistant Director/Senior Manager	68,000-90,000	78,000
Manager	55,000-66,000	59,000
Qualified Senior/Executive	42,000-55,000	48,000

Forensic accounting

LONDON	£ Range	£ Typical
Director	125,000-200,000	165,000
Assistant Director/Senior Manager	90,000-120,000	102,000
Manager	70,000-95,000	83,000
Assistant Manager	60,000-75,000	65,000
Senior/Executive	54,000-62,000	58,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	115,000-150,000	135,000
Assistant Director/Senior Manager	85,000-110,000	95,000
Manager	64,000-83,000	75,000
Assistant Manager	55,000-67,000	62,000
Senior/Executive	50,000-60,000	55,000

EAST OF ENGLAND	£ Range	£ Typical
Director	97,000-137,000	109,000
Assistant Director/Senior Manager	70,000-100,000	86,000
Manager	53,500-68,500	64,500
Assistant Manager	46,000-59,000	54,000
Senior/Executive	44,000-54,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	95,000-125,000	110,000
Assistant Director/Senior Manager	73,000-96,000	84,000
Manager	58,000-78,000	66,000
Assistant Manager	50,000-65,000	55,000
Senior/Executive	45,000-57,000	50,000

WALES	£ Range	£ Typical
Director	75,000-100,000	85,000
Assistant Director/Senior Manager	57,000-80,000	67,000
Manager	47,000-65,000	55,000
Assistant Manager	44,000-55,000	49,000
Senior/Executive	36,000-47,000	40,000

WEST MIDLANDS	£ Range	£ Typical
Director	75,000-125,000	100,000
Assistant Director/Senior Manager	55,000-80,000	74,000
Manager	48,000-62,000	58,000
Assistant Manager	40,000-50,000	50,000
Senior/Executive	36,000-48,000	44,000

EAST MIDLANDS	£ Range	£ Typical
Director	70,000-120,000	94,000
Assistant Director/Senior Manager	60,000-80,000	73,000
Manager	44,000-60,000	57,000
Assistant Manager	40,000-50,000	46,000
Senior/Executive	36,000-46,000	43,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	84,000-120,000	97,000
Assistant Director/Senior Manager	65,000-85,000	74,000
Manager	50,000-65,000	58,000
Assistant Manager	44,000-54,000	48,000
Senior/Executive	38,000-50,000	45,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	80,000-110,000	95,000
Assistant Director/Senior Manager	65,000-80,000	72,000
Manager	50,000-62,000	57,000
Assistant Manager	42,000-52,000	47,000
Senior/Executive	38,000-48,000	43,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	85,000-120,000	100,000
Assistant Director/Senior Manager	65,000-85,000	78,000
Manager	50,000-65,000	60,000
Assistant Manager	45,000-53,000	48,000
Senior/Executive	43,000-50,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
Director	72,000-90,000	82,000
Assistant Director/Senior Manager	52,000-65,000	57,000
Manager	44,000-60,000	52,000
Assistant Manager	38,000-50,000	42,000
Senior/Executive	36,000-47,000	38,000

SCOTLAND	£ Range	£ Typical
Director	85,000-125,000	105,000
Assistant Director/Senior Manager	74,000-92,000	83,000
Manager	55,000-75,000	63,000
Assistant Manager	48,000-60,000	50,000
Senior/Executive	44,000-52,000	47,000



Insolvency/Corporate recovery

LONDON	£ Range	£ Typical
Director	120,000-155,000	139,000
Assistant Director/Senior Manager	92,000-110,000	98,000
Manager	65,000-85,000	75,000
Assistant Manager	54,000-68,000	58,000
Senior Administrator	44,000-58,000	52,000
Administrator	35,000-45,000	39,000
Trainee/Junior Administrator	29,000-37,000	30,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Director	85,000-125,000	115,000
Assistant Director/Senior Manager	70,000-90,000	78,000
Manager	60,000-72,000	68,000
Assistant Manager	52,000-62,000	58,000
Senior Administrator	35,000-50,000	42,000
Administrator	30,000-42,000	34,000
Trainee/Junior Administrator	25,000-30,000	27,000

