

20 20 SALARY GUIDE

wade macdonald



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AN INTRODUCTION

to Wade Macdonald

Welcome to Wade Macdonald's 2020 Salary Guide.

Based on your feedback from the 2019 Guide, this years' format is slightly different from our last publication. Along with the updated salaries broken down by your local counties, we will also be sharing the results from our recent survey looking at the most common benefits employees are offered, the ones they value the most and the ones they would really like to have. We will also share a number of articles written by our specialist consultants around the markets they work in.

2019 was a positive year for Wade Macdonald. We finished 2018 on a high and have continued our growth. We have expanded headcount as we continue to focus on key niche markets within HR and Finance and are particularly pleased to have grown our Data, Analytics and AI team to 3 consultants from a standing start a year ago. We held seminars on Diversity and Inclusion and IR35 which over 120 senior local professionals attended and published reports around how AI will affect our core markets. Internally we had an exercise with the current team to re-define our company values, making them relevant to the next stage of our businesses development. At the point of writing we have a team with around 250 years' recruitment experience.

During 2020 we aim to add more value to our local client bases. We will continue to hold seminars across our key specialisms and produce more articles and reports, sharing our opinions on the key matters that are driving our markets. We will also begin planning for our big milestone at the beginning of 2021 – our 30-year anniversary! Please keep an eye out for how you can get involved with those celebrations.

At the point of publication, it is still undecided as to whether we will Brexit on October 31st. The business world has no control over what those in Westminster choose to do, but we have certainly seen no major adverse effects as of yet. We cannot know exactly what 2020 will bring, but I have confidence that whatever decisions are made from above, the local business community will continue to fare well.

I hope you will find the content useful. We look forward to discussing our findings face-to-face and our views on the skills that are both most in demand locally and our continued strategies to engage with these individuals. As always there are limitations to the depth we can publish, so should you also want to discuss more industry specific issues or trends then we will be delighted to take the time to meet with you.

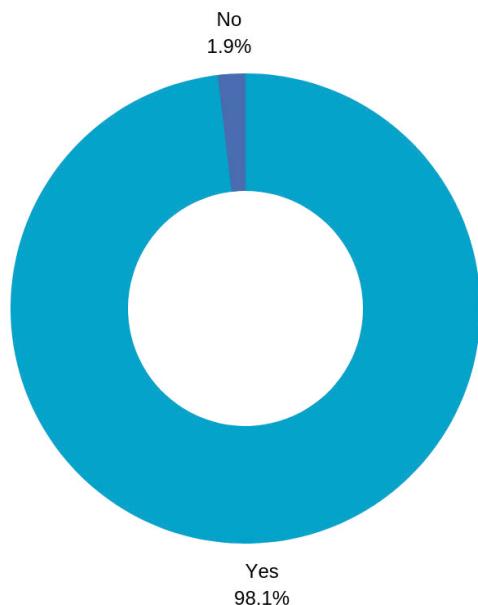
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Chris Goulding
Managing Director



WORKPLACE BENEFITS

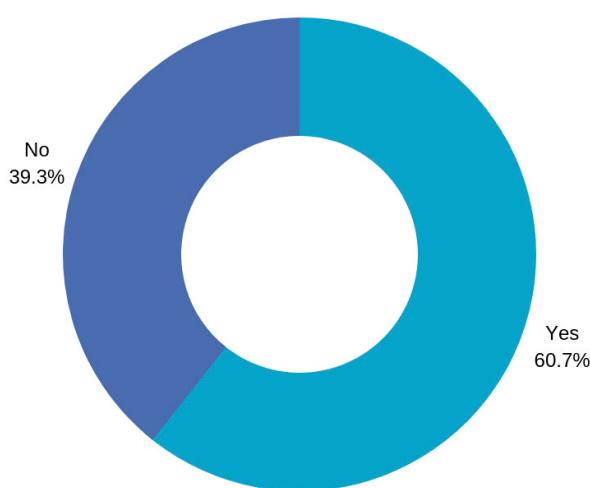
Benefits are a great way to keep employees motivated and rewarded but also to retain them. A reasonable chunk of our lives are spent at work and benefits can act as a measure of balance with our outside lives. Essentially, benefits are valued because it's the company giving back to its employees.



^ Do you think it's important for a workplace to offer a range of benefits?

In response to feedback from last year's salary guide, we asked you about workplace benefits and their importance.

Workplace benefits are one of the most important factors for people when deciding whether they want to take a job offer or not. In fact, 98.1% of respondents to our questionnaire said that benefits were important to them. Our survey shows very clearly that although some employers may believe that salary is all that matters to their employees, that this is certainly not the case. Our survey was evenly taken by people of all different ages and all believe that their benefits were important.



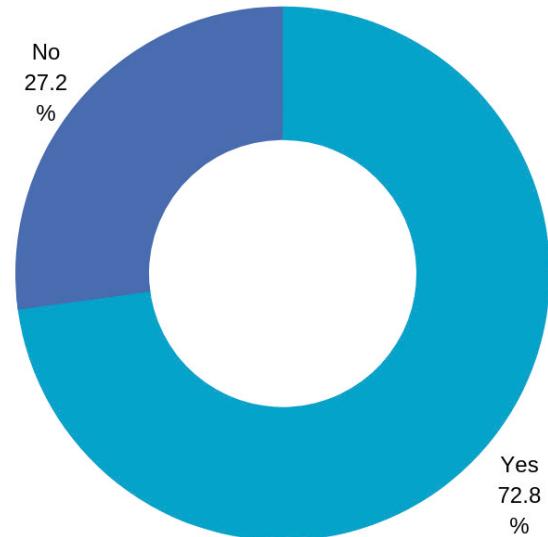
^ Are you happy with the current benefits your employer offers?

Happy, motivated staff will be more productive and creative with their day to day tasks and projects. When we consider how important employees believe benefits are, there would appear to be a very clear win for Thames Valley employers to both increase staff satisfaction and also staff retention by looking into what benefits their employees would really value. Our survey shows that over a third of employees are not satisfied with the benefits that they receive.

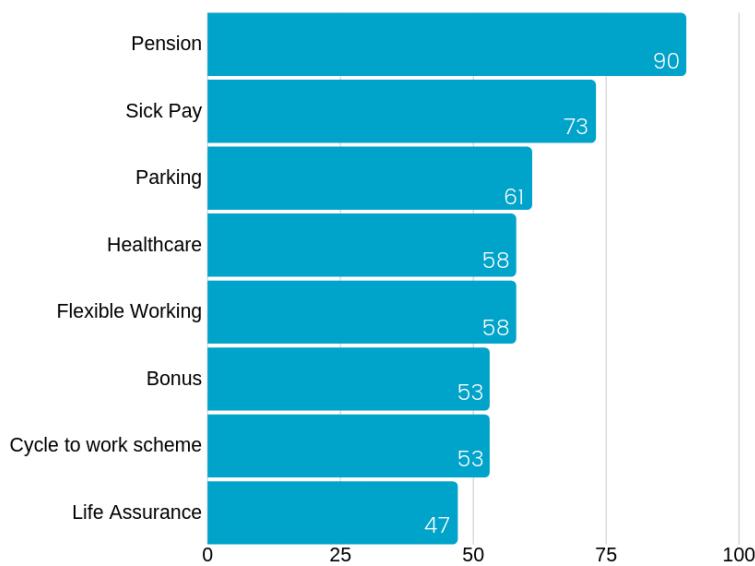
WORKPLACE BENEFITS CONTINUED

Are there any benefits you wish you had access to that you don't currently have? ▼

Later in the survey we questioned whether employees were completely satisfied with the benefits that their employers offer them. Perhaps unsurprisingly the results show that a huge 72.8% were not completely satisfied. This further demonstrates the importance of a varied benefits package to employees and would suggest that local businesses that can expand upon their current offering would put themselves in a competitive position to both recruit and retain the best local talent.



What benefits are you currently offered? ▼



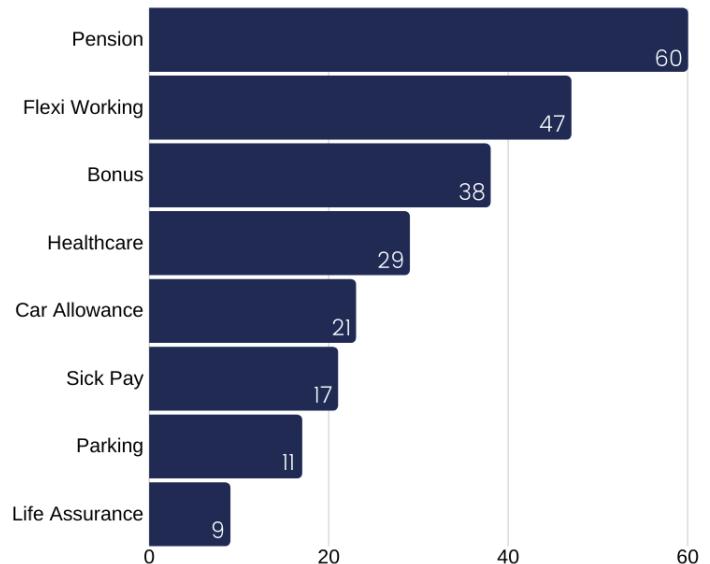
The questions moved on to enquire about what specific benefits the respondents had access to. Unsurprisingly, most organisations offer pension and sick pay. With the rise of the topic in the news and across countries around the world, its quite refreshing to see that flexible working ranks at number 5. The likes of people like Anna Whitehouse* who ran the "Flex appeal" campaign, brought so much lime-light to flexible working for parents. Its important to highlight that more and more companies and organisations are now taking part in more flexible working weeks, supporting their employee wellbeing and outside commitments.

*<http://www.motherpukka.co.uk/flex/>

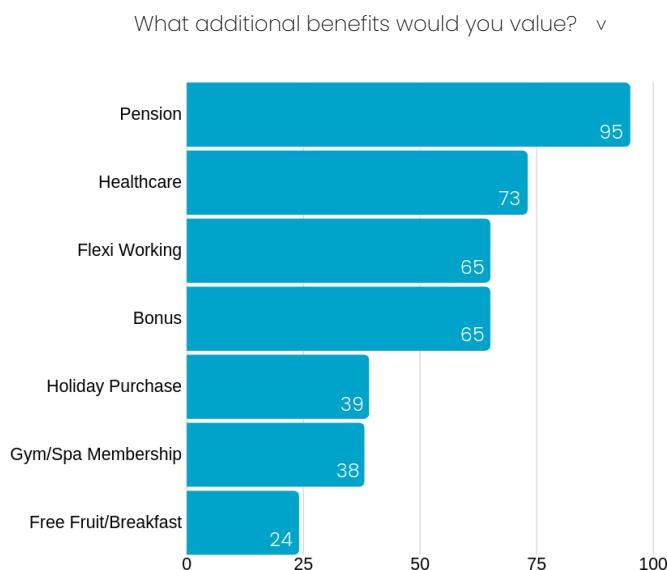
WORKPLACE BENEFITS CONTINUED

As we saw from an earlier graph, a large number of organisations offer a cycle to work scheme, but yet this is not a benefit that many staff value. With rising national pension ages and concerns over pension funds it is no surprise that pensions are valued so highly by employees. Healthcare and again Flexible Working are also very highly valued by the staff that received them, along with bonuses.

