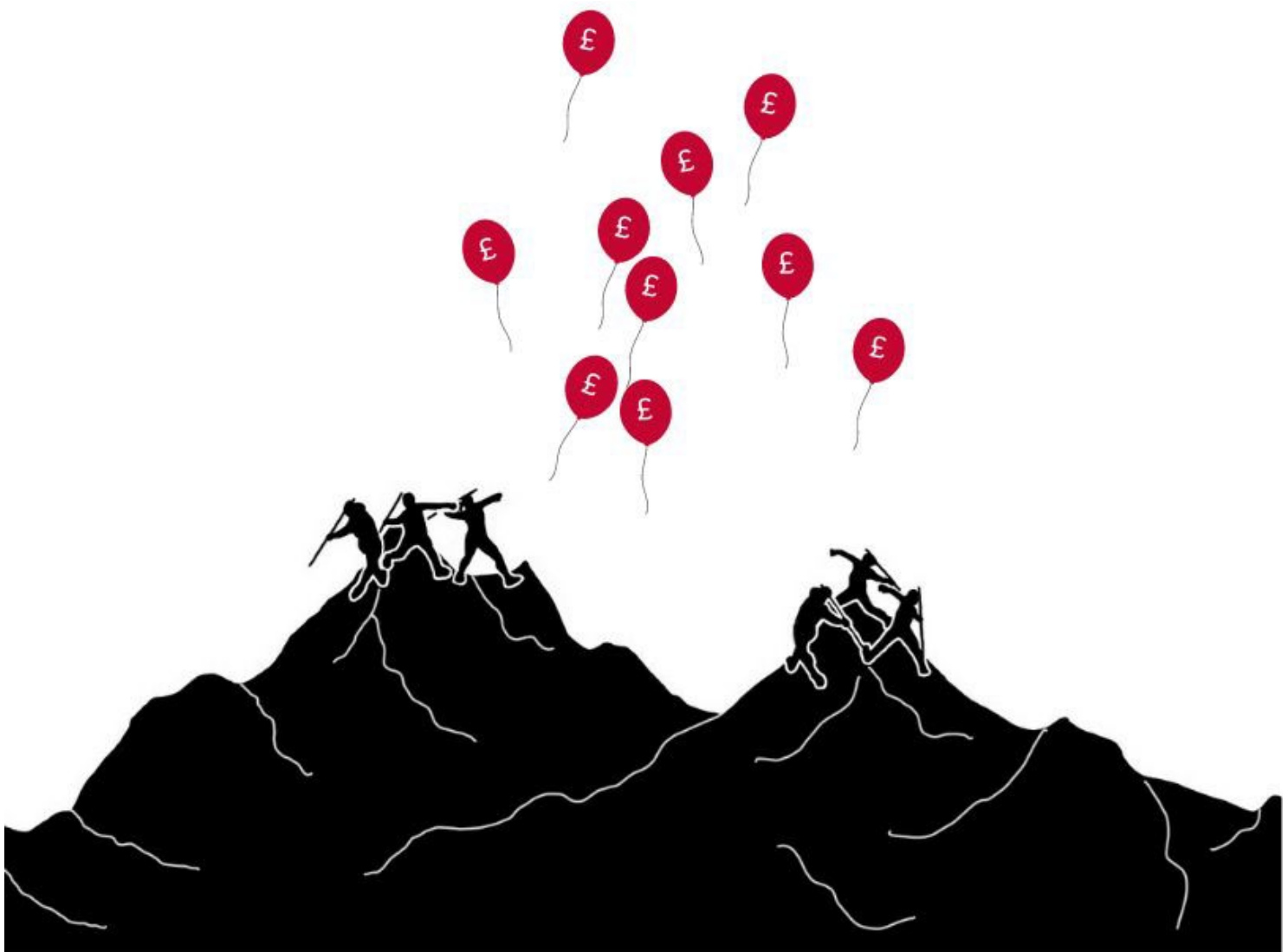


Salary Guide 2024

Accountancy & Finance

CENTRAL LONDON, KENT & SURREY



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Salary Guide

2024

The UK economy has faced numerous challenges over the past couple of years - including the Cost-of-Living Crisis, fears of a recession, and rampant inflation which soared to double digits. After a general and progressive decline throughout 2023, inflation now sits at 4%. With the rise of prices gradually stabilising, the Bank of England is expected to cut interest rates before the end of 2024. While hopeful predictions for the coming year must be tempered by the possible impacts of a General Election and ongoing international instability, trends in 2023 have generally suggested a more positive year to come.