EAST OF ENGLAND	£ Range	£ Typical
Director	77,000-97,000	89,000
Assistant Director/Senior Manager	59,000-80,000	74,000
Manager	57,000-72,000	64,000
Assistant Manager	47,000-57,000	53,500
Senior Administrator	33,000-48,000	38,000
Administrator	26,500-38,500	32,500
Trainee/Junior Administrator	24,500-30,500	27,500

SOUTH WEST ENGLAND	£ Range	£ Typical
Director	95,000-123,000	108,000
Assistant Director/Senior Manager	70,000-90,000	77,000
Manager	58,000-75,000	66,000
Assistant Manager	50,000-65,000	55,000
Senior Administrator	34,000-46,000	37,000
Administrator	28,000-40,000	33,000
Trainee/Junior Administrator	25,000-31,000	28,000

WALES	£ Range	£ Typical
Director	70,000-100,000	86,000
Assistant Director/Senior Manager	55,000-75,000	67,000
Manager	43,000-60,000	54,000
Assistant Manager	34,000-48,000	43,000
Senior Administrator	28,000-40,000	33,000
Administrator	25,000-27,000	26,000
Trainee/Junior Administrator	23,000-24,000	23,000

WEST MIDLANDS	£ Range	£ Typical
Director	65,000-95,000	85,000
Assistant Director/Senior Manager	60,000-80,000	70,000
Manager	44,000-65,000	55,000
Assistant Manager	35,000-50,000	44,000
Senior Administrator	27,000-40,000	35,000
Administrator	23,000-35,000	30,000
Trainee/Junior Administrator	22,500-30,000	24,000

EAST MIDLANDS	£ Range	£ Typical
Director	65,000-92,000	82,000
Assistant Director/Senior Manager	45,000-70,000	64,000
Manager	40,000-62,000	53,000
Assistant Manager	35,000-50,000	41,500
Senior Administrator	27,000-40,000	35,000
Administrator	23,000-35,000	29,000
Trainee/Junior Administrator	22,500-26,000	22,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Director	65,000-95,000	85,000
Assistant Director/Senior Manager	58,000-78,000	70,000
Manager	47,000-62,000	54,000
Assistant Manager	38,000-48,000	44,000
Senior Administrator	28,000-40,000	34,000
Administrator	25,000-38,000	29,000
Trainee/Junior Administrator	22,500-28,000	23,000

NORTH EAST ENGLAND	£ Range	£ Typical
Director	63,000-92,000	83,000
Assistant Director/Senior Manager	58,000-72,000	64,000
Manager	42,000-58,000	50,000
Assistant Manager	35,000-45,000	39,000
Senior Administrator	29,000-40,000	34,000
Administrator	24,000-34,000	29,000
Trainee/Junior Administrator	22,500-26,000	23,000

NORTH WEST ENGLAND	£ Range	£ Typical
Director	75,000-105,000	87,000
Assistant Director/Senior Manager	60,000-85,000	75,000
Manager	48,000-60,000	55,000
Assistant Manager	40,000-50,000	45,000
Senior Administrator	30,000-40,000	35,000
Administrator	25,000-35,000	30,000
Trainee/Junior Administrator	22,500-28,000	25,000

NORTHERN IRELAND	£ Range	£ Typical
Director	68,000-84,000	74,000
Assistant Director/Senior Manager	52,000-65,000	57,000
Manager	44,000-52,000	48,000
Assistant Manager	36,000-45,000	39,000
Senior Administrator	23,500-30,000	24,000
Administrator	23,000-27,000	23,000
Trainee/Junior Administrator	22,500-24,000	22,500

SCOTLAND	£ Range	£ Typical
Director	60,000-82,000	72,000
Assistant Director/Senior Manager	52,000-65,000	57,000
Manager	40,000-57,000	50,000
Assistant Manager	34,000-44,000	39,000
Senior Administrator	25,000-32,000	27,000
Administrator	23,000-28,000	25,000
Trainee/Junior Administrator	22,500-25,000	23,000

