

Summary Pay Analysis

London based

Survey Job Title	Organisation Size	Base Pay (£ per annum)						Compa Ratio
		Your data			Market data			
		Lower Quartile	Median	Upper Quartile	Lower Quartile	Median	Upper Quartile	
<i>Finance Function</i>								
Head of Finance	Large: >150 employees	68,600	102,300	150,000	76,908	98,600	136,000	103.8
	Medium: 75 - 150 employees				46,488	59,600	89,000	
	Small: <75 employees				45,575	58,430	75,200	
Finance Manager	Large: >150 employees	54,000	56,900	61,000	43,190	48,000	54,813	118.5
	Medium: 75 - 150 employees				33,540	43,000	60,000	
	Small: <75 employees				31,980	41,000	58,000	
Finance Supervisor	Large: >150 employees	27,985	28,004	28,024	29,640	38,000	55,000	73.7
	Medium: 75 - 150 employees				20,475	26,250	39,000	
	Small: <75 employees				18,798	24,100	35,000	
Finance Assistant	Large: >150 employees	20,564	21,376	22,188	22,620	29,000	46,000	73.7
	Medium: 75 - 150 employees				20,280	26,000	36,000	
	Small: <75 employees				14,820	19,000	33,500	

Finance Function

Responsibility for management and financial accounting and reporting. This function often includes business planning and budgeting plus day-to-day financial controls.

Your Job Title

Reports are produced in your own job titles for ease of use.

Two short profiles are provided to help you match and level your roles to the survey roles.

Matched to: (F101) Finance Manager

Senior managers, responsible for Operations and process – not part of the strategic top team.

Your Data

	Base Pay (£ pa)	Bonus (% Base Pay)
Actual Minimum	45,000	
Lower Quartile	54,000	11.2
Median	56,900	14.6
Upper Quartile	61,000	16.4
Actual Maximum	70,100	
Number of job holders	6	

The survey reports present your pay data, separated out from the other participants.

Market Data *

	Base Pay (£ pa)	Bonus (% Base Pay)
Actual Minimum	37,000	
Lower Quartile	43,190	10.4
Median	48,000	13.0
Upper Quartile	54,813	16.8
Actual Maximum	73,000	
Number of organisations *	14	
Number of job holders	52	

Analysis

	% Base Pay Comparison	% Bonus Comparison
Your median as % of the market's median	118.5	112.3
Your median as % of the market's upper quartile	103.8	86.9

The compa ratios enable you to easily compare your pay to the market.

Market data is provided for organisations that are of comparable size to yours

Directors / Executives Pay Analysis - HR Executive

National

You Vs. The Market comparison

Reports are produced in your own job titles for ease of use.

A number of factors are used to determine the level of each of your senior roles

Your job sizing factors are used to calculate specific market rates for each of your senior people

The compa ratio enable you to easily compare your pay to the market.

Your job information			Your job levelling criteria				Fixed Cash (£ pa)				Bonus (% of fixed cash)				
Your job title	Your emp / payroll no.	Your grade (if available)	Annual Turnover (£m)	No. of Members (Registrants for Reg bodies)	No. of Employees	Board membership	Your data	Market Guidelines			Compa Ratio	Your data	Market		
								Lower	Median	Upper			LQ	Med	UQ
Director of HR & Development	123456	15	76	75,000	300	Mgt Comm	93,150	90,000	100,000	115,000	93.2%	30.0	10.0	15.0	30.0

Sample composition

A breakdown of the sample composition is provided so you examine the make-up of the whole market

A straight-statistical breakdown of pay for the whole market sample is also provided

Job levelling criteria				Fixed Cash (£ pa)			Bonus (% of fixed cash)		
Annual Turnover (£m)	% of incumbents	Board membership	% of incumbents	Whole sample			Whole sample		
				LQ	Median	UQ	LQ	Med	UQ
<10m	4.3	None	80.8	75,000	90,000	95,000	9.1	19.6	22.9
10m - 25m	19.1	Mgt Comm	17.3						
25m - 50m	23.4	Board	1.9						
50m - 75m	14.9								
75m - 100m	25.5								
>100m	12.8								

No. of Members	% of incumbents	No. of Employees	% of incumbents
10k - 25k	10.0	50 - 100	22.0
25k - 50k	21.7	100 - 250	26.8
50k - 75k	41.7	250 - 500	17.1
75k - 100k	20.0	>500	29.3
>100k	1.7		