Other popular answers left by respondents were discounts, study support, eye care and holiday purchase. There was a small percentage of people who didn't value any of their offered benefits.



^ Of the benefits you receive, which do you value the most?



The last question our survey asked relates back to desired benefits, where 72.8% of respondents said they would like other benefits besides those they already receive. We asked what specifically those additional benefits would be for them.

Interestingly but perhaps unsurprisingly, the top benefits that people would like to receive nearly all relate to work-life balance and a healthy lifestyle. Within the top eight were healthcare, gym memberships, dental and fresh fruit / breakfast (all healthy lifestyle), holiday buy /sell and flexible working (relating to work-life balance). Alongside all of these, we also see bonuses ranked at number 4, which indicates people would like to be more highly rewarded for a job well done.

GREAT PLACES TO WORK

There is no one reason that a business is the greatest place to work, it is a mixture of factors.

Great places to work will support the employee in personal development and encourage them to achieve great things. You will see the majority of staff all pulling in the same direction towards clear goals which have been communicated with passion from the leaders. People feel appreciated and understand and buy into the company values; and these values will never have been compromised just to achieve additional profit.

1. Company Culture / Values

Great companies have strong values. They are not just 'words' but can be clearly seen in all the company does internally and externally. They are often used as part of an interview process or indeed when undertaking appraisals and promotions. Companies that really believe in their values will not tolerate individuals that do not fit in with them (even if those people are the top revenue producers) as the companies understand that the bigger picture is more important than any individual is.

2. Leaders that inspire you

The best companies to work for have leaders that know how to engage with their current and future workforce. They have a strong vision for the future of the business as well as being able to communicate exactly what the company's values are. They live and breathe these values and communicate well both internally and externally. They find a way to relate to members of staff at all levels, from their senior management teams, right down to the post room.

3. Progression opportunities based on meritocracy

Progression will be based on demonstrating the company values and on individual performance. They do not promote based solely on 'time spent' and will not promote individuals that do not demonstrate the core values that they stand for. You earn your promotions. Great companies are also able to demonstrate a clear career path and set milestones to take you on your way along that path.

4. Training / Development

The best places to work will want to help progress their staff and make sure that they are constantly developing. However, this is earned and should not be seen as a 'god given right'. Those that work hard, engage with the business, achieve and live by the company's values will be invested in.

5. Communication

Strong communication can always be seen in great companies. This communication should

come not only from the company leaders, but also from lower management. The communication normally comes in different forms, from intranet posts, blogs and company-wide emails, to 'town hall meetings', department meetings and vlogs. There should be ways that employers can 'speak' to senior leaders as well as senior leaders 'speaking' to employers. Communication is key to a healthy, harmonious workforce. Without it, processes are slower and situations misunderstood.

6. CSR

A great company takes its Corporate Social Responsibility seriously. They will have policies covering things such as diversity and inclusion, their approach to mental wellbeing in the workplace and charity partnerships. They will make all attempts to be as 'green' as possible. Working for a business with a strong sense of CSR often gives the employee a greater sense of 'belonging'.

7. Reward and Recognition

You may not always be the best paid within your own industry, but you should feel rewarded fairly and probably more importantly you should feel like you get recognition for good performance. Recognition could come in the form of a mention in a company email, a team meeting or in being given a personal thank you. Recognition in great companies is often tailored to the individual rather than just a 'company standard'.

8. A bigger purpose

Many of the greatest businesses to work for are those that have a bigger purpose. It could be their vision, products or services, or their contributions to industry as a whole but it is a company that makes the employee feel that there is a reason to go in each morning.

9. Work / life balance

Great places to work try and balance the needs of the employee and the business. Where possible they offer flexibility to ensure that the employee is able to live their life well whilst getting the job done. There may be times when extra hours need to be worked, but there is 'give and take'.

Chris Goulding
Managing Director

SPECIALISMS

Wade Macdonald is a leading recruitment and search firm, and has been a trusted partner to many organisations and professionals across the Thames Valley, West London and surrounding areas for over 28 years. Specialising in the Finance and Accountancy, Human Resources and Data Analytics & AI sectors, we support organisations in their search for the best talent to join their teams on a permanent, temporary and interim basis.

- ACCOUNTANCY & FINANCE
- QUALIFIED FINANCE
- HUMAN RESOURCES
- DATA ANALYTICS & ARTIFICIAL INTELLIGENCE

Our 2020 Salary Guide focuses on Berkshire, Oxfordshire, Hampshire & West London but we do cover other areas on request.



“

As a candidate, Caterina was an excellent recruiter to work with. She had the ability to see the big picture and the nuanced details of the position for which she was recruiting, as well as my skills and background as a candidate. She was genuine, incredibly responsive and candid. She truly went to bat for me, and I trusted that she had both my interest in mind, as well as that of her client. I cannot recommend Caterina highly enough!!

”

“

I would like to take this opportunity to praise Chris for his efforts, hard work and negotiation skills he put in for me. He took the time to understand my needs and he only showed me suitable roles. In addition, Chris' interview tips were absolutely on point and no doubt played a part in me securing the role. Chris is clearly an experienced consultant, I cannot recommend him highly enough and he is clearly an asset to your company. I wish more consultants were as proactive and genuine as him.

”

FINANCE

Our longest running specialism

Words on Finance for the year from Senior Manager Caterina...

"2019 was a really positive year for our Accountancy and Finance Team. Every month saw an increase in job flow in comparison with 2018, we saw our temp numbers double from the year before and on the back of this were able to expand our Senior Finance offering. Although Brexit has been a conversation with clients, the general business outlook has been positive and we hope this continues going into 2020.

We have not seen major increases in salaries since the last publication, however, there have been some interesting trends. We have certainly seen more Senior Level Finance roles in the market, which I believe is partly due to business leaders recognising the importance of having experienced individuals with business and strategic acumen skills in place at a time of potential economic change.

The larger % increases in salaries have come within Credit and Treasury. We have also seen a huge increase in demand for credit professionals both on a permanent and temporary basis as cashflow management has been a key agenda point for many businesses. Treasury professionals have seen their value recognised more highly as the need to manage FX has become even more important to businesses with an international presence.

We are also having far more conversations with clients surrounding the effects AI could have on their finance teams and it has been extremely interesting to see the huge response we had from heads of departments when we sent out a survey on this topic. You can read two blogs further in this publication which highlight both our thoughts around the subject and the leaders response to those thoughts.

I hope that you find the survey and articles useful and would very much welcome the opportunity to discuss our findings with you. I look forward to working with you over the next 12 months!"

“



TRANSACTIONAL FINANCE

All Levels

Despite the rhetoric surrounding AI in finance, we should not underestimate the current importance of transactional staff within finance departments. Over time some of these roles may be replaced, or at least change. However in the majority of cases when transactional staff do their jobs effectively cost savings and efficiencies can be identified and it leads to senior staff being more focused on added value tasks.

We saw again at the APA's annual conference the growing number of Accounts Payable Professionals investing in the qualification and also changes to their roles that could well mean that robots enhance, rather than replace their roles.

The AAT continues to flourish as a qualification and is a solid route to move from transactional into part-qualified roles.

Over the past year we have not seen huge changes in salaries for transactional staff, but this was after a few years of increases.

Maximilian Courtnage
Senior Consultant



Maximilian joined Wade Macdonald in 2016 to specialise in temporary appointments for transactional and part-qualified finance staff. During this time, he has developed many strong professional relationships with clients and candidates across the Thames Valley area, from growing SME's through to Blue Chip Organisations.

Ashley Page
Consultant



Ashley has spent over 3 years working as a finance recruiter with a geographical focus on the Thames Valley area. Initially recruiting for a variety of both senior and lower level finance professionals in Maidenhead. Ashley then joined the Wade Macdonald team to focus on transactional and part qualified professionals.

Shaquille Cain
Associate Consultant



Shaquille joined Wade Macdonald in 2019 to work in the expanding Temporary Finance Division. Prior to Wade Macdonald, Shaquille gained 3 years' commercial experience, including a year in recruitment. Shaquille specialises in helping non-qualified finance professionals who are looking for temporary work.

BERKSHIRE

	RANGE	TYPICAL
Accounts Payable Admin	17-20k	18.5k
Accounts Payable Clerk	18-26k	24k
Senior Accounts Payable Clerk	25-28k	26k
Accounts Payable Supervisor	27-35k	30k
Accounts Payable Manager	35-55k	45k
QBE Finance Manager	35-50k	43k
Assistant Accountant	25-33k	30k
Bookkeeper	25-35k	30k
AAT Studier	20-30k	26k
Accounts Assistant	18-26k	25k

HAMPSHIRE

	RANGE	TYPICAL
Accounts Payable Admin	17-20k	18k
Accounts Payable Clerk	18-26k	23k
Senior Accounts Payable Clerk	24-28k	26k
Accounts Payable Supervisor	26-35k	28k
Accounts Payable Manager	35-50k	43k
QBE Finance Manager	35-48k	42k
Assistant Accountant	25-33k	28.5k
Bookkeeper	25-35k	28.5k
AAT Studier	18-28k	25k
Accounts Assistant	18-26k	23.5k

OXFORDSHIRE

	RANGE	TYPICAL
Accounts Payable Admin	17-20k	18k
Accounts Payable Clerk	18-25k	23k
Senior Accounts Payable Clerk	24-28k	25k
Accounts Payable Supervisor	26-35k	28k
Accounts Payable Manager	35-50k	43k
QBE Finance Manager	35-48k	42k
Assistant Accountant	25-33k	28.5k
Bookkeeper	25-35k	28.5k
AAT Studier	18-28k	25k
Accounts Assistant	18-26k	23k

WEST LONDON

	RANGE	TYPICAL
Accounts Payable Admin	17-20k	18.5k
Accounts Payable Clerk	18-26k	25k
Senior Accounts Payable Clerk	24-28k	26k
Accounts Payable Supervisor	26-35k	32k
Accounts Payable Manager	38-60k	47k
QBE Finance Manager	38-55k	45k
Assistant Accountant	25-35k	32k
Bookkeeper	25-38k	32k
AAT Studier	20-30k	26k
Accounts Assistant	18-28k	25k



ACCOUNTS RECEIVABLE & CREDIT CONTROL

All Levels

Credit control and credit management as a function has many benefits to a business from ensuring that you don't over-extend credit to your customers, collecting funds owed to you along with a "healthy dose" of customer service when approached in a disciplined and supportive manner. The timely and accurate collection of trade debt is critical to maintaining a healthy cashflow.

