



Michael Page & Page Personnel Scotland Finance Salary Survey 2010

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OVERVIEW

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SALARY SURVEY 2010 | 2

For many, 2009 was an extremely tough year. The UK recession lasted six consecutive quarters and according to the Bank of England Governor Mervyn King, the economy shrank by around 5% during 2009, the largest fall in output since 1931. Market conditions affected us all in some way. People chose to eat and entertain at home rather than going to restaurants and leisure facilities. The number of mortgages available to home buyers fell by 27% and Sterling remained weak against the Dollar and the Euro, meaning that people were favouring UK holidays instead of travelling abroad.

The employment market in Scotland was also inevitably affected. Overall, the number of jobs fell, with manufacturing and construction having the largest percentage falls. Redundancy levels increased through the recession, to a peak in the three months leading to March 2009.

The pace and severity of decline in the economy necessitated organisations to gain tight and rapid control on all costs. Staff costs subsequently became closely scrutinised by all businesses though employers behaved differently in comparison to previous recessions. This took many differing forms: recruitment freezes, flexible working practices were adopted and some employers implemented pay freezes. This is borne out if we compare the current unemployment total of 8%, with the 1980s unemployment figure of 12% at the height of the recession. In essence employers tried to retain their best people rather than lose the knowledge and skills to redundancies.

Despite these preventative measures, many companies were left with no choice but to make redundancies, which led to a common misconception that the calibre of candidates in the marketplace will have improved. In fact, the opposite is true – good candidates working in Permanent positions are more likely to be retained by businesses irrespective of the external market conditions.

Despite the overall number of job seekers rising, there was effectively a dilution of quality, with the strongest candidates in many cases being discouraged from looking for alternative employment through career protection and increased remuneration. This has made the job of your recruitment consultant more important than ever, ensuring your business can recruit the best candidate for any given role.

The CBI, Confederation of British Industry, have forecast GDP growth of between 0.2% and 0.5% for the remainder of 2010. Real job creation does not kick in until GDP hits 2.5%, thus we are in what has been called a jobless recovery. The first quarter of 2010 has seen many people changing jobs especially within Financial Services, there are many examples of strategic hires in Industry and Commerce sectors and we would expect to see a steady and gradual increase throughout the year. At Michael Page we strive to ensure that we have a genuine understanding of your business and the types of candidates you wish to employ. Ultimately, we aim to provide you with a superior quality service, and although this does include finding the right staff for your company and guiding you through the interview and offer process, we are also keen to provide you with a better understanding of the employment market from both a client and candidate perspective.

Michael Page and Page Personnel Scotland recruits across a number of different industries including Finance, Executive Search, Human Resources, Financial Services, Legal, Marketing, Retail, Sales, Procurement, Public Sector and Not-for-Profit.



Jamie Newman
Managing Director
Michael Page Scotland and Michael Page Ireland

MARKET UPDATE



SALARY SURVEY 2010 | 3

There is a wide ranging mix of businesses in Scotland including large corporate entities, SMEs and Not-for-Profit organisations. We sent our salary survey out to businesses in all industries, covering all market sectors, and we have analysed the results below.

In answer to the question, "will economic conditions in Scotland improve in 2010", 41.5% of our survey respondents believed that conditions would improve, 39% believed they would stay the same, and 19.5% believed they would worsen.

In short, the message is one of optimism, supported by official figures which show that the UK economy recently emerged from recession. Many organisations reacted positively to market conditions in 2009, utilising the opportunity to implement efficiency and operational improvements, and in 2010 these should prove fruitful for the economy. There are already more Permanent jobseekers coming onto the market as a result of increased confidence and a more secure and enlarged recruitment budget.

Internally, we have already seen an increase in overall job flow of 18% in Q1 compared to Q4 in 2009. The following table further analyses the increase of job flow in our three offices, split between Part/Non Qualified and Qualified Accountants.

