

# Salary Guide

*Benchmarking packages  
to attract the right talent*

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Accountancy & Finance –  
Yorkshire and East Midlands  
Regions

2021/22

# *This is the twelfth year that I have produced a salary survey for the accountancy & finance sector in Yorkshire. A lot has changed in this time.*



**Supply and demand** of a number of levels and skillsets has changed, directly impacting salary levels.

**Tools to collect the data** for these surveys have evolved significantly. On-line CV databases and intelligence software can provide extra reach on top of a CRM system and consultants' experience.

**The volume and quality of salary surveys** has increased hugely.

Before composing this survey, we have looked at the formats of many others and spoken to our clients to come up with our final version.

- Our survey is the only report that looks solely at the figures that have been used to successfully recruit new candidates in the past 12 months. For this reason, the numbers will compare slightly more highly than others. Our report represents the cost to recruit new talent and not the existing population of employees.
- The information is presented with minimal commentary. We are always happy to discuss the content with you in a conversation. This allows the presentation to be easier to follow.
- We have included a traffic light report to show the balance of supply and demand for all levels and all skills within a finance department.

*The biggest challenge in producing salary surveys is that every client has a unique proposition. We always grab the opportunity to talk to any client about their benchmarking and reward packages. Please get in touch if we can help.*



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**Nik Pratap**  
Managing Partner

# FD & CFO

Gillian McBride

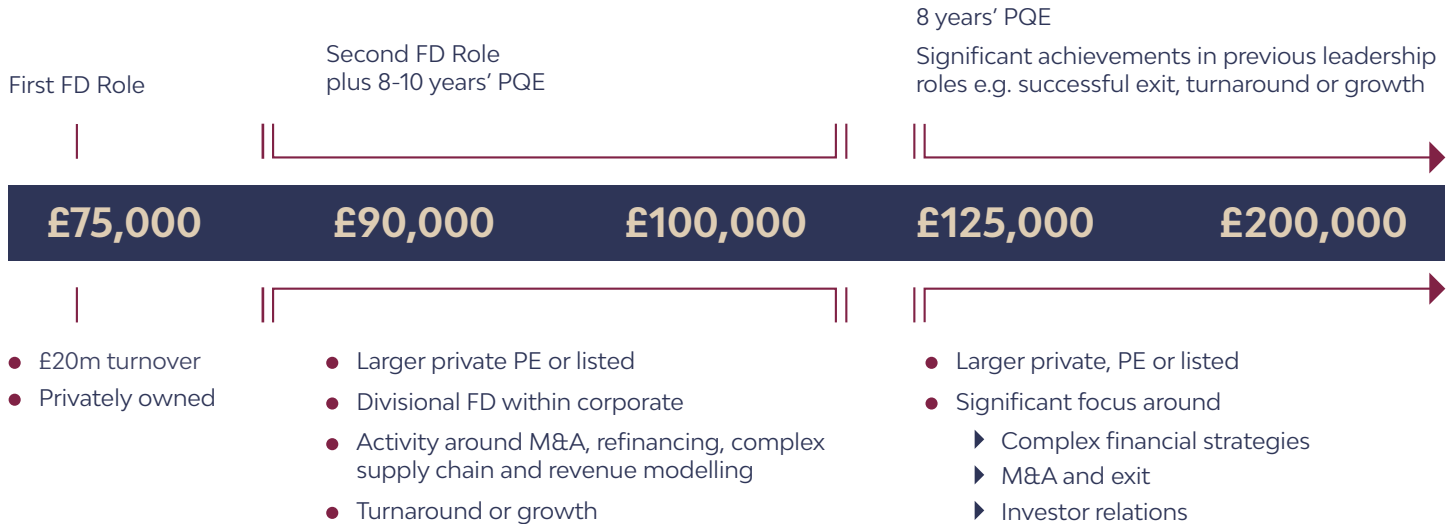
07936 364 480

[gillian@pratappartnership.com](mailto:gillian@pratappartnership.com)

