



nigel wright recruitment salary survey  
2009

**NIGEL WRIGHT**   
RECRUITMENT



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**Welcome to the 2009 edition of the Nigel Wright Recruitment Salary Survey. As a company at the core of recruitment across the UK, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.**

The information in this survey has been gathered from over 1,000 respondents who completed our online survey, providing a large data-set allowing us to understand in more depth the average salary and the type of benefits people receive within the UK. Other factors covered include the benefits regarded as important in a remuneration package, the reasons why people move jobs internally or externally, as well as the methods utilised to search for a new job. We hope that the results presented will be of interest.

For further information and advice please contact one of our consultants specialising in your specific discipline on 0191 222 0770 or on 0207 405 3921.

### **IAN SCOTT-BELL**

HEAD OF MARKETING AND BUSINESS DEVELOPMENT,  
NIGEL WRIGHT RECRUITMENT

### **ABOUT NIGEL WRIGHT RECRUITMENT**

Since its formation in the 1980s, Nigel Wright Recruitment has become a leading name in the recruitment industry across Europe.

We specialise in a range of industry sectors and professionally qualified disciplines and can provide search, selection and database solutions to meet your recruitment needs, nationally and internationally. The teams are able to handle executive and senior management roles, through to junior and entry level for permanent, temporary, interim and contract roles. Nigel Wright Recruitment are structured around four key industry sectors; consumer, industrial and manufacturing, business support and professional services and public and third sector; covering the following disciplines; sales, marketing, operations, finance and accountancy, information technology and human resources.

Nigel Wright Recruitment's specialist consultants are committed to delivering a quality service; most have an industry background and will have experience of dealing with key companies in your sector. This depth of knowledge and expertise ensures that the professional and unique service offered to our clients and candidates is second to none.

### **CONTACT INFORMATION**

For more information on the UK Salary Survey 2009, please contact the Marketing department at Nigel Wright Recruitment on the details below:

Nigel Wright Recruitment  
Lloyds Court  
78 Grey Street  
Newcastle upon Tyne  
NE1 6AF

**T:** 0191 269 0656

**F:** 0191 222 0770

**E:** [creative@nigelwright.com](mailto:creative@nigelwright.com)

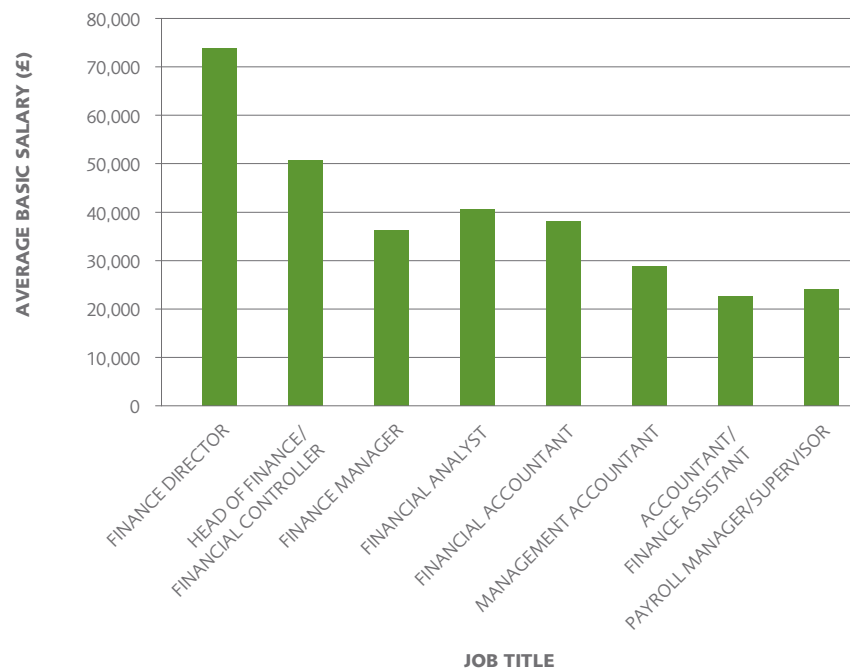
**W:** [www.nigelwright.com](http://www.nigelwright.com)



