



Yorkshire, Humber and East Midlands Regions

Issued Jan 2019

Accountancy & Finance Recruitment Salary Report 2019

Positions covered

- › Non-qualified positions in industry
- › Qualified positions in industry
- › Public Practice



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Introduction

Welcome to our 2019 edition of the Brewster Partners Salary Report for Accountancy and Finance, and what a year it's been!

The trials and tribulations of British politics roll on, but the unemployment rate in the UK is at the lowest it's been for years at 4% and the economy, despite the uncertainty, appears to be thriving. A survey by PwC showed that 89% of companies were confident in their prospects for revenue growth over the next 12 months, and economic forecasts support this with a 1.18% predicted increase in employment rates between 2019 and 2020.

The demand for skilled and qualified finance staff continues to rise, which in turn has been intensifying the competition between employers to secure the top talent and driving up salaries. We have found that more candidates than ever before have been receiving both multiple job offers, and counter offers from their current employers. This has really been putting the pressure on for companies to have not only competitive salaries but,

Quick and efficient recruitment processes, and an attractive benefits package will be key to hiring the best quality candidates in year ahead, with the availability of good quality candidates ever-decreasing and the focus fixing heavily on benefits rather than salaries alone.

This confidence and growth is evident in our Salary Report results, which show that Accountancy and Finance salaries in the Yorkshire region have increased by an overall average of 3.5%, and some salaries have risen by a substantial 6.5%. Not only is this a result of current economic conditions, but it's also a perfect snapshot of the recruitment market we have been experiencing over the last 12 months.

more importantly, attractive benefits that are enough to entice the top talent away from other prospective employers.

Quick and efficient recruitment processes, and an attractive benefits package will be key to hiring the best quality candidates in year ahead, with the availability of good quality candidates ever-decreasing and the focus fixing heavily on benefits rather than salaries alone. Of those surveyed by PwC, 24% claim to have

Introduction

We entered 2019 with...

Unemployment at
4% is the lowest since 1975

89% of companies were confident in their prospects for revenue growth over the next 12 months.

Accountancy and Finance salaries in the Yorkshire region have increased by an overall average of

3.5%

received more than one job offer, and 58% admitted to accepting their second choice option because their preferred employer took too long to contact them with feedback.

We hope this Salary Report will help candidates and employers alike to gain an insight into the current market. Our team of experienced consultants have a wealth of market knowledge

and advice to offer, and we can produce bespoke salary benchmarking reports to provide a more detailed insight into specific roles, industries and locations. If this is of interest, or you have any questions or feedback about our salary Report, please do not hesitate to contact me personally on rchamberlain@brewsterpartners.co.uk

Richard Chamberlain
Director – Head of Accountancy & Finance

Methodology

Our Salary Report has secured a reputation as being the most comprehensively researched and up-to-date report available to employers. The resources utilised for this report includes the following sources (all for the Yorkshire, Humber and East Midlands regions):

Over
2,100

Accounting and Finance vacancies registered with us during 2018.

Our consulting team's combined
115 years

of experience in the recruitment industry.

Over
4,900

Accounting and Finance candidates registered by our consultants in 2018.

Our Partners' combined

45 years

of experience in the recruitment industry in this region.

Our preferential online resources providing access to over

40 million

CVs as benchmarking data

Information from reports and press releases from



APSCo



Office for National Statistics



The Accountancy and Finance job market – 2018

547

The highest number of applications for one vacancy.

↑ Up from 524 in 2016



Average increase in basic salary on moving employers.

↑ Up from 10.4% in 2017

CAUTION
Career Hazard



17.3%

The percentage of candidates who received a counter-offer when they handed in their notice.

↑ Up from 14.8% in 2017

8%

The percentage of candidates who accepted the counter-offer.

↑ Up from 5% in 2017



5

Highest number of offers for a newly-qualified accountant in a two week period.

↑ Up from 4 in 2017

53%

of organisations

are seeing a lack of experienced professionals available on the market.



Non-qualified positions in industry

The ONS have reported that the average weekly earnings in the UK have increased by 3.5% over the course of the last year, and are set to rise even further in 2019.