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## Candidate details



## Employer details

# FC & Middle Management

(2-8 years PQE) or similar

Gillian McBride

☎ 07936 364 480

✉ gillian@pratappartnership.com

Nicola Worrow

☎ 07936 364 476

✉ nicola@pratappartnership.com



## Candidate details

2 years' PQE

3-8 years' PQE

5 years' PQE

Significant achievements in high level business events (such as M&A, exit, change)

£45,000

£50,000

£70,000

£100,000

- Number one in a > £10m turnover SME
- Management level in a corporate

- Number one in a > £10-20m turnover SME
- Finance Business Partner
- FP&A Manager
- Commercial Finance
- Group Reporting
- Internal Audit
- Tax

- Group Financial Controller > 100m or listed
- Succession planning for CFO
- 'Head of' roles in divisions or subsidiaries

## Employer details

# Interim Day Rates

Joe Ingham

07851 251 602

joe@pratappartnership.com

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## Daily Rate

£1,000

- Corporate BAU roles, restructuring or change
- Similar roles to below but in more complex and larger businesses

£750

- PE challenges around M&A, DD or exit planning
- Re-financing or debt restructuring roles

£500

- Finance Director and Senior Finance level roles including:
  - Business as usual
  - M&A
  - Reporting changes
  - Systems implementations
  - SME turnaround roles
  - FP&A & Modelling
  - Year-end reporting

£400

£300

- SME FC level
- Corporate Junior Management level roles

*We have appraised all of the interim rates that we have seen in the past 12 months on a Personal Service Company basis.*

# IR35

The IR35 off-payroll rules came into effect in April 2021, which led to significant changes to the methods of pay in the interim market. Interim assignments with responsibilities that are deemed to be consistent with those of a permanent job are now considered appropriate only for PAYE payrolling and not Personal Services Company (PSC). This had been a tax efficient method of working for interims for many years.

Every assignment can be assessed on the HMRC CEST tool. Pratap Partnership uses QDOS – an established tax insurance specialist with an advanced status determination system that will allow assignments to be assessed as within or outside scope. Those within will be paid on either a fixed term contract or PAYE through our payroll, all others will continue to be paid on a PSC basis.



