

GUIDE TO PAY & BONUS EXPECTATIONS FOR ACCOUNTANCY PROFESSIONALS

ROBERT WALTERS

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

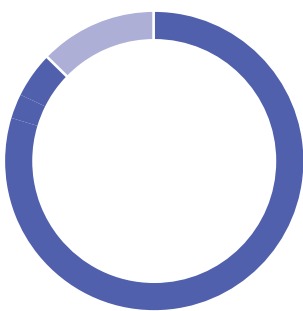
We surveyed accountancy professionals working across the UK on their annual pay, benefits and incentives packages in advance of the upcoming salary review period.

In the salary review period for 2015, 71% of accountancy professionals received a pay rise, and 60% received a bonus. As confidence rose among employers permanent staff became increasingly sought after with contract workers seeing less demand for their skills. Specialists who could provide a commercial advisory role also found themselves in demand from employers.

When asked what their expectations are for the upcoming salary review in 2016,  of accountancy professionals expect to receive a salary rise of up to  in 2016. Meanwhile, 72% expect to receive a bonus.

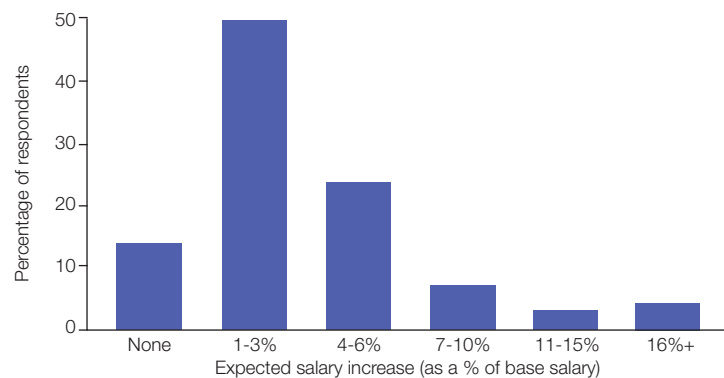
SALARY EXPECTATIONS IN 2016

Percentage of accountancy professionals expecting a salary increase in 2016



■ 87% expect to receive a salary increase
■ 13% do not expect to receive a salary increase

Size of salary increase expected in 2016



The majority of accountancy professionals anticipate a base salary increase in 2016. While 49% are expecting a rise of between 1% and 3%, 31% are hoping for a raise of between 4% and 10%.



"With employers becoming increasingly confident throughout the last year, accountancy professionals saw a marked increase in demand for their skills. The subsequent skills shortage means that employers will have to respond to the expectations of the most sought after professionals as we move into 2016."

Andrew Setchell, Director at Robert Walters

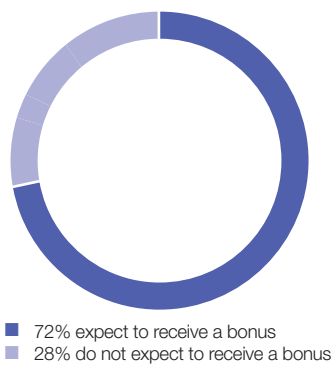


87%

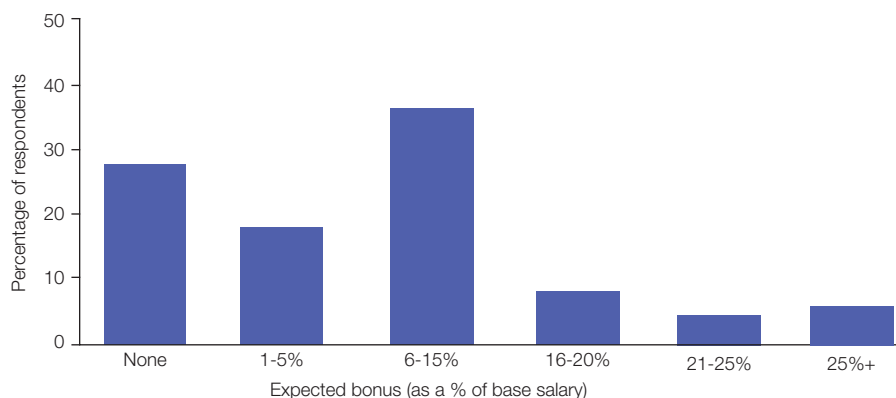
of accountancy professionals are expecting a higher salary in 2016