In-house

	FTSE 100/250 ▼		FS ▼		Outside FTSE 100/250 ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Head of Tax/Director	220,000-350,000	275,000	200,000-350,000	275,000	100,000-175,000	145,000
Group Tax Manager	-	-	-	-	80,000-115,000	105,000
Senior/International Tax Manager	120,000-150,000	140,000	110,000-140,000	125,000	-	-
European Tax Manager	100,000-120,000	115,000	90,000-110,000	100,000	90,000-110,000	95,000
UK Tax Manager	85,000-100,000	95,000	80,000-100,000	90,000	65,000-85,000	75,000
Tax Accountant	65,000-80,000	72,000	70,000-85,000	75,000	60,000-70,000	65,000
Transfer Pricing Manager	90,000-105,000	100,000	80,000-110,000	100,000	70,000-85,000	75,000
VAT Director	125,000-160,000	145,000	110,000-175,000	160,000	95,000-125,000	110,000
VAT Manager	80,000-100,000	91,000	90,000-120,000	110,000	75,000-100,000	90,000
VAT Accountant	55,000-70,000	65,000	60,000-80,000	65,000	48,000-60,000	52,000
Employee/Expat/Trusts Manager	68,000-85,000	76,000	68,000-100,000	80,000	65,000-85,000	70,000
Operational Tax Manager	-	-	90,000-110,000	98,000	-	-

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Tax/Director	130,000-190,000	165,000
Group Tax Manager	-	-
Senior/International Tax Manager	95,000-115,000	104,000
Tax Manager	75,000-95,000	83,000
Tax Accountant	58,000-75,000	67,000
Transfer Pricing Manager	84,000-105,000	93,000
VAT Director	90,000-115,000	104,000
VAT Manager	75,000-95,000	83,000
VAT Accountant	60,000-70,000	63,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Tax/Director	120,000-175,000	150,000
Group Tax Manager	-	-
Senior/International Tax Manager	80,000-110,000	90,000
Tax Manager	60,000-80,000	70,000
Tax Accountant	45,000-60,000	52,500
Transfer Pricing Manager	70,000-95,000	82,000
VAT Director	80,000-115,000	95,000
VAT Manager	55,000-75,000	65,000
VAT Accountant	45,000-65,000	58,500

EAST OF ENGLAND	£ Range	£ Typical
Head of Tax/Director	110,000-200,000	140,000
Group Tax Manager	90,000-110,000	100,000
Senior/International Tax Manager	80,000-100,000	90,000
Tax Manager	60,000-80,000	72,500
Tax Accountant	45,000-60,000	52,500
Transfer Pricing Manager	70,000-90,000	80,000
VAT Director	80,000-115,000	90,000
VAT Manager	60,000-80,000	70,000
VAT Accountant	45,000-65,000	55,000

WALES	£ Range	£ Typical
Head of Tax/Director	95,000-140,000	120,000
Group Tax Manager	-	-
Senior/International Tax Manager	65,000-85,000	78,000
Tax Manager	55,000-70,000	60,000
Tax Accountant	45,000-60,000	55,000
Transfer Pricing Manager	60,000-80,000	70,000
VAT Director	78,000-100,000	88,000
VAT Manager	52,000-72,000	62,000
VAT Accountant	50,000-62,000	56,000

WEST MIDLANDS	£ Range	£ Typical
Head of Tax/Director	120,000-200,000	150,000
Group Tax Manager	-	-
Senior/International Tax Manager	70,000-105,000	93,000
Tax Manager	60,000-80,000	70,000
Tax Accountant	45,000-60,000	52,000
Transfer Pricing Manager	70,000-90,000	82,000
VAT Director	80,000-115,000	95,000
VAT Manager	60,000-80,000	70,000
VAT Accountant	45,000-63,000	55,000

EAST MIDLANDS	£ Range	£ Typical
Head of Tax/Director	120,000-200,000	150,000
Group Tax Manager	-	-
Senior/International Tax Manager	80,000-100,000	90,000
Tax Manager	60,000-80,000	70,000
Tax Accountant	40,000-60,000	52,500
Transfer Pricing Manager	70,000-90,000	77,500
VAT Director	80,000-110,000	95,000
VAT Manager	60,000-80,000	70,000
VAT Accountant	45,000-63,000	54,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Tax/Director	95,000-130,000	114,000
Group Tax Manager	-	-
Senior/International Tax Manager	72,000-86,000	80,000
Tax Manager	58,000-70,000	67,000
Tax Accountant	40,000-56,000	49,000
Transfer Pricing Manager	75,000-95,000	83,000
VAT Director	75,000-100,000	82,000
VAT Manager	60,000-75,000	67,000
VAT Accountant	50,000-60,000	52,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Tax/Director	95,000-135,000	113,000
Group Tax Manager	-	-
Senior/International Tax Manager	70,000-85,000	77,000
Tax Manager	58,000-72,000	64,000
Tax Accountant	45,000-60,000	52,000
Transfer Pricing Manager	75,000-90,000	83,000
VAT Director	75,000-100,000	82,000
VAT Manager	60,000-75,000	67,000
VAT Accountant	43,000-58,000	49,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Tax/Director	95,000-135,000	114,000
Group Tax Manager	-	-
Senior/International Tax Manager	70,000-93,000	83,000
Tax Manager	57,000-75,000	67,000
Tax Accountant	43,000-63,000	52,000
Transfer Pricing Manager	75,000-100,000	87,000
VAT Director	75,000-100,000	86,000
VAT Manager	62,000-75,000	68,000
VAT Accountant	45,000-60,000	52,000