Whether your need is for a cross border credit controller with languages, a senior credit manager or a credit supervisor our dedicated specialist recruiters can solve your need rapidly. We specialise in sourcing the highest calibre Credit Control professionals – both permanent and interim. We match employers and professionals on technical ability, experience, personality and cultural fit.



James Adey
Senior Consultant

James has spent four years working primarily within the Thames Valley as a specialist Recruiter in Credit Management, Credit Control and Accounts Receivable. James spent 14 years in Credit Control, before moving into the Recruitment field, So with first-hand experience of doing 'the job', James has a key USP.



Zoe Jones
Consultant

Zoe joined Wade Macdonald at the beginning of 2018, joining the Credit Specialism concentrating solely on helping Credit Professionals to source temporary roles.

Prior to joining Wade Macdonald, Zoe spent 12 years' gaining commercial experience in customer facing roles.

BERKSHIRE

	RANGE	TYPICAL
Credit Director	70-120k	87.5k
Head of Credit	60-100k	67k
Credit Manager	35-65k	50k
Credit Supervisor	28-40k	38k
Credit Analyst	30-50k	42k
Senior Credit Controller	28-38k	32k
Credit Controller	19-32k	27k
Credit Administrator	16-23k	20k
AR Manager	32-50k	42k
AR Supervisor	28-36k	32k
AR Clerk	20-27k	25k
AR Administrator	18-24k	21k

OXFORDSHIRE

	RANGE	TYPICAL
Credit Director	70-120k	87.5k
Head of Credit	50-80k	65k
Credit Manager	35-55k	48k
Credit Supervisor	28-40k	35k
Credit Analyst	30-50k	40k
Senior Credit Controller	28-35k	30k
Credit Controller	19-30k	26k
Credit Administrator	16-23k	20k
AR Manager	35-50k	40k
AR Supervisor	28-36k	30k
AR Clerk	20-26k	24k
AR Administrator	18-24k	21k

HAMPSHIRE

	RANGE	TYPICAL
Credit Director	70-120k	87.5k
Head of Credit	60-100k	67k
Credit Manager	35-65k	48k
Credit Supervisor	30-50k	35k
Credit Analyst	30-50k	40k
Senior Credit Controller	28-38k	32k
Credit Controller	19-32k	26k
Credit Administrator	16-23k	20k
AR Manager	35-50k	40k
AR Supervisor	28-36k	30k
AR Clerk	20-26k	24k
AR Administrator	18-24k	21k

WEST LONDON

	RANGE	TYPICAL
Credit Director	70-120k	100k
Head of Credit	60-100k	75k
Credit Manager	35-65k	53k
Credit Supervisor	30-50k	40k
Credit Analyst	35-50k	45k
Senior Credit Controller	28-38k	33k
Credit Controller	19-33k	28k
Credit Administrator	16-25k	22k
AR Manager	35-55k	42k
AR Supervisor	30-40k	35k
AR Clerk	22-28k	25k
AR Administrator	18-24k	22k



WHY A CAREER IN CREDIT CONTROL COULD BE THE ONE FOR YOU

For 14 years before moving into recruitment I worked as a Credit Controller. 5 years on, I look back on my former career with fond memories. Particularly as I now help Credit Controllers to further their careers and enhance their potential.

Working in Credit Control made me goal driven, heightened my communication skills and negotiation ability, built my commercial acumen and ultimately my understanding of how sales-led business operate. It also bought me a lot of life-long friends.

Below I offer insight to what a career in Credit Control could mean for you:

Job for life

A career in Credit Control, Receivables and Debt Recovery can offer great rewards, not only from a personal satisfaction and financial viewpoint, but in terms of job stability and career growth too.

Almost every commercial business has debt owed at some point. Often millions of pounds worth of debt. As a result almost every company needs to ensure that their debts are paid. Quickly and on time.

As a result, when you work in Credit Control you can work in any industry and I truly believe you will have a job for life. Debt is never going to go away and in times of economic uncertainty Credit Controllers play an even more important role to the lifeblood of a business.

Highly valued Risk Mitigators

It is very easy to see a direct correlation with work you do as a Credit Controller and a company's financial situation. Credit professionals ensure the cashflow operations of a business run smoothly, and are highly valued employees who play an essential, lead-part in the success of a business.

Partnering with Sales, Customers, wider Finance Teams and Customer Services. The ability to build rapport is key at all levels.

A career in credit allows professionals to utilise a blend of business acumen, people skills, adaptability, communication skills, problem solving and business partnering with affinity for finances and numbers.

Ensuring that you only offer or extend credit to customers and clients who are able to pay on time – minimising the risk of being hurt by bad debt.

Two key elements of good credit control are identifying and assessing risk, and setting terms and conditions to protect the business you are working for.

Experience counts

For many junior level Credit Control jobs you won't necessarily need formal qualifications, although if you have registered to study with the Chartered Institute of Credit Management (CICM) it will show how serious you are about a career in Credit. This is a recognised, certifiable qualification which will only skyrocket your career potential, as well as your ability to apply theory gained as part of your studies – in practical situations as part of your daily job.

For the majority of Credit Professionals, practical experience and technical knowledge gained on the job carries just as much significance as qualified certification. Being able to demonstrate you are a focused individual, with strong skills of persuasion, the ability to build rapport and a positive outlook will also be key. Often Credit Control interviews will be competency based, so having exam-

ples to draw on past experience demonstrating the required skills will help you secure your next job.

Strong career path

There are plenty of opportunities to progress within the industry. Through Senior Credit Controller, Team Leader, Supervisor and ultimately Credit Manager. Being able to motivate and mentor both large and small teams of Credit Controllers, Billing, Cash Allocations and Sales Ledger staff.

As cash flow can be so key for organisations these roles have become even more pivotal and Heads of Credit will often have to contribute to Board Packs and present at Board level. Progression is normally not only linked to personal attributes and people skills, but also a track record of reducing DSO, clearing significant amounts of debt and making progress with difficult clients.

Outside of the management route, some will choose to move into risk or analytical roles and wider transactional Finance Management – again positions which are highly regarded within business.

Varied and challenging day job

Very rarely are two days the same in the world of Credit. There are of course standard tasks that you have to complete on a daily, weekly, monthly and annual basis. As with all roles in finance there are cyclical demands and reporting phases. However, because you will deal with such a wide variety of clients and more importantly different stakeholders, the role will always present new and differing scenarios or challenges which need to be overcome in order to reach your goal.

It is common to be faced with challenging clients that withhold or will try to delay payment for a variety of different reasons and securing those aged or high value invoice payments will leave you with great job satisfaction. You will constantly be working towards targets, which in my opinion directly impacts your firms profitability.

The path to riches

Good Credit Control is essentially 'good planning'. If you pro-actively build relationships with stakeholders, research diligently, always follow processes and plan ahead, you'll be in a strong position and on the right path to riches.

In an era where cash is king, and debt is commonplace, an effective Credit Controller is worth their weight in gold.

If a firm's Sales people have the Midas touch, having a strong team of effective, motivated Credit Controllers supporting the Sales pipeline is the best way to minimise risk and maximise rewards.

James Adey
Senior consultant & Credit Specialist

PAYROLL

All Levels

Payroll is a critical function in every business as the importance of paying employees and contractors on time and accurately can't be overstated. It also has the potential to be complicated with changing legislation, the treatment of tax on different benefits in kind, CIS, different pay periods, statutory returns, RTI etc. There are numerous payroll systems available for use each with its own pros and cons.

Whatever your payroll specialist needs are our specialist recruiters will take the time to understand your specific needs, establish the very best candidates for your needs through networking, direct approach and advertising and ensure your requirement is covered swiftly and accurately.

BERKSHIRE	RANGE	TYPICAL
Head of Payroll	55-80k	67k
Payroll Manager	35-60k	46k
Payroll Supervisor	28-40k	35.5k
Sole Charge Payroll	25-35k	30.5k
Payroll Clerk	24-30k	27.5k
Payroll Administrator	20-27k	22.5k

HAMPSHIRE	RANGE	TYPICAL
Head of Payroll	55-80k	62k
Payroll Manager	35-60k	43k
Payroll Supervisor	28-40k	33.5k
Sole Charge Payroll	25-35k	29k
Payroll Clerk	24-30k	26.5k
Payroll Administrator	20-27k	22.5k

OXFORDSHIRE	RANGE	TYPICAL
Head of Payroll	55-80k	62k
Payroll Manager	35-60k	43k
Payroll Supervisor	28-40k	33.5k
Sole Charge Payroll	25-35k	29k
Payroll Clerk	24-30k	26.5k
Payroll Administrator	20-27k	22.5k

WEST LONDON	RANGE	TYPICAL
Head of Payroll	60-100k	72k
Payroll Manager	40-60k	49k
Payroll Supervisor	30-45k	38.5k
Sole Charge Payroll	28-38k	32.5k
Payroll Clerk	24-32k	28.5k
Payroll Administrator	20-28k	23.5k





PAYROLL – MORE THAN JUST NUMBERS

It could be argued that for every working individual, payday brings the feeling of joy, excitement and often relief. But who makes that money appear in your bank? Who calculates your overtime? Who makes sure you get the financial benefits you deserve for committing your time and attention to work? You guessed it... Payroll Professionals.

As you may already know, National Payroll Week in the UK is in September annually. During national payroll week, we celebrate payroll for what it is: more than just numbers. Payroll is a skilled process, not just a job title. As the largest expenditure overall across all UK industries, we should recognise that payroll processing is more than just data entry, and instead, more of a technical action that ensures job satisfaction.

Aside from ensuring employees are paid in an accurate and timely manner, payroll professionals ensure the morale and subsequent motivation of employees is established and maintained, across all companies. The key step to ensure these errors are limited to a minimum are, of course, having the right people in charge of your wage/salary processing.

Payroll is not a broad finance role, there are specialist aspects that are complex in nature and take time to adopt and master. This specialism can be clearly highlighted by the drastic year-on year increase to payroll salaries- more than any other within the finance and accountancy sector. Payrollers should be respected, and as such, recognized for their work. According to the Chartered Institute of Payroll Professionals (CIPP), through income tax and national insurance, payroll contributes £4.46b to our nations economy, a gargantuan financial input to say the least.

Payroll is no easy process, and as such this week aims to highlight just that. To all the payroll staff reading this, keep doing what you're doing, [#KeepUKPaid](#).

