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PEOPLE



Accountancy & Finance

SALARY SURVEY 2017

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INTRODUCTION

2016: a steady growth in permanent roles

2016 was undoubtedly shaped by a string of economic and political revelations – notably the EU Referendum in June. In Q1, prior to the results, businesses were keen to defer long-term recruitment decisions to help them better prepare for what lied ahead.

A period of uncertainty soon settled down, however. And signs of improvement emerged, with the summer months turning out to be the busiest in terms of hiring activity. The Recruitment Employment Confederation (REC) even hinted at this positive change in the run-up to the results, as the July edition of its JobsOutlook survey revealed that 72% of employers felt that domestic economic conditions were either getting better or remaining the same. These sentiments were reflected by PwC, whose UK Economic Outlook report stated that “UK economic growth held up better than expected immediately after the Brexit vote.” Indeed, the following month’s REC report stated that 24% of employers planned to increase permanent headcount. Perhaps, this activity prompted the increase in permanent placements for the first time in three months – as found by the REC in September.

The noted rise coincided with data from the Office of National Statistics (ONS). Figures from Q4 reported a record employment rate of 74.6% that not only suggested a resilient UK jobs market, but also set a precedent for the following year.

2017: Accountancy & Finance is looking positive for jobseekers

A growth in market confidence, despite 2016’s political changes, is partially responsible for powering the expansion of teams across the sector. Plus, with changes taking place to regulations and reporting standards in Accountancy

& Finance, such as FRS101/102, it’s no surprise that the demand for part and newly qualified accountants remains at the forefront of recruitment activity. However, a recent REC JobsOutlook survey found that 21% of businesses cited a ‘shortage of suitable candidates for jobs’ as their main challenge. This echoes the February edition of the REC’s Report on Jobs survey, which recorded a drop in candidate availability at the start of this year. In turn, hiring activity is set to face more pressure for 22% and 23% of employers who expect to take on more permanent staff over the first three and six months respectively.

With demand showing little signs of reducing, it’s proving to be a welcome time for skilled jobseekers who can look forward to higher starting salaries. After all, employers need to attract and retain Accountancy & Finance professionals who have an ideal mix of experience and expertise to help drive business forward. And these very employers continue to offer competitive counter offers, alongside training and career progression opportunities, to employees tempted to resign in search of work elsewhere.

An annual report, ‘What do graduates do?’, tracks what qualified students are doing six months after graduation. Compiled by the Higher Education Statistics Agency (HESA), the late 2016 edition found that 58.7% of 7,065 finance and accountancy 2015 graduates were working full-time in the UK. And 12.2% were both working and pursuing further study; 13.9% of these graduates were taking up professional qualifications in ACCA, CIMA, or CIPFA. With this in mind, it’s hoped that 2017 will help ease the burden on employers looking to increase headcount.

The desire to push forward with growth, in a time marked by cybersecurity threats and legislation changes, also calls for audit professionals, payroll staff, financial/business analysts, paraplanners, and financial planners.



SALARY SURVEY

Understanding the 2017 salary survey

The Kingsley Hamilton People 2017 salary survey provides an understanding into today's recruitment market for the Accountancy & Finance sector. It includes up-to-date information that's available from the ONS and the REC on the current hiring market. We acknowledge that salary ranges may vary by industry and are reflected by other factors such as niche skills. As a specialist recruitment consultancy, Kingsley Hamilton People has many years of experience in placing talented individuals in their perfect role, at exactly the right time. So if you're looking to make your next career move in the Accountancy & Finance sector, please contact our friendly team on 020 7078 0213.

“It's no surprise that the demand for part and newly qualified accountants remains at the forefront of recruitment activity.”

“With demand showing little signs of reducing, it's proving to be a welcome time for skilled jobseekers who can look forward to higher starting salaries.”

