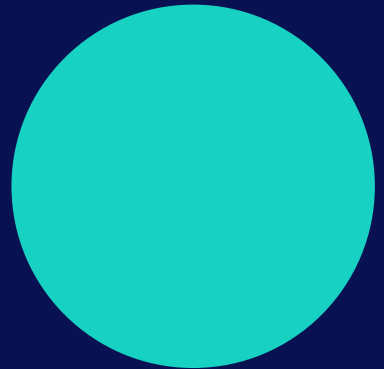
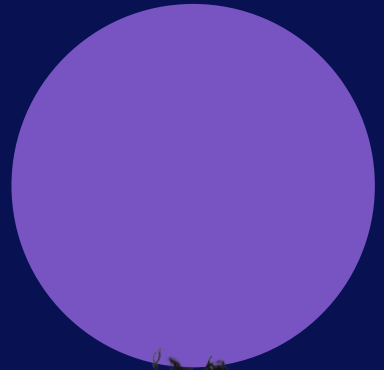
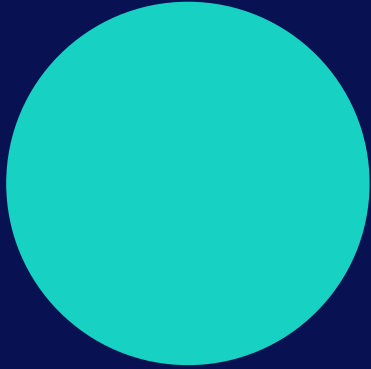


Reed
...



Salary guide 2025

Accountancy
& finance

Getting Britain working in 2025: an employers imperative



The need to reinvigorate Britain's workforce and address the pressing issue of low labour force participation is now more urgent than ever. Figures released at the end of last year by the Office for National Statistics reveal that more than nine million people in the UK are economically inactive – for every three working-age adults in employment, one is inactive.

This imbalance is unsustainable if we are to build a thriving economy. Without a significant shift in the labour participation rate, the rising trend of unemployment threatens not only our economic prosperity, but also the social fabric of our nation.

The path forward is clear: policymakers, businesses, and communities must work together to prioritise employment and ensure that no one is left behind. Reed in Partnership, has supported over 300,000 individuals in transitioning from unemployment into work and we have seen firsthand the human cost of joblessness. Beyond economic metrics, unemployment undermines individual confidence, mental health, and long-term potential. The societal duty to combat this trend is both practical and moral.

To build an economy in which work is accessible, rewarding, and inclusive, we must embrace bold and innovative solutions as employers.

Work has often been framed as the less desirable side of 'work-life balance,' a narrative that discourages engagement. To shift perceptions, we must actively market the many positives of employment – financial independence, personal growth, skill acquisition, and social life and contribution. People should be inspired to see work not as a burden, but as an opportunity to shape their futures and to give their lives added meaning.

For many young people, and especially for those who do not attend university, the transition from education to employment can feel daunting and uncertain. Reintroducing traineeships for 16-to-24-year-olds would offer a structured pathway into the workforce. These programmes can provide essential skills and hands-on experience, and instil confidence in young individuals, enabling them to take their first steps into employment.



It has never been more important to ensure you have a strong team around you. Our salary guides are a tool to help you do just that. And it's no exaggeration to say that the difference between having the right people in your team over the wrong people will be the difference between night and day.



By investing in such initiatives, we can bridge the gap between education and work, ensuring that more young people are prepared for the demands of the modern labour market.

On top of this, apprenticeships have been in decline and, if we are to put them back on track, we must make the system more employer-friendly, reducing bureaucracy and offering greater flexibility to businesses. By aligning apprenticeship programmes more closely with the needs of employers, we can create opportunities that are mutually beneficial.

We must also continue to remember the value a diverse workforce brings. Ageism, for example, remains a persistent barrier in the workplace, and yet older workers bring a wealth of skills, experience, and resilience. Encouraging multigenerational participation in the workforce is not just fair - it is necessary, if we are to have a sustainable and dynamic economy.

Our research with 5,000 people in employment, used to provide insight further [in this guide](#), highlights the importance of taking employee wellbeing into consideration, with 43% of people saying they work more hours than they are paid to.

Alarmingly, when asked why, 40% of those employees said they have too much work to do in the hours they are paid to work. If this issue goes unaddressed, we could see valuable colleagues

walk out the door or fall into long-term sickness due to burnout. By promptly addressing this issue, you can create a healthier, more productive, and more sustainable work environment which, in the current climate, will assist your employee value proposition considerably.

It looks likely that this year will be challenging – not only for organisations, but for professionals, too. As well as strategies to attract new talent into your organisation, it is important to assess the situation internally at the same time and to focus attention holding on to your best people.

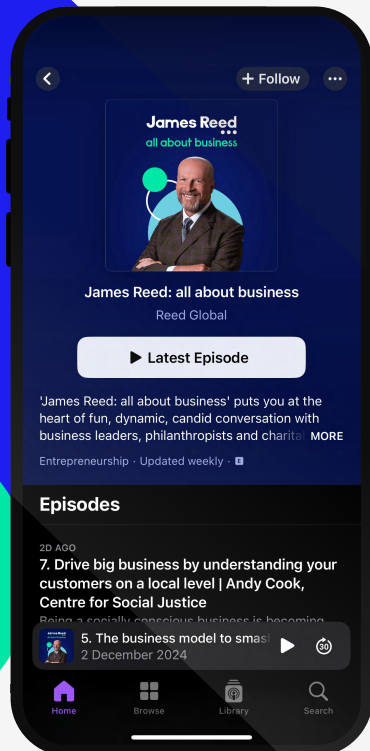
It has never been more important to ensure you have a strong team around you. Our salary guides are a tool to help you do just that.

And it's no exaggeration to say that the difference between having the right people in your team over the wrong people will be the difference between night and day.

I wish you all the very best for the year ahead.

James Reed CBE

Chairman and Chief Executive, Reed



Listen to James Reed's podcast 'all about business'.

Hosted by **James Reed CBE**, the Chairman and CEO of Reed Group, you'll hear the highs and lows of what it means to be a true business leader to empower you to implement smarter, more meaningful strategy in your business or career.

[Listen here](#)

Why use Reed's accountancy & finance 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 2025.



Unmatched data insights

This comprehensive guide draws upon a vast dataset derived from over 21 million jobs posted on **Reed.co.uk** since 2016, solidifying its status as the most trusted salary guide in existence. The analysis of such an extensive volume of data offers an unparalleled view of the sector, ensuring accuracy and reliability.



Local and national expertise

Our specialism experts provide key insight into the sector, with Reed's regional directors discussing the local job landscape. This distinctive perspective, not available elsewhere, enhances the guide's richness and relevance.



Evolving landscapes and emerging trends

Delving into the intricacies of roles across 12 UK regions, our guide highlights noteworthy developments using graphics to depict key salary changes over the past year. With a robust dataset spanning four years, it includes salary projections for the upcoming year and average salary data dating back to 2016.

Contents

→ Introduction	5	→ Northern Ireland	27
→ Salary and benefits reveal	9	→ Is your package winning top talent?	29
→ Why Reed?	14	→ Scotland	30
→ Leadership	15	→ South East	32
→ East Anglia	17	→ South West	34
→ East Midlands	19	→ Wales	36
→ London	21	→ West Midlands	38
→ North East	23	→ Yorkshire & Humberside	40
→ North West	25	→ Looking for employee screening?	42

The resurgence of optimism and hiring in the accountancy sector

Alan Myers

Accountancy Expert, Reed



The accountancy sector has been experiencing a cautious yet optimistic period of change. In the lead up to the national Budget announcement last year, many organisations hesitated to make significant hiring decisions, particularly for senior-level roles. Concerns over economic uncertainty and budgetary constraints caused companies to pause and reassess their strategies. However, as the year progressed, a shift in market confidence became apparent. Hiring activity, particularly for transactional roles, began to gain momentum, signalling a resurgence of optimism in the sector.

Despite this progress, challenges remain. A notable issue is the shortage of newly-qualified accountants. This shortage is partly attributed to disruptions in professional training during the pandemic years, as training contracts were delayed, or professionals chose alternative career paths. This talent gap creates an imbalance in the workforce, with a surplus of senior professionals but, insufficient entry-level talent to sustain long-term growth. Addressing this gap will require a renewed focus on training and development to ensure a robust pipeline of talent for the future.

Regional and skill disparities

Accountancy professionals in urban areas continue to command higher salaries than their rural counterparts, reflecting disparities in demand and cost of living. However, these higher salaries come with increased competition for roles and greater expectations for specialised skills. Employers are increasingly prioritising professionals with strong technical abilities, including proficiency in tools like SQL, Power BI, and advanced Excel. These skills are no longer considered optional but essential, even for junior positions.

Organisations that prioritise upskilling and professional development tend to see better retention rates, but this approach varies significantly. Larger firms with more

resources often offer structured training programmes, while smaller businesses may expect employees to pursue self-directed learning. This discrepancy can impact the availability of skilled professionals across the country, with smaller organisations struggling to attract and retain top talent.

Compensation and benefits trends

The rapid salary adjustments seen in the immediate aftermath of the pandemic have largely plateaued, creating a more stable but challenging landscape for professionals seeking significant pay increases. The narrowing wage gap between junior and mid-level roles has also presented challenges for succession planning. Many professionals are reluctant to take on additional responsibilities without a meaningful financial incentive, making it difficult for organisations to develop internal talent pipelines.

To remain competitive, employers are enhancing their benefits packages. Professionals, particularly those in senior roles, are increasingly interested in comprehensive offerings that go beyond base salaries. Popular benefits include electric vehicle schemes, flexible working arrangements, and wellness initiatives. Employers who adapt to these preferences are better positioned to attract top talent, especially in a competitive market.

The evolving role of accountancy

The perception of accountancy as a back-office function is changing for the better. Today, the profession is recognised as a critical driver of commercial value and strategic decision-making. Accountants are increasingly expected to engage with other departments and contribute to broader business objectives. This evolution is reshaping the skills required for success in the field, with an emphasis on collaboration, communication, and strategic thinking.

Looking to the future

The next six-to-12 months are expected to bring continued growth for the accountancy sector. The stability provided by the recent Budget has alleviated some uncertainty, allowing organisations to move forward with hiring plans. However, the profession will face ongoing challenges, including addressing the talent gap at the junior level and adapting to technological advancements.

As automation and outsourcing become more prevalent, accountants must focus on developing skills that add value beyond what technology can provide. This includes analytical thinking, problem-solving, and the ability to translate complex financial data into actionable insights. By embracing these changes, the accountancy sector can continue to thrive.



Emerging trends reshaping the finance sector

Charlotte Hasler
Finance Expert, Reed



The finance sector in the UK is undergoing a transformation, driven by changing market demands and evolving organisational priorities. One of the most notable trends is the growing importance of roles that bridge the gap between finance and strategy. Positions like finance business partners and commercially focused finance directors are increasingly in demand. These roles require professionals who can engage with senior leadership, such as managing directors, to provide insights that drive business growth.

Employers are also seeking professionals who can multitask and adapt to various responsibilities. This flexibility is particularly valuable in the current economic environment, where organisations are looking for finance professionals who can contribute across multiple areas. The emphasis is on finding talent who combine technical expertise with the ability to think strategically and communicate effectively.

Talent supply challenges

One of the most pressing issues facing the finance sector is the imbalance in the talent pool. While there is an oversupply of senior professionals, the shortage of newly-qualified talent is a significant concern. This disparity has been exacerbated by the pandemic, which disrupted training programmes and delayed the entry of new professionals into the workforce. As senior professionals retire or move into leadership roles, this gap could become even more pronounced, highlighting the need for effective succession planning.

To address these challenges, organisations must focus on developing talent pipelines. This includes investing in training and development programmes that equip employees with the skills needed to advance within their roles. Firms that prioritise upskilling are more likely to retain their workforce and maintain a competitive edge in the market.

Impact of remote work and technology

The rise of remote and hybrid working models has had a profound impact on the finance sector. While senior professionals can be willing to relocate for the right opportunities, flexibility in working arrangements remains a top priority for most finance professionals. Employers who offer remote or hybrid options are better positioned to attract and retain talent, particularly in a competitive job market.

Technological advancements are also reshaping the finance profession. Tools like Power BI and data analytics platforms are becoming indispensable, even for senior roles. Automation and outsourcing are increasingly used to handle routine tasks, pushing finance professionals to focus on areas where they can deliver strategic value. This shift requires a greater emphasis on technical skills, as well as the ability to interpret and apply data-driven insights.