Increase of jobs recruited in Q1 2010 compared to Q4 2009

| | Part/Non Qualified | Qualified |
|-----------|--------------------|--------------|
| Edinburgh | 15% increase | 16% increase |
| Glasgow | 29% increase | 37% increase |
| Aberdeen | flat | 5% increase |

In 2009, the impacts of the recession led largely to businesses putting off recruitment wherever possible, or alternatively, to minimise the perceived risk by recruiting new staff at a lower level. However, with confidence rising, we are now starting to see employers seeking to upgrade their staff and to recruit at a more senior level, which ironically results in an increased overall cost to the business. Our advice remains that it is always worth recruiting the best person that your budget can afford, as in the medium to long-term, a high calibre accountant can make significantly higher savings, usually far in excess of the salary differential.

Already we are experiencing a swing in the market whereby candidates are now receiving multiple offers, and whilst salary and overall remuneration packages remain important, another clear pattern is that people are looking for the roles which support their career objectives, so it is important that the recruiting company remembers to sell themselves to the candidate as much as they expect the candidate to sell themselves to the company.

PERMANENT

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SALARY SURVEY 2010 | 4

TAX & TREASURY

| | Minimum | Average | Maximum | Bonus (Range) |
|-----------------------------|---------|----------|----------|---------------|
| In-house Tax | | | | |
| Tax Assistant | £25,000 | £27,000 | £32,000 | 15% |
| Tax Accountant | £35,000 | £39,500 | £49,000 | 15-20% |
| Tax Manager | £48,000 | £55,000 | £62,000 | 15-20% |
| Transfer Pricing Specialist | £45,000 | £55,000 | £65,000 | 15-20% |
| International Tax Manager | £50,000 | £65,000 | £72,000 | 15-20% |
| Group Tax Manager | £60,000 | £72,000 | £80,000 | 20-25% |
| Head of Tax | £75,000 | £100,000 | £150,000 | 20-25% |
| VAT Assistant | £21,000 | £26,000 | £34,000 | 12-15% |
| VAT Accountant | £32,000 | £36,500 | £45,000 | 12-15% |
| VAT Manager | £47,000 | £55,000 | £70,000 | 15-20% |
| In-house Treasury | | | | |
| Treasury Analyst | £25,000 | £32,000 | £35,000 | 10-15% |
| Treasury Accountant | £32,000 | £38,000 | £42,000 | 10-20% |
| Treasury Manager | £45,000 | £50,000 | £55,000 | 15-25% |
| Assistant Treasurer | £52,000 | £55,000 | £65,000 | 20-30% |
| Group Treasurer | £75,000 | £100,000 | £120,000 | 20-40% |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits. Car allowance of £5-8,000 payable at Manager level and above.

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SALARY SURVEY 2010 | 5

PUBLIC PRACTICE

| | Audit | Business Services | Corporate Recovery / Insolvency | Forensic | Consulting/Advisory |
|------------------------------|---------------------|---------------------|---------------------------------|---------------------|---------------------|
| Big 4-Scotland | | | | | |
| Graduate | £16,500 - £18,000 | £16,500 - £18,000 | £15,000 - £17,000 | N/A | N/A |
| Trainee | £18,000 - £26,000 | £18,000 - £21,000 | £18,000 - £26,000 | N/A | N/A |
| Qualified | £32,000 - £33,500 | £30,000 - £32,500 | £30,000 - £34,500 | £34,500 - £35,000 | £25,000 - £35,000 |
| Assistant Manager | £36,000 - £40,000 | £34,000 - £36,000 | £32,000 - £38,000 | £36,000 - £40,000 | £34,000 - £40,000 |
| Manager | £38,000 - £50,000 | £36,000 - £46,000 | £38,000 - £50,000 | £37,000 - £50,000 | £40,000 - £55,000 |
| Senior Manager | £52,000 - £72,000 | £48,000 - £69,000 | £55,000 - £72,000 | £55,000 - £80,000 | £60,000 - £80,000 |
| Director | £92,000+ | £92,000+ | £92,000+ | £92,000+ | £92,000+ |
| Partner | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 |
| Top 30 Firms-Scotland | | | | | |
| Graduate | £15,000 - £18,000 | £14,000 - £16,000 | £14,500 - £17,000 | N/A | N/A |
| Trainee | £21,000 - £28,000 | £17,000 - £25,000 | £17,000 - £19,000 | N/A | N/A |
| Qualified | £28,000 - £32,000 | £28,000 - £32,000 | £28,000 - £32,000 | £32,000 - £34,000 | N/A |
| Assistant Manager | £35,000 - £39,000 | £34,000 - £39,000 | £34,000 - £39,000 | £36,000 - £40,000 | £34,000 - £39,000 |
| Manager | £37,000 - £45,000 | £36,000 - £45,000 | £36,000 - £48,000 | £40,000 - £55,000 | £36,000 - £48,000 |
| Senior Manager | £47,000 - £65,000 | £44,000 - £63,000 | £44,000 - £55,000 | £48,000 - £55,000 | £55,000 - £75,000 |
| Director | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 |
| Partner | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits. Car allowance of £5-8,000 payable at Manager level and above.

