

SALARY GUIDE 2019

Accountancy and Finance, Yorkshire,
East Midlands and Lincolnshire Regions



Benchmarking the
cost of talent

PRATAP
PARTNERSHIP

INTRODUCTION

I would like to welcome you to the Pratap Partnership's first salary guide.

I have produced accountancy salary surveys in Yorkshire over the past ten years. There has been a clear wage growth above the rate of inflation that has accelerated in the past three years. Our survey will not attempt to explain why these changes have happened (to do that warrants too much time and space), but will just focus on explaining where the salary levels for key positions in the accounting sector sit.

High levels of employment, skills shortages, millennial generation motivators, impact of the credit crunch on middle management, flexible working and Brexit.... Some of the biggest factors causing confusion for candidates and clients alike in understanding a fair benchmark for today's salaries.

The gap between the lowest and highest paid in each job group has stretched over recent years. Some of the best salary surveys available display percentile groups now to reflect this and to allow employers and candidates to benchmark themselves against the market and the market leaders.

We have analysed huge volumes of data to compile this survey to provide many answers. It throws up lots of questions that are specific to each specific case - questions that we are always delighted to discuss and tailor accordingly. Please email me on nik@pratappartnership.co.uk



Nik Pratap
Managing Partner



Benchmarking the cost of talent

A combination of over 65 years' financial recruitment experience alongside extensive research into a large volume of recent market data has enabled Pratap Partnership to put together our 2019 salary guide. The primary objective is to help both candidates and clients to benchmark salaries across the region.

It is important for companies to understand the worth of their current and future employees both for hiring and budgeting purposes and how increasingly company benefits are becoming key to a remuneration package. The guide is also invaluable for candidates to compare themselves against their peers and gives them an awareness of how they can progress within their role and industry.

CONTENTS

- 1 Finance Director and CFO level
- 2 Financial Controller and middle management level
- 3 Newly Qualified
- 4 Part Qualified
- 5 Credit Control
- 6 Accounts Payable and Accountants Receivable
- 7 Specialist Positions
- 8 Audit & Business Services
- 9 Tax
- 10 Corporate Finance / Transaction Services
- 11 Benefits

1 | FD & CFO



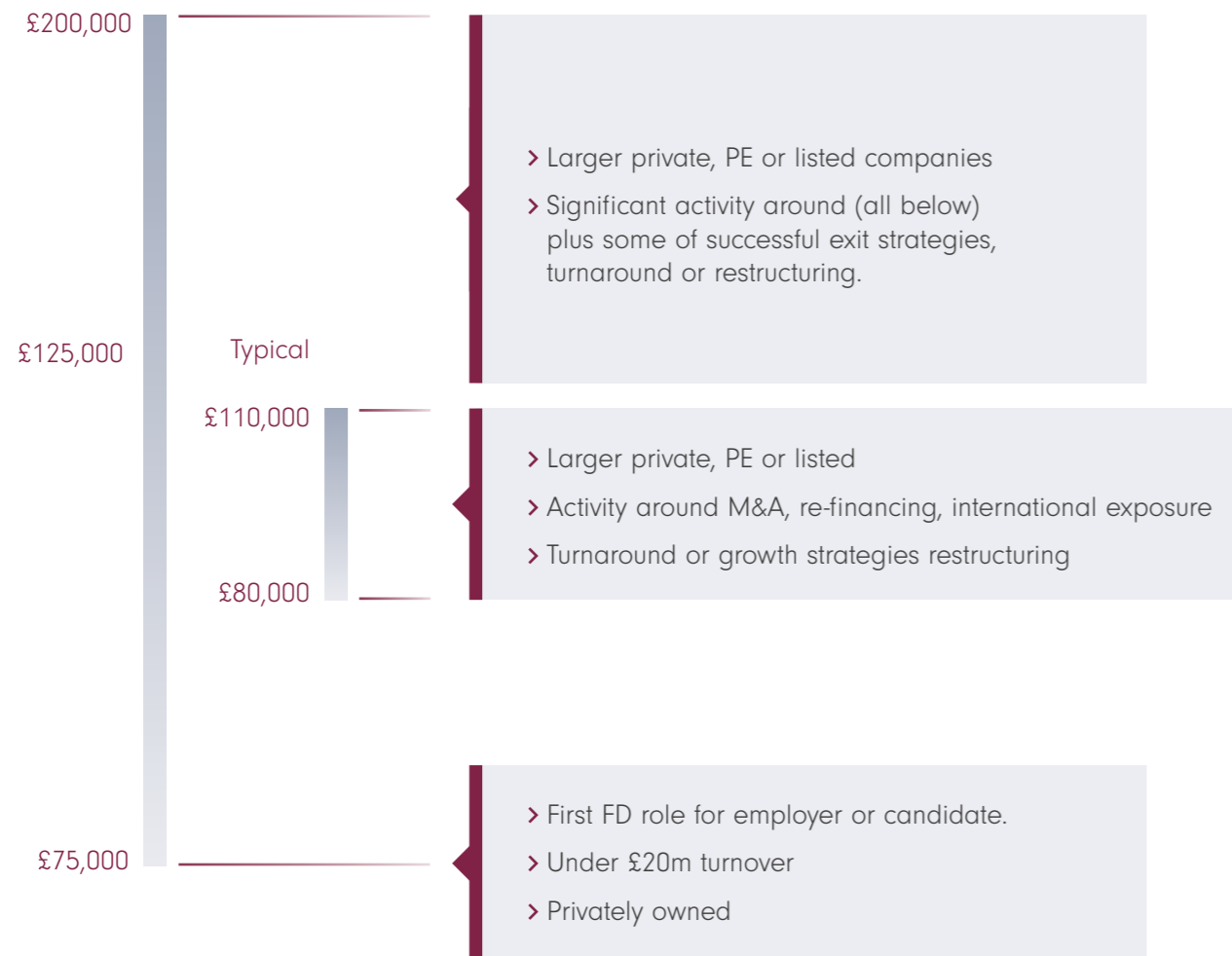
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2 | FC & Middle-management (2-5 years PQE) or similar