Compensation and workplace dynamics

Salary expectations in the finance sector have stabilised following the post-pandemic adjustments. However, this stability presents challenges for professionals seeking significant pay increases. Benefits packages have become a key differentiator, with jobseekers favouring employers who offer comprehensive and modernised offerings. Flexibility,

wellness initiatives, and electric vehicle schemes are among the most sought-after benefits.

Work-life balance has also emerged as a critical factor in job selection. While some professionals continue to work extended hours, there is a growing trend toward prioritising personal wellbeing. Employers who recognise this shift and adapt their workplace policies are more likely to attract and retain talent.

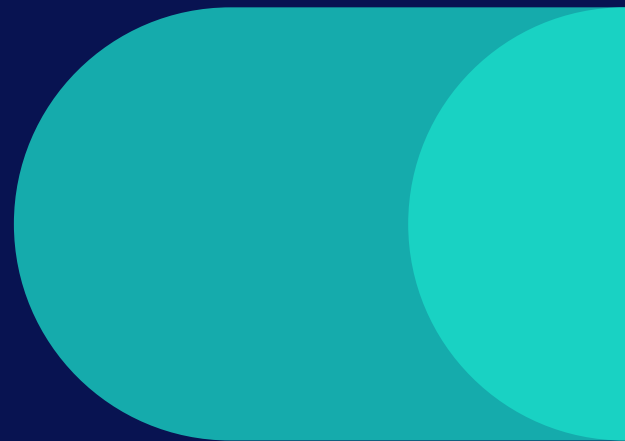
Diversity and inclusion

Diversity and inclusion remain areas of focus for the finance sector, particularly among larger organisations. However, translating these initiatives into actionable changes during recruitment remains a challenge. The underrepresentation of women in finance leadership, for example, highlights the need for targeted outreach and networking efforts. Building diverse candidate pipelines will require greater collaboration with professional networks and a commitment to creating inclusive hiring practices.

The future of finance

The finance sector is poised for growth, supported by a more stable economic environment and increasing demand for strategic financial expertise. Over the next 12 months, organisations will need to address talent shortages, particularly at the junior level, and invest in upskilling to keep pace with technological advancements.

As the role of finance continues to evolve, professionals who can combine technical proficiency with strategic insights will be in high demand. By embracing these changes and prioritising diversity, flexibility, and innovation, the finance sector can adapt to meet challenges head on.





The great UK salary and benefits reveal: **5,000 voices**

This year, we asked 5,000 employed working adults in the UK how they feel about their salary, benefits, role and responsibilities. Additionally, the survey captured information about the industries the professionals work in, their working hours, overtime, and overall job satisfaction. Here's what we found out...

Work, work, work

The majority of respondents (65%) are contracted to work between 31 and 40 hours per week, averaging 34.7 hours, and just over a tenth (12%) were contracted to work more than 40 hours per week. However, from the responses, workers said that their actual hours far exceed those they are paid to work, with 44% saying they actually work 41-50 hours weekly.

This significant disparity between hours paid to work versus actual hours worked is exacerbating the already-tense situation for many workers who say their current pay doesn't cover their everyday expenses and the rising cost of living.

Not only are employees feeling they're not being well compensated for the roles and hours they do, but there

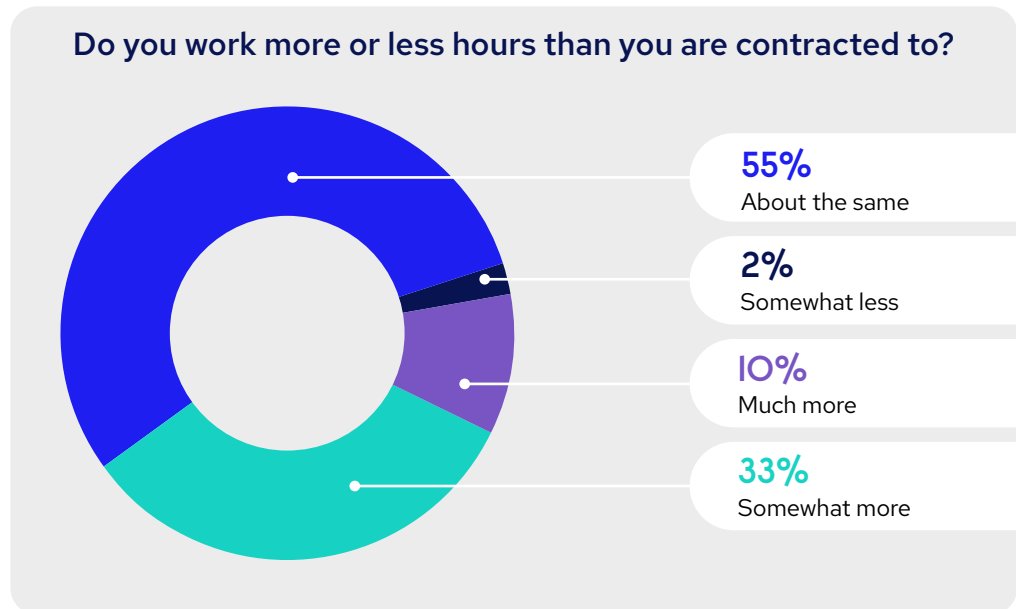
also appears to be an expectation or need for them to work additional hours on top – often without being paid.

The reasons for working additional hours include having too much work to do in the hours they are paid for (40%), roles and responsibilities require it (40%), having tight deadlines to meet (29%), enjoying their job (26%), or being unable to switch off (20%).

In the current climate, with the rising cost of living and the challenging employment market, 16% of workers said they are trying to prove their commitment or demonstrate that their salary should be reviewed in line with their roles and responsibilities.

For the 90% who work up to 10 hours over their contracted hours, that's a staggering 20% of a full-time employee's working week added to their existing hours. And more than a third (36%), said they aren't paid for this additional work.

Only 28% are financially compensated for the time they work in addition to their contracted hours, while 20% hope that it's reflected in their performance bonuses.



Lower salary expectations?

Nearly half of workers are unhappy with their salaries, according to our findings, with only 54% saying they are 'somewhat happy' or 'very happy' with how much they are paid. As we see the cost-of-living crisis continuing to bite, 60% of unhappy workers say their dissatisfaction is because this isn't reflected in salaries, and they're undoubtedly feeling the pinch.

Outside of external economic pressures, other reasons workers are unhappy with their salary include recognising that their chosen sector isn't well paid (38%) and that they do far more than outlined in their job description (37%).

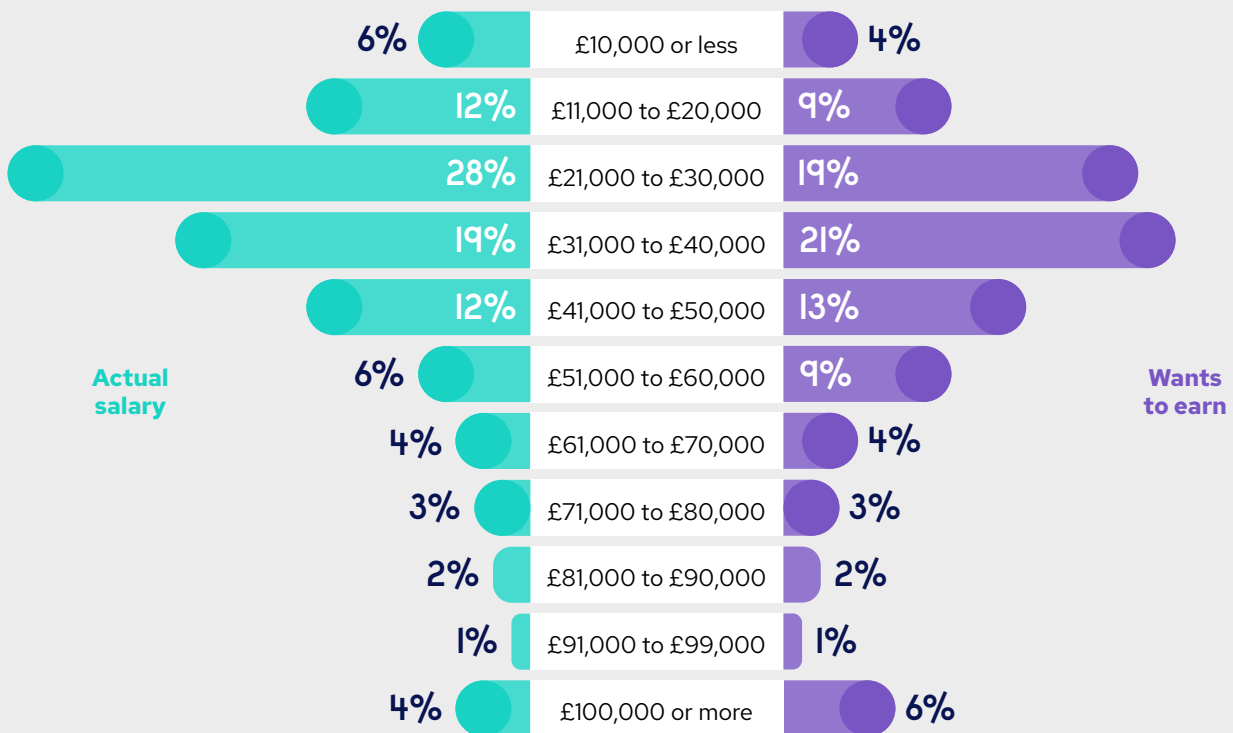
Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the results of last year's survey (54%). Although, that does leave around one-in-four (26%) professionals feeling unhappy with their current salary, a two per cent increase on last year's dissatisfied workers.

The disparity between the average wage and the salary people would be comfortable with remains quite large. The average salary in last year's salary guide survey was reportedly £35,264, while the average salary respondents said they'd be happy with was £48,541 - a 37.6% salary increase. In 2025, the average reported salary has increased by 10% to £38,921, while the target salary for workers is lower, at £45,785 - a 17% desired increase in salary.

This year's lower target salary could be a result of workers recognising the challenging job market and cost-of-living crisis and tempering their expectations. Previously, higher salaries may have been desired, whereas going into 2025, workers have slightly more realistic expectations of salary increases.



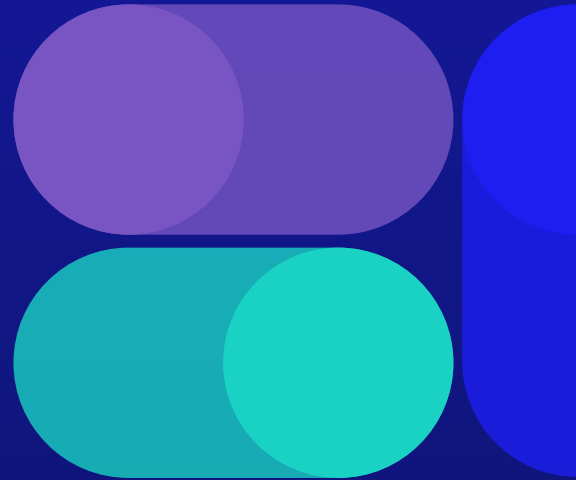
Current salary vs desired salary



However, as expected, continued increases in inflation and bills have put many under mounting financial pressures. More than half (60%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, nearly a third (31%) say it's not enough for them to live the lifestyle they want, and 36% feel they're unable to save enough money to meet their financial goals. Worryingly, one-fifth (20%) say they feel unable to meet their financial obligations, such as their mortgage and bills, on their current salary.

Why workers are unhappy with their salaries





An ever-present gender pay gap

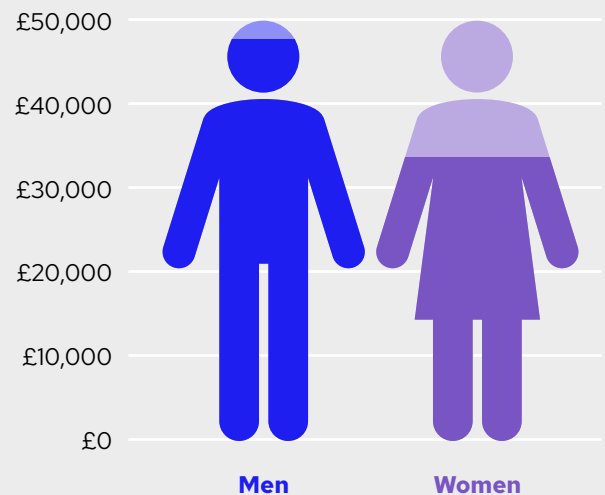
Nearly a fifth (19%) of those surveyed stated they were earning higher tax band salaries of more than £50,000, but we're still seeing a significant gender gap in salaries, with 30% of male respondents reporting a salary of £50,000 and above, while only 11% of female respondents report a similar salary.