As with last year, the supply and demand for experienced finance professionals is completely off balance, with the demand higher than ever before, and the supply of those with the right skill sets continuing to shrink. This has been driving up salaries across the board, and this is reflected in our research of salaries within the Yorkshire and The Humber regions. The increase we have seen in regional salaries is an average of 7% overall, which is quite a big leap from the 2% we saw back in 2017, and reflects the response from employers to the reduced availability of top talent.

A large range of salaries exist within each of the specialist areas opposite and overleaf. Our data shows the average

salary level and also which levels are the most popular within the range. The aim is to help employers gauge where they rank in terms of their competitors and other employers.

Highlights

- The largest salary increases are for Credit Control and Purchase Ledger positions
- The positions we found to be highest in demand last year were part qualified accountants and purchase ledger positions
- The smallest salary increase we have seen is for Credit Managers at 2.2%, but this is still a significant increase

Average benefits

- ⚙️ 25 days holiday
- 🎓 Study support 95% of the time where appropriate
- 💷 Performance related bonus
- 💰 Average pension contribution of 6%
- 🚗 Car allowance for managerial and senior roles

Desirable benefits

- 🕒 Flexible hours
- ❤️ Private health cover
- 👶 Childcare vouchers
- ⚙️ Extra holidays/unpaid leave opportunities
- 💷 Salary sacrifice schemes
- 🏠 Remote working

BP FACT

The smallest salary increase we have seen is for Credit Managers at

2.2%

but this is still a significant increase.

Non-qualified positions in industry (continued)

Permanent positions

Position	Salary ranges								£ Average	% Change
	£10k	£15k	£20k	£25k	£30k	£35k	£40k	£45k		
Part-qualified Intermediate									£25,996	↑ 1.9%
Part-qualified Finalist									£31,7000	↑ 1.4%
Qualified by Experience									£32,748.98	↑ 3.4%
Assistant Accountant									£24,383.12	↑ 2.29%
Bookkeeper									£23,852.94	↑ 3.44%
Accounts Clerk									£19,107.84	↑ 3.6%
Graduate									£19,199.02	↑ 3.8%
Credit Manager									£34,568.63	↑ 2.2%
Senior Credit Control									£23,431	↑ 3.2%
Credit Control									£19,911.76	↑ 7.6%
Purchase Ledger Manager									£28,892.16	↑ 3.2%
Purchase Ledger Clerk									£19,176.47	↑ 6.5%
Sales Ledger Manager									£25,039.22	↑ 3.2%
Sales Ledger Clerk									£19,681.37	↑ 3.3%
Payroll Manager									£30,039.22	↑ 2.34%
Payroller									£19,849	↑ 0.75%

We have analysed all of our data and resources to critique the strength of the talent pool for a number of key disciplines.



Short supply

Part-qualified Accountants
Payroll
Credit Controllers
Sales Ledger Clerks



Reasonable supply

Purchase Ledger Clerks
Graduates



Good supply

Ledger Managers
Bookkeepers
Qualified by Experience

For temporary positions, please see overleaf

Non-qualified positions in industry (continued)

Temporary positions

Position	Salary ranges from £p/h					£ Average	% Change
	£5	£10	£15	£20	£25		
Part-qualified Intermediate						£17.50	↑ 5.2%
Part-qualified Finalist						£21.51	↑ 7.5%
Qualified by Experience						£15.53	↓ 3.4%
Assistant Accountant						£13.51	↑ 3.7%
Bookkeeper						£11.66	↑ 3.6%
Accounts Clerk						£10.97	↑ 3.6%
Graduate						£10.46	↑ 3.9%
Credit Manager						£18.75	↑ 0.53%
Senior Credit Control						£14.28	↑ 2.3%
Credit Control						£10.91	↑ 16.8%
Purchase Ledger Manager						£16.46	↑ 4.9%
Purchase Ledger Clerk						£10.55	↑ 5.07%
Sales Ledger Manager						£16.20	↑ 1.44%
Sales Ledger Clerk						£11.00	↑ 2.1%
Payroll Manager						£17.09	↑ 3.6%
Payroller						£12.05	↑ 2.55%



Skills and qualifications in demand:

- ACCA/CIMA/ACA newly qualified (less than 5 years' experience)
- ACA/CIMA/ACA part qualified
- Data Analysis
- Financial modelling

Roles in demand:

- Finance business partners
- Senior qualified management/financial accountants
- Finance Managers
- Assistant management/financial accountants
- Company/group accountants



Qualified positions in industry

2018 has seen a much quicker pace in regards to the increase of salaries and benefits across qualified positions in the private sector, which is again a reflection of the desire to attract the top talent.