BONUS EXPECTATIONS IN 2016

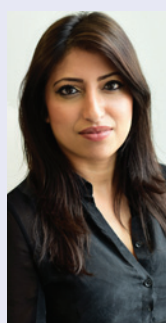
Percentage of accountancy professionals expecting a bonus in 2016



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



55% of accountancy professionals are anticipating a bonus of up to 15% of base salary, and 8% are hoping to receive more than 21% of their base salary as a bonus.



"With the skills shortage unlikely to abate in 2016, the most highly sought after professionals are likely to attract multiple job offers. Employers who can offer competitive compensation and use efficient hiring processes will have an edge over competitors when it comes to securing top talent."

Habiba Khatoon, Associate Director at Robert Walters



72%
of accountancy professionals are expecting a bonus in 2016

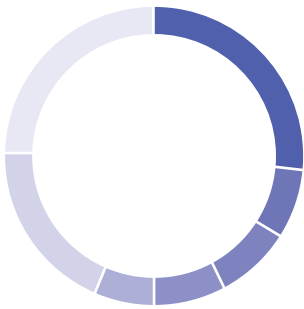


55%

of accountancy professionals are expecting to receive a bonus of up to 15% of base salary

CHANGING JOBS IN 2016

When are you next looking to move jobs?



- 27% I'm already looking for a new opportunity
- 7% The next 3 months
- 7% The next 3-6 months
- 8% The next 6-9 months
- 7% The next 9-12 months
- 19% The next 1-2 years
- 25% I am not looking to change jobs in the near future

One in five accountancy professionals is already actively looking for a new role, with 56% looking to change roles in the next 12 months. Just 25% have no plans to look for a new role.

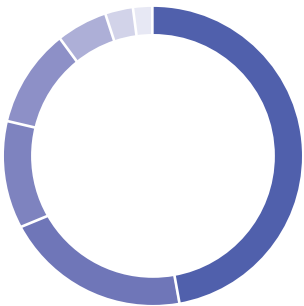


56%

of accountancy 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?

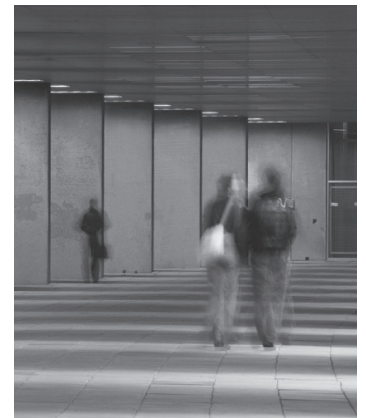


- 47% Career progression
- 19% A pay rise/change in compensation package
- 12% Improved work/life balance
- 10% A change in role and responsibilities
- 7% Better working culture
- 4% The opportunity to relocate
- 1% Improved stability or job security



"While pay and compensation is not a minor concern to accountancy professionals considering a new role, it is clearly a secondary priority compared to the potential for career progression. Employers looking to secure top talent in 2016 may benefit from focusing their employee value proposition on opportunities for training and development a role can offer over remuneration."

