

**JMF**

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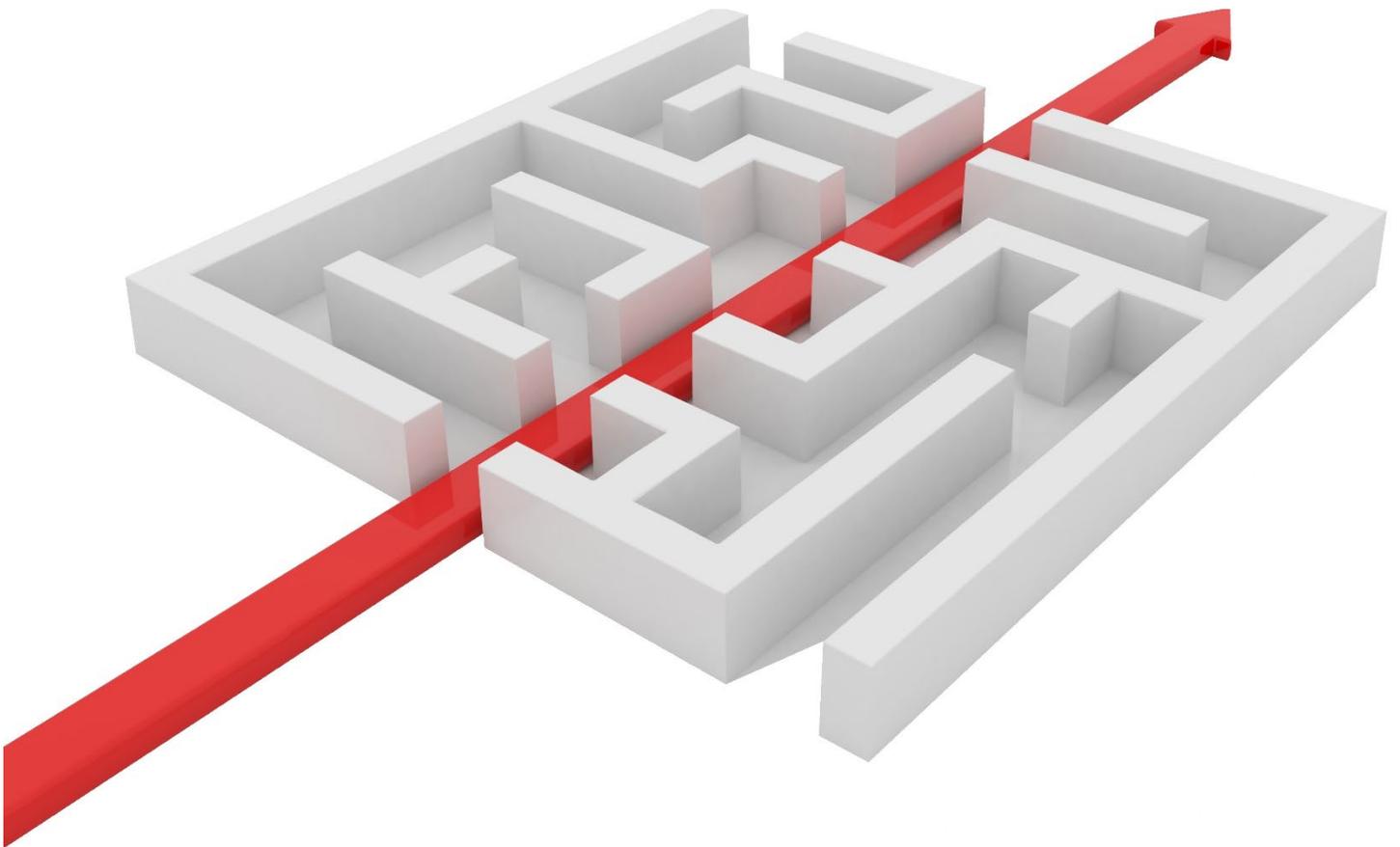
SPECIALIST RECRUITERS

