

abacus consulting  
financial recruitment specialists

## Regional Salary Survey 2015



## Salary Survey • Introduction

**A**bacus Consulting primarily services five counties, Northamptonshire, Buckinghamshire, Bedfordshire, Hertfordshire and Cambridgeshire.

Each year we take the time to draw upon our specialist local market knowledge, and analysis of our activity from the previous 12 months, to provide a guide as to how best to remunerate your teams in the coming year.

Over our 14 year trading history, we have registered 22,500 candidates and 10,100 vacancies across our region, all with an accountancy focus, and from these 1,900 and 500 respectively in 2014.

From this sample we can produce the extremely accurate information included in this survey on the current expectations of both work seekers and employers in the local area.

We trust you find these details useful and please do not hesitate to contact us should you require any additional information.

All enquiries will be treated in the strictest confidence.



**abacus consulting**  
financial recruitment specialists

# Salary Survey • Commercial - Permanent

	Northamptonshire	Buckinghamshire	Bedfordshire	Hertfordshire
	From - To	From - To	From - To	From - To
<b>Accounts Clerical</b>				
Ledger Clerk - Data Entry	£15000 - £16000	£15000 - £17000	£16000 - £18000	£16000 - £18000
Purchase Ledger Clerk (1-2 yrs)	£17000 - £18000	£18000 - £19000	£18000 - £20000	£18000 - £20000
Purchase Ledger Clerk (2 yrs plus experience)	£18000 - £20000	£20000 - £22000	£19000 - £21000	£20000 - £22000
Sales Ledger Clerk (1-2 yrs experience)	£17000 - £18000	£18000 - £19000	£18000 - £20000	£18000 - £20000
Sales Ledger Clerk (2 years plus experience)	£18000 - £20000	£20000 - £22000	£19000 - £21000	£20000 - £22000
Credit Controller (1-2 yrs experience)	£17000 - £19000	£18000 - £20000	£18000 - £20000	£18000 - £20000
Credit Controller (2 years plus experience)	£20000 - £22000	£21000 - £24000	£20000 - £22000	£21000 - £24000
Payroll (1-2 years experience)	£18000 - £20000	£19000 - £22000	£18000 - £20000	£20000 - £23000
Payroll (2 years plus experience)	£20000 - £24000	£22000 - £25000	£20000 - £24000	£22000 - £26000
Accounts Clerk - General (1-2 yrs experience)	£18000 - £19000	£18000 - £20000	£18000 - £20000	£18000 - £20000
Accounts Clerk - General (2 years plus experience)	£19000 - £22000	£20000 - £24000	£20000 - £22000	£21000 - £24000

## Bookkeeping & Supervisors

Trial Balance Bookkeeper	£20000 - £25000	£22000 - £26000	£22000 - £26000	£24000 - £28000
Accounts Payable Supervisor	£22000 - £26000	£25000 - £28000	£22000 - £26000	£25000 - £30000
Credit Control Supervisor	£24000 - £28000	£25000 - £30000	£25000 - £30000	£25000 - £30000
Payroll Supervisor	£24000 - £28000	£25000 - £30000	£24000 - £28000	£25000 - £30000

## Managers

Accounts Payable Manager	£30000 - £40,000	£30000 - £40000	£30000 - £40000	£30000 - £40000
Credit Manager	£30000 - £40000	£35000 - £45000	£30000 - £40000	£35000 - £45000
Payroll Manager	£35000 - £45000	£40000 - £50000	£40000 - £45000	£40000 - £50000
Qualified by Experience Accountant	£40,000 - £50,000	£45000 - £50000	£40000 - £45000	£45000 - £50000

## Studiers and Newly Qualified

AAT Foundation Level Studier	£16000 - £18000	£16000 - £18000	£16000 - £18000	£16000 - £18000
AAT Intermediate Level Studier	£18000 - £22000	£18000 - £22000	£20000 - £22000	£20000 - £22000
AAT Finalist/Qualified	£20000 - £24000	£22000 - £25000	£24000 - £28000	£25000 - £30000
ACCA/CIMA Foundation Level Studier	£20000 - £24000	£22000 - £25000	£21000 - £24000	£22000 - £25000
ACCA/CIMA Intermediate Level Studier	£26000 - £32,000	£26000 - £34000	£25000 - £32000	£26000 - £34000
ACCA/CIMA Finalist/Passed Finalist	£32000 - £38000	£35000 - £40000	£32000 - £38000	£34000 - £38000



Northampton • 01604 876330

Milton Keynes • 01908 547888

Bedford • 01234 831005

Luton • 01582 434375

## Salary Survey • Commercial - Permanent

Qualified and Executive	Northamptonshire	Buckinghamshire	Bedfordshire	Hertfordshire
	From - To	From - To	From - To	From - To
1 - 2 years post qualified experience	£36000 - £45000	£40000 - £50000	£38000 - £45000	£38000 - £45000
3 - 5 years post qualified experience	£45000 - £55000	£45000 - £65000	£45000 - £60000	£45000 - £65000
5+ years post qualified experience	£50000 - £65000	£55000 - £65000	£50000 - £65000	£50000 - £65000
SME Financial Controller	£45000 - £65000	£45000 - £65000	£50000 - £70000	£50000 - £70000
Mid-Cap/Blue Chip Divisional Financial Controller	£55000 - £75000	£55000 - £75000	£55000 - £75000	£60000 - £80000
SME Financial Director	£55000 - £80000	£60000 - £80000	£55000 - £80000	£60000 - £80000
Mid-Cap/Blue Chip Financial Director	£70000 - £95000	£80000 - £110000	£80000 - £120000	£80000 - £120000