SCOTLAND	£ Range	£ Typical
Head of Tax/Director	120,000-180,000	138,000
Group Tax Manager	-	-
Senior/International Tax Manager	85,000-100,000	89,000
Tax Manager	62,000-82,000	72,000
Tax Accountant	58,000-72,000	62,000
Transfer Pricing Manager	75,000-95,000	80,000
VAT Director	100,000-130,000	113,000
VAT Manager	65,000-90,000	80,000
VAT Accountant	55,000-70,000	62,000

Practice

LONDON	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	160,000-250,000	175,000	100,000-160,000	120,000	90,000-120,000	100,000
Assistant Director/Senior Manager	90,000-100,000	102,000	85,000-100,000	95,000	70,000-85,000	80,000
Manager	70,000-90,000	82,000	65,000-80,000	75,000	60,000-75,000	68,000
Assistant Manager/Supervisor	53,000-73,000	65,000	52,000-62,000	56,000	50,000-60,000	55,000
Senior	45,000-60,000	55,000	45,000-58,000	52,000	40,000-50,000	47,000
Assistant	32,000-42,000	36,000	30,000-40,000	36,000	30,000-42,000	35,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	120,000-200,000	165,000	100,000-160,000	120,000	90,000-120,000	100,000
Assistant Director/Senior Manager	85,000-105,000	102,000	70,000-90,000	82,000	75,000-90,000	85,000
Manager	68,000-90,000	82,000	62,000-80,000	75,000	55,000-80,000	75,000
Assistant Manager/Supervisor	55,000-65,000	62,000	52,000-62,000	57,000	45,000-55,000	53,000
Senior	42,000-55,000	52,000	42,000-53,000	48,000	40,000-50,000	45,000
Assistant	32,000-42,000	36,000	30,000-40,000	36,000	28,000-35,000	32,000

SOUTH EAST ENGLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	105,000-150,000	135,000	95,000-150,000	120,000	80,000-100,000	92,000
Assistant Director/Senior Manager	83,000-105,000	92,000	75,000-90,000	85,000	65,000-80,000	72,000
Manager	65,000-85,000	72,000	57,500-70,000	65,000	48,000-65,000	56,000
Assistant Manager/Supervisor	55,000-70,000	62,000	45,000-55,000	52,000	40,000-50,000	46,000
Senior	48,000-58,000	54,000	40,000-50,000	47,000	36,000-48,000	42,000
Assistant	25,000-35,000	29,000	25,000-35,000	30,000	25,000-32,000	28,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-150,000	124,000	95,000-150,000	120,000	75,000-110,000	82,000
Assistant Director/Senior Manager	80,000-100,000	92,000	75,000-90,000	82,000	62,000-82,000	72,000
Manager	65,000-82,000	72,000	57,500-70,000	65,000	47,000-63,000	52,000
Assistant Manager/Supervisor	50,000-65,000	57,000	45,000-55,000	52,500	42,000-52,000	46,000
Senior	45,000-60,000	52,000	40,000-50,000	47,000	32,000-45,000	42,000
Assistant	27,000-37,000	31,000	25,000-35,000	30,000	24,000-32,000	27,000