Public Practice

	Audit & Assurance	General Practice
London	Salary Per Annum (£ range)	
Senior Manager	60,000 - 75,000	60,000 - 75,000
Manager	50,000 - 65,000	54,000 - 66,000
Qualified Senior/Executive	42,000 - 48,000	40,000 - 45,000
South England	Salary Per Annum (£ range)	
Senior Manager	52,500 - 73,000	51,500 - 61,500
Manager	44,250 - 56,750	40,000 - 53,500
Qualified Senior/Executive	33,750 - 42,000	30,500 - 38,000
East of England	Salary Per Annum (£ range)	
Senior Manager	52,000 - 65,000	49,000 - 65,000
Manager	37,000 - 46,000	37,000 - 65,000
Qualified Senior/Executive	27,000 - 38,000	26,500 - 36,000
Midlands	Salary Per Annum (£ range)	
Senior Manager	53,500 - 71,000	45,000 - 58,500
Manager	43,500 - 53,500	33,500 - 47,250
Qualified Senior/Executive	31,500 - 40,500	27,500 - 34,500
North England	Salary Per Annum (£ range)	
Senior Manager	52,000 - 67,500	42,500 - 59,000
Manager	43,500 - 51,000	33,500 - 52,500
Qualified Senior/Executive	32,000 - 39,000	26,500 - 37,000

Taxation

In-house	FTSE 100/250	FS	LTD/SME
London	Salary Per Annum (£ range)		
Head of Tax/Director	110,000 - 300,000	160,000 - 300,000	85,000 - 150,000
Group Tax Manager	80,000 - 130,000	80,000 - 130,000	70,000 - 110,000
Senior/International Tax Manager	70,000 - 100,000	80,000 - 110,000	60,000 - 80,000
Tax Manager	65,000 - 80,000	65,000 - 80,000	50,000 - 70,000
Tax Accountant	45,000 - 60,000	45,000 - 60,000	35,000 - 55,000
Transfer Pricing Manager	75,000 - 90,000	65,000 - 90,000	50,000 - 80,000
VAT Director	90,000 - 120,000	80,000 - 150,000	80,000 - 110,000
VAT Accountant	35,000 - 50,000	45,000 - 55,000	35,000 - 45,000
Employee/Expat/Trusts Director	75,000 - 95,000	75,000 - 100,000	75,000 - 95,000
Employee/Expat/Trusts Manager	50,000 - 75,000	50,000 - 85,000	50,000 - 75,000
Employee/Expat/Trusts Assistant	40,000 - 50,000	40,000 - 50,000	35,000 - 45,000

Practice			
London	Salary Per Annum (£ range)		
Corporate/VAT	Big 4	Top 50	Independent Regional Firms
Senior Manager	75,000 - 100,000	60,000 - 85,000	60,000 - 80,000
Manager	50,000 - 70,000	55,000 - 65,000	45,000 - 60,000
Assistant Manager/Supervisor	42,000 - 55,000	42,000 - 50,000	42,000 - 50,000
Senior Associate	35,000 - 45,000	34,000 - 44,000	34,000 - 44,000
Assistant/Associate	27,000 - 35,000	26,000 - 32,000	28,000 - 34,000

Practice			
Personal/Expat/Employee/Trusts	Big 4	Top 50	Independent Regional Firms
Senior Manager	75,000 - 100,000	60,000 - 85,000	60,000 - 80,000
Manager	50,000 - 70,000	55,000 - 65,000	45,000 - 60,000
Assistant Manager/Supervisor	40,000 - 55,000	42,000 - 50,000	42,000 - 50,000
Senior Associate	35,000 - 45,000	34,000 - 44,000	32,000 - 42,000
Assistant/Associate	27,000 - 35,000	26,000 - 32,000	26,000 - 32,000
South England	Salary Per Annum (£ range)		
Corporate/VAT	Big 4	Top 50	Independent Regional Firms
Senior Manager	63,500 - 90,000	52,500 - 73,500	47,500 - 65,000
Manager	46,000 - 60,000	42,500 - 52,500	39,000 - 56,000
Assistant Manager/Supervisor	34,500 - 46,500	32,000 - 41,000	33,500 - 40,000
Senior Associate	33,000 - 41,500	27,000 - 37,500	25,000 - 35,500
Assistant/Associate	22,000 - 28,000	19,000 - 26,000	18,000 - 25,500
Personal/Expat/Employee/Trusts	Big 4	Top 50	Independent Regional Firms
Senior Manager	60,000 - 84,000	51,500 - 70,000	50,000 - 62,500
Manager	45,000 - 60,000	42,500 - 53,500	37,500 - 49,000
Assistant Manager/Supervisor	35,500 - 45,000	32,000 - 41,500	29,000 - 37,500
Senior Associate	33,000 - 40,500	27,000 - 41,500	25,000 - 32,500
Assistant/Associate	21,000 - 28,000	19,000 - 26,000	18,000 - 24,000