Of those we've spoken to, the unpredictable political climate is a significant factor when considering a possible career move, and is creating a much more cautious attitude towards joining a new company and finance team, which is all the more reason employers need

to provide attractive offers to entice experienced and qualified candidates. Treasury Analysts (4.6%) and Finance Controllers (6.7%) are enjoying the highest salary increases, whilst other qualified positions are seeing a much

steadier pace, at an average of 2.4%. This highlights the need for companies to be properly analysing and managing their financial activity, and developing new strategies to adapt with any changes they may face in the year ahead.

Interesting statistics regarding incentives and benefits gleaned from 2018 include:



31% of professionals would take a lower salary to secure their ideal job



1 in 2 UK employers introduce wellbeing schemes for employees



2 in 5 management-level employees receive additional pension contributions



1 in 5 employees receive discounted gym memberships



30% of management-level employees receive private healthcare benefits



32% of employees are receiving childcare vouchers

Qualified positions in industry (continued)

Permanent positions

Position	Salary ranges							£ Average	% Change
	£25k	£50k	£75k	£100k	£125k	£150k	£175k		
Group Finance Director								£130,117.65	↑ 2.4%
Finance Director								£95,245.10	↑ 4.5%
Financial Controller								£69,901.96	↑ 6.7%

Position	Salary ranges						£ Average	% Change
	£20k	£30k	£40k	£50k	£60k	£70k		
2nd Mover (2-5 years PQE)							£56,578.43	↑ 2.1%
Newly-qualified							£40,127.45	↑ 3.8%

Position	Salary ranges								£ Average	% Change
	£30k	£40k	£50k	£60k	£70k	£80k	£90k	£100k		
Tax Manager									£63,725.49	↑ 2.75%
Tax Director									£88,394	↑ 1.16%
Treasury Analyst									£45,784.31	↑ 4.6%
Treasury Manager									£70,941.18	↑ 1.9%

We have analysed all of our data and resources to critique the strength of the talent pool for a number of key disciplines.



Short supply

Newly-qualified Accountants
Internal audit and risk
Finance Business Partners



Reasonable supply

Finance Director
SME Company Accountant
Middle management positions



Good supply

Interim support

For Interim positions, please see overleaf

Qualified positions in industry (continued)

Interim positions

Interim rates	From	To	Per	Pay basis
10 years PQE plus				
Turnaround Professional	£600	£1,500	Day	Ltd Co.
Systems Implementation	£525	£1,000	Day	Ltd Co.
Re-financing	£550	£1,200	Day	Ltd Co.
Change	£500	£1,000	Day	Ltd Co.
Sick/Maternity cover	£500	£900	Day	Ltd Co.
5-10 years PQE				
Change/Projects	£400	£600	Day	Ltd Co.
Sick/Maternity cover	£350	£450	Day	Ltd Co.
3-5 years PQE				
	£300	£500	Day	Ltd Co.
0-2 years PQE				
	£35	£40	Hour	PAYE

BP FACT

38%

of CFO's said temporary and interim staff were a key component in their long-term staffing strategy.



Interim professionals are in increasing demand, with financial service leaders planning to work with:

59%
Finance

46%
Regulatory
compliance

45%
Accounting

44%
Risk
management

26%
Operations
support



The challenge of **COUNTER OFFERS**

Employment is at an all-time high and wages are rising at their fastest pace for a decade. The demand for experienced, quality employees in a candidate driven market is now leading to a culture of counter offers in order for employers to retain staff.



The Challenge of Counter Offers continued

Our consultants have seen a significant increase in counter offers, with 17.3% of our candidates in 2018 receiving a counter offer. The experience of a counter offer is a challenging one, and it can be difficult to know what to do no matter which side of the table you sit.