EAST OF ENGLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	110,000-155,000	132,000	90,000-150,000	110,000	70,000-100,000	88,000
Assistant Director/Senior Manager	85,000-105,000	93,000	70,000-95,000	82,000	64,000-78,000	67,000
Manager	65,000-85,000	72,000	55,000-70,000	68,000	50,000-65,000	57,000
Assistant Manager/Supervisor	50,000-64,000	54,000	45,000-55,000	50,000	46,000-56,000	52,000
Senior	40,000-50,000	43,000	38,000-52,000	45,000	34,000-45,000	38,000
Assistant	28,000-38,000	33,000	28,000-40,000	30,000	24,000-33,000	28,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-150,000	128,000	90,000-150,000	110,000	70,000-100,000	87,000
Assistant Director/Senior Manager	75,000-95,000	85,000	70,000-90,000	78,000	60,000-75,000	67,000
Manager	58,000-78,000	68,000	48,000-64,000	57,000	40,000-60,000	50,000
Assistant Manager/Supervisor	45,000-58,000	50,000	45,000-58,000	47,000	38,000-50,000	44,000
Senior	40,000-55,000	45,000	37,000-52,000	44,000	32,000-45,000	38,000
Assistant	28,000-38,000	33,000	25,000-34,000	28,000	24,000-32,000	26,000

SOUTH WEST ENGLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	110,000-170,000	138,000	100,000-130,000	112,000	80,000-100,000	88,000
Assistant Director/Senior Manager	80,000-110,000	92,000	74,000-94,000	82,000	60,000-80,000	68,000
Manager	60,000-73,000	65,000	58,000-74,000	65,000	50,000-65,000	57,000
Assistant Manager/Supervisor	50,000-63,000	55,000	42,000-60,000	50,000	42,000-55,000	47,000
Senior	44,000-58,000	48,000	38,000-50,000	44,000	38,000-50,000	44,000
Assistant	28,000-38,000	31,000	24,000-34,000	28,000	24,000-35,000	28,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	110,000-165,000	134,000	100,000-130,000	107,000	70,000-95,000	80,000
Assistant Director/Senior Manager	75,000-100,000	90,000	70,000-85,000	76,000	56,000-75,000	66,000
Manager	58,000-72,000	64,000	55,000-70,000	60,000	47,000-60,000	54,000
Assistant Manager/Supervisor	45,000-60,000	50,000	44,000-56,000	50,000	40,000-50,000	46,000
Senior	42,000-52,000	46,000	38,000-50,000	44,000	38,000-50,000	43,000
Assistant	28,000-40,000	31,000	24,000-35,000	28,000	25,000-35,000	27,000



Practice

WALES	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-120,000	95,000	80,000-100,000	88,000	65,000-85,000	76,000
Assistant Director/Senior Manager	65,000-85,000	75,000	58,000-80,000	68,000	56,000-72,000	65,000
Manager	55,000-65,000	60,000	51,000-62,000	55,000	44,000-54,000	50,000
Assistant Manager/Supervisor	46,000-55,000	50,000	44,000-52,500	48,000	38,000-48,000	42,000
Senior	40,000-46,000	42,000	36,000-44,000	40,000	30,000-42,000	36,000
Assistant	28,000-40,000	32,000	26,000-36,000	30,000	23,000-33,000	25,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-120,000	95,000	80,000-100,000	88,000	65,000-85,000	76,000
Assistant Director/Senior Manager	65,000-85,000	75,000	58,000-80,000	68,000	53,000-73,000	65,000
Manager	55,000-65,000	60,000	51,000-62,000	53,000	45,000-58,000	50,000
Assistant Manager/Supervisor	46,000-55,000	50,000	42,000-50,500	46,000	36,000-48,000	42,000
Senior	40,000-46,000	42,000	34,000-42,000	38,000	30,000-45,000	36,000
Assistant	28,000-40,000	32,000	26,000-34,000	28,000	22,500-30,000	25,000

WEST MIDLANDS	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-185,000	130,000	84,000-130,000	100,000	80,000-100,000	90,000
Assistant Director/Senior Manager	70,000-100,000	80,000	63,000-85,000	74,000	56,000-76,000	62,000
Manager	52,000-64,000	57,000	48,000-60,000	53,000	44,000-58,000	47,000
Assistant Manager/Supervisor	44,000-55,000	48,000	40,000-60,000	46,000	35,000-46,000	38,000
Senior	38,000-50,000	43,000	32,000-42,000	36,000	30,000-42,000	34,000
Assistant	28,000-38,000	31,000	24,000-32,000	26,500	22,500-29,000	25,500
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-185,000	130,000	80,000-130,000	100,000	70,000-88,000	80,000
Assistant Director/Senior Manager	70,000-100,000	80,000	64,000-85,000	73,000	57,000-75,000	62,000
Manager	47,000-62,000	57,000	48,000-60,000	52,000	42,000-56,000	47,000
Assistant Manager/Supervisor	44,000-54,000	48,000	40,000-60,000	44,000	35,000-45,000	38,000
Senior	38,000-48,000	43,000	32,000-42,000	36,000	30,000-40,000	34,000
Assistant	28,000-38,000	30,000	24,000-32,000	25,500	22,500-29,000	25,500

