

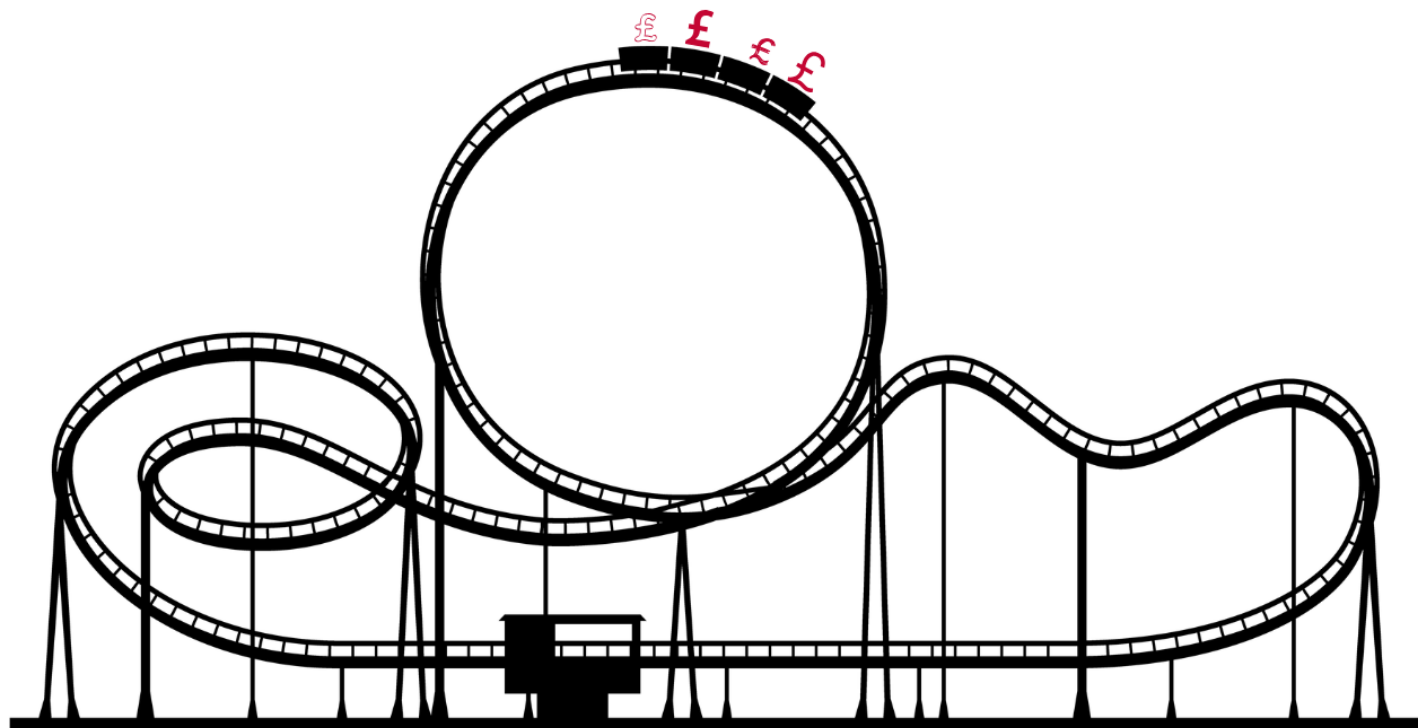


Jennings Morton Friel
Associates

FINANCE & ACCOUNTANCY
SPECIALIST RECRUITERS

SALARY GUIDE 2025

London and the Home Counties



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Introduction

In economic terms, 2024 was a better year for the UK compared to 2023. Inflation, a major concern in recent years, dropped from its peak of 11.1%, to the Bank of England's target of 2%. Economic growth was modest with GDP expected to grow between 0.9 and 1.1%, compared to near-zero growth in 2023.

However, we cannot disguise the fact that the last 12 months has been one of the most challenging years on record; a sentiment echoed by both clients and candidates whom we have been in regular contact with.

Although the market has been a very testing one this year, it has remained resilient. The UK Election and global political situation fed into initial company uncertainty at the start of the year, making the employment landscape trickier than experienced in previous years.

High calibre candidates are still commanding good salaries, and companies are increasingly keen to find the perfect fit for their Finance & Accounting teams. With longevity in mind and planning for more stability within businesses, recruitment companies like ours are continually in demand to employ their industry expertise and knowledge for searching for candidates.