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SALARY SURVEY 2010 | 6

PUBLIC PRACTICE CONTINUED

| | Personal Tax | Corporate Tax | Employee Issues | Expat Tax | Trust | VAT |
|--------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Big 4 - Scotland | | | | | | |
| Graduate | £16,000 - £18,000 | £16,000 - £18,000 | £16,000 - £18,000 | £16,000 - £18,000 | £16,000 - £18,000 | £16,000 - £18,000 |
| Trainee (ATT/CTA) | £16,000 - £25,000 | £16,000 - £25,000 | £16,000 - £25,000 | £16,000 - £25,000 | £16,000 - £25,000 | £16,000 - £25,000 |
| Qualified (CTA/AITI/CA) | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 |
| Assistant Manager | £36,000 - £43,000 | £36,000 - £43,000 | £36,000 - £43,000 | £36,000 - £43,000 | £36,000 - £43,000 | £36,000 - £43,000 |
| Manager | £45,000 - £52,000 | £45,000 - £52,000 | £45,000 - £52,000 | £45,000 - £52,000 | £45,000 - £52,000 | £45,000 - £52,000 |
| Senior Manager | £50,000 - £65,000 | £55,000 - £80,000 | £50,000 - £65,000 | £50,000 - £65,000 | £50,000 - £65,000 | £55,000 - £75,000 |
| Director | £92,000+ | £92,000+ | £92,000+ | £92,000+ | £92,000+ | £92,000+ |
| Partner | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 | £300,000 - £600,000 |
| Top 30 Firms - Scotland | | | | | | |
| Graduate | £15,000 - £17,000 | £15,000 - £17,000 | £15,000 - £17,000 | £15,000 - £17,000 | £15,000 - £17,000 | £15,000 - £17,000 |
| Trainee (ATT/CTA) | £18,000 - £25,000 | £18,000 - £25,000 | £18,000 - £25,000 | £18,000 - £25,000 | £18,000 - £25,000 | £18,000 - £25,000 |
| Qualified (CTA/AITI/CA) | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 | £30,000 - £34,000 |
| Assistant Manager | £35,000 - £40,000 | £35,000 - £40,000 | £35,000 - £40,000 | £35,000 - £40,000 | £35,000 - £40,000 | £35,000 - £40,000 |
| Manager | £38,000 - £45,000 | £38,000 - £45,000 | £38,000 - £45,000 | £38,000 - £45,000 | £38,000 - £45,000 | £38,000 - £45,000 |
| Senior Manager | £47,000 - £60,000 | £50,000 - £60,000 | £50,000 - £60,000 | £50,000 - £60,000 | £47,000 - £60,000 | £50,000 - £60,000 |
| Director | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 | £65,000 - £80,000 |
| Partner | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 | £150,000 - £280,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits. Car allowance of £5-8,000 payable at Manager level and above.