# Newly Qualified

0-2 years PQE

Nicola Worrow

☎ 07936 364 476

✉ nicola@pratappartnership.com

Amanda O'Neill

☎ 07874 855 669

✉ amanda@pratappartnership.com





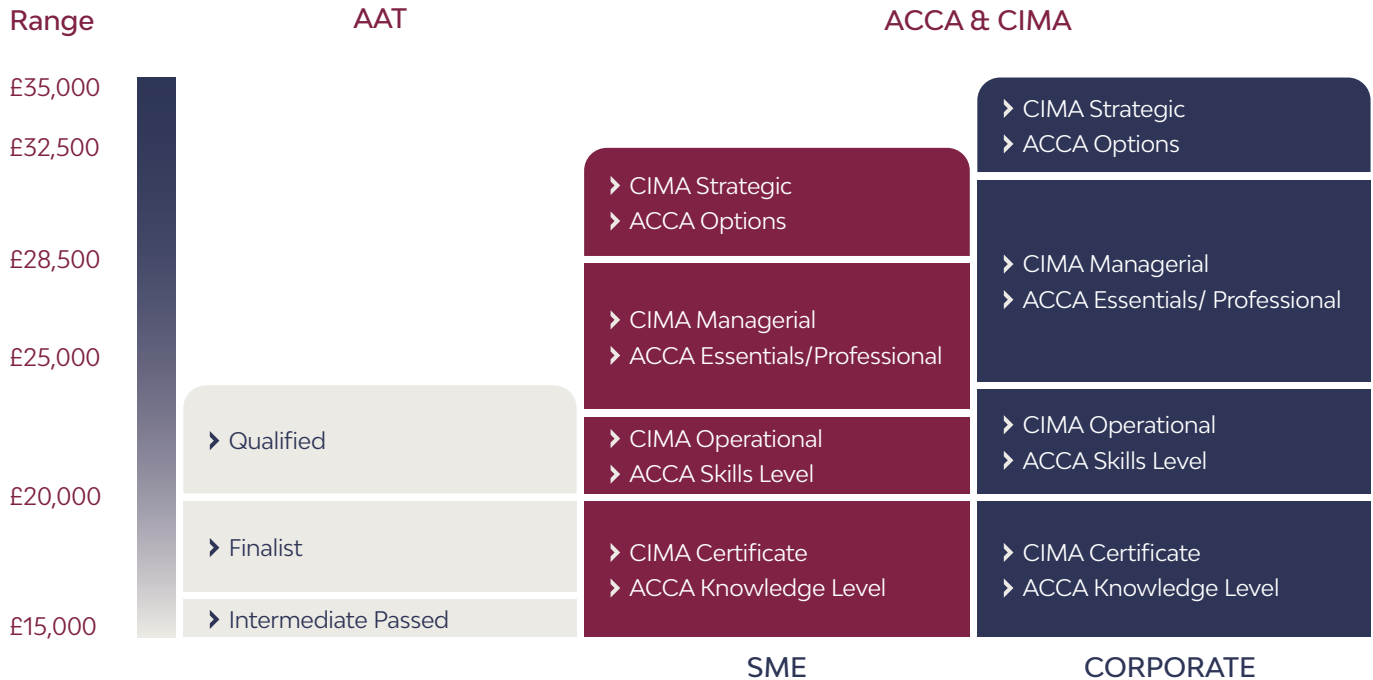
# Part Qualified

Karen Caswell

07851 258 653

karen@pratappartnership.com

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# Typical Salary Progression

