

# 2025

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

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HUMAN RESOURCES



# 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.

Putting people at the centre of the business agenda has become an increasing priority for organisations, and to make this happen, you need the right HR professionals. Looking to develop your leadership selection criteria? Drive transparency in reward and pay? Bring purpose and sustainability to the fore? Whatever your challenge, our specialist recruiters have the knowledge, hands-on experience and insight to secure the people you need.

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.

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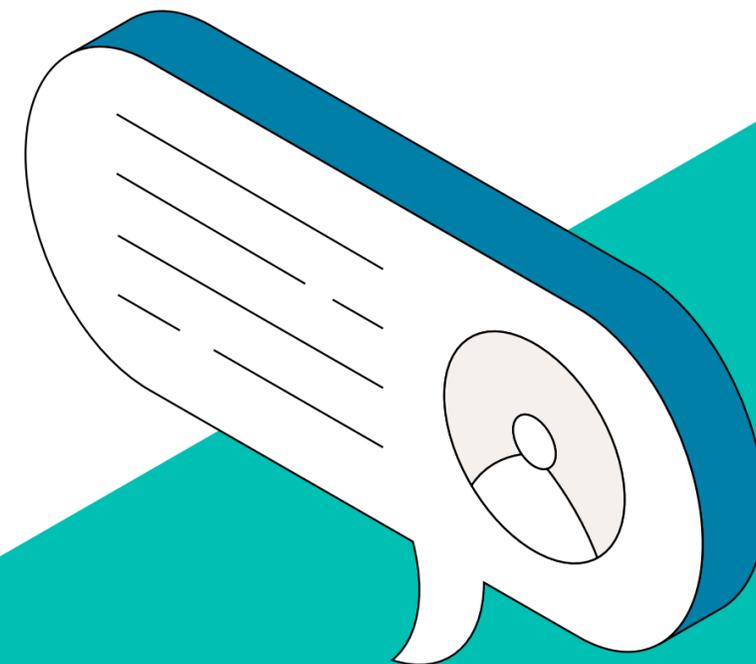
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### Methodology

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.



## Generalist

	SME ▼		Large organisation ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical
HR Director	90,000-150,000	120,000	120,000-180,000	150,000
Divisional HR Director	-	-	85,000-120,000	120,000
Head of HR	75,000-110,000	90,000	75,000-150,000	100,000
Senior HR Business Partner	-	-	75,000-100,000	90,000
HR Business Partner	55,000-100,000	70,000	60,000-75,000	75,000
HR Manager	50,000-70,000	65,000	50,000-80,000	70,000
HR Advisor	40,000-45,000	40,000	40,000-45,000	40,000
HR Officer/Coordinator	28,000-35,000	35,000	30,000-35,000	35,000
HR Assistant/Administrator	28,000-30,000	30,000	28,000-30,000	30,000

	SME ▼		Large organisation ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	85,000-140,000	100,000	100,000-160,000	120,000
Divisional HR Director	-	-	80,000-120,000	95,000
Head of HR	70,000-85,000	75,000	75,000-95,000	85,000
Senior HR Business Partner	-	-	62,000-80,000	75,000
HR Business Partner	55,000-80,000	60,000	55,000-75,000	65,000
HR Manager	50,000-70,000	55,000	55,000-70,000	62,000
HR Advisor	32,000-45,000	40,000	36,000-45,000	42,000
HR Officer/Coordinator	28,000-32,000	30,000	28,000-35,000	30,000
HR Assistant/Administrator	25,000-29,000	28,000	25,000-30,000	28,000

	SME ▼		Large organisation ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-130,000	100,000	90,000-150,000	125,000
Divisional HR Director	-	-	80,000-110,000	100,000
Head of HR	60,000-85,000	75,000	75,000-100,000	88,000
Senior HR Business Partner	-	-	60,000-80,000	75,000
HR Business Partner	45,000-80,000	60,000	50,000-75,000	65,000
HR Manager	45,000-60,000	53,000	50,000-75,000	62,000
HR Advisor	30,000-42,000	36,000	33,000-45,000	40,000
HR Officer/Coordinator	25,000-30,000	28,000	26,000-34,000	31,000
HR Assistant/Administrator	22,500-30,000	25,000	26,000-30,000	28,000

	SME ▼		Large organisation ▼	
SOUTH WEST	£ Range	£ Typical	£ Range	£ Typical
HR Director	90,000-120,000	100,000	90,000-150,000	120,000
Divisional HR Director	-	-	85,000-110,000	100,000
Head of HR	65,000-90,000	70,000	75,000-95,000	90,000
Senior HR Business Partner	-	-	60,000-80,000	75,000
HR Business Partner	55,000-75,000	60,000	55,000-70,000	67,000
HR Manager	55,000-70,000	60,000	45,000-65,000	55,000
HR Advisor	35,000-45,000	40,000	30,000-40,000	35,000
HR Officer/Coordinator	27,000-35,000	30,000	27,000-35,000	30,000
HR Assistant/Administrator	25,000-30,000	28,000	24,000-30,000	28,000

	SME ▼		Large organisation ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-120,000	100,000	85,000-150,000	110,000
Divisional HR Director	-	-	70,000-90,000	90,000
Head of HR	45,000-85,000	75,000	65,000-85,000	80,000
Senior HR Business Partner	-	-	50,000-70,000	65,000
HR Business Partner	35,000-55,000	50,000	50,000-65,000	60,000
HR Manager	45,000-60,000	55,000	45,000-65,000	50,000
HR Officer/Advisor	30,000-40,000	36,000	35,000-45,000	40,000
HR Coordinator	22,500-27,000	25,000	25,000-35,000	28,000
HR Assistant/Administrator	22,500-26,000	24,000	24,000-26,000	25,000