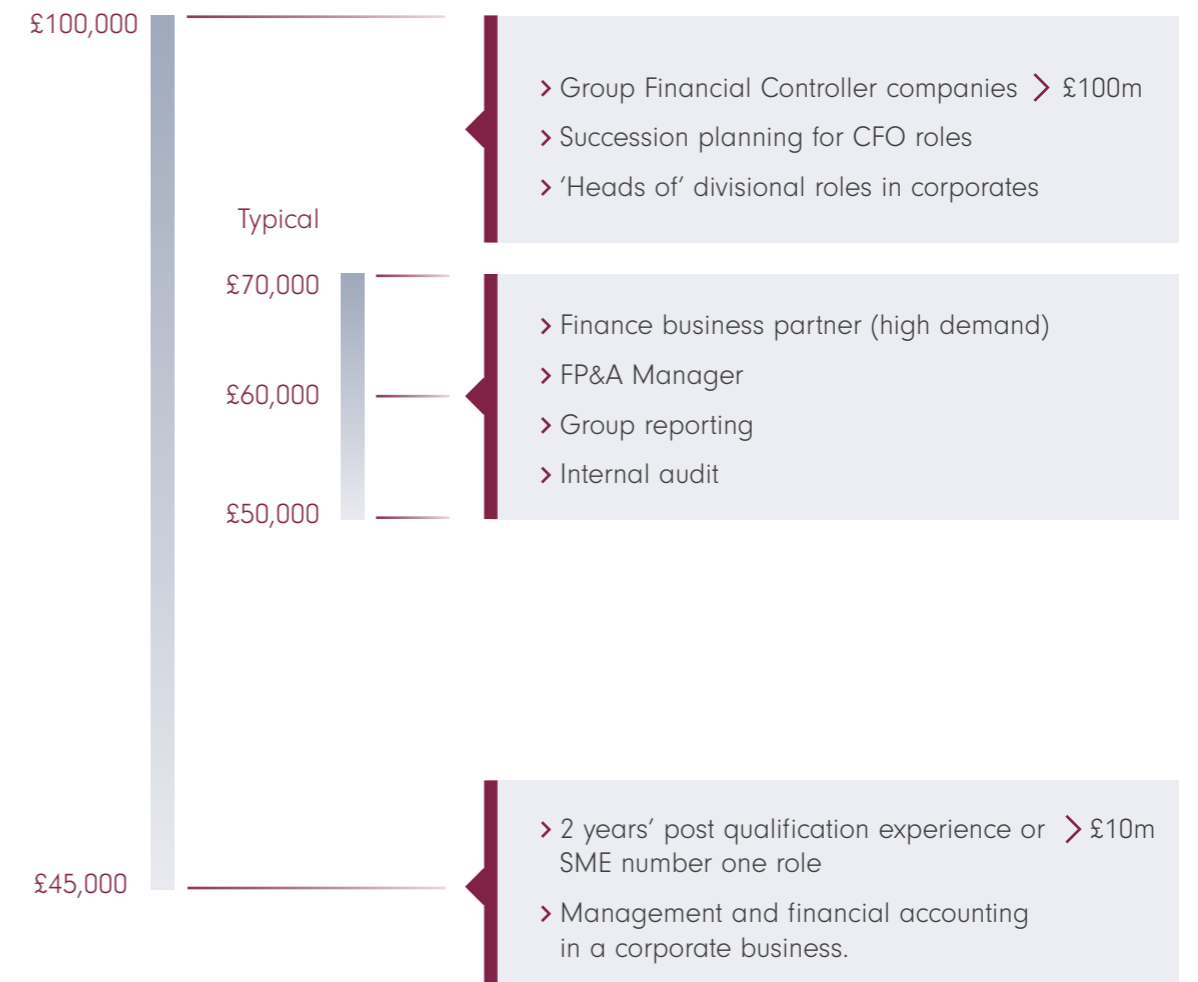


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3

Newly Qualified (0-2 years PQE)



