



## Salary Survey 2016/17

Our specialist knowledge of Accountancy recruitment across the regions has enabled us to compile an informed salary guide which is designed to assist you in the recruitment and retention of your staff.

The last 12 months have seen continued improvements in employer attitudes toward investment in their business and their people as confidence has remained. Appetite to hire is significant, in particular within finance departments as employers seek new ways to elevate profitability and drive commerciality within their firms. Within most sectors, the business world appears to be focussed on growth and expansion, allocating resource to kick start new projects. This had led to new headcount opportunities within finance teams as well as the traditional replacement of leavers.

Job seekers are also more active in their search for new opportunities. The number of job seekers already in employment and seeking a new "career move" has increased dramatically. The market of supply and demand has become far more consistent with a growing economy and employers have found themselves having to compete more than before to secure the best talent. The timeframe between a job seeker entering the market and securing a new position has shortened considerably.

Most job seekers are now back in the position of having more than one job offer on the table and this has had a knock on effect with salaries offered. We are witnessing much stronger forward movement in remuneration packages and bonus opportunities are having more influence on decision making. Occurrences of counter offer are becoming more common place as Employers seek to retain talent.

Variations based on industry sector, size of organisation and location exist and for a more accurate benchmark, please do not hesitate to **contact us on 01277 424500** for a confidential discussion.

