

Reed
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Accountancy & finance practice

Salary guide 2024



The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE
Chairman and Chief Executive, Reed

Why use Reed's accountancy & finance practice salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



Extensive view

This guide covers a wide range of jobs at all seniorities across the accountancy & finance practice sector. Whether you're a seasoned professional or just starting out, you'll find valuable insights to help you succeed.



Superior insight

Our accountancy & finance practice experts provide key insight into the sector, with Reed's practice specialists discussing the job landscape at a deeper level. This means you'll get a unique perspective on the job market that is not available elsewhere.



Stay well informed

The data in this guide is based on salaries expected today, so you can use the information to steer your decisions and make informed choices on the salaries you offer your employees or accept yourself. You'll be able to stay up to date on the latest trends and developments in the sector.

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Navigating the accountancy and finance practice talent landscape in 2024



Michael Jones

Accountancy and Finance Practice Expert, Reed

The accountancy and finance practice sector in the UK is undergoing a transformation like never before. In an era of technological disruption, shifting regulations, and evolving client expectations, the industry finds itself at a pivotal crossroads.

Recruitment is the lifeblood of any sector, and the accountancy and finance practice industry is no exception. As the practice industry adapts to digital transformation, changing regulations, and client expectations, recruiting the right talent is more critical than ever.

↓ The demand for talent

The demand for fresh talent is evident in the industry's move towards embracing technology. New recruits with digital skills, data analysis proficiency, and an understanding of artificial intelligence are like gold dust. This is because they are the driving force behind the industry's digital revolution.

On top of this, regulatory complexities mean that firms look for recruits with the ability to navigate these evolving landscapes. Those who can understand and interpret ever-changing tax laws, financial reporting standards, and compliance requirements are a valuable addition to any team.

Overall, the practice sector continues to be extremely talent tight, and in these circumstances, practices need to look at new ways to attract the right people to address their skills gaps. It's a pivotal challenge that demands a strategic and proactive approach. To address this issue, practices can begin by investing in robust and ongoing training and development programmes. These initiatives should encompass a broad spectrum of financial competencies, from traditional accounting to data analysis, digital technologies, and

regulatory compliance. Encouraging employees to pursue professional certifications and qualifications relevant to their roles can also help bridge the skills gap and keep the workforce current with industry trends.

Furthermore, fostering a culture of adaptability is essential. Accountancy and finance practices should encourage cross-training and the diversification of roles within their firms. This allows employees to gain a variety of skills and adapt more effectively to changing industry demands. Additionally, practices should stay informed about industry trends and remain agile in responding to them. The adoption of financial technology, automation, and data analytics is redefining the sector, making it crucial for professionals to have the requisite skills to thrive in this evolving landscape. By staying at the forefront of industry developments, practices can strategically target skill gaps and ensure their teams remain versatile and proficient.

Ultimately, recruitment strategies should also be adapted to tackle skills gaps. Where possible, you should consider hiring entry-level talent and providing on-the-job training. This approach will allow you to shape employees according to your specific requirements and build a workforce that possesses the needed skills over time.

Embracing diversity and inclusion, and actively promoting these values within your company, can further enhance the skills pool by bringing in a variety of perspectives and problem-solving skills.

↓ Attracting the best talent into your firm

As the UK's accountancy and finance practice sector evolves in 2024, companies must be agile and forward-thinking in

their talent acquisition strategies. The ability to attract top talent will be a critical factor in achieving long-term success.

Attracting top talent to your practice demands a multi-faceted approach that goes beyond traditional recruitment methods. One of the most effective techniques is to offer competitive compensation packages. In the ever-competitive landscape of finance, prospective employees are looking for compensation that not only meets industry standards but also reflects their expertise and contributions. A well-structured and enticing compensation plan can be a powerful magnet for experienced professionals.

Another vital technique is to build a reputation as an employer that values continuous learning and professional development. Finance professionals are drawn to firms that invest in their growth. By offering opportunities for skill enhancement and career advancement, you not only attract talent but also retain it. This focus on continuous learning not only keeps employees engaged but also positions your practice as a destination for ambitious finance professionals seeking to expand their expertise.

Furthermore, fostering a diverse and inclusive culture is key to attracting talent. A workplace that values diversity not only creates an equitable environment but also resonates with a broad range of potential candidates. In a sector that relies heavily on analytical and problem-solving skills, diverse perspectives can lead to more innovative solutions. Companies that actively promote diversity and inclusion will naturally become more attractive to a diverse pool of finance professionals who are seeking an inclusive and innovative work environment.

↓ Stand out from the crowd – create a compelling EVP

Creating a compelling employee value proposition (EVP) is one way you can gain an advantage over your competitors and those in house when attracting and retaining talent.

A well-defined EVP will not only differentiate your practice from its peers but also fosters employee satisfaction and engagement, ultimately enhancing productivity and performance. Moreover, a strong EVP that aligns with the business's mission and values contributes to a positive employer brand, bolstering its reputation and making it an employer of choice for both current and potential employees. This, in turn, leads to a more resilient and successful practice, well-equipped to adapt to the evolving demands of the financial sector.

↓ Advancing your career in the sector

Those aiming to climb the career ladder within the sector should adopt a robust strategy. Firstly, you should prioritise education and skill development. Earning relevant certifications and qualifications, staying updated on industry trends, and enhancing proficiency in emerging technologies such as data analytics and financial software are essential. This is on top of a commitment to continuous learning, which not only ensures that you remain competitive, but also positions you as an asset to potential employers.

Additionally, networking and building a strong professional reputation are crucial steps. If you want to progress in your career, you should actively engage in industry events, conferences, and professional associations to expand your connections. Seeking mentorship from experienced professionals will also provide you with invaluable guidance for career progression.

Furthermore, demonstrating leadership skills, problem-solving abilities, and adaptability will make candidates more attractive to employers looking for future leaders in the field. By showcasing your commitment to professional growth, networking prowess, and versatile skill set, you can make significant strides up the career ladder in the dynamic landscape of UK accountancy and finance practices in 2024.



Our **survey** says...

At the end of 2023, Reed conducted its annual snap survey of 5,000 professionals. The research asked UK workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



Salaries

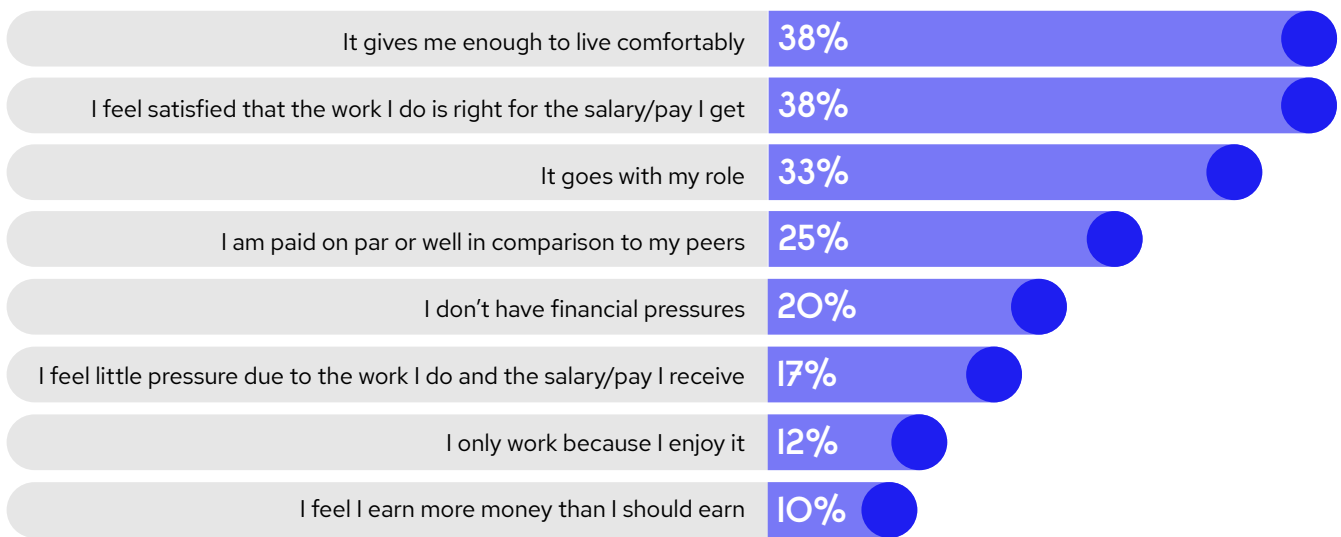
With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

