

SALARY GUIDE 2026

London & The Home Counties



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The UK **economy** is beginning to find its footing. Inflation remains under control, and GDP growth is forecast to be between 1.2% and 1.5%. While this may not signal rapid expansion, it does represent something many businesses have been craving after recent turbulence: stability. And in today's market, steady progress can be just as valuable as headline growth. That said, the past 12 months have brought a distinct set of challenges for the recruitment market.

The latter half of 2025 was defined by heightened uncertainty, particularly in the run-up to the Autumn Budget. Data from the **KPMG and REC Report on Jobs** (to which JMF Associates contributes) highlighted continued pressure across the South of England. Permanent placements declined again, albeit at the second-slowest rate seen in over two years. Temporary billings also slipped after a brief uplift in October, as organisations paused short-term spending amid budget constraints, cost pressures and a cautious outlook.

At the same time, candidate availability rose sharply. November data revealed the steepest increase in permanent **candidate supply** across all regions, primarily driven by redundancies and a slowdown in hiring activity. Temporary staff availability followed a similar trajectory.

There were, however, welcome **signs of improvement** towards the end of the year. Starting salaries for permanent roles rose in November after three consecutive months of decline. The KPMG permanent salaries index climbed to 51.5, returning to growth territory, while temporary wages also edged up to 50.6, marking their first increase in five months.

These **pay increases** have been most evident in roles requiring specialist or scarce skillsets, where candidate availability remains limited. Persistent shortages continue to affect several disciplines, including Accounting and Finance, and high-calibre professionals with in-demand expertise are still able to command competitive remuneration.

Looking ahead, salary growth across most sectors is expected to **remain measured** rather than expansive. The increase in employer National Insurance contributions announced in last year's Budget has inevitably placed pressure on hiring and reward strategies, limiting the scope for widespread pay increases.

However, fundamentals still apply. For positions that are business-critical, niche or difficult to fill, **upward pressure** on salaries is likely to continue as employers compete for the strongest talent within tighter budgets.

In this environment, a clear understanding of **competitive salary benchmarks**, benefits packages and wider market dynamics is more important than ever. Candidate expectations are evolving, the market remains fluid, and staying informed is essential, whether you are hiring, retaining talent or planning your next career move.

Workplace flexibility continues to be a key topic for both employers and employees. Around 60% of UK workers now favour a hybrid working model, valuing the balance between office collaboration and home-based productivity. Organisations, meanwhile, are carefully weighing employee preferences against operational and cultural requirements.

Within Accounting and Finance, remote and hybrid working remain particularly attractive, especially for senior, technical or highly qualified roles. Positions requiring advanced qualifications are reportedly four times more likely to offer remote flexibility, although such arrangements are no longer assumed as standard. Employers are increasingly focused on what genuinely delivers value for their business.

The Salary Guide 2026 brings together insights from **multiple sources**, including:

- Our specialist recruitment consultants work daily with clients and candidates
- Responses from our recent market surveys
- Trusted third-party research
- JMF Associates' direct experience across the Accounting and Finance sector