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SALARY SURVEY 2010 | 7

INVESTMENT BANKING & MANAGEMENT

| | Minimum | Average | Maximum |
|---|---------|---------|-----------|
| Compliance & Risk | | | |
| Clerk | £25,000 | £30,000 | £35,000 |
| Supervisor | £35,000 | £40,000 | £50,000 |
| Manager | £50,000 | £62,500 | £75,000+ |
| Front Office (Inc. Analysts & Portfolio Manager) | | | |
| Clerk | £25,000 | £30,000 | £35,000 |
| Supervisor | £30,000 | £40,000 | £50,000 |
| Manager | £50,000 | £75,000 | £100,000+ |
| Fund Administration | | | |
| Clerk | £16,000 | £18,000 | £20,000 |
| Supervisor | £20,000 | £25,000 | £30,000 |
| Manager | £30,000 | £37,500 | £45,000 |
| Fund Accounting | | | |
| Clerk | £20,000 | £25,000 | £30,000 |
| Supervisor | £25,000 | £32,500 | £40,000 |
| Manager | £35,000 | £42,500 | £50,000 |
| Middle Office (Inc. Client Services) | | | |
| Clerk | £20,000 | £25,000 | £30,000 |
| Supervisor | £25,000 | £32,500 | £40,000 |
| Manager | £40,000 | £50,000 | £60,000 |

AUDIT, RISK & COMPLIANCE (ARC)

| | Minimum | Average | Maximum |
|---|---------|---------|---------|
| Audit | | | |
| Audit Senior (Qualified) | £33,000 | £34,500 | £36,000 |
| Audit Manager | £37,000 | £40,000 | £45,000 |
| Senior Audit Manager | £50,000 | £55,000 | £60,000 |
| Risk | | | |
| Risk Analyst (Reg, Ops, Credit, Enterprise) | £30,000 | £34,000 | £38,000 |
| Risk Manager (Reg, Ops, Credit, Enterprise) | £40,000 | £50,000 | £60,000 |
| Head of Risk (Reg, Ops, Credit, Enterprise) | £70,000 | £80,000 | £90,000 |
| Compliance | | | |
| Compliance Consultant | £32,000 | £34,000 | £36,000 |
| Compliance Manager | £38,000 | £40,000 | £45,000 |
| Head of Compliance | £50,000 | £60,000 | £70,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits.

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SALARY SURVEY 2010 | 8

FINANCIAL SERVICES, INDUSTRY & COMMERCE AND NOT-FOR-PROFIT

| | Minimum | Average | Maximum |
|---|---------|----------|----------|
| Financial Services | | | |
| Finalist | £25,000 | £27,000 | £30,000 |
| Newly Qualified Accountant | £30,000 | £33,000 | £37,000 |
| Financial Analyst | £25,000 | £28,000 | £32,000 |
| Manager (team of 1-5) | £38,000 | £43,000 | £47,000 |
| Senior Financial Analyst | £33,000 | £35,000 | £38,000 |
| Senior Manager (team of 6+) | £42,000 | £50,000 | £70,000 |
| Head of Finance (dependant on size of company) | £60,000 | £65,000 | £80,000 |
| Financial Controller (dependant on size of company) | £48,000 | £58,000 | £80,000 |
| Financial Director (dependant on size of company) | £75,000 | £100,000 | £150,000 |
| Business Analyst | £25,000 | £30,000 | £35,000 |
| Senior Business Analyst | £30,000 | £40,000 | £50,000 |

| Industry & Commerce | | | |
|---------------------------------------|---------|---------|---------|
| | Minimum | Average | Maximum |
| Finalist | £24,000 | £27,000 | £29,000 |
| Newly Qualified Accountant | £30,000 | £33,000 | £35,000 |
| Qualified Accountant (1-3 years' PQE) | £33,000 | £37,000 | £40,000 |
| Manager (team of 1-5) | £33,000 | £39,000 | £44,000 |
| Senior Manager (team of 6+) | £40,000 | £47,000 | £54,000 |

| Industry & Commerce continued | | | |
|---|---------|---------|----------|
| | Minimum | Average | Maximum |
| Head of Finance (dependant on size of company) | £50,000 | £60,000 | £80,000 |
| Financial Controller (dependant on size of company) | £50,000 | £55,000 | £75,000 |
| Financial Director (dependant on size of company) | £55,000 | £70,000 | £140,000 |
| Business Analyst | £28,000 | £32,000 | £35,000 |
| Senior Business Analyst | £31,000 | £36,000 | £43,000 |