Author - James Wisener

PART QUALIFIED FINANCE

ACCA, CIMA & ACA

Whether you choose to study CIMA, ACCA or ACA you will be putting your future finance career in a strong position. These qualifications are studied in well over 150 countries and they will certainly gain you extra credibility when you are moving through your career.

Part-Qualified and Qualified accountants are highly respected amongst employers, as they recognise the high-calibre of finance professionals who emerge from the bodies' training programmes. As a student, you develop core accounting skills including balance sheet, P&L, analysis, risk management, planning and communication, ensuring that you have a broad range of skills.

Each institute has robust assessment methods which mean the real-life skills and competencies employers need are integrated into the syllabus. This is why part-qualified accountants are often on a hiring manager's wish list when recruiting.



Caterina Glenn
Senior Manager

Caterina has spent over 20 years in the recruitment industry and has specialised in Finance & Accountancy throughout her career. She has worked with and provided recruitment solutions to a number of clients within Blue Chip, SME and Third Sector organisations across the Thames Valley, Surrey, Hampshire, Hertfordshire and London.



Maximilian Courtnage
Senior Consultant



Ashley Page
Consultant



Shaquille Cain
Associate Consultant

BERKSHIRE

RANGE TYPICAL

ACCA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	26k
CIMA		
Finalist	34-45k	42k
Part Qualified	28-36k	35k
Trainee	20-28k	26k
ACA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	26k

OXFORDSHIRE

RANGE TYPICAL

ACCA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k
CIMA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k
ACA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k

HAMPSHIRE

RANGE TYPICAL

ACCA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k
CIMA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k
ACA		
Finalist	34-45k	40k
Part Qualified	28-36k	35k
Trainee	20-28k	25k

WEST LONDON

RANGE TYPICAL

ACCA		
Finalist	34-48k	45k
Part Qualified	30-38k	38k
Trainee	20-28k	26k
CIMA		
Finalist	34-48k	45k
Part Qualified	30-42k	40k
Trainee	20-28k	26k
ACA		
Finalist	34-48k	45k
Part Qualified	30-36k	36k
Trainee	20-28k	26k



QUALIFIED FINANCE

Senior Appointments

Having operated throughout the Thames Valley and surrounding areas for an excess of 28 years Wade Macdonald has built an extensive network of professionals who have been both clients and candidates over the years. Our ability to mine our network to find senior talent across multiple business sectors and disciplines is unparalleled and provides a rich source of potential candidates for most requirements. Similarly, many senior candidates have benefited from our consultative and supportive service and our specialist consultants will take care in finding your organisation the right and most suitable candidate.



Miles Gallagher
Business Manager

Miles is a senior recruitment professional with over 20 years' experience of delivering high quality, specialised staffing solutions. He focuses on permanent searches in the Thames Valley area for senior level Finance & Accountancy roles.



Chris Silk
Business Manager

Chris comes with a wealth of experience within Finance and has a successful 7 years in recruitment to date. Chris has a solid background supporting both SME and large "Blue-chip" organisations, building lasting relationships along the way.



Sonia Gill
Business Manager

Sonia has specialised in recruiting for the Senior Qualified Finance Interim market for the last 10 years, with a geographical remit covering the Thames Valley and London area. During this time, Sonia has gravitated towards large 'Blue-chip' corporate clients and assisted on large Global projects, namely Finance Transformation projects.



Callum Carlisle
Senior Consultant

Beginning his recruitment career with a multinational agency, Callum has built up a strong network helping and supporting Finance & Accountancy professionals with their career development across all industries within the Thames Valley since 2016.

BERKSHIRE		RANGE	TYPICAL
Group FD / CFO		200-500k	300k
Finance Director		100-180k	150k
Financial Controller		70-120k	85k
Finance Manager		55-80k	65k
FP&A Manager		60-85k	75k
Financial Accountant		45-65k	56k
Management Accountant		45-65k	56k
Financial Analyst		50-65k	56k
Business Partner		50-70k	66k

OXFORDSHIRE	RANGE	TYPICAL
Group FD / CFO	200-500k	300k
Finance Director	100-180k	150k
Financial Controller	70-120k	85k
Finance Manager	55-80k	65k
FP&A Manager	60-85k	75k
Financial Accountant	50-70k	56k
Management Accountant	50-70k	56k
Financial Analyst	55-70k	56k
Business Partner	55-80k	66k

HAMPSHIRE		RANGE	TYPICAL
Group FD / CFO		200-500k	300k
Finance Director		100-180k	150k
Financial Controller		70-120k	85k
Finance Manager		55-80k	65k
FP&A Manager		60-85k	75k
Financial Accountant		45-65k	56k
Management Accountant		45-65k	56k
Financial Analyst		50-65k	56k
Business Partner		55-80k	66k

WEST LONDON	RANGE	TYPICAL
Group FD / CFO	200-500k	325k
Finance Director	100-180k	160k
Financial Controller	70-120k	90k
Finance Manager	55-80k	70k
FP&A Manager	60-90k	80k
Financial Accountant	50-70k	59k
Management Accountant	50-70k	59k
Financial Analyst	55-70k	56k
Business Partner	55-80k	67.5k

SME'S

BERKSHIRE		RANGE	TYPICAL
Finance Director		70-120k	90k
Financial Controller		55-90k	75k
Finance Manager		45-65k	55k
FP&A Manager		50-75k	60k
Financial Accountant		45-60k	51k
Management Accountant		45-60k	51k
Financial Analyst		45-65k	56k
Business Partner		50-65k	61k

OXFORDSHIRE	RANGE	TYPICAL
Finance Director	70-120k	87.5k
Financial Controller	55-90k	72.5k
Finance Manager	45-65k	56k
FP&A Manager	50-75k	60k
Financial Accountant	45-60k	51k
Management Accountant	45-60k	51k
Financial Analyst	45-65k	56k
Business Partner	50-65k	61k

HAMPSHIRE		RANGE	TYPICAL
Finance Director		70-120k	87.5k
Financial Controller		55-90k	72.5k
Finance Manager		45-65k	56k
FP&A Manager		55-80k	61k
Financial Accountant		45-60k	51k
Management Accountant		45-60k	51k
Financial Analyst		40-60k	56k
Business Partner		45-65k	61k

WEST LONDON	RANGE	TYPICAL
Finance Director	70-140k	95k
Financial Controller	60-100k	80k
Finance Manager	50-70k	60k
FP&A Manager	55-85k	65k
Financial Accountant	45-60k	51k
Management Accountant	45-60k	51k
Financial Analyst	45-65k	56k
Business Partner	50-65k	61k



HOW WILL AI AFFECT THE FUTURE FOR ACCOUNTANTS?

Having worked as a specialist recruiting into Finance and Accounting roles for nearly twenty years I have seen a number of changes in practices that have had major impacts on recruitment in the Thames Valley. From the early days where European Shared Services were all the rage, to five years later where they were outsourced to Eastern Europe or India. ERP systems were implemented, organisations had to become SOX compliant and there were constant changes in statutory reporting. Throughout these twenty years, new skill sets have had to be developed to fit the needs of organisations and the way in which information is arrived at, interpreted and presented.

I am often asked by both candidates and clients about the future of finance and the impact that AI may have within this field. So below I look at the question and, whilst I am not professing to be an expert, hopefully have some views that people may find interesting.

Artificial intelligence (AI) systems can be very powerful and are improving at pace. They provide outputs that can be extremely accurate, replacing and, in some cases, far superseding human efforts. However, they do not replicate human intelligence. We need to recognise the strengths and limits of this different form of intelligence, and build understanding of the best ways for humans and computers to work together.

Although AI techniques such as Machine Learning are not new, and the pace of change is fast, we are as of yet to see widespread adoption within finance departments. To understand what the future could hold, we need understanding how AI can solve Accounting problems, the practical challenges and then the skills Accountancy professionals will need to gain in order to work in partnership with AI.

The answer as to whether AI will reduce the need for Accountants is complex. Whilst an easy answer would be 'yes', it probably depends on how you chose to define "Accountancy" and "Finance".

My view is that if for example you look at Bookkeeping which has more process-driven tasks then the likelihood is that this could be more likely to be subject to automation than some of the higher level finance tasks. So transactional based departments are therefore more likely to become smaller, but remaining finance staff will then be able to focus on more strategic tasks and Business Partnering. AI will also change the world of Accountancy Practices and Internal Auditors. AI will allow more questions to be asked than those that are currently presented by auditors. However, again I feel that there will still be a need for humans to interpret the answers and put actions into place.

Another area of change is likely to be having more IT focused staff who are working for Accounts departments. It is very simple to say that AI and Technology can replace humans, but there will be a need for people who specialise in implementing and maintaining this technology to ensure it functions and adapts to the ever-changing needs of a business.

I think there will also be a demand for more Data Analysts within both Accounts departments and Firms of Accountants. It is all very well having large volumes of Data made available, but without people to interpret that Data, come up with recommendations and analyse the information on the back of it, there is no point to the Data in the first place. Taking this into account, Accountants will potentially be having to explain things and interpret information therefore they will also need to become more commercial, more analytical and improve both communication skills and presentation skills so that they are able to interpret what all the Data means.

Another concern could be that if more senior roles exist and there is more need for "specialist skills" then how do we ensure that entry level staff have gained the skills they will need to have a future in careers in Finance. We are probably too early in the development and integrations of AI in Finance and Accounting to have really thought through what changes will need to be made to ensure the right experience is gained but certainly this will need to be considered in due course.

Fundamentally I think that Accountancy roles will undoubtedly change, but I do not feel that we should fear this change. 10 years ago many of the most in demand jobs did not even exist and it is thought that children the age of my own daughter will probably end up working in jobs that do not currently exist.

Miles Gallagher
Business Manager

POST QUALIFICATION – WHAT STEPS TO TAKE...

As a Newly Qualified Accountant, you will be the hottest property on the recruitment market and as such when making this pivotal career move it is imperative to have a clear idea of the career route you want to take. Without this the danger is that as soon as you make it known you are looking, you will be inundated with offers, so without clarity you could end up being pressured to take a route you haven't fully thought through.

Obviously, your choices will be partly restricted based on your previous experience and deciding which path will be the most suitable for you after qualifying can be quite a challenge. However, determining your career objectives during the early stages of your profession is important as each option can lead you onto a different road. It is very important to be thinking a few roles ahead of where you currently are. The question you should be asking is 'what experience do I need gain to get to my longer term career goal?'

BIG vs SMALL

The first choice could be big company vs SME. Both options have pluses and minuses.

Working within an SME will offer you an early chance to gain a real overview of the demands of the business. Moreover, this route will allow you to have more influence internally and could offer genuine opportunities to make decisions and see them swiftly implemented.