According to the survey, women earn, on average, £32,700, while their male counterparts earn £47,000, a gender pay gap of 43%.

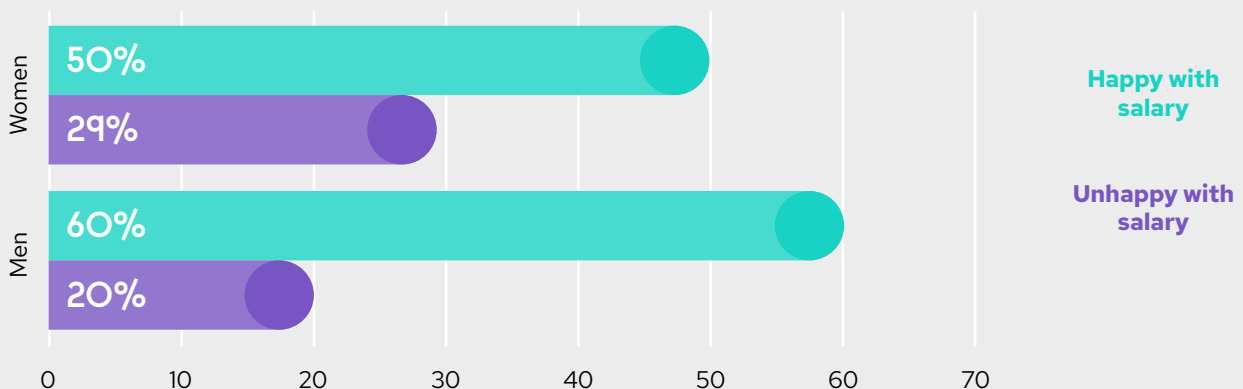
Unsurprisingly, when it comes to dissatisfaction with their salaries, 29% of women are 'somewhat unhappy' or 'very unhappy', compared to just 20% of men. Similarly, 60% of men in the survey say they are 'happy' or 'very happy' with their salaries, compared to just 50% of women.

In recent years, there's been more focus on the gender pay gap, but these results show that very little progress has been made to close it, leaving women feeling dissatisfied with their salaries and, likely, their roles. When asked how satisfied they were in their roles, 14% of women reported to be 'unhappy' or 'very unhappy', compared to just 10% of men. When asked how valued they felt, only 70% of women reported feeling valued, compared to 79% of their male peers.

Average salary - men vs women



How happy/unhappy are men vs women with current salary?



Benefits as a form of appreciation

With salary pressures on both workers and organisations, benefits remain a differentiator when it comes to employee rewards. The company benefits offered marry up almost exactly with the benefits employees make use of, with onsite parking, hybrid working, Christmas shutdown and free refreshments ranking as the top received and used benefits. Ranked fifth for offered and utilised benefits is annual salary increments, with 21% of workers receiving this.

Salary increases remain the most significant action to make workers feel more valued, with 59% of respondents ranking it at the top. However, 31% said that additional benefits would make them feel valued by their employers, with 30% wanting recognition for their achievements, 22% wanting more thanks from leadership, 22% wanting more flexible hours, and 19% wanting clearer career progression.

In fact, more than a quarter (26%) of workers say they don't feel valued by their employer, demonstrating room for improvement when it comes to employee relations that won't necessarily require additional budget from employers.

Only 12% say they are unhappy in their job, suggesting employers have a largely engaged workforce looking for additional recognition. There's an opportunity here for employers who invest time into their employees to retain and attract the top talent in their field.

We're seeing potentially unexplored opportunities for organisations to increase staff satisfaction and contentment within their roles that doesn't relate to a transactional salary increase. In challenging financial times, utilising benefits and strengthening workplace relationships may offer both staff and employers the opportunity to thrive.

Changes for 2025

This year's survey gives us an up-to-date, accurate snapshot of the UK's workforce, their roles and how they feel about their jobs. However, there are two significant findings from the survey that need to be addressed by employers.

The first is the worrying trend of employees regularly working over their contracted hours, often for no additional pay or reward. With the increased cost of living and many employees struggling financially, the requirement - whether explicit or implied, that employees need to work additional hours without being paid, could prove tricky on both sides. Organisations that routinely expect additional hours from employees can develop a negative reputation or find themselves losing talent at an alarming rate if competitors offer more reasonable working contracts.

Similarly, staff getting into the habit of working additional hours for no extra pay can find themselves more burnt-out or mentally exhausted. This also potentially undermines their requests for salary increases, when their employers see them fulfilling additional hours already - at no cost.

The second significant finding is the gender pay gap that shows no sign of closing. The pay gap of 43% between genders is alarming, with women routinely paid less, leading to increased job dissatisfaction and reportedly feeling less valued than their male counterparts.

To forge any kind of shift change, organisations need to make considered and conscious efforts to pay their staff a fairer, more equal, wage to close the gender pay gap for current workers and for the workforce of the future.



Reed
...

Your specialist recruitment

partner

We've pioneered specialist
recruitment since 1960.

Each year we help tens of thousands of
businesses find the talent they need to flourish.



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



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



Candidate database of over
22 million CVs



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



Recruitment experts covering **20 sectors**



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

Let our experts help you...
Visit [Reed.com](https://www.reed.com) to get in touch.



Leadership



Chief Operating Officer

Private sector

Turnover	Average salary			
	£0-£10M	£10M-£50M	£50M-£100M	£100M+
London	£169,520	£189,280	£208,000	£235,040
Midlands and East	£132,080	£147,680	£162,240	£183,040
North	£130,000	£145,600	£160,160	£180,960
Scotland	£128,960	£144,560	£158,080	£177,840
South	£139,360	£154,960	£170,560	£192,400
Wales	£126,880	£142,480	£156,000	£175,760
Northern Ireland	£125,840	£140,400	£153,920	£173,680

Public sector

Min	Average	Max
£150,150	£158,550	£184,800
£117,600	£123,900	£143,850
£115,500	£121,800	£141,750
£114,450	£120,750	£139,650
£123,900	£130,200	£151,200
£112,350	£118,650	£138,600
£111,300	£117,600	£136,500

Chief Financial Officer

Private sector

Turnover	Average salary			
	£0-£10M	£10M-£50M	£50M-£100M	£100M+
London	£131,040	£182,000	£205,920	£229,840
Midlands and East	£101,920	£141,440	£160,160	£179,920
North	£100,880	£139,360	£158,080	£177,840
Scotland	£99,840	£138,320	£156,000	£174,720
South	£107,120	£148,720	£168,480	£189,280
Wales	£97,760	£136,240	£154,960	£172,640
Northern Ireland	£96,720	£134,160	£152,880	£170,560

Public sector

Min	Average	Max
£97,650	£114,450	£129,150
£75,600	£89,250	£100,800
£74,550	£88,200	£99,750
£73,500	£87,150	£97,650
£79,800	£93,450	£106,050
£73,500	£86,100	£96,600
£72,450	£85,050	£95,550

Finance Director

Private sector

Turnover	Average salary			
	£0-£10M	£10M-£50M	£50M-£100M	£100M+
London	£94,640	£117,520	£138,320	£156,000
Midlands and East	£73,840	£91,520	£108,160	£121,680
North	£72,800	£90,480	£106,080	£120,640
Scotland	£71,760	£89,440	£105,040	£118,560
South	£76,960	£95,680	£113,360	£127,920
Wales	£70,720	£88,400	£104,000	£117,520
Northern Ireland	£69,680	£86,320	£101,920	£115,440

Public sector

Min	Average	Max
£88,200	£94,500	£105,000
£68,250	£73,500	£81,900
£67,200	£72,450	£80,850
£67,200	£71,400	£79,800
£72,450	£77,700	£86,100
£66,150	£70,350	£78,750
£65,100	£70,350	£77,700



Leadership insight

Daniel Cornes

Finance Leadership Expert, Reed

// Leadership positions across accountancy and finance remain pivotal and require businesses to refine their strategies for talent attraction. Finance leaders, covering various roles including chief financial officer, finance director/controller and heads of finance are in high demand, and employers must balance competitive remuneration with a clear and compelling vision for the future. To attract elite finance talent, employers need clear, compelling value propositions – with transparency at the forefront. Finance leaders want to understand not only their immediate responsibilities but also the long-term trajectory of their roles. Articulating the strategic importance of these positions, and their impact on business growth over the next two-to-five years is essential.

Salaries for executive finance roles have become more fluid, with six-figure packages increasingly common in a post-pandemic world, even outside of the capital. Beyond salary, benefits like developmental opportunities and work-life balance remain important. While the demand for hybrid work arrangements has softened, finance leaders continue to prioritise roles that allow them to mentor teams and directly influence operations, often requiring an on-site presence. That being said, due to the high demands of these roles, the ability and option for their home lives and personal aspirations to be met remain as important as ever.

For finance professionals aspiring to executive positions, technical expertise alone is no longer sufficient. Organisations are prioritising leaders who can demonstrate commercial acumen, strategic thinking, and the ability to drive operational improvements. Networking plays a pivotal

role in this progression, as does mentorship from those who have successfully navigated similar career paths. Finance professionals must also consider whether their current organisation provides the structural growth opportunities needed to support an executive trajectory, as not all businesses are positioned to nurture such development. Self-positioning for visibility and strategic impact is equally important. This includes actively seeking roles that allow for direct collaboration with senior stakeholders and managing complex teams.

Economic conditions have influenced recruitment dynamics at the executive level, though their impact remains measured at this stage. While factors like recent National Insurance increases have tightened budgets in some cases, the appetite for securing top-tier talent remains robust. The market is competitive, as a result, once a requirement at this level is ascertained, the employer must act swiftly and concisely to avoid losing desirable talent to rivals.

Retention of finance leaders is closely tied to the strength of relationships within the organisation. Transparency, regular communication, and mutual alignment on long-term objectives are key to reducing turnover. Leaders often leave due to dissatisfaction with people or direction rather than the role itself. By promoting an environment of trust and offering clear paths for career progression, businesses can build a foundation for long-term success in finance leadership. Those that prioritise these elements will be best positioned to thrive. //



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,500	£28,600 ↗	£30,800	£26,200	£25,500	£30,000
Accounts Payable Assistant	£24,900	£26,300 ↗	£27,700	£25,500	£23,600	£27,600
Accounts Payable Manager	£32,400	£35,000 ↗	£37,500	£34,600	£32,900	£36,700
Accounts Receivable Assistant	£23,600	£25,200 ↗	£26,800	£24,800	£22,600	£26,500
Accounts Receivable Manager	£34,100	£37,100 ↗	£40,100	£36,500	£35,300	£38,900
Assistant Accountant	£27,300	£29,800 ↗	£32,300	£28,400	£25,200	£31,300
Bookkeeper	£28,600	£31,000 ↗	£33,400	£29,800	£27,600	£32,300
Chief Financial Officer	£108,400	£120,900 ↘	£133,500	£122,800	£124,200	£126,900
Chief Operating Officer	£78,900	£113,900 ↗	£149,100	£91,000	£84,800	£119,600
Commercial Accountant	£40,200	£43,700 ↗	£47,300	£42,100	£40,100	£45,900
Credit Control Manager	£32,300	£35,600 ↗	£39,000	£34,800	£33,900	£37,400
Credit Controller	£25,800	£27,500 ↗	£29,300	£26,500	£24,400	£28,900

↗ **8.4%** increase in Accounts Assistant average salaries this year.

↘ **1.6%** decrease in Chief Financial Officer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£54,200	£59,000 ↗	£63,700	£49,700	£49,000	£62,000
Finance Director	£81,700	£92,100 ↘	£102,400	£97,400	£88,700	£96,700
Finance Manager	£49,300	£53,900 ↗	£58,500	£52,700	£55,200	£56,600
Financial Accountant	£45,900	£50,100 ↗	£54,200	£49,300	£45,700	£52,600
Financial Analyst	£43,800	£47,500 ↗	£51,100	£46,400	£46,700	£49,800
Financial Controller	£58,700	£64,200 ↗	£69,700	£60,000	£60,400	£67,400
Group Financial Controller	£71,200	£78,400 ↗	£85,700	£75,400	£78,200	£82,300
Management Accountant	£38,500	£42,400 ↗	£46,200	£39,800	£38,100	£44,500
Payroll Assistant	£25,400	£27,300 ↗	£29,200	£25,100	£23,700	£28,700
Payroll Manager	£34,600	£38,400 ↘	£42,300	£40,900	£43,400	£40,300
Project Accountant	£44,300	£47,900 ↘	£51,500	£49,400	£50,100	£50,200
Sales Ledger Clerk	£27,500	£28,600 ↗	£29,800	£24,400	£22,900	£30,100

↗ **6.5%** increase in Financial Controller average salaries this year.