## 6.2 graphical analysis – finance and accountancy



6.21 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE



JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
FINANCE DIRECTOR	40,000-100,000+	73,717
HEAD OF FINANCE/ FINANCIAL CONTROLLER	30,000-79,999	50,806
FINANCE MANAGER	30,000-59,999	36,259
FINANCIAL ANALYST	40,000-49,999	40,454
FINANCIAL ACCOUNTANT	20,000-49,999	37,999
MANAGEMENT ACCOUNTANT	20,000-39,999	28,749
ACCOUNTANT/ FINANCE ASSISTANT	15,000-29,999	22,499
PAYROLL MANAGER/SUPERVISOR	20,000-29,999	24,062

When looking at basic salary, the ranges are quite broad, reflecting the wide range of companies within the UK and therefore it should only be used as a guide.

For further information on your recruitment needs or on a particular role/s within this discipline please contact one of our consultants on 0191 222 0770.



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### Basic salary, excluding benefits or bonuses

From all the respondents surveyed, the average basic salary for respondents within finance and accountancy was £41,264, with the average daily rate for a non permanent employee being £223.

Within the finance and accountancy sector, 36% of respondents are moderately satisfied within their current job, with 15% being very satisfied.

### Salary increase received and expected

Over 75% of respondents within finance and accountancy received between 0-5% increase as part of their last salary review, with over 74% expecting to receive the same percentage value increase as part of their next review.

## BENEFITS

Within finance and accountancy, 62% of respondents receive some form of company benefit or bonus as part of their remuneration package. The section below provides some key information on different highlights and benefit types that respondents receive.

### Car allowance

Just over 40% of respondents are entitled to a car allowance or loan. From these respondents just under 18% of people receive between £4,000 to £5,999, with 14% entitled to a value between £6,000 to £7,999.

### Childcare allowance

Out of the 13% of respondents who are entitled to childcare allowance, 37% of respondents receive between £600 to £899, followed by just over 17% who receive between £400 and £599.

### Annual holiday allowance

Just under 66% of finance and accountancy respondents receive between 21-25 days as part of their annual holiday allowance and 24% are entitled to between 26-30 days.

### Healthcare

Out of the 62% of respondents who are entitled to healthcare, just under 61% of these have cover which includes themselves and family members.

### Pension

82% of finance and accountancy respondents are entitled to join a company pension scheme. Of these, 25% have been members of the scheme for more than five years and 22% for up to a year. Of the 82% of respondents, 27% receive between 4-5% from their employer, with 22% contributing over 11%. 31% of respondents are personally contributing 4-5% towards their pension, followed by 24% contributing 2-3%.

### Importance of benefits

The importance of benefits is dependent on personal preference as well as the industry sector you are in. Respondents within finance and accountancy felt that the three most important benefits were flexible working (52%), followed by holiday entitlement (51%), and level of employer contribution to their pension (48%).

## BONUSES

### Guaranteed bonus

Only 8% of respondents surveyed receive a guaranteed bonus within finance and accountancy. Unfortunately, due to insufficient numbers we can't comment on the value of respondents' last and expected guaranteed bonus.

### Company performance related bonus

Just under 54% of respondents receive a company performance related bonus. Out of these respondents, just under 35% received between 0-5% as part of their last company bonus, followed by 22% receiving between 6-10%. As part of their next company performance bonus, the results revealed that just under 47% were expecting to receive between 0-5%, with 22% expecting between 11-20% and the same percentage expecting 21-40%.

### Personal performance related bonus

As part of their remuneration package, 33% of respondents receive a personal performance related bonus. Of these respondents 43% received a value between 0-5%, followed by 30% receiving between 6-10%. As part of their next personal bonus, just over 53% were expecting to receive a value between 0-5% and 23% are expecting to receive a value between 6-10%.