Overall, UK employment trends were shown to be positive. Finance and Accounting, as the enablers of economic decision making, are still key and demand for roles across the board improved as 2024 progressed - especially at the more senior/qualified level. However, in our experience is starting salaries in most areas have plateaued and any increases have been negligible. This could be repeated in 2025 with the increase in National Insurance for employers offsetting the ability to raise wages in line with the cost of living.

In 2024 the demand for hybrid and remote work was still strong among UK professionals and the push for more in office working growing in some sectors. 60% of UK employees want a hybrid model, balancing the benefits of home and office working. In addition to working from home, once again the next most popular benefits were bonus schemes, an increase in holiday allowance and health/dental insurance.

In Accounting and Finance professional roles, remote work is often a sought-after option. Roles that require advanced qualifications or tech-based roles are four times more likely to offer remote flexibility. But as the competition for top talent heats up, organisations are having to balance the employees' desires for flexibility with the operational needs of the business.

This is a sign of the continued shifts in workplace norms. Suggesting that hybrid working will be a key feature of the UK job market in the near future.

Finding skilled and efficient professionals is still a challenge for many organisations, especially in today's economic climate. Knowing the competitive salaries, benefits

and broader industry dynamics can help you with your recruitment strategy. Our thorough guide provides a detailed analysis of these trends based on our in-depth research and expert recruitment consultants.

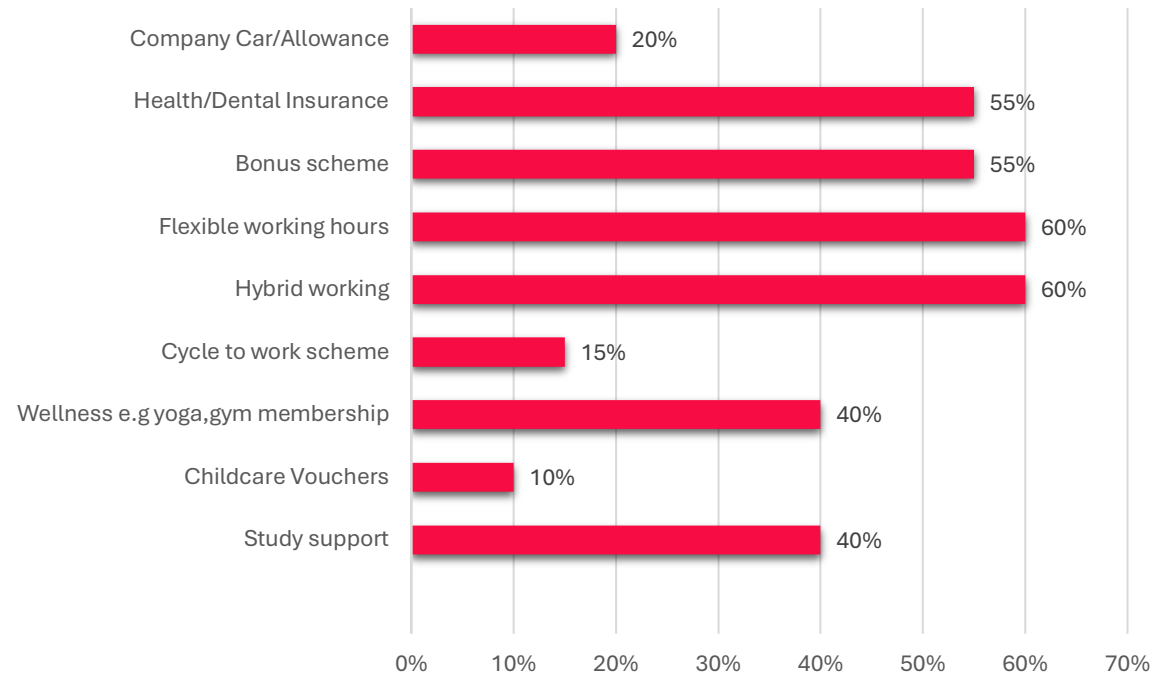
The data in our latest Salary Guide is based on our comprehensive understanding of economic and employment trends. It includes insights from a recent survey with our clients and candidates, third party market research and our consultants. The guide is designed to be clear and actionable, breaking down salary and benefits data by job level, location and company size. It also highlights the benefits candidates want and how they align with what employers are offering.

As the economy settles ([2025 is hoped to be another year of solid economic growth](#)) and the Accounting and Finance sector remains strong, businesses need to navigate a changing job market. This has been a big year for our team, whose hard work and the trust of our clients and candidates has delivered another year of helping organisations meet their recruitment needs. Whether you need to fill a specific role or just want market insight, we are here to provide reliable and effective recruitment support.