Trainee to FD

Salary Progression



# Credit Control

Karen Caswell

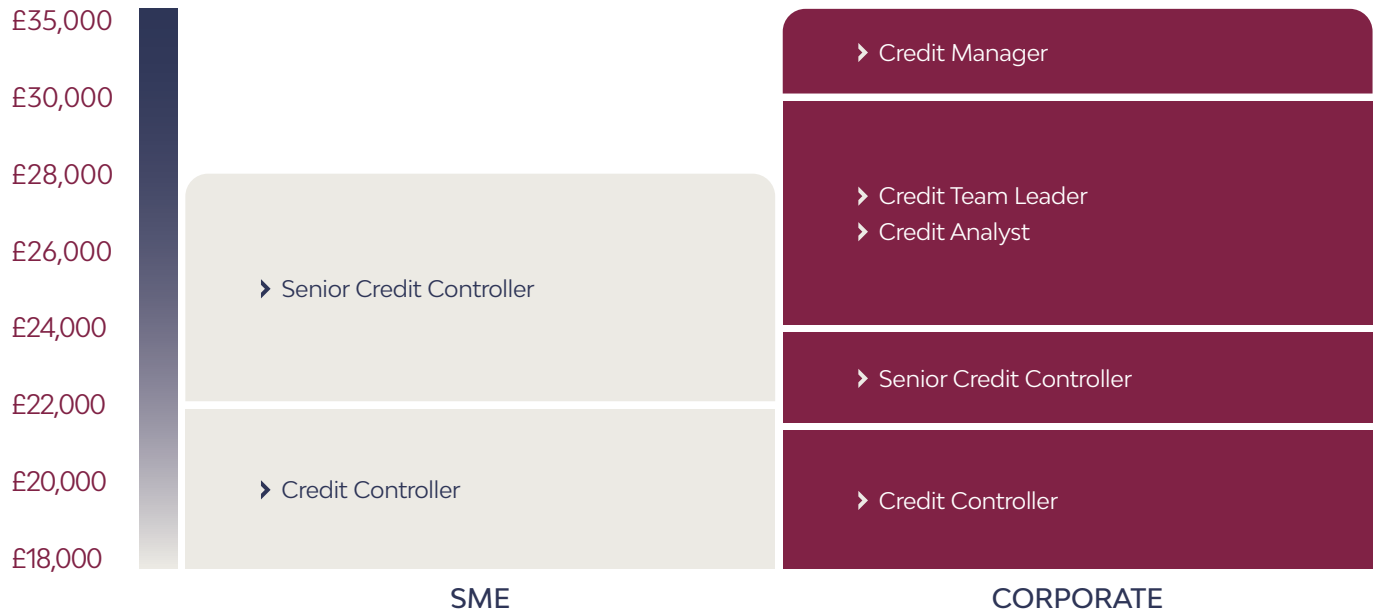
07851 258 653

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## Range



# Accounts Payable & Receivable

Karen Caswell

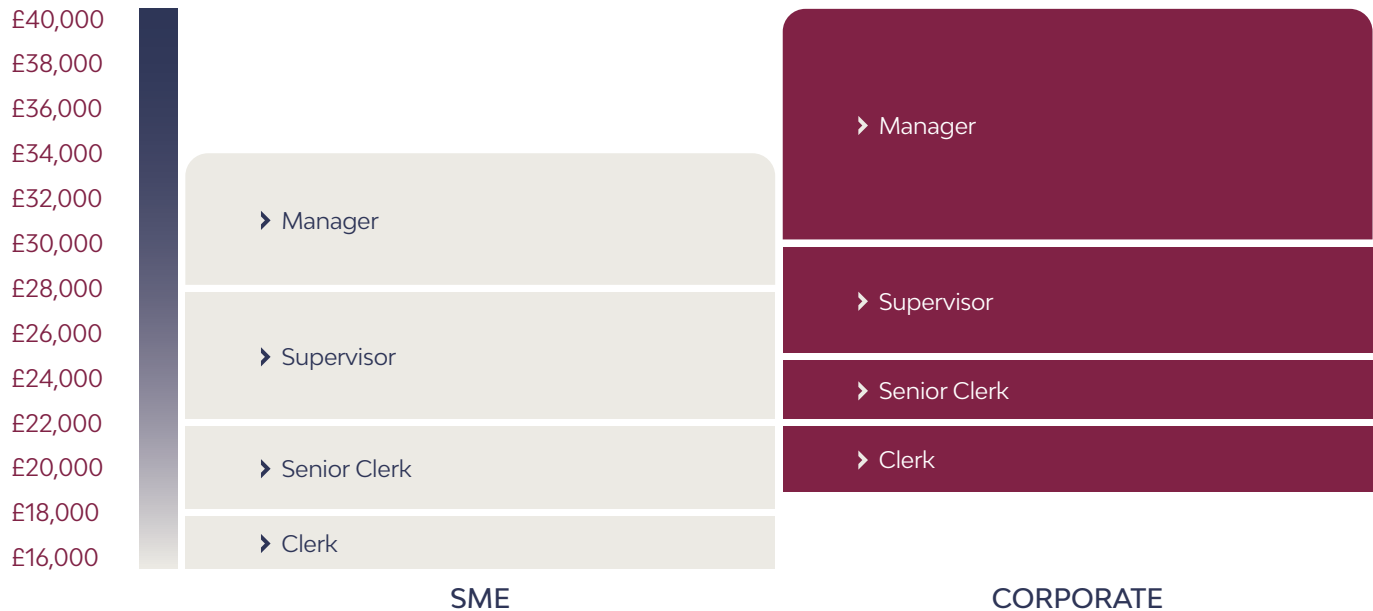
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## Range



