

GUIDE TO PAY & BONUS EXPECTATIONS FOR FINANCE PROFESSIONALS

ROBERT WALTERS

WHAT PAY AND BONUSES ARE YOUR FINANCE TEAM EXPECTING TO RECEIVE?

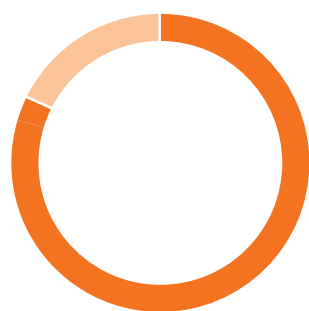
We surveyed finance professionals working across the UK in financial services on their annual pay, benefits and incentives packages in advance of the upcoming salary review period.

In the salary review period for 2015, 69% of finance professionals received a pay rise, and 67% received a bonus. While the economy continued to recover in the first half of 2015, some employers were hesitant to commit to increase compensation early in the year. However, throughout the second and third quarters, employers raised salaries and bonus packages to attract and retain top professionals.

When asked what their expectations are for the upcoming salary review in 2016, 75% of finance professionals expect to receive a salary rise of up to 10% in 2016. Meanwhile, 89% expect to receive a bonus.

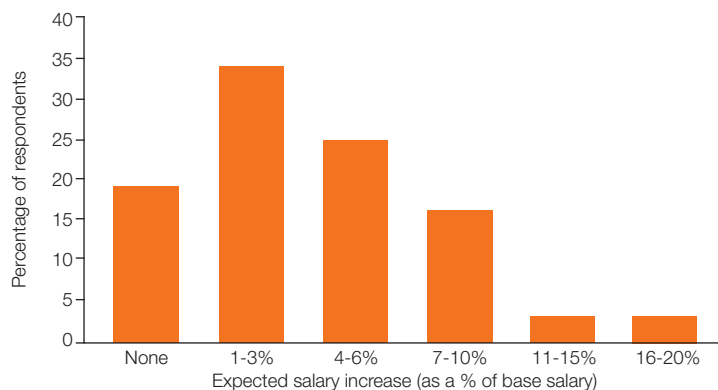
SALARY EXPECTATIONS IN 2016

Percentage of finance professionals expecting a salary increase in 2016



- 82% expect to receive a salary increase
- 18% do not expect to receive a salary increase

Size of salary increase expected in 2016



The majority of finance professionals anticipate a base salary increase in 2016. While 34% are expecting a rise of between 1% and 3%, 41% are hoping for a raise of between 4% and 10%.



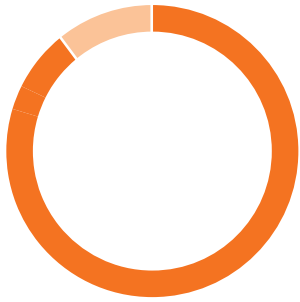
"As the UK economy continued to recover throughout 2015, demand increased for finance professionals, with newly qualified workers through to mid level the most highly sought after. With competition for top talent increasing into 2016 it is important that hiring managers review compensation packages to attract the best candidates."

Matthew Crawford, Associate Director at Robert Walters



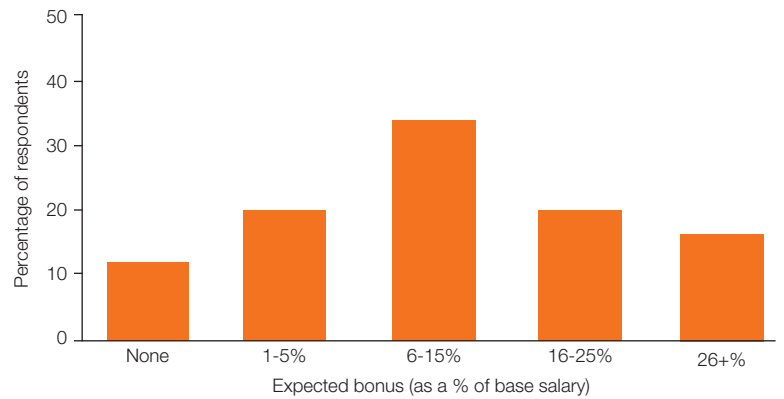
BONUS EXPECTATIONS IN 2016

Percentage of finance professionals expecting a bonus in 2016



89% expect to receive a bonus
11% do not expect to receive a bonus

Size of bonus expected in 2016 (as a % of base salary)



53% of finance professionals are anticipating a bonus of up to 15% of base salary, and 16% are hoping to receive more than 25% of their base salary as a bonus.



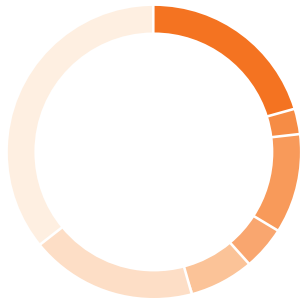
"Reducing time to hire will be a key strategy for managers looking to secure top talent in 2016. The most highly sought after professionals are likely to attract multiple job offers, and for employers, being able to move quickly while offering competitive compensation will be essential."

David Sykes, Manager at Robert Walters



CHANGING JOBS IN 2016

When are you next looking to move jobs?



- 20% I'm already looking for a new opportunity
- 3% The next 3 months
- 11% The next 3-6 months
- 5% The next 6-9 months
- 7% The next 9-12 months
- 18% The next 1-2 years
- 36% I am not looking to change jobs in the near future

One in five finance professionals is already actively looking for a new role, with 46% looking to change roles in the next 12 months. Just 36% have no plans to look for a new role.

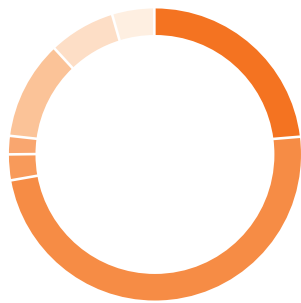


46%

of finance professionals are looking to switch jobs within the next 12 months

MOTIVATION FOR MOVING JOBS

If you were to change jobs, which of the following would be your primary motivation for thinking about moving?



- 49% Career progression
- 23% A pay rise/change in compensation package
- 11% A change in role and responsibilities
- 7% Better working culture
- 5% The opportunity to relocate
- 3% Improved work/life balance
- 2% Improved stability or job security

Career progression is a top priority for 49% of finance professionals when considering a new role. Increased pay and compensation is also a significant factor, with 23% listing this as their primary motivation for moving jobs.



"Pay and compensation will almost always be a relevant factor in determining whether a candidate chooses to take on a new role, but hiring managers should not underestimate the significance of a clear path to career progression. By highlighting the potential for promotion and career development in addition to competitive pay and compensation, employers can gain an edge in the struggle for top talent."

Richard Johnson, Manager at Robert Walters



COUNTER OFFERS TO RETAIN STAFF

We asked finance professionals if they had received a counter offer in the last two years from their current firm during their resignation process. Of those who had received a counter offer, 80% stated that the offer encompassed a pay rise, and 60% were offered a promotion. However, 80% of finance professionals presented with a counter offer rejected it, indicating that counter offers are not an effective strategy for retaining staff.



80%

of finance professionals who received a counter offer rejected it

Let us advise you on hiring the best accounting and finance professionals. Contact **Matthew Crawford** on 0207 509 3333 or matthew.crawford@robertwalters.com.