Practice			
East of England	Salary Per Annum (£ range)		
Corporate/VAT	Big 4	Top 50	Independent Regional Firms
Senior Manager	65,000 - 90,000	55,000 - 75,000	55,000 - 66,000
Manager	44,000 - 66,000	40,000 - 60,000	42,500 - 50,000
Assistant Manager/Supervisor	34,000 - 43,000	35,000 - 42,500	33,000 - 45,000
Senior Associate	30,000 - 40,000	26,000 - 35,000	27,500 - 33,000
Assistant/Associate	22,000 - 28,000	18,000 - 25,000	19,000 - 24,000
Personal/Expatriate/Employee/Trusts	Big 4	Top 50	Independent Regional Firms
Senior Manager	60,000 - 80,000	55,000 - 75,000	40,000 - 60,000
Manager	42,000 - 56,000	40,000 - 52,500	35,000 - 56,000
Assistant Manager/Supervisor	35,000 - 46,000	30,000 - 37,500	30,000 - 36,000
Senior Associate	30,000 - 40,000	26,500 - 34,000	26,000 - 32,500
Assistant/Associate	21,000 - 30,000	18,000 - 24,000	16,000 - 22,500
Midlands	Salary Per Annum (£ range)		
Corporate/VAT	Big 4	Top 50	Independent Regional Firms
Senior Manager	55,000 - 82,500	52,500 - 72,500	50,000 - 65,000
Manager	42,000 - 53,000	40,000 - 50,000	35,000 - 45,000
Assistant Manager/Supervisor	35,000 - 42,500	33,500 - 39,500	28,000 - 35,000
Senior Associate	32,000 - 36,000	27,000 - 32,000	26,000 - 32,000
Assistant/Associate	23,000 - 28,000	21,000 - 24,000	18,000 - 23,000

Practice			
Personal/Expat/Employee/Trusts	Big 4	Top 50	Independent Regional Firms
Senior Manager	55,000 - 85,000	50,000 - 75,000	50,000 - 62,500
Manager	42,000 - 53,000	40,000 - 50,000	35,000 - 45,000
Assistant Manager/Supervisor	35,000 - 42,000	30,000 - 36,000	30,000 - 35,000
Senior Associate	30,000 - 34,000	28,000 - 34,000	26,000 - 30,000
Assistant/Associate	23,000 - 28,000	18,000 - 24,000	18,000 - 22,500
North England	Salary Per Annum (£ range)		
Corporate/VAT	Big 4	Top 50	Independent Regional Firms
Senior Manager	55,000 - 82,500	55,000 - 70,000	45,000 - 61,500
Manager	41,000 - 52,000	40,000 - 50,000	35,000 - 46,500
Assistant Manager/Supervisor	34,500 - 43,500	35,500 - 41,000	32,500 - 39,000
Senior Associate	30,000 - 39,000	28,000 - 36,000	26,500 - 34,500
Assistant/Associate	23,000 - 28,500	21,500 - 26,000	19,250 - 23,500
Personal/Expat/Employee/Trusts	Big 4	Top 50	Independent Regional Firms
Senior Manager	51,500 - 80,000	47,500 - 70,000	45,000 - 60,000
Manager	41,000 - 51,500	37,500 - 47,500	33,500 - 42,500
Assistant Manager/Supervisor	34,000 - 42,000	31,000 - 36,500	30,000 - 35,500
Senior Associate	29,000 - 34,500	27,000 - 34,000	26,500 - 31,000
Assistant/Associate	21,500 - 26,500	18,000 - 24,500	18,000 - 22,000