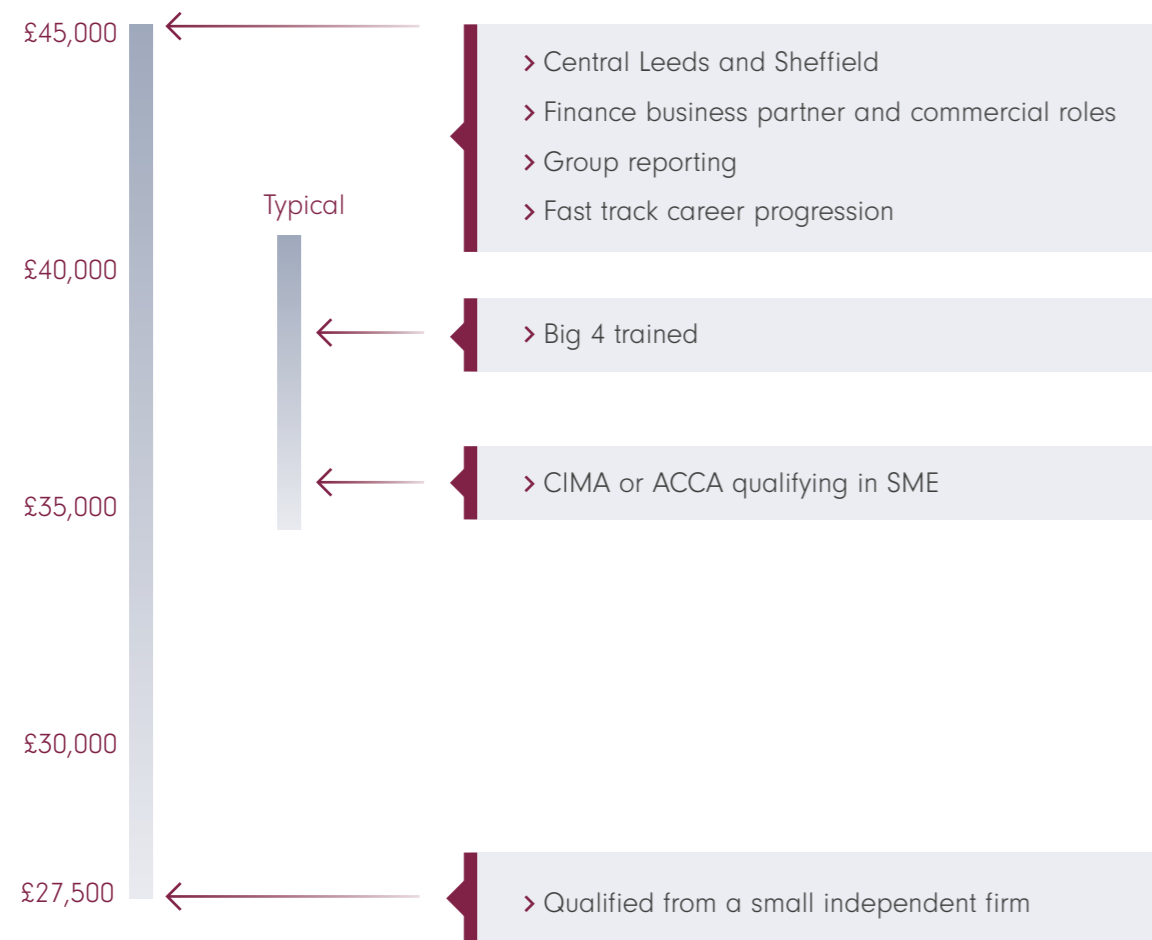
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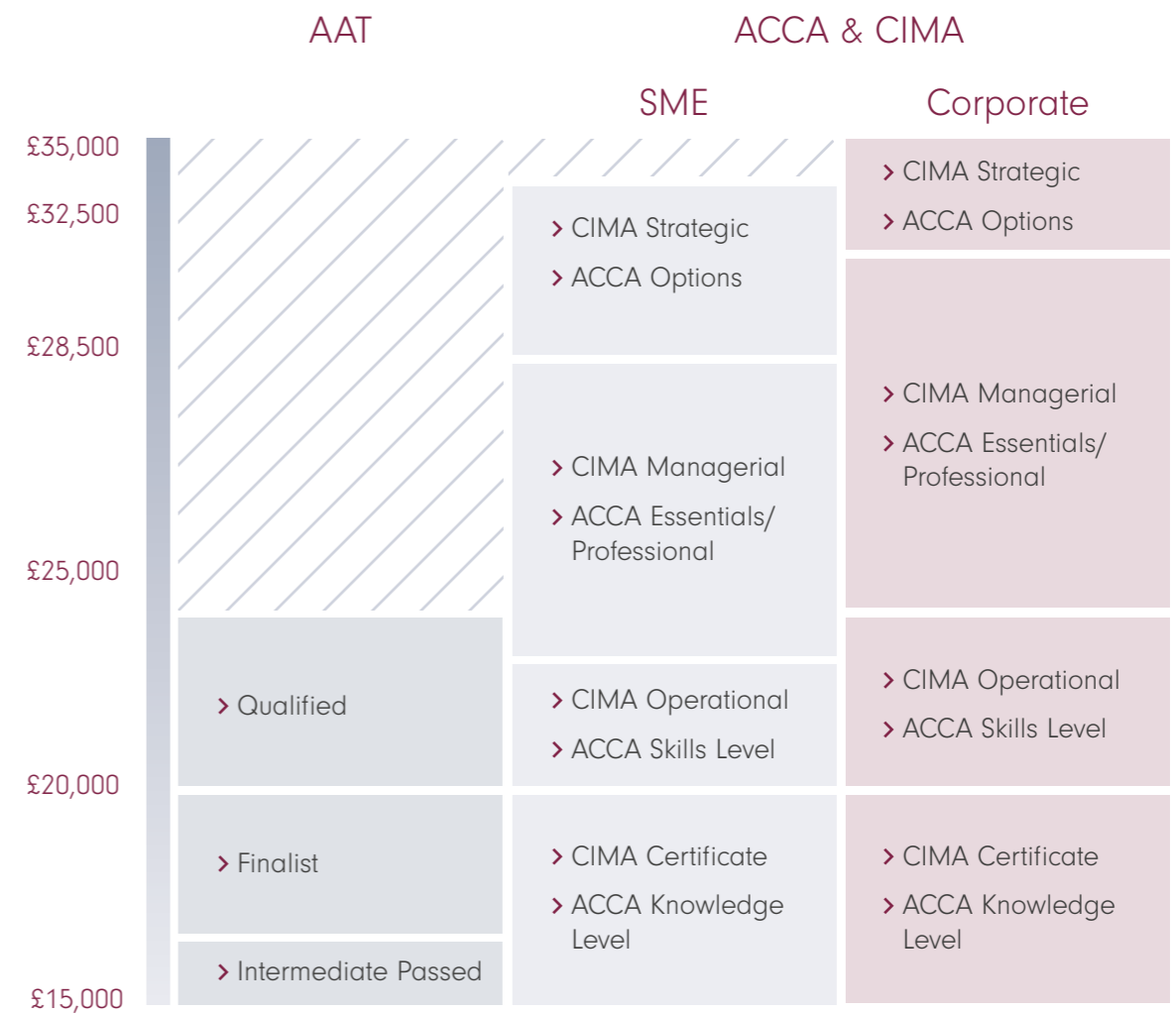
Part Qualified