The existing employer, when receiving the resignation, may have panicked and pulled out all the stops to present an offer the employee cannot refuse. This could consist of a promotion, increased salary, or more benefits, whatever they believe will sway the employee to stay where they are.

The panic could be purely from a desire to keep their employee because of the value and talent they bring to the team, but also to avoid the position being left empty for a period of time, and then the subsequent cost of recruiting a replacement. Research conducted by staffing services company The Creative Group found that 37% of employers provided a counter offer to avoid losing a valuable skill-set, and almost a quarter (23%) made a counter offer simply to avoid the hassle of recruiting someone new. It's important to consider however, do you want to hold on to an employee who decided to leave? And will you be confident in their loyalty moving forward?

Our consultants have seen a significant increase in counter offers, with

17.3%

of our candidates in 2018 receiving a counter offer.

For the employer trying to acquire the new candidate, news of a counter offer can make them feel pressured to increase their offer for the fear of being 'outbid', and if they are made to wait whilst a candidate considers a counter offer, they may begin to question whether they have chosen the right person. They also suffer a delay in their recruitment process, and face the possibility of starting from scratch if the candidate stays where they are.

And finally for the candidate, they now have to weigh up the benefits of the counter offer

(more money, promotions etc), against the reasons they had decided to leave. As flattering as it may seem for an employer to ask you to stay (and as enticing as extra money or benefits may be!), it's vital that a candidate considers all of the reasons they had decided to resign.

Things to consider if a candidate is counter offered: Why were you not offered an increase prior to your resignation? How is this going to affect your working relationship with your boss? Initial reasons for leaving. Career progression. Other benefits. Will the counter offer price you out of the market further down the line?

Almost a quarter of companies

23%

made a counter offer simply to avoid the hassle of recruiting someone new.

What attracted you to the other role? Weighing up all of the facts, and even writing up a pros and cons list of staying or going can help identify the best path.

whether you're the employer or the employee, is to keep communication channels open with all involved, and be completely honest about

Research conducted by staffing services company, The Creative Group found that

37%

of employers provided a counter offer to avoid losing a valuable skill-set.

It's important to consider however, do you want to hold on to an employee who decided to leave? And will you be confident in their loyalty moving forward?

Candidates are not always aware that being offered a significant counter offer can mean no further salary increases for the next few years, and verbal promises made in a desperate effort to retain a key employee can often fail to materialise.

how you feel as a result of the offer. If everyone is on the same page and understands what is happening, you can come to a swift conclusion to suit everyone involved.

Even if an honest conversation takes place between the candidate and their existing employer about any problems or reasons for choosing to leave, there is no guarantee that any permanent changes will take place.

Counter offers are tricky to navigate, and can be frustrating, confusing and flattering all at once. They key to managing them, no matter



Why people work?

We all know the scenario well. The mornings are dark, the weather is grey, and coming to work in the cold when we all know we'd sooner be wrapped up at home with a cup of tea makes it all feel a little bit harder.

It's times like these that prompt you to start reassessing your goals, and taking a closer look at your career, where you work, and whether you're happy where you are.

This is the perfect time for organisations too, to look at how they are incentivising their staff, and what they are offering their employees to win them over year after year. Why do people want to work for you?

The answer lies in taking the time to understand what is genuinely important to your employees, which of course will be very different depending upon whom within your organisation you ask. A recent survey completed by the CIPD asked respondents which factors they would identify as being most important to them when thinking about their career or working life, and the results paint a clear picture of where employers need to be focussing on in their plans for staff retention and engagement.

69% of those surveyed by the CIPD cited that job satisfaction and work/life balance are two

of the most important factors when thinking about their career. When looked at in more depth, the survey found that women are more likely to cite work-life balance as an important factor (73%) than men (66%) and also more likely to regard the people they work with as an important factor (48%) than men (24%).

Going that extra mile for your staff may well result in all of them going that extra mile for you.

Four in ten employees (41%) regard the people they work with as one of the most important factors to them when thinking about their career, whilst 29% say meaning or purpose is important to them. Young workers aged between 18 and 34 are more likely to rate progression as the most important factor.

