



Accountancy



Finance Professionals

# Accountancy and Finance Salary Review 2017 and talent planner





## Welcome to the 2017 Salary survey

Last year we published our inaugural annual salary review; a quick reference guide of accurate salaries being paid across the finance and accountancy spectrum. We are delighted that we are able to provide our 2017 figures.

In addition, we have included a resource planner; a yearly overview of peak times for temporary worker usage and when people typically will look to move roles. Our clients ask us for this information so that they can be prepared on a number of levels. We are happy to share this with you.

The ranges given in the salary survey are intended to be a guide only. Local conditions, such as industry density, demographics and the local economic environment are all important factors.

We are also proud to offer a free bespoke salary benchmark service (without obligation). This will take into consideration the specifics of a vacancy, the size of the organisation and team, the local economy, and a competitor analysis. This is undertaken independently by our in-house research department and specialist consultants.

The figures for this year's salary survey were derived through a range of research and quantitative based techniques. These include:

- A review of the placements made by RK in the past 6 months
- Current salaries and rates of those candidates registering for our services
- Local published vacancies
- Market knowledge of our consultants

**In total, salaries of over 5500 people were included.**

# About us



RK Group is a leading specialist financial recruitment consultancy operating in Yorkshire & the North West geographies from a regional branch network (Leeds, Manchester and Preston). A dedicated recruitment group operating exclusively in the specialism of finance including Accountancy, Tax, Audit, Risk and Treasury across the clerical, part qualified and qualified marketplace.

Established in 1996, the average length of service within the business is over 5 years. With a genuine commitment to long term development, we have built close links with many businesses, clients, candidates and professional bodies in local regions. The business was born out of a search and selection recruitment team and as such we have adopted and continue to use a retained search methodology whilst offering a contingency-based pricing strategy (i.e. payment on success).

RK Group is part of AIM-listed Kellan Group PLC, so you can be assured of our financial stability, corporate infrastructure and be confident in our reputation.

**In summary as a business we provide Accountancy and Finance staff across the North of England and have developed an extensive client and candidate network over almost 20 years.**

Our core specialism is Accountancy and Finance recruitment on a temporary and permanent basis. RK Finance Professionals: [www.rkfinance.co.uk](http://www.rkfinance.co.uk) Key sectors: Part qualified and qualified accountancy and finance Temporary, permanent, interim and contract recruitment. Specialist in Accountancy and Finance mid to senior level appointments. Typical Roles include: Management & Financial Accountants, Commercial and Operational Accountants, Analysts, Finance Managers, Financial Controllers, Finance Directors. Senior Transactional Managers. RK Accountancy: [www.RKAccountancy.co.uk](http://www.RKAccountancy.co.uk) Key sectors: Clerical accountancy and finance Temporary, permanent and contract recruitment. Specialist in the recruitment of clerical and managerial accountancy and finance staff. Typical Roles include: Credit Controllers, Purchase & Sales Ledger Clerks, Payroll professionals, Accounts Trainees, Assistant Accountants, Transactional T/L and Managers.

# 2017 Talent Planner

2017	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU
JAN							1 Christmas Holidays End	2 Term Starts	3	4	5	6	7	8	9	10	11	12
FEB			1	2	3	4	5	6	7	8	9	10	11 CIMA Operational Level: 07	12	13	14	15	16
MAR			1	2	3	4	5	6 ACCA (various)	7	8	9	10	11	12	13 Annual "use budget up" time	14	15 ICAEW Profes- sional Level 13	16
APR						1	2	3	4	5	6	7	8	9	10	11	12	13 Easter Half Term
MAY	1 May Day Bank Holiday	2	3	4	5	6	7	8	9	10	11	12	13 CIMA Operational Level: 09	14	15	16	17	18
JUN				1	2	3	4	5 ACCA (various)	6	7 ICAEW Profes- sional Level 05	8	9	10	11	12	13	14	15
JUL						1	2	3	4	5	6	7	8	9	10	11	12	13
AUG		1	2	3	4	5	6	7	8	9	10	11	12 CIMA Operational Level: 08	13	14	15	16	17
SEP					1	2 ACCA (various)	3	4 Start New Term	5	6	7	8	9	10	11	12	13 ICAEW Profes- sional Level 11	14
OCT							1	2	3	4	5	6	7	8	9	10	11	12
NOV			1	2 Half Term	3	4	5	6	7	8 ICAEW Advanced Level 06	9	10	11 CIMA Operational Level: 7	12	13	14	15	16
DEC					1	2	3	4 seasonal temporary recruitment at its peak ACCA (various)	5	6 ICAEW Profes- sional Level 04	7	8	9	10	11	12	13	14
2017	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU

\*SOME LOCAL AUTHORITY AREAS DIFFER ON THEIR TERMS TIMES. DATES CORRECT AS OF DECEMBER 2016

J	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE
	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
	17	18 CIMA Man- agement/ Gateway Level: 14	19	20	21	22	23	24	25 CIMA Strategic Level: 21	26	27	28							
	17	18	19	20 Peak time for year-end recruit- ment	21	22	23	24	25	26	27	28	29	30	31				
	14 Good Friday	15 Easter Half Term	16	17 Easter Bank Holiday	18	19	20	21	22	23	24	25	26	27	28	29	30		
	19	20 CIMA Man- agement/ Gateway Level: 16	21	22	23	24	25	26	27 CIMA Strategic Level: 23	28	29 Spring Bank Holiday	30	31						
	16 Universities break for summer	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
	14	15	16	17	18	19 ICAEW Advanced Level 17	20	21 End Of Term	22	23	24	25	26	27	28	29	30	31	
	18	19 CIMA Operational Level: 15	20	21	22	23	24	25 CIMA Strategic Level: 21	26	27	28 Summer Bank Holiday	29	30	31					
	15	16	17	18	19	20	21	22	23	24	25	26	27 best time to recruit graduates	28	29	30			
	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31 Half Term
	17	18 CIMA Man- agement/ Gateway Level: 14	19	20	21	22	23	24	25 CIMA Strategic Level: 21	26	27	28	29	30					
	15 End Of Term	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
J	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE

# Salary Survey Yorkshire



Accountancy



**Transactional  
accountancy  
salary rise  
over 2016**

**7.1%**

**Qualified  
finance salary  
rise over  
2016**

**3.6%**

**UK Average  
salary rise**

**3.5%**

	Huddersfield, Halifax, Wakefield		Leeds & Bradford	
	Min	Max	Min	Max
Assistant Accountant	20	24	20	27
Accounts Assistant	17	20	18	21
Purchase Ledger Manager	25	33	27	35
Purchase Ledger Supervisor	20	24	23	29
Purchase Ledger Clerk	16	20	18	21
Credit Control Manager	27	38	30	45
Credit Control Supervisor	23	27	25	30
Credit Controller	18	22	19	24
Payroll Manager	25	28	27	35
Payroll Supervisor	20	26	22	26
Payroll Officer	18	22	19	24
Sales Ledger Clerk	16	19	16	20
Administrator	14	17	14	18



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**GROWTH SECTORS – HOUSING, HEALTHCARE AND CONSTRUCTION**

**Percentage who  
anticipate changing  
jobs in 2017**

**37%**

**Average salary  
increase sought to  
move job**

**6%-18%**

	Huddersfield, Halifax, Wakefield		Leeds & Bradford	
	Min	Max	Min	Max
Finance Director	60	90	70	110
Financial Controller	40	65	48	70
Finance Manager	28	40	35	50
Financial Accountant	35	45	35	50
Financial Analyst	29	45	30	53
Commercial Accountant/ Business Partner	36	52	39	55
Commercial Finance Manager	48	60	50	65
Management Accountant	30	45	32	45
Assistant Management Accountant	25	30	25	30
Group Accountant	37	45	38	48
Project Accountant	38	50	40	50
Newly Qualified	33	38	34	40
Part Qualified	26	32	26	32

# Salary Survey Manchester



Accountancy



**Transactional  
accountancy  
salary rise  
over 2016**

**7.5%**

**Qualified  
finance salary  
rise over  
2016**

**4.1%**

**UK Average  
salary rise**

**3.5%**

	Greater Manchester & Cheshire		Central Manchester	
	Min	Max	Min	Max
Assistant Accountant	18	24	18	25
Accounts Assistant	17	19	17	22
Purchase Ledger Manager	30	35	30	37
Purchase Ledger Supervisor	24	32	26	35
Purchase Ledger Clerk	17	22	17	22
Credit Control Manager	35	45	35	50
Credit Control Supervisor	28	32	28	35
Credit Controller	20	25	20	28
Payroll Manager	35	45	35	50
Payroll Supervisor	25	35	28	37
Payroll Officer	19	24	19	27
Sales Ledger Clerk	16	22	17	25
Administrator	15	21	16	23





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**GROWTH SECTORS – HOUSING, CONSTRUCTION, MANUFACTURING**

**Percentage who  
anticipate changing  
jobs in 2017**

**35%**

**Average salary  
increase sought to  
move job**

**7%-20%**

	Greater Manchester & Cheshire		Central Manchester	
	Min	Max	Min	Max
Finance Director	65	120	65	130
Financial Controller	43	70	45	75
Finance Manager	35	50	35	60
Financial Accountant	35	50	35	60
Financial Analyst	35	45	38	52
Commercial Accountant/ Business Partner	38	45	38	55
Commercial Finance Manager	45	55	50	65
Management Accountant	35	45	35	55
Assistant Management Accountant	25	31	25	40
Group Accountant	40	50	40	60
Project Accountant	38	50	38	60
Newly Qualified	32	36	32	42
Part Qualified	24	30	24	35

# Salary Survey Preston



Accountancy



**Transactional  
accountancy  
salary rise  
over 2016**

**7.1%**

**Qualified  
finance salary  
rise over  
2016**

**3.5%**

**UK Average  
salary rise**

**3.5%**

	Preston & North Lancashire	
	Min	Max
Assistant Accountant	18	23
Accounts Assistant	17	20
Purchase Ledger Manager	25	30
Purchase Ledger Supervisor	20	24
Purchase Ledger Clerk	17	20
Credit Control Manager	30	35
Credit Control Supervisor	23	28
Credit Controller	19	22
Payroll Manager	25	30
Payroll Supervisor	20	26
Payroll Officer	19	24



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## GROWTH SECTORS – TELECOMS, CONSTRUCTION, LEISURE

Percentage who anticipate changing jobs in 2017

**32%**

Average salary increase sought to move job

**6%-17%**

	Preston & North Lancashire	
	Min	Max
Finance Director	60	90
Financial Controller	45	65
Finance Manager	30	45
Financial Accountant	35	45
Financial Analyst	35	50
Commercial Accountant/ Business Partner	37	55
Commercial Finance Manager	50	65
Management Accountant	30	45
Assistant Management Accountant	23	28
Group Accountant	35	45
Project Accountant	38	50
Newly Qualified	35	40
Part Qualified	25	32

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