We hope this guide is helpful in understanding the competitive landscape and with making informed decisions. If you have any specific recruitment needs or want tailored advice, get in touch with our team today. In a recovery and opportunity shaped economy, we can help you attract and retain the best talent.

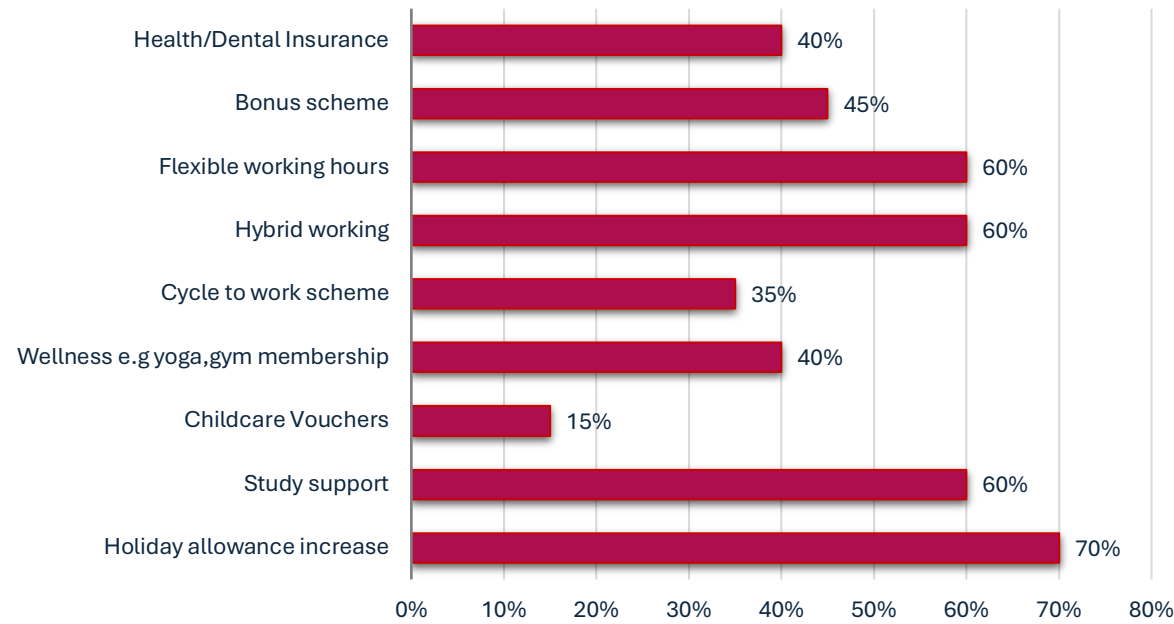
Benefits overview

Benefits desired by employees



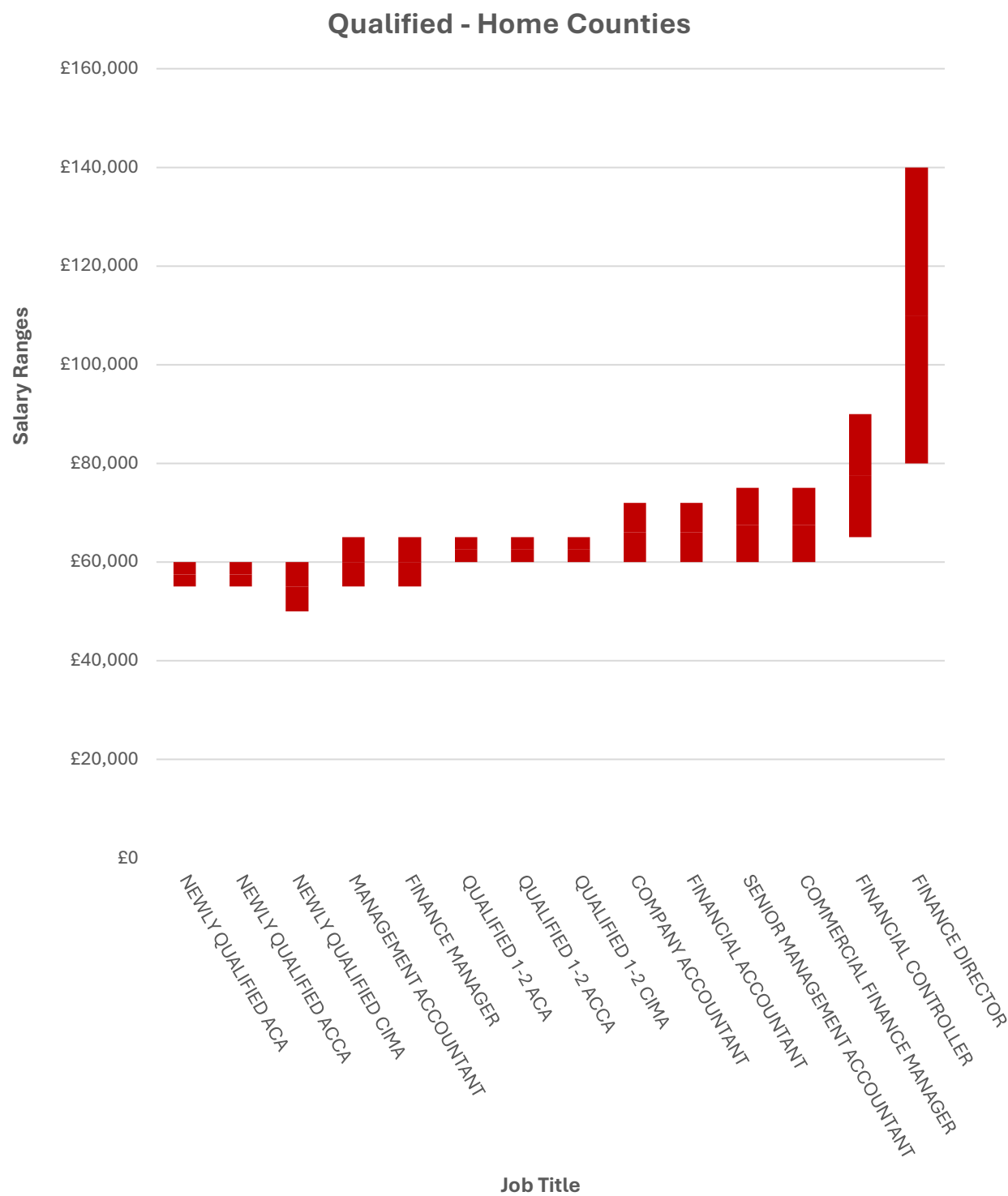
275 Candidates surveyed in November 2024

