



Goodman Masson
SALARY GUIDE 2010



INTRODUCTION

Goodman Masson is the largest independent financial recruiter in the UK and has been recruiting professionally qualified accountants and other finance professionals for over 16 years.

We recognise it's our people that make us a market leader, which is why we invest heavily to attract and retain the best recruiters from across the industry. With a team of over 90 and annual revenues exceeding £15m, this makes us perfectly positioned to advise our clients and candidates on employment, resourcing and salary trends.

Goodman Masson covers all levels of recruitment from non-qualified to the mid and senior level executive recruitment markets. Our main area of specialism is Finance which includes separate teams operating within Accountancy, Tax, Internal Audit and Treasury disciplines. In addition we have specialist business areas concentrating on Actuarial, Interim, In House Legal and Management Consultancy. Our teams are split across the Financial Services, Commerce, Public Sector and Not for Profit and Public Practice markets.

Our continued growth and success is based on our experience and the importance we place on the relationships that we have developed with our clients and candidates. It's essential as part of this relationship that we are able to provide our partners with meaningful and useful documentation that will assist you in making solid recruitment and business decisions throughout the year. This has led us to create the **2010 Goodman Masson Salary Guide**, which is an in-depth study on salaries across all sectors based on current and live data.

This document is to be viewed as guide on the current market and is based on the data that our team have collated. We have taken a look back at the changes that have occurred across the markets over the last 18 months and looked to the year ahead, to determine what could be expected for clients and candidates.

In the current economic climate, the parameters for gauging bonuses are so wide that Goodman Masson is unable to give target ranges as you would have seen in past documents. We have given an overview of expectations, but your specialist consultant will be able to give you a more detailed and case-by-case discussion.

SPECIALIST DIVISIONS



ACTUARIAL

Despite the economic turmoil of the last year, demand for actuaries is relatively robust when compared to other sectors, as insurers recognise the important role played by actuaries with specialised skills, and are reluctant to lose that expertise unnecessarily.

The firms that continued to hire and expand in 2009, regardless of the market conditions, were those that had weathered the economic storm, and were generally considered to be at the cutting edge of the industry as they capitalised on the relative weakness of their competitors.

Regulatory change (and Solvency II preparation in particular) is also creating opportunity, and is widely expected to be the major talking point of the Actuarial industry for 2010. The events of the last 12 months has highlighted the need for sufficient risk management, and whilst this period of uncertainty has partially contracted the market temporarily, it also provides opportunities for the profession to develop with this renewed focus.

Salaries are expected to remain relatively stable in 2010, following a year in which many companies slashed pay rises in the wake of the recession. Many companies are projecting slight increases, and fewer companies plan to eliminate pay rises in 2010 when compared to 2009 figures. Many companies may also plan to reinstate previously cut pay rises as they continue to plan for an economic recovery.

The recession also resulted in significantly reduced annual bonuses last year, as funding for annual benefits dropped notably from 2008 to 2009. Bonuses are widely recognised as a casualty of the recession, but it remains crucial for employers to find ways of rewarding top performers, and that has resulted in renewed hope for 2010 bonuses.

		Level				
		Junior (0 – 2yrs)	Part Qualified	Nearly/Newly Qualified	Qualified (2 – 4yrs)	Senior Qualified
Life	London	£25,000 – £37,000	£35,000 – £48,000	£50,000 – £65,000	£60,000 – £80,000	£80,000+
	South East	£24,000 – £36,000	£34,000 – £46,000	£48,000 – £62,000	£56,000 – £75,000	£75,000+
	South West	£23,000 – £35,000	£32,000 – £45,000	£45,000 – £60,000	£55,000 – £75,000	£75,000+
	South Coast	£23,000 – £35,000	£32,000 – £45,000	£45,000 – £60,000	£55,000 – £75,000	£75,000+
	Midlands	£23,000 – £35,000	£32,000 – £45,000	£45,000 – £58,000	£55,000 – £75,000	£75,000+
	North	£22,000 – £34,000	£30,000 – £42,000	£40,000 – £55,000	£55,000 – £70,000	£70,000+
	Scotland	£22,000 – £34,000	£30,000 – £42,000	£40,000 – £55,000	£55,000 – £70,000	£70,000+
	Ireland	€30,000 – €40,000	€40,000 – €50,000	€50,000 – €65,000	€65,000 – €95,000	€95,000+
	London	£26,000 – £39,000	£36,000 – £50,000	£50,000 – £68,000	£65,000 – £85,000	£82,000+
	South East	£25,000 – £38,000	£34,000 – £48,000	£49,000 – £64,000	£60,000 – £80,000	£80,000+
Non Life	South West	£24,000 – £36,000	£33,000 – £46,000	£46,000 – £62,000	£56,000 – £76,000	£76,000+
	Midlands	£24,000 – £36,000	£33,000 – £46,000	£46,000 – £60,000	£56,000 – £75,000	£75,000+
	North	£23,000 – £35,000	£32,000 – £44,000	£42,000 – £57,000	£55,000 – £72,000	£72,000+
	Scotland	£23,000 – £35,000	£32,000 – £44,000	£42,000 – £57,000	£55,000 – £72,000	£72,000+
	Ireland	€32,000 – €42,000	€42,000 – €52,000	€52,000 – €66,000	€66,000 – €95,000	€96,000+
	London	£28,000 – £36,000	£36,000 – £48,000	£48,000 – £65,000	£65,000 – £75,000	£80,000+
Pensions	South East	£25,000 – £34,000	£34,000 – £46,000	£46,000 – £60,000	£60,000 – £75,000	£80,000+
	South West	£22,000 – £33,000	£33,000 – £44,000	£44,000 – £58,000	£58,000 – £70,000	£75,000+
	Midlands	£22,000 – £33,000	£33,000 – £44,000	£44,000 – £58,000	£58,000 – £70,000	£75,000+
	North	£22,000 – £33,000	£33,000 – £44,000	£44,000 – £58,000	£58,000 – £70,000	£75,000+
	Scotland	£22,000 – £33,000	£33,000 – £44,000	£44,000 – £58,000	£58,000 – £70,000	£75,000+
	London	£25,000 – £35,000	£35,000 – £45,000	£48,000 – £65,000	£60,000 – £80,000	£80,000+
Investment	South East	£23,000 – £35,000	£33,000 – £45,000	£45,000 – £60,000	£60,000 – £80,000	£80,000+
	South West	£22,000 – £33,000	£33,000 – £45,000	£45,000 – £60,000	£60,000 – £80,000	£80,000+
	Midlands	£22,000 – £33,000	£33,000 – £45,000	£45,000 – £60,000	£60,000 – £80,000	£80,000+
	North	£23,000 – £35,000	£33,000 – £45,000	£45,000 – £60,000	£60,000 – £80,000	£80,000+
	Scotland	£22,000 – £33,000	£33,000 – £45,000	£45,000 – £60,000	£60,000 – £80,000	£80,000+

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