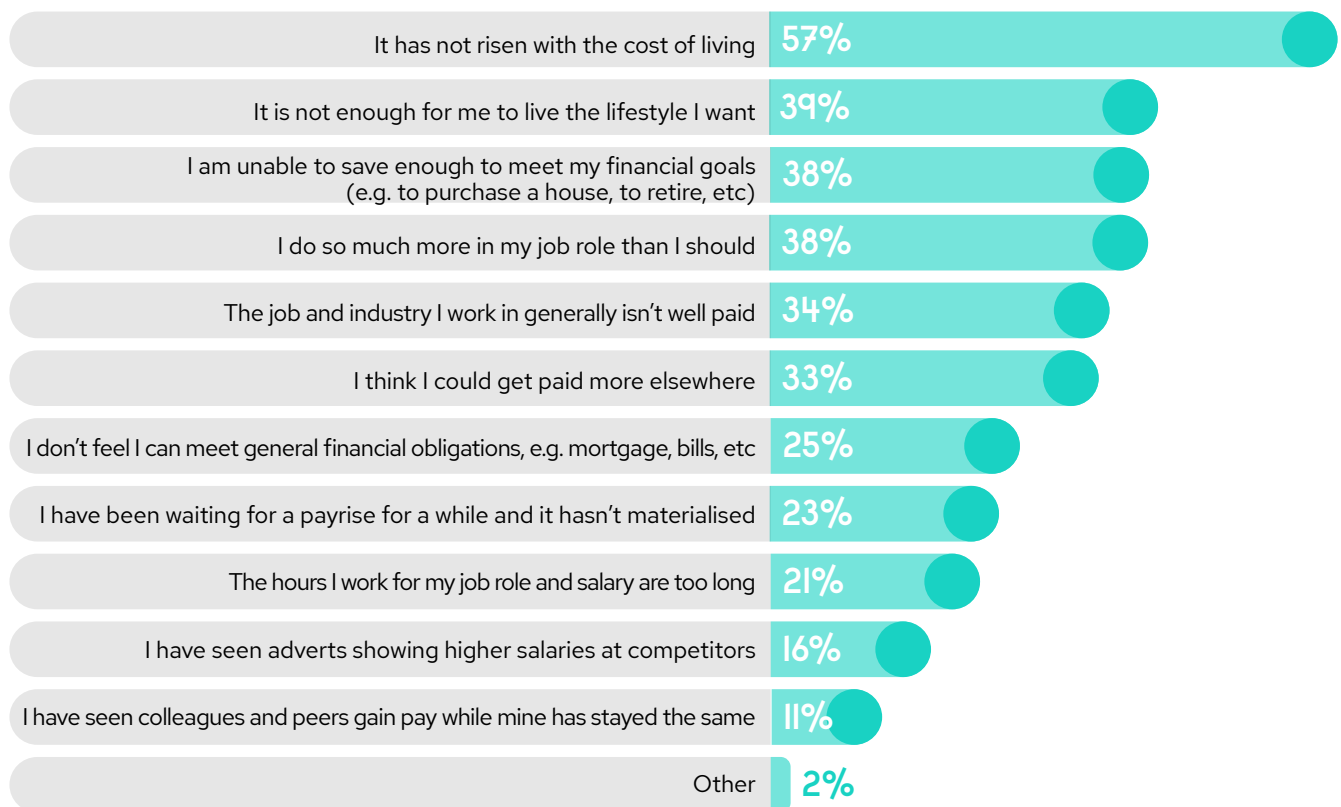
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

↓ Why are workers happy with their current salary/earnings?



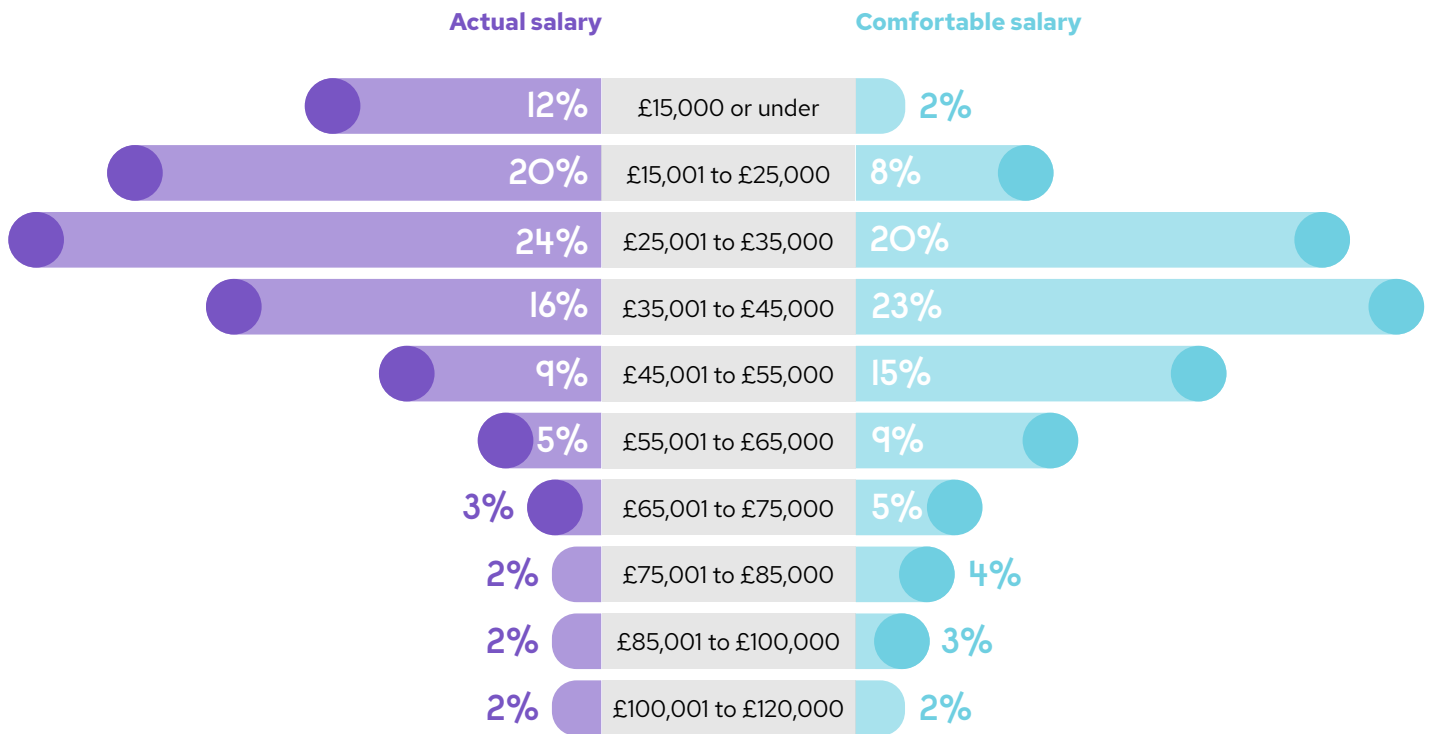
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

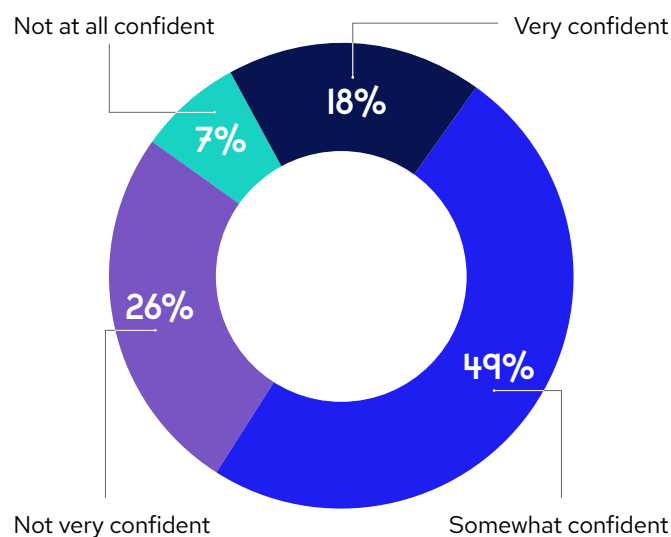
↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

↓ Confidence in achieving financial goals in time



As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases – including bills, mortgages, food, etc – with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that’s an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren’t saving any of their salary because they can’t afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women – they are more likely to say they can’t afford to save money – 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women’s mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn’t viable for every business, as they are also battling rising bills and tighter overheads.