Benefits provided by employers

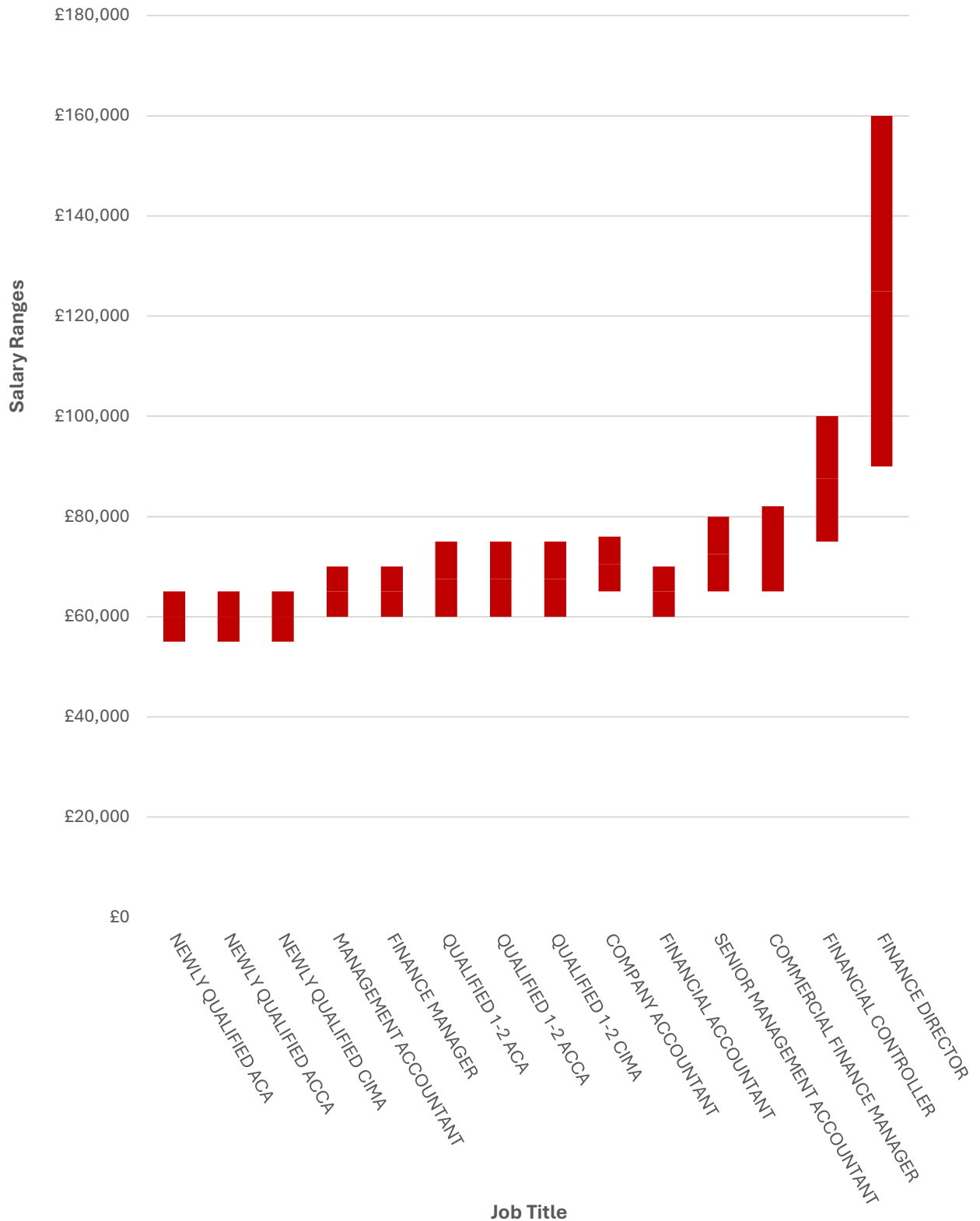


210 Clients surveyed in December 2024

SME Company - Qualified



SME - Qualified - London



SME Company

Qualified - Breakdown

	HOME COUNTIES	LONDON
FINANCE DIRECTOR	£85K - £140K+	£90K - £160K+
FINANCIAL CONTROLLER	£65K - £90K	£75K - £100K
FINANCIAL ACCOUNTANT	£60K - 72K	£60K - £70K
COMPANY ACCOUNTANT	£60K - £72K	£65K - £76K
SENIOR MANAGEMENT ACCOUNTANT	£60K - £75K	£65K - £80K
MANAGEMENT ACCOUNTANT	£55K - £65K	£60K - £70K
FINANCE MANAGER	£55K - £65K	£60K - £70K
COMMERCIAL FINANCE MANAGER	£60K - £75K	£65K - £82K
NEWLY QUALIFIED ACA	£55K - £60K	£55K - £65K
NEWLY QUALIFIED ACCA	£55K - £60K	£55K - £65K
NEWLY QUALIFIED CIMA	£55K - £60K	£55K - £65K
QUALIFIED 1-2 ACA	£60K - £65K	£60K - £75K
QUALIFIED 1-2 ACCA	£60K - £65K	£60K - £75K
QUALIFIED 1-2 CIMA	£60K - £65K	£60K - £75K

SME Company

Part-Qualified & AAT Qualified

	HOME COUNTIES	LONDON
CIMA FINALIST	£45K - £50K	£45K - £53K
ACCA FINALIST	£45K - £50K	£45K - £53K
CIMA PQ (9 TO 11 PAPERS)	£40K - £45K	£42K - £46K
ACCA PQ (9 TO 11 PAPERS)	£40K - £45K	£42K - £46K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£35K - £40K	£38K - £43K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£35K - £40K	£38K - £43K
CIMA FOUNDATION (1 TO 5 PAPERS)	£32K - £37K	£35K - £38K
ACCA FOUNDATION (1 TO 5 PAPERS)	£32K - £37K	£35K - £38K
AAT FINANCE MANAGER	£40K - £50K	£43K - £53K
AAT BOOKKEEPER	£40K - £45K	£45K - £50K
AAT ASSISTANT ACCOUNTANT	£30K - £37K	£35K - £42K
AAT ACCOUNTS ASSISTANT	£29K - £32K	£32K - £36K