↗ **14.7%** increase in Sales Ledger Clerk average salaries this year.



4.5%

salary growth
versus 5% UK
average growth



Regional insight

Melanie Marjoram
Regional Director, Reed

“ The accountancy and finance job market in East Anglia has experienced significant fluctuations influenced by regional, economic, and cultural factors. Following political shifts and the first Labour Budget, demand slowed as businesses paused hiring plans amid uncertainty. However, interim roles and short-term contracts have surged, as companies prioritise flexibility and cash flow management.

Key roles currently in demand include risk analysis, credit management, and strategic leadership positions. Businesses are increasingly valuing practical experience over formal qualifications, reflecting the need for adaptive and highly-skilled professionals. With ongoing concerns about a potential recession, companies are focusing on roles that protect financial stability and ensure preparedness for future challenges.

Remote working trends have reshaped the labour market significantly. Covid opened up opportunities for East Anglia professionals to work with larger firms in cities like London without relocation. This exposure has raised salary and benefit expectations, making it harder for regional companies to compete unless they offer competitive packages, particularly hybrid or flexible working arrangements. The demand for hybrid roles has made work-life balance and company culture critical factors in recruitment and retention. Firms unwilling to adapt to these expectations risk losing talent.

Economic pressures have also spurred technological adoption, with AI integration becoming a cornerstone for many organisations. AI-driven tools are streamlining processes, such as data entry, allowing firms to upskill existing employees into more strategic roles. This trend highlights a dual focus: optimising operations while retaining and developing the workforce.

Looking ahead, the market is expected to prioritise strategic hires and roles addressing risk and economic resilience. While uncertainty persists, businesses across East Anglia that invest in employee wellbeing, competitive remuneration, and technological advancement will be better positioned to attract and retain top talent. ”

Roles on the rise

Commercial Accountant

2023	£40,100
2024	£42,100
2025	£43,700

Management Accountant

2023	£38,100
2024	£39,800
2025	£42,400

Accounts Payable Assistant

2023	£23,600
2024	£25,500
2025	£26,300

Average salary in region vs UK inflation rate (RPI)



East Midlands



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,000	£27,700 ↗	£29,400	£26,200	£25,400	£29,100
Accounts Payable Assistant	£24,500	£26,500 ↗	£28,500	£23,900	£23,300	£27,800
Accounts Payable Manager	£32,600	£34,300 ↘	£36,100	£34,700	£35,100	£36,000
Accounts Receivable Assistant	£25,200	£26,700 ↗	£28,300	£25,300	£23,200	£28,000
Accounts Receivable Manager	£36,500	£39,400 ↗	£42,300	£37,200	£36,200	£41,400
Assistant Accountant	£29,200	£31,600 ↗	£34,000	£28,900	£25,800	£33,200
Bookkeeper	£28,400	£30,900 ↗	£33,500	£28,400	£27,700	£32,200
Chief Financial Officer	£116,000	£128,400 ↗	£140,700	£125,700	£127,200	£134,800
Chief Operating Officer	£84,400	£120,900 ↗	£157,200	£93,100	£86,900	£126,900
Commercial Accountant	£43,000	£46,400 ↗	£49,900	£42,900	£41,000	£48,700
Credit Control Manager	£34,500	£37,800 ↗	£41,100	£35,500	£34,700	£39,700
Credit Controller	£25,300	£26,600 ↗	£27,900	£25,100	£24,100	£27,900

↗ **5.2%** increase in Accounts Receivable Assistant average salaries this year.

↗ **8.5%** increase in Assistant Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£53,400	£58,200 ↗	£63,100	£52,200	£52,500	£61,100
Finance Director	£85,700	£95,800 ↘	£105,900	£98,700	£85,900	£100,600
Finance Manager	£50,300	£54,300 ↗	£58,400	£53,800	£53,300	£57,000
Financial Accountant	£46,100	£50,400 ↗	£54,600	£49,400	£47,400	£52,900
Financial Analyst	£40,900	£43,900 ↘	£46,900	£46,700	£39,700	£46,100
Financial Controller	£58,100	£62,500 ↗	£66,900	£62,300	£58,000	£65,600
Group Financial Controller	£76,200	£83,200 ↗	£90,300	£76,900	£80,100	£87,300
Management Accountant	£38,700	£42,100 ↗	£45,500	£40,200	£40,100	£44,200
Payroll Assistant	£25,700	£27,100 ↗	£28,400	£26,100	£25,100	£28,400
Payroll Manager	£43,600	£47,000 ↗	£50,400	£39,800	£43,700	£49,400
Project Accountant	£47,400	£50,800 ↗	£54,300	£50,400	£51,300	£53,300
Sales Ledger Clerk	£24,300	£25,500 ↗	£26,600	£22,700	£21,300	£26,800

↗ **10.3%** increase in Finance Business Partner average salaries this year.

↘ **6.4%** decrease in Financial Analyst average salaries this year.



5.9%

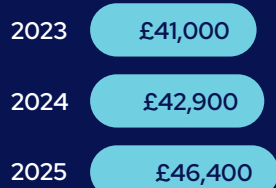
salary growth
versus 5% UK
average growth

Roles on the rise

Payroll Assistant



Commercial Accountant



Financial Accountant



Average salary in region vs UK inflation rate (RPI)



Regional insight

Chris Willsher
Senior Regional Director, Reed

" In the East Midlands, trends in the finance and accountancy job market highlight evolving candidate expectations and shifting demand for specialised skills. Professionals are increasingly prioritising benefits such as hybrid work models, extended holidays, and enhanced pension plans. This shift is particularly evident at the junior level, where these benefits are becoming a major draw, likely influenced by the public sector's competitive packages in these areas.

In terms of in-demand roles, there's a marked increase in the need for expertise in systems implementation, especially with cloud-based technologies and AI tools. Many businesses are transitioning from legacy systems, driving demand for professionals who can handle these upgrades effectively. Cost control and financial analysis are also key areas, as companies seek talent skilled in reducing operational expenses and managing debts.

A noticeable gap exists at the entry level, with fewer newly-qualified professionals entering the market, creating challenges for companies seeking budget-friendly yet capable talent. The availability of senior professionals is more robust, especially for positions like financial controller and financial director, as more experienced professionals are exploring new opportunities due to recent economic pressures.

Competitive salary offerings remain challenging, with many businesses unable to match the rising expectations of jobseekers. Retention is stable in companies that offer robust packages, but smaller businesses struggle more in this area.

Looking ahead, the labour market in the region may improve if economic stability resumes, encouraging accountancy and finance professionals, especially at entry levels, to pursue new roles. However, with the financial strain on small and medium enterprises due to regulatory and cost pressures, these companies will face ongoing challenges in hiring and retaining talent without significant structural adjustments. "

London



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£31,200	£33,700 ↗	£36,200	£31,900	£31,200	£35,400
Accounts Payable Assistant	£29,800	£31,700 ↗	£33,700	£30,200	£28,800	£33,300
Accounts Payable Manager	£42,700	£45,900 ↘	£49,100	£46,800	£45,500	£48,200
Accounts Receivable Assistant	£29,500	£31,500 ↗	£33,600	£31,000	£28,600	£33,100
Accounts Receivable Manager	£47,500	£51,300 ↗	£55,200	£47,300	£48,800	£53,900
Assistant Accountant	£42,000	£45,600 ↗	£49,300	£41,900	£36,600	£47,900
Bookkeeper	£33,700	£36,800 ↗	£39,900	£34,700	£32,200	£38,500
Chief Financial Officer	£145,200	£160,900 ↗	£176,600	£150,900	£157,900	£168,900
Chief Operating Officer	£118,200	£171,000 ↗	£224,000	£138,300	£132,300	£179,600
Commercial Accountant	£48,200	£52,500 ↗	£56,800	£49,600	£47,900	£55,100
Credit Control Manager	£46,700	£50,100 ↗	£53,400	£47,800	£50,500	£52,600
Credit Controller	£33,200	£35,600 ↗	£38,100	£32,900	£33,000	£37,400

↗ **5.3%** increase in Accounts Assistant average salaries this year.

↗ **8.1%** increase in Assistant Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£64,100	£71,400 ↗	£78,800	£66,100	£68,900	£75,000
Finance Director	£102,100	£112,100 ↗	£122,100	£110,100	£109,400	£117,700
Finance Manager	£63,700	£69,700 ↘	£75,700	£69,800	£71,100	£73,100
Financial Accountant	£57,800	£62,200 ↗	£66,600	£61,100	£64,100	£65,300
Financial Analyst	£56,800	£61,100 ↗	£65,400	£59,300	£60,300	£64,100
Financial Controller	£72,400	£78,200 ↗	£84,000	£76,800	£75,900	£82,100
Group Financial Controller	£90,900	£102,700 ↗	£114,600	£95,800	£103,500	£107,800
Management Accountant	£49,700	£54,100 ↗	£58,400	£51,800	£52,100	£56,800
Payroll Assistant	£29,000	£30,500 ↘	£31,900	£31,100	£30,200	£32,000
Payroll Manager	£53,000	£59,900 ↗	£66,800	£57,200	£60,500	£62,900
Project Accountant	£65,300	£70,100 ↗	£74,900	£64,000	£67,100	£73,600
Sales Ledger Clerk	£28,800	£30,400 ↗	£31,900	£28,400	£27,200	£31,900

↗ **7.4%** increase in Finance Business Partner average salaries this year.

↗ **8.7%** increase in Project Accountant average salaries this year.



6%

salary growth
versus 5% UK
average growth

Roles on the rise

Sales Ledger Clerk

2023	£27,200
2024	£28,400
2025	£30,400

Financial Controller

2023	£75,900
2024	£76,800
2025	£78,200

Bookkeeper

2023	£32,200
2024	£34,700
2025	£36,800

Average salary in region vs UK inflation rate (RPI)



Regional insight

Alexandra Martin
Senior Regional Director, Reed

“ London’s finance market is navigating a challenging yet resilient phase. Employers are prioritising cash management, maintaining tight control over cash flow and costs. This has led to a growing demand for strong accounts receivable and accounts payable teams to stabilise income streams. However, workforce reductions and an increasing reliance on automation in transactional processes are reshaping the sector. As a result, there is heightened demand for professionals skilled in systems accounting and strategic financial management.

While senior finance roles have shown stability, recruitment at the lower end has been impacted. Professionals are cautious about moving roles, contributing to a stagnant job market. This lack of mobility, combined with economic uncertainty, has created talent shortages in critical areas. Employers are seeking qualified accountants who can integrate advanced IT systems, adopt analytical approaches, and act as strategic business partners.

Economic and regulatory changes are also influencing the sector. Adjustments in compliance and financial reporting, spurred by post-Brexit rules and upcoming fiscal policies, are driving demand for specialists in regulatory adaptation. Increased National Insurance contributions, higher capital gains taxes, and other legislative shifts may further strain finances, but they also present opportunities for businesses to expand client offerings.

Salaries in the sector have plateaued after the significant increases we saw a couple of years ago, making it challenging for employers to attract top talent with competitive packages. Benefits are also shifting, with a rollback in flexible working and a push for more in-office days – changes that may affect employee satisfaction and retention.

Looking ahead, global and domestic uncertainties may cause continued hesitancy in hiring. However, there is optimism for this year, with businesses expected to focus on strategic hires who can drive systems transformation and enhance decision-making capabilities. For jobseekers, developing skills in areas like Power BI and financial systems implementation will be key to standing out.

Employers must balance immediate operational needs with long-term talent strategies to remain competitive in this evolving landscape, while professionals need to demonstrate adaptability and strategic expertise to secure opportunities in this market. ”

North East



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£25,900	£27,900 ↗	£29,900	£25,800	£25,000	£29,300
Accounts Payable Assistant	£24,300	£28,900 ↗	£33,500	£24,100	£24,100	£30,400
Accounts Payable Manager	£31,600	£33,900 ↗	£36,100	£32,100	£31,500	£35,600
Accounts Receivable Assistant	£23,000	£24,400 ↗	£25,800	£23,000	£21,700	£25,600
Accounts Receivable Manager	£33,300	£35,900 ↗	£38,600	£33,800	£33,900	£37,700
Assistant Accountant	£26,600	£28,800 ↗	£31,000	£26,300	£24,200	£30,300
Bookkeeper	£28,300	£30,500 ↗	£32,200	£28,400	£27,100	£31,800
Chief Financial Officer	£105,900	£117,100 ↗	£128,400	£114,400	£120,700	£123,000
Chief Operating Officer	£77,000	£110,300 ↗	£143,400	£84,700	£82,400	£115,800
Commercial Accountant	£39,200	£42,400 ↗	£45,500	£39,000	£38,400	£44,500
Credit Control Manager	£31,500	£34,500 ↗	£37,500	£32,300	£32,500	£36,200
Credit Controller	£25,200	£26,500 ↗	£27,800	£25,400	£23,300	£27,800

↗ **8.7%** increase in Assistant Accountant average salaries this year.

