## JUST THE JOB

With total salaries in the UK continuing to grow by 2.2% according to the latest **ICAEW Business** Confidence Monitor for Q4 2018, we shine the spotlight on what chief financial officers and senior financial directors can expect to command when it comes to remuneration. The latest employment surveys suggest that CFOs and FDs are ahead of the pack when it comes to accounting salaries but, as always, the devil is in the detail. We take a look at the results

## **ROBERT HALF SALARY GUIDE 2019**

SKILLS SHORTAGE

40%

of CFOs say finding qualified professionals a significant challenge

of CFOs are using temp and contract finance staff PAY RISE STILL ON THE HORIZON?

12 %

of CFOs don't plan to offer pay rises in the next year 11 % plan to give rises to

20%



**PAY TRACKER** 

**Robert Half** has re-graded salaries by percentile to benchmark starting salaries against experience, qualifications, skills and complexity of role

	25th percentile	<b>50th</b> percentile	<b>75th</b> percentile	95th percentile
CFO/Group FD	£85,000	£100,000	£120,000	£260,000
FD	£80,000	£90,000	£116,000	£156,000

## **ACCOUNTANCY AGE SALARY SURVEY 2018**

£62,042

Average earnings of UK accountant

£75,707

Basic average staff salary for FD, finance controller or partner

£68,004

Average salary for accountants in industry

£9,110

Equivalent other financial benefits also earned in a year

£14,179

Equivalent other financial benefits also earned in a year

£55,030

Average salary for accountants in practice



Percentage difference in pay between accountant in industry and practice



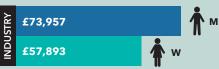
Overall gender pay gap in the accounting profession



National average gender pay gap

## **AVERAGE EARNINGS ACROSS THE ACCOUNTANCY SECTOR BY GENDER**

**24.4%** pay gap = **£16,064** 



**19.2%** pay gap = **£10,236** 