	SME ▼		Large organisation ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
HR Director	72,000-130,000	87,000	90,000-150,000	112,000
Divisional HR Director	-	-	77,000-118,000	94,000
Head of HR	60,000-90,000	73,000	75,000-95,000	83,000
Senior HR Business Partner	50,000-60,000	55,000	66,000-83,000	72,000
HR Business Partner	45,000-65,000	57,000	56,000-68,000	62,000
HR Manager	48,000-65,500	57,000	53,000-77,000	63,000
HR Advisor	33,000-41,000	36,500	34,000-45,000	42,000
HR Officer/Coordinator	27,000-33,000	29,500	26,000-34,000	31,000
HR Assistant/Administrator	24,750-29,000	26,000	24,500-29,000	26,500

	SME ▼		Large organisation ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
HR Director	72,000-130,000	87,000	90,000-150,000	112,000
Divisional HR Director	-	-	77,000-118,000	94,000
Head of HR	60,000-90,000	73,000	75,000-95,000	83,000
Senior HR Business Partner	50,000-60,000	55,000	66,000-83,000	72,000
HR Business Partner	45,000-65,000	57,000	56,000-68,000	62,000
HR Manager	48,000-65,500	57,000	53,000-77,000	63,000
HR Advisor	33,000-41,000	36,500	34,000-45,000	40,000
HR Officer/Coordinator	27,000-33,000	29,500	26,000-34,000	31,000
HR Assistant/Administrator	24,750-29,000	26,000	24,500-29,000	26,500

	SME ▼		Large organisation ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
HR Director	75,000-120,000	85,000	90,000-150,000	120,000
Divisional HR Director	-	-	85,000-130,000	100,000
Head of HR	60,000-90,000	80,000	70,000-100,000	85,000
Senior HR Business Partner	-	-	65,000-90,000	80,000
HR Business Partner	45,000-65,000	50,000	45,000-80,000	60,000
HR Manager	45,000-60,000	50,000	45,000-65,000	55,000
HR Advisor	35,000-42,000	38,000	35,000-45,000	38,000
HR Officer/Coordinator	26,000-32,000	28,000	26,000-34,000	30,000
HR Assistant/Administrator	24,000-28,000	26,000	24,000-30,000	26,000

	SME ▼		Large organisation ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	65,000-110,000	85,000	75,000-120,000	95,000
Divisional HR Director	-	-	70,000-110,000	88,000
Head of HR	65,000-90,000	70,000	60,000-82,000	78,000
Senior HR Business Partner	-	-	50,000-65,000	60,000
HR Business Partner	45,000-65,000	55,000	45,000-60,000	55,000
HR Manager	40,000-65,000	50,000	40,000-55,000	50,000
HR Advisor	30,000-40,000	38,000	35,000-41,000	40,000
HR Officer/Coordinator	25,000-30,000	28,000	26,000-31,000	28,000
HR Assistant/Administrator	24,000-27,000	26,500	24,000-28,000	27,000

	SME ▼		Large organisation ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	75,000-120,000	90,000	75,000-130,000	100,000
Divisional HR Director	-	-	70,000-110,000	95,000
Head of HR	55,000-85,000	75,000	70,000-90,000	85,000
Senior HR Business Partner	-	-	55,000-80,000	75,000
HR Business Partner	45,000-65,000	55,000	50,000-70,000	60,000
HR Manager	40,000-60,000	48,000	40,000-60,000	55,000
HR Advisor	32,000-42,000	38,000	30,000-40,000	38,000
HR Officer/Coordinator	25,000-32,000	28,000	25,000-32,000	30,000
HR Assistant/Administrator	22,500-28,000	24,000	22,500-28,000	25,000

	SME ▼		Large organisation ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-70,000	70,000	70,000-90,000	82,000
Divisional HR Director	-	-	60,000-80,000	72,000
Head of HR	55,000-70,000	60,000	56,000-70,000	68,000
Senior HR Business Partner	-	-	50,000-62,000	60,000
HR Business Partner	35,000-50,000	43,000	40,000-50,000	45,000
HR Manager	35,000-50,000	43,000	40,000-51,000	43,000
HR Advisor	25,000-35,000	32,000	34,000-37,000	35,000
HR Officer/Coordinator	22,500-26,000	24,500	24,000-30,000	25,000
HR Assistant/Administrator	22,500-24,000	22,500	24,000-28,000	25,000

	SME ▼		Large organisation ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-90,000	75,000	70,000-90,000	80,000
Divisional HR Director	-	-	65,000-80,000	75,000
Head of HR	55,000-67,000	58,000	55,000-67,000	65,000
Senior HR Business Partner	-	-	55,000-62,000	57,000
HR Business Partner	45,000-60,000	55,000	45,000-60,000	50,000
HR Manager	40,000-60,000	50,000	40,000-60,000	45,000
HR Advisor	30,000-40,000	35,000	30,000-40,000	35,000
HR Officer/Coordinator	25,000-29,000	28,000	25,000-29,000	28,000
HR Assistant/Administrator	23,000-28,000	26,000	23,000-28,000	26,000

## Employee relations

LONDON	£ Range	£ Typical
Senior Employee Relations Partner	75,000-120,000	100,000
Employee Relations Manager	65,000-85,000	80,000
Employee Relations Advisor	35,000-50,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	62,000-85,000	75,000
Employee Relations Manager	52,000-65,000	60,000
Employee Relations Advisor	40,000-50,000	45,000

EAST OF ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	65,000-85,000	78,000
Employee Relations Manager	50,000-70,000	60,000
Employee Relations Advisor	38,000-47,000	45,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-75,000	67,000
Employee Relations Manager	50,000-70,000	62,000
Employee Relations Advisor	40,000-50,000	45,000

WALES	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	65,000
Employee Relations Manager	45,000-60,000	60,000
Employee Relations Advisor	35,000-50,000	40,000

WEST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	57,000-78,000	67,000
Employee Relations Manager	57,000-78,000	67,000
Employee Relations Advisor	39,000-50,000	43,000