↗ **6.4%** increase in Credit Control Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£48,100	£51,100 ↗	£54,200	£48,400	£45,500	£53,700
Finance Director	£76,300	£84,300 ↗	£92,300	£82,600	£82,700	£88,500
Finance Manager	£45,600	£49,500 ↗	£53,400	£49,400	£45,300	£52,000
Financial Accountant	£46,500	£50,900 ↗	£55,200	£50,300	£47,100	£53,400
Financial Analyst	£42,800	£46,000 ↗	£49,200	£43,100	£44,800	£48,300
Financial Controller	£54,900	£59,800 ↗	£64,700	£57,300	£51,900	£62,800
Group Financial Controller	£69,500	£75,900 ↗	£82,400	£70,000	£74,900	£79,700
Management Accountant	£37,100	£40,400 ↗	£43,600	£38,300	£36,700	£42,400
Payroll Assistant	£22,600	£24,000 ↗	£25,300	£22,200	£21,700	£25,200
Payroll Manager	£37,700	£41,700 ↗	£45,700	£37,800	£40,500	£43,800
Project Accountant	£43,300	£46,400 ↗	£49,500	£45,800	£48,000	£48,700
Sales Ledger Clerk	£22,200	£23,200 ↗	£24,300	£20,600	£19,900	£24,400

↗ **6.3%** increase in Financial Analyst average salaries this year.

↗ **9.4%** increase in Payroll Manager average salaries this year.



7%

salary growth
versus 5% UK
average growth

Roles on the rise

Sales Ledger Clerk

2023	£27,200
2024	£28,400
2025	£30,400

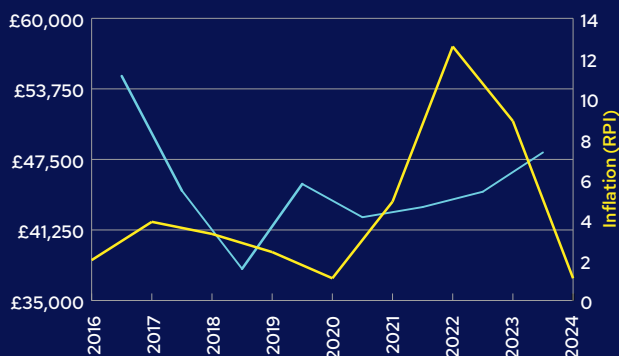
Financial Controller

2023	£75,900
2024	£76,800
2025	£78,200

Bookkeeper

2023	£32,200
2024	£34,700
2025	£36,800

Average salary in region vs UK inflation rate (RPI)



Regional insight

Charlotte Rickwood
Senior Regional Manager, Reed

“ The North East accountancy and finance job market continues to experience notable challenges. Demand is focused on mid-level transactional roles, such as accounts assistants and assistant accountants, who bring versatile skill sets. These roles have become more prominent than specialised positions like credit control or purchase ledger. Employers increasingly value professionals with broad skills capable of covering varied tasks.

However, a significant skills gap persists across the region. Talent availability is lower than at any time in recent memory, prompting recruiters to rely heavily on headhunting rather than job postings. This shift reflects changing behaviours, with more professionals adopting a passive jobseeking approach and preferring direct outreach from recruiters over traditional job boards.

Economic uncertainty, particularly post-Brexit, has influenced recruitment. Companies are cautious, opting to recruit only when essential. Regulatory changes, such as increased National Insurance contributions from day one, may further shift the focus toward temporary hires rather than permanent roles. Additionally, while hybrid working became standard during the pandemic, many employers are now transitioning back to office-based roles. This poses challenges, as professionals continue to prioritise flexible working arrangements. For roles in rural or hard-to-reach areas, hybrid work remains a key negotiation point.

Compensation expectations have risen alongside inflation, with salaries often adjusted to attract talent. However, professionals increasingly expect work-life balance, flexibility, and hybrid arrangements alongside competitive pay. For accounting firms, these demands can pose difficulties, particularly for roles requiring onsite work.

In the coming months, the region may see a greater reliance on temporary contracts and the introduction of AI technologies to streamline transactional tasks. While this could improve efficiency, it may reduce the demand for entry-level roles, emphasising the importance of upskilling within the workforce. ”

North West



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,300	£28,000 ↗	£29,700	£26,300	£25,200	£29,400
Accounts Payable Assistant	£25,000	£26,300 ↗	£27,600	£25,500	£23,500	£27,600
Accounts Payable Manager	£35,400	£38,000 ↗	£40,700	£37,100	£33,500	£39,900
Accounts Receivable Assistant	£24,900	£26,200 ↗	£27,500	£24,400	£22,100	£27,500
Accounts Receivable Manager	£36,000	£38,500 ↗	£41,100	£35,900	£34,600	£40,400
Assistant Accountant	£27,100	£29,700 ↘	£32,200	£31,600	£27,400	£31,200
Bookkeeper	£28,900	£30,100 ↗	£39,600	£29,200	£27,800	£31,400
Chief Financial Officer	£114,400	£125,600 ↗	£136,800	£121,800	£123,200	£131,900
Chief Operating Officer	£83,200	£118,300 ↗	£152,800	£90,200	£84,200	£124,200
Commercial Accountant	£46,600	£49,700 ↗	£52,800	£45,400	£44,200	£52,200
Credit Control Manager	£32,500	£36,300 ↘	£40,200	£36,700	£33,800	£38,100
Credit Controller	£25,700	£27,200 ↗	£28,600	£25,800	£24,400	£28,600

↘ **6.4%** decrease in Assistant Accountant average salaries this year.

↗ **8.7%** increase in Commercial Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£51,500	£55,100 ↗	£58,700	£54,000	£52,900	£57,800
Finance Director	£83,700	£94,400 ↗	£105,200	£92,900	£89,900	£99,100
Finance Manager	£51,100	£55,400 ↗	£59,700	£53,600	£52,100	£58,200
Financial Accountant	£47,800	£51,300 ↗	£54,800	£47,900	£47,800	£53,900
Financial Analyst	£44,500	£48,000 ↗	£51,500	£45,000	£45,100	£50,400
Financial Controller	£60,600	£65,000 ↗	£69,500	£61,000	£58,400	£68,300
Group Financial Controller	£73,400	£79,000 ↘	£84,600	£82,100	£80,800	£82,900
Management Accountant	£38,800	£42,100 ↗	£45,400	£40,300	£37,700	£44,200
Payroll Assistant	£26,100	£27,700 ↗	£29,200	£25,700	£24,800	£29,100
Payroll Manager	£37,500	£41,000 ↗	£44,600	£40,100	£42,700	£43,000
Project Accountant	£48,200	£52,000 ↗	£55,800	£51,900	£49,400	£54,600
Sales Ledger Clerk	£25,000	£26,200 ↗	£27,300	£24,500	£23,500	£27,500

↗ **6.6%** increase in Financial Accountant average salaries this year.

↗ **7.2%** increase in Payroll Assistant average salaries this year.



5.1%

salary growth
versus 5% UK
average growth



Regional insight

Douglas Turkington
Regional Director, Reed

Roles on the rise

Credit Controller

2023	£24,400
2024	£25,800
2025	£27,200

Financial Controller

2023	£58,400
2024	£61,000
2025	£65,000

Management Accountant

2023	£37,700
2024	£40,300
2025	£42,100

" In the North West the past year has seen significant competition for finance talent, particularly in Manchester, which has become a hub for businesses relocating from London and other regions. The demand for finance professionals is high, driven by Manchester's reputation as a growing economic centre. However, while the influx of skilled professionals is welcomed, salaries haven't always caught up with the expectations of those moving from higher-cost areas, creating a mismatch that companies need to address.

The role of financial business partner remains in high demand. These professionals not only handle financial data but also act as liaisons with non-finance departments, translating complex financial insights for various stakeholders. This shift towards a more collaborative, communicative role reflects a broader change in the industry, where employers increasingly value candidates who bring both financial acumen and interpersonal skills. Candidates with such a blend are in short supply, and companies are now seeking individuals who can navigate both numbers and conversations with equal ease.

Meanwhile, automation and AI are reshaping transactional accounting roles, with routine tasks being absorbed into administration or managed by systems. This shift reduces demand for entry-level roles like purchase ledger clerks, as companies optimise with technology to reduce costs and increase efficiency. Looking ahead, this trend may intensify, further limiting entry-level opportunities and emphasising the need for finance professionals to develop higher-order skills.

In the coming year, flexibility remains a top priority for jobseekers, especially as some companies shift back to office-based work, risking employee turnover if they don't maintain some level of remote work. Employers that offer flexibility, clear growth paths, and competitive compensation are better positioned to attract and retain talent. In a competitive market, businesses will need to balance traditional structures with evolving expectations to successfully recruit the best people in accountancy and finance. "

Average salary in region vs UK inflation rate (RPI)



Northern Ireland



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£24,400	£26,100	£29,100	£26,100	£24,700	£26,100
Accounts Payable Assistant	£24,000	£25,400	£27,100	£24,300	£32,300	£26,400
Accounts Payable Manager	£32,500	£35,400	£38,200	£35,200	£33,600	£36,700
Accounts Receivable Assistant	£24,100	£25,900	£27,900	£24,600	£22,700	£26,700
Accounts Receivable Manager	£33,000	£35,700	£38,400	£33,500	£33,500	£37,500
Assistant Accountant	£27,800	£30,200	£32,900	£28,100	£25,600	£31,200
Bookkeeper	£29,100	£31,900	£33,400	£29,200	£26,500	£33,300
Chief Financial Officer	£102,700	£114,000	£125,300	£109,000	£120,100	£122,000
Chief Operating Officer	£79,200	£114,300	£149,500	£80,800	£82,000	£115,000
Commercial Accountant	£36,100	£39,200	£42,400	£38,600	£38,000	£44,100
Credit Control Manager	£32,800	£36,400	£40,000	£35,000	£34,200	£37,600
Credit Controller	£24,500	£26,000	£27,600	£25,400	£24,300	£26,800

↑ **7%** increase in Assistant Accountant average salaries this year.

↑ **8.5%** increase in Bookkeeper average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£45,000	£50,000	£54,900	£46,700	£49,000	£52,800
Finance Director	£73,100	£80,800	£88,400	£78,700	£82,300	£87,900
Finance Manager	£45,100	£49,100	£53,300	£47,700	£48,900	£52,400
Financial Accountant	£41,500	£44,700	£48,000	£43,300	£45,200	£48,600
Financial Analyst	£40,800	£44,000	£47,200	£42,600	£44,300	£47,900
Financial Controller	£55,500	£59,900	£64,200	£60,200	£58,300	£60,600
Group Financial Controller	£65,800	£73,400	£80,900	£69,100	£74,200	£79,200
Management Accountant	£37,400	£40,800	£44,200	£40,200	£39,100	£41,600
Payroll Assistant	£23,900	£25,400	£27,800	£24,800	£23,800	£26,000
Payroll Manager	£38,600	£42,700	£46,800	£40,800	£42,600	£44,400
Project Accountant	£44,100	£47,400	£50,700	£45,300	£47,500	£48,300
Sales Ledger Clerk	£23,900	£24,600	£26,000	£23,200	£21,900	£25,700

↑ **6%** increase in Finance Business Partner average salaries this year.

↑ **5.7%** increase in Sales Ledger Clerk average salaries this year.



6.2%

salary growth
versus 5% UK
average growth



Regional insight

Paula Gallagher
Regional Director, Reed

“ Reflecting on 2024, the accountancy and finance job market in Northern Ireland was one of sharp contrasts and challenges. The year was dominated by a candidate-driven environment, where skilled professionals held considerable leverage. Shortages across key roles, such as management accountants, financial controllers, and credit controllers, fuelled significant salary inflation. For instance, management accountants saw salaries leap from £42,000 to as high as £52,000, reflecting fierce competition among employers.