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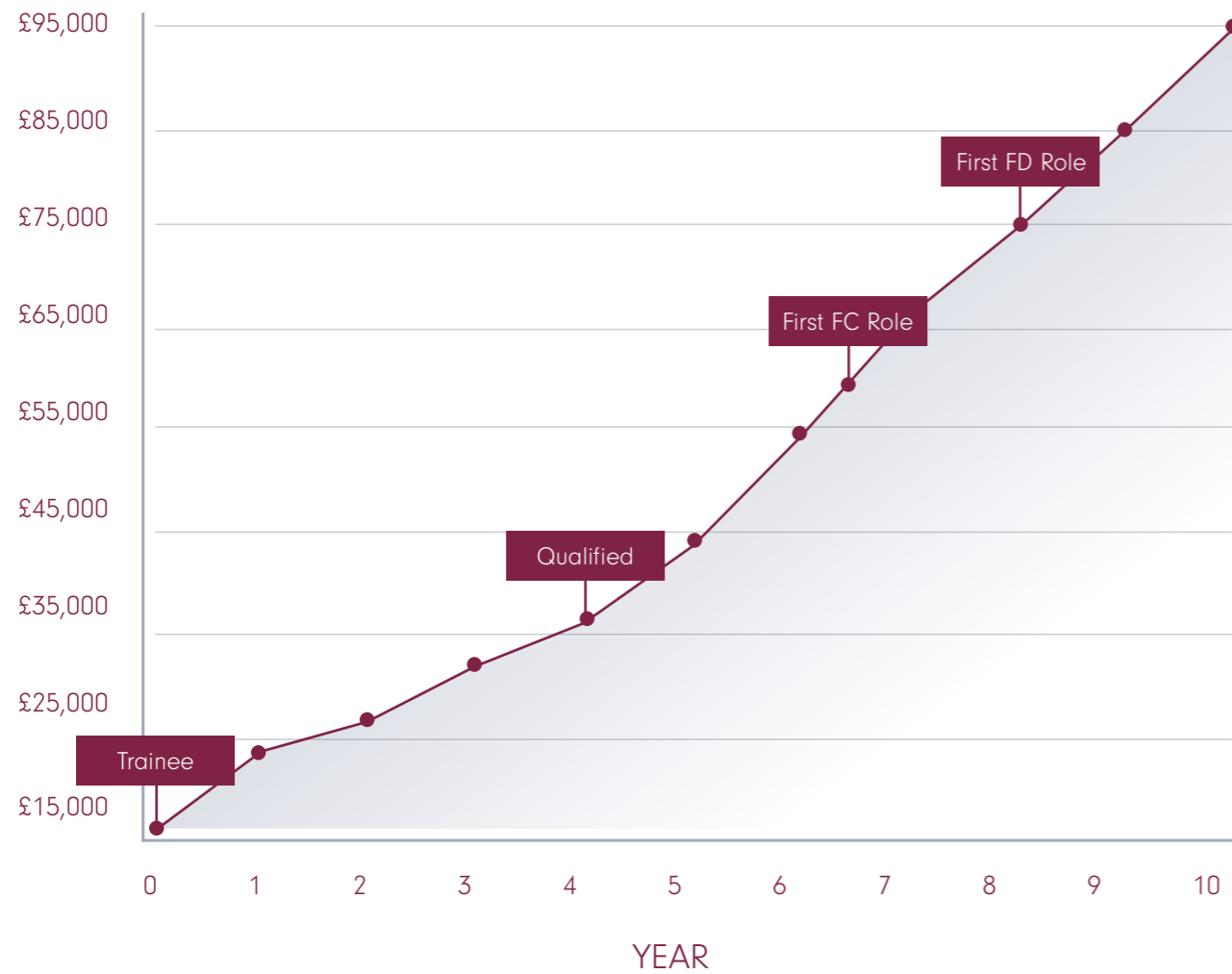


