



Salary Survey 2018

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 uncertainty both in the economic and political landscapes causing the time to hire to lengthen in some cases. Employer attitudes toward investment in their business and people confidence has remained strong and we foresee the time to hire shortening throughout 2018.

The number of job seekers actively searching for a new career continues to contract and the demand for talent is forecast to grow throughout this year. With the ever increasing pressure on employers' time, the value offered by skilled recruiters to identify and attract both passive and active job seekers remains evident.

The team at MacKenzie King are happy to use their expansive local knowledge to work with a business to help benchmark their salaries and benefits packages against the market.

Please contact us on 01277 424500 for a confidential discussion.

Employers are placing greater focus on employee engagement, with work life balance and mental wellbeing becoming key priorities for the modern workforce. The decision to accept an offer of employment is increasingly influenced by the benefits package being presented, in addition to basic salary requirements. Benefits such as home & flexible working, study allowance, car parking and gym memberships are becoming more commonplace. Staff retention is another area of key focus with costs associated to hiring being diverted into counter offer salary increases as companies strive to retain their own talent.

		SME			CORPORATE		
		SUFFOLK (£)	ESSEX (£)	KENT (£)	SUFFOLK (£)	ESSEX (£)	KENT (£)
Purchase Ledger	Purchase Ledger Clerk	16,000 - 22,000	17,000 - 24,000	17,000 - 23,000	18,000 - 23,000	18,000 - 25,000	18,000 - 23,000
	Purchase Ledger Supervisor	-	-	-	24,000 - 30,000	28,000 - 34,000	26,000 - 35,000
	Purchase Ledger Manager	23,000 - 36,000	25,000 - 37,000	28,000 - 40,000	35,000 - 50,000	40,000 - 56,000	37,000 - 55,000
Credit Control	Credit Control Clerk	18,000 - 24,000	18,000 - 25,000	17,000 - 24,000	19,000 - 25,000	20,000 - 25,000	19,000 - 25,000
	Credit Control Supervisor	-	-	-	24,000 - 28,000	25,000 - 35,000	25,000 - 34,000
	Credit Control Manager	30,000 - 48,000	40,000 - 53,000	35,000 - 50,000			
Payroll	Payroll Clerk	18,000 - 23,000	18,000 - 25,000	18,000 - 23,000	18,000 - 23,000	20,000 - 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	30,000 - 44,000	37,000 - 55,000	40,000 - 58,000	37,000 - 58,000
	Stand Alone Payroller	24,000 - 30,000	25,000 - 30,000	22,000 - 30,000	-	-	-
Accounting Support	Accounts Assistant	16,000 - 23,000	17,500 - 25,000	18,000 - 25,000	18,000 - 24,000	21,000 - 26,000	20,000 - 26,000
	Assistant Accountant	20,000 - 28,000	23,000 - 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	22,000 - 29,000	22,000 - 28,000	-	-	-
	Final Accounts Bookkeeper	23,000 - 30,000	25,000 - 32,000	24,000 - 30,000	-	-	-
	AAT Foundation/ CAT Introductory	16,000 - 19,000	18,000 - 23,000	19,000 - 23,000	18,000 - 23,000	21,000 - 24,000	20,000 - 24,000
	AAT/CAT Intermediate	16,000 - 23,000	19,000 - 25,000	20,000 - 25,000	20,000 - 25,000	22,000 - 26,000	22,000 - 26,000
AAT/CAT Qualified	20,000 - 26,000	22,000 - 26,000	22,000 - 26,000	23,000 - 28,000	23,000 - 28,000	23,000 - 28,000	
Accountants in Training	ACCA/CIMA Trainee	18,000 - 23,000	20,000 - 25,000	20,000 - 25,000	20,000 - 24,000	23,000 - 26,000	22,000 - 26,000
	CIMA Foundation/ Managerial Stage	20,000 - 26,000	23,000 - 29,000	23,000 - 28,000	20,000 - 28,000	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 - 30,000	26,000 - 32,000	26,000 - 32,000
	CIMA Final Stage	28,000 - 33,000	29,000 - 35,000	29,000 - 35,000	30,000 - 35,000	32,000 - 37,000	32,000 - 37,000
	ACCA Part 1/ Fundamental Stage	21,000 - 25,000	22,000 - 26,000	21,000 - 25,000	20,000 - 28,000	22,000 - 26,000	21,000 - 26,000
	ACCA Part 2/ Fundamental Stage	24,000 - 28,000	25,000 - 28,000	24,000 - 27,000	24,000 - 30,000	25,000 - 29,000	25,000 - 29,000
ACCA Part 3/ Professional Stage	28,000 - 33,000	28,000 - 34,000	28,000 - 35,000	30,000 - 35,000	30,000 - 37,000	30,000 - 37,000	
Newly Qualified	ACA - Leaving the profession	33,000 - 40,000	35,000 - 40,000	35,000 - 40,000	37,000 - 43,000	37,000 - 45,000	37,000 - 45,000
	ACCA	34,000 - 40,000	35,000 - 40,000	35,000 - 40,000	35,000 - 43,000	37,000 - 45,000	37,000 - 45,000
	ACCA - Leaving the profession	32,000 - 40,000	35,000 - 40,000	35,000 - 40,000	34,000 - 43,000	37,000 - 45,000	37,000 - 45,000
	CIMA	35,000 - 43,000	35,000 - 45,000	35,000 - 42,000	35,000 - 43,000	37,000 - 45,000	37,000 - 45,000
Internal Audit	Internal Auditor	-	-	-	29,000 - 45,000	29,000 - 45,000	29,000 - 45,000
	Internal Audit Manager	-	-	-	37,000 - 53,000	37,000 - 55,000	37,000 - 55,000
Mid Management	Financial Accountant	39,000 - 47,000	40,000 - 50,000	40,000 - 50,000	46,000 - 48,000	45,000 - 55,000	45,000 - 55,000
	Management Accountant	39,000 - 47,000	40,000 - 50,000	40,000 - 50,000	44,000 - 48,000	45,000 - 55,000	42,000 - 55,000
	Project/Systems Accountant	36,000 - 46,000	37,000 - 47,000	37,000 - 47,000	44,000 - 53,000	45,000 - 55,000	42,000 - 53,000
	Finance/Business Analyst	39,000 - 49,000	40,000 - 50,000	40,000 - 50,000	44,000 - 50,000	45,000 - 50,000	45,000 - 50,000
	Finance Manager	45,000 - 57,000	50,000 - 60,000	45,000 - 60,000	50,000 - 65,000	50,000 - 68,000	50,000 - 70,000
	Treasury Manager	-	-	-	47,000 - 63,000	47,000 - 63,000	47,000 - 63,000
Senior Management	Financial Controller	45,000 - 63,000	50,000 - 65,000	50,000 - 65,000	50,000 - 65,000	50,000 - 70,000	50,000 - 70,000
	Group Financial Controller	-	-	-	60,000 - 80,000	65,000 - 85,000	60,000 - 90,000
	Finance Director	65,000 - 90,000	75,000 - 95,000	70,000 - 95,000	75,000 - 115,000	80,000 - 120,000	80,000 - 120,000
	Group Finance Director	80,000 +	80,000 +	80,000 +	90,000 +	105,000 +	105,000 +
	Chief Finance Officer	-	-	-	145,000 +	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.