# Payroll

Karen Caswell

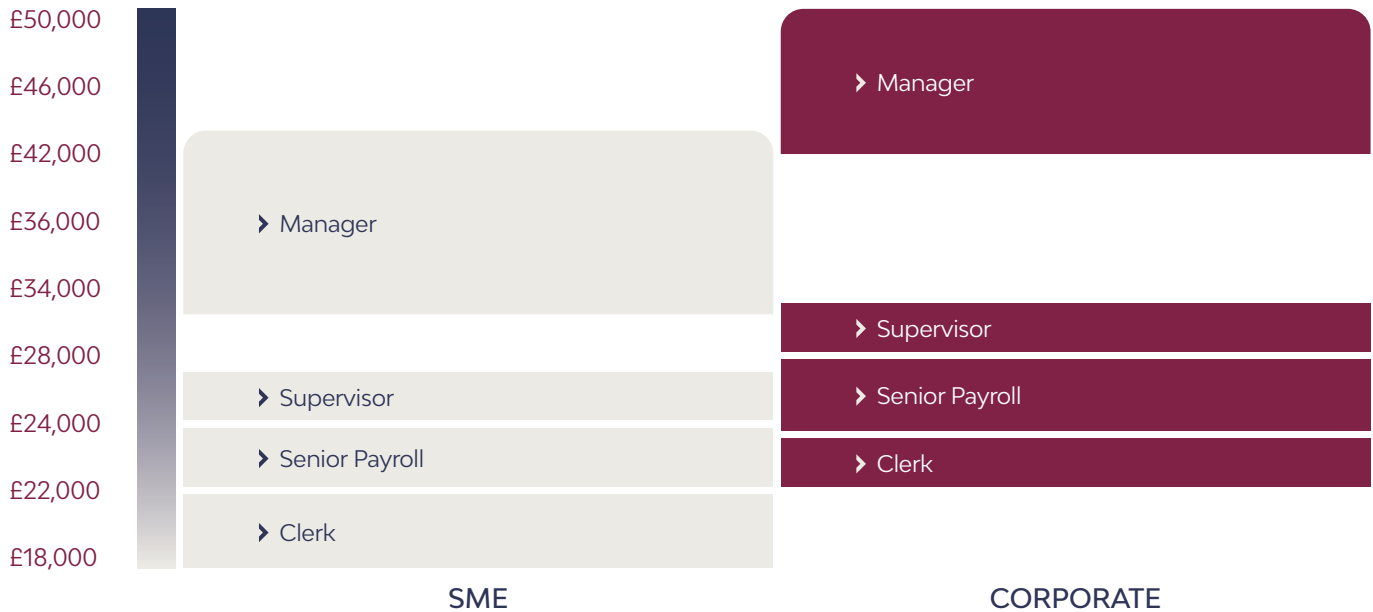
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## Range



# Audit & Business Services

Elise Walsh

07936 364 473

elise@pratappartnership.com

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Range	Independent Firms	National Firms (Inc. Top 20)
£250,000		▶ Partner
£100,000	▶ Partner	▶ Director
£90,000		▶ Senior Manager
£80,000		▶ Manager
£70,000	▶ Director	▶ Assistant Manager
£60,000	▶ Senior Manager	▶ Newly-Qualified
£50,000	▶ Manager	▶ Part-Qualified
£40,000	▶ Assistant Manager	
£30,000	▶ Newly-Qualified	
£20,000	▶ Part-Qualified	
	▶ Trainees	

# Other Specialisms

Tax / Corporate Finance /  
Transactional Services

Elise Walsh

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Range

Independent Firms

National Firms (Inc. Top 20)

£250,000

£100,000

£90,000

£80,000

£70,000

£60,000

£50,000

£40,000

£30,000

£20,000

▶ Partner

▶ Director

▶ Senior Manager

▶ Manager

▶ Senior (Non-Qualified)

▶ Trainees

▶ Partner

▶ Director

▶ Senior Manager

▶ Manager

▶ Senior (Qualified)

