



Banking Sector
Finance & Accounting
Permanent Salaries

Position	Entry / Part Qualified ACCA / CIMA	Intermediate / Finalist ACCA / CIMA	Newly Qualified ACCA / CIMA / ACA
Internal Audit	£28-32	£35-41	£48-51
Product Control – Vanilla	£30-35	£40-45	£52-55
Product Control – Derivatives	£32-38	£40-45	£52-55
Product Control – Exotics	£32-38	£40-45	£52-55
Management Accountant	£28-35	£38-42	£45-50
Financial Accountant	£28-35	£38-42	£45-50
Regulatory Reporting	£30-35	£38-42	£45-50

Position	1-3 Years Post Qualified	3-5 Years Post Qualified	5-10 Years Post Qualified
Internal Audit	£45-60	£55-70	£60-95
Product Control – Vanilla	£45-60	£55-70	£60-100
Product Control – Derivatives	£50-65	£60-80	£70-110
Product Control – Exotics	£55-70	£65-90	£80-130
Management Accountant	£48-60	£58-70	£65-100
Financial Accountant	£48-60	£58-70	£65-100
Regulatory Reporting	£48-65	£60-80	£70-110
Projects / Business Analysis	£48-60	£60-80	£70-110

Figures are compiled based exclusively on basic salaries and do not take into consideration any guaranteed or non-guaranteed commensurate benefits. The wide bandings also take into consideration a variety of factors including complexity of role and man management responsibilities.



Banking Operations

Permanent Salaries

Position	0-2 Years	2-4 Years	4-8 Years	8+ Years / Manager
Trade Support	£32-40	£40-60	£60-90	£75+
Client Services	£32-40	£40-60	£60-90	£75+
Settlements	£30-35	£35-42	£40-65	£60+
Documentation	£35-45	£45-65	£50-75	£70+
Projects / Business Analyst	£32-38	£40-65	£50-80	£65+
Prime Brokerage:-				
Client Services	£30-45	£45-60	£60-90	£75+
Settlements	£28-40	£40-60	£60-75	£55+
Collateral Management	£28-40	£40-60	£60-75	£65+
Stock Borrow/Lending Analyst	£28-40	£40-60	£60-75	£65+

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Asset Management

Permanent Salaries

Position	0-2 Years	2-4 Years	4-8 Years	8+ Years / Manager
Fund Manager *	£33-50	£40-80	£55-110	£75-150+
Research Analyst *	£27-45	£40-75	£50-100	£75-130+
Performance Analyst	£27-40	£32-50	£40-70	£60+
Relationship Manager	£27-42	£35-60	£47-90	£75+
Execution Trader	£20-35	£30-48	£42-80	£60+
Projects / Business Analyst	£25-35	£40-65	£55-80	£70+
Fund Manager Assistant	£25-35	£30-45	£40-55	£50+

* - Total remuneration packages are impacted by bonus potential within these roles. Bonuses will vary from company to company and also be influenced by specialist area of coverage.

Hedge Funds

Permanent Salaries

Position	0-2 Years	2-4 Years	4-8 Years	8+ Years / Manager
Fund Manager *	£38-50	£42-85	£60-115	£75-150+
Research Analyst *	£30-50	£38-75	£60-110	£75-130+
Marketing Executive	£25-39	£30-47	£40-70	£60+
Middle Office	£30-45	£45-65	£55-65	£65+
Hedge Fund Trader *	-	£50-80	£80+	£80+
Operations	£30-45	£40-65	£65+	£70+

* - Total remuneration packages are impacted by bonus potential within these roles. Bonuses will vary from company to company and also be influenced by specialist area of coverage.



**Commerce & Industry
Finance & Accounting
Permanent Salaries**

Level	Small – Medium Sized Company	Large / PLC Company
CIMA / ACCA 1	£20-23	£22-26
CIMA / ACCA 2	£24-28	£25-32
CIMA / ACCA 3	£26-32	£28-36
Finalist	£28-34	£38-48
Newly Qualified	£36-40	£38-48
>2 yrs Post Qualified	£38-48	£40-54

Level – ACA	Small – Medium Sized Company	Large / PLC Company
Newly Qualified	£38-44	£40-48
>2 yrs Post Qualified	£40-48	£46-58

Senior Management	Small – Medium Sized Company	Large / PLC Company
Finance Manager	£44-62	£48-75
Management Accountant	£46-65	£48-80
Financial Controller	£55-85	£60-100+
Finance Director	£65-120	£130+

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