

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

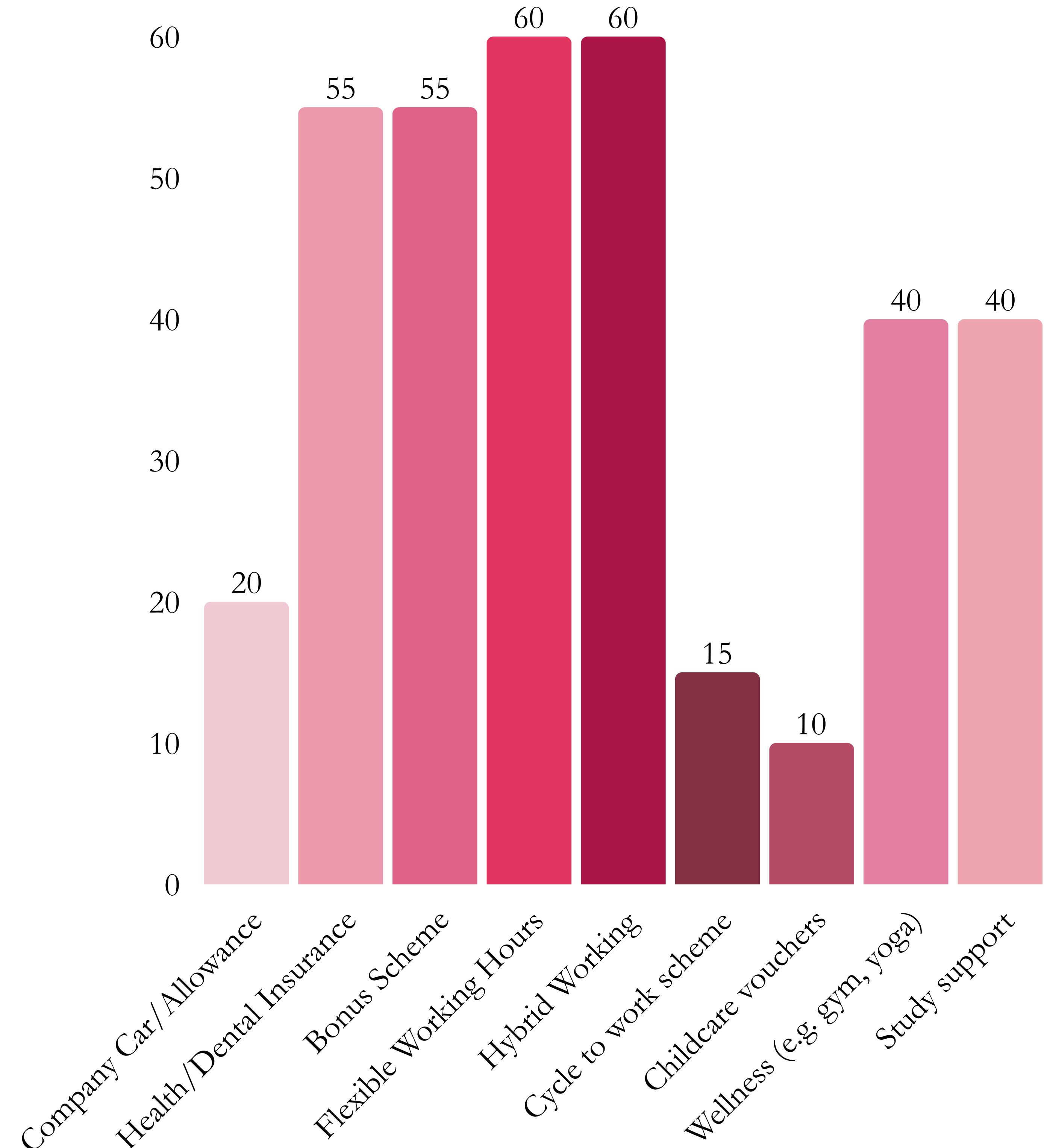
The data has been structured to be clear, practical and actionable. Salary and benefits information is segmented by job level, location and company size, and we have analysed the gap between candidate expectations and employer offerings, an essential factor in shaping effective recruitment strategies.

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.