It's interesting to note that wealth is the fifth most frequently cited factor by respondents, which goes to show that a positive, productive, and progressive

working life is actually more important to most of those questioned than their salary or remuneration package.

There is no easy or blanket answer. What people want from their job, and what will keep them working productively and enthusiastically for an employer

depends on so many individual factors that are personal to the individuals you employ.

The key is trying to take the time to speak to your staff, assess their goals with them, develop strategies to increase the work/life balance, and demonstrate how keen you are to get it right. Going that extra mile for your staff may well result in all of them going that extra mile for you.



69%

of those surveyed by the CIPD cited that job satisfaction and work/life balance are two of the most important factors when thinking about their career.

Four in ten employees

41%

regard the people they work with as one of the most important factors to them when thinking about their career.

Nearly three in ten employees

29%

of employees say meaning or purpose is important to them in their careers.

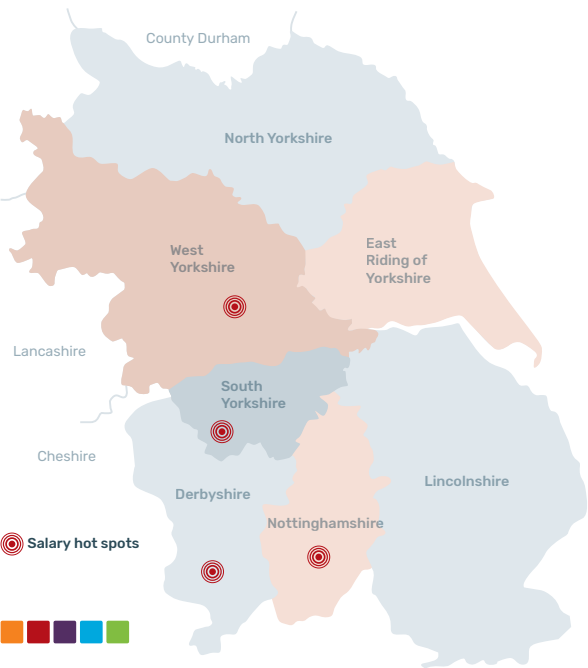
Regional outlook

Salary levels for accountancy and finance staff have always had a large range across the UK.

It would be wrong to assume that there is one salary level for the North and also wrong to assume that there is one salary level across the Yorkshire, Humber and East Midlands regions.

It won't be a big surprise to hear that the larger cities command a premium salary. The increased demand for quality candidates has driven this trend and shows no sign of changing in the immediate future.

Last year we saw a repeat of previous years, with more isolated locations such as Scunthorpe and Newark seeing lower salaries than similar roles in Nottingham and Leeds. This shows how these areas are less influenced by some of the trends affecting the overall region and also the fact that location (rather than salary) remains a key factor for candidates.