Trainee and Semi-Senior Accountancy

Part-Qualified Accountancy	ACCA	CIMA	ACA
London	Salary Per Annum (£ range)		
Finalist	37,000 - 44,000	37,000 - 45,000	30,000 - 38,000
Part-Qualified	28,000 - 35,000	28,000 - 36,000	28,000 - 34,500
Trainee	20,000 - 28,000	20,000 - 30,000	23,500 - 28,000
South England	Salary Per Annum (£ range)		
Finalist	31,500 - 41,000	33,000 - 41,000	28,000 - 33,500
Part-Qualified	27,000 - 39,000	27,000 - 35,000	24,000 - 31,000
Trainee	18,000 - 25,500	19,500 - 26,500	16,500 - 24,000
East of England	Salary Per Annum (£ range)		
Finalist	29,000 - 36,500	29,000 - 36,500	29,000 - 36,500
Part-Qualified	23,500 - 29,000	23,500 - 29,000	23,000 - 29,000
Trainee	18,000 - 23,500	18,000 - 23,500	18,000 - 23,500
Midlands	Salary Per Annum (£ range)		
Finalist	26,000 - 32,500	30,500 - 38,000	26,000 - 31,000
Part-Qualified	22,000 - 28,000	25,000 - 32,000	23,000 - 28,500
Trainee	16,500 - 22,500	18,000 - 24,000	18,000 - 24,000
North England	Salary Per Annum (£ range)		
Finalist	29,000 - 35,000	29,000 - 32,500	24,500 - 30,000
Part-Qualified	24,000 - 30,000	24,000 - 31,000	20,500 - 25,000
Trainee	17,500 - 23,000	17,500 - 23,000	15,000 - 20,500



Accountancy

Qualified Accountancy	Corporate	SME
London	Salary Per Annum (£ range)	
Financial Planning & Analysis Manager*	70,000 – 100,000	55,000 – 75,000
Financial Accountant	48,000 – 55,000	45,000 – 50,000
Management Accountant	48,000 – 55,000	45,000 – 50,000
Financial/Business Analyst*	50,000 – 65,000	-
Finance Manager	60,000 – 65,000	55,000 – 65,000
Project/Systems Accountant*	55,000 – 75,000	-
5+ Years' PQE	65,000 – 90,000	60,000 – 80,000
2-4 Years' PQE	55,000 – 75,000	50,000 – 60,000
Recently Qualified	50,000 – 60,000	45,000 – 55,000
Newly Qualified	48,000 – 55,000	45,000 – 50,000
South England	Salary Per Annum (£ range)	
Financial Planning & Analysis Manager*	55,000 – 89,000	-
Financial Accountant	42,500 – 52,500	34,000 – 50,000
Management Accountant	42,500 – 53,500	34,000 – 47,500
Financial/Business Analyst*	42,500 – 60,500	-
Finance Manager	47,500 – 60,000	39,000 – 50,000
Project/Systems Accountant*	40,000 – 65,000	-
5+ Years' PQE	57,500 – 87,500	52,500 – 72,500
2-4 Years' PQE	48,500 – 63,700	41,500 – 57,500
Recently Qualified	43,000 – 56,500	37,500 – 49,500
Newly Qualified	38,500 – 49,000	34,000 – 46,500

Qualified Accountancy	Corporate	SME
East of England	Salary Per Annum (£ range)	
Financial Planning & Analysis Manager*	61,500 – 78,500	49,000 – 62,500
Financial Accountant	45,000 – 55,000	40,300 – 48,000
Management Accountant	40,000 – 51,500	36,000 – 47,000
Financial/Business Analyst*	46,000 – 55,000	-
Finance Manager	49,500 – 61,500	41,500 – 52,500
Project/Systems Accountant*	47,600 – 63,300	-
5+ Years' PQE	57,500 – 87,500	48,500 – 68,500
2-4 Years' PQE	45,000 – 62,500	41,500 – 52,500
Recently Qualified	38,000 – 49,500	38,000 – 45,500
Newly Qualified	39,500 – 49,500	36,000 – 42,000
Midlands	Salary Per Annum (£ range)	
Financial Planning & Analysis Manager*	50,000 – 90,000	-
Financial Accountant	35,000 – 50,000	36,500 – 45,500
Management Accountant	37,000 – 47,500	35,000 – 44,500
Financial/Business Analyst*	36,000 – 50,000	-
Finance Manager	45,000 – 62,500	36,500 – 48,500
Project/Systems Accountant*	40,000 – 60,000	-
5+ Years' PQE	50,000 – 90,000	51,000 – 65,000
2-4 Years' PQE	40,000 – 60,000	36,500 – 46,500
Recently Qualified	38,000 – 49,000	35,500 – 42,000
Newly Qualified	36,000 – 44,000	32,500 – 39,000