| Not-for-Profit & Public Sector | | | |
|---|---------|---------|----------|
| | Minimum | Average | Maximum |
| Finalist | £23,000 | £25,000 | £27,000 |
| Newly Qualified Accountant | £26,000 | £28,500 | £32,000 |
| Qualified Accountant (1-3 years' PQE) | £31,000 | £34,000 | £38,000 |
| Manager (team of 1-5) | £33,000 | £36,500 | £40,000 |
| Senior Financial Analyst | £25,000 | £32,000 | £38,000 |
| Senior Manager (team of 6+) | £38,000 | £45,000 | £50,000 |
| Head of Finance (dependant on size of company) | £44,000 | £53,000 | £70,000 |
| Financial Controller (dependant on size of company) | £42,000 | £52,000 | £60,000 |
| Financial Director (dependant on size of company) | £70,000 | £90,000 | £120,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits.

TEMPORARY

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SALARY SURVEY 2010 | 9

FINANCIAL SERVICES AND INDUSTRY & COMMERCE

| Day Rate | Minimum | Average | Maximum |
|---------------------------------------|---------|---------|---------|
| Financial Services – Accountant roles | | | |
| Finalist | £140 | £170 | £210 |
| Qualified Accountant | £170 | £200 | £250 |
| Financial Analyst | £210 | £230 | £245 |
| Manager (team of 1-5) | £250 | £275 | £300 |
| Senior Financial Analyst | £225 | £240 | £300 |
| Senior Manager (team of 6+) | £320 | £340 | £380 |
| Head of (team of up to 20) | £360 | £400 | £450 |
| Financial Controller | £300 | £350 | £400 |
| Financial Director | £450 | £550 | £650+ |

| Hourly Rate | Minimum | Average | Maximum |
|--|---------|---------|---------|
| Industry & Commerce – Accountant roles | | | |
| Finalist | £12 | £13 | £15 |
| Qualified Accountant | £20 | £25 | £30 |
| Financial Analyst | £18 | £22 | £25 |
| Manager (team of 1-5) | £25 | £30 | £35 |
| Senior Financial Analyst | £22 | £25 | £30 |
| Senior Manager (team of 6+) | £40 | £50 | £68 |
| Head of (team of up to 20) | £40 | £52 | £64 |
| Financial Controller | £37 | £60 | £75 |
| Financial Director | £40 | £60 | £80+ |

| Day Rate | Minimum | Average | Maximum |
|---|---------|---------|---------|
| Financial Services – Non-Accountant roles | | | |
| Business Analyst | £250 | £310 | £365+ |
| Senior Business Analyst | £325 | £375 | £400+ |
| Project Leader | £385 | £430 | £455+ |
| Project Manager | £400 | £500 | £550+ |
| Senior Project Manager | £520 | £565 | £635+ |
| Programme Manager | £550 | £680 | £725+ |

Rates reflect candidate rate, 24 days' holiday pay, National Insurance and client charge (exc. VAT). This is calculated on pounds per hour.

| Day Rate | Minimum | Average | Maximum |
|--|---------|---------|---------|
| Industry & Commerce – Non-Accountant roles | | | |
| Business Analyst | £220 | £280 | £350+ |
| Senior Business Analyst | £260 | £360 | £420+ |
| Project Leader | £330 | £380 | £450+ |
| Project Manager | £370 | £420 | £460+ |
| Senior Project Manager | £400 | £450 | £550+ |
| Programme Manager | £400 | £500 | £600+ |

Rates reflect candidate rate, 24 days' holiday pay, National Insurance and client charge (exc. VAT). This is calculated on pounds per hour.

TEMPORARY

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PUBLIC SECTOR AND NOT-FOR-PROFIT

| Hourly Rate | Minimum | Average | Maximum |
|--------------------------------|---------|---------|---------|
| Public Sector & Not-for-Profit | | | |
| Finalist | £15 | £18 | £20 |
| Qualified Accountant | £20 | £25 | £30 |
| Financial Analyst | £18 | £22 | £25 |
| Manager (team of 1-5) | £25 | £30 | £35 |
| Senior Manager (team of 6+) | £31 | £33 | £36 |
| Head of (team of up to 20) | £29 | £33 | £36 |
| Financial Director | £36 | £38 | £43 |