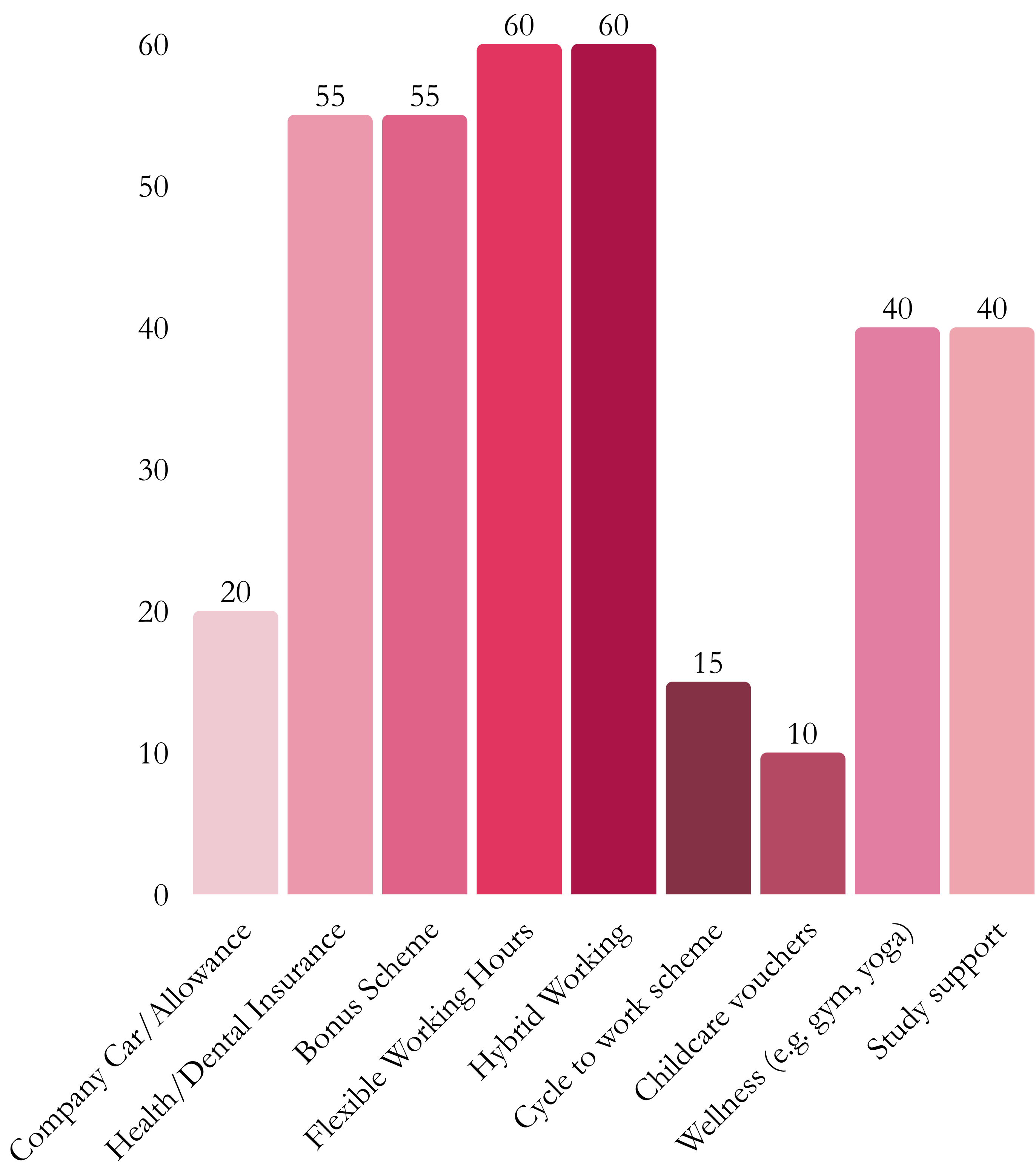
The data has been structured to be clear, practical and actionable. Salary and benefits information is segmented by job level, location and company size, and we have analysed the gap between candidate expectations and employer offerings, an essential factor in shaping effective recruitment strategies.

Accounting and Finance professionals remain central to organisational success. Navigating the current market requires insight, agility and timing, knowing when to hire, what to offer, and how competitors are positioning themselves.

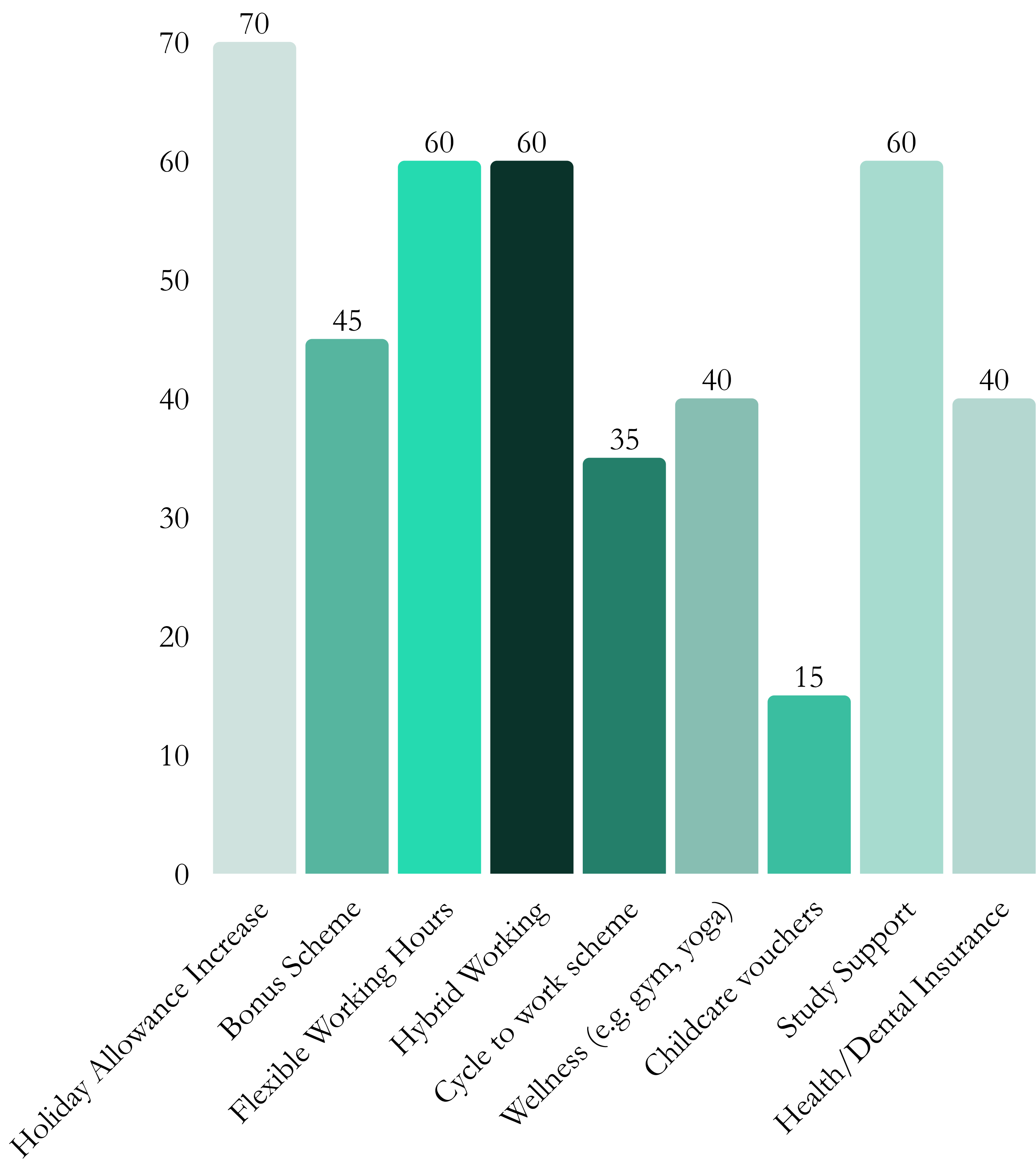
For employers with **defined recruitment plans** and the confidence to act, 2026 presents a genuine opportunity to secure high-quality talent before competitive pressures intensify.