Whereas large organisations may not be as agile at implementing your ideas and changes, they will offer a clear context within which to work, exposure to senior management, more opportunities to business partner across departments, clear career paths and the opportunity to develop networks.

TYPE OF ROLE

Once you have decided upon this you need to think about the type of role you want, again keeping in mind your end career goal. E.g. – if you think you want to be a Group FC in the future, you probably do not want to head straight into a business-partnering role.

Financial Accounting

A financial accounting role will build on your qualification and give you a solid foundation for the rest of your career. It is easier to gain technical experience early on in your career, rather than once you have climbed the ladder and so, it can give a strong basis for the future. It will allow you to understand the fundamentals of finance, which will be important as you move into leadership roles.

Management Accountant

You will gain more commercial experience than you might in a Financial Accounting role. It will allow you the opportunity to business partner with cost centre owners and be involved in budgeting processes. Your reports will often be used by management in their decision-making.

Financial Analysis

Analytical roles are often the most sought after, as they can be seen as fun! They require you to use your commercial acumen and will often see you interact / business partner with non-financial departments. The experience can give you a much faster understanding of the commercial nature of a business.

Reporting

Reporting roles will involve an element of analytical and/or accounting work, but your main function is to interpret the numbers and communicate the "story" to senior management. These roles can provide an overview of the business, without going into much depth. They give excellent exposure to the business and senior management.

Internal Audit

Add value and help a business achieve its strategic goals by improving the effectiveness of risk management, control and governance processes. A chance to really understand the workings of a company and often used as a stepping-stone into the wider business.

Chris Silk
Business Manager

IN-HOUSE TAX

All Levels

Tax roles have always been a critical aspect of the financial landscape as regulators continually change legislation and companies are anxious to remain compliant, be as tax efficient as possible, understand their obligations across borders, manage an international workforce, optimise the use and deployment of funds and ensure their organisations manage investments and liquidity with the best possible outcomes.

Professionals in Tax are notoriously difficult to find and for the professionals in this sector, the best roles are not always visible. Wade Macdonald have a dedicated team of experienced, well connected specialists that have the 'inside track' to give clients and candidates a competitive advantage.

BERKSHIRE

	RANGE	TYPICAL
Head of Tax	100-200k	150k
Group Tax Manager	80-120k	100k
Senior Tax Manager	75-95k	85k
Tax Manager	58-80k	65k
Tax Accountant	48-62k	55k
VAT Director	80-100k	80k
VAT Manager	60-80k	70k
VAT Accountant	42-63k	50k
Transfer Pricing Manager	57-87k	80k

HAMPSHIRE

	RANGE	TYPICAL
Head of Tax	100-180k	140k
Group Tax Manager	80-110k	95k
Senior Tax Manager	68-96k	78k
Tax Manager	58-80k	60k
Tax Accountant	45-62k	54k
VAT Director	75-100k	77.5k
VAT Manager	60-80k	67.5k
VAT Accountant	42-60k	48k
Transfer Pricing Manager	55-85k	74k

OXFORDSHIRE

	RANGE	TYPICAL
Head of Tax	95-170k	140k
Group Tax Manager	82-115k	95k
Senior Tax Manager	70-100k	82k
Tax Manager	60-82k	63k
Tax Accountant	50-65k	56k
VAT Director	75-100k	80k
VAT Manager	56-80k	65k
VAT Accountant	40-58k	48k
Transfer Pricing Manager	60-90k	75k

WEST LONDON

	RANGE	TYPICAL
Head of Tax	120-210k	160k
Group Tax Manager	85-120k	100k
Senior Tax Manager	70-100k	92k
Tax Manager	62-80k	66k
Tax Accountant	52-66k	56k
VAT Director	80-100k	85k
VAT Manager	60-80k	70k
VAT Accountant	45-60k	52k
Transfer Pricing Manager	60-90k	80k

PRACTICE OR IN-HOUSE?

Since starting my Tax recruitment career back in 2014 one of the most common questions that is posed to me is 'what are the pros and cons of working In-House versus within Practice?'

The first thing to point out within this argument is that there are fewer In-House roles across the Thames Valley than there are roles in Practice. So when making the move you may have to be slightly more patient to move out than you would be if you were happy to move from one Practice to another.

When working in Practice your portfolio will consist of a number of different organisations, which could give you a broad view of industries. However, working In-House will allow you to gain a greater understanding of an organisation. You will have the chance to add more commercial value and you will deal with people across different areas of an organisation. You are also likely to be able to gain a wider practical tax knowledge. If you happen to have started in a larger Practice your experience can be restricted to one area, but moving In-House you will gain the opportunity to build more rounded experience. Another aspect that many enjoy is the chance to see a job through from start to finish. Practices are often called upon to help with projects, but generally only where specific expertise is required. When working In-House you should be involved within the whole project cycle. Again this gives broader, rounded experience.

From a financial perspective the remuneration often higher In-House and there are often higher bonuses that go along with the role. The work-life balance should also be better with less travel and more control over your own workload and deadlines.

Working in Practice you are likely to be viewed as more 'specialist' in one particular area. As I already mentioned many people would like a broader experience and more varied role, however, this does not suit everyone. You are also less likely to be involved in advisory and planning working In-House, with the majority of roles involving more reporting and compliance work. It will also sound obvious, but if you are the sort of person that enjoys less 'routine' then working In-House may not suit. Although you will gain exposure to a wider range of people internally, you may miss the chance to work with multiple clients.

The other thing that can be harder to obtain In-House is career progression. The departments tend to be smaller than you will find in Practice and therefore it is not as easy to progress. There are some very large tax departments In-House locally, but more often you may be the only In-House person or one person within a small team.

One thing that is certain is that you can have a fulfilling career either In-House or in Practice. It is very much a personal decision and one that requires a lot of thought. It is harder to move out of Practice once you have moved to Manager level and beyond because of the lack of In-House roles paying an equivalent salary and the fact that you will probably have become even more specialised in one area.

Tony

Tony Campbell
Senior Consultant

Tony has built up a strong network over the past 6 years assisting Tax professionals with their career planning, successfully placing into both commerce and Accountancy practices.



Before beginning his recruitment career with a multi-national agency, Tony had gained 10 years' commercial experience in sales and customer facing roles.

TREASURY

All Levels

Over the past decade the skills of Treasury professionals have become in increasingly high demand and the need for specialist treasury professionals is higher than ever. Treasurers are at the heart of an organisation, providing valuable support to all key functions. Treasurers are responsible for financial and risk management, liquidity management, funding, insurance, investor relations, global supply chain and pricing, which necessitates that they have a diverse skill set. Due to the increased responsibilities and the importance of the treasury function, salaries in this area have seen some of the highest increases over the past 3 years.

CORPORATES

BERKSHIRE	RANGE	TYPICAL
Group Treasurer	100-150k	130k
Treasury Manager	50-80k	65k
Treasury Accountant	40-65k	50k
Treasury Analyst	32-50k	40k

HAMPSHIRE	RANGE	TYPICAL
Group Treasurer	100-150k	130k
Treasury Manager	50-80k	65k
Treasury Accountant	40-65k	50k
Treasury Analyst	32-50k	40k

OXFORDSHIRE	RANGE	TYPICAL
Group Treasurer	100-150k	130k
Treasury Manager	50-80k	65k
Treasury Accountant	40-65k	50k
Treasury Analyst	32-50k	40k

WEST LONDON	RANGE	TYPICAL
Group Treasurer	100-160k	130k
Treasury Manager	50-80k	65k
Treasury Accountant	40-65k	50k
Treasury Analyst	32-50k	40k

SME'S

BERKSHIRE	RANGE	TYPICAL
Treasurer	70-100k	80k
Treasury Manager	45-75k	55k
Treasury Accountant	35-50k	45k
Treasury Analyst	30-40k	35k

HAMPSHIRE	RANGE	TYPICAL
Treasurer	70-100k	80k
Treasury Manager	45-75k	52k
Treasury Accountant	35-50k	42k
Treasury Analyst	30-40k	32k

OXFORDSHIRE	RANGE	TYPICAL
Treasurer	70-100k	80k
Treasury Manager	45-75k	52k
Treasury Accountant	35-50k	42k
Treasury Analyst	30-40k	32k

WEST LONDON	RANGE	TYPICAL
Treasurer	70-100k	80k
Treasury Manager	45-75k	55k
Treasury Accountant	35-50k	45k
Treasury Analyst	30-40k	35k

INTERNAL AUDIT & COMPLIANCE

All Levels

Internal audit offers an interesting route into “Blue Chip” organisations and can be an excellent first step out of practice. Internal auditors are business partners acting proactively to reduce risk and add commercial value to an organisation to ensure their on-going success.

Internal auditors typically have access to much more commercial information than external auditors and are able to offer in-depth analysis to their business partners. Due to the value that an internal auditor brings to a business salaries are generally higher than more mainstream finance roles and over the past couple of years we have seen above inflation increases in the remuneration they can command. Internal audit can open doors into large companies and, because of the exposure you can gain with senior stakeholders, often facilitates high-profile moves internally in the future.

HAMPSHIRE

RANGE TYPICAL

Head / Director	80-150k	122.5k
Senior Audit Manager	70-100k	87k
Audit Manager	50-80k	65.5k
Senior Auditor	45-60k	58.5k
Newly Qualified Auditor	40-50k	46k
Junior Auditor	30-45k	35.5k

BERKSHIRE

RANGE TYPICAL

Head / Director	80-150k	122.5k
Senior Audit Manager	70-100k	87k
Audit Manager	50-80k	66.5k
Senior Auditor	45-60k	58.5k
Newly Qualified Auditor	40-50k	46k
Junior Auditor	30-45k	35.5k

OXFORDSHIRE

RANGE TYPICAL

Head / Director	80-150k	122.5k
Senior Audit Manager	70-100k	87k
Audit Manager	50-80k	65.5k
Senior Auditor	45-60k	58.5k
Newly Qualified Auditor	40-50k	46k
Junior Auditor	30-45k	35.5k

WEST LONDON

RANGE TYPICAL

Head/ Director	90-180k	133k
Senior Audit Manager	70-120k	92k
Audit Manager	50-90k	72k
Senior Auditor	45-65k	61.5k
Newly Qualified Auditor	40-55k	49k
Junior Auditor	30-45k	38.5k



HUMAN RESOURCES

Permanent & Interim

"2019 was an exciting year for me at Wade Macdonald as I celebrated 10 years with the organisation. This led me to contemplate how things have changed within the HR community over that period of time and despite 10 years being a reasonably short amount of time in the business world the change has been huge. 10 years ago a large number of my roles would have been advisor, generalist or manager positions. Positions that although important, were probably rarely truly involved with the strategic direction of the business.