Despite economic growth in Northern Ireland outpacing the UK average, the accountancy sector grappled with counteroffers and retention issues. Finance professionals often stayed with their current employers after being presented with attractive counteroffers, creating significant hiring challenges. Employers also faced ghosting and non-committal applicants, forcing many to return to recruitment agencies after unsuccessful attempts to handle hiring internally.

Interestingly, there was a growing emphasis on fringe benefits, even for junior roles. Healthcare plans and extended notice periods, such as three months for accounts receivable positions, became more common as employers sought to retain their workforce in a fiercely competitive market. However, while hybrid working remained an expectation, younger professionals, especially at entry level, showed a surprising preference for office-based roles, valuing the social interaction and learning opportunities it provided.

Now, in 2025, the market continues to evolve amid ongoing economic and policy changes. Employers are beginning to recognise the potential of upskilling as a strategy to address the persistent talent gap. However, it's likely many will still hesitate to invest in entry-level hires, preferring accountants who can 'hit the ground running'. This reluctance risks perpetuating the skills shortage, particularly as demand for qualified professionals remains high.

SMEs, the backbone of Northern Ireland's economy, face particular pressure this year, balancing rising costs with the need for strategic growth. Larger firms are feeling the strain of increased National Insurance contributions, which could impact their hiring plans in the months ahead.

Looking ahead, employers willing to embrace flexibility and invest in long-term talent development will likely gain a competitive edge. For jobseekers, the focus remains on competitive pay, hybrid options, and clear career progression, as they navigate a market that, while challenging, offers significant opportunities for those with the right skills and experience. ”

Roles on the rise

Accounts Receivable Assistant

2023	£22,700
2024	£24,600
2025	£25,900

Payroll Assistant

2023	£23,800
2024	£24,800
2025	£25,400

Sales Ledger Clerk

2023	£21,900
2024	£23,200
2025	£24,600

Average salary in region vs UK inflation rate (RPI)








Is your pay and benefits package **winning** **top talent?**

Let our experts guide you to get pay right.

With access to data from millions of jobs and market-leading talent analytics tools, our talent advisory team can help you benchmark real-time salary and benefit expectations, no matter the role or sector.

Our salary benchmarking services include:

-  Bespoke salary benchmarking reports
-  Salary and benefits analysis
-  Discovery into your reward
-  Tailored recommendations to support your reward strategy
-  Implementing change across your reward structure

 **Craft competitive packages to secure top talent with our help.**

Scotland



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,600	£28,500 ↗	£30,500	£26,300	£25,100	£29,900
Accounts Payable Assistant	£25,200	£26,400 ↗	£27,600	£24,000	£22,300	£27,700
Accounts Payable Manager	£32,700	£37,000 ↗	£41,100	£34,500	£33,200	£38,900
Accounts Receivable Assistant	£23,700	£26,700 ↗	£29,400	£24,700	£22,900	£28,000
Accounts Receivable Manager	£34,400	£39,200 ↗	£43,900	£36,400	£35,700	£41,200
Assistant Accountant	£27,500	£31,500 ↗	£35,400	£28,300	£25,500	£33,100
Bookkeeper	£28,400	£30,500 ↗	£33,700	£28,900	£26,800	£31,800
Chief Financial Officer	£109,300	£127,900 ↗	£146,300	£123,400	£127,100	£134,300
Chief Operating Officer	£79,500	£120,500 ↗	£163,500	£91,400	£86,800	£126,500
Commercial Accountant	£40,500	£46,300 ↗	£51,900	£42,000	£40,500	£48,600
Credit Control Manager	£32,500	£37,700 ↗	£42,700	£34,700	£34,300	£39,600
Credit Controller	£25,800	£27,100 ↗	£28,500	£24,700	£23,700	£28,500

↗ **10.2%** increase in Assistant Accountant average salaries this year.

↗ **9.3%** increase in Commercial Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£47,400	£52,700 ↗	£58,000	£52,000	£50,500	£55,300
Finance Director	£78,800	£92,100 ↗	£105,200	£89,100	£87,100	£96,700
Finance Manager	£50,000	£56,800 ↗	£63,700	£53,400	£54,100	£59,600
Financial Accountant	£47,000	£51,100 ↗	£55,100	£47,300	£48,200	£53,700
Financial Analyst	£44,200	£50,200 ↗	£56,000	£46,400	£47,200	£52,700
Financial Controller	£54,400	£60,000 ↘	£65,600	£62,000	£61,300	£62,900
Group Financial Controller	£71,800	£82,900 ↗	£93,900	£75,300	£79,000	£87,000
Management Accountant	£39,600	£43,000 ↗	£46,400	£41,700	£41,100	£45,100
Payroll Assistant	£27,600	£29,900 ↗	£32,300	£26,700	£25,100	£31,400
Payroll Manager	£42,500	£46,900 ↗	£51,300	£42,800	£42,600	£49,300
Project Accountant	£44,700	£50,700 ↗	£56,500	£49,300	£50,600	£53,200
Sales Ledger Clerk	£22,900	£25,400 ↗	£27,700	£22,200	£21,000	£26,700

↗ **10.7%** increase in Payroll Assistant average salaries this year.

↗ **8.7%** increase in Payroll Manager average salaries this year.



7.7%

salary growth
versus 5% UK
average growth



Regional insight

Gillian Dolan
Regional Director, Reed

" The Scottish labour market saw a shift in the run up to the end of 2024, with more jobseekers on the market and employers now in a position to be selective. This change has created a more client-driven environment, particularly in major cities like Edinburgh and Aberdeen, which remain key employment hubs. While smaller areas, such as Fife and Stirling, may offer slightly lower salaries for similar roles, the wage gap between urban and rural areas has reduced in recent years.

Currently, demand is concentrated at mid-level roles, particularly for assistant accountants, management accountants, and financial accountants. These positions are maintaining a steady flow of opportunities, while transactional-level roles like purchase ledger clerks and finance assistants are also available, though in reduced numbers. In contrast, demand for senior finance roles has dropped significantly, largely due to budgetary pressures and the high salary expectations associated with these positions.

Skills in high demand include communication and adaptability. Many employers are seeking finance professionals who can interpret financial data and effectively communicate it to non-financial stakeholders, along with those who bring versatility and are comfortable with a range of responsibilities. This shift is partly due to the rise of automation, which is streamlining processes at the transactional level and changing the nature of entry-level roles.

Flexibility is increasingly important for those looking for work in the sector, with work-life balance now a priority as salary growth has slowed. Larger organisations, public sector employers, and higher education institutions in Scotland often offer hybrid or remote work options, but smaller businesses, are generally less flexible, expecting more in-office presence.

Looking to the future, short-term and interim contracts are expected to rise as Scottish businesses navigate economic uncertainties and look to meet immediate needs without long-term commitments. Temporary roles are anticipated to become a stronger presence in the market.

While remote work has waned, hybrid roles requiring proximity to the workplace have become standard. Commuting remains a factor, particularly at lower job levels, as many employees prefer to work close to home given the dense nature of Scotland's urban areas and the congestion during peak travel times. "

Roles on the rise

Accounts Receivable Manager

2023	£35,700
2024	£36,400
2025	£39,200

Finance Director

2023	£87,100
2024	£89,100
2025	£92,100

Sales Ledger Clerk

2023	£21,000
2024	£22,200
2025	£25,400

Average salary in region vs UK inflation rate (RPI)



South East



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£27,700	£29,800 ↗	£31,900	£28,200	£27,000	£31,300
Accounts Payable Assistant	£26,200	£28,000 ↗	£29,800	£26,600	£25,300	£29,400
Accounts Payable Manager	£37,400	£40,400 ↗	£43,500	£39,400	£39,000	£42,400
Accounts Receivable Assistant	£26,300	£28,500 ↗	£30,700	£26,900	£25,100	£29,900
Accounts Receivable Manager	£40,600	£44,600 ↗	£48,700	£40,600	£40,300	£46,800
Assistant Accountant	£32,700	£34,700 ↗	£36,800	£30,300	£29,800	£36,500
Bookkeeper	£30,300	£32,600 ↗	£35,500	£30,200	£29,600	£34,000
Chief Financial Officer	£116,300	£128,500 ↗	£140,700	£128,400	£132,800	£134,900
Chief Operating Officer	£84,600	£121,100 ↗	£157,200	£95,100	£90,700	£127,200
Commercial Accountant	£43,000	£46,900 ↗	£50,700	£44,900	£47,400	£49,200
Credit Control Manager	£36,400	£39,800 ↘	£43,200	£40,900	£38,700	£41,800
Credit Controller	£27,500	£29,600 ↗	£31,800	£27,900	£26,700	£31,100

↗ **12.7%** increase in Assistant Accountant average salaries this year.

↗ **7.4%** increase in Bookkeeper average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£56,300	£61,000 ↗	£65,700	£57,400	£59,500	£64,000
Finance Director	£85,000	£94,600 ↗	£104,100	£93,900	£93,800	£99,300
Finance Manager	£52,700	£57,300 ↗	£61,800	£56,200	£57,300	£60,100
Financial Accountant	£51,200	£55,300 ↗	£59,400	£52,400	£53,600	£58,000
Financial Analyst	£49,000	£52,900 ↗	£56,800	£50,500	£50,400	£55,500
Financial Controller	£61,000	£66,000 ↗	£71,000	£65,200	£64,200	£69,300
Group Financial Controller	£84,000	£90,900 ↗	£97,700	£84,500	£83,300	£95,400
Management Accountant	£42,800	£46,900 ↗	£51,000	£44,600	£44,200	£49,200
Payroll Assistant	£26,800	£28,500 ↗	£30,300	£27,700	£26,900	£29,900
Payroll Manager	£44,700	£50,600 ↗	£56,500	£44,200	£48,400	£53,100
Project Accountant	£45,900	£49,700 ↘	£53,500	£56,700	£58,500	£52,100
Sales Ledger Clerk	£26,100	£27,600 ↗	£29,100	£25,300	£24,300	£29,000

↗ **12.6%** increase in Payroll Manager average salaries this year.

↘ **14.1%** decrease in Project Accountant average salaries this year.



5.2%

salary growth
versus 5% UK
average growth



Regional insight

Grant Rigler
Regional Director, Reed

“ This year, accountancy and finance in the South East will continue to undergo significant changes, shaped by evolving business strategies and employee expectations. One of the most striking trends that emerged at the end of 2024 was the challenge finding part-qualified professionals with two-to-four years of experience - a consequence of reduced trainee intakes during the pandemic. This shortage will continue to create a bottleneck for those seeking mid-level talent.

Also towards the end of last year we saw businesses adopting leaner structures, often relying on existing staff to cover roles left vacant by departing employees. While this can temporarily address gaps, it frequently leads to burnout, prompting experienced professionals to seek opportunities elsewhere.

On the technological front, businesses of all sizes are starting to adopt ERP (enterprise resource planning) systems to automate manual processes such as invoicing and billing. While these systems offer efficiency gains, they are not yet replacing the human touch needed in areas like credit control and accounts payable. The demand for transactional roles persists, alongside an uptick in senior-level openings and a growing need for financial planning analysts to interpret financial data for strategic decision-making.

Regionally, finance jobs are spread across the South East, with hubs around Crawley, Gatwick, and Brighton. However, rising costs and a lack of flexibility - particularly for non-drivers - can limit access to opportunities.

Simply offering a competitive salary will no longer suffice in a market where professionals weigh the entire package, from work-life balance to long-term benefits. This shift demands that employers adapt quickly, embracing flexibility and tailoring roles to individual needs.

With budgets tightening, the role of financial planning and analysis will be critical in helping businesses navigate uncertain times. It's also likely that transactional and credit control roles will remain in demand as companies maintain a sharp focus on cash flow. However, businesses must also consider the sustainability of their talent pipelines. Investing in training, apprenticeships, and pathways for progression will be vital to combat skills shortages and secure long-term stability.

