

# 2013 SALARY AND CAREER SURVEY



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## Welcome from AAT

The 2013 Salary and Career Survey allows us to understand our diverse membership – from those starting their journey with us as AAT students through to fellow members who have worked within the accounting profession for many years.

It also gives a good indication of how AAT members contribute not only to the accountancy profession but to the overall economy, as well as revealing other key factors that matter to the membership at different stages of their working lives.

AAT qualifications are designed to encourage lifelong learning and professional development. We take pride in knowing that our qualifications are flexible and suit our members' needs, whether they are working in the smallest of micro-enterprises or the largest of multinationals.

It also gives me great pleasure to know that even in hard economic times; AAT members are still reporting high levels of job satisfaction and job security. Interestingly, across all the age groups, AAT members plan to stay with the same employer and in the same job role for at least the following 12 months, suggesting again that AAT members are engaged and content with their careers.

Accounting technicians play a vital role in the finance function with strong foundations that are valued by employers and by clients. They have practical skills and in-depth expertise which is always in demand and this is what makes AAT members so invaluable to the economy.

**Jane Scott Paul OBE**  
AAT Chief Executive



## Expert opinion from Robert Half

Hiring for accountancy professionals is on the rise, with finance leaders expressing renewed business confidence while creating new roles to manage growth initiatives and expansion plans.

The role of the accountant has therefore never been so important – providing the financial information necessary for companies to make critical business decisions.

But at the same time, managers report difficulties finding the skilled professionals they need and cite general accounting as the top functional area which poses the greatest recruitment challenge. Companies are looking for professionals who not only display strong technical accounting skills but who also demonstrate commercial and business acumen, technology skills, team building, communication and leadership capabilities.

Accounting technicians looking to advance their careers and remuneration prospects therefore need to embody all of these traits and while the job market remains competitive, opportunities exist for those with the most sought-after skills.

The AAT and Robert Half Salary and Career Survey is therefore your benchmark to see what your peers are earning and how you can position yourself for career success. Financial remuneration is only one factor. Accounting professionals today strive to balance both work and personal priorities and are therefore looking to the host of non-financial benefits companies have on offer.

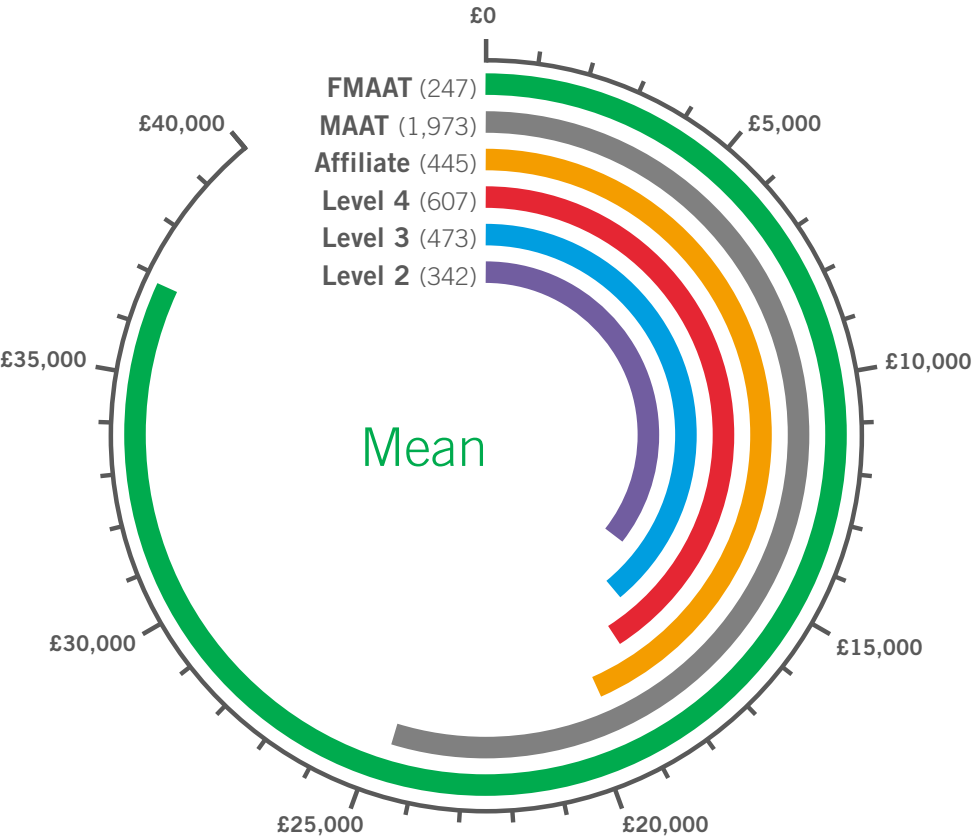
Having up to date salary and benefits information can therefore help you whether you are in a new role or your current one. Accountants enjoy excellent career prospects and membership in AAT is your first step to many more successes that lie ahead.