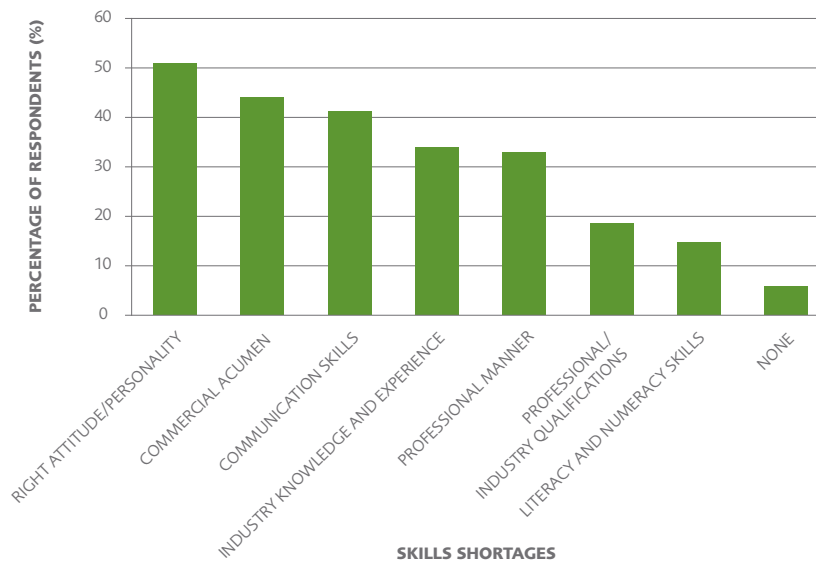


Within finance and accountancy, the most commonly identified skill shortage was the right attitude/personality, with more than 50% of respondents highlighting this particular attribute. 43% of respondents rated commercial acumen as being the most common skill shortage, with 40% nominating good communication skills. Just under 6% of respondents believed that there are no skill shortages.

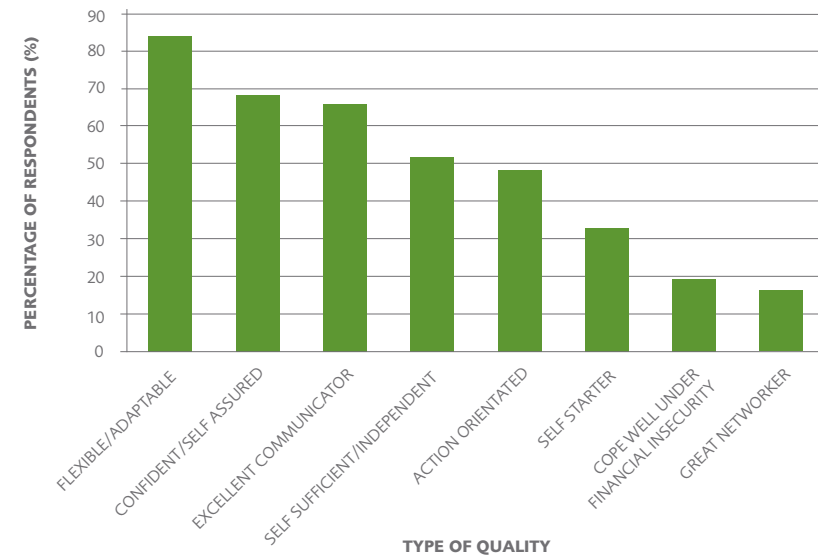
The top three qualities that people believed are required to be successful within their job are to be flexible or adaptable (84%), confidence/self assurance (68%), and the ability to be an excellent communicator (66%). The quality that people believed was least important to be successful was to be a great networker (16%).

*Base – All respondents within finance and accountancy and were able to provide multiple answers to 6.22 + 6.23*