EAST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	57,000-78,000	67,000
Employee Relations Manager	57,000-78,000	62,000
Employee Relations Advisor	39,000-50,000	43,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	45,000-60,000	55,000
Employee Relations Advisor	35,000-42,000	38,000

NORTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-65,000	62,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	35,000-45,000	38,000

NORTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	65,000
Employee Relations Manager	45,000-65,000	55,000
Employee Relations Advisor	32,000-44,000	38,000

NORTHERN IRELAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	52,000
Employee Relations Manager	38,000-50,000	43,000
Employee Relations Advisor	28,000-35,000	31,000

SCOTLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	65,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	30,000-40,000	35,000

## Organisational development

LONDON	£ Range	£ Typical
Head of Organisational Development	80,000-140,000	90,000
OD Business Partner	60,000-90,000	80,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	70,000-100,000	88,000
OD Business Partner	55,000-75,000	67,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Organisational Development	72,000-85,000	80,000
OD Business Partner	57,000-75,000	65,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	70,000-100,000	90,000
OD Business Partner	55,000-70,000	65,000

WALES	£ Range	£ Typical
Head of Organisational Development	65,000-86,000	85,000
OD Business Partner	45,000-60,000	55,000

WEST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	75,000-105,000	88,000
OD Business Partner	56,000-77,000	67,000

EAST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	75,000-95,000	78,000
OD Business Partner	56,000-72,000	62,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	75,000
OD Business Partner	45,000-65,000	55,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-80,000	65,000
OD Business Partner	42,000-60,000	56,500

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	65,000-90,000	80,000
OD Business Partner	45,000-65,000	50,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Organisational Development	55,000-65,000	60,000
OD Business Partner	32,000-45,000	43,000

SCOTLAND	£ Range	£ Typical
Head of Organisational Development	60,000-75,000	70,000
OD Business Partner	45,000-60,000	55,000

## Diversity, equity and inclusion

LONDON	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	80,000-150,000	130,000
Diversity, Equality & Inclusion Manager	70,000-90,000	85,000
Diversity, Equality & Inclusion Advisor	45,000-70,000	60,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	80,000-110,000	90,000
Diversity, Equality & Inclusion Manager	55,000-80,000	65,000
Diversity, Equality & Inclusion Advisor	40,000-50,000	42,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	75,000-100,000	80,000
Diversity, Equality & Inclusion Manager	50,000-70,000	55,000
Diversity, Equality & Inclusion Advisor	35,000-45,000	42,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	70,000-100,000	90,000
Diversity, Equality & Inclusion Manager	50,000-65,000	60,000
Diversity, Equality & Inclusion Advisor	38,000-45,000	42,000

WALES	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	65,000-95,000	85,000
Diversity, Equality & Inclusion Manager	50,000-65,000	60,000
Diversity, Equality & Inclusion Advisor	38,000-45,000	42,000

WEST MIDLANDS	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	73,000-104,000	87,500
Diversity, Equality & Inclusion Manager	56,000-77,000	67,000
Diversity, Equality & Inclusion Advisor	41,000-56,000	46,000

EAST MIDLANDS	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	73,000-104,000	87,500
Diversity, Equality & Inclusion Manager	56,000-77,000	67,000
Diversity, Equality & Inclusion Advisor	41,000-56,000	46,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	60,000-80,000	70,000
Diversity, Equality & Inclusion Manager	40,000-65,000	55,000
Diversity, Equality & Inclusion Advisor	32,000-45,000	40,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	60,000-80,000	70,000
Diversity, Equality & Inclusion Manager	38,000-58,000	50,000
Diversity, Equality & Inclusion Advisor	28,000-38,000	35,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	65,000-100,000	80,000
Diversity, Equality & Inclusion Manager	50,000-65,000	55,000
Diversity, Equality & Inclusion Advisor	35,000-45,000	36,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	50,000-60,000	52,000
Diversity, Equality & Inclusion Manager	35,000-45,000	42,000
Diversity, Equality & Inclusion Advisor	28,000-32,000	31,000

SCOTLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	53,000-65,000	55,000
Diversity, Equality & Inclusion Manager	42,000-55,000	46,000
Diversity, Equality & Inclusion Advisor	35,000-45,000	38,000

## Learning and development

LONDON	£ Range	£ Typical
Head of Training/L&D	80,000-120,000	100,000
Training/L&D Business Partner	60,000-90,000	70,000
Training/L&D Manager	55,000-75,000	65,000
Training/L&D Advisor	40,000-55,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	60,000-80,000	72,000
Training/L&D Business Partner	50,000-65,000	52,000
Training/L&D Manager	55,000-65,000	55,000
Training/L&D Advisor	35,000-45,000	38,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Training/L&D	68,000-85,000	78,000
Training/L&D Business Partner	50,000-65,000	60,000
Training/L&D Manager	50,000-65,000	55,000
Training/L&D Advisor	35,000-45,000	40,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	65,000-85,000	80,000
Training/L&D Business Partner	50,000-65,000	60,000
Training/L&D Manager	45,000-60,000	50,000
Training/L&D Advisor	30,000-38,000	38,000

WALES	£ Range	£ Typical
Head of Training/L&D	55,000-80,000	75,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	40,000-50,000	48,000
Training/L&D Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	63,000-93,000	77,000
Training/L&D Business Partner	43,000-57,000	52,000
Training/L&D Manager	42,000-62,000	54,000
Training/L&D Advisor	36,000-50,000	41,000

EAST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	63,000-93,000	77,000
Training/L&D Business Partner	43,000-57,000	52,000
Training/L&D Manager	42,000-62,000	54,000
Training/L&D Advisor	36,000-50,000	41,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Training/L&D	65,000-100,000	80,000
Training/L&D Business Partner	45,000-65,000	55,000
Training/L&D Manager	40,000-65,000	50,000
Training/L&D Advisor	35,000-45,000	40,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	55,000-70,000	65,000
Training/L&D Business Partner	40,000-60,000	50,000
Training/L&D Manager	40,000-55,000	45,000
Training/L&D Advisor	30,000-38,000	35,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	65,000-105,000	75,000
Training/L&D Business Partner	40,000-65,000	50,000
Training/L&D Manager	40,000-65,000	48,000
Training/L&D Advisor	31,000-45,000	35,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	60,000
Training/L&D Business Partner	35,000-45,000	44,000
Training/L&D Manager	35,000-40,000	40,000
Training/L&D Advisor	28,000-35,000	35,000