Roll on 10 years and over the last 12 months we have seen a record number of senior roles. These positions are not only senior in terms of salary, but are roles that are part of the senior management team and are truly involved with driving change to the culture of organisations. There is a realisation that there is a very direct correlation between the people agenda in business and the financial results. Happy people that are valued, praised and invested in, will work more effectively. We have also seen an increase in the need for senior L&D professionals and ER which further backs up businesses understanding of the importance of the people agenda.

Over the last 10 years I have also seen the volume of networking in the HR community increase beyond anything I might have expected. This year we held two networking events that were very well attended. In March we held a Diversity and Inclusion seminar for HR professionals. Over 60 attended to hear expert speakers share their views on how Diverse workforces out perform their less Diverse competitors. In early October we followed this up with an event focusing on how IR35 will affect the interim world from April 2020.

Internally I was delighted to see that Wade Macdonald continued to recognise the direct correlation between culture and results. In July I was involved with helping our own business redefine our own values. These values I believe will help us become not only more successful and harmonious internally, but align with the organisations that we work with on a daily basis.

I hope you find the findings on HR trends and salaries interesting. I believe the benefits section should be of particular interest to the HR community and very much look forward to meeting many of you to discuss your thoughts."

*Lucy-Emma Heath-Turrall
Business Manager*

Lucy-Emma has spent over 20 very successful years in recruitment and has enjoyed working with many clients from SME's through to corporate businesses throughout the Thames Valley.

Lucy-Emma is an expert in senior interim HR appointments, including HRIS & Payroll Systems Projects. Niche, hard to fill roles are Lucy-Emma's speciality.



**Alicja Treadwell
Consultant**

Alicja began her career spending two years working for a large national Recruitment Firm. Alicja joined the HR division of Wade Macdonald in 2019, working with professionals looking to secure permanent roles.



GENERAL		RANGE	TYPICAL
HR Director	85-120k	90k	
Head of HR	70-85k	80k	
HR Manager	50-65k	60k	
HR Business Partner	45-65k	55k	
HR Advisor	28-40k	35k	
HR Coordinator	25-30k	28k	
HR Assistant	22-28k	25k	
HR Administrator	20-25k	23k	

EMPLOYEE RELATIONS		RANGE	TYPICAL
Head of ER	60-85k	80k	
ER Manager	50-65k	60k	
ER Specialist	35-45k	40k	

LEARNING & DEVELOPMENT		RANGE	TYPICAL
L&D Director	70-100k	80k	
Head of L&D	55-80k	65k	
L&D Manager	45-60k	50k	
L&D Officer	25-40k	35k	
L&D Coordinator	22-30k	25k	

GENERAL		RANGE	TYPICAL
HR Director	80-120k	85k	
Head of HR	65-85k	70k	
HR Manager	45-60k	55k	
HR Business Partner	40-65k	52k	
HR Advisor	28-40k	35k	
HR Coordinator	25-30k	27k	
HR Assistant	22-28k	25k	
HR Administrator	18-24k	22k	

EMPLOYEE RELATIONS		RANGE	TYPICAL
Head of ER	55-85k	75k	
ER Manager	45-60k	50k	
ER Specialist	35-45k	40k	

LEARNING & DEVELOPMENT		RANGE	TYPICAL
L&D Director	70-100k	80k	
Head of L&D	55-80k	63k	
L&D Manager	45-60k	48k	
L&D Officer	25-40k	32k	
L&D Coordinator	22-28k	24k	

BERKSHIRE

REWARD		RANGE	TYPICAL
Director of Reward	75-120k	90k	
Head of Reward	65-80k	75k	
Reward Manager	50-65k	60k	
Reward Analyst	35-45k	40k	

TALENT ACQUISITION		RANGE	TYPICAL
Talent Director	75-120k	85k	
Head of Talent	50-85k	75k	
Talent Acquisition Manager	40-60k	50k	
Resourcing Advisor	30-45k	38k	
Resourcing Coordinator	24-30k	26k	

HRIS		RANGE	TYPICAL
HRIS Manager	60-70k	64k	
Senior HRIS Analyst	45-50k	48k	
HRIS Analyst	35-40k	38k	

HAMPSHIRE

REWARD		RANGE	TYPICAL
Director of Reward	70-120k	85k	
Head of Reward	60-85k	70k	
Reward Manager	45-60k	55k	
Reward Analyst	30-45k	38k	

TALENT ACQUISITION		RANGE	TYPICAL
Talent Director	75-120k	83k	
Head of Talent	50-85k	70k	
Talent Acquisition Manager	40-60k	48k	
Resourcing Advisor	30-45k	36k	
Resourcing Coordinator	24-30k	26k	

HRIS		RANGE	TYPICAL
HRIS Manager	60-70k	64k	
Senior HRIS Analyst	45-50k	48k	
HRIS Analyst	35-40k	38k	

GENERAL		RANGE	TYPICAL
HR Director	80-120k	85k	
Head of HR	60-85k	70k	
HR Manager	40-60k	50k	
HR Business Partner	40-65k	50k	
HR Advisor	28-40k	33k	
HR Coordinator	25-30k	27k	
HR Assistant	25-30k	26k	
HR Administrator	18-24k	22k	

EMPLOYEE RELATIONS		RANGE	TYPICAL
Head of ER	55-85k	75k	
ER Manager	40-60k	50k	
ER Specialist	35-45k	40k	

LEARNING & DEVELOPMENT		RANGE	TYPICAL
L&D Director	70-100k	77.5k	
Head of L&D	55-80k	62.5k	
L&D Manager	45-60k	48k	
L&D Officer	25-40k	32k	
L&D Coordinator	22-28k	24k	

OXFORDSHIRE

REWARD		RANGE	TYPICAL
Director of Reward	70-120k	85k	
Head of Reward	55-85k	70k	
Reward Manager	40-65k	55k	
Reward Analyst	30-45k	40k	

TALENT ACQUISITION		RANGE	TYPICAL
Talent Director	75-120k	83k	
Head of Talent	50-85k	70k	
Talent Acquisition Manager	40-60k	50k	
Resourcing Advisor	30-45k	35k	
Resourcing Coordinator	24-30k	26k	

HRIS		RANGE	TYPICAL
HRIS Manager	60-70k	64k	
Senior HRIS Analyst	45-50k	48k	
HRIS Analyst	35-40k	38k	

GENERAL		RANGE	TYPICAL
HR Director	80-130k	95k	
Head of HR	70-90k	85k	
HR Manager	55-65k	63k	
HR Business Partner	45-65k	55k	
HR Advisor	28-40k	38k	
HR Coordinator	25-35k	30k	
HR Assistant	24-30k	26k	
HR Administrator	18-25k	23k	

WEST LONDON

REWARD		RANGE	TYPICAL
Director of Reward	70-120k	95k	
Head of Reward	60-85k	75k	
Reward Manager	50-70k	65k	
Reward Analyst	30-50k	43k	

EMPLOYEE RELATIONS		RANGE	TYPICAL
Head of ER	65-90k	80k	
ER Manager	50-65k	65k	
ER Specialist	40-50k	45k	

TALENT ACQUISITION		RANGE	TYPICAL
Talent Director	75-120k	90k	
Head of Talent	50-85k	75k	
Talent Acquisition Manager	40-60k	52.5k	
Resourcing Advisor	30-45k	38k	
Resourcing Coordinator	24-32k	28k	

LEARNING & DEVELOPMENT		RANGE	TYPICAL
L&D Director	70-110k	85k	
Head of L&D	55-85k	70k	
L&D Manager	45-60k	53k	
L&D Officer	25-40k	35k	
L&D Coordinator	22-28k	25k	

HRIS		RANGE	TYPICAL
HRIS Manager	60-75k	70k	
Senior HRIS Analyst	50-55k	52k	
HRIS Analyst	40-45k	42.5k	

APPRAISALS

"Over the 20 years I have worked in recruitment it has always surprised me how many professionals approach me for career advice directly after their annual appraisal. An appraisal should ideally be a positive experience for both employer and employee where objectives are reviewed and aspirations are discussed. However, it appears that on far too many occasions employers use an appraisal as an excuse to dump poor feedback on their employee (often feedback that has been saved up rather than discussed on an ongoing basis) and the appraisal often becomes very one sided leaving the employee defensive and demotivated. I guess my first thought on appraisals is that although there should be an honest review of performance, this should be two-way and if regular reviews have taken place during the year, there should not really be any shocks. It should also be a forum to discuss the future and set agreed objectives for the year ahead.

Appraisals should assess performance against set objectives and guide employees as to the way their futures will develop. When appraisals are managed well, employees will generally progress consistently and achieve more. If, like me, you are a believer that people make a business successful it can be argued that well managed appraisals can play a major part in the success of a business.

Appraisals can come in many different formats. Three of the most common are below:

Annual Reviews –

These are the most common form of appraisal. Again these exist in differing formats, but effectively they give a forum for a manager and employee to sit down together and discuss how the employee has performed. Appraisals in this format could use scoring systems against set criteria, others could be more of a narrative looking at the biggest achievements that have happened, reviewing objectives from previous reviews and reviewing development areas. The more popular appraisal will normally look at behaviours as well as results. For example, in a sales environment you may be the biggest revenue maker, but you may not always stick to a company's values. In this appraisal both would be looked at and give a balanced grade based on all criteria, not just on outputs.

360 Degree Reviews –

Handled in the right way these appraisals can be very effective. It basically allows an employee's manager, colleagues and subordinates to answer a number of questions regarding the employee and then the results are collated together. This method can give balanced feedback to the employee and the feedback is usually really useful in highlighting development areas. A number of people I work with have come from larger organisations where they have been appraised in this manner and found it very helpful in identifying practical ways they could improve in their roles.

Self-Evaluation –

This is where the employee is asked to honestly appraise themselves. If entered in the true spirit is can be really useful and lead to helpful dialogue between employee and manager. It normally leads to excellent objective setting too.

Whichever of these methods is used, the best are normally where SMART objectives are agreed, so that both the manager and the employee understand what needs to be achieved, how it will be measured and the timescales in which the objectives should be hit. It would also spell out clearly what responsibility the manager and others have in helping the employee with their objectives and development.

Outside of the annual appraisal I truly believe there should be a continual review in the form of feedback, reviews or one-to-ones. These can be less formal than an annual appraisal and often lead to idea sharing which can help the manager and employee and influence coaching sessions.

There are many pros to appraisals if they are carried out in the right way:

- It allows feedback to be shared which can lead to the worker's performance improving, but also helps the manager to understand ways that they can provide.
- It can align the employee with the company's values and objectives.
- It should identify the training needs of the employee.
- It gives the employee a forum in which to formally tell the business the direction they want their career to move and how they feel about the business.
- It can be linked to promotion, bonus and pay rises (although you do need to be mindful that this can lead to an expectation that pay rises would be discussed each time).
- It allows a forum for open, honest dialogue.
- It should lead to an employee feeling that they are being invested in and are valued by the organisation, this should lead to a motivated employee.