Estimates indicate that the labour market experienced a drop in its number of job vacancies during 2023 from its record year in 2022, which in turn may contribute to a weakening of wage growth in the near future. However, last August, average wage growth in the UK climbed above inflation for the first time in nearly 2 years (7.8% in the three months to August, according to ONS).

From our experience in the Accountancy & Finance sector in the last 12 months, we have observed highly skilled qualified senior roles (e.g. Management Accountants, Finance Managers, Financial Accountants and Financial Controllers) both in high demand and receiving an above-inflation rise in salaries. Payroll Managers and other Transactional Managers (Credit Control etc) have too seen salaries rise above inflation. Across the board, salaries have risen in line with inflation and cost of living demands. Also, QBE (Qualified by Experience) senior roles have also been highly sought after but have not experienced a similar wage increase to match their qualified counterparts.

In terms of employee benefits, we have found that hybrid & flexible working are the most desired by candidates – desired respectively by 80% and 65% of those surveyed. The next most popular were bonus schemes and health/dental insurance. Meanwhile, we found that one commonly provided benefit by employers has been an increase in holiday allowance to bring the average up to 25 days.

Perennially, the primary challenge for the vast majority of companies is recruiting exemplary staff to carry out the work competently and efficiently. Employers understand that ignoring market forces in the labour market can make this task considerably more difficult. Therefore, to gain a strong understanding of the wider landscape, it has never been more important to study a guide like ours which explores typical salaries & benefits, and to consult with expert recruiters for further advice.

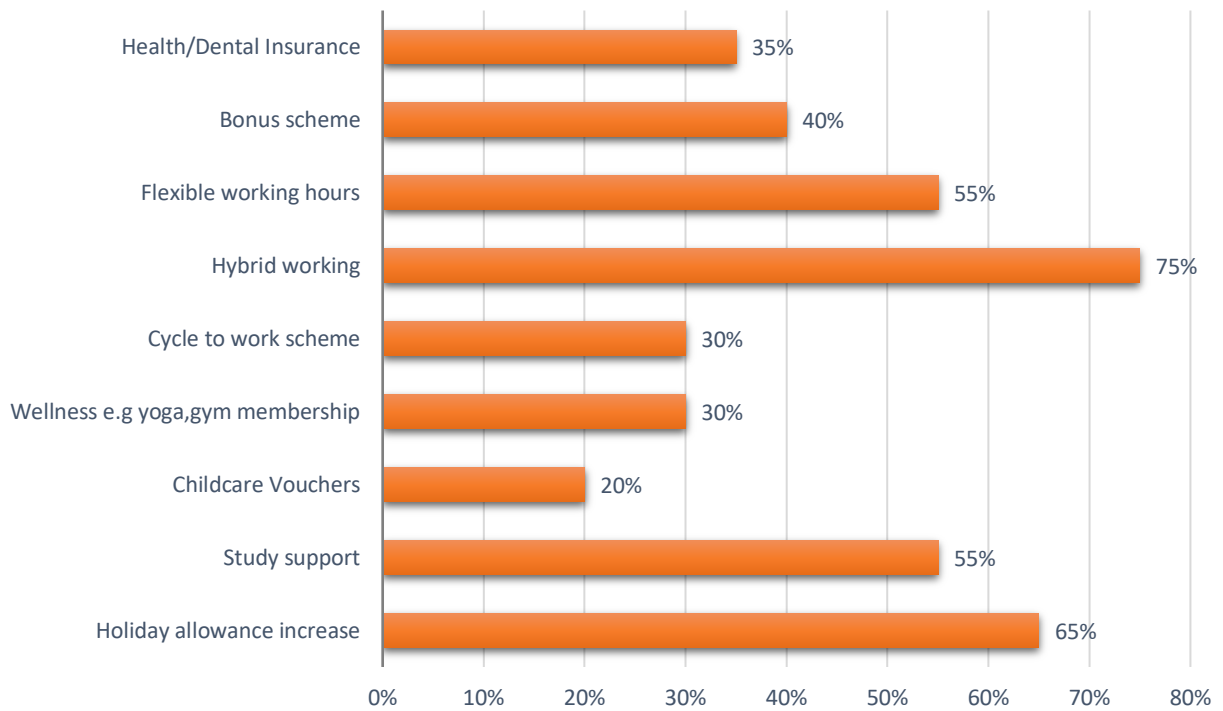
2023 has been another busy and successful year for us. Of course, none of this would have been possible without the dedicated work of our colleagues and the support and trust of our clients & candidates. For dependable recruitment services, we are confident that you can continue to rely on JMF Associates to assist you throughout the process.

