

This comprehensive salary survey has been compiled by Greenwell Gleeson consultants following direct conversation with active and non active candidates. It is based on a sample size of close to 500 people and provides a useful insight into the salaries and additional benefits presently commanded in the market.

## General Industry Salary Survey

	Large				Small/Medium Enterprise			
	Salary	Car Allowance	Bonus Level	Ave Year PQE	Salary	Car Allowance	Bonus Level	Ave Year PQE
Finance Director	£85,000	£7,000	32%	10	£65,500	£8,000	10%	9
Finance Controller	£60,500	£6,800	18%	11	£50,400	£5,100	19%	12
Finance Manager	£50,000	£5,600	17%	9	£45,400	£6,200	13%	6
Finance Analyst	£45,000	£4,900	11%	5	£37,100	£4,900	11%	3
Finance Accountant	£45,000	£4,100	11%	4	£35,100	4,800	8%	4
Management Accountant	£40,500	4,300	10%	3	£36,300	£4,800	8%	2

### ACA in Industry Average Salary Range

	Larger	SME
5 Years PQE	£46-65,000	£36-58,000
3 Years PQE	£35-45,000	£31-41,000
Newly Qualified	£32-40,000	£27-40,000

### Car / Car Allowance

A definite trend exists from both employers and employees to move away from traditional company car options in favour of car allowances. In large organisations, 70% of management and senior level positions attracted the benefit of having a car or car allowance, however only 60% actually take the car option with the remainder opting for the car allowance. The reciprocal figures for SME organisations, 65% had the option of car or car allowance with even split opting for car and car allowance.

### Bonus Levels

Employee Bonus schemes, based on personal and company performance, are becoming increasingly common in both large and SME organisations.

Bonuses are more common and indeed higher in large firms, and increasingly they are being offered to all levels of finance staff. On average 65% of finance staff in large organisations is on a bonus scheme compared with only 53% in SME's.

### Healthcare

The benefit of having healthcare is increasingly becoming a 'must have' for finance professionals. In large organisations, 85% of management and senior level position benefitted with healthcare as opposed to 68% in SME's.

### Pension

The Final Salary scheme is becoming increasingly rare in the market. Only 9% of those surveyed remain in such a scheme. Other forms of pension schemes are still widely offered by both large and SME organisations and the majority of finance staff take up this option, although the take up by part/newly qualified is below average.