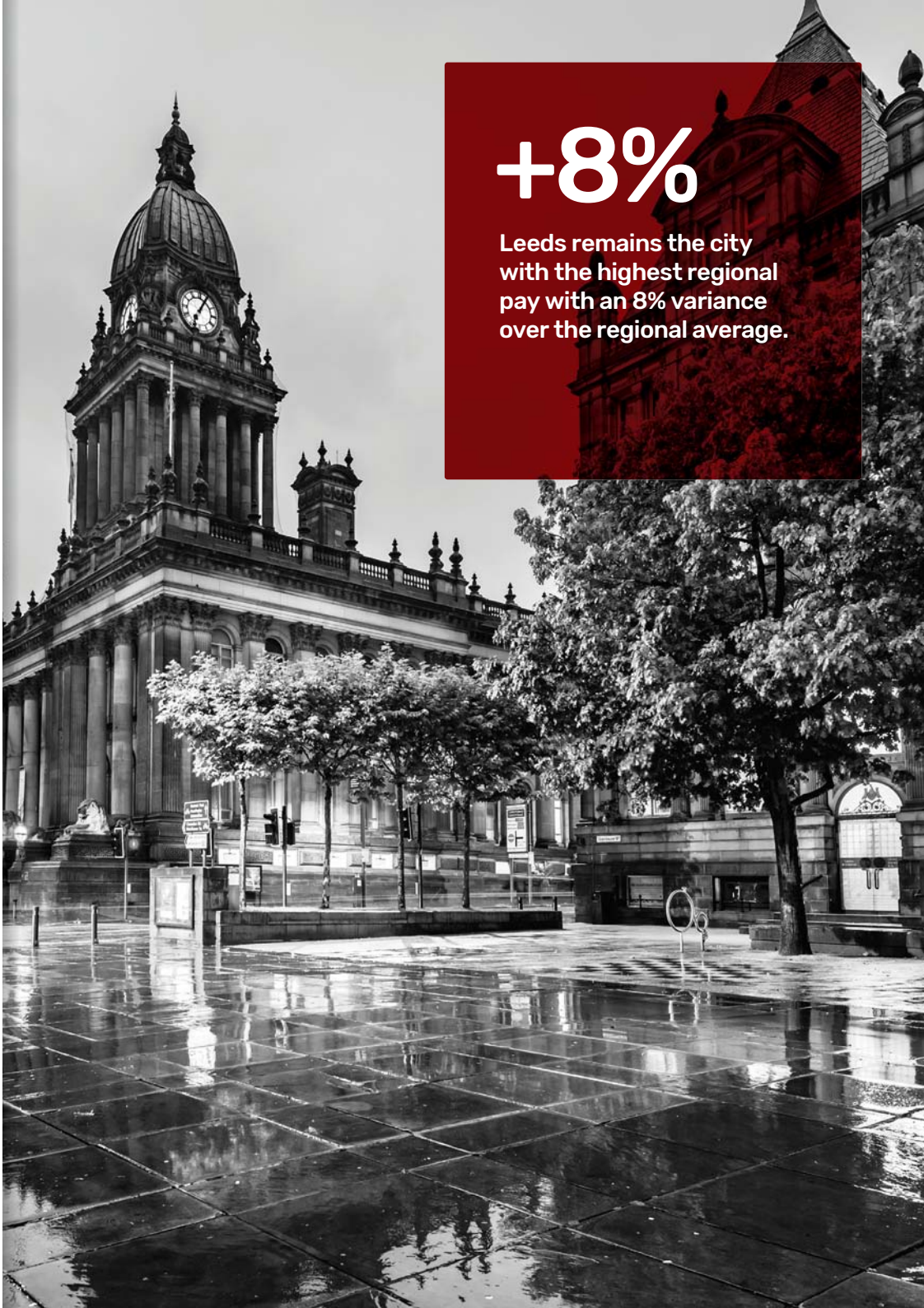


County	Regional pay variance
North Yorkshire	
York	+4% ↑
Harrogate	0% ↑
East Riding of Yorkshire	
Hull	+1% ↑
West Yorkshire	
Bradford	+2% ↓
Leeds	+8% →
Halifax	-1% →
Huddersfield	-1% ↑
Wakefield	+1% ↓
South Yorkshire	
Barnsley	-2% ↑
Doncaster	-1% ↓
Rotherham	-2% ↑
Sheffield	+4% ↓
Lincolnshire	
Grimsby	-2% ↑
Lincoln	0% ↑
Scunthorpe	-4% →
Derbyshire	
Chesterfield	-2% ↓
Derby	+3% ↓
Nottinghamshire	
Newark	-1% ↑
Nottingham	+5% ↓
Worksop	+1% ↑

The above table assumes an average rate for the region at 0%, for example Worksop is equal to the regional average salary. Our data illustrates an 8% positive variance on salaries in Leeds.

+8%

Leeds remains the city with the highest regional pay with an 8% variance over the regional average.



Public practice

The outlook for the job market is cautiously optimistic for the coming year across the UK with firms investing in key hires as well as replacing leavers.

Brexit insecurity within the financial services sector has created uncertainty, and talk of head office moves to the continent continues to unsettle candidates which is likely to disrupt the market across all sectors. This could lead to further candidate shortages as job seekers become inevitably more cautious. The vacancy profile in the profession has changed throughout 2018, with a rise in the number of corporate finance roles registered, and there has been an increase in demand for restructuring and turnaround professionals, particularly at the senior level.