Marcus Blackburn, Associate Director at Robert Walters



77%

of accountancy professionals who received a counter offer rejected it

COUNTER OFFERS TO RETAIN STAFF

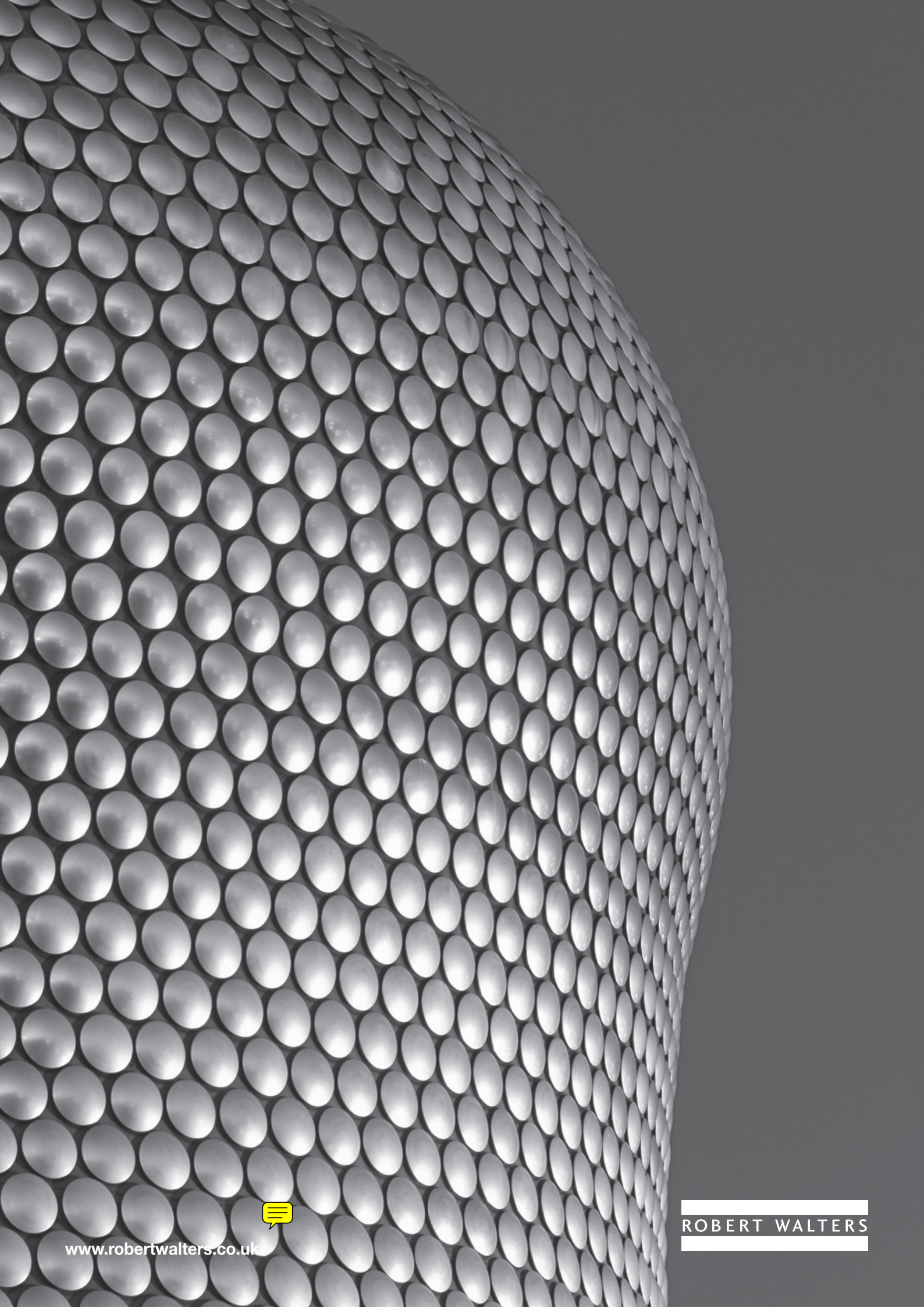
28% of accountancy professionals who had changed jobs in the last two years had received a counter offer from their current firm during the resignation process.



Of those who had received a counter offer, 77% stated that the offer encompassed a pay rise, and 39% were offered a promotion. However, 77% of accountancy professionals presented with a counter offer rejected it, indicating that counter offers are not an effective strategy for retaining staff.

Let us advise you on hiring the best finance professionals. Contact **Andrew Setchell** on **0207 509 8974** or andrew.setchell@robertwalters.com





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