PERMANENT

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SALARY SURVEY 2010 | 11

FINANCIAL SERVICES, INDUSTRY & COMMERCE AND NOT-FOR-PROFIT

After the decrease in demand for Permanent staff throughout 2009, we are starting to see signs of recovery as new budgets are authorised and the economy begins to stabilise. Despite the increase in candidates actively searching the job market, there is still a shortage of quality candidates, such as Part Qualified Accountants and Finance Analysts. It is therefore crucial to offer competitive remuneration packages and quick turnaround times to secure these candidates while they're still on the market. At Page Personnel Finance we recruit for a wide range of organisations, from the UK's top 500 Companies to SMEs, to provide you with the highest quality candidates through referrals, word-of-mouth, our extensive database and the Page Personnel website – www.pagepersonnel.co.uk

| | Minimum | Average | Maximum |
|--------------------------------|---------|---------|---------|
| Financial Services | | | |
| Ledger | £14,000 | £16,000 | £20,000 |
| Accounts Assistant | £15,000 | £16,000 | £21,000 |
| Credit Controller | £15,000 | £16,000 | £21,000 |
| Payroller | £16,000 | £18,000 | £25,000 |
| Supervisors | £21,000 | £23,000 | £29,000 |
| Part Qualified | £22,000 | £25,000 | £30,000 |
| Industry & Commerce | | | |
| Ledger | £14,000 | £16,000 | £19,000 |
| Accounts Assistant | £15,000 | £16,000 | £20,000 |
| Credit Controller | £15,000 | £16,000 | £20,000 |
| Payroller | £16,000 | £18,000 | £24,000 |
| Supervisors | £20,000 | £23,000 | £28,000 |
| Part Qualified | £22,000 | £25,000 | £30,000 |
| Not-for-Profit | | | |
| Ledger | £14,000 | £15,000 | £18,000 |
| Accounts Assistant | £15,000 | £16,000 | £19,000 |
| Credit Controller | £15,000 | £16,000 | £19,000 |
| Payroller | £16,000 | £18,000 | £23,000 |
| Supervisors | £20,000 | £24,000 | £28,000 |
| Part Qualified | £21,000 | £23,000 | £28,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits.

TEMPORARY

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SALARY SURVEY 2010 | 12

FINANCIAL SERVICES, INDUSTRY & COMMERCE AND NOT-FOR-PROFIT

2010 has seen a boom in the Temporary/Contract market. There is a high demand for immediately available, flexible finance professionals. Temporary candidates offer immediate solutions to companies wanting to move swiftly and once again build up their departments following the staff losses/budget constraints of 2009 due to the recession. We foresee the Temporary market remaining strong throughout the year, with demand for Part Qualified Accountants and Finance Analysts particularly high. At the moment a strong candidate in this area is usually off the market between 2-4 days. Many of our clients continue to use our working interview (XNO) where the candidate (who has already been referenced and is fully compliant) works in the client's office for a half or a whole day to ascertain the candidate's suitability for the role and team. If successful, the candidate returns for the length of the assignment.

| Hourly Rate | Minimum | Average | Maximum |
|---------------------------|---------|---------|---------|
| Financial Services | | | |
| Ledger | £14 | £15 | £18+ |
| Accounts Assistant | £15 | £17 | £19+ |
| Credit Controller | £15 | £17 | £19+ |
| Payroller | £16 | £18 | £20+ |
| Supervisors | £20 | £22 | £27+ |
| Part Qualified | £22 | £25 | £30+ |
| Industry | | | |
| Ledger | £13 | £15 | £18+ |
| Accounts Assistant | £14 | £16 | £19+ |
| Credit Controller | £14 | £16 | £19+ |
| Payroller | £15 | £18 | £20+ |
| Supervisors | £19 | £21 | £26+ |
| Part Qualified | £21 | £24 | £29+ |
| Not-for-Profit | | | |
| Ledger | £13 | £14 | £18+ |
| Accounts Assistant | £14 | £15 | £19+ |
| Credit Controller | £14 | £15 | £18+ |
| Payroller | £15 | £18 | £20+ |
| Supervisors | £18 | £20 | £26+ |
| Part Qualified | £20 | £23 | £28+ |

Rates reflect candidate rate, holiday pay, National Insurance and client charge (exc. VAT).