The profession broadly remains a candidate short market. Due to the technical nature of the work, most firms continue to favour a strong academic background although a definite trend, from larger firms especially, has been to remove academic barriers and operate a much more inclusive recruitment policy. In line with this, firms are broadening out their requirements beyond

the parameters of the job. Candidates are being questioned about their hard skills on their CV (i.e. project work, systems work) as well as their softer skills such as mentoring, training and commercialism. Firms are looking much more towards what their employees could become in the future in the longer term. Organisations are searching for individuals with necessary skills that are needed to achieve strategic long term goals, and they are willing to pay more for the right people.

Salaries have continued to increase across the market, with some salaries increasing as much as 4.7%, and the challenge for many firms comes with finding available, quality candidates who will then stay and grow within an organisation. Tax and Corporate Finance have also continued to grow within the region, and despite the uncertainty we predict that opportunities and salaries in these areas will continue to grow in the year ahead.

	Independent firms	£ Average	National firms	£ Average
Audit/General Practice				
Partner	£75,000 - £130,000	£97,469	£135,000 - £250,000	£180,061
Director	£65,000 - £80,000	£69,102	£75,000 - £120,000	£92,183
Senior Manager	£50,000 - £65,000	£55,000	£60,000 - £80,000	£68,469
Manager	£40,000 - £55,000	£44,489	£45,000 - £60,000	£53,000
Assistant Manager	£35,000 - £45,000	£36,857	£40,000 - £50,000	£42,051
Newly Qualified	£26,000 - £35,000	£31,803	£32,000 - £40,000	£36,500
Senior	£25,000 - £34,000	£29,058	£28,000 - £40,000	£32,588
Semi-Senior	£22,000 - £30,000	£24,411	£22,000 - £32,000	£26,238
AAT qualified	£18,000 - £24,000	£18,477	£19,000 - £26,000	£20,127

Public practice (continued)

	Independent firms	£ Average	National firms	£ Average
Tax				
Partner	£80,000 - £150,000	£105,224	£135,000 - £265,000	£178,362
Director	£65,000 - £85,000	£72,254	£70,000 - £115,000	£90,284
Senior Manager	£50,000 - £65,000	£58,148	£55,000 - £80,000	£70,321
Manager	£40,000 - £54,000	£45,117	£44,000 - £56,000	£51,426
Assistant Manager	£34,000 - £48,000	£38,860	£38,000 - £50,000	£43,627
Newly Qualified	£30,000 - £35,000	£32,023	£35,000 - £40,000	£38,462
Senior	£28,000 - £35,000	£30,512	£30,000 - £38,000	£34,867
Semi-Senior	£24,000 - £30,000	£26,786	£25,000 - £34,000	£27,541
Corporate Finance/Transaction Services				
Partner	£85,000 - £145,000	£107,062	£130,000 - £265,000	£178,024
Director	£68,000 - £80,000	£72,000	£72,000 - £115,000	£93,472
Senior Manager	£50,000 - £65,000	£56,842	£60,000 - £85,000	£71,056
Manager	£45,000 - £58,000	£48,610	£50,000 - £65,000	£56,742
Assistant Manager	£40,000 - £48,000	£44,167	£42,000 - £54,000	£46,627
Executive	£36,000 - £44,000	£39,298	£40,000 - £50,000	£43,843
Corporate Recovery				
Partner	£85,000 - £150,000	£105,428	£125,000 - £265,000	£176,512
Director	£65,000 - £80,000	£72,509	£68,000 - £110,000	£90,205
Senior Manager	£48,000 - £64,000	£56,782	£50,000 - £80,000	£66,037
Manager	£40,000 - £54,000	£46,058	£45,000 - £58,000	£51,392
Assistant Manager	£34,000 - £45,000	£39,401	£36,000 - £48,000	£40,549
Newly Qualified	£30,000 - £40,000	£34,088	£32,000 - £42,000	£37,532
Senior	£25,000 - £35,000	£30,697	£28,000 - £40,000	£34,000
Semi-Senior	£24,000 - £30,000	£26,487	£22,000 - £35,000	£28,386
Forensic				
Partner	-	-	£130,000 - £265,000	£180,265
Director	-	-	£86,000 - £115,000	£98,217
Senior Manager	-	-	£58,000 - £82,000	£71,476
Manager	-	-	£45,000 - £70,000	£58,459
Assistant Manager	-	-	£42,000 - £60,000	£49,510
Executive	-	-	£35,000 - £50,000	£42,563

Graduate recruitment market

Graduate recruitment in the UK has begun to slow down, with the number of graduates hired in 2018 falling slightly for the first time in five years.

