

Salary Guide 2019/2020

Accountancy & Finance

CENTRAL LONDON, KENT & SURREY



Contents

INTRODUCTION	3-4
--------------	-----

SALARY RANGES

ACCOUNTANCY AND FINANCE	5
-------------------------	---

SME

Qualified	6
-----------	---

Part-Qualified & AAT Qualified	7
--------------------------------	---

Qualified by Experience	8
-------------------------	---

Transactional & Middle Management	9
-----------------------------------	---

Transactional & Middle Management (continued)	10
---	----

Large Company

Executive Level	11
-----------------	----

Qualified	12
-----------	----

Part-Qualified & AAT Qualified	13
--------------------------------	----

Qualified by Experience	14
-------------------------	----

Transactional & Middle Management	15
-----------------------------------	----

Transactional & Middle Management (continued)	16
---	----

ABOUT US

Contact us	17
------------	----

Salary Guide

Autumn 2019/Spring 2020

The 2019/2020 salary guide provides a quick view of key salary metrics alongside JMF's interpretation of the market. While average salaries are often entered on job websites, these can change due to companies advertising jobs without a salary, or worse still, offer an unrealistic and ridiculously low salary in relation to the job's expectations. Our document we hope can be used as a useful reference point for remuneration discussions and reviews.

The economic story in the last twelve months has been one of mixed fortune:

The Office for National Statistics (ONS) reported that the UK economy had shrunk for the first time since 2012, with a contraction of 0.2% between April and June. The recent figures for July showed growth of 0.3%, but like everyone else, we are eagerly awaiting news for the complete picture of this current quarter. Will the UK officially move into recession as we head towards the anticipated departure from the European Union on 31st October?

The ONS also reported that wage growth in the UK reached an 11 year high in the year to June, and the employment rate was its joint highest since 1971. Wage growth rose to 3.9%, while the estimated 76.1% employment rate was the best since comparative records began and a record high of 32.81 million people were in employment. This was 425,000 more than a year earlier and due mainly to more people working full-time.

However, the unemployment rate in the April to June period indicated a slight rise.

With unemployment rising and wages rising, albeit a smaller increase than previous years this is an atypical job market. In our previous Salary Guide, we reported that salaries increased at a faster pace than inflation and recent figures from the Centre for Economics and Business Research (CEBR) show that this is still the case for the economy at large. However, within the Accountancy and Finance job market the engine room is slightly stalling somewhat, as employers prepare to batten down the hatches. If we do opt to depart from the EU with a much anticipated "no deal", would now be the right time to be ask for a pay rise?

Since our last report; salaries across the Accountancy and Finance sector have not seen a significant increase and have risen in line with the ONS reported wage growth of 3 to 4% across the board. Allowing for inflationary increases, there is not a remarkable change in most roles. Businesses facing rising costs since 2010; such as the apprenticeship levy and pension auto-enrolment and the strain of preparing for Brexit have contributed to the cooling of the market. With pay rises delayed as companies and institutions protect their balance sheets, the health of their businesses and provide job security during these uncertain times. Productivity remains the key to improving wages and salaries for employees, however, with uncertain order books and unpredictable demands for services, we are very much watching this space.

This year demand for roles remains consistent on the whole but we have seen a small increase

INTRODUCTION

in requirements for Commercial Analysts/FP&A, Management Accountants and Credit Controllers.

With all that said, the salary increase data is no surprise. The dependence on Technology in modern businesses, especially as we begin to enter the world of automation, is driving salaries up and forcing employers to give decent salary increases in order to attract new talent.

Employers will soon realise they must also give good salary increases to existing staff so they don't lose them, particularly those with rarer skill sets.

We hope you find the guide useful. Our role as specialist recruiters enables us to discover market conditions directly from candidates and senior decision makers. We are able to share knowledge within our network, and build close partnerships with both companies and exceptional candidates alike.

If you require further details or have questions about other staff benefits, including study support considerations, then please contact us here at JMF.

We look forward to hearing from you.

hello@jmfassociates.co.uk

+44 (0)20 8663 6699

www.jmfassociates.co.uk

SALARY RANGES

Accountancy and Finance

SME Company Salary Ranges
Large Company Salary Ranges

P6-10
P11 - 16

SALARY RANGES

Accountancy and Finance SME Company Qualified

	KENT & SURREY	LONDON
FINANCE DIRECTOR	£75K - £105K+	£80K - £125K+
FINANCIAL CONTROLLER	£53K - £78K	£57K - £94K
FINANCIAL ACCOUNTANT	£47K - 57K	£52K - £68K
COMPANY ACCOUNTANT	£52K - £62K	£57K - £68K
SENIOR MANAGEMENT ACCOUNTANT	£52K - £73K	£57K - £83K
MANAGEMENT ACCOUNTANT	£47K - £57K	£52K - £68K
FP&A	£52K - £62K	£57K - £78K
FINANCE MANAGER	£47K - £62K	£52K - £68K
FINANCE BUSINESS PARTNER	£52K - £62K	£57K - £73K
COMMERCIAL FINANCE MANAGER	£52K - £68K	£57K - £78K
NEWLY QUALIFIED ACA	£44K - £52K	£52K - £58K
NEWLY QUALIFIED ACCA	£44K - £52K	£52K - £58K
NEWLY QUALIFIED CIMA	£47K - £52K	£49K - £52K
QUALIFIED 1-2 ACA	£52K - £58K	£54K - £62K
QUALIFIED 1-2 ACCA	£52K - £58K	£52K - £62K
QUALIFIED 1-2 CIMA	£50K - £60K	£50K - £60K