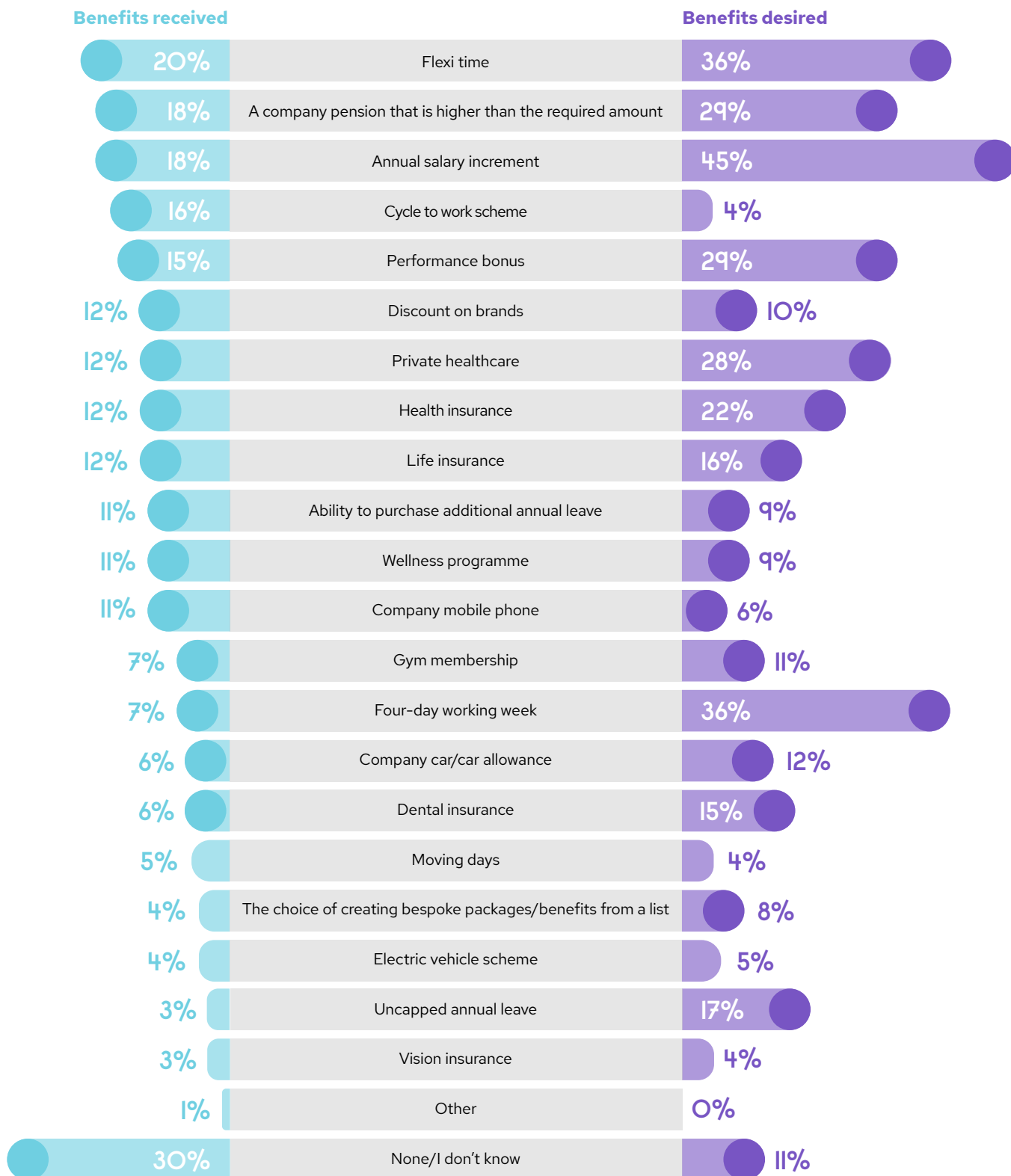
Where raising salaries isn’t an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don’t receive any workplace benefits at all.

There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there’s a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There’s a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit – a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary – and they are most interested in flexi time.

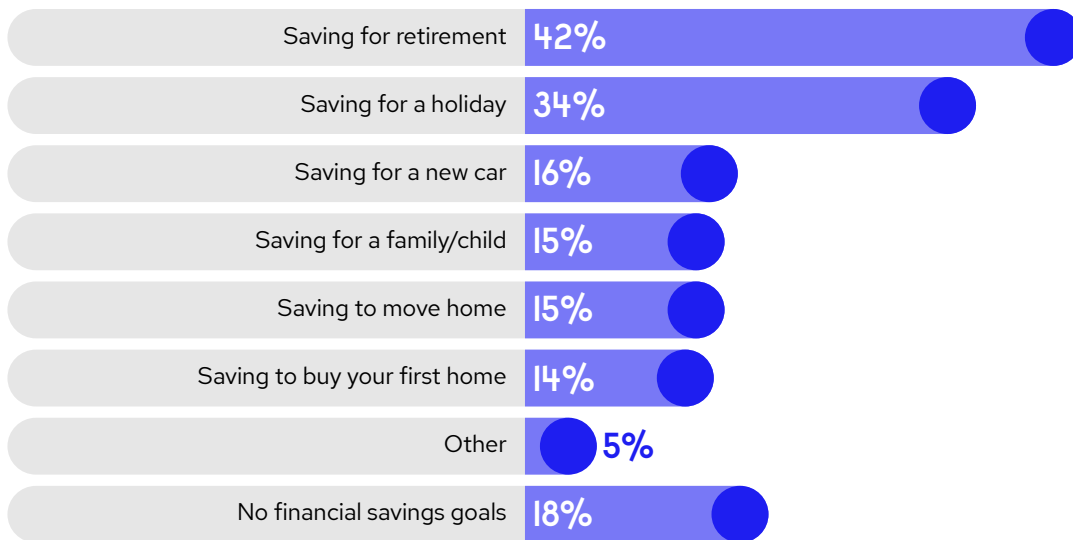
↓ Company benefits - received vs desired



Looking into people's savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

↓ What are your financial savings goals?



In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn't sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren't as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can't be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help tens of thousands of businesses find the talent they need to flourish.



Recruitment experts
covering 20 sectors



Longest guarantees on the
market - up to **18 months**



Candidate database of over
22 million CVs



Local market knowledge,
with recruiters in 100 locations
across the UK



Access to over **390,000**
temporary workers across the UK



24/7, UK-based, fast, efficient
pre-employment screening

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Business services outsourcing

East Anglia

Role	Min	Max
Director/Partner	£90,000	£140,000
Senior Manager	£64,500	£85,000
Manager	£56,000	£66,200
Assistant Manager	£45,000	£55,000
Senior (newly qualified)	£41,000	£50,000
PQ (ACA, ACCA, CA)	£24,500	£38,000
1st Year Trainee (ACCA, ACA, CA)	£24,500	£29,500
AAT/CAT Qualified	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£24,500

East Midlands

Min	Max
£85,000	£127,000
£65,500	£90,000
£40,500	£58,500
£32,000	£42,500
£29,500	£37,000
£21,000	£29,500
£21,000	£22,500
£21,000	£24,500
£21,000	£23,000

London

Min	Max
£90,000	£164,500
£65,500	£88,000
£58,500	£69,000
£47,500	£58,500
£44,500	£51,000
£28,500	£40,500
£24,500	£30,500
£24,500	£37,000
£21,000	£27,500