		SME			CORPORATE		
		SUFFOLK (£)	ESSEX (£)	KENT (£)	SUFFOLK (£)	ESSEX (£)	KENT (£)
Purchase Ledger	Purchase Ledger Clerk	16,000 - 21,000	17,000 - 24,000	17,000 - 23,000	18,000 - 22,000	18,000 - 24,000	18,000 - 23,000
	Purchase Ledger Supervisor	-	-	-	20,000 - 28,000	24,000 - 32,000	24,000 - 32,000
	Purchase Ledger Manager	21,000 - 31,500	21,000 - 37,000	28,000 - 40,000	35,000 - 42,000	39,000 - 56,000	37,000 - 55,000
Credit Control	Credit Control Clerk	17,000 - 21,000	17,500 - 25,000	17,000 - 24,000	18,000 - 23,000	19,000 - 25,000	19,000 - 25,000
	Credit Control Supervisor	-	-	-	23,000 - 26,000	25,000 - 34,000	25,000 - 34,000
	Credit Control Manager	30,000 - 42,000	37,000 - 53,000	37,000 - 50,000	37,000 - 60,000	42,000 - 63,000	40,000 - 60,000
Payroll	Payroll clerk	17,000 - 21,000	17,000 - 24,000	18,000 - 23,000	18,000 - 23,000	19,000 - 25,000	19,000 - 24,000
	Payroll Supervisor	-	-	-	25,000 - 29,000	25,000 - 30,000	25,000 - 30,000
	Payroll Manager	29,000 - 40,000	32,000 - 44,000	32,000 - 44,000	37,000 - 47,000	37,000 - 58,000	37,000 - 58,000
	Stand alone Payroller	21,000 - 29,000	21,000 - 29,000	21,000 - 29,000	-	-	-
Accounting Support	Accounts Assistant	16,000 - 23,000	17,500 - 25,000	18,000 - 25,000	16,000 - 23,000	21,000 - 26,000	20,000 - 26,000
	Assistant Accountant	19,000 - 26,000	22,000 - 29,000	23,000 - 28,000	26,000 - 29,000	25,000 - 32,000	25,000 - 32,000
	Trial Balance Bookkeeper	19,000 - 26,000	21,000 - 29,000	22,000 - 28,000	-	-	-
	Final Accounts Bookkeeper	21,000 - 29,000	23,000 - 32,000	24,000 - 30,000	-	-	-
	AAT Foundation/ CAT Introductory	15,000 - 19,000	18,000 - 23,000	19,000 - 23,000	16,000 - 21,000	21,000 - 24,000	20,000 - 24,000
	AAT/CAT Intermediate	16,000 - 20,000	19,000 - 25,000	20,000 - 25,000	17,000 - 24,000	22,000 - 26,000	22,000 - 26,000
	AAT/CAT Qualified	19,000 - 24,000	22,000 - 26,000	22,000 - 26,000	19,000 - 25,000	23,000 - 28,000	23,000 - 28,000
Accountants in Training	ACCA/CIMA Trainee	18,000 - 23,000	19,000 - 25,000	20,000 - 25,000	18,000 - 23,000	23,000 - 26,000	21,000 - 26,000
	CIMA Foundation/ Managerial Stage	19,000 - 25,000	23,000 - 29,000	23,000 - 28,000	19,000 - 25,000	25,000 - 30,000	24,000 - 30,000
	CIMA Intermediate/ Strategic Stage	23,000 - 28,000	25,000 - 32,000	25,000 - 32,000	24,000 - 29,000	26,000 - 32,000	26,000 - 32,000
	CIMA Final Stage	28,000 - 33,000	29,000 - 35,000	29,000 - 35,000	29,000 - 34,000	32,000 - 37,000	32,000 - 37,000
	ACCA Part 1/ Fundamental Stage	19,000 - 25,000	19,000 - 25,000	20,000 - 25,000	19,000 - 25,000	22,000 - 26,000	21,000 - 26,000
	ACCA Part 2/ Fundamental Stage	23,000 - 27,000	23,000 - 27,000	23,000 - 27,000	24,000 - 29,000	25,000 - 29,000	25,000 - 29,000
	ACCA Part 3/ Professional Stage	28,000 - 33,000	28,000 - 34,000	28,000 - 34,000	29,000 - 34,000	30,000 - 37,000	30,000 - 37,000
Newly Qualified	ACA - Leaving the profession	30,000 - 38,000	32,000 - 38,000	32,000 - 38,000	37,000 - 42,000	37,000 - 42,000	37,000 - 42,000
	ACCA	34,000 - 40,000	34,000 - 40,000	34,000 - 40,000	35,000 - 42,000	37,000 - 42,000	37,000 - 42,000
	ACCA - Leaving the profession	32,000 - 37,000	32,000 - 37,000	32,000 - 37,000	34,000 - 40,000	37,000 - 42,000	37,000 - 42,000
	CIMA	35,000 - 40,000	35,000 - 40,000	35,000 - 40,000	35,000 - 42,000	37,000 - 42,000	37,000 - 42,000
Internal Audit	Internal Auditor	-	-	-	29,000 - 42,000	29,000 - 42,000	29,000 - 42,000
	Internal Audit Manager	-	-	-	37,000 - 53,000	37,000 - 55,000	37,000 - 55,000
Mid Management	Financial Accountant	39,000 - 46,000	40,000 - 47,000	40,000 - 47,000	40,000 - 48,000	42,000 - 50,000	42,000 - 50,000
	Management Accountant	39,000 - 46,000	40,000 - 47,000	40,000 - 47,000	40,000 - 48,000	42,000 - 50,000	42,000 - 50,000
	Project/Systems Accountant	36,000 - 46,000	37,000 - 47,000	37,000 - 47,000	42,000 - 50,000	42,000 - 53,000	42,000 - 53,000
	Finance/Business Analyst	36,000 - 46,000	37,000 - 47,000	39,000 - 47,000	42,000 - 50,000	42,000 - 50,000	42,000 - 50,000
	Finance Manager	40,000 - 53,000	42,000 - 58,000	42,000 - 58,000	42,000 - 58,000	47,000 - 68,000	47,000 - 68,000
	Treasury Manager	-	-	-	47,000 - 63,000	47,000 - 63,000	47,000 - 63,000
Senior Management	Financial Controller	40,000 - 55,000	42,000 - 60,000	47,000 - 60,000	47,000 - 65,000	47,000 - 70,000	50,000 - 70,000
	Group Financial Controller	-	-	-	58,000 - 74,000	58,000 - 80,000	58,000 - 85,000
	Finance Director	58,000 - 84,000	65,000 - 95,000	68,000 - 95,000	75,000 - 110,000	80,000 - 115,000	80,000 - 115,000
	Group Finance Director	75,000 +	80,000 +	80,000 +	85,000 +	105,000 +	105,000 +
	Chief Finance Officer	-	-	-	140,000 +	155,000 +	155,000 +

This salary guide represents base salaries combining information compiled from our database of vacancies, client discussions and the market knowledge of our consultants across Essex, Suffolk & Kent.