We hope this guide supports informed decision-making throughout the year ahead. Should you require tailored advice or wish to discuss specific recruitment needs, our team would be pleased to help. With the market stabilising and strong talent currently available, organisations prepared to move decisively are well placed to make 2026 a successful year.

Benefits Desired By Employees %



Benefits Provided By Employers %



SME Company Qualified

| | <u>Home Counties</u> | <u>London</u> |
|------------------------------|----------------------|---------------|
| Finance Director | £85k - £140k+ | £90k - £160k+ |
| Financial Controller | £65k - £90k | £75k - £100k |
| Financial Accountant | £60k - £70k | £60k - £72k |
| 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 years ACA | £60k - £65k | £60k - £75k |
| Qualified 1-2 years ACCA | £60k - £65k | £60k - £75k |
| Qualified 1-2 years CIMA | £60k - £65k | £60k - £75k |

SME Company

Part-Qualified & AAT Qualified

| | <u>Home Counties</u> | <u>London</u> |
|--------------------------------|----------------------|---------------|
| CIMA Finalist | £45k - £50k | £45k - £53k+ |
| ACCA Finalist | £45k - £50k | £45k - £53k |
| CIMA P-Q (9-11 papers) | £40k - £45k | £42k - £46k |
| ACCA P-Q (9-11 papers) | £40k - £45k | £42k - £46k |
| CIMA Intermediate (5-8 papers) | £35k - £40k | £38k - £43k |
| ACCA Intermediate (5-8 papers) | £35k - £40k | £38k - £43k |
| CIMA Foundation (1-5 papers) | £32k - £37k | £35k - £38k |
| ACCA Foundation (1-5 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

| | <u>Home Counties</u> | <u>London</u> |
|-------------------------------|----------------------|---------------|
| Accounts Payable Senior | £32k - £36k | £35k - £40k |
| Accounts Payable Assistant | £28k - £32k | £28k - £35k |
| Accounts Receivable Senior | £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

Executive Level

| | <u>Home Counties</u> | <u>London</u> |
|---------------------------------|----------------------|----------------|
| 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

| | <u>Home Counties</u> | <u>London</u> |
|-----------------------------|----------------------|---------------|
| 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

| | <u>Home Counties</u> | <u>London</u> |
|--------------------------------|----------------------|---------------|
| CIMA Finalist | £47k - £53k | £48k - £55k |
| ACCA Finalist | £47k - £53k | £48k - £55k |
| CIMA P-Q (9-11 papers) | £42k - £48k | £45k - £50k |
| ACCA P-Q (9-11 papers) | £42k - £48k | £45k - £50k |
| CIMA Intermediate (5-8 papers) | £36k - £43k | £39k - £45k |
| ACCA Intermediate (5-8 papers) | £36k - £43k | £39k - £45k |
| CIMA Foundation (1-5 papers) | £75k - £120k | £90k - £150k |
| ACCA Foundation (1-5 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

| | <u>Home Counties</u> | <u>London</u> |
|--------------------------------|----------------------|---------------|
| 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 Senior | £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 |

Large Company

Transactional & Middle Management

(continued)

Home Counties

London

| | | |
|--------------------------|--------------|---------------|
| 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



team@jmfassociates.co.uk



020 8663 6699



www.jmfassociates.co.uk



Duncan House, Burnhill Road, Beckenham, Kent, BR3 3LA

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