Once again, our Salary Guide data has been formulated using our in-depth knowledge of a dynamic marketplace, our highly experienced consultants, third- party research and a salary and benefits survey that we conducted with some of our leading clients and candidates over the past three months.

The guide itself is broken down into job levels, location and size of business. Additionally, we have provided results immediately below from the benefits that candidates most desire and the benefits that employers currently provide.

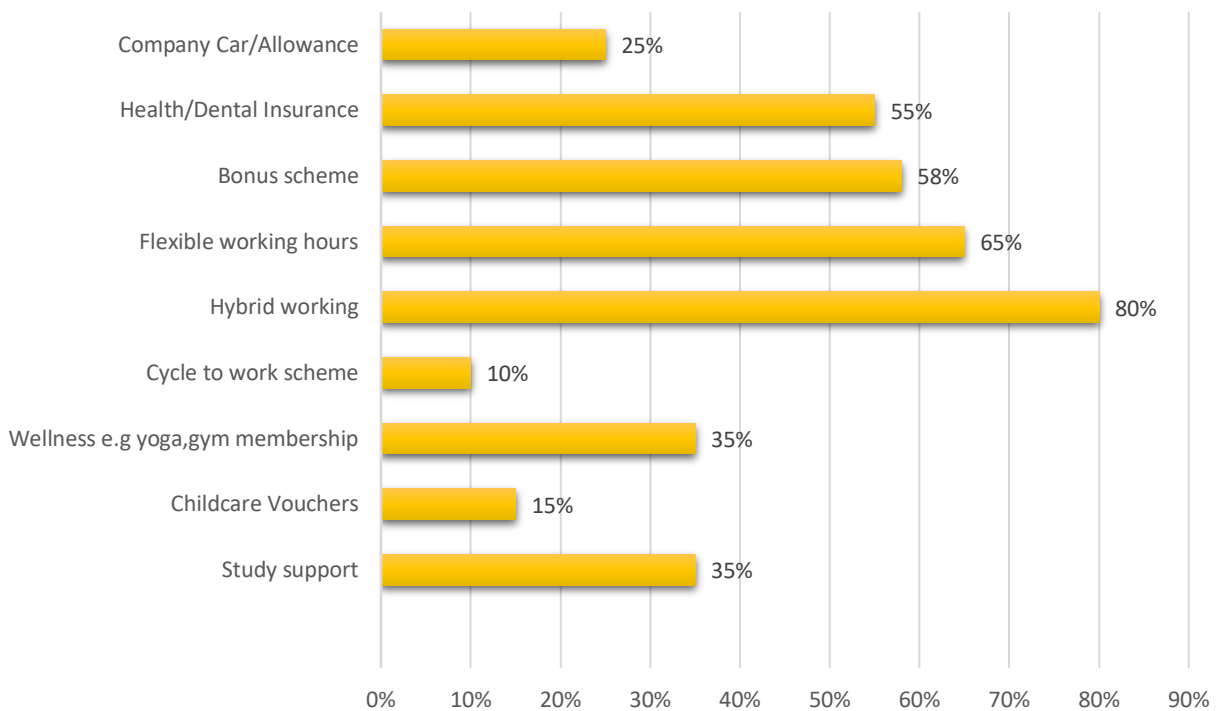
We hope you find the Salary Guide both interesting and beneficial. Of course, if you need advice or should you have a specific role you would like to discuss with us, then please contact one of our expert recruiters.