SALARY RANGES

Accountancy and Finance SME Company Part-Qualified & AAT Qualified

	KENT & SURREY	LONDON
CIMA FINALIST	£39K - £47K	£42K - £50K
ACCA FINALIST	£37K - £47K	£42K - £50K
CIMA PQ (9 TO 11 PAPERS)	£33K - £42K	£37K - £42K
ACCA PQ (9 TO 11 PAPERS)	£33K - £42K	£37K - £46K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£27K - £33K	£31K - £35K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£27K - £33K	£31K - £35K
CIMA FOUNDATION (1 TO 5 PAPERS)	£25K - £27K	£27K - £31K
ACCA FOUNDATION (1 TO 5 PAPERS)	£25K - £27K	£27K - £31K
AAT FINANCE MANAGER	£36K - £47K	£42K - £50K
AAT BOOKKEEPER	£31K - £39K	£33K - £42K
AAT ASSISTANT ACCOUNTANT	£27K - £36K	£31K - £38K
AAT ACCOUNTS ASSISTANT	£26K - £31K	£28K - £34K

SALARY RANGES

Accountancy and Finance SME Company Qualified by Experience

	KENT & SURREY	LONDON
FINANCE DIRECTOR	£42K - £62K+	£47K - £73K+
HEAD OF FINANCE	£42K - £62K+	£47K - £73K+
COMPANY ACCOUNTANT	£42K - £57K	£42K - £62K
FINANCIAL CONTROLLER	£42K - £57K	£47K - £67K+
FINANCE MANAGER	£36K - £52K	£42K - £57K
MANAGEMENT ACCOUNTANT	£36K - £47K	£42K - £54K
BOOKKEEPER	£29K - £36K	£33K - £42K
ASSISTANT ACCOUNTANT	£26K - £34K	£28K - £36K

SALARY RANGES

Accountancy and Finance SME Company Transactional & Middle Management

	KENT & SURREY	LONDON
ACCOUNTS PAYABLE MANAGER	£36K - £47K	£42K - £52K
ACCOUNTS PAYABLE SUPERVISOR	£31K - £39K	£36K - £44K
ACCOUNTS PAYABLE SENIOR	£26K - £31K	£31K - £35K
ACCOUNTS PAYABLE CLERK	£22K - £27K	£25K - £31K
ACCOUNTS RECEIVABLE MANAGER	£37K - £44K	£42K - £52K
ACCOUNTS RECEIVABLE SUPERVISOR	£31K - £39K	£36K - £44K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£27K - £31K	£31K - £35K
ACCOUNTS RECEIVABLE ASSISTANT	£22K - £29K	£26K - £31K
PAYROLL MANAGER	£42K - £57K	£47K - £68K
PAYROLL SUPERVISOR	£31K - £44K	£38K - £47K
PAYROLL SENIOR	£27K - £33K	£31K - £36K
PAYROLL CLERK	£24K - £29K	£25K - £30K

Continues on the next page

SALARY RANGES

Accountancy and Finance

SME Company

Transactional & Middle Management

(Continued)

	KENT & SURREY	LONDON
CREDIT MANAGER	£42K - £68K+	£47K - £73K
CREDIT SUPERVISOR	£31K - £37K	£36K - £47K
SOLE CHARGE CREDIT CONTROLLER	£27K - £36K	£29K - £42K
SENIOR CREDIT CONTROLLER	£29K - £33K	£29K - £37K
TEAM CREDIT CONTROLLER	£24K - £29K	£26K - £31K
ACCOUNTS ASSISTANT	£24K - £29K	£26K - £31K
ACCOUNTS JUNIOR/TRAINEE	£17K - £21K	£19K - £23K
GRADUATE TRAINEE	£21K - £25K	£22K - £27K

SALARY RANGES

Accountancy and Finance

Large Company

Executive Level

	KENT & SURREY	LONDON
CFO/GROUP FINANCE DIRECTOR	£95K - £190K+	£125K - £260K+
FINANCE DIRECTOR (BOARD)	£83K - £125K+	£95K - £190K+
COMMERCIAL DIRECTOR	£73K - £125K	£80K - £210K
DIRECTOR OF ACCOUNTING SERVICES	£73K - £115K+	£78K - £130K
GROUP FINANCIAL CONTROLLER	£73K - £105K+	£95K - £155K+