Graduate vacancy targets appear to be reducing slightly as a result of the uncertainty brought about by Brexit, with employers in 8 out of 13 key industries and employment areas hiring fewer graduates than the year before.

Despite this, there appears to be little (if any) impact on graduate salaries, with the median starting salary across the UK remaining at £30,000 for the fourth year running. From our research, we've found that the average graduate salary specifically in our region is slightly lower at £25,000, but this

is still an impressive 8.7% increase from last year's average figure of £23,000, which is significant given the decline in graduate opportunities.

This goes to show that there is still a strong appetite for young, fresh talent, and companies are willing to pay more money to attract the top students straight out of university. They can then be trained, developed and retained with a view to eventually promoting them through the ranks.

The biggest growth in graduate vacancies is expected at:

- Public sector organisations
- Accounting & professional services firms
- Engineering & industrial companies

Together, they intend to recruit over **750** extra graduates in 2019

The highest published graduate starting salaries for 2018 include:

Consulting firm

NEWTON
£45,000

Law firms

WHITE & CASE
£46,000

Baker McKenzie.
£45,000

HERBERT SMITH FREEHILLS

£44,000

Retail

ALDI
£44,000



Graduate recruitment market (continued)

Graduate starting salaries at the UK's leading graduate employers are expected to remain unchanged for the fourth consecutive year in 2019, at a median starting salary of

£30,000



At least a sixth of places on the top graduate programmes now provide starting salaries of more than **£40,000** and nine of the country's best-known graduate employers are paying salaries in excess of **£45,000** this year.

The 10 most employable degrees are:



Medicine and Dentistry



Veterinary Science



Subjects allied to Medicine



Architecture, Building and Planning



Education



Engineering



Computer Science



Mathematical Sciences



Business and Administrative Studies



Law

The most generous graduate salaries in 2018:



Investment banks (median of **£47,000**)
Law firms (median of **£44,000**)
Oil & energy companies (median of **£35,000**)
Retailers (median of **£35,000**)

More than a **1/3** third of recruiters

advise that graduates who have had no previous work experience at all are unlikely to be successful during the selection processes for the top employers' graduate programmes.



Tailored benchmarking services

The data in this report represents a summary of a lot more detailed work that we can produce for our individual clients' requests. Our full service can expand on the following areas:

Narrower focus

There are some additional variations in the data for the following segments:

■ Geographical location

There are some regional splits between Leeds, Sheffield, Bradford, Wakefield, York, Harrogate, Chesterfield, Doncaster, Barnsley, Rotherham, Scunthorpe, Lincoln, Grimsby and Hull. The difference is not material but the trend does exist

■ Market sector

Some sectors are paying salaries at a higher premium to others due to their current margins and expectations of their staff

■ Company size

The differentiation between SME and corporate is a broad one. Different trends exist within each category. e.g. the range of salaries we have noted for Finance Director salaries within SMEs covers £75k to £130k

For all of these areas, we are able to drill down into the detail and extract some accurate data for our clients.

Scoping the talent pool

Demand for all accountancy staff rose sharply in 2018 and will continue to do so in 2019.

This rise will be sharper in some disciplines more than others.

The result will be a scarcity of candidates for some disciplines and an abundance in others. Our service can provide a traffic light report on each discipline to show you the size of the appropriate talent pool.

Employer branding

In a market where more companies are fighting to recruit the best talent, our team have built up a lot of experience in making sure that our clients' employer brands are developed effectively (to consider the factors that will attract and retain staff). We have case studies of working with corporates and SMEs in helping them draw up their employer branding proposition.

We are able to contribute immense value to our clients in delivering their employer branding to their target candidates in the way that we advertise their roles, talk to candidates and promote their business.



Yorkshire, Humber and East Midlands Regions

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