Greater London

Role	Min	Max
Director/Partner	£95,500	£159,000
Senior Manager	£69,000	£85,000
Manager	£55,000	£64,500
Assistant Manager	£47,500	£58,500
Senior (newly qualified)	£39,000	£46,500
PQ (ACA, ACCA, CA)	£25,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£27,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£24,500

North East

Min	Max
£69,000	£127,000
£53,000	£69,000
£42,500	£53,000
£34,000	£44,500
£29,500	£37,000
£23,500	£26,500
£21,000	£22,500
£21,000	£23,500
£21,000	£22,500

North West

Min	Max
£71,000	£138,000
£56,000	£58,500
£42,500	£55,000
£38,000	£44,500
£32,000	£38,000
£23,500	£26,500
£21,000	£23,500
£21,000	£26,500
£21,000	£22,500



Business services outsourcing

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£100,500	£79,500	£159,000	£90,000	£143,000
Senior Manager	£56,000	£67,000	£47,500	£69,000	£76,500	£90,000
Manager	£40,500	£47,500	£44,500	£55,000	£53,000	£63,500
Assistant Manager	£34,000	£42,500	£35,000	£47,500	£46,500	£55,000
Senior (newly qualified)	£31,000	£37,000	£32,000	£40,500	£42,500	£47,500
PQ (ACA, ACCA, CA)	£24,500	£32,000	£23,500	£32,000	£26,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£22,000	£21,000	£30,000	£21,000	£26,500
AAT/CAT Qualified	£21,500	£25,500	£21,500	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,500	£21,000	£23,500	£21,000	£24,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£79,500	£132,500	£63,500	£127,000	£69,000	£127,000	£69,000	£138,000
Senior Manager	£56,000	£79,500	£53,000	£69,000	£47,500	£63,500	£51,000	£63,500
Manager	£44,500	£58,500	£42,500	£53,000	£42,500	£53,000	£44,500	£55,000
Assistant Manager	£40,500	£47,500	£34,000	£42,500	£34,000	£46,500	£40,500	£49,000
Senior (newly qualified)	£34,000	£42,500	£29,500	£37,000	£32,000	£37,000	£29,500	£38,000
PQ (ACA, ACCA, CA)	£23,500	£34,000	£23,500	£29,500	£23,500	£26,500	£23,500	£26,500
1st Year Trainee (ACCA, ACA, CA)	£21,500	£25,500	£21,000	£23,500	£21,000	£23,500	£21,000	£22,500
AAT/CAT Qualified	£21,500	£26,500	£21,000	£23,500	£21,000	£22,500	£21,000	£24,500
AAT/CAT Foundation/Intermediate	£21,000	£23,500	£21,000	£23,000	£21,000	£22,500	£21,000	£22,500

Business services outsourcing insight

Gavin Kendall

Business Services Outsourcing Expert, Reed



" In the realm of UK accountancy and finance practice, business service outsourcing (BSO) has emerged as a transformative force. Businesses across the UK are increasingly turning to BSO to gain a competitive edge in a rapidly evolving landscape. While the advantages are clear – cost savings, operational efficiency, and access to specialised expertise – a crucial element that often gets overlooked is the role of talent. The BSO sector is a labour-intensive domain, and attracting top-tier professionals is a fundamental challenge practices face.

The current labour market in the UK is fiercely competitive, with a growing demand for skilled finance and accountancy professionals. Jobseekers are spoilt for choice, making it essential for BSO providers to stand out.

For jobseekers, the BSO sector offers an exciting prospect. The chance to work on diverse projects, engage with cutting-edge technologies, and build a career in a dynamic industry is a compelling draw. Companies must leverage this by showcasing their commitment to employee development and career progression. Offering opportunities for continuous learning and personal growth is a powerful magnet. Flexibility also continues to be another sought-after aspect and a hybrid or remote role will certainly win a candidate, over one that is office based.

On the other hand, businesses looking to attract professionals to the BSO sector need to bolster their recruitment strategies. Investing in robust training programmes and mentorship opportunities

can appeal to new graduates. Additionally, fostering a culture of innovation, where employees can contribute ideas and witness the direct impact of their work, is attractive.

To thrive in a fiercely competitive job market, BSO providers must recognise the significance of talent attraction and retention. This entails aligning with jobseekers' aspirations, offering opportunities for professional development, and fostering a culture that embraces flexibility and innovation. The BSO sector's future success depends on the symbiotic relationship between companies and the talented individuals who fuel its growth. //





Audit & assurance

East Anglia

Role	Min	Max
Director/Partner	£100,000	£180,000
Senior Manager	£75,000	£95,000
Manager	£60,000	£72,000
Assistant Manager	£52,700	£63,200
Senior (newly qualified)	£42,000	£56,300
PQ (ACA, ACCA, CA)	£29,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£24,500	£29,500
AAT/CAT Qualified	£23,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£26,500

East Midlands

Min	Max
£85,000	£122,000
£58,500	£79,500
£44,500	£61,500
£28,500	£47,500
£32,000	£38,000
£22,500	£29,500
£21,000	£22,500
£21,000	£24,500
£21,000	£22,000

London

Min	Max
£100,500	£222,500
£79,500	£95,500
£63,500	£74,000
£58,500	£65,500
£47,500	£58,500
£28,500	£42,500
£24,500	£33,000
£24,500	£34,000
£21,000	£27,500

Greater London

Role	Min	Max
Director/Partner	£90,000	£196,000
Senior Manager	£80,500	£95,500
Manager	£59,500	£71,000
Assistant Manager	£43,500	£54,000
Senior (newly qualified)	£39,000	£45,500
PQ (ACA, ACCA, CA)	£25,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£22,500	£27,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£26,500

North East

Min	Max
£69,000	£127,000
£53,000	£69,000
£42,500	£53,000
£34,000	£44,500
£29,500	£36,000
£23,500	£26,500
£21,000	£22,500
£21,000	£23,500
£21,000	£23,000

North West

Min	Max
£71,000	£163,000
£56,000	£63,500
£42,500	£56,000
£38,000	£44,500
£32,000	£38,000
£23,500	£26,500
£21,000	£23,500
£22,500	£27,500
£21,000	£22,000



Audit & assurance

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£103,000	£82,500	£169,500	£106,000	£180,000
Senior Manager	£56,000	£67,000	£50,000	£79,500	£79,500	£90,000
Manager	£37,000	£51,000	£42,500	£63,500	£58,500	£69,000
Assistant Manager	£34,000	£44,500	£36,000	£51,000	£50,000	£53,000
Senior (newly qualified)	£29,500	£37,000	£34,000	£42,500	£47,500	£51,000
PQ (ACA, ACCA, CA)	£24,500	£33,000	£23,500	£29,500	£29,000	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£23,000	£21,000	£29,500	£21,000	£27,500
AAT/CAT Qualified	£21,000	£25,500	£21,000	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,000	£21,000	£22,000	£21,000	£26,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£76,500	£132,500	£63,500	£127,000	£63,500	£159,000	£85,000	£163,000
Senior Manager	£56,000	£79,500	£53,000	£69,000	£47,500	£69,000	£51,000	£63,500
Manager	£44,500	£63,500	£44,500	£53,000	£40,500	£53,000	£42,500	£53,000
Assistant Manager	£40,500	£47,500	£34,000	£44,500	£32,000	£42,500	£40,500	£49,000
Senior (newly qualified)	£40,500	£44,500	£29,500	£34,000	£29,500	£37,000	£29,500	£38,000
PQ (ACA, ACCA, CA)	£23,500	£32,000	£25,000	£29,500	£22,500	£26,500	£23,500	£26,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£25,500	£21,000	£25,500	£21,000	£23,500	£21,000	£22,500
AAT/CAT Qualified	£22,500	£26,500	£21,000	£23,500	£21,000	£23,500	£21,000	£24,500
AAT/CAT Foundation/Intermediate	n/a	n/a	£21,000	£22,500	£21,000	£22,500	£21,000	£22,500

Audit and assurance insight



Barry Davis

Audit and Assurance Expert, Reed

“ Audit and assurance are essential for organisations to foster trust among stakeholders and ensure adherence to regulatory standards. In today’s ever-evolving business landscape, combined with the sharp rise in living costs, the functions are undergoing a transformation, presenting the challenge of enticing top-tier talent to the sector.