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Typical Salary Progression Trainee to FD



Salary Progression

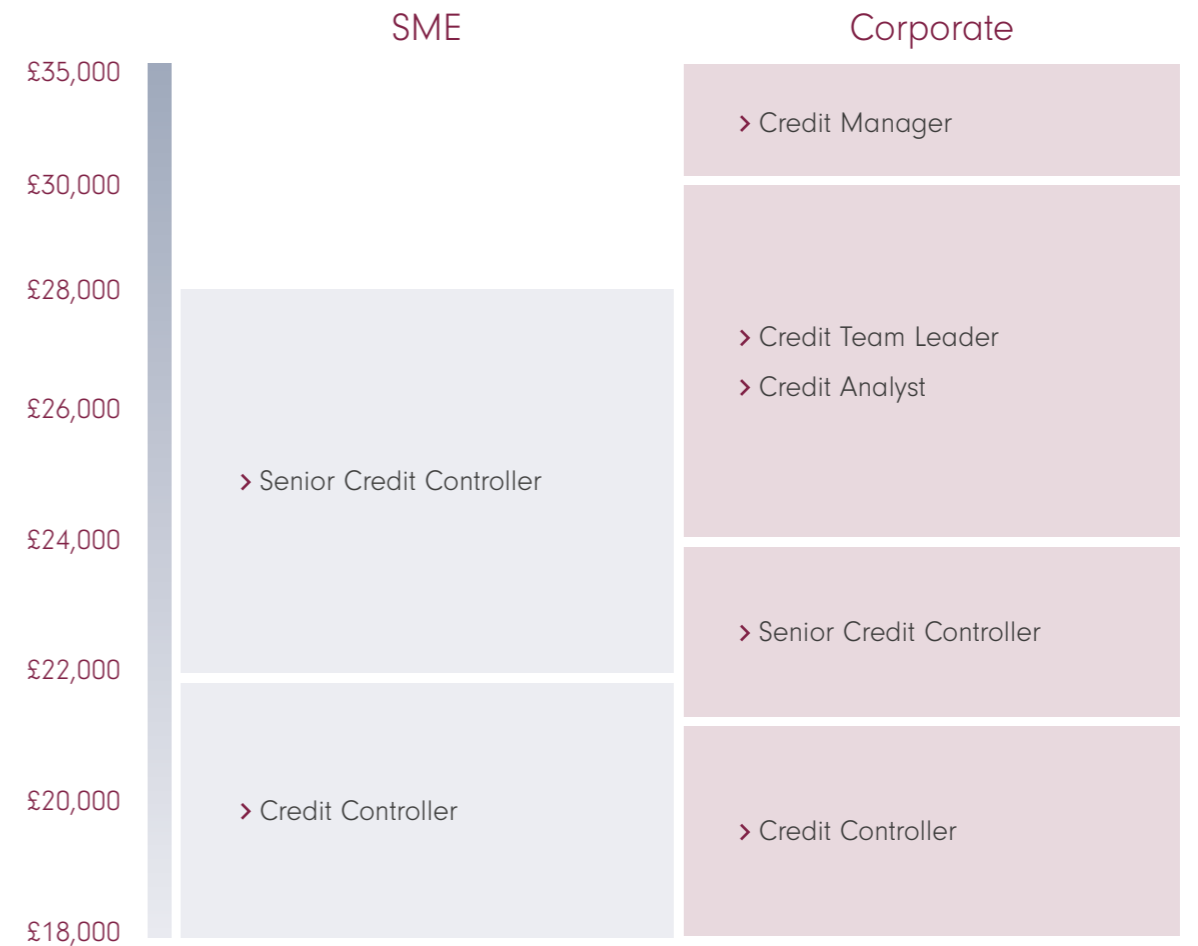


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Credit Control



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Accounts Payable & Accounts Receivable