6.22 - SKILLS SHORTAGES WITHIN FINANCE AND ACCOUNTANCY



6.23 - QUALITIES REQUIRED TO BE SUCCESSFUL WITHIN FINANCE AND ACCOUNTANCY



**NEWCASTLE**

LLOYDS COURT  
78 GREY STREET  
NEWCASTLE UPON TYNE  
NE1 6AF

**T** +44 (0)191 222 0770

**F** +44 (0)191 222 1786

**E** [info@nigelwright.com](mailto:info@nigelwright.com)

**LONDON**

PALLADIA CENTRAL COURT  
25 SOUTHAMPTON BUILDINGS  
LONDON  
WC2A 1AL

**T** +44 (0)207 405 3921

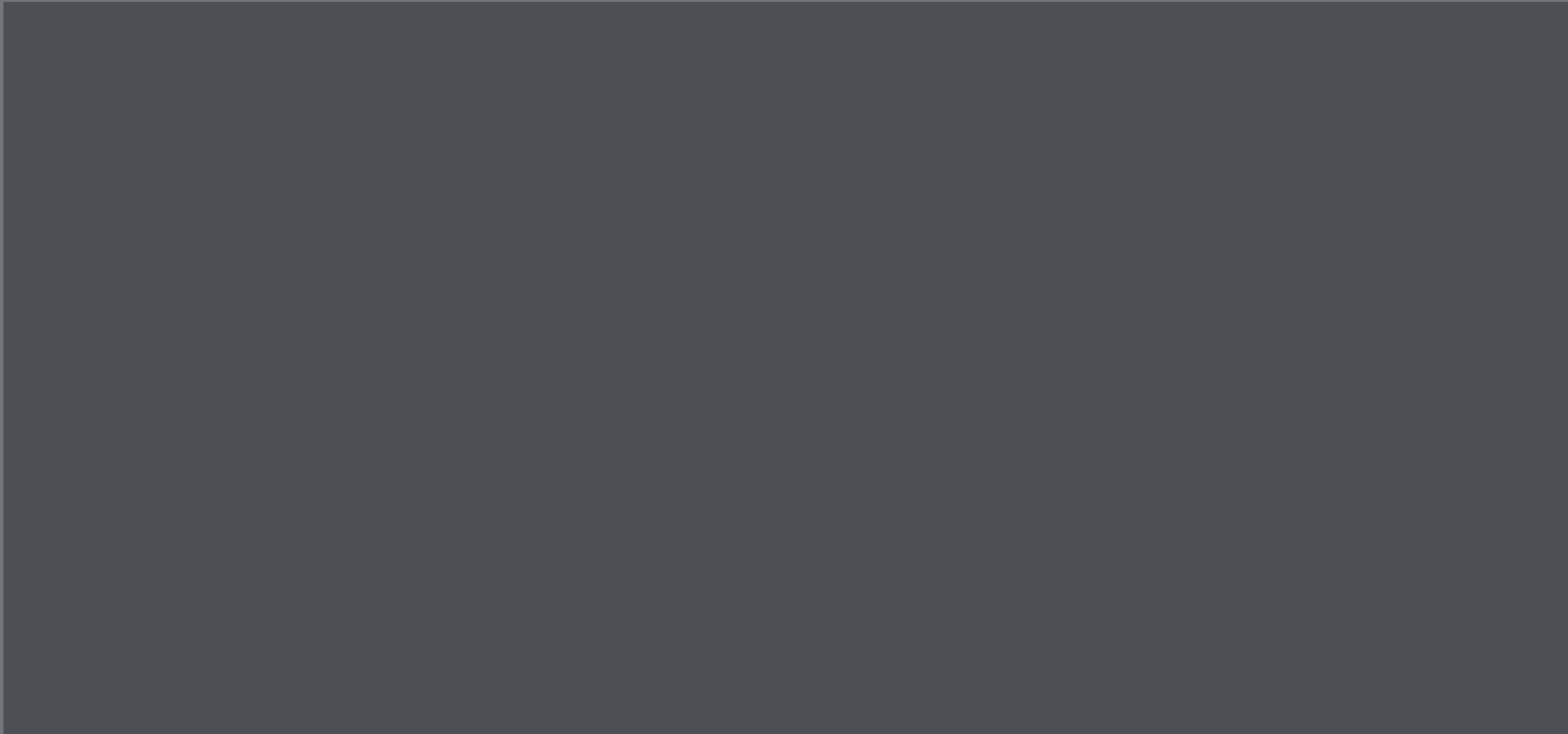
**F** +44 (0)207 681 1409

**COPENHAGEN**

RÅDHUSPLADSEN 16  
1550 KØBENHAVN V  
DANMARK

**T** +45 7027 8601

**F** +45 6980 2874



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[www.nigelwright.com](http://www.nigelwright.com)