The labour market in accountancy and finance is intensely competitive, and this certainly isn’t going to change in 2024. Jobseekers have an array of options available to them, although perhaps not as many as in previous years, making it imperative for those firms in audit to set themselves apart as desirable employers.

For individuals seeking career opportunities, a path in audit and assurance holds great promise. The chance to engage with a diverse range of clients, develop a deep understanding of financial operations, and play a vital role in ensuring the credibility of businesses is appealing.

To excel in the competitive landscape of the accountancy and finance sector, audit firms must recognise the paramount importance of attracting and retaining top talent. The first key aspect for firms is understanding the aspirations and expectations of those looking to work in the sector.

Potential employees seek more than just monetary compensation – although it is

still also vitally important, and you should benchmark against your competitors. They look for a firm that resonates with their values, offers a clear career path, and fosters a sense of purpose in their work. Companies must engage with potential talent to gain insights into what drives them, whether it’s work-life balance, opportunities for leadership, or the chance to work on challenging and impactful projects.

Lastly, cultivating a flexible and innovative culture is essential. Fostering a culture that embraces change and innovation not only attracts top talent but also positions the firm for sustained success. //





Personal tax

East Anglia

East Midlands

London

Role	Min	Max
Director/Partner	£95,500	£138,000
Senior Manager	£74,000	£90,000
Manager	£63,500	£69,000
Assistant Manager	£53,000	£58,500
Senior (newly qualified)	£37,000	£47,500
CTA Qualified	£47,500	£58,500
CTA Foundation/Intermediate	£29,500	£42,500
PQ (ACA, ACCA, CA)	£27,500	£36,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£24,500
AAT/CAT Qualified	£23,500	£29,500
AAT/CAT Foundation/Intermediate	£21,000	£26,500

Min	Max
£67,000	£95,500
£53,000	£69,000
£37,000	£50,000
£32,000	£42,500
£29,500	£36,000
£35,000	£47,500
£21,000	£29,500
£21,000	£29,500
£21,000	£22,500
£21,000	£24,500
£21,000	£22,500

Min	Max
£104,000	£275,500
£74,000	£95,500
£58,500	£69,000
£51,000	£59,500
£40,500	£53,000
£53,000	£63,500
£34,000	£42,500
£27,500	£40,500
£24,500	£27,500
£24,500	£32,000
£21,000	£27,500

Greater London

North East

North West

Role	Min	Max
Director/Partner	£89,000	£164,500
Senior Manager	£67,000	£91,000
Manager	£56,000	£67,000
Assistant Manager	£43,500	£55,000
Senior (newly qualified)	£36,000	£45,500
CTA Qualified	£53,000	£63,500
CTA Foundation/Intermediate	£29,500	£39,000
PQ (ACA, ACCA, CA)	£25,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£27,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,500	£26,500

Min	Max
£69,000	£95,500
£53,000	£63,500
£37,000	£47,500
£32,000	£39,000
£28,500	£37,000
£37,000	£53,000
£21,000	£23,500
£21,000	£22,000
£21,000	£22,500
£21,000	£23,500
£21,000	£22,000

Min	Max
£71,000	£106,000
£53,000	£63,500
£32,000	£42,500
£29,500	£35,000
£26,500	£27,500
£47,500	£58,500
£32,000	£42,500
£22,500	£26,500
£21,000	£24,000
£21,000	£27,500
£21,000	£23,000



Personal tax

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£72,000	£106,000	£76,500	£159,000	£79,500	£148,500
Senior Manager	£50,000	£58,500	£45,500	£69,000	£63,500	£79,500
Manager	£36,000	£51,000	£41,500	£58,500	£53,000	£65,500
Assistant Manager	£32,000	£40,500	£34,000	£47,500	£45,500	£53,000
Senior (newly qualified)	£28,500	£35,000	£29,500	£38,000	£42,500	£46,500
CTA Qualified	£35,000	£40,500	£40,500	£65,500	£53,000	£63,500
CTA Foundation/Intermediate	£23,500	£33,000	£21,000	£29,500	£29,500	£39,000
PQ (ACA, ACCA, CA)	£23,500	£33,000	£23,500	£29,500	£26,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£23,000	£21,000	£30,000	£21,000	£27,500
AAT/CAT Qualified	£22,500	£28,500	£21,000	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,500	£22,500	£21,000	£23,000	£21,500	£26,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£65,500	£106,000	£69,000	£116,500	£63,500	£106,000	£63,500	£106,000
Senior Manager	£56,000	£79,500	£53,000	£69,000	£44,500	£63,500	£44,500	£67,000
Manager	£42,500	£58,500	£42,500	£53,000	£35,000	£53,000	£32,000	£42,500
Assistant Manager	£38,000	£51,000	£34,000	£42,500	£29,500	£37,000	£32,000	£40,500
Senior (newly qualified)	£40,500	£47,500	£27,500	£32,000	£29,500	£34,000	£23,500	£27,500
CTA Qualified	£45,500	£58,500	£42,500	£55,000	£35,000	£40,500	£40,500	£58,500
CTA Foundation/Intermediate	£23,500	£35,000	£22,500	£29,500	£23,500	£26,500	£26,500	£37,000
PQ (ACA, ACCA, CA)	£25,500	£36,000	£23,500	£26,500	£22,500	£26,500	£21,000	£23,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500	£21,000	£23,000
AAT/CAT Qualified	£22,500	£32,000	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,500	£24,500	£21,000	£23,500	£21,000	£23,500	£21,000	£22,500

Personal tax insight

Mike Jones

Personal Tax Expert, Reed



“ In the past 12 months, businesses have faced the daunting task of adapting to new tax norms, navigating uncertainties surrounding relief programmes, and addressing the ongoing financial repercussions of the pandemic, alongside a hike in the cost of living. Simultaneously, individuals have sought guidance on optimising their personal tax strategies against the changing economic background. This increased demand for personalised advice has driven a shift in the market, with professionals needing to offer tailored solutions to meet diverse client needs.

One of the significant challenges has been the strain on resources within the

industry, as professionals contend with a surge in workload and the need for rapid adaptation. The labour market reflects this pressure, with an increased demand for skilled tax professionals. This has also created opportunities for professionals to specialise and distinguish themselves in a competitive landscape.

On top of these challenges, the sector has witnessed a surge in technology adoption. Firms leveraging advanced tools and automation have been better equipped to streamline processes, enhance accuracy, and deliver more efficient services.

This technology-driven approach has not only addressed operational challenges but

has also opened avenues for innovation in service delivery.

For businesses and professionals navigating this environment in 2024, adaptability remains key. Staying informed about regulatory changes, investing in technology, and fostering a client-centric approach are really important.

Businesses should focus on building resilient financial strategies, and professionals looking to progress within the sector you should continually upskill to meet evolving client demands. ”





Corporate & indirect tax

East Anglia

East Midlands

London

Role	Min	Max
Director/Partner	£95,500	£138,000
Senior Manager	£74,000	£95,500
Manager	£63,500	£74,000
Assistant Manager	£53,000	£63,500
Senior (newly qualified)	£42,500	£51,000
CTA Qualified	£47,500	£63,500
CTA Foundation/Intermediate	£32,000	£47,500
PQ (ACA, ACCA, CA)	£27,500	£37,000
1st Year Trainee (ACCA, ACA, CA)	£24,500	£29,500
AAT/CAT Qualified	£23,500	£29,500
AAT/CAT Foundation/Intermediate	£21,000	£26,500

Min	Max
£74,000	£95,500
£58,500	£74,000
£42,500	£55,000
£32,000	£42,500
£29,500	£38,000
£35,000	£47,500
£21,000	£29,500
£21,000	£29,500
£21,000	£25,000
£23,500	£24,500
£21,000	£23,000

Min	Max
£98,500	£275,500
£79,500	£100,500
£63,500	£79,500
£49,000	£63,500
£42,500	£58,500
£53,000	£69,000
£37,000	£44,500
£28,500	£40,500
£24,500	£29,500
£25,500	£32,000
£21,000	£29,000