SCOTLAND	£ Range	£ Typical
Head of Training/L&D	60,000-75,000	65,000
Training/L&D Business Partner	55,000-60,000	57,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	30,000-37,000	35,000

## Reward

LONDON	£ Range	£ Typical
Head of Reward	90,000-160,000	120,000
Reward Manager	70,000-100,000	80,000
Reward Analyst	50,000-70,000	60,000
Reward Advisor	50,000-80,000	65,000
Compensation Specialist	50,000-80,000	65,000
Payroll & Benefits Manager	60,000-80,000	70,000

WALES	£ Range	£ Typical
Head of Reward	65,000-90,000	85,000
Reward Manager	55,000-67,000	65,000
Reward Analyst	40,000-52,000	50,000
Reward Advisor	40,000-50,000	45,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	45,000-60,000	55,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-85,000	70,000
Reward Manager	40,000-60,000	50,000
Reward Analyst	30,000-45,000	38,000
Reward Advisor	27,000-40,000	38,000
Compensation Specialist	42,000-48,000	42,000
Payroll & Benefits Manager	35,000-50,000	45,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	80,000-120,000	100,000
Reward Manager	60,000-85,000	75,000
Reward Analyst	45,000-62,000	53,000
Reward Advisor	40,000-50,000	45,000
Compensation Specialist	50,000-80,000	60,000
Payroll & Benefits Manager	50,000-70,000	60,000

WEST MIDLANDS	£ Range	£ Typical
Head of Reward	75,000-125,000	96,500
Reward Manager	66,000-90,000	76,500
Reward Analyst	46,000-62,000	52,000
Reward Advisor	42,000-52,000	46,500
Compensation Specialist	55,000-76,000	67,000
Payroll & Benefits Manager	46,000-70,000	63,500

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	70,000-100,000	80,000
Reward Manager	50,000-70,000	60,000
Reward Analyst	32,000-55,000	38,000
Reward Advisor	32,000-45,000	38,000
Compensation Specialist	40,000-55,000	45,000
Payroll & Benefits Manager	42,000-55,000	48,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Reward	70,000-115,000	95,000
Reward Manager	60,000-80,000	75,000
Reward Analyst	45,000-65,000	55,000
Reward Advisor	40,000-52,000	47,000
Compensation Specialist	48,000-60,000	55,000
Payroll & Benefits Manager	50,000-60,000	55,000

EAST MIDLANDS	£ Range	£ Typical
Head of Reward	75,000-115,000	92,000
Reward Manager	66,000-90,000	75,000
Reward Analyst	46,000-62,000	50,000
Reward Advisor	42,000-52,000	46,500
Compensation Specialist	55,000-76,000	65,000
Payroll & Benefits Manager	46,000-70,000	60,000

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

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	75,000-95,000	90,000
Reward Manager	60,000-70,000	65,000
Reward Analyst	40,000-50,000	45,000
Reward Advisor	35,000-45,000	42,500
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	50,000-62,000	60,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Reward	65,000-95,000	85,000
Reward Manager	45,000-65,000	60,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	32,000-45,000	40,000
Compensation Specialist	40,000-55,000	45,000
Payroll & Benefits Manager	40,000-55,000	50,000

SCOTLAND	£ Range	£ Typical
Head of Reward	65,000-80,000	70,000
Reward Manager	50,000-60,000	57,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	35,000-45,000	40,000
Compensation Specialist	35,000-45,000	42,000
Payroll & Benefits Manager	40,000-45,000	43,000

## HRMI

LONDON	£ Range	£ Typical
HRMI Manager	60,000-80,000	65,000
HRMI Analyst	35,000-55,000	50,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	50,000-80,000	62,000
HRMI Analyst	35,000-55,000	50,000

EAST OF ENGLAND	£ Range	£ Typical
HRMI Manager	55,000-65,000	58,000
HRMI Analyst	42,000-55,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	55,000
HRMI Analyst	35,000-45,000	40,000

WALES	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	35,000-45,000	40,000

WEST MIDLANDS	£ Range	£ Typical
HRMI Manager	52,000-75,000	60,000
HRMI Analyst	42,000-62,000	50,000

EAST MIDLANDS	£ Range	£ Typical
HRMI Manager	52,000-75,000	60,000
HRMI Analyst	42,000-62,000	50,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HRMI Manager	40,000-70,000	55,000
HRMI Analyst	35,000-45,000	40,000

NORTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	40,000-50,000	47,500
HRMI Analyst	25,000-42,000	41,000

NORTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-58,000	55,000
HRMI Analyst	36,000-50,000	43,000

NORTHERN IRELAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	48,000
HRMI Analyst	28,000-38,000	32,000

SCOTLAND	£ Range	£ Typical
HRMI Manager	50,000-60,000	55,000
HRMI Analyst	35,000-45,000	40,000

## Recruitment and resourcing

LONDON	£ Range	£ Typical
Head of Talent/Resourcing	70,000-140,000	85,000
Talent/Resourcing Partner	60,000-85,000	65,000
Talent/Resourcing Advisor	40,000-55,000	50,000
Talent/Resourcing Coordinator	30,000-38,000	34,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	70,000-120,000	80,000
Talent/Resourcing Partner	50,000-70,000	60,000
Talent/Resourcing Advisor	40,000-50,000	45,000
Talent/Resourcing Coordinator	28,000-35,000	30,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	80,000
Talent/Resourcing Partner	45,000-65,000	58,000
Talent/Resourcing Advisor	35,000-45,000	42,000
Talent/Resourcing Coordinator	28,000-35,000	32,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-90,000	80,000
Talent/Resourcing Partner	40,000-55,000	50,000
Talent/Resourcing Advisor	30,000-50,000	45,000
Talent/Resourcing Coordinator	27,000-40,000	35,000