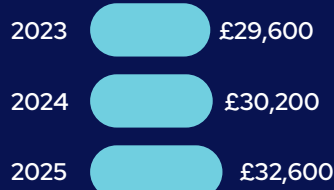
With proactive measures, the South East can continue to thrive as a hub for accountancy and finance, even in the face of economic uncertainty. //

Roles on the rise

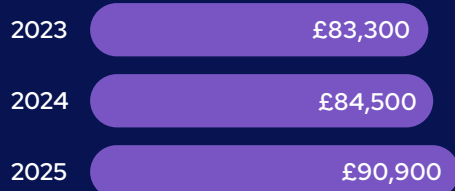
Accounts Payable Assistant



Bookkeeper



Group Financial Controller



Average salary in region vs UK inflation rate (RPI)





Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,100	£28,300 ↗	£30,600	£26,200	£25,200	£29,700
Accounts Payable Assistant	£25,100	£26,500 ↗	£27,900	£24,100	£23,400	£27,800
Accounts Payable Manager	£38,100	£40,800 ↗	£43,600	£35,600	£34,300	£42,900
Accounts Receivable Assistant	£24,600	£26,700 ↗	£28,800	£25,100	£22,500	£28,000
Accounts Receivable Manager	£35,600	£39,300 ↗	£43,000	£36,900	£35,100	£41,300
Assistant Accountant	£25,500	£28,300 ↗	£31,100	£25,500	£23,500	£29,700
Bookkeeper	£28,300	£30,600 ↗	£32,400	£28,900	£27,500	£31,900
Chief Financial Officer	£113,200	£128,200 ↗	£143,100	£125,000	£124,500	£134,600
Chief Operating Officer	£82,400	£120,700 ↗	£159,800	£92,600	£85,000	£126,700
Commercial Accountant	£42,000	£46,400 ↗	£50,700	£42,600	£39,800	£48,700
Credit Control Manager	£33,700	£37,700 ↗	£41,800	£35,200	£33,700	£39,600
Credit Controller	£25,800	£28,200 ↗	£30,500	£26,100	£24,500	£29,600

↗ **12.7%** increase in Accounts Payable Manager average salaries this year.

↗ **9.9%** increase in Assistant Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£50,000	£55,000 ↘	£59,900	£57,000	£56,400	£57,700
Finance Director	£90,700	£98,800 ↗	£107,000	£91,600	£85,500	£103,700
Finance Manager	£51,100	£55,200 ↗	£59,400	£52,500	£50,200	£58,000
Financial Accountant	£46,700	£50,700 ↗	£54,700	£49,000	£49,800	£53,200
Financial Analyst	£46,300	£50,300 ↗	£54,300	£44,000	£47,300	£52,800
Financial Controller	£57,700	£61,900 ↗	£66,200	£58,700	£58,300	£65,000
Group Financial Controller	£74,300	£83,100 ↗	£91,800	£76,400	£77,600	£87,300
Management Accountant	£38,900	£43,000 ↗	£47,100	£40,500	£39,800	£45,100
Payroll Assistant	£25,400	£27,300 ↗	£29,200	£25,300	£23,800	£28,700
Payroll Manager	£41,700	£44,900 ↗	£48,000	£44,200	£43,800	£47,100
Project Accountant	£47,800	£51,600 ↘	£55,400	£55,600	£50,900	£54,100
Sales Ledger Clerk	£24,800	£26,500 ↗	£28,300	£25,700	£22,600	£27,800

↗ **12.5%** increase in Financial Analyst average salaries this year.

↗ **8.1%** increase in Group Financial Controller average salaries this year.



7%

salary growth
versus 5% UK
average growth



Regional insight

George Sofokleous
Senior Regional Director, Reed

Roles on the rise

Credit Controller

2023	£24,500
2024	£26,100
2025	£28,200

Payroll Assistant

2023	£23,800
2024	£25,300
2025	£27,300

Chief Financial Officer

2023	£124,500
2024	£125,000
2025	£128,200

“ Across the finance market, we are experiencing a period of growth, driven by industry demand. With a steady influx of businesses moving to the area, demand for qualified accountancy and finance professionals remains strong. Employers are particularly seeking newly-qualified accountants and finance business partners with a mix of technical and commercial skills. Digital skills, especially in data analytics and tools like Power BI, are increasingly essential, as companies prioritise tech-savvy professionals to keep pace with automation and AI.

For those seeking their next role, the job market is favourable, though competition is strong for top-tier positions. Jobseekers with digital expertise and a proactive approach to business partnership are well-positioned to advance their careers. Work-life balance, career development, and clear progression pathways remain priorities for professionals. Employers who can offer these, along with flexible work arrangements, are more likely to attract talent. With the cost of living still impacting many people across the industry, particularly in Bristol, professionals are also focusing on compensation packages that reflect the increased expenses in the region.

To attract and retain top talent, employers in the South West should streamline their hiring processes, provide competitive compensation, and emphasise total rewards – including flexible benefits and growth opportunities. As we look further into 2025, companies that can adapt quickly to evolving technological demands and employee expectations will be well-positioned to succeed in the market. ”

Average salary in region vs UK inflation rate (RPI)



Wales



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,500	£28,300 ↗	£30,000	£26,400	£25,100	£29,700
Accounts Payable Assistant	£24,100	£25,500 ↗	£26,900	£24,300	£22,600	£26,800
Accounts Payable Manager	£34,100	£36,700 ↗	£39,300	£36,400	£30,100	£38,500
Accounts Receivable Assistant	£22,800	£24,900 ↗	£26,800	£23,200	£20,800	£26,200
Accounts Receivable Manager	£33,100	£36,600 ↗	£40,100	£34,200	£32,400	£38,400
Assistant Accountant	£26,400	£29,400 ↗	£32,300	£26,600	£23,200	£30,900
Bookkeeper	£27,500	£29,100 ↗	£32,500	£28,000	£26,600	£30,400
Chief Financial Officer	£105,100	£119,300 ↗	£133,500	£116,100	£115,900	£125,300
Chief Operating Officer	£76,400	£112,400 ↗	£149,100	£86,000	£79,200	£118,000
Commercial Accountant	£39,000	£43,200 ↗	£47,300	£39,400	£36,800	£45,400
Credit Control Manager	£31,300	£35,100 ↗	£39,000	£32,600	£31,100	£36,900
Credit Controller	£25,200	£26,300 ↗	£27,500	£24,700	£24,700	£27,600

↗ **9.5%** increase in Assistant Accountant average salaries this year.

↗ **8.8%** increase in Commercial Accountant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£45,400	£49,200 ↘	£53,000	£49,500	£46,500	£51,600
Finance Director	£75,700	£85,900 ↗	£96,000	£83,800	£79,500	£90,200
Finance Manager	£46,400	£50,200 ↗	£54,000	£48,500	£49,300	£52,700
Financial Accountant	£43,800	£47,100 ↗	£50,500	£46,400	£43,500	£49,400
Financial Analyst	£42,500	£46,800 ↗	£51,100	£43,500	£42,900	£49,100
Financial Controller	£54,800	£58,900 ↗	£63,100	£58,000	£55,900	£61,800
Group Financial Controller	£69,000	£77,400 ↗	£85,700	£70,700	£71,800	£81,300
Management Accountant	£37,800	£41,400 ↗	£45,000	£39,700	£37,600	£43,500
Payroll Assistant	£22,400	£24,400 ↗	£26,300	£22,400	£20,800	£25,600
Payroll Manager	£41,500	£45,800 ↗	£50,200	£36,900	£37,900	£48,200
Project Accountant	£42,900	£47,300 ↗	£51,500	£46,300	£45,900	£49,600
Sales Ledger Clerk	£22,000	£23,700 ↗	£25,300	£20,800	£19,000	£24,900

↗ **7.5%** increase in Financial Analyst average salaries this year.

↗ **8.7%** increase in Group Financial Controller average salaries this year.



6.9%

salary growth
versus 5% UK
average growth



Regional insight

Becky Hole

Regional Director, Reed

“ As companies navigate an employer-driven market, they face fierce competition for talent – especially for senior roles and specialised skills like FP&A and corporate finance. Recruiting in this space requires a considered and streamlined approach, even with market leverage favouring employers, as attracting professionals with specific expertise can be difficult without a clear talent acquisition strategy in place.

Employers in Wales are placing greater emphasis on streamlining hiring processes to secure people quickly. Given the tight labour market, companies are encouraged to clearly define role requirements and act decisively to attract talent. Flexibility remains a top demand among jobseekers, especially with public sector roles offering robust benefits and flexibility, increasing competition for private sector employers. For employers to remain competitive, offering hybrid work models, flexible hours, and other work-life balance initiatives are still ever so important.

For jobseekers, 2025 presents substantial opportunities in Wales, particularly within SMEs where in-house finance roles are expanding. Professionals with certifications, most notably ACCA and CIMA and technical skills in areas such as data analysis, budgeting, and digital finance, will find increased demand. By emphasising these skills and a readiness for flexibility, jobseekers can appeal strongly to employers.

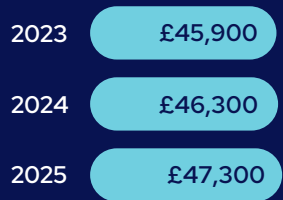
As the region’s market evolves, both employers and jobseekers who adapt quickly to changing demands will find the most success across the country. ”

Roles on the rise

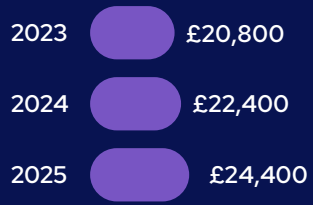
Chief Financial Officer



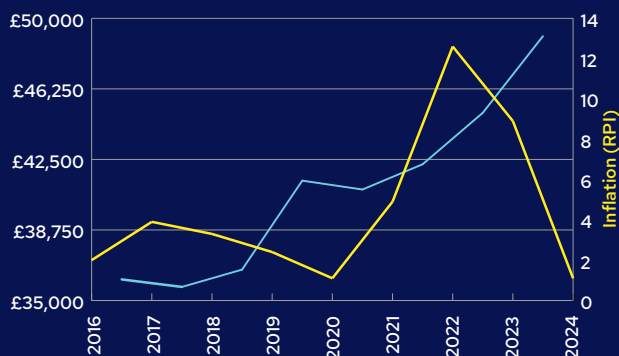
Project Accountant



Payroll Assistant



Average salary in region vs UK inflation rate (RPI)



West Midlands



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,500	£28,300 ↗	£30,100	£26,200	£25,800	£29,700
Accounts Payable Assistant	£25,600	£26,500 ↗	£27,400	£24,700	£23,900	£27,800
Accounts Payable Manager	£34,300	£37,300 ↗	£40,300	£36,400	£35,700	£39,100
Accounts Receivable Assistant	£25,800	£27,900 ↗	£29,900	£26,400	£25,000	£29,300
Accounts Receivable Manager	£37,400	£41,000 ↗	£44,600	£38,900	£39,000	£43,000
Assistant Accountant	£29,800	£32,900 ↗	£35,900	£30,300	£27,800	£34,600
Bookkeeper	£28,900	£30,100 ↗	£32,300	£28,600	£27,500	£31,300
Chief Financial Officer	£118,700	£133,700 ↗	£148,600	£131,900	£137,100	£140,400
Chief Operating Officer	£86,400	£125,900 ↗	£166,000	£97,700	£93,700	£132,200
Commercial Accountant	£47,200	£51,500 ↗	£55,700	£47,800	£45,400	£54,100
Credit Control Manager	£35,400	£39,400 ↗	£43,400	£37,100	£37,400	£41,400
Credit Controller	£26,300	£27,700 ↗	£29,100	£25,700	£25,400	£29,100

↗ **7.4%** increase in Accounts Assistant average salaries this year.

↗ **1.3%** increase in Chief Financial Officer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£46,600	£57,600 ↗	£68,600	£56,700	£60,000	£60,400
Finance Director	£84,300	£93,800 ↘	£103,400	£95,900	£94,800	£98,500
Finance Manager	£52,400	£56,900 ↗	£61,400	£55,300	£55,400	£59,700
Financial Accountant	£49,300	£53,300 ↗	£57,400	£49,500	£50,600	£56,000
Financial Analyst	£47,700	£51,700 ↗	£55,700	£50,700	£47,500	£54,300
Financial Controller	£59,600	£64,400 ↗	£69,100	£64,000	£60,900	£67,600
Group Financial Controller	£78,000	£86,700 ↗	£95,400	£80,500	£86,300	£91,000
Management Accountant	£39,300	£43,100 ↗	£46,800	£41,000	£40,200	£45,200
Payroll Assistant	£26,000	£27,800 ↗	£29,500	£24,600	£24,500	£29,200
Payroll Manager	£43,300	£46,900 ↘	£50,500	£48,100	£46,900	£49,200
Project Accountant	£50,600	£54,800 ↗	£58,900	£51,400	£55,600	£57,500
Sales Ledger Clerk	£25,400	£27,200 ↗	£69,200	£23,800	£23,500	£28,600

↘ **2.2%** decrease in Financial Director average salaries this year.

↗ **11.5%** increase in Payroll Assistant average salaries this year.