Greater London

North East

North West

Role	Min	Max
Director/Partner	£90,000	£165,500
Senior Manager	£71,000	£90,000
Manager	£57,500	£74,000
Assistant Manager	£43,500	£56,000
Senior (newly qualified)	£39,000	£47,500
CTA Qualified	£53,000	£69,000
CTA Foundation/Intermediate	£32,000	£42,500
PQ (ACA, ACCA, CA)	£26,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£26,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£26,500

Min	Max
£69,000	£127,000
£53,000	£69,000
£42,500	£53,000
£34,000	£44,500
£29,500	£37,000
£39,000	£58,500
£21,000	£26,500
£23,500	£26,500
£21,000	£23,500
£23,500	£25,000
£21,000	£23,500

Min	Max
£71,000	£148,500
£53,000	£63,500
£42,500	£53,000
£37,000	£44,500
£29,500	£37,000
£51,000	£63,500
£37,000	£42,500
£23,500	£27,500
£21,000	£26,500
£22,500	£28,500
£21,000	£23,000



Corporate & indirect tax

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£106,000	£82,500	£169,500	£90,000	£163,000
Senior Manager	£49,000	£70,000	£50,000	£72,000	£69,000	£85,000
Manager	£31,000	£53,000	£42,500	£69,000	£55,000	£69,000
Assistant Manager	£37,000	£47,500	£34,000	£47,500	£51,000	£55,000
Senior (newly qualified)	£27,500	£35,000	£32,000	£42,500	£42,500	£53,000
CTA Qualified	£35,000	£40,500	£42,500	£69,000	£53,000	£63,500
CTA Foundation/Intermediate	£21,000	£25,500	£22,500	£30,000	£32,000	£42,500
PQ (ACA, ACCA, CA)	£21,000	£23,500	£25,500	£32,000	£29,500	£40,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£22,500	£21,000	£30,000	£21,000	£27,500
AAT/CAT Qualified	£23,500	£30,000	£23,500	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,500	£21,000	£23,500	£21,000	£26,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£106,000	£74,000	£127,000	£69,000	£159,000	£85,000	£127,000
Senior Manager	£56,000	£79,500	£63,500	£74,000	£53,000	£63,500	£53,000	£67,000
Manager	£42,500	£58,500	£47,500	£61,500	£42,500	£58,500	£42,500	£53,000
Assistant Manager	£38,000	£51,000	£34,000	£44,500	£32,000	£42,500	£37,000	£47,500
Senior (newly qualified)	£40,500	£47,500	£29,500	£37,000	£27,500	£34,000	£29,500	£37,000
CTA Qualified	£47,500	£63,500	£42,500	£55,000	£35,000	£40,500	£40,500	£58,500
CTA Foundation/Intermediate	£26,500	£36,000	£22,500	£29,500	£23,500	£26,500	£26,500	£37,000
PQ (ACA, ACCA, CA)	£25,500	£36,000	£23,500	£27,500	£23,500	£27,500	£26,500	£32,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£25,000	£21,000	£23,500	£21,000	£23,500	£21,000	£23,000
AAT/CAT Qualified	£23,500	£32,000	£23,500	£24,500	£23,500	£25,000	£23,500	£26,500
AAT/CAT Foundation/Intermediate	£21,000	£24,500	£21,000	£22,500	£21,000	£22,500	£21,000	£22,500

Corporate and indirect tax insight

Mercedes Horton

Corporate and Indirect Tax Expert, Reed



“ This year, businesses will continue to grapple with the challenge of adapting to new tax norms and the intricacies of indirect taxation, navigating a terrain where regulatory changes have been frequent and impactful. While it may seem like just a figment of our imagination, the Covid-19 pandemic continues to prompt organisations to reevaluate their financial strategies and tax planning, in the face of economic uncertainties.

Into 2024, the market will evolve further, with digital transformation remaining a focal point, as practices increasingly recognise the benefits of leveraging technology in tax management. Automation, data analytics, and artificial intelligence are poised to play a more significant role in streamlining processes, enhancing accuracy, and providing valuable

insights. This technological shift presents both challenges and opportunities, requiring professionals to adapt and embrace digital tools to stay competitive.

Challenges persist in the form of geopolitical and economic uncertainties, which can impact businesses’ tax planning and financial strategies. Moreover, the global push for tax transparency and fair taxation is expected to influence regulatory landscapes. Staying informed and agile in response to these changes will be crucial for businesses and tax professionals alike.

Amid the challenges, there are notable opportunities for firms to differentiate themselves. The increasing focus on environmental, social, and governance (ESG) factors is reshaping corporate priorities. Firms that incorporate ESG

considerations into their tax strategies can align with broader societal expectations and potentially gain a competitive advantage. Additionally, there is an emerging demand for sustainability-focused tax planning, creating a space for professionals to offer innovative solutions.

The demand for skilled tax professionals will remain strong this year. But if you are looking to further develop your career, bear in mind that there’s an evolving skill set requirement, with professionals needing not only technical tax expertise, but also a strategic mindset to navigate the complexities of the corporate and indirect tax landscape. Businesses should invest in talent development and retention strategies, fostering a workforce capable of addressing new and existing challenges.”





Corporate finance

East Anglia

Role	Min	Max
Director/Partner	£100,500	£148,500
Senior Manager	£69,000	£91,000
Manager	£53,000	£69,000
Assistant Manager	£47,500	£56,000
Senior (newly qualified)	£45,500	£51,000
PQ (ACA, ACCA, CA)	£24,500	£32,000
1st Year Trainee (ACCA, ACA, CA)	£24,500	£29,500
AAT/CAT Qualified	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£26,500

East Midlands

Min	Max
£79,500	£131,500
£56,000	£76,500
£40,500	£53,000
£34,000	£40,500
£25,500	£37,000
£25,500	£36,000
£21,000	£22,500
£21,000	£24,500
£21,000	£22,000

London

Min	Max
£98,500	£328,500
£76,500	£106,000
£63,500	£79,500
£53,000	£64,500
£49,000	£58,500
£28,500	£39,000
£24,500	£29,500
£23,500	£29,500
£21,000	£28,500

Greater London

Role	Min	Max
Director/Partner	£88,000	£219,500
Senior Manager	£71,000	£90,000
Manager	£53,000	£73,000
Assistant Manager	£45,500	£57,000
Senior (newly qualified)	£40,500	£55,000
PQ (ACA, ACCA, CA)	£27,500	£36,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£26,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£24,500

North East

Min	Max
£85,000	£163,000
£58,500	£85,000
£42,500	£53,000
£32,000	£42,500
£27,500	£32,000
£21,000	£26,500
£21,000	£23,500
£21,000	£23,500
£21,000	£22,500

North West

Min	Max
£85,000	£163,000
£53,000	£85,000
£42,500	£53,000
£32,000	£42,500
£29,500	£32,000
£21,000	£26,500
£21,000	£23,500
£21,000	£25,500
£21,000	£23,000



Corporate finance

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£71,000	£106,000	£79,500	£169,500	£85,000	£169,500
Senior Manager	£56,000	£73,000	£47,500	£76,500	£69,000	£88,000
Manager	£44,500	£56,000	£42,500	£69,000	£55,000	£68,000
Assistant Manager	£43,500	£57,000	£34,000	£47,500	£42,500	£53,000
Senior (newly qualified)	£30,500	£36,000	£32,000	£42,500	£38,000	£47,500
PQ (ACA, ACCA, CA)	£24,500	£28,500	£25,500	£29,500	£26,500	£37,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£23,000	£21,000	£30,000	£24,000	£27,500
AAT/CAT Qualified	£21,000	£24,500	£21,000	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,000	£21,000	£25,000	£21,000	£24,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£85,000	£169,500	£74,000	£116,500	£74,000	£159,000	£85,000	£163,000
Senior Manager	£60,500	£79,500	£56,000	£69,000	£53,000	£79,500	£53,000	£85,000
Manager	£51,000	£63,500	£42,500	£58,500	£42,500	£53,000	£42,500	£53,000
Assistant Manager	£42,500	£58,500	£34,000	£40,500	£32,000	£47,500	£32,000	£42,500
Senior (newly qualified)	£40,500	£47,500	£26,500	£34,000	£27,500	£34,000	£26,500	£32,000
PQ (ACA, ACCA, CA)	£23,500	£37,000	£21,000	£25,500	£21,000	£27,500	£21,000	£26,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£25,500	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500
AAT/CAT Qualified	£21,000	£26,500	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£24,500	£21,000	£22,500	£21,000	£22,500	£21,000	£22,500

Corporate finance insight



Shaq Hills

Corporate Finance Expert, Reed

" In 2023, the corporate finance market underwent notable shifts, responding to a dynamic economic landscape and the challenges associated with the cost-of-living crisis. One prevailing trend has been the resilience and adaptability displayed by businesses and professionals in navigating the economic uncertainties.