Executive  
Finance & Accountancy

# Salary Guide 2023

Accountancy & Finance

CENTRAL LONDON, KENT & SURREY



# Contents

INTRODUCTION & BENEFITS	3-4
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## SALARY RANGES

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ACCOUNTANCY AND FINANCE	5
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### SME

---

Qualified	6
Part-Qualified & AAT Qualified	7
Qualified by Experience	8
Transactional & Middle Management	9

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### Large Company

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Executive Level	10
Qualified	11
Part-Qualified & AAT Qualified	12
Qualified by Experience	13
Transactional & Middle Management	14
Transactional & Middle Management (continued)	15

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### ABOUT JMF

---

Contact us	16
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# Salary Guide

## 2023

It's been four Chancellors, three Prime Ministers, two Monarchs and one Cost of Living Crisis since our last Salary Guide. Despite the predictions of a looming recession, the UK economy managed to grow in both [October](#) and [November](#)

The growth of jobs and the demand for staff grew at an unprecedented rate in the first three quarters of 2022. For the first time [since records began](#), there were more vacancies than the number of people unemployed in the UK.

Wages have increased at [their fastest rate](#) in more than twenty years. From our experience in the Finance sector in the last twelve months, we have seen salaries rise between 5 and 10% across the board. Transactional roles generally seeing an average increase of 5% and qualified/managerial positions experiencing an average increase of 10%. There are a number of exceptions to this – experienced Payroll Managers and Credit Managers have been achieving in excess of 10% or more on starting salaries compared to 2021. Especially for companies with multiple sites and complex ledgers.

The perennial challenge for most companies is retaining and recruiting quality staff to do the work required. Employers understand that if they ignore market forces in the labour market, they will find it hard to attract quality employees and will also lose key staff. To avoid such disappointment and to gain the knowledge of current data and trends in the Finance market - It has never been more crucial than now to use a guide like ours for [salaries/benefits](#), read [advice](#) and consult with an accomplished team of recruiters.

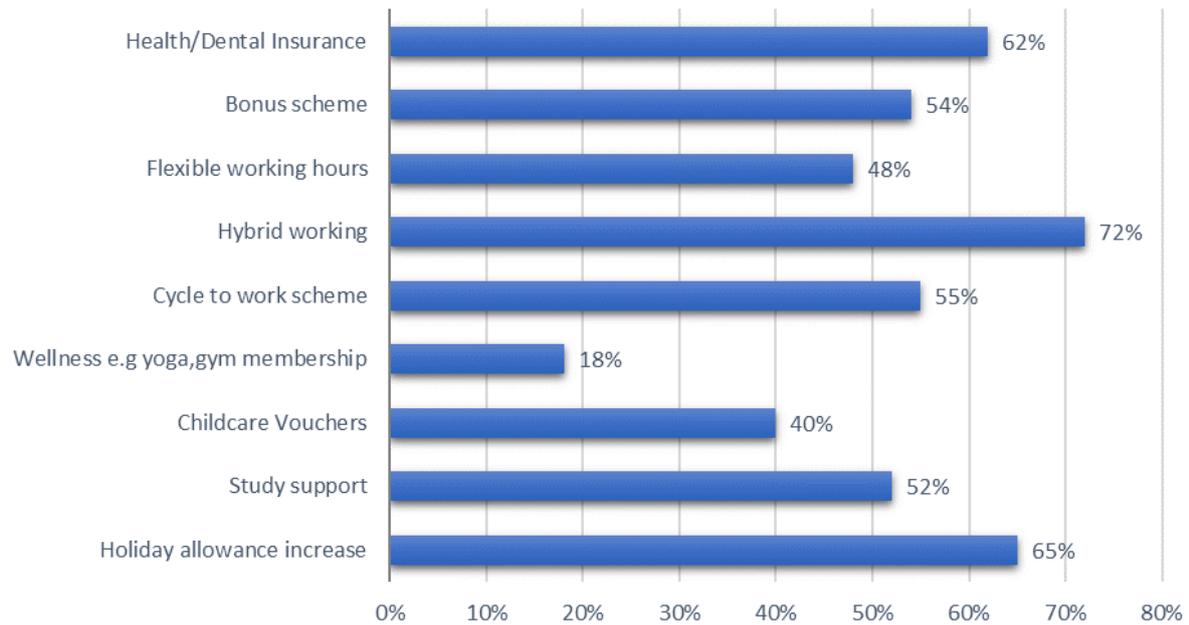
We are celebrating our 20<sup>th</sup> year in business and it has been one of the busiest and most successful on record. We could not have achieved this without the hard work of our colleagues and the support and loyalty of our clients and candidates. For effective recruiting from both a client and candidate perspective, we have the experience and knowledge to assist you during your 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.