SME Company

Qualified by Experience

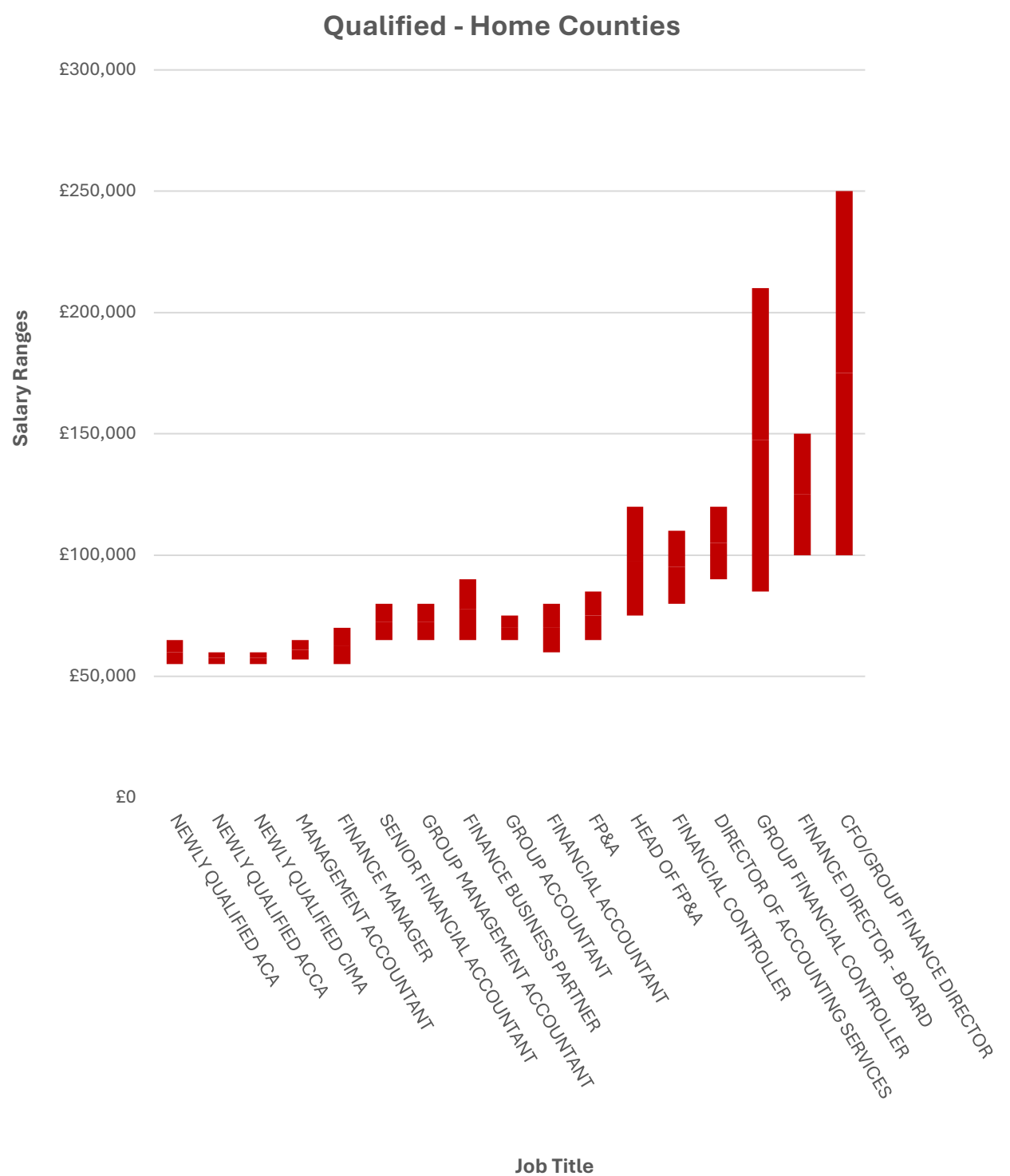
	HOME COUNTIES	LONDON
FINANCE DIRECTOR	£65K - £75K+	£70K - £85K+
HEAD OF FINANCE	£55K - £70K+	£60K - £80K+
COMPANY ACCOUNTANT	£48K - £58K	£50K - £70K
FINANCIAL CONTROLLER	£50K - £65K	£55K - £75K+
FINANCE MANAGER	£45K - £53K	£48K - £60K
MANAGEMENT ACCOUNTANT	£40K - £50K	£45K - £60K
BOOKKEEPER	£38K - £43K	£38K - £45K+