As sustainability becomes more of a core focus for businesses this year, corporate finance professionals will need to navigate this shift, incorporating ESG (environmental, social and corporate governance) factors into valuation models and investment strategies.

Challenges persist, as the financial landscape is subject to frequent regulatory adjustments, and staying abreast of

these changes will be essential for both businesses and practice professionals. Navigating the complexities of evolving regulatory frameworks demands a proactive and informed approach to ensure compliance and mitigate any potential risks.

Through these challenges, businesses will have the opportunity to explore innovative financing models. Alternative financing mechanisms, such as venture capital, private equity, and crowdfunding, continue to gain prominence, providing avenues for businesses to secure capital beyond traditional methods. Professionals advising businesses must stay attuned to these evolving financing options, tailoring strategies to align with the specific needs and goals of their clients.

The labour market in corporate finance is reflective of the industry's dynamic nature. While skilled professionals remain in high demand, there is a shifting emphasis on a diversified skill set. Beyond traditional financial acumen, professionals need to cultivate expertise in data analytics, strategic thinking, and effective communication.

Firms need to prioritise talent acquisition and invest in ongoing professional development to ensure their teams are to navigate the challenges of corporate finance. //



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The screenshot shows the 'Interview question generator' interface. It is divided into two main sections: 'About the role' and 'Interview questions'.

About the role: This section includes four dropdown menus for 'JOB TITLE*' (HR manager), 'LEVEL OF SENIORITY*' (Head of Department), 'INDUSTRY*' (Healthcare), and 'Soft skills'. The 'Soft skills' section has a 'Select up to three skills' prompt and five radio button options: ADAPTABILITY, COLLABORATION, COMMERCIAL AWARENESS (which is selected), and COMMUNICATION.

Interview questions: This section displays four AI-generated questions (Q1-Q4) with dotted lines for answers. Q1: 'What motivated you to pursue a career in healthcare?'; Q2: 'How familiar are you with the current market trends in the healthcare industry?'; Q3: 'Can you describe a project you have led that required you to balance technical expertise with business acumen?'; Q4: 'How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?'. The interface also features an 'AI powered' badge and a 'SHARE' button with social media icons for Facebook, LinkedIn, and Twitter.

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Corporate recovery & insolvency

East Anglia

Role	Min	Max
Director/Partner	£100,500	£148,500
Senior Manager	£65,500	£89,000
Manager	£55,000	£63,500
Assistant Manager	£49,000	£52,000
Senior (newly qualified)	£29,500	£42,500
PQ (ACA, ACCA, CA)	£21,000	£34,000
1st Year Trainee (ACCA, ACA, CA)	£24,500	£29,500
AAT/CAT Qualified	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£26,500

East Midlands

Min	Max
£58,500	£95,500
£42,500	£56,000
£39,000	£51,000
£29,500	£41,500
£25,500	£37,000
£25,500	£36,000
£21,000	£25,500
£21,000	£24,500
£21,000	£22,000

London

Min	Max
£100,500	£178,000
£64,500	£92,000
£59,500	£75,500
£51,000	£62,500
£45,500	£53,000
£28,500	£39,000
£24,500	£29,500
£23,500	£29,500
£21,000	£28,500

Greater London

Role	Min	Max
Director/Partner	£89,000	£146,500
Senior Manager	£63,500	£92,000
Manager	£56,000	£73,000
Assistant Manager	£50,000	£57,000
Senior (newly qualified)	£44,500	£50,000
PQ (ACA, ACCA, CA)	£27,500	£38,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£26,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£24,500

North East

Min	Max
£74,000	£127,000
£58,500	£74,000
£42,500	£53,000
£34,000	£44,500
£26,500	£34,000
£21,000	£26,500
£21,000	£22,500
£21,000	£23,500
£21,000	£22,500

North West

Min	Max
£85,000	£127,000
£63,500	£85,000
£47,500	£63,500
£37,000	£42,500
£32,000	£35,000
£22,500	£24,500
£21,000	£22,500
£21,000	£25,500
£21,000	£23,000



Corporate recovery & insolvency

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£93,500	£77,500	£159,000	£88,000	£148,500
Senior Manager	£51,000	£61,500	£44,500	£69,000	£67,000	£90,000
Manager	£38,000	£51,000	£41,500	£58,500	£57,000	£74,000
Assistant Manager	£34,000	£39,000	£32,000	£45,500	£47,500	£56,000
Senior (newly qualified)	£25,500	£34,000	£29,500	£38,000	£40,500	£49,000
PQ (ACA, ACCA, CA)	£24,500	£29,500	£21,000	£29,500	£27,500	£36,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£22,000	£21,000	£30,000	£21,000	£24,500
AAT/CAT Qualified	£21,000	£24,500	£21,000	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,000	£21,000	£25,000	£21,000	£24,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£79,500	£143,000	£74,000	£95,500	£74,000	£127,000	£85,000	£127,000
Senior Manager	£60,500	£79,500	£58,500	£67,000	£53,000	£74,000	£63,500	£85,000
Manager	£51,000	£70,000	£40,500	£53,000	£42,500	£63,500	£47,500	£63,500
Assistant Manager	£38,000	£53,000	£34,000	£47,500	£34,000	£42,500	£32,000	£47,500
Senior (newly qualified)	£40,500	£49,000	£26,500	£34,000	£29,500	£37,000	£26,500	£32,000
PQ (ACA, ACCA, CA)	£27,500	£36,000	£21,000	£24,500	£22,500	£29,500	£21,000	£24,500
1st Year Trainee (ACCA, ACA, CA)	£21,000	£25,500	£21,000	£22,500	£21,000	£23,500	£21,000	£23,000
AAT/CAT Qualified	£21,000	£29,500	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£24,500	£21,000	£22,500	£21,000	£22,500	£21,000	£22,500

Corporate recovery and insolvency insight

Calvin Knighton

Corporate Recovery and Insolvency Expert, Reed



“ The corporate recovery and insolvency markets in the UK have been pivotal arenas for accountancy and finance firms, with the past year bringing both challenges and opportunities. Economic uncertainties and the evolving financial landscape have contributed to an increased demand for recovery and insolvency services. Firms in this sector find themselves at the forefront of navigating distressed financial situations, providing critical support to businesses facing financial challenges.

The labour market within this sector reflects its dynamic nature. Professionals skilled in corporate recovery and insolvency are highly in demand, as their expertise becomes crucial in assisting businesses to weather financial storms. The ability to assess complex financial situations, devise strategic recovery plans,

and navigate insolvency proceedings is essential. As the demand for these skills continues to grow, professionals in the field need to stay abreast of regulatory changes and emerging industry trends to remain effective and competitive.

In 2024, the landscape is expected to evolve further, emphasising the importance of a diversified skill set. Beyond technical proficiency, professionals will benefit from honing their communication skills, strategic thinking, and adaptability. The ability to work collaboratively and empathetically, particularly when dealing with distressed businesses and stakeholders, will be an asset within this field.

For accountancy and finance firms seeking to attract and retain talent in corporate

recovery and insolvency, a multilayered approach is essential. Offering ongoing professional development opportunities, including training on the latest tools and techniques, can ensure that professionals stay ahead in a rapidly changing environment. Creating a supportive and collaborative workplace culture that recognises and rewards expertise can contribute to job satisfaction and retention.