WALES	£ Range	£ Typical
Head of Talent/Resourcing	60,000-80,000	70,000
Talent/Resourcing Partner	50,000-65,000	60,000
Talent/Resourcing Advisor	35,000-47,000	40,000
Talent/Resourcing Coordinator	28,000-32,000	30,000

WEST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	70,000-110,000	85,000
Talent/Resourcing Partner	45,000-70,000	55,000
Talent/Resourcing Advisor	34,000-48,000	42,000
Talent/Resourcing Coordinator	26,000-35,000	30,000

EAST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	70,000-110,000	85,000
Talent/Resourcing Partner	45,000-70,000	55,000
Talent/Resourcing Advisor	34,000-48,000	42,000
Talent/Resourcing Coordinator	26,000-35,000	30,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Talent/Resourcing	60,000-85,000	75,000
Talent/Resourcing Partner	45,000-65,000	55,000
Talent/Resourcing Advisor	35,000-45,000	40,000
Talent/Resourcing Coordinator	25,000-32,000	28,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	45,000-70,000	65,000
Talent/Resourcing Partner	35,000-50,000	45,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	26,000-35,000	30,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-80,000	75,000
Talent/Resourcing Partner	45,000-65,000	52,000
Talent/Resourcing Advisor	35,000-50,000	40,000
Talent/Resourcing Coordinator	24,000-32,000	28,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-65,000	55,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	27,000-35,000	30,000
Talent/Resourcing Coordinator	25,000-32,000	26,500

SCOTLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-80,000	65,000
Talent/Resourcing Partner	45,000-60,000	50,000
Talent/Resourcing Advisor	35,000-45,000	40,000
Talent/Resourcing Coordinator	25,000-35,000	30,000

## Change projects

LONDON	£ Range	£ Typical
Head of Change/Projects	110,000-150,000	140,000
Change/Projects Business Partner	80,000-120,000	100,000
Change/Projects Manager	80,000-100,000	90,000

EAST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	80,000-130,000	90,000
Change/Projects Business Partner	60,000-85,000	70,000
Change/Projects Manager	60,000-85,000	68,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	95,000
Change/Projects Business Partner	60,000-80,000	70,000
Change/Projects Manager	55,000-65,000	60,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	70,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	55,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-100,000	95,000
Change/Projects Business Partner	60,000-75,000	70,000
Change/Projects Manager	55,000-65,000	60,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	52,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-100,000	90,000
Change/Projects Business Partner	65,000-80,000	75,000
Change/Projects Manager	55,000-65,000	60,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	48,000-75,000	62,000
Change/Projects Manager	40,000-65,000	58,000

WALES	£ Range	£ Typical
Head of Change/Projects	80,000-100,000	90,000
Change/Projects Business Partner	65,000-80,000	75,000
Change/Projects Manager	55,000-65,000	60,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Change/Projects	55,000-70,000	65,000
Change/Projects Business Partner	40,000-55,000	46,000
Change/Projects Manager	35,000-55,000	42,000

WEST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	80,000-130,000	90,000
Change/Projects Business Partner	60,000-85,000	70,000
Change/Projects Manager	60,000-85,000	68,000

SCOTLAND	£ Range	£ Typical
Head of Change/Projects	70,000-80,000	72,000
Change/Projects Business Partner	55,000-70,000	60,000
Change/Projects Manager	45,000-55,000	50,000

## Generalist

LONDON	£ Range	£ Typical
HR Director	90,000-120,000	95,000
Head of HR	65,000-90,000	80,000
HR Business Partner	50,000-70,000	60,000
HR Manager	40,000-55,000	50,000
HR Officer/Advisor	35,000-45,000	40,000
HR Coordinator	30,000-35,000	35,000
HR Assistant/Administrator	28,000-34,000	30,000

WALES	£ Range	£ Typical
HR Director	70,000-110,000	90,000
Head of HR	65,000-90,000	70,000
HR Business Partner	45,000-65,000	50,000
HR Manager	40,000-55,000	45,000
HR Officer/Advisor	30,000-40,000	32,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	23,000-27,000	25,000

NORTH EAST ENGLAND	£ Range	£ Typical
HR Director	55,000-80,000	75,000
Head of HR	50,000-75,000	70,000
HR Business Partner	40,000-55,000	50,000
HR Manager	32,000-42,000	40,000
HR Officer/Advisor	28,000-38,000	37,000
HR Coordinator	23,000-28,000	28,000
HR Assistant/Administrator	22,500-26,000	25,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HR Director	80,000-120,000	92,000
Head of HR	65,000-85,000	75,000
HR Business Partner	50,000-70,000	55,000
HR Manager	45,000-65,000	52,000
HR Officer/Advisor	32,000-44,000	39,000
HR Coordinator	26,000-30,000	29,000
HR Assistant/Administrator	25,000-29,000	28,000

WEST MIDLANDS	£ Range	£ Typical
HR Director	80,000-130,000	95,000
Head of HR	58,000-85,000	76,500
HR Business Partner	48,000-65,000	56,500
HR Manager	48,000-65,000	52,000
HR Officer/Advisor	32,000-45,000	38,500
HR Coordinator	25,000-32,000	28,000
HR Assistant/Administrator	24,000-30,000	26,500

NORTH WEST ENGLAND	£ Range	£ Typical
HR Director	70,000-100,000	85,000
Head of HR	50,000-80,000	72,000
HR Business Partner	42,000-65,000	50,000
HR Manager	40,000-55,000	45,000
HR Officer/Advisor	28,000-45,000	36,000
HR Coordinator	23,000-28,000	26,000
HR Assistant/Administrator	22,500-27,000	24,000