SME Company

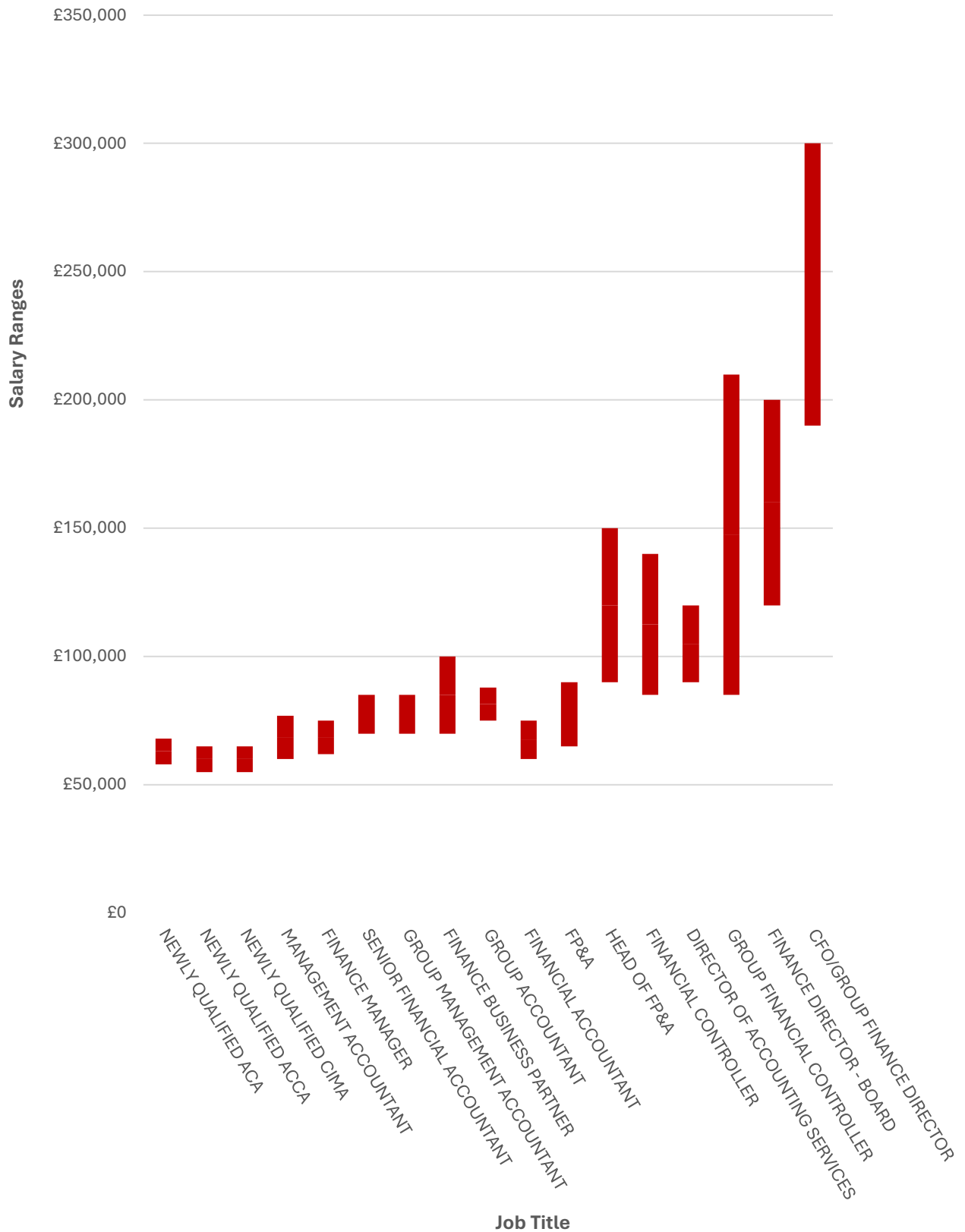
Transactional & Middle Management

	HOME COUNTIES	LONDON
ACCOUNTS PAYABLE SENIOR	£32K - £36K	£35K - £40K
ACCOUNTS PAYABLE ASSISTANT	£28K - £32K	£28K - £35K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£32K - £38K	£36K - £40K
ACCOUNTS RECEIVABLE ASSISTANT	£28K - £32K	£28K - £35K
PAYROLL MANAGER	£60K - £70K	£65K - £80K
PAYROLL SUPERVISOR	£50K - £60K	£55K - £65K
PAYROLL ASSISTANT	£32K - £38K	£35K - £40K
SOLE CHARGE CREDIT CONTROLLER	£35K - £45K	£40K - £45K
CREDIT CONTROLLER	£33K - £38K	£35K - £40K
ACCOUNTS ASSISTANT	£28K - £33K	£32K - £37K
ACCOUNTS JUNIOR/TRAINEE	£23K - £25K	£24K - £27K
GRADUATE TRAINEE	£24K - £27K	£24K - £30K

Large Company Qualified



Qualified - London



Large Company

Executive Level – Breakdown

	HOME COUNTIES	LONDON
CFO/GROUP FINANCE DIRECTOR	£100K - £250K+	£190K - £300K+
FINANCE DIRECTOR (BOARD)	£100K - £150K+	£120K - £200K+
DIRECTOR OF ACCOUNTING SERVICES	£90K - £120K+	£100K - £130K+
GROUP FINANCIAL CONTROLLER	£85K - £210K+	£95K - £150K+