SALARY RANGES

Accountancy and Finance

Large Company

Qualified

	KENT & SURREY	LONDON
FINANCIAL CONTROLLER	£62K - £94K	£73K - £135K
GROUP ACCOUNTANT	£62K - £73K	£70K - £83K
SENIOR FINANCIAL ACCOUNTANT	£57K - £68K	£65K - £78K
FINANCIAL ACCOUNTANT	£47K - £57K	£52K - £68K
GROUP MANAGEMENT ACCOUNTANT	£57K - £73K	£60K - £94K
MANAGEMENT ACCOUNTANT	£47K - £60K	£54K - £73K
HEAD OF FP&A	£68K - £105K	£78K - £125K
FP&A	£52K - £78K	£60K - £83K
FINANCE MANAGER	£50K - £65K	£57K - £73K
FINANCE BUSINESS PARTNER	£52K - £78K	£57K - £94K
NEWLY QUALIFIED ACA	£47K - £55K	£50K - £57K
NEWLY QUALIFIED ACCA	£47K - £52K	£47K - £54K
NEWLY QUALIFIED CIMA	£47K - £52K	£49K - £54K
ACA QUALIFIED, 2 YEARS PQE	£50K - £62K	£52K - £68K
ACCA QUALIFIED, 2 YEARS PQE	£47K - £57K	£50K - £62K
CIMA QUALIFIED, 2 YEARS PQE	£49K - £57K	£52K - £62K

SALARY RANGES

Accountancy and Finance

Large Company

Part-Qualified & AAT Qualified

	KENT & SURREY	LONDON
CIMA FINALIST	£39K - £47K	£42K - £50K
ACCA FINALIST	£40K - £47K	£42K - £50K
CIMA PQ (9 TO 11 PAPERS)	£33K - £40K	£35K - £45K
ACCA PQ (9 TO 11 PAPERS)	£33K - £40K	£35K - £45K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£29K - £35K	£30K - £37K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£29K - £35K	£30K - £37K
CIMA FOUNDATION (1 TO 5 PAPERS)	£26K - £31K	£27K - £32K
ACCA FOUNDATION (1 TO 5 PAPERS)	£26K - £31K	£27K - £32K
AAT FINANCE MANAGER	£39K - £47K	£42K - £50K
AAT BOOKKEEPER	£31K - £42K	£33K - £42K
AAT ASSISTANT ACCOUNTANT	£27K - £36K	£29K - £39K
AAT ACCOUNTS ASSISTANT	£26K - £33K	£28K - £37K

SALARY RANGES

Accountancy and Finance

Large Company

Qualified by Experience

	KENT & SURREY	LONDON
FINANCE CONTROLLER/MANAGER	£42K - £57K	£47K - £68K
ACCOUNTANT	£42K - £47K	£44K - £62K
MANAGEMENT ACCOUNTANT	£42K - £47K	£42K - £52K
BOOKKEEPER	£31K - £39K	£36K - £42K
ASSISTANT ACCOUNTANT	£30K - £36K	£31K - £38K

SALARY RANGES

Accountancy and Finance

Large Company

Transactional & Middle Management

	KENT & SURREY	LONDON
ACCOUNTS PAYABLE MANAGER	£42K - £54K	£50K - £68K+
ACCOUNTS PAYABLE SUPERVISOR	£36K - £40K	£39K - £44K
ACCOUNTS PAYABLE SENIOR	£27K - £31K	£30K - £38K
ACCOUNTS PAYABLE CLERK	£22K - £28K	£26K - £29K
ACCOUNTS RECEIVABLE MANAGER	£39K - £52K	£47K - £62K+
ACCOUNTS RECEIVABLE SUPERVISOR	£34K - £41K	£40K - £49K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£27K - £33K	£31K - £37K
ACCOUNTS RECEIVABLE ASSISTANT	£23K - £30K	£26K - £33K
PAYROLL MANAGER	£42K - £60K	£47K - £78K
PAYROLL SUPERVISOR	£34K - £47K	£38K - £50K
PAYROLL SENIOR	£29K - £36K	£31K - £39K
PAYROLL CLERK	£23K - £31K	£25K - £33K

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SALARY RANGES

Accountancy and Finance

Large Company

Transactional & Middle Management

(Continued)

	KENT & SURREY	LONDON
CREDIT MANAGER	£47K - £78K+	£52K - £88K+
CREDIT SUPERVISOR	£37K - £47K	£42K - £50K
SENIOR CREDIT CONTROLLER	£31K - £36K	£36K - £42K
CREDIT CONTROLLER	£25K - £31K	£29K - £36K
TREASURY MANAGER	£52K - £78K	£62K - £94K+
TREASURY QUALIFIED	£52K - £68K+	£52K - £78K
TREASURY ANALYST	£37K - £52K	£42K - £58K
ACCOUNTS ASSISTANT	£24K - £30K	£27K - £33K
ACCOUNTS JUNIOR/TRAINEE	£18K - £23K	£20K - £24K
GRADUATE TRAINEE	£22K - £27K	£23K - £29K

CONTACT US

Contact our client and candidate teams for specialist recruitment advice.

ACCOUNTANCY
& FINANCE

hello@jmfassociates.co.uk
+44 (0)20 8663 6699

HEAD OFFICE
Duncan House
Burnhill Road
Beckenham
Kent
BR3 3LA
United Kingdom

JMF
Jennings Morton Friel
Associates



JMFASSOCIATES.CO.UK