EAST OF ENGLAND	£ Range	£ Typical
HR Director	75,000-115,000	90,000
Head of HR	55,000-75,000	67,000
HR Business Partner	40,000-60,000	54,000
HR Manager	45,000-58,000	52,000
HR Officer/Advisor	32,000-45,000	37,000
HR Coordinator	25,000-32,000	28,000
HR Assistant/Administrator	22,500-27,000	25,000

EAST MIDLANDS	£ Range	£ Typical
HR Director	80,000-130,000	95,000
Head of HR	58,000-85,000	76,500
HR Business Partner	48,000-65,000	56,500
HR Manager	48,000-65,000	52,000
HR Officer/Advisor	32,000-45,000	38,500
HR Coordinator	25,000-32,000	28,000
HR Assistant/Administrator	24,000-30,000	26,500

NORTHERN IRELAND	£ Range	£ Typical
HR Director	55,000-75,000	62,000
Head of HR	55,000-70,000	65,000
HR Business Partner	33,000-50,000	42,000
HR Manager	35,000-50,000	40,000
HR Officer/Advisor	29,000-36,000	30,000
HR Coordinator	25,000-29,000	26,000
HR Assistant/Administrator	22,500-25,000	24,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HR Director	85,000-110,000	100,000
Head of HR	65,000-85,000	75,000
HR Business Partner	50,000-70,000	55,000
HR Manager	45,000-55,000	50,000
HR Officer/Advisor	35,000-45,000	40,000
HR Coordinator	28,000-32,000	30,000
HR Assistant/Administrator	25,000-30,000	28,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HR Director	70,000-100,000	85,000
Head of HR	50,000-75,000	70,000
HR Business Partner	40,000-60,000	48,000
HR Manager	38,000-55,000	42,000
HR Officer/Advisor	28,000-44,000	36,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	24,000-28,000	26,000

SCOTLAND	£ Range	£ Typical
HR Director	65,000-85,000	75,000
Head of HR	50,000-60,000	57,000
HR Business Partner	45,000-55,000	52,000
HR Manager	40,000-50,000	45,000
HR Officer/Advisor	30,000-38,000	35,000
HR Coordinator	25,000-32,000	28,000
HR Assistant/Administrator	25,000-30,000	26,000

## Employee relations

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

SOUTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-75,000	65,000
Employee Relations Manager	45,000-60,000	55,000
Employee Relations Advisor	35,000-45,000	42,000

EAST OF ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-75,000	65,000
Employee Relations Manager	42,000-60,000	50,000
Employee Relations Advisor	35,000-40,000	38,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	35,000-45,000	40,000

WALES	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	55,000
Employee Relations Manager	40,000-55,000	48,000
Employee Relations Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	52,000-75,000	62,000
Employee Relations Manager	42,000-62,000	52,000
Employee Relations Advisor	33,000-48,000	42,000

EAST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	52,000-75,000	62,000
Employee Relations Manager	42,000-62,000	52,000
Employee Relations Advisor	33,000-48,000	42,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	56,000
Employee Relations Manager	36,000-58,000	48,000
Employee Relations Advisor	35,000-42,000	38,000

NORTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	56,000
Employee Relations Manager	30,000-50,000	44,000
Employee Relations Advisor	25,000-40,000	34,000

NORTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	60,000
Employee Relations Manager	44,000-65,000	50,000
Employee Relations Advisor	32,000-45,000	38,000

NORTHERN IRELAND	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	48,000
Employee Relations Manager	35,000-48,000	38,000
Employee Relations Advisor	26,000-35,000	27,000

SCOTLAND	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	57,000
Employee Relations Manager	40,000-50,000	47,000
Employee Relations Advisor	28,000-40,000	35,000

## Organisational development

LONDON	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	80,000
OD Business Partner	55,000-70,000	65,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	55,000-85,000	75,000
OD Business Partner	45,000-65,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	72,000
OD Business Partner	45,000-62,000	58,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	65,000-90,000	85,000
OD Business Partner	45,000-65,000	60,000

WALES	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	70,000
OD Business Partner	45,000-65,000	55,000

WEST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	68,000-86,000	78,000
OD Business Partner	48,000-68,000	60,000

EAST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	68,000-86,000	75,000
OD Business Partner	48,000-68,000	58,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Organisational Development	50,000-80,000	70,000
OD Business Partner	36,000-56,000	52,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	45,000-65,000	62,000
OD Business Partner	35,000-47,000	46,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	70,000
OD Business Partner	42,000-62,000	52,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Organisational Development	40,000-62,000	60,000
OD Business Partner	32,000-48,000	46,000

SCOTLAND	£ Range	£ Typical
Head of Organisational Development	40,000-62,000	60,000
OD Business Partner	32,000-48,000	46,000

## Diversity, equity and inclusion

LONDON	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	70,000-90,000	80,000
Diversity, Equality & Inclusion Manager	55,000-65,000	60,000
Diversity, Equality & Inclusion Advisor	38,000-48,000	45,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	65,000-85,000	77,000
Diversity, Equality & Inclusion Manager	50,000-65,000	55,000
Diversity, Equality & Inclusion Advisor	35,000-48,000	40,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	55,000-70,000	67,000
Diversity, Equality & Inclusion Manager	48,000-60,000	55,000
Diversity, Equality & Inclusion Advisor	35,000-40,000	38,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	65,000-85,000	70,000
Diversity, Equality & Inclusion Manager	45,000-65,000	55,000
Diversity, Equality & Inclusion Advisor	40,000-45,000	42,000

WALES	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	50,000-70,000	60,000
Diversity, Equality & Inclusion Manager	45,000-55,000	48,000
Diversity, Equality & Inclusion Advisor	35,000-45,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	62,000-88,000	72,000
Diversity, Equality & Inclusion Manager	54,000-68,000	59,500
Diversity, Equality & Inclusion Advisor	38,000-48,000	41,500