Large Company

Qualified - Breakdown

	HOME COUNTIES	LONDON
FINANCIAL CONTROLLER	£80K - £110K	£85K - £140K
GROUP ACCOUNTANT	£65K - £75K	£75K - £88K
SENIOR FINANCIAL ACCOUNTANT	£65K - £80K	£70K - £85K
FINANCIAL ACCOUNTANT	£60K - £68K	£60K - £75K
GROUP MANAGEMENT ACCOUNTANT	£65K - £80K	£70K - £85K
MANAGEMENT ACCOUNTANT	£57K - £65K	£60K - £77K
HEAD OF FP&A	£75K - £120K	£90K - £150K
FP&A	£65K - £85K	£65K - £90K
FINANCE MANAGER	£55K - £70K	£62K - £75K
FINANCE BUSINESS PARTNER	£65K - £90K	£70K - £100K
NEWLY QUALIFIED ACA	£55K - £65K	£58K - £68K
NEWLY QUALIFIED ACCA	£55K - £60K	£55K - £65K
NEWLY QUALIFIED CIMA	£55K - £60K	£55K - £65K

Large Company

Part-Qualified & AAT Qualified

	HOME COUNTIES	LONDON
CIMA FINALIST	£47K - £53K	£48K - £55K
ACCA FINALIST	£47K - £53K	£48K - £55K
CIMA PQ (9 TO 11 PAPERS)	£42K - £48K	£45K - £50K
ACCA PQ (9 TO 11 PAPERS)	£42K - £48K	£45K - £50K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£36K - £43K	£39K - £45K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£36K - £43K	£39K - £45K
CIMA FOUNDATION (1 TO 5 PAPERS)	£33K - £37K	£35K - £40K
ACCA FOUNDATION (1 TO 5 PAPERS)	£33K - £37K	£35K - £40K
AAT FINANCE MANAGER	£44K - £52K	£45K - £55K
AAT ASSISTANT ACCOUNTANT	£33K - £40K	£38K - £44K
AAT ACCOUNTS ASSISTANT	£30K - £35K	£32K - £38K

Large Company

Qualified by Experience

	HOME COUNTIES	LONDON
FINANCE MANAGER	£46K - £62K	£53K - £70K
ACCOUNTANT	£48K - £60K	£55K - £72K
MANAGEMENT ACCOUNTANT	£46K - £55K	£48K - £65K

Large Company

Transactional & Middle Management

	HOME COUNTIES	LONDON
ACCOUNTS PAYABLE MANAGER	£46K - £58K	£53K - £73K+
ACCOUNTS PAYABLE SUPERVISOR	£42K - £44K	£43K - £47K
ACCOUNTS PAYABLE SENIOR	£35K - £38K	£35K - £43K
ACCOUNTS PAYABLE ASSISTANT	£28K - £34K	£32K - £35K
ACCOUNTS RECEIVABLE MANAGER	£40K - £50K	£45K - £60K+
ACCOUNTS RECEIVABLE SUPERVISOR	£35K - £45K	£45K - £55K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£30K - £38K	£35K - £42K
ACCOUNTS RECEIVABLE ASSISTANT	£28K - £35K	£30K - £40K
PAYROLL MANAGER	£50K - £65K+	£55K - £100K+
PAYROLL SUPERVISOR	£40K - £50K	£40K - £65K
PAYROLL ASSISTANT	£30K - £40K	£35K - £45K
CREDIT MANAGER	£50K - £80K+	£75K - £120K+
CREDIT SUPERVISOR	£40K - £50K	£45K - £65K
SENIOR CREDIT CONTROLLER	£35K - £40K	£40K - £48K
CREDIT CONTROLLER	£33K - £38K	£35K - £40K
ACCOUNTS ASSISTANT	£28K - £35K	£32K - £38K
ACCOUNTS JUNIOR/TRAINEE	£24K - £26K	£25K - £28K
GRADUATE TRAINEE	£24K - £30K	£25K - £34K

Who are JMF Associates

Jennings Morton Friel Associates were established in 2002. Since then, we have recruited exceptional permanent, contract, interim and temporary talent for many leading businesses across London and the Home Counties.

Our broad reach enables us to work across Commerce & Industry and throughout the Education and Charity sectors. Our specialist focus and knowledge covering Executive, Finance & Accountancy and Practice helps us provide a quality tailored service, combining traditional values with a drive to help people achieve their ambitions.

Whether recruiting permanent or short-term talent, we will provide you with a dedicated specialist recruiter whose aim is to listen, apply their first-hand knowledge, and share insight into the current job market.

Contact Us



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