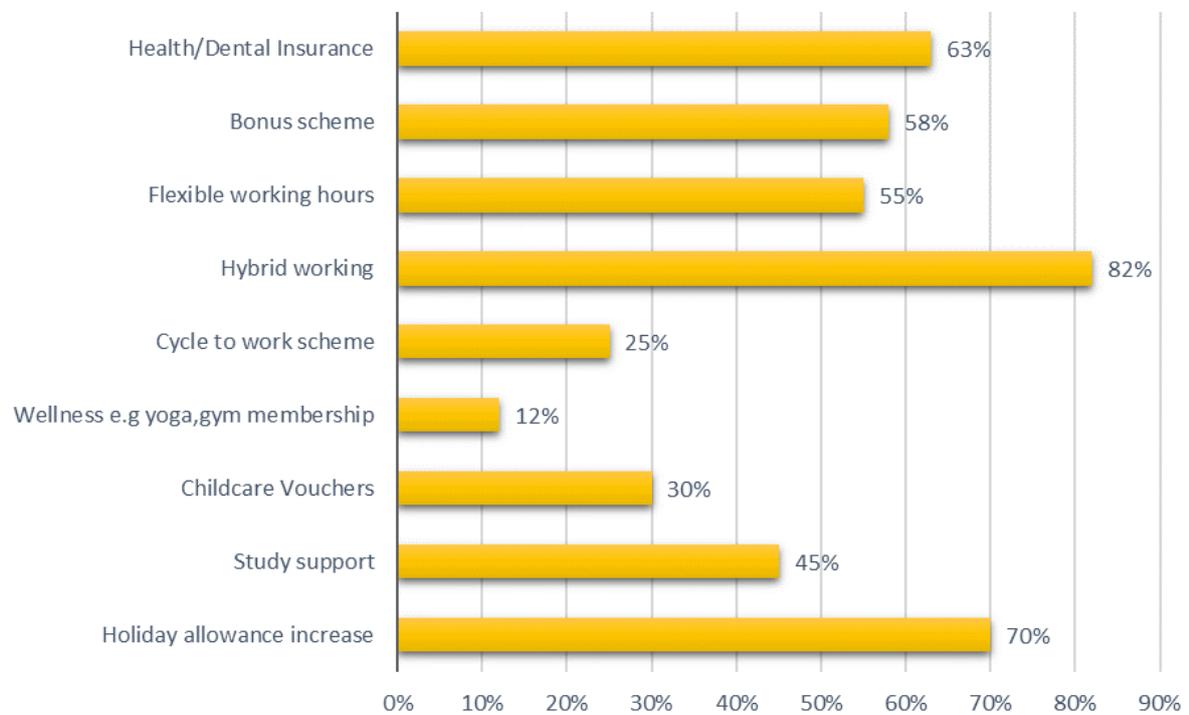
We hope you find the Salary Guide both interesting and beneficial. Of course, if you need advice or should you have a specific role you would like to discuss with us, then please contact one of our expert recruiters.