EAST MIDLANDS	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	62,000-88,000	72,000
Diversity, Equality & Inclusion Manager	54,000-68,000	59,500
Diversity, Equality & Inclusion Advisor	38,000-48,000	41,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	50,000-80,000	65,000
Diversity, Equality & Inclusion Manager	42,000-65,000	52,000
Diversity, Equality & Inclusion Advisor	32,000-44,000	36,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	45,000-60,000	56,000
Diversity, Equality & Inclusion Manager	35,000-55,000	48,000
Diversity, Equality & Inclusion Advisor	25,000-35,000	33,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	50,000-80,000	68,000
Diversity, Equality & Inclusion Manager	42,000-68,000	52,000
Diversity, Equality & Inclusion Advisor	32,000-44,000	36,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	42,000-50,000	46,000
Diversity, Equality & Inclusion Manager	28,000-38,000	34,000
Diversity, Equality & Inclusion Advisor	23,500-30,000	26,500

SCOTLAND	£ Range	£ Typical
Head of Diversity, Equality & Inclusion	45,000-60,000	50,000
Diversity, Equality & Inclusion Manager	37,000-47,000	45,000
Diversity, Equality & Inclusion Advisor	30,000-37,000	35,000

## Learning and development

LONDON	£ Range	£ Typical
Head of Training/L&D	60,000-70,000	70,000
Training/L&D Business Partner	55,000-65,000	65,000
Training/L&D Manager	45,000-60,000	55,000
Training/L&D Advisor	35,000-45,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	68,000
Training/L&D Business Partner	45,000-60,000	58,000
Training/L&D Manager	40,000-55,000	52,000
Training/L&D Advisor	30,000-40,000	37,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	65,000
Training/L&D Business Partner	45,000-55,000	52,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	33,000-42,000	36,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	60,000-80,000	70,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	32,000-40,000	37,000

WALES	£ Range	£ Typical
Head of Training/L&D	60,000-80,000	70,000
Training/L&D Business Partner	45,000-60,000	50,000
Training/L&D Manager	45,000-55,000	45,000
Training/L&D Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	58,000-78,000	67,000
Training/L&D Business Partner	48,000-63,000	56,000
Training/L&D Manager	48,000-65,000	56,000
Training/L&D Advisor	30,000-42,000	37,000

EAST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	58,000-78,000	67,000
Training/L&D Business Partner	48,000-63,000	56,000
Training/L&D Manager	48,000-65,000	56,000
Training/L&D Advisor	30,000-42,000	37,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Training/L&D	50,000-80,000	62,000
Training/L&D Business Partner	42,000-62,000	52,000
Training/L&D Manager	40,000-60,000	50,000
Training/L&D Advisor	30,000-40,000	33,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	40,000-65,000	55,000
Training/L&D Business Partner	30,000-50,000	48,000
Training/L&D Manager	30,000-48,000	46,000
Training/L&D Advisor	25,000-35,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	52,000-80,000	64,000
Training/L&D Business Partner	42,000-62,000	54,000
Training/L&D Manager	40,000-60,000	52,000
Training/L&D Advisor	30,000-42,000	34,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Training/L&D	50,000-68,000	52,000
Training/L&D Business Partner	40,000-48,000	44,000
Training/L&D Manager	35,000-48,000	40,000
Training/L&D Advisor	28,000-34,000	28,000

SCOTLAND	£ Range	£ Typical
Head of Training/L&D	50,000-65,000	57,000
Training/L&D Business Partner	45,000-50,000	47,000
Training/L&D Manager	37,000-47,000	45,000
Training/L&D Advisor	28,000-35,000	30,000

## Reward

LONDON	£ Range	£ Typical
Head of Reward	65,000-80,000	75,000
Reward Manager	50,000-70,000	70,000
Reward Analyst	55,000-65,000	65,000
Reward Advisor	40,000-50,000	45,000
Payroll & Benefits Manager	50,000-60,000	55,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-80,000	75,000
Reward Manager	50,000-70,000	65,000
Reward Analyst	45,000-55,000	50,000
Reward Advisor	40,000-50,000	42,000
Payroll & Benefits Manager	45,000-60,000	52,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Reward	60,000-80,000	70,000
Reward Manager	50,000-60,000	55,000
Reward Analyst	45,000-55,000	45,000
Reward Advisor	35,000-45,000	38,000
Payroll & Benefits Manager	48,000-55,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-75,000	75,000
Reward Manager	55,000-65,000	65,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	36,000-50,000	40,000
Payroll & Benefits Manager	45,000-55,000	50,000

WALES	£ Range	£ Typical
Head of Reward	60,000-75,000	75,000
Reward Manager	55,000-65,000	60,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	35,000-50,000	35,000
Payroll & Benefits Manager	45,000-65,000	60,000

WEST MIDLANDS	£ Range	£ Typical
Head of Reward	68,000-95,000	72,500
Reward Manager	48,000-75,000	58,500
Reward Analyst	38,000-48,000	46,000
Reward Advisor	38,000-48,000	43,500
Payroll & Benefits Manager	45,000-60,000	56,000

EAST MIDLANDS	£ Range	£ Typical
Head of Reward	68,000-95,000	72,500
Reward Manager	48,000-75,000	58,500
Reward Analyst	38,000-48,000	46,000
Reward Advisor	38,000-48,000	43,500
Payroll & Benefits Manager	45,000-60,000	56,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Reward	50,000-85,000	65,000
Reward Manager	40,000-55,000	50,000
Reward Analyst	30,000-45,000	38,000
Reward Advisor	30,000-40,000	35,000
Payroll & Benefits Manager	35,000-55,000	47,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	45,000-65,000	60,000
Reward Manager	40,000-52,000	47,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	25,000-35,000	33,000
Payroll & Benefits Manager	35,000-55,000	46,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-80,000	68,000
Reward Manager	45,000-70,000	52,000
Reward Analyst	35,000-50,000	38,000
Reward Advisor	30,000-40,000	35,000
Payroll & Benefits Manager	40,000-60,000	47,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Reward	40,000-60,000	56,000
Reward Manager	33,000-50,000	42,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	26,000-38,900	31,000
Payroll & Benefits Manager	35,000-40,000	38,000