However, there can also be cons if not handled correctly:

- A rushed appraisal will not leave an employee feeling valued and can lead to them becoming de-motivated and less efficient.
- Less experienced managers can often review staff based on personal characteristics rather than performance and achievements.
- Appraisals can be one-sided dominated by the manager. This will not allow the appraised member of staff to feel that their opinions matter or that they have a voice.
- Pre-conceived opinions from the appraiser can mean that the employee is not properly appraised, but instead judged without proper evidence.
- Scoring in appraisals can leave people demotivated if they feel it is less than they deserved.

Overall I feel that Appraisals are an important tool for businesses to adopt, but they need to be consistent and not be rushed. It is important for the employer to enter an appraisal with an open mind, not pre-conceived opinions and that they allow the employee the opportunity to talk about the things they have done well and where they need help. You do need to make sure that objectives are SMART and that time is set aside to regularly review these and normally the payback from the employee will be significant."

*Lucy-Emma Heath-Turrall
Business Manager*



DATA ANALYTICS & ARTIFICIAL INTELLIGENCE

All Levels

"The use of Data and AI are transforming the way that businesses operate, which makes this market a great one to operate within. It is no longer just a subject that people are talking about, it is happening now. Automation and Data either will or are already having an impact on all departments within businesses, whether it be finance, HR or Marketing. This means there are endless exciting opportunities out there in the market for professionals with the right skill-set. The biggest issue we are seeing is skills-shortages in key areas.

2019 has been an exciting time for the Data team as we have started to make strides both with traditional Wade Macdonald clients and with some exciting newer businesses who are using data and AI to change the way that businesses operate. We have expanded headcount and have exciting plans to accelerate growth in 2020 including expanding our offering to the South West.

As we increasingly recognised the importance of data based decisions, Machine Learning and AI, we decided to survey a population of Data Science professionals in order to produce a report to help aspiring Data Scientists make sure they pick up the right skills and experiences to excel in their chosen profession. You can read a blog on the findings of that report in this section of our guide or visit our website to download the full report: <http://www.wadamacdonald.com/the-timeline-of-data-science>

The data market is an exciting place to be at the moment. We are experiencing higher demand than in some of our more traditional specialisms and the positions we are filling are roles that truly make a difference to the strategic directions of the organisations we work with. I am excited to see where this division can get to over the coming 12 months.

I hope you find the salary, benefits and blogs of interest and I look forward to meeting with you to answer any questions you may have over the findings or our strategies around finding professionals with the right skill sets for you."

*Michael Winter
Senior Consultant*

“



Michael's background is the Data Analytics and Software recruitment arena focusing on Thames Valley organisations. He has previously recruited on behalf of companies from FTSE to SME's.



Ashley Lopez
Consultant

Ashley specialises in working with data professionals to help find permanent and interim positions across the Thames Valley region. Ashley previously worked with a Corporate Recruitment Firm.



Aneta Kawlinajtis
Consultant

Aneta joined Wade Macdonald's Data Analytics & Artificial Intelligence team in August 2019 after working with a nationwide recruitment agency. Aneta works with Blue Chip and SME businesses.

THAMES VALLEY

	RANGE	TYPICAL
Graduate / Junior Data Scientist	25-35k	30k
Data Scientist	40-60k	55k
Senior Data Scientist	65-100k	73k
Director Level	90-110k	110k

	RANGE	TYPICAL
BI Manager	65-85k	80k
Graduate / Junior BI Developer	20-30k	25k
BI Developer	30-60k	45k
Graduate / Junior BI Analyst	20-30k	25k
BI Analyst	30-50k	40k
Senior BI Analyst	45-70k	60k

	RANGE	TYPICAL
Graduate / Junior Database Administrator	20-30k	28k
Database Administrator	35-45k	37k
Senior Database Administrator	45-61k	57k
Graduate / Junior Database Developer	20-30k	25k
Database Developer	30-50k	40k
Senior Database Developer	40-60k	50k
Data Manager	40-60k	55k

	RANGE	TYPICAL
Graduate / Junior Data Warehouse Engineer	25-35k	30k
Data Warehouse Engineer	35-50k	42k
Senior Data Warehouse Engineer	55-70k	62k

	RANGE	TYPICAL
Graduate / Junior Data Analyst	20-30k	28k
Data Analyst	28-45k	40k
Senior Data Analyst	50-70k	57k
Director Level	70-90k	85k

	RANGE	TYPICAL
Data Architect	60-65k	64k
Lead Data Architect	70-90k	87k
Director of Data Architecture	90-115k	110k

	RANGE	TYPICAL
Graduate Machine Learning Engineer	30-42k	36k
Machine Learning Engineer	40-60k	58k
Senior Machine Learning Engineer	70-90k	84k

	RANGE	TYPICAL
Graduate / Junior Big Data Engineer	30-40k	35k
Big Data Engineer	40-55k	49k
Senior Big Data Engineer	60-80k	73k
Director of Data Engineering	95-110k	100k



	RANGE	TYPICAL
Graduate / Junior Data Scientist	30-45k	40k
Data Scientist	40-75k	65k
Senior Data Scientist	60-110k	95k
Director Level	120-150k	140k

	RANGE	TYPICAL
BI Manager	80-100k	97k
Graduate / Junior BI Developer	28-38k	30k
BI Developer	40-60k	52k
Graduate / Junior BI Analyst	25-35k	30k
BI Analyst	40-60k	55k
Senior BI Analyst	60-75k	73k

	RANGE	TYPICAL
Graduate / Junior Database Administrator	25-32k	29k
Database Administrator	35-55k	45k
Senior Database Administrator	60-70k	65k
Graduate / Junior Database Developer	28-32k	30k
Database Developer	40-50k	47k
Senior Database Developer	50-60k	58k
Data Manager	45-70k	65k

	RANGE	TYPICAL
Graduate / Junior Data Warehouse Engineer	25-35k	33k
Data Warehouse Engineer	40-50k	45k
Senior Data Warehouse Engineer	45-75k	65k

	RANGE	TYPICAL
Graduate / Junior Data Analyst	28-35k	30k
Data Analyst	35-60k	55k
Senior Data Analyst	60-80k	73k
Director Level	90-100k	97k

	RANGE	TYPICAL
Data Architect	60-80k	75k
Lead Data Architect	85-110k	105k
Director of Data Architecture	100-130k	122k

	RANGE	TYPICAL
Graduate Machine Learning Engineer	40-50k	44k
Machine Learning Engineer	50-70k	67k
Senior Machine Learning Engineer	75-110k	95k

	RANGE	TYPICAL
Graduate / Junior Big Data Engineer	35-45k	42k
Big Data Engineer	60-70k	67k
Senior Big Data Engineer	70-100k	99k
Director of Data Engineering	100-130k	125k



	RANGE	TYPICAL
Graduate / Junior Data Scientist	25-35k	30k
Data Scientist	40-60k	55k
Senior Data Scientist	65-100k	73k
Director Level	90-110k	101k

SOUTH WEST

	RANGE	TYPICAL
BI Manager	65-85k	80k
Graduate / Junior BI Developer	20-30k	25k
BI Developer	30-60k	45k
Graduate / Junior BI Analyst	20-30k	25k
BI Analyst	30-50k	40k
Senior BI Analyst	45-70k	60k

	RANGE	TYPICAL
Graduate / Junior Data Analyst	20-30k	28k
Data Analyst	28-45k	40k
Senior Data Analyst	50-70k	57k
Director Level	70-90k	85k

	RANGE	TYPICAL
Graduate / Junior Database Administrator	20-30k	28k
Database Administrator	35-45k	37k
Senior Database Administrator	45-61k	57k
Graduate / Junior Database Developer	20-30k	25k
Database Developer	30-50k	40k
Senior Database Developer	40-60k	50k
Data Manager	40-60k	55k

	RANGE	TYPICAL
Data Architect	60-65k	64k
Lead Data Architect	70-90k	87k
Director of Data Architecture	90-115k	110k

	RANGE	TYPICAL
Graduate Machine Learning Engineer	30-42k	36k
Machine Learning Engineer	40-60k	58k
Senior Machine Learning Engineer	70-90k	84k

	RANGE	TYPICAL
Graduate / Junior Data Warehouse Engineer	25-35k	30k
Data Warehouse Engineer	35-50k	42k
Senior Data Warehouse Engineer	55-70k	62k

	RANGE	TYPICAL
Graduate / Junior Big Data Engineer	30-40k	35k
Big Data Engineer	40-55k	49k
Senior Big Data Engineer	60-80k	73k
Director of Data Engineering	95-110k	100k



HOW TO FORGE A CAREER IN DATA SCIENCE

As we increasingly recognise the importance of data based decisions, Machine Learning and AI, we decided to survey a population of Data Science professionals in order to produce a report to help aspiring Data Scientists make sure they pick up the right skills and experiences to excel in their chosen profession. The survey was distributed in May and we now intend to produce a report to share the findings.

The responses have led to a number of interesting finds, which I thought I would share in advance of the full report being developed.

A newer / younger profession:

In comparison with Wade Macdonald's other specialisms, Data Science is very much in its infancy and this is reflected in the age of those that responded to us. Of the 100+ respondents, 48% were under the age of 34, with only 22% above the age of 45. 55% of those responding had under 5 years' commercial experience and only 25% over 10 years. However, age was not a defining factor in the seniority of Data Science professionals, with 35% of the total pool working within Senior Positions. As a newer profession, we are able to conclude that people are able to progress quickly if they demonstrate the skills required.

Barrier to entry:

It would appear that there are some barriers to entry into the profession. I think it is fair to conclude that not gaining a degree would make it hard to get a job in Data Science. Only 4% of those that responded to us did not have any form of degree and remarkably just over a third of people had achieved at least a masters. 20% had a PHD.

The most common degrees were within either Computer Science or Statistics / Mathematics. Less than 10% of people responding had a degree that was not Science / Engineering based.

Languages / libraries most commonly used:

The most common programming languages used were SQL (59%) and Python (54%). R (28%), Matlab (17%) and C/C++ (16%) were also commonly used. When asked if Data Scientists would recommend just one language to use, it was Python at a huge 66%. This fits in well with what we see in the market where around 80% of the roles we have registered over the past 6 months have required competency in Python.

In terms of the Machine Learning Libraries most commonly used, there were again 2 clear favourites. Scikit-Learn was the most commonly used at 35% with Tensorflow just behind at 32%. Lesser used libraries were Keras, RandomForest and Pytorch, which were all used by around 15% of the respondents.