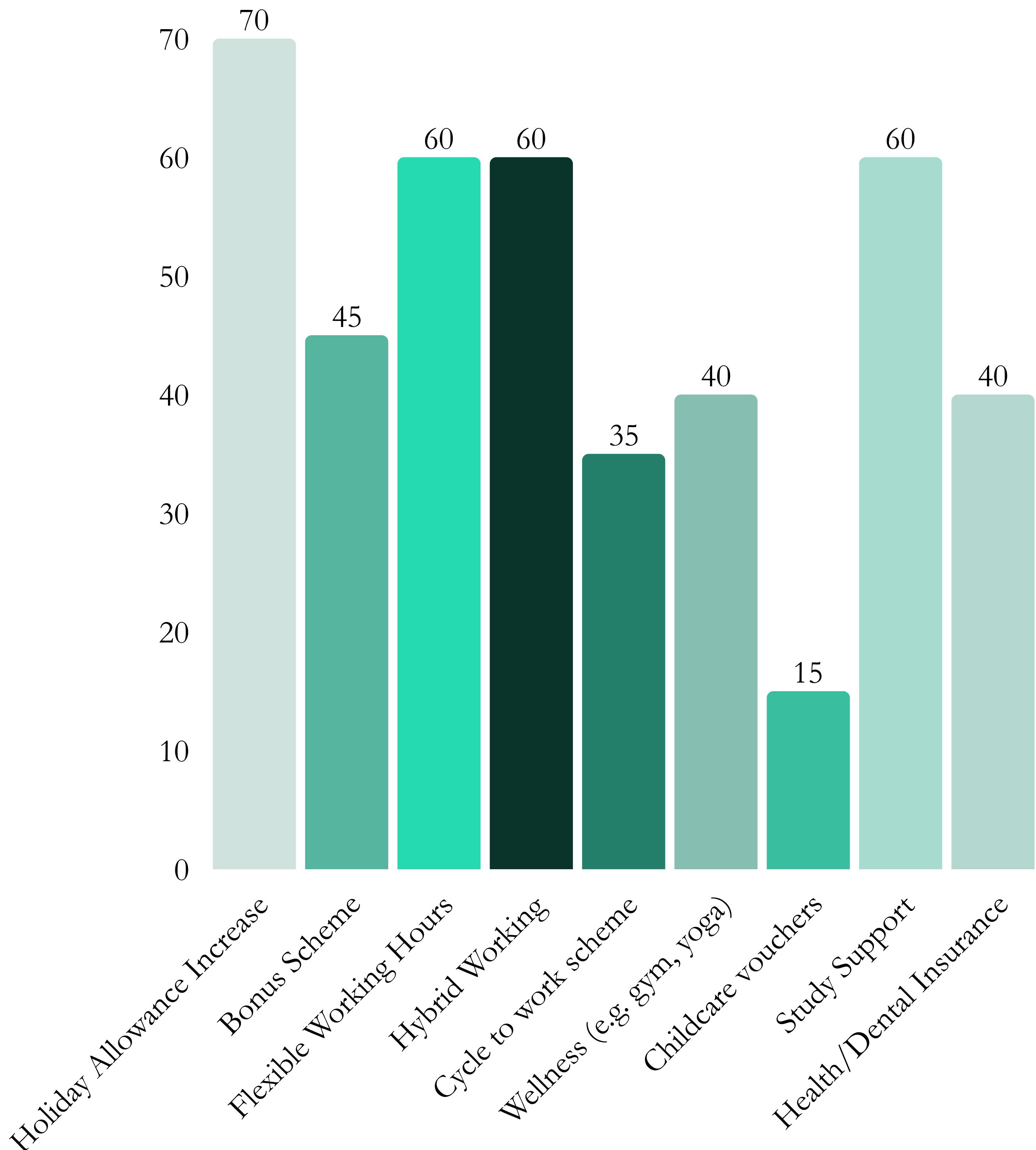
For employers with **defined recruitment plans** and the confidence to act, 2026 presents a genuine opportunity to secure high-quality talent before competitive pressures intensify.

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

	<u>Home Counties</u>	<u>London</u>
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

	<u>Home Counties</u>	<u>London</u>
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)

	<u>Home Counties</u>	<u>London</u>
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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