



eXactitude

FINANCE RECRUITMENT SPECIALISTS
Relationship Powered, Results Driven

2025 Report: Salaries & the Market

Welcome to the 2025 edition of our popular annual salary report, which also includes topical, local recruitment trends.

Covering the eXactitude territory of Hampshire and surrounding towns/cities.

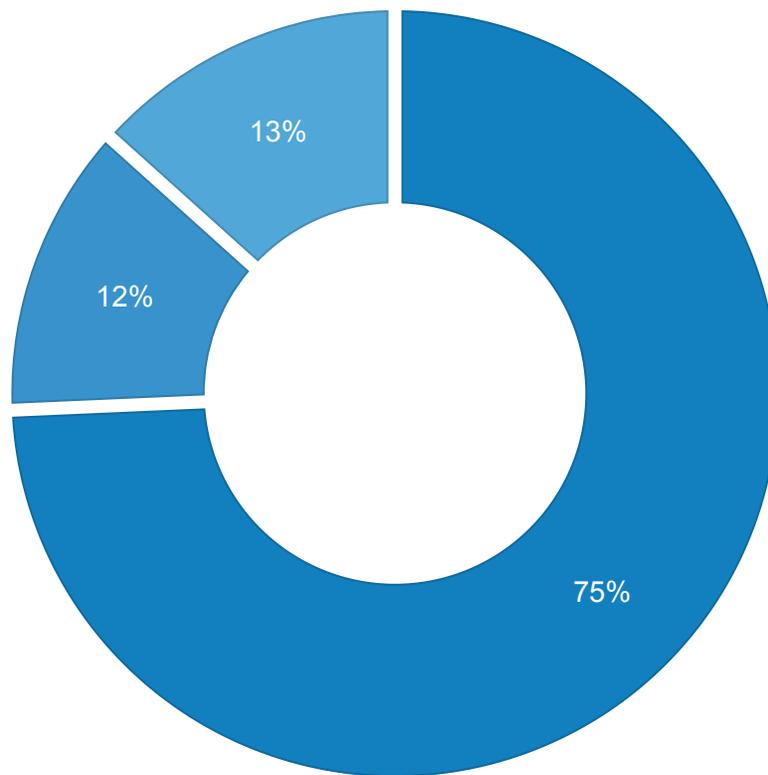
Augmented with data from the apex of the UK market: CFO and Partner earnings from commerce and the largest professional practice firms.

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Flexible Working

Candidates are looking for.....



- Hybrid working (75%)
- Fully Remote working (12%)
- Fully Office Based working (13%)



These trends highlight a shift in the profession toward more flexibility, driven by advances in technology and changing expectations for work-life balance.

Inflation & Wage Inflation

2.2% UK Inflation

Has been as high as
11% in last 12 months

4% pay rises

Common in last 12
months

10-20%

Uplift for high demand
candidates on moving



Holiday Allowances

- 25 Days on average
- Range 23-30 days + bank hols
- Public sector higher than C&I
- Tradeable extra days a popular benefit

Pensions

- Stakeholder pensions 1.5% as a minimum
- Company contributions often 3% to 6%
- 7%+ Company contributions above average
- Financial Services and Public Sector most generous 10%-12%
- Final salary schemes increasingly rare



Motivation to change role: 73% desire more flexibility

Higher wages: 38%

Shorter commute: 26%

Career progression: 20%

Toxic work culture: 12%

Fear of redundancy: 11%



CFO

Executive base salary bands UK wide

CFO	From	To	Bonus/LTIP PA
FTSE 100	£520,000	£932,000	40-80%
Corporate c£100- 700m T/O	£175,000	£700,000	20-100%
Large PE Business Established	£150,000	£350,000	20-100%
Growing PE Business / Disrupter	£120,000	£250,000	10-100%
Large Private Co c£100m + T/O	£120,000	£300,000	10-20%

FD

Executive base salary bands UK wide

	From	To	Bonus/LTIP PA
Corporate c£100- 700m T/O	£150,000	£300,000	10-20%
Large PE Business Established	£120,000	£200,000	10-20%
Growing PE Business / Disrupter	£120,000	£160,000	10-100%
Large Private Co c£100m + T/O	£120,000	£250,000	5-10%

Qualifieds locally

Non Listed SMEs and Divisional Roles in Smaller <£100m T/O PLCs

	FD	FC	FM	Man/Fin A/C
Lower Quartile	£95,000	£75,000	£50,000	£45,000
Average	£110,000	£90,000	£60,000	£52,000
Upper Quartile	£155,000	£110,000	£75,000	£65,000

C&I Recently Qualifieds

0 to 3 yrs PQE

	ACA (TOP 6)	ACA OTHER	CIMA	ACCA
From	£50,000	£45,000	£45,000	£45,000
To	£65,000	£55,000	£60,000	£60,000

Accountancy Support

Non qualified roles

	QBE	CREDIT MANAGER	PAYROLL MANAGER	BOOK- KEEPER
From	£38,000	£45,000	£42,000	£35,000
To	£65,000	£65,000	£68,000	£45,000

	ASSISTANT ACCOUNTANT	ACCOUNTS ASSISTANT	SALES / PURCHASE LEDGER	GRADUATE
From	£28,000	£25,000	£25,000	£24,000
To	£37,000	£32,000	£29,000	£30,000

High Demand C&I Jobs

- Newly Quals
- FC's
- Finance Managers
- Analysts
- Book-keeper



Partner Earnings

Leading UK Firm Partner Earnings

	Prior Year	Reported 2024	% Change
Deloitte	£1,060,000	£1,060,000	0.00%
PWC	£1,020,000	£906,000	-11.18%
EY	£803,000	£761,000	-5.23%
KPMG	£717,000	£746,000	4.04%
GT	£579,000	£644,000	11.23%
BDO	£574,000	£609,000	6.10%

Professional Practice

Small / Mid Tier & Large Regional Firms (Not Top 6)

	PARTNER/DIRECTOR	SENIOR MANAGER	MANAGER	QUAL SENIOR (ACA OR ACCA)
From	£70,000	£55,000	£50,000	£40,000
To	£150,000	£75,000	£65,000	£48,000

	SENIOR (AAT QUAL OR ACA/ ACCA STUDIER)	SEMI SENIOR OR AAT PQ	GRADUATE
From	£24,000	£23,000	£22,000
To	£34,000	£32,000	£27,000

Taxation in Practice

Small / Mid Tier & Large Regional Firms (Not Top 6)

	TAX PARTNER/DIRECTOR	TAX SENIOR MANAGER	TAX MANAGER	CTA RECENTLY QUALIFIED
ec	£70,000	£55,000	£55,000	£45,000
To	£150,000	£75,000	£75,000	£60,000

	PERSONAL TAX QBE	ATT QUAL	ATT PQ / TRAINEE	TAX GRADUATE
From	£30,000	£25,000	£22,000	£24,000
To	£45,000	£40,000	£30,000	£30,000



High Demand Practice Jobs

- All audit staff
- Newly Qualifieds
- Managers
- Personal Tax
- Client Accountants

eXactitude Directors

Experienced service delivery



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The data and information contained in this report is produced from a mix of director market knowledge, factual information from applicants, vacancies, online news reports and readily available salary surveys online. Data produced Q4 2024.

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2024 - 2025