EAST MIDLANDS	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-185,000	130,000	90,000-130,000	102,000	70,000-92,000	82,000
Assistant Director/Senior Manager	65,000-96,000	77,000	65,000-90,000	76,000	58,000-72,000	62,000
Manager	50,000-60,000	55,000	50,000-62,000	53,000	42,000-52,000	46,000
Assistant Manager/Supervisor	44,000-54,000	47,000	40,000-60,000	43,000	35,000-45,000	38,000
Senior	38,000-48,000	42,000	34,000-44,000	38,000	30,000-40,000	34,000
Assistant	25,000-35,000	29,000	24,000-32,000	26,500	22,500-30,000	25,500
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-185,000	130,000	80,000-130,000	95,000	66,000-90,000	80,000
Assistant Director/Senior Manager	65,000-96,000	77,000	64,000-86,000	76,000	55,000-72,000	62,000
Manager	50,000-60,000	55,000	46,000-58,000	52,000	42,000-52,000	47,000
Assistant Manager/Supervisor	43,000-53,000	48,000	40,000-50,000	42,000	35,000-45,000	38,000
Senior	35,000-45,000	40,000	34,000-44,000	38,000	30,000-40,000	34,000
Assistant	25,000-35,000	29,000	24,000-38,000	27,000	22,500-30,000	25,500

YORKSHIRE AND THE HUMBER	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	93,000-150,000	123,000	92,000-110,000	92,000	62,000-85,000	73,000
Assistant Director/Senior Manager	67,000-90,000	77,000	64,000-78,000	72,000	55,000-70,000	62,000
Manager	55,000-70,000	55,000	45,000-65,000	53,000	42,000-52,000	47,000
Assistant Manager/Supervisor	42,000-52,000	45,000	40,000-50,000	44,000	34,000-44,000	38,500
Senior	35,000-45,000	39,000	35,000-50,000	38,000	30,000-42,000	35,000
Assistant	25,000-35,000	29,000	26,000-40,000	28,500	22,500-30,000	25,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	100,000-150,000	118,000	80,000-110,000	90,000	60,000-85,000	74,000
Assistant Director/Senior Manager	65,000-90,000	77,000	62,000-86,000	75,000	52,000-65,000	57,000
Manager	52,000-65,000	55,000	44,000-56,000	48,000	38,000-52,000	45,000
Assistant Manager/Supervisor	40,000-50,000	45,000	38,000-48,000	42,000	38,000-47,000	38,000
Senior	35,000-45,000	39,000	34,000-44,000	36,000	28,000-40,000	33,000
Assistant	25,000-35,000	29,000	23,000-32,000	26,000	22,500-30,000	24,500

Practice

NORTH EAST ENGLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-150,000	114,000	80,000-110,000	92,000	65,000-95,000	75,000
Assistant Director/Senior Manager	65,000-85,000	74,000	60,000-75,000	67,000	52,000-65,000	58,000
Manager	47,000-62,000	52,000	46,000-60,000	50,000	40,000-52,000	45,000
Assistant Manager/Supervisor	40,000-50,000	45,000	36,000-50,000	43,000	32,000-45,000	38,000
Senior	35,000-45,000	39,000	34,000-47,000	40,000	28,000-38,000	33,000
Assistant	25,000-35,000	29,000	25,000-35,000	27,000	24,000-30,000	24,500
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-150,000	114,000	80,000-100,000	90,000	64,000-85,000	73,000
Assistant Director/Senior Manager	65,000-85,000	74,000	55,000-75,000	64,000	45,000-64,000	57,000
Manager	48,000-60,000	52,000	40,000-55,000	46,000	36,000-50,000	44,000
Assistant Manager/Supervisor	38,000-50,000	45,000	35,000-50,000	38,000	32,000-45,000	37,000
Senior	35,000-46,000	37,000	28,000-42,000	35,000	28,000-40,000	33,000
Assistant	25,000-35,000	28,000	24,000-34,000	27,000	22,500-28,000	22,500