### Benefits provided by employers



380 Clients surveyed in December 2022

### Benefits desired by employees



520 Candidates surveyed in December 2022

SALARY RANGES

# Accountancy and Finance

SME Company Salary Ranges  
Large Company Salary Ranges

P6-10  
P11 - 16

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## SALARY RANGES

# Accountancy and Finance SME Company Qualified

	KENT & SURREY	LONDON
FINANCE DIRECTOR	£85K - £140K+	£90K - £155K+
FINANCIAL CONTROLLER	£65K - £90K	£70K - £100K
FINANCIAL ACCOUNTANT	£55K - 69K	£58K - £73K
COMPANY ACCOUNTANT	£58K - £72K	£65K - £76K
SENIOR MANAGEMENT ACCOUNTANT	£60K - £75K	£65K - £80K
MANAGEMENT ACCOUNTANT	£50K - £65K	£55K - £70K
FINANCE MANAGER	£50K - £65K	£55K - £70K
FINANCE BUSINESS PARTNER	£57K - £75K	£68K - £90K
COMMERCIAL FINANCE MANAGER	£60K - £75K	£65K - £82K
NEWLY QUALIFIED ACA	£48K - £55K	£5K - £60K
NEWLY QUALIFIED ACCA	£48K - £55K	£55K - £60K
NEWLY QUALIFIED CIMA	£48K - £55K	£55K - £60K
QUALIFIED 1-2 ACA	£55K - £65K	£60K - £76K
QUALIFIED 1-2 ACCA	£53K - £59K	£53K - £63K
QUALIFIED 1-2 CIMA	£55K - £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)	£36K - £45K	£38K - £47K
ACCA PQ (9 TO 11 PAPERS)	£36K - £45K	£38K - £47K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£32K - £37K	£35K - £42K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£32K - £37K	£35K - £42K
CIMA FOUNDATION (1 TO 5 PAPERS)	£30K - £35K	£32K - £37K
ACCA FOUNDATION (1 TO 5 PAPERS)	£30K - £35K	£32K - £37K
AAT FINANCE MANAGER	£37K - £48K	£43K - £51K
AAT BOOKKEEPER	£38K - £45K	£40K - £48K
AAT ASSISTANT ACCOUNTANT	£28K - £37K	£32K - £39K
AAT ACCOUNTS ASSISTANT	£27K - £32K	£29K - £35K

## 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	£42K - £48K	£45K - £60K
BOOKKEEPER	£36K - £43K	£38K - £45K

## SALARY RANGES

# Accountancy and Finance SME Company Transactional & Middle Management

	KENT & SURREY	LONDON
ACCOUNTS PAYABLE SENIOR	£28K - £36K	£35K - £40K
ACCOUNTS PAYABLE ASSISTANT	£23K - £30K	£26K - £33K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£32K - £38K	£36K - £40K
ACCOUNTS RECEIVABLE ASSISTANT	£24K - £30K	£28K - £34K
PAYROLL MANAGER	£55K - £65K	£60K - £80K
PAYROLL SUPERVISOR	£40K - £50K	£45K - £60K
PAYROLL ASSISTANT	£28K - £35K	£30K - £38K
SOLE CHARGE CREDIT CONTROLLER	£33K - £40K	£35K - £42K
CREDIT CONTROLLER	£33K - £35K	£35K - £40K
ACCOUNTS ASSISTANT	£25K - £32K	£28K - £34K
ACCOUNTS JUNIOR/TRAINEE	£20K - £23K	£22K - £25K
GRADUATE TRAINEE	£23K - £28K	£25K - £32K

## SALARY RANGES

# Accountancy and Finance

## Large Company

### Executive Level

	KENT & SURREY	LONDON
CFO/GROUP FINANCE DIRECTOR	£120K - £200K+	£145K - £300K+
FINANCE DIRECTOR (BOARD)	£110K - £150K+	£120K - £200K+
DIRECTOR OF ACCOUNTING SERVICES	£90K - £120K+	£100K - £130K+
GROUP FINANCIAL CONTROLLER	£85K - £110K+	£95K - £150K+