▶ Trainees

# Traffic Light Report

- Short supply of candidates
- Reasonable supply
- Stronger supply

## EXECUTIVE FINANCE

- Specific sectors
- Head of specialist roles in Treasury, Internal Audit & Tax
- Private Equity specialist FDs
- Interim Professionals
- SME FDs
- Corporate Divisional FDs
- CFOs

## NON-QUALIFIED FINANCE

- Payroll at all levels
- AR (Manager and Clerk Level)
- Transactional Manager
- CIMA and ACCA part-qualified
- AAT part and fully qualified
- Accounts Clerk
- Credit Control at all levels
- Graduates

## QUALIFIED FINANCE

- Financial Accountants
- Group Accountants
- Internal Audit
- Management Accountants
- Finance Business Partners
- FP&A
- Finance Analyst
- Newly Qualified
- Interims
- Financial Controller
- SME

## PRACTICE SECTOR

- Audit at all levels
- Tax at all levels
- Corporate Finance at all levels
- Business Services at all levels
- Restructuring at all levels

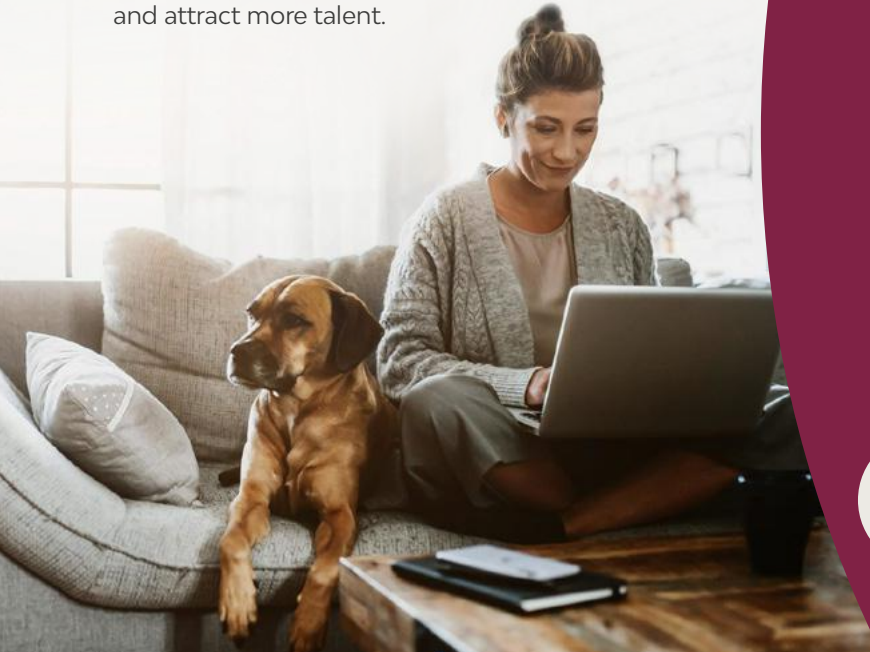


# Future Trends

## FLEXIBLE WORKING

Last year saw this subject develop at the fastest pace in terms of reality and criteria in which employees judge their employer.

Smart employers have already rushed to ensure they have people strategies that are future proofed and will optimise their ability to keep their best staff and attract more talent.



## EVOLVING EMPLOYER VALUE PROPOSITIONS

Salary, reward packages and prospects have been the dominant attraction criteria for candidates for years. This will not change in the foreseeable future but there is a list of criteria that is becoming increasingly important in attracting new hires:

- Equality, Diversity and Inclusion
- Sustainability
- Ethics
- Values
- L&D
- Employee Engagement Strategies
- Social
- Facilities
- Infrastructure
- Awards
- Corporate Social Responsibility

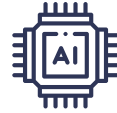
*Glassdoor and Indeed bring these more under the spotlight. Employers need to act on communicating these factors before their employee reviews beat them to it.*

## RECRUITMENT TECHNOLOGY

Last year saw the most rapid evolution in recruitment technology for decades.