NORTH WEST ENGLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-150,000	120,000	90,000-150,000	110,000	80,000-120,000	90,000
Assistant Director/Senior Manager	65,000-90,000	85,000	65,000-90,000	80,000	60,000-80,000	75,000
Manager	50,000-65,000	58,000	50,000-65,000	62,000	50,000-65,000	55,000
Assistant Manager/Supervisor	45,000-52,000	49,000	45,000-52,000	45,000	38,000-50,000	44,000
Senior	35,000-45,000	42,000	35,000-45,000	42,000	28,000-40,000	38,000
Assistant	24,000-35,000	30,000	24,000-35,000	30,000	24,000-30,000	28,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	90,000-150,000	112,000	90,000-150,000	95,000	80,000-120,000	90,000
Assistant Director/Senior Manager	65,000-85,000	80,000	65,000-85,000	70,000	60,000-80,000	70,000
Manager	50,000-65,000	55,000	50,000-65,000	55,000	50,000-65,000	55,000
Assistant Manager/Supervisor	40,000-50,000	48,000	40,000-50,000	48,000	38,000-50,000	45,000
Senior	35,000-45,000	42,000	35,000-45,000	40,000	28,000-40,000	38,000
Assistant	24,000-35,000	28,000	24,000-35,000	28,000	24,000-30,000	28,000

NORTHERN IRELAND	Big 4/Top 20 ▼		Top 50 ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-115,000	98,000	72,000-94,000	83,000
Assistant Director/Senior Manager	58,000-70,000	64,000	55,000-70,000	60,000
Manager	46,000-60,000	53,000	42,000-55,000	48,000
Assistant Manager/Supervisor	38,000-48,000	42,000	35,000-46,000	40,000
Senior	34,000-45,000	37,000	32,000-42,000	35,000
Assistant	22,500-30,000	25,000	24,000-32,000	24,000
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-115,000	97,000	70,000-90,000	83,000
Assistant Director/Senior Manager	55,000-70,000	64,000	50,000-70,000	60,000
Manager	45,000-57,000	50,000	44,000-54,000	48,000
Assistant Manager/Supervisor	35,000-45,000	40,000	34,000-44,000	38,000
Senior	34,000-44,000	37,000	32,000-40,000	35,000
Assistant	22,500-30,000	24,000	22,500-28,000	24,000

SCOTLAND	Big 4/Top 20 ▼		Top 50 ▼		Independent Firms ▼	
Corporate/VAT	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	95,000-135,000	117,000	80,000-110,000	93,000	78,000-110,000	87,000
Assistant Director/Senior Manager	70,000-95,000	85,000	62,000-78,000	70,000	60,000-75,000	67,000
Manager	50,000-70,000	60,000	48,000-62,000	57,000	46,000-60,000	53,000
Assistant Manager/Supervisor	45,000-58,000	52,000	40,000-50,000	46,000	38,000-48,000	42,000
Senior	38,000-50,000	43,000	32,000-42,000	37,000	30,000-40,000	35,000
Assistant	26,000-35,000	29,000	22,500-32,000	27,000	22,500-30,000	25,500
Personal/Expat/Employee/Trusts	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Director	85,000-130,000	112,000	77,000-110,000	93,000	78,000-110,000	87,000
Assistant Director/Senior Manager	75,000-90,000	77,000	64,000-77,000	70,000	60,000-75,000	66,000
Manager	52,000-65,000	57,000	50,000-65,000	57,000	46,000-60,000	53,000
Assistant Manager/Supervisor	40,000-52,000	47,000	40,000-52,000	46,000	38,000-48,000	41,000
Senior	36,000-44,000	39,000	32,000-40,000	36,000	30,000-40,000	35,000
Assistant	26,000-36,000	29,000	22,500-28,000	26,000	22,500-30,000	25,500