Qualified Accountancy	Corporate	SME
North England	Salary Per Annum (£ range)	
Financial Planning & Analysis Manager*	52,500 – 60,000	-
Financial Accountant	37,500 – 46,500	33,500 – 45,000
Management Accountant	36,500 – 45,000	34,500 – 45,000
Financial/Business Analyst*	38,000 – 55,500	-
Finance Manager	47,500 – 60,000	40,000 – 55,000
Project/Systems Accountant*	35,000 – 52,500	-
5+ Years' PQE	55,000 – 85,000	55,000 – 80,000
2-4 Years' PQE	45,000 – 57,500	41,000 – 51,000
Recently Qualified	40,000 – 50,000	37,000 – 46,000
Newly Qualified	35,000 – 43,500	34,000 – 41,000

* Financial Planning & Analysis Manager, Systems Accountant, and Financial/Business Analyst are not usually found within the financial structures of SMEs, except for SMEs located in the South East and London. A dash denotes there's an insufficient availability of data.

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Employers continue to offer competitive counter offers, alongside training and career progression opportunities, to employees tempted to resign in search of work elsewhere.

Transactional Support

Accountancy Support	
London	Salary Per Annum (£ range)
Assistant Accountant	26,000 - 33,000
Bookkeeper	28,000 - 34,000
South England	Salary Per Annum (£ range)
Assistant Accountant	22,500 - 31,000
Bookkeeper	21,000 - 30,500
East of England	Salary Per Annum (£ range)
Assistant Accountant	20,500 - 28,000
Bookkeeper	22,000 - 28,000
Midlands	Salary Per Annum (£ range)
Assistant Accountant	21,500 - 29,000
Bookkeeper	21,000 - 30,000
North England	Salary Per Annum (£ range)
Assistant Accountant	20,000 - 26,500
Bookkeeper	18,500 - 26,500

Credit Management	
London	Salary Per Annum (£ range)
Credit Controller	22,000 - 30,000
South England	Salary Per Annum (£ range)
Credit Controller	20,500 - 28,500
East of England	Salary Per Annum (£ range)
Credit Controller	18,000 - 26,000
Midlands	Salary Per Annum (£ range)
Credit Controller	20,000 - 24,000
North England	Salary Per Annum (£ range)
Credit Controller	17,000 - 24,500

Payroll	
London	Salary Per Annum (£ range)
Payroll Executive	25,000 - 30,000
South England	Salary Per Annum (£ range)
Payroll Executive	18,500 - 25,500
East of England	Salary Per Annum (£ range)
Payroll Executive	18,000 - 23,000
Midlands	Salary Per Annum (£ range)
Payroll Executive	20,500 - 26,000
North England	Salary Per Annum (£ range)
Payroll Executive	19,000 - 24,000

Corporate Governance

London	Salary Per Annum (£ range)
Head/Director of Audit	100,000 - 210,000
Senior Internal Auditor	65,000 - 95,000
Internal Audit Manager	60,000 - 80,000
South England	Salary Per Annum (£ range)
Head/Director of Audit	72,500 - 175,000
Senior Internal Auditor	60,000 - 92,500
Internal Audit Manager	47,500 - 80,000
East of England	Salary Per Annum (£ range)
Head/Director of Audit	70,000 - 125,000
Senior Internal Auditor	55,000 - 80,000
Internal Audit Manager	45,000 - 75,000
Midlands	Salary Per Annum (£ range)
Head/Director of Audit	72,500 - 142,500
Senior Internal Auditor	55,000 - 87,500
Internal Audit Manager	46,500 - 78,750
North England	Salary Per Annum (£ range)
Head/Director of Audit	75,000 - 120,000
Senior Internal Auditor	59,000 - 85,000
Internal Audit Manager	50,000 - 81,000

Disclaimer: figures are starting salary ranges which exclude any benefits/bonuses unless specified, and are correct at the time of printing. Financial Planning & Analysis Manager, Financial/Business Analyst, and Project/Systems Accountant are job titles not usually found within the financial structures of SMEs, except for those located in the South East and London. A dash denotes that there is an insufficient availability of data.

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FURTHER INFORMATION

Contact us

If you would like further information on the services provided by Kingsley Hamilton People, please do not hesitate to contact one of our friendly consultants today using the details below.

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