Unsurprisingly, Tableau was the most commonly used software for visualisation at nearly 40%, with Power BI and Matplotlib both also used by around a third of people

Industries investing in Data Science:

When asked which industries the respondents thought had invested the most in Data Science so far, there were no real surprises. 50% of people felt that Financial Services were ahead of the curve, with 45% identifying Retail and Ecommerce, nearly 40% Pharma/ Healthcare and 33% Telecommunications. In the near future Data

Scientists believe that Aerospace, Media and Utilities will start to invest more heavily and so we expect to see more interesting roles appear in these areas.

Hard / Soft skills:

A common misconception is that Data Scientists do not need to have many soft skills. This could not be further from the truth as business partnering is an important part of most roles. 71% of Data Scientists put communication as one of the top 3 softer skills needed to get on, with listening (52%) and storytelling (44%) also scoring highly. Unsurprisingly problem solving (76%) and critical thinking (63%) also scored highly. Perhaps unsurprisingly again, less emphasis was put on the importance of management skills. This does not mean that it will not become more important in the future, but often these roles are in small teams reporting to CTO's, whereas in the future we would expect more management roles to develop.

In terms of the harder skills that were rated as highly important, programming (71%), Statistics (71%) and Data Visualisation (61%) were the top rated, with the lower rated being Software Engineering and ETL.

When asked what skills would be the most important for future generations the most commonly offered were Machine Learning, AI, Data Analysis, Problem Solving, Communication and Commercial Acumen.

4th Industrial Revolution:

If the Data Scientist that took part in our survey are to be believed, then the evolution of Data Science will be essential for the 4th industrial revolution. 80% of respondents felt that it definitely would be with only 4% stating it wouldn't. We are already seeing roles in our other specialisms changing, with the need for Data Scientists to work alongside Finance, HR and Marketing for instance. This will only become more prevalent over the coming years.

Conclusion:

So in conclusion it would seem at the moment that for any aspiring Data Scientists there are definitely some things that they can do to get ahead. Make sure that you get a degree and seriously consider further studies beyond that, start introducing yourself to programming languages such as Python and work on your communication, listening and presenting skills. Without a doubt, Data Scientists will become more and more important over the next 5-10 years and will open new and exciting opportunities for the future working generations.

*Chris Goulding
Managing Director*

INTERIM

Across all markets

For people who are looking at work solutions for themselves personally there are a multitude of benefits available. Temporary / interim assignment can offer individuals flexibility, the opportunity to take breaks between assignments and pursue other interests as well as allowing them an opportunity to really look at a business and determine whether they could have longer-term ambitions to work there.

As a temporary / interim worker, you will have an opportunity to expand your skills, get used to different systems and work with a wide variety of business sectors and personalities.

For businesses the benefits equally can be of great importance allowing them to have, a solution to a number of scenarios that come up from covering long-term sickness, providing cover (and giving some breathing space) while recruiting permanently or project based work. In addition, it also allows a business to determine whether this could be a longer-term employee and often the temporary worker is engaged by a business on a permanent basis.

The skills that professional contractors and temporary workers can offer is highly valued by a wealth of organisations, many of which view the engagement of short-term expertise as a key element of their recruitment strategy.

Our team of interim recruiters produces 40% of Wade Macdonald's revenues with each consultant covering niche markets.

At Wade Macdonald, we reference all temporary / interim workers for a minimum of 2 years before sending them for assignment and offer a four-hour working interview for every member of staff. Below you will see the consultants we have working for us in this division, with articles following covering why people enjoy working on a temporary basis and the possible impacts of the upcoming IR35 legislation.



Caterina Glenn
Senior Manager
Accountancy & Finance



Maximilian Courtnage
Senior Consultant
Accountancy & Finance



Sonia Gill
Business Manager
Senior Finance



Shaquille Cain
Associate Consultant
Accountancy & Finance



Zoe Jones
Consultant
Credit Control



Lucy-Emma Heath-Turrall
Business Manager
Human Resources



Aneta Kawlinajtis
Consultant
Data Analytics & AI

THE BENEFITS OF WORKING AS A TEMP

The Opportunity to Learn New Skills

Contrary to the belief that temporary work may look unstable and have a negative impact on your CV, there is actually an argument it could add to your experience. Often temporary work will gain you exposure to new processes, systems and industries which can actually make you more marketable in the permanent market.

It Keeps Money Coming In

The speed of hire is normally quicker for temporary work than permanent. You will therefore be earning money again quickly. It has often amazed me that people who need money will sit out earning nothing because of their perceived thought that they may ruin their CV. Most employers would actually see it as a positive thing that you have worked and understand the practical need for this – at the end of the day your bills don't normally just stop when you are out of work.

Adding Value Quickly

Many people actually gain huge satisfaction from temping. Often you will go into an organisation that has an issue that needs to be fixed, a back log of work or a project. Taking on short term work you can quickly see the impact of your work and this can lead to huge personal satisfaction.

Project Work Can Be Fun!

If you enter a role on a project basis you will often be part of a team with a common goal. This will allow you to build camaraderie with other team members – and working within a successful team driven in the same direction can again be hugely satisfying as well as fun!

It Can Lead to Permanent Roles Internally

Looking back over the past few years, around 20% of the temps I have placed have ended up going

permanent within the organisation. This is not always in the role I found them to start off with, but working on a temporary basis is often the best interview you could have to join an organisation.

Flexibility

Temporary work generally offers more flexibility than permanent roles. Typically contract temporary workers have better work/life balance and don't end up working the additional unpaid hours that many permanent employers would. If you do work late you normally get paid for it. Temporary workers will often take extended breaks (through choice) between assignments, which is also not easy when you work permanently.

Covering CV Gaps

Temporary roles can help fill the gaps that could appear on your CV between jobs. As I said earlier, employers would rather see you work than have a three-month gap whilst looking for a job. Going out to work shows you are a hard worker that takes work seriously and also keeps you sharp.

Financial Reward / Buys You Time

Often you will get paid more per hour than you would do in a permanent role. It also stops the financial burden of being out of work and therefore allows you to be more selective in what permanent job you take, rather than taking a job purely because you need money.

Career Temps

Some people enjoy aspects of the benefits above that they make the choice to become 'career temps'. Many people that choose this do so for a mixture between the personal satisfaction they gain and work/life balance. Other people enjoy constantly learning new skills and the variety that comes from working in different environments with different people.

Maximilian Courtnage
Senior Consultant



What's to come in April 2020

As of April 6th 2020 the IR35 legislation which to date has only affected the Third Sector will be extended into the private sector. With some larger businesses already suggesting that they will either remove all contractors or deem everyone to be inside the new legislations it could have huge ramifications for interim consultants and contractor in the future.

But what is IR35?

IR35 is a tax legislation designed to remove a tax loophole that has existed for Limited Company contractors.

If deemed within IR35, the contractor will have to pay Income Tax and National Insurance Contributions as if they were a permanent employee of the business. Whilst some will still be deemed to operate outside IR35 HMRC, we believe that this may be a very small percentage of the contracting workforce. The potential financial impact on a contractor is likely to be significant with estimate that net income could be affected by up to 25%.

First introduced into the Third Sector in 2000 it has been, and is still debated heavily, notwithstanding the fact that it was seen to be poorly executed, causing unnecessary costs and challenges for small businesses. This is why the Government is replacing the original IR35 legislation with 'Off-Payroll Tax', which was initially introduced into the public sector in April 2017.

If you are a genuine contractor, freelancer, interim or consultant who is in business in your own right, you should have nothing to fear from IR35 but be aware that the client/ company you work with will be the ones that will determine whether the role you do falls "inside" or "outside". You will need to demonstrate that you have carried out the correct due diligence as well.

For businesses that hire contractors, where the new Off-Payroll Tax needs to be considered you will need to ensure that you have carried out the correct due diligence and reviewed every contractor working for you to determine whether the role they undertake in your business currently falls "inside" or "outside". Moving forwards when you are seeking to hire a contractor you again will need to determine whether the role again falls "inside" or "outside" and be ready to prove those that are outside are truly outside if HMRC query this.

Can IR35 be avoided?

There is no way to avoid this; you must go through due diligence and have the information available for when it might be required. You could make the choice to hire all contractors on fixed term contracts, taking them on as if the IR35 applies, and then paying all the extra employment taxes that come with it. However, this would not only be considerably more expensive for a business and the reality is that ensuring a contractor is paid PAYE could be a more cost effective solution.

Help is available via HMRC on the Government website:www.gov.uk/guidance/understanding-off-pay-roll-working-ir35, which can assess all contractors and full reasons for the determination.

If you would like to speak to your Wade Macdonald Consultant further about how this will impact you and your business, please get in touch with:

- Chris Goulding – Managing Director
- Caterina Glenn – Senior Finance Manager (Senior Interim Specialist)
- Or Sonia Gill – Business Manager (Senior Interim Finance)

OUR VALUES

At the end of Summer 2019, Wade Macdonald decided to recalibrate our focus and as a team, choose a set of new values which we all felt reflected our way of work and values already lived by the team. They are a joint representation of everyone at Wade Macdonald. All of these values are practiced internally between staff members and externally with candidate and client. We are more than proud to say that everyone's ideology of the business aligned and the process of revamping our values was easy.

PRIDE

People come first and the work we do is important to each and every one of us. We take pride in doing everything to the absolute best of our abilities whether we are interacting internally or externally.

TRANSPARENCY

Communication is key. We are all human. We are honest and open from the beginning to end and try to create a streamlined process. We strive to ensure every second of your time is worthwhile, sharing all available information.

EQUALITY

Everyone has an equal opportunity to be and to achieve the very best irrespective of status. We support careers from graduate level all the way up to director level. Locally, nationwide and abroad. Irrespective of age, race, ability, gender, religion, orientation etc. We guide and support people, and that is the nature of our business.

COLLABORATION

Everything we do is about partnership. We are proud to add value as the conduit between Candidates and Clients. We utilise our time supporting you when you are short of time. We work to build trustworthy relationships with mutual respect and collaboration.



GET IN TOUCH

DIRECT

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If you have any questions or comments regarding the salary guide, please don't hesitate to get in contact with Chris Goulding using one of the below;

Telephone: 01189 559 511 OR Email: chris.goulding@wademacdonald.com

REFER A FRIEND SCHEME

Win yourself £100 worth of vouchers (your choice of retailer) by referring a friend, family member or colleague to us.

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T&C's apply.

4 HOUR WORKING INTERVIEW

We are confident about the candidates we are presenting. To demonstrate our confidence, we are pleased to offer 4 hour working interviews for all Temporary assignments. This allows you to assess their suitability and if you aren't happy with the performance, we pay. There are no charges if you decide not to proceed.

Speak to a member of our interim team for details.

01189 560 600
www.wademacdonald.com

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Wade Macdonald's 2020 Salary Guide