## SALARY RANGES

# Accountancy and Finance Large Company Qualified

	KENT & SURREY	LONDON
FINANCIAL CONTROLLER	£70K - £110K	£85K - £140K
GROUP ACCOUNTANT	£65K - £75K	£70K - £85K
SENIOR FINANCIAL ACCOUNTANT	£60K - £80K	£66K - £85K
FINANCIAL ACCOUNTANT	£55K - £65K	£55K - £73K
GROUP MANAGEMENT ACCOUNTANT	£60K - £80K	£66K - £85K
MANAGEMENT ACCOUNTANT	£55K - £65K	£55K - £77K
HEAD OF FP&A	£75K - £120K	£90K - £150K
FP&A	£65K - £85K	£65K - £90K
FINANCE MANAGER	£55K - £70K	£58K - £75K
FINANCE BUSINESS PARTNER	£60K - £90K	£70K - £100K
NEWLY QUALIFIED ACA	£55K - £65K	£58K - £68K
NEWLY QUALIFIED ACCA	£53K - £60K	£55K - £60K
NEWLY QUALIFIED CIMA	£53K - £60K	£55K - £60K
ACA QUALIFIED, 2 YEARS PQE	£58K - £70K	£60K - £75K
ACCA QUALIFIED, 2 YEARS PQE	£55K - £65K	£55K - £70K
CIMA QUALIFIED, 2 YEARS PQE	£55K - £65K	£55K - £70K

## 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)	£37K - £46K	£39K - £48K
ACCA PQ (9 TO 11 PAPERS)	£37K - £46K	£39K - £48K
CIMA INTERMEDIATE (5 TO 8 PAPERS)	£33K - £38K	£36K - £43K
ACCA INTERMEDIATE (5 TO 8 PAPERS)	£33K - £38K	£36K - £43K
CIMA FOUNDATION (1 TO 5 PAPERS)	£31K - £36K	£33K - £38K
ACCA FOUNDATION (1 TO 5 PAPERS)	£31K - £36K	£33K - £38K
AAT FINANCE MANAGER	£40K - £50K	£45K - £52K
AAT ASSISTANT ACCOUNTANT	£30K - £37K	£34K - £40K
AAT ACCOUNTS ASSISTANT	£27K - £34K	£29K - £38K

SALARY RANGES

## Accountancy and Finance Large Company Qualified by Experience

	KENT & SURREY	LONDON
FINANCE MANAGER	£46K - £62K	£53K - £70K
ACCOUNTANT	£46K - £55K	£48K - £65K
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	£30K - £38K	£35K - £43K
ACCOUNTS PAYABLE ASSISTANT	£25K - £32K	£29K - £34K
ACCOUNTS RECEIVABLE MANAGER	£43K - £56K	£52K - £70K+
ACCOUNTS RECEIVABLE SUPERVISOR	£38K - £47K	£45K - £55K
ACCOUNTS RECEIVABLE/BILLINGS SNR	£30K - £38K	£35K - £42K
ACCOUNTS RECEIVABLE ASSISTANT	£28K - £35K	£30K - £40K
PAYROLL MANAGER	£60K - £70K	£65K - £100K+
PAYROLL SUPERVISOR	£45K - £55K	£48K - £65K
PAYROLL ASSISTANT	£28K - £35K	£30K - £45K

Continues on the next page

## SALARY RANGES

# Accountancy and Finance Large Company Transactional & Middle Management (Continued)

	KENT & SURREY	LONDON
CREDIT MANAGER	£60K - £90K+	£90K - £120K+
CREDIT SUPERVISOR	£45K - £55K	£55K - £65K
SENIOR CREDIT CONTROLLER	£35K - £40K	£40K - £48K
CREDIT CONTROLLER	£28K - £35K	£32K - £40K
ACCOUNTS ASSISTANT	£25K - £34K	£28K - £36K
ACCOUNTS JUNIOR/TRAINEE	£20K - £25K	£22K - £27K
GRADUATE TRAINEE	£23K - £30K	£25K - £34K

CONTACT US

Contact our client and candidate teams for specialist recruitment advice.

**ACCOUNTANCY  
& FINANCE**

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