SCOTLAND	£ Range	£ Typical
Head of Reward	55,000-75,000	65,000
Reward Manager	40,000-50,000	47,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	32,000-42,000	35,000
Payroll & Benefits Manager	40,000-50,000	45,000

## HRMI

LONDON	£ Range	£ Typical
HRMI Manager	50,000-70,000	65,000
HRMI Analyst	45,000-55,000	50,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	50,000
HRMI Analyst	40,000-50,000	45,000

EAST OF ENGLAND	£ Range	£ Typical
HRMI Manager	48,000-55,000	50,000
HRMI Analyst	38,000-48,000	40,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	30,000-40,000	35,000

WALES	£ Range	£ Typical
HRMI Manager	35,000-45,000	42,500
HRMI Analyst	33,000-40,000	37,000

WEST MIDLANDS	£ Range	£ Typical
HRMI Manager	45,000-62,000	53,500
HRMI Analyst	35,000-52,000	40,000

EAST MIDLANDS	£ Range	£ Typical
HRMI Manager	45,000-62,000	53,500
HRMI Analyst	35,000-52,000	40,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HRMI Manager	40,000-60,000	50,000
HRMI Analyst	30,000-48,000	36,000

NORTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	30,000-50,000	43,000
HRMI Analyst	25,000-37,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	50,000
HRMI Analyst	35,000-46,000	36,000

NORTHERN IRELAND	£ Range	£ Typical
HRMI Manager	38,000-55,000	40,000
HRMI Analyst	25,000-38,000	31,000

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

## Recruitment and resourcing

LONDON	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	67,000
Talent/Resourcing Partner	45,000-60,000	54,000
Talent/Resourcing Advisor	32,000-45,000	38,000
Talent/Resourcing Coordinator	25,000-32,000	30,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	55,000-80,000	70,000
Talent/Resourcing Partner	40,000-60,000	52,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	26,000-32,000	30,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	55,000-80,000	65,000
Talent/Resourcing Partner	45,000-60,000	48,000
Talent/Resourcing Advisor	30,000-40,000	38,000
Talent/Resourcing Coordinator	22,500-30,000	26,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-75,000	75,000
Talent/Resourcing Partner	45,000-60,000	55,000
Talent/Resourcing Advisor	35,000-50,000	35,000
Talent/Resourcing Coordinator	22,500-30,000	30,000

WALES	£ Range	£ Typical
Head of Talent/Resourcing	55,000-80,000	70,000
Talent/Resourcing Partner	40,000-55,000	50,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	22,500-32,000	29,000

WEST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	55,000-90,000	68,000
Talent/Resourcing Partner	50,000-70,000	55,000
Talent/Resourcing Advisor	32,000-45,000	38,000
Talent/Resourcing Coordinator	25,000-32,000	28,000

EAST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	55,000-90,000	68,000
Talent/Resourcing Partner	45,000-55,000	50,000
Talent/Resourcing Advisor	32,000-45,000	38,000
Talent/Resourcing Coordinator	25,000-32,000	28,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Talent/Resourcing	50,000-75,000	60,000
Talent/Resourcing Partner	36,000-54,000	43,000
Talent/Resourcing Advisor	28,000-44,000	32,000
Talent/Resourcing Coordinator	22,500-27,000	25,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	45,000-65,000	56,000
Talent/Resourcing Partner	35,000-50,000	43,000
Talent/Resourcing Advisor	27,000-38,000	31,000
Talent/Resourcing Coordinator	22,500-26,000	24,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-80,000	60,000
Talent/Resourcing Partner	38,000-55,000	43,000
Talent/Resourcing Advisor	30,000-40,000	32,000
Talent/Resourcing Coordinator	22,500-26,000	25,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Talent/Resourcing	32,000-50,000	43,000
Talent/Resourcing Partner	32,000-40,000	35,000
Talent/Resourcing Advisor	24,000-29,000	27,000
Talent/Resourcing Coordinator	22,500-25,000	22,500

SCOTLAND	£ Range	£ Typical
Head of Talent/Resourcing	55,000-65,000	60,000
Talent/Resourcing Partner	42,000-52,000	47,000
Talent/Resourcing Advisor	32,000-37,000	35,000
Talent/Resourcing Coordinator	25,000-32,000	27,000

## HR Change projects

LONDON	£ Range	£ Typical
Head of Change/Projects	75,000-100,000	85,000
Change/Projects Business Partner	55,000-75,000	70,000
Change/Projects Manager	60,000-70,000	65,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	85,000
Change/Projects Business Partner	55,000-75,000	70,000
Change/Projects Manager	55,000-65,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	80,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	90,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

WALES	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	85,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	40,000-60,000	50,000

WEST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	65,000-120,000	90,000
Change/Projects Business Partner	52,000-70,000	65,000
Change/Projects Manager	52,000-65,000	58,000

EAST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	65,000-120,000	90,000
Change/Projects Business Partner	52,000-70,000	65,000
Change/Projects Manager	52,000-65,000	58,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Change/Projects	55,000-80,000	75,000
Change/Projects Business Partner	45,000-60,000	55,000
Change/Projects Manager	45,000-60,000	52,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	50,000-75,000	67,000
Change/Projects Business Partner	44,000-60,000	54,000
Change/Projects Manager	40,000-60,000	50,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-80,000	75,000
Change/Projects Business Partner	45,000-62,000	55,000
Change/Projects Manager	45,000-62,000	52,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Change/Projects	55,000-65,000	57,000
Change/Projects Business Partner	44,000-55,000	50,000
Change/Projects Manager	38,000-50,000	45,000

SCOTLAND	£ Range	£ Typical
Head of Change/Projects	65,000-75,000	67,000
Change/Projects Business Partner	52,000-62,000	57,000
Change/Projects Manager	42,000-52,000	47,000