Video platforms for interviewing and applications



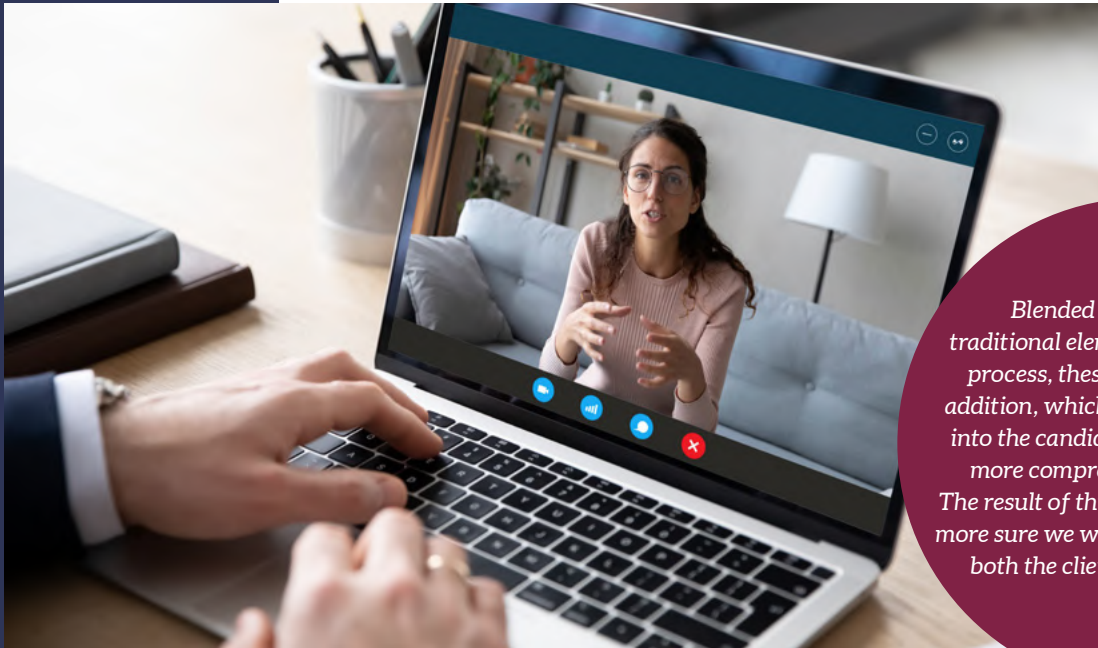
Artificial intelligence and robotics for CV search



Improvements in the LinkedIn job search functions



Online assessments for skills, motivations and competencies



*Blended with some of the traditional elements of a recruitment process, these tools are a valuable addition, which provide greater reach into the candidate pool and allow for more comprehensive assessment. The result of this is that we can be even more sure we will get the right result for both the client and the candidate.*

# Benefits

POSITION	CAR ALLOWANCE	BONUS TARGET	PENSION CONTRIBUTION*	HOLIDAYS	HEALTHCARE	TRAINING/PD
<b>Executive</b>	£6,000 to £12,000	20-50% plus LTIP or equity options	3-15%	25-30 days	Full cover for individual & family	Costs for personal Mentor or Business Coach
<b>Senior Management</b>	£5,000 to £8,000	10-50%	3-10%	25-30 days Optional buy back scheme. Options for sabbatical	Full cover for individual & on occasion for family	Costs for MBA or special qualifications (e.g. Tax)
<b>Management</b>	£5,000 to £6,500	5-15%	3-8%	24-28 days Optional buy back scheme	Full cover	Costs for MBA or special qualifications (e.g. Tax)
<b>Trainee</b>	N/A	N/A	3-5%	20-25 days	Not expected	Professional study support
<b>Clerical</b>	N/A	N/A	3-5%	20-25 days	Not expected	Internal training

# PRATAP

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