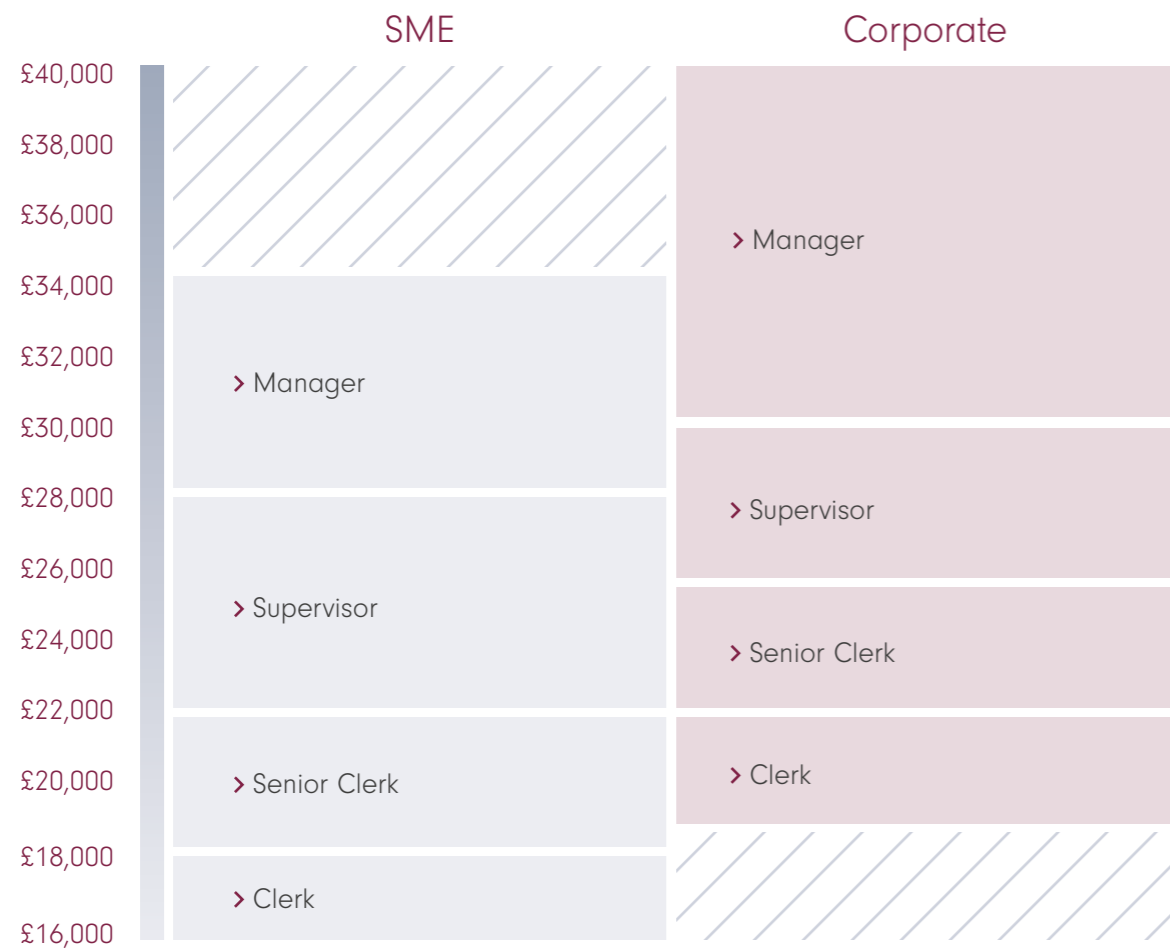


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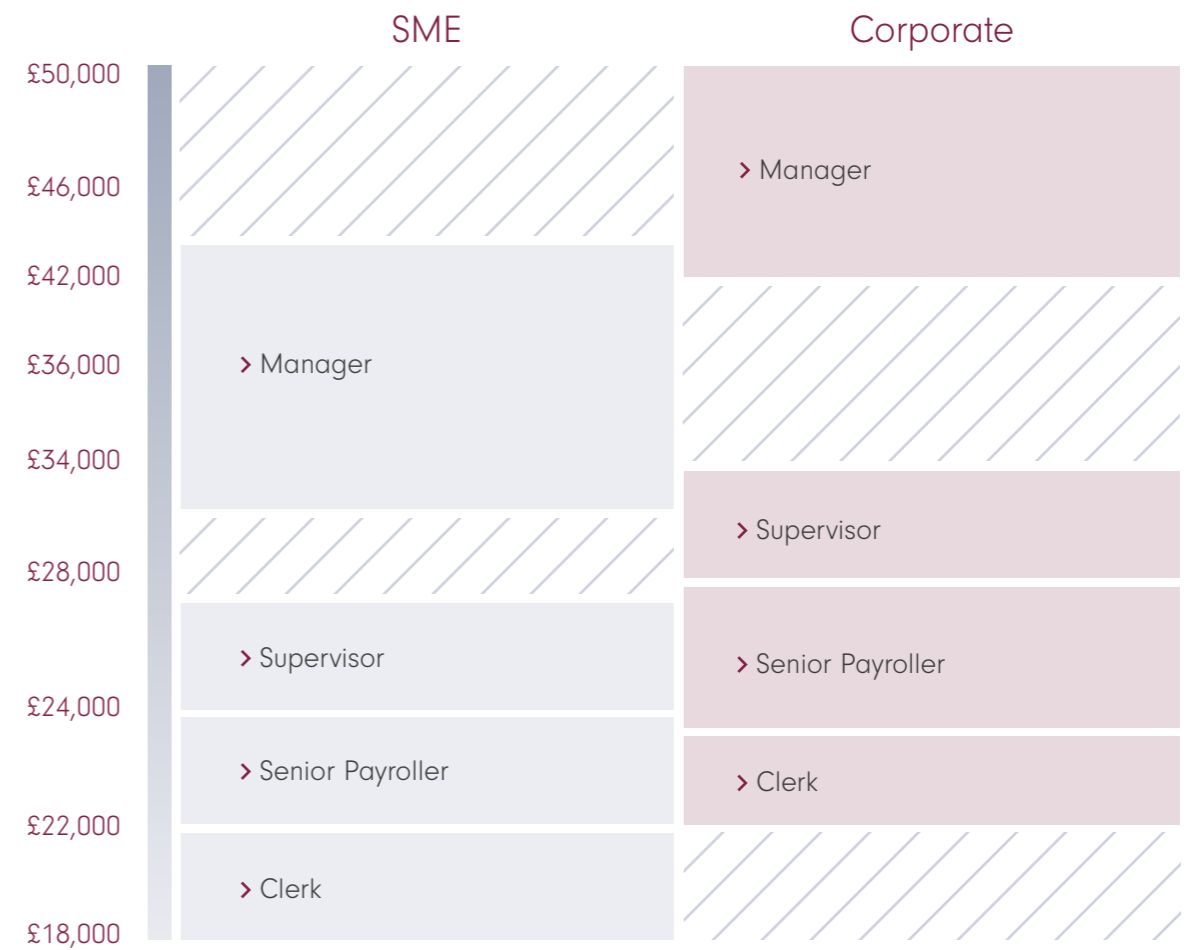
Payroll