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SALARY SURVEY 2010 | 13

INDUSTRY & COMMERCE AND NOT-FOR-PROFIT

| | Minimum | Average | Maximum |
|---|---------|---------|----------|
| Industry & Commerce | | | |
| Finalist | £30,000 | £35,000 | £38,000 |
| Qualified Accountant | £35,000 | £40,000 | £45,000 |
| Financial Analyst | £35,000 | £40,000 | £45,000 |
| Manager (team of 1-5) | £40,000 | £50,000 | £60,000 |
| Senior Financial Analyst | £40,000 | £50,000 | £60,000 |
| Senior Manager (team of 6+) | £50,000 | £60,000 | £70,000 |
| Head of Finance (dependant on size of company) | £60,000 | £70,000 | £80,000 |
| Financial Controller (dependant on size of company) | £55,000 | £65,000 | £75,000 |
| Financial Director (dependant on size of company) | £60,000 | £90,000 | £120,000 |
| Business Analyst | £35,000 | £40,000 | £45,000 |
| Senior Business Analyst | £40,000 | £50,000 | £60,000 |

| | Minimum | Average | Maximum |
|---|---------|---------|---------|
| Not-for-Profit | | | |
| Finalist | £25,000 | £28,000 | £30,000 |
| Qualified Accountant | £30,000 | £32,000 | £35,000 |
| Financial Analyst | £30,000 | £35,000 | £40,000 |
| Manager (team of 1-5) | £30,000 | £38,000 | £45,000 |
| Senior Financial Analyst | £35,000 | £40,000 | £45,000 |
| Senior Manager (team of 6+) | £40,000 | £50,000 | £60,000 |
| Head of Finance (dependant on size of company) | £40,000 | £50,000 | £60,000 |
| Financial Controller (dependant on size of company) | £40,000 | £50,000 | £60,000 |
| Financial Director (dependant on size of company) | £50,000 | £60,000 | £70,000 |
| Business Analyst | £30,000 | £35,000 | £40,000 |
| Senior Business Analyst | £35,000 | £40,000 | £45,000 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits.

TEMPORARY

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SALARY SURVEY 2010 | 14

INDUSTRY & COMMERCE AND NOT-FOR-PROFIT

| Hourly Rate | Minimum | Average | Maximum |
|---|---------|---------|---------|
| Industry & Commerce | | | |
| Finalist | £15 | £17 | £23 |
| Qualified Accountant | £16 | £18 | £23 |
| Financial Analyst | £16 | £20 | £25 |
| Manager (team of 1-5) | £20 | £25 | £36 |
| Senior Financial Analyst | £20 | £25 | £30 |
| Senior Manager (team of 6+) | £30 | £35 | £40 |
| Head of Finance (dependant on size of company) | £30 | £40 | £50 |
| Financial Controller (dependant on size of company) | £25 | £30 | £40 |
| Financial Director (dependant on size of company) | £40 | £50 | £60 |
| Business Analyst | £18 | £20 | £23 |
| Senior Business Analyst | £20 | £25 | £30 |

| Hourly Rate | Minimum | Average | Maximum |
|---|---------|---------|---------|
| Not-for-Profit | | | |
| Finalist | £12 | £14 | £16 |
| Qualified Accountant | £14 | £16 | £18 |
| Financial Analyst | £14 | £16 | £18 |
| Manager (team of 1-5) | £20 | £25 | £36 |
| Senior Financial Analyst | £15 | £20 | £25 |
| Senior Manager (team of 6+) | £20 | £25 | £30 |
| Head of Finance (dependant on size of company) | £20 | £30 | £40 |
| Financial Controller (dependant on size of company) | £20 | £30 | £40 |
| Financial Director (dependant on size of company) | £30 | £40 | £50 |
| Business Analyst | £15 | £17 | £19 |
| Senior Business Analyst | £17 | £20 | £22 |

Salaries reflect basic only and do not take into account company car/car allowance, bonus or other benefits.

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