	FTSE 100/Multinationals ▼		FTSE 250 ▼		Outside FTSE100/250 ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	140,000-250,000	195,000	115,000-170,000	155,000	95,000-145,000	120,000
Assistant/Deputy Treasurer	115,000-200,000	145,000	95,000-130,000	115,000	-	-
Treasury Manager	85,000-130,000	110,000	73,000-115,000	95,000	75,000-115,000	87,500
Treasury Accountant	70,000-110,000	95,000	48,000-83,000	75,000	47,500-77,500	67,500
Treasury Dealer	55,000-90,000	72,000	42,500-67,500	57,500	-	-
Treasury Analyst	50,000-77,000	65,000	45,000-70,000	57,500	44,000-67,000	57,500

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	80,000-160,000	140,000	75,000-120,000	95,000
Assistant/Deputy Treasurer	80,000-110,000	105,000	-	-
Treasury Manager	50,000-85,000	72,000	50,000-80,000	67,000
Treasury Accountant	45,000-80,000	62,000	45,000-58,000	52,000
Treasury Analyst	45,000-58,000	53,000	40,000-52,000	44,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	110,000-150,000	135,000	75,000-100,000	86,000
Assistant/Deputy Treasurer	85,000-110,000	98,000	-	-
Treasury Manager	55,000-75,000	63,000	50,000-70,000	60,000
Treasury Accountant	50,000-75,000	60,000	42,000-62,000	52,000
Treasury Analyst	44,000-56,000	50,000	35,000-54,000	42,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	120,000-160,000	140,000	80,000-110,000	93,000
Assistant/Deputy Treasurer	80,000-105,000	93,000	-	-
Treasury Manager	58,000-75,000	65,000	55,000-75,000	62,000
Treasury Accountant	48,000-66,000	57,000	40,000-60,000	50,000
Treasury Analyst	36,000-48,000	43,000	35,000-50,000	42,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	110,000-150,000	127,000	75,000-95,000	87,000
Assistant/Deputy Treasurer	80,000-100,000	88,000	-	-
Treasury Manager	53,000-73,000	63,000	50,000-70,000	60,000
Treasury Accountant	42,000-58,000	50,000	42,000-52,000	47,000
Treasury Analyst	34,000-50,000	42,000	35,000-45,000	38,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-175,000	130,000	80,000-125,000	100,000
Assistant/Deputy Treasurer	80,000-130,000	97,500	-	-
Treasury Manager	60,000-90,000	75,000	55,000-80,000	67,000
Treasury Accountant	48,000-65,000	55,000	44,000-60,000	50,000
Treasury Analyst	36,000-50,000	45,000	35,000-50,000	40,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	110,000-175,000	130,000	80,000-105,000	94,000
Assistant/Deputy Treasurer	85,000-110,000	92,000	-	-
Treasury Manager	60,000-85,000	73,000	55,000-75,000	60,000
Treasury Accountant	48,000-65,000	50,000	40,000-55,000	44,000
Treasury Analyst	38,000-52,000	42,000	32,000-45,000	38,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	110,000-150,000	130,000	85,000-110,000	95,000
Assistant/Deputy Treasurer	75,000-100,000	92,000	-	-
Treasury Manager	55,000-80,000	65,000	50,000-75,000	60,000
Treasury Accountant	45,000-60,000	54,000	40,000-55,000	48,000
Treasury Analyst	35,000-50,000	40,000	34,000-42,000	37,000



	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	100,000-150,000	125,000	80,000-100,000	90,000
Assistant/Deputy Treasurer	75,000-95,000	85,000	-	-
Treasury Manager	55,000-80,000	63,000	45,000-65,000	55,000
Treasury Accountant	50,000-60,000	54,000	37,000-50,000	42,000
Treasury Analyst	33,000-47,500	36,000	30,000-40,000	34,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	120,000-160,000	142,000	85,000-110,000	100,000
Assistant/Deputy Treasurer	82,000-112,000	93,000	-	-
Treasury Manager	62,000-82,000	73,000	55,000-85,000	67,000
Treasury Accountant	50,000-65,000	57,000	40,000-60,000	50,000
Treasury Analyst	34,000-46,000	39,000	32,000-42,000	38,000

	FTSE 100/250 ▼		Outside FTSE100/250 ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
Group Treasurer	110,000-160,000	140,000	70,000-95,000	83,000
Assistant/Deputy Treasurer	75,000-95,000	88,000	-	-
Treasury Manager	60,000-80,000	68,000	55,000-70,000	62,000
Treasury Accountant	50,000-65,000	57,000	43,000-55,000	50,000
Treasury Analyst	45,000-58,000	50,000	38,000-48,000	42,000