**abacus consulting**  
financial recruitment specialists



Northampton • 01604 876330

Milton Keynes • 01908 547888

Bedford • 01234 831005

Luton • 01582 434375

# Salary Survey • Temporary - Interim

Temporary Staff	Northamptonshire From - To	Buckinghamshire From - To	Bedfordshire From - To	Hertfordshire From - To
Ledger Clerks	£8.50 - £9.50/hr	£9.00 - £11.00/hr	£8.00 - £9.00/hr	£9.00 - £11.00/hr
Credit Controllers	£9.50 - £11.00/hr	£10.00 - £12.00/hr	£9.00 - £11.00/hr	£10.00 - £12.00/hr
Accounts Assistant/AAT Studiers	£10.00 - £12.00/hr	£10.00 - £12.00/hr	£9.00 - £12.00/hr	£9.00 - £12.00/hr
Bookkeepers	£12.00 - £14.00/hr	£12.00 - £15.00/hr	£12.00 - £14.00/hr	£12.00 - £15.00/hr
Payrollers	£11.00 - £14.00/hr	£11.00 - £14.00/hr	£11.00 - £14.00/hr	£11.00 - £14.00/hr
ACCA/CIMA Part Qualified Accountants	£15.00 - 18.00/hr	£15.00 - £20.00/hr	£15.00 - 18.00/hr	£15.00 - £20.00/hr

## Interim Management

Financial Accountant	£20.00 - £25.00/hr	£20.00 - £25.00/hr	£20.00 - £25.00/hr	£20.00 - £25.00/hr
Management Accountant	£20.00 - £25.00/hr	£20.00 - £25.00/hr	£20.00 - £25.00/hr	£20.00 - £25.00/hr
Business/Commercial Analyst	£18.00 - £25.00/hr	£18.00 - £25.00/hr	£18.00 - £25.00/hr	£18.00 - £25.00/hr
Credit Manager	£15.00 - £22.00/hr	£15.00 - £22.00/hr	£15.00 - £22.00/hr	£15.00 - £22.00/hr
Payroll Manager	£18.00 - £22.00/hr	£18.00 - £22.00/hr	£18.00 - £22.00/hr	£18.00 - £22.00/hr
Reporting Managers	£250 - £350 day	£250 - £350 day	£250 - £350 day	£250 - £350 day
Finance Business Partner	£250 - £350 day	£250 - £350 day	£250 - £350 day	£250 - £350 day
Financial Controllers	£300 - £400 day	£300 - £400 day	£300 - £400 day	£300 - £400 day
Finance Director/CFO	£350 - £600 day	£350 - £600 day	£350 - £600 day	£350 - £600 day

**D**emand for temporary staff soared in 2014 as employers looked to bolster under-resourced departments whilst recruiting permanently, and signed off on new projects requiring additional specialist Contractors and backfills for internal secondments.

With unemployment at its lowest level since 2005, it is increasingly difficult to find highly skilled individuals sitting at home waiting for the 'phone to ring, it is more about trying to catch them between assignments when your requirement arises. It can therefore be something of a waiting game if you are holding out for specific skills, and candidates are much more likely to hold out for favourable rates from their side.

The most reliable available interim candidates are now "professional temps" who have dedicated their career to temporary roles, as people seeking permanent work are finding new roles more readily.

It is worth remembering that CVs displaying a series of short term assignments should be viewed favourably for temporary candidates - it shows that the person is prepared to commit to interim roles, they are used to adapting to new environments and comfortable with different systems and working methods.

Abacus Consulting will offer you impartial, no obligation advice as to which skills are available in the marketplace at any given time and our dedicated Temporary/Contract Consultants may be contacted at your local office. Despite our consistently increasing costs resulting from the introduction of new legislation, holiday pay and higher national insurance contributions, we continue to work on a fixed, transparent multiplier of 1.75, as per the following example: £10.00 pay to temp = £17.50 + VAT hirer charge rate (we charge NO mark up on holiday pay).



## Salary Survey • Summary

**M**arket confidence continued to grow throughout 2014, so having seen a couple of false starts in the preceding years, we are certainly witnessing a sustained recovery which is being borne out by much higher activity levels from both recruiters and candidates alike.

With this renewed confidence, good quality candidates who have been sitting tight through the difficult times started to register their interest and move from job to job, which has provided a much needed pool of newly available talent. On the flipside, this in turn has increased the demand for their talents as companies need to backfill the vacancies they create. There has also been an increase in counter offers, as companies try to retain their key staff, so adding this to the additional demand has resulted in the beginnings of salary rises which we anticipate accelerating fairly quickly in the next 12 months.

Another significant development in the market resulting from the increased demand for candidates is the speed at which good quality individuals are being offered new positions. As such we are strongly advising clients to speed up their recruitment process as much as possible from receiving CVs to organising interviews, 2nds through to offer in order to avoid losing out on their first choice individual.

It is not unusual now for candidates to receive 2 or 3 offers simultaneously within a few weeks of initiating their search, so not only is it critical to move quickly, it is also increasingly important to sell the benefits of your organisation and opportunity in order to secure your preferred person. This is all backed up by the numbers - in 2014 we registered 9% fewer candidates than in 2013 and 18% more vacancies, a trend which looks set to continue in the light of consistently falling unemployment.

We are certainly not trying to create a "while stocks last" environment, but over recent years most recruiters have become accustomed to working at their own speed because there have been so few opportunities available for candidates. We feel it is vitally important to educate our clients to these changes to ensure you have the best possible chance of securing your first choice candidates in the forthcoming "war for talent".

For further information or advice please telephone your local office, where your enquiry will be dealt with in the strictest confidence, or email our Managing Director **William Hayward at**  
**[whayward@abacusconsulting.co.uk](mailto:whayward@abacusconsulting.co.uk)**.



abacus consulting  
financial recruitment specialists