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Audit & Business Services



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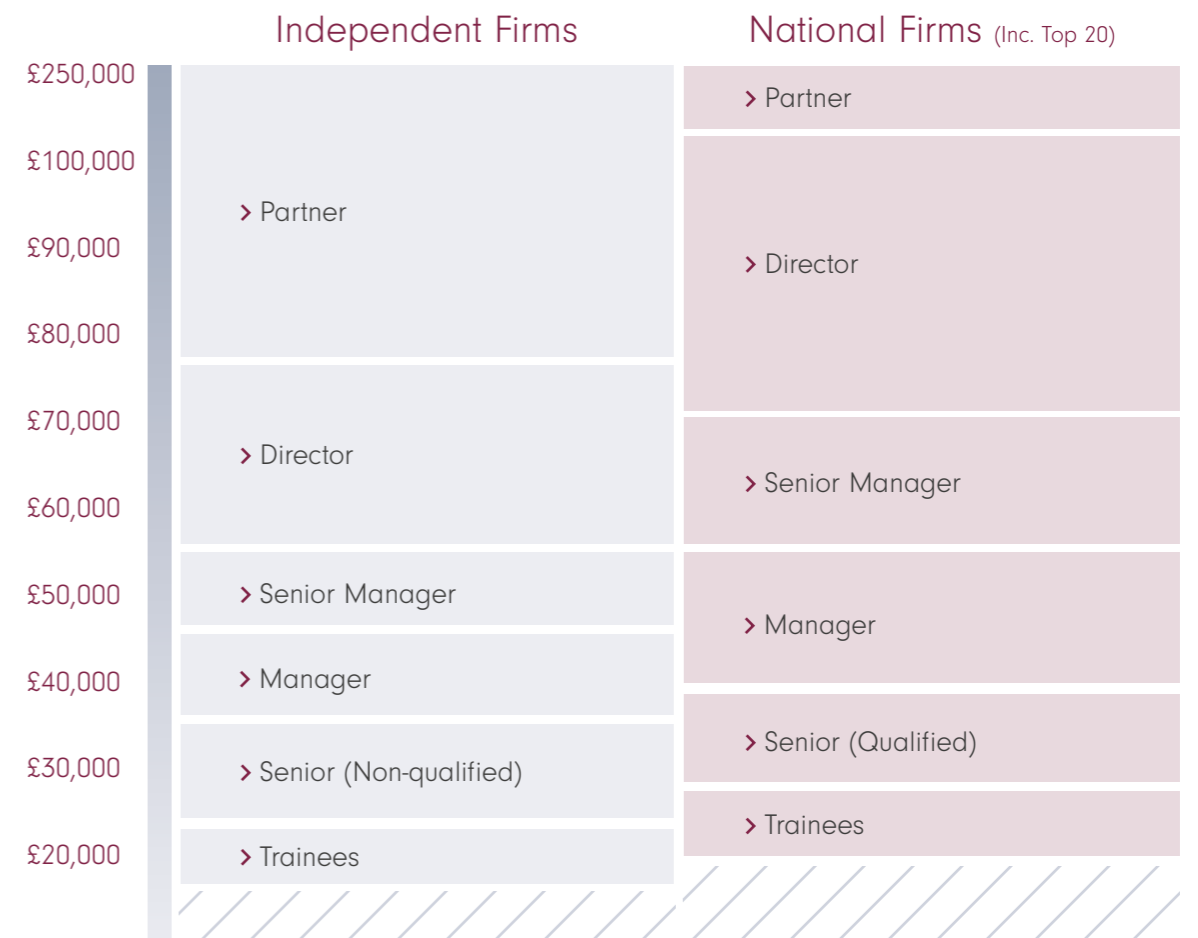
Tax