Additionally, firms can explore flexible work arrangements to accommodate the evolving expectations of the workforce. Given the demanding nature of corporate recovery and insolvency work, providing a healthy work-life balance and acknowledging the importance of employee wellbeing can be instrumental in retaining top talent. //





Forensics & investigations

East Anglia

Role	Min	Max
Director/Partner	£95,500	£148,500
Senior Manager	£65,500	£89,000
Manager	£56,000	£65,500
Assistant Manager	£48,500	£51,000
Senior (newly qualified)	£29,500	£42,500
PQ (ACA, ACCA, CA)	£21,000	£34,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£22,500
AAT/CAT Qualified	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£26,500

East Midlands

Min	Max
£56,000	£97,500
£42,500	£58,500
£42,500	£51,000
£29,500	£39,000
£25,500	£37,000
£25,500	£36,000
£21,000	£22,500
£21,000	£24,500
£21,000	£22,000

London

Min	Max
£97,500	£193,000
£81,500	£96,500
£58,500	£82,500
£53,000	£59,500
£44,500	£54,000
£30,500	£41,500
£24,500	£29,500
£23,500	£29,500
£21,000	£28,500

Greater London

Role	Min	Max
Director/Partner	£86,000	£144,000
Senior Manager	£65,500	£90,000
Manager	£53,000	£65,500
Assistant Manager	£45,500	£53,000
Senior (newly qualified)	£40,500	£48,500
PQ (ACA, ACCA, CA)	£28,500	£38,000
1st Year Trainee (ACCA, ACA, CA)	£22,500	£27,500
AAT/CAT Qualified	£24,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£24,500

North East

Min	Max
£90,000	£106,000
£69,000	£85,000
£53,000	£63,500
£42,500	£53,000
£28,500	£32,000
£23,500	£27,500
£21,000	£23,500
£21,000	£23,500
£21,000	£22,500

North West

Min	Max
£74,000	£138,000
£53,000	£74,000
£42,500	£53,000
£34,000	£44,500
£29,500	£34,000
£23,500	£26,500
£21,000	£24,500
£21,000	£25,500
£21,000	£23,000



Forensics & investigations

Northern Ireland

Scotland

South East

Role	Min	Max	Min	Max	Min	Max
Director/Partner	£69,000	£100,500	£76,500	£159,000	£87,000	£143,000
Senior Manager	£52,000	£63,500	£44,500	£69,000	£69,000	£92,000
Manager	£40,500	£49,000	£41,500	£58,500	£56,000	£63,500
Assistant Manager	£35,000	£38,000	£32,000	£42,500	£45,500	£53,000
Senior (newly qualified)	£27,500	£36,000	£28,500	£37,000	£39,000	£47,500
PQ (ACA, ACCA, CA)	£25,500	£32,000	£21,000	£28,500	£28,500	£39,000
1st Year Trainee (ACCA, ACA, CA)	£21,000	£23,000	£21,000	£30,000	£22,500	£28,500
AAT/CAT Qualified	£21,000	£24,500	£21,000	£27,500	£26,500	£32,000
AAT/CAT Foundation/Intermediate	£21,000	£22,000	£21,000	£25,000	£21,000	£24,500

South West

Wales

West Midlands

Yorkshire & Humberside

Role	Min	Max	Min	Max	Min	Max	Min	Max
Director/Partner	£85,000	£138,000	£90,000	£100,500	£69,000	£132,500	£85,000	£127,000
Senior Manager	£63,500	£85,000	£58,500	£65,500	£47,500	£63,500	£63,500	£85,000
Manager	£53,000	£69,000	£40,500	£53,000	£42,500	£53,000	£47,500	£63,500
Assistant Manager	£40,500	£53,000	£32,000	£44,500	£32,000	£47,500	£32,000	£47,500
Senior (newly qualified)	£39,000	£47,500	£26,500	£34,000	£27,500	£34,000	£26,500	£32,000
PQ (ACA, ACCA, CA)	£28,500	£36,000	£22,500	£27,500	£22,500	£27,500	£21,000	£24,500
1st Year Trainee (ACCA, ACA, CA)	£22,500	£26,500	£21,000	£22,500	£21,000	£23,500	£21,000	£22,500
AAT/CAT Qualified	£21,000	£26,500	£21,000	£23,500	£21,000	£23,500	£21,000	£23,500
AAT/CAT Foundation/Intermediate	£21,000	£24,500	£21,000	£22,500	£21,000	£22,500	£21,000	£22,500

Forensics and investigations insight

Natalie Harden

Forensics and Investigations Expert, Reed



“ The forensics and investigations labour market within the accountancy and finance practice sector is experiencing heightened demand and increased complexity, driven by a surge in financial crimes and the evolving landscape of regulatory compliance. In the past year, businesses have faced growing challenges related to fraud, corruption, and other financial irregularities, prompting a significant need for skilled professionals in forensic accounting and investigations.

Finding the best talent in this field poses challenges for firms as competition intensifies. Candidates need a blend of technical expertise, analytical skills, and a deep understanding of financial regulations. Given the interdisciplinary nature of forensic accounting, professionals should also possess effective communication and problem-solving abilities, enabling them to collaborate with legal teams and present findings clearly.

To attract and retain top talent in the forensics and investigations sector, firms need to adopt strategic approaches. Offering competitive compensation packages is a starting point, but fostering a work environment that values professional development is equally crucial. Continuous training on the latest forensic tools, methodologies, and legal frameworks will empower professionals to stay ahead in this dynamic field.

Emphasising a strong organisational culture that promotes ethical behaviour and integrity can also be a draw for candidates who are seeking alignment with a company’s values. Flexible work arrangements, career advancement opportunities, and recognition for exceptional performance contribute to job satisfaction and retention.

Emerging trends in forensics and investigations include the increasing

role of technology, data analytics, and artificial intelligence in uncovering financial irregularities. Firms need to invest in these technological advancements and ensure that their professionals are equipped to leverage these tools effectively. Collaborating with cyber security experts to address the rising threat of digital financial crimes is another avenue for firms to stay ahead in this rapidly evolving landscape.

Moreover, as businesses face challenges ahead, forensics and investigations firms can position themselves as strategic partners. By providing proactive advisory services related to compliance, risk mitigation, and fraud prevention, firms can assist businesses in navigating the complex financial landscape. This approach not only addresses current challenges but also positions firms as trusted advisors for the long term. //



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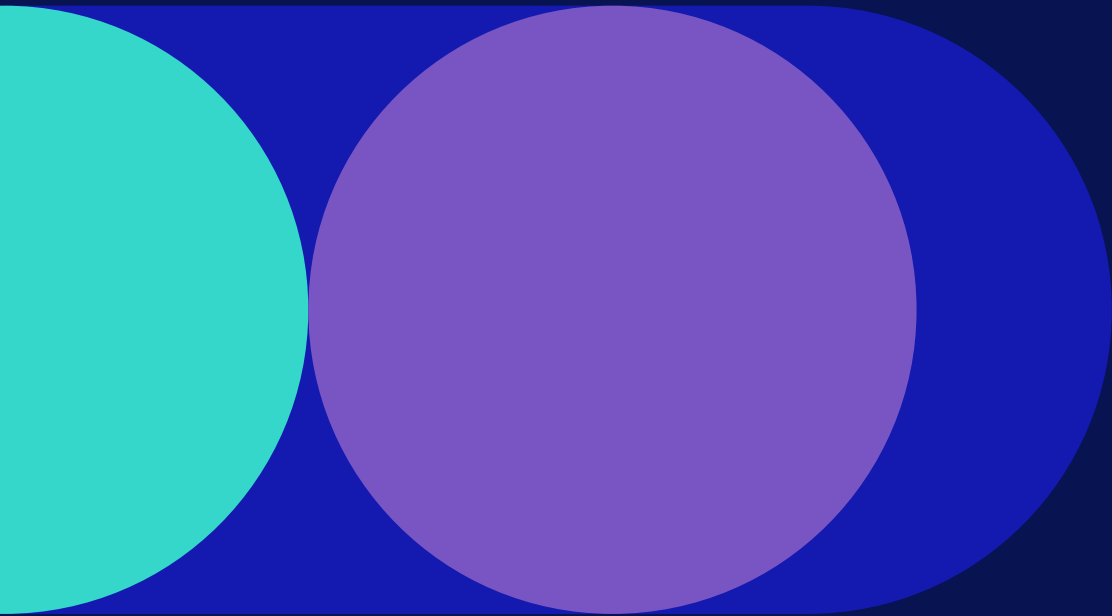
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