5.9%

salary growth
versus 5% UK
average growth



Regional insight

Chris Willsher
Senior Regional Director, Reed

Roles on the rise

Sales Ledger Clerk

2023	£23,500
2024	£23,800
2025	£27,200

Bookkeeper

2023	£27,500
2024	£28,600
2025	£30,100

Management Accountant

2023	£40,200
2024	£41,000
2025	£43,100

“ Across the region, we are seeing demand for specialised roles like tax accountants and treasury experts, which are in short supply locally. However, some companies are responding by outsourcing functions, especially credit control, to overseas locations, highlighting a focus on cost savings. This trend has resulted in reduced local job openings in certain areas across the region, yet roles requiring specific expertise, such as system implementation, are on the rise as businesses seek to streamline operations and adopt new technologies.

The sector offers opportunities for those with niche skills and adaptability, especially in roles related to finance transformation and technological implementation. Professionals seeking their next career move should emphasise their ability to add value and contribute to change-driven environments, as companies increasingly prioritise jobseekers who demonstrate a proactive approach and a consistent work history.

Study support through ACCA, AAT and CIMA, along with career progression, remain attractive benefits and incentives, particularly for those aspiring to advance from transactional roles to positions in management accounts and financial reporting.

Employers are encouraged to act fast when recruiting and should consider developing a strong partnership with recruiters to avoid losing out on top talent, while professionals can stand out by showcasing their skills, knowledge and desire. ”

Average salary in region vs UK inflation rate (RPI)



Yorkshire & Humberside



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Accounts Assistant	£26,100	£28,000 ↗	£29,900	£25,600	£24,800	£29,400
Accounts Payable Assistant	£24,500	£25,700 ↗	£27,000	£23,200	£22,400	£27,000
Accounts Payable Manager	£33,000	£35,600 ↗	£38,200	£34,700	£33,200	£37,400
Accounts Receivable Assistant	£23,900	£25,000 ↗	£26,100	£23,800	£22,400	£26,300
Accounts Receivable Manager	£34,600	£36,800 ↗	£39,000	£35,000	£35,000	£38,600
Assistant Accountant	£27,600	£29,500 ↗	£31,400	£27,200	£25,000	£31,000
Bookkeeper	£27,400	£29,900 ↗	£32,200	£28,800	£27,500	£31,200
Chief Financial Officer	£110,000	£119,900 ↗	£129,800	£118,700	£123,600	£125,900
Chief Operating Officer	£80,000	£112,900 ↗	£145,000	£88,000	£84,400	£118,500
Commercial Accountant	£43,200	£47,700 ↘	£52,300	£49,300	£43,000	£50,100
Credit Control Manager	£32,700	£35,300 ↗	£37,900	£33,400	£33,500	£37,100
Credit Controller	£25,400	£26,800 ↗	£28,300	£25,200	£24,300	£28,100

↗ **8.6%** increase in Accounts Assistant average salaries this year.

↗ **9.7%** increase in Accounts Payable Assistant average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Finance Business Partner	£46,800	£49,800 ↔	£52,800	£49,800	£55,800	£52,200
Finance Director	£77,200	£85,900 ↘	£94,600	£87,000	£90,300	£90,200
Finance Manager	£49,000	£52,800 ↗	£56,600	£51,500	£51,500	£55,400
Financial Accountant	£46,500	£50,500 ↗	£54,500	£46,500	£49,500	£53,000
Financial Analyst	£44,800	£48,900 ↗	£52,900	£45,700	£52,000	£51,300
Financial Controller	£57,700	£62,100 ↗	£66,400	£59,300	£57,800	£65,200
Group Financial Controller	£72,200	£77,700 ↗	£83,300	£72,400	£77,300	£81,600
Management Accountant	£38,200	£41,500 ↗	£44,800	£39,900	£38,500	£43,600
Payroll Assistant	£25,100	£26,800 ↗	£28,500	£25,400	£23,700	£28,100
Payroll Manager	£38,700	£41,500 ↗	£44,400	£38,100	£38,400	£43,600
Project Accountant	£46,900	£50,200 ↗	£53,600	£48,300	£50,700	£52,700
Sales Ledger Clerk	£24,800	£26,000 ↗	£27,200	£24,600	£23,000	£27,300

↗ **6.8%** increase in Group Financial Controller average salaries this year.

↗ **8.2%** increase in Payroll Manager average salaries this year.



5.6%

salary growth
versus 5% UK
average growth



Regional insight

Helen Barber
Executive Regional Director, Reed

Roles on the rise

Management Accountant

2023	£38,500
2024	£39,900
2025	£41,500

Payroll Assistant

2023	£23,700
2024	£25,400
2025	£26,800

Credit Controller

2023	£24,300
2024	£25,200
2025	£26,800

“ Over the past 12 months, the finance market across Yorkshire and the Humberside has experienced ongoing challenges, driven by increased technological adoption and a change in employee expectations. For employers, especially SMEs, this means heightened competition when it comes to attracting talent. With the region’s strong manufacturing base, the demand for finance professionals skilled in cost management, FP&A, and business partnering is high – as companies look to tighten budgets. The pressure on SMEs is particularly acute as they may struggle to match the competitive salaries and benefits offered by larger players – impacting their ability to hire without effective recruitment processes in place.

For jobseekers, we’re seeing a change in expectations. Finance professionals are still prioritising comprehensive benefits to go along with competitive salary, with hybrid working models and strong pension plans being non-negotiables. Companies in the region that offer flexible working arrangements gain a distinct advantage, as traditional five-day, in-office roles are less appealing, especially with a rising demand for a better work-life balance. The emphasis on workplace culture and long-term career development is also significant, with jobseekers increasingly seeking roles in environments where they feel valued and secure.

Technology-driven roles are gaining traction, with employers expecting transactional finance professionals to be proficient in data analytics tools like Power BI. The ongoing digitalisation in finance emphasises the need for skill diversification, pushing professionals in the region to pursue additional technical competencies, even independently, to stay competitive.

We encourage employers in the region to expedite hiring processes and implement strategic talent mapping to help secure the best talent amid the region’s challenging market dynamics. Looking ahead, a balance between competitive compensation, flexible benefits, and proactive skill development will be essential to thrive in the region. ”

Average salary in region vs UK inflation rate (RPI)



Reed Screening

Looking for fast, efficient employee screening?

With over 60 years of experience in recruitment and screening, you can count on us.

✓ 24/7, fast, safe and efficient

We're the only team of UK-based professionals that deliver pre-employment and employee screening services 24 hours a day, seven days a week. This allows us to provide you with a fast, efficient service you can rely on, and our dedicated team is only an email or phone call away.

✓ Cutting-edge tech & experience

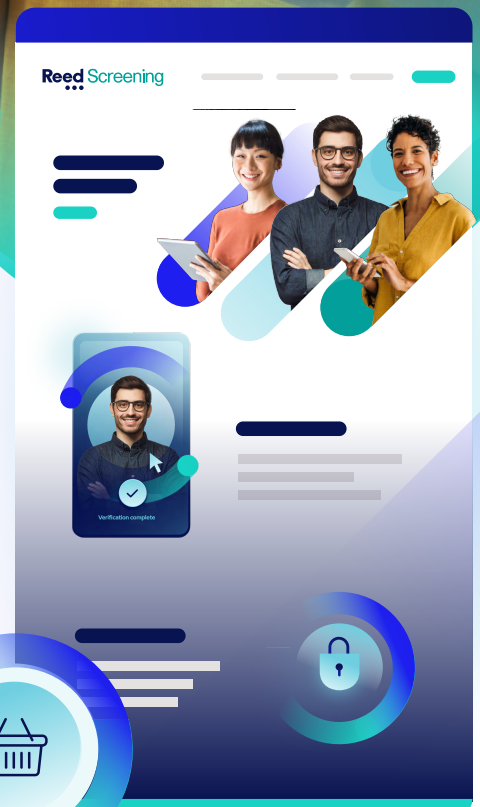
Our experience combined with access to the latest cutting-edge vetting technology and integrated client portal enables us to offer top-level security, optimum efficiency, transparency, and a seamless experience for you and those you are looking to hire.

✓ Safe hiring pioneers

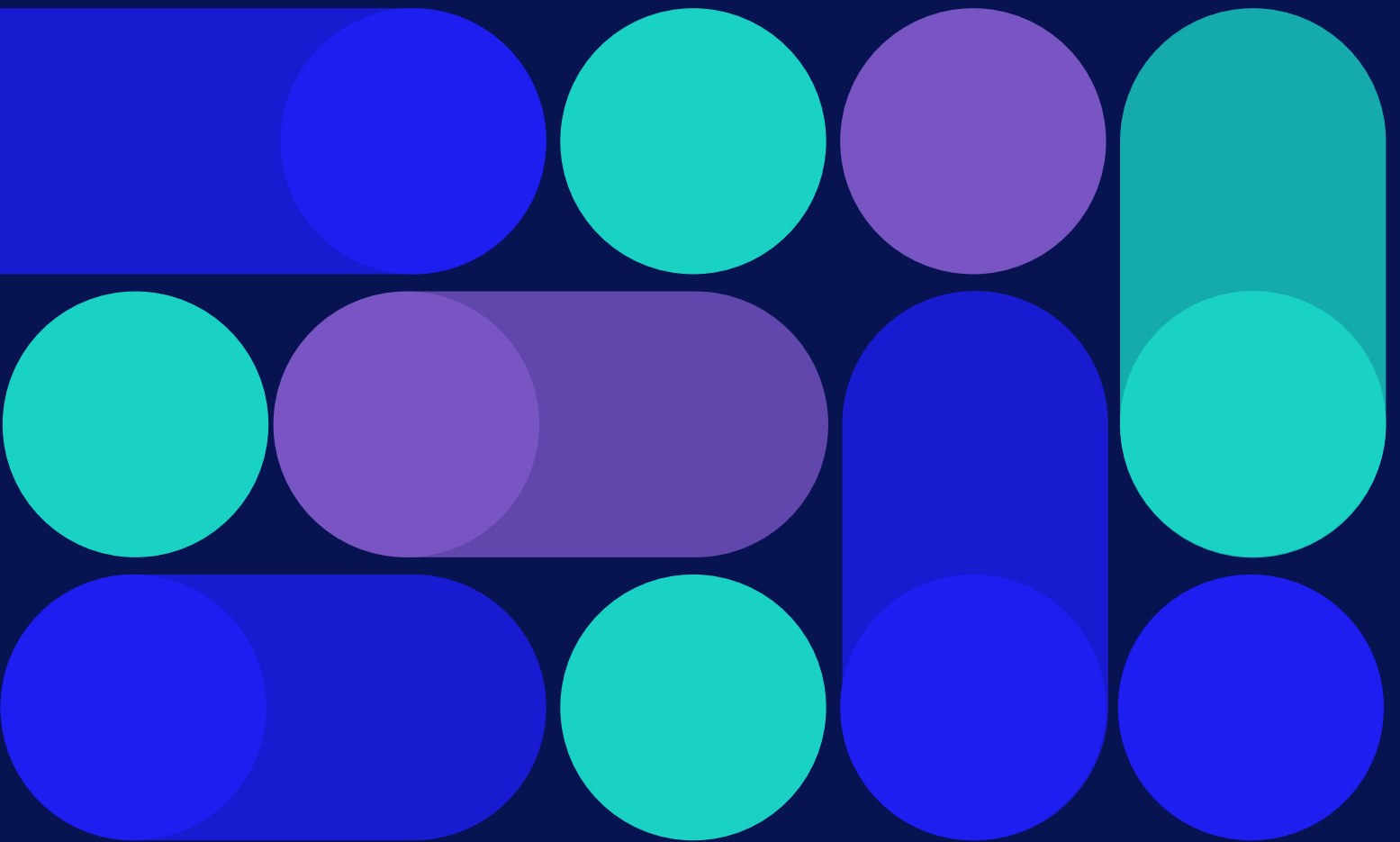
We collaborate closely with the UK government to drive change. As pioneers of safe hiring practices in the UK, we work to ensure screening processes are non-discriminatory and inclusive, efficient, and best for business and the economy.

Buy online or find out more at:

[Reed.com/screening](https://reed.com/screening)



database of over



If you are looking to recruit a highly-skilled professional for your business, or you are looking to take the next step in your career, visit [Reed.com](https://www.reed.com) for further information.

We specialise in recruiting for the following sectors:

Accountancy & finance | Business support & administration
Community care | Education | Engineering & manufacturing
Further education | Health & care | Hospitality & facilities services
Human resources | Insurance & financial services | Legal
Marketing, creative & PR | NHS | Police, defence, aerospace & cyber crime
Procurement & supply chain | Property & construction
Qualified social workers | Sales | Scientific | Technology