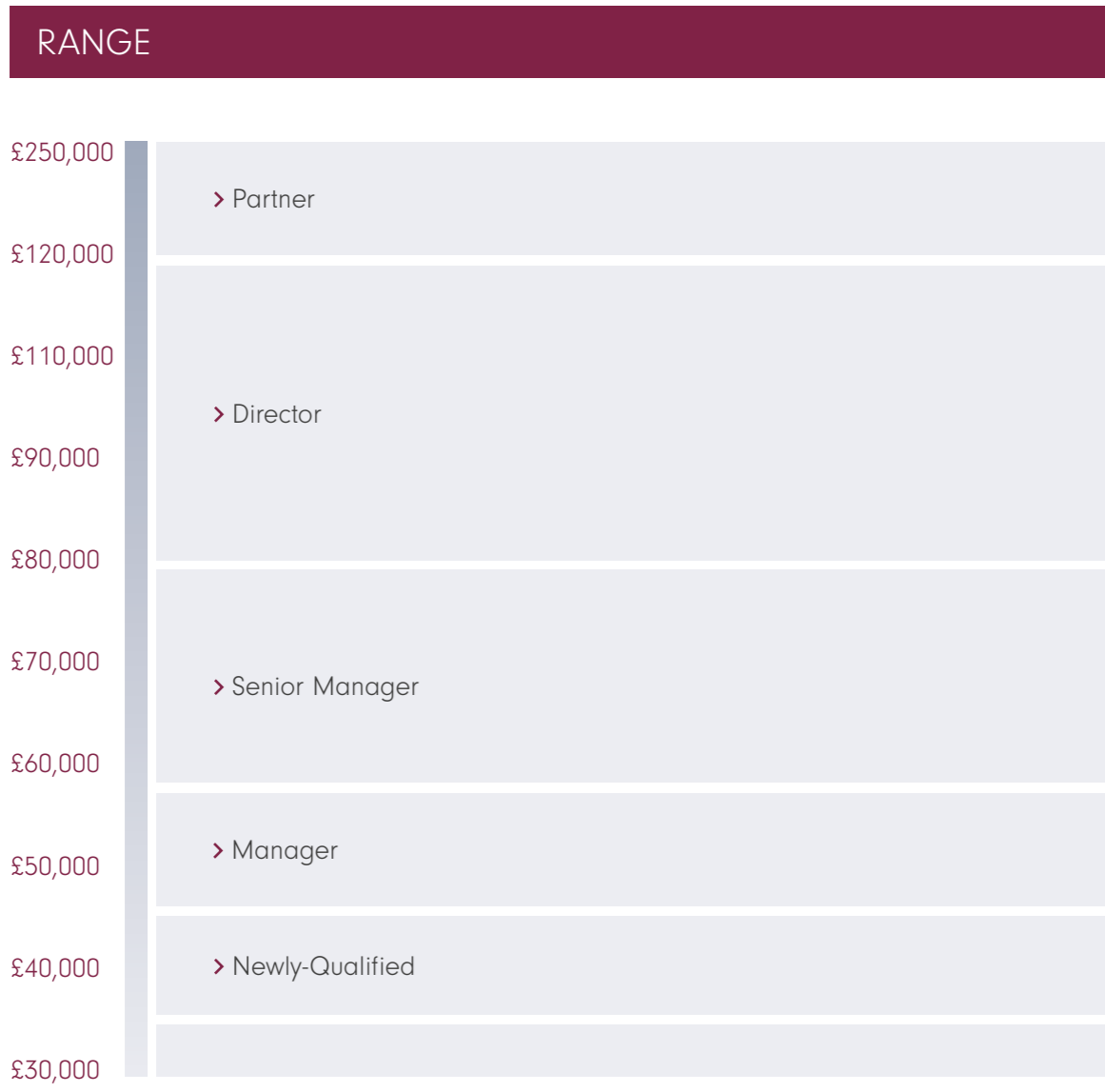


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The basic salary has been the dominant feature of a remuneration package that will either attract or retain the individual in every generation to date. The more varied expectations of the millennial generation, the rising profile of a healthy work / life balance and increased competition for quality candidates have allowed smart employers to succeed by offering a more attractive overall package.

Within each of the categories of benefits below. A large range exists with some wide anomalies. Our figures represent a blend of what currently exists in the market and what general candidate expectations for a move to a new position would be.

POSITION	CAR ALLOWANCE	BONUS TARGET	PENSION CONTRIBUTION*	HOLIDAYS	HEALTHCARE	TRAINING / PD
Executive	£6,000 to £12,000	20-50%	3-15%	25-30 days	Full cover for individual & family	Costs for personal Mentor or Business Coach
Senior Management	£5,000 to £8,000	10-50%	3-10%	25-30 days Optional buy back scheme. Options for sabbatical.	Full cover for individual & on occasion for family	Costs for MBA or special qualifications (e.g. Tax)
Management	£5,000 to £6,500	5-15%	3-8%	24-28 days Optional buy back scheme.	Full cover	Costs for MBA or special qualifications (e.g. Tax)
Trainee	N/A	N/A	3-5%	20-25 days	Not expected	Professional study support
Clerical	N/A	N/A	3-5%	20-25 days	Not expected	Internal training

*1

From 6th April 2019, the minimum total contribution on auto-enrolment pensions was set at 8% with a minimum of 3% contributed from the employer.

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