



**The Definitive Annual
Salary Guide
for 2015**

9th Annual Survey



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Accountancy & Finance
London & the Home Counties



“It’s been 7 years since we have seen markets like this. On a like-for-like basis, comparing 2014 to 2013, it was like stepping off a plane into a different economic region. The pace of change has been rapid and exhilarating.”

David Archer, Director at Circle Square



Predictions for 2015

- Introducing new services / products and expanding into new markets is the top CFO priority for 2015. Circle
- CFO risk appetite will hit a seven year high despite economic and financial uncertainties. Deloitte.
- Credit is cheaper than at any other time for seven years. This will continue through to Q3 2015. Reuters.
- Creating efficiencies and reducing costs will be top of the do the list for 35% of CFOs. 33% will focus on improving Cashflow. Circle Square.
- As a result of increasing demand and reduced supply of candidates The Recruitment Employment Confederation (REC) predicts 9% growth for the recruitment industry.
- 2015 will see strong pay growth underpinned by tight candidate availability. Confederation of British Industry (CBI).
- Political uncertainty as a result of the impending general election will dampen down demand in Q2/3. This view is mirrored by the British Chambers
- Regardless of recent economic activity it is still widely predicted that the Bank of England's MPC will raise interest rates by at least 0.25%. IHS Global Insight.
- Which ever political party wins in May the continuing shift away from public to private sector will affect wage inflation marginally, as the market is fuelled by extra supply. Financial Times (FT).

“The war for talent is back again. The strongest companies will be the ones that develop a strong candidate attraction proposition and work hard on staff retention. In particular this will be prevalent in the white collar market”

**Andrew Pringle, Director at
Circle Square**





Our Sources for this Guide

The data has been researched and analysed fully by our team of market experts to provide an insight into an accurate and fully comprehensive guideline to salaries.

Our sources have also included candidates' disclosure of salaries, advertised salaries and job offers by our own clients, effectively factoring in current market conditions and forecasts.

Due to our success with many SMEs, mid to large cap PLCs and Internationals we are able to forecast how remuneration packages for people who work in Accountancy will look in the coming months and we can do this with a high degree of accuracy. Obviously company size, the sector, location, the person spec, benefits packages and other factors can heavily influence the salary, therefore please only use this publication as a guide to current salaries and bonuses.

Speak to us to if you have a unique position to fill or are keen to hear about the general trends in remuneration structures. We're always happy to oblige!

Permanent & Contract Salary Bands

For Businesses with a turn-over in excess of £500M

Title	Basic Salary		Bonus		Car
	£	£	£	£	£
CFO	250,000	to 1,200,000	80,000	to 1,000,000	25,000
Financial Director	200,000	to 600,000	50,000	to 400,000	20,000
Financial Controller	100,000	to 180,000	25,000	to 80,000	10,000
Head of FP&A	100,000	to 150,000	25,000	to 60,000	10,000
Finance Manager	50,000	to 60,000	7,000	to 20,000	10,000
Analyst/Business Partner	40,000	to 70,000	5,000	to 20,000	0
Financial Accountant	35,000	to 75,000	5000	to 20,000	0
Management Accountant	40,000	to 65,000	5000	to 10,000	0
Part-Qualified Accountant	25,000	to 40,000	0	to 10,000	0
Accounts Assistant	24,000	to 32,000	0	to 5,000	0
Accounts Payable Manager	30,000	to 40,000	0	to 5,000	0
Accounts Payable Clerk	25,000	to 28,000	0	to 5,000	0
Accounts Receivables Manager	30,000	to 40,000	0	to 5,000	0
Accounts Receivables Clerk	22,000	to 32,000	0	to 5,000	0
Payroll Manager	28,000	to 45,000	0	to 5,000	0
Payroll Clerk	25,000	to 32,000	0	to 5,000	0
Credit Manager	38,000	to 60,000	3,000	to 10,000	0
Credit Controller	25,000	to 35,000	0	to 10,000	0



Permanent & Contract Salary Bands

	Title	Basic Salary		Bonus		Car
		£		£		£
For Businesses with a turn-over below £500M	CFO	150,000	to 600,000	50,000	to 500,000	25,000
	Financial Director	80,000	to 300,000	30,000	to 100,000	20,000
	Financial Controller	50,000	to 120,000	20,000	to 40,000	15,000
	Head of FP&A	80,000	to 150,000	25,000	to 60,000	10,000
	Finance Manager	35,000	to 55,000	5,000	to 40,000	5,000
	Analyst/Business Partner	40,000	to 70,000	5,000	to 20,000	0
	Financial Accountant	35,000	to 60,000	0	to 5,000	0
	Management Accountant	35,000	to 50,000	0	to 5,000	0
	Part-Qualified Accountant	25,000	to 35,000	0	to 0	0
	Accounts Assistant	18,000	to 30,000	0	to 0	0
	Accounts Payable Manager	25,000	to 35,000	0	to 0	0
	Accounts Payable Clerk	18,000	to 25,000	0	to 0	0
	Accounts Receivables Manager	25,000	to 35,000	0	to 0	0
	Accounts Receivables Clerk	18,000	to 35,000	0	to 0	0
	Payroll Manager	28,000	to 35,000	0	to 0	0
	Payroll Clerk	20,000	to 30,000	0	to 0	0
	Credit Manager	30,000	to 40,000	2,000	to 8,000	0
Credit Controller	20,000	to 30,000	0	to 5000	0	

Temp Pay Rate Bands / PAYE

Title	£		
	Hourly PAYE Rate		
CFO/Financial Director	50	to	Neg
Financial Controller / Head of Finance	44	to	75
Head of FP&A	38	to	63
Finance Manager	31	to	56
Analyst/Business Partner	31	to	50
Financial Accountant	31	to	50
Auditor	31	to	50
Management Accountant	31	to	50
Part Qualified to Finalist	18	to	31
Accounts Payable Manager	18	to	31
Payroll Manager	18	to	31
Accounts Receivables Manager	18	to	31
Assistant Accountant	11	to	20
Accounts Receivables Clerk	10	to	15
Payroll Clerk	10	to	15
Credit Control Clerk	10	to	15
Accounts Payable Clerk	10	to	15
Graduate / Junior	10	to	13

For Businesses across all turn-overs.



Interim Day Rate Bands

For Businesses across all turn-overs.

Title	£		
	Day Rate / Ltd		
CFO/Financial Director	400	to	Neg
Financial Controller / Head of Finance	350	to	600
Head of FP&A	300	to	500
Finance Manager	250	to	450
Analyst/Business Partner	250	to	400
Financial Accountant	250	to	400
Auditor	250	to	400
Management Accountant	250	to	400
Part Qualified to Finalist	140	to	250
Accounts Payable Manager	140	to	250
Payroll Manager	140	to	250
Accounts Receivables Manager	140	to	250
Assistant Accountant	90	to	160
Accounts Receivables Clerk	80	to	120
Payroll Clerk	80	to	120
Credit Control Clerk	80	to	120
Accounts Payable Clerk	80	to	120
Graduate / Junior	80	to	100

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