Benefits provided by employers



230 Clients surveyed in December 2023

Benefits desired by employees



320 Candidates surveyed in November 2023

SALARY RANGES

Accountancy and Finance

SME Company Salary Ranges
Large Company Salary Ranges

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SALARY RANGES

Accountancy and Finance SME Company Qualified

	KENT & SURREY	LONDON
FINANCE DIRECTOR	£85K - £140K+	£90K - £160K+
FINANCIAL CONTROLLER	£65K - £90K	£75K - £100K
FINANCIAL ACCOUNTANT	£60K - 72K	£60K - £70K
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 ACA	£60K - £65K	£60K - £75K
QUALIFIED 1-2 ACCA	£60K - £65K	£60K - £75K
QUALIFIED 1-2 CIMA	£60K - £65K	£60K - £75K

SALARY RANGES

Accountancy and Finance SME Company Part-Qualified & AAT Qualified

	KENT & SURREY	LONDON
CIMA FINALIST	£45K - £50K	£45K - £53K
ACCA FINALIST	£45K - £50K	£45K - £53K
CIMA PQ (9 TO 11 PAPERS)	£40K - £45K	£42K - £46K
ACCA PQ (9 TO 11 PAPERS)	£40K - £45K	£42K - £46K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£35K - £40K	£38K - £43K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£35K - £40K	£38K - £43K
CIMA FOUNDATION (1 TO 5 PAPERS)	£32K - £37K	£35K - £38K
ACCA FOUNDATION (1 TO 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

SALARY RANGES

Accountancy and Finance SME Company Qualified by Experience

	KENT & SURREY	LONDON
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+

SALARY RANGES

Accountancy and Finance

SME Company

Transactional & Middle Management

	KENT & SURREY	LONDON
ACCOUNTS PAYABLE SENIOR	£32K - £36K	£35K - £40K
ACCOUNTS PAYABLE ASSISTANT	£28K - £32K	£28K - £35K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£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

SALARY RANGES

Accountancy and Finance

Large Company

Executive Level

	KENT & SURREY	LONDON
CFO/GROUP FINANCE DIRECTOR	£100K - £190K+	£190K - £300K+
FINANCE DIRECTOR (BOARD)	£100K - £150K+	£120K - £200K+
DIRECTOR OF ACCOUNTING SERVICES	£90K - £120K+	£100K - £130K+
GROUP FINANCIAL CONTROLLER	£85K - £210K+	£95K - £150K+

SALARY RANGES

Accountancy and Finance Large Company Qualified

	KENT & SURREY	LONDON
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

SALARY RANGES

Accountancy and Finance Large Company Part-Qualified & AAT Qualified

	KENT & SURREY	LONDON
CIMA FINALIST	£47K - £53K	£48K - £55K
ACCA FINALIST	£47K - £53K	£48K - £55K
CIMA PQ (9 TO 11 PAPERS)	£42K - £48K	£45K - £50K
ACCA PQ (9 TO 11 PAPERS)	£42K - £48K	£45K - £50K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£36K - £43K	£39K - £45K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£36K - £43K	£39K - £45K
CIMA FOUNDATION (1 TO 5 PAPERS)	£33K - £37K	£35K - £40K
ACCA FOUNDATION (1 TO 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

SALARY RANGES

Accountancy and Finance Large Company Qualified by Experience

	KENT & SURREY	LONDON
FINANCE MANAGER	£46K - £62K	£53K - £70K
ACCOUNTANT	£48K - £60K	£55K - £72K
MANAGEMENT ACCOUNTANT	£46K - £55K	£48K - £65K

SALARY RANGES

Accountancy and Finance Large Company Transactional & Middle Management

	KENT & SURREY	LONDON
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/BILLINGS SNR	£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

Continues on the next page

SALARY RANGES

Accountancy and Finance

Large Company

Transactional & Middle Management (Continued)

	KENT & SURREY	LONDON
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

CONTACT US

Contact our client and candidate teams for specialist recruitment advice.



team@jmfassociates.co.uk



020 8663 6699



www.jmfassociates.co.uk



Duncan House Burnhill Road
Beckenham Kent
BR3 3LA
United Kingdom



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