**Phil Sheridan**  
Managing Director UK  
Robert Half



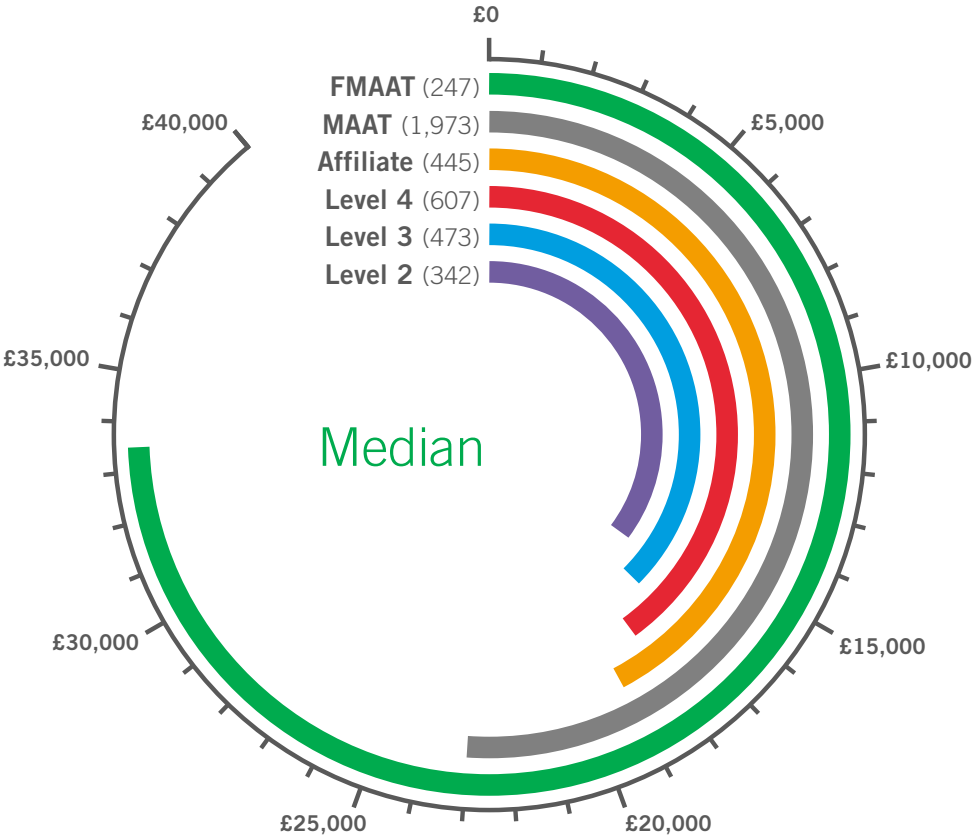
# Average basic salary for each level of AAT membership

Base: 4,087



The exact numbers:

FMAAT	MAAT	Affiliate	Level 4	Level 3	Level 2
£36,913	£24,534	£19,458	£18,407	£17,595	£16,392



The exact numbers:

FMAAT	MAAT	Affiliate	Level 4	Level 3	Level 2
£33,500	£23,000	£19,000	£18,000	£16,900	£15,880

# Salary for each level of AAT membership by region

Base: 4,050

Region	Students	Affiliates	F/MAATs
East Midlands	£15,811 (127)	£18,903 (37)	£23,666 (214)
East of England	£17,442 (83)	£18,940* (29)	£25,907 (185)
London	£21,450 (178)	£21,499 (48)	£32,502 (239)
North East	£14,322 (66)	£20,344* (22)	£24,135 (79)
North West	£17,331 (167)	£18,065 (43)	£23,670 (214)
Scotland	£19,522* (30)	£17,626* (10)	£27,109 (47)
South East	£19,316 (277)	£20,557 (80)	£28,061 (406)
South West	£17,086 (193)	£17,868 (62)	£23,769 (349)
Wales	£16,576 (49)	£20,989* (23)	£23,499 (88)
West Midlands	£15,103 (131)	£19,714 (52)	£24,224 (209)
Yorkshire / Humber	£15,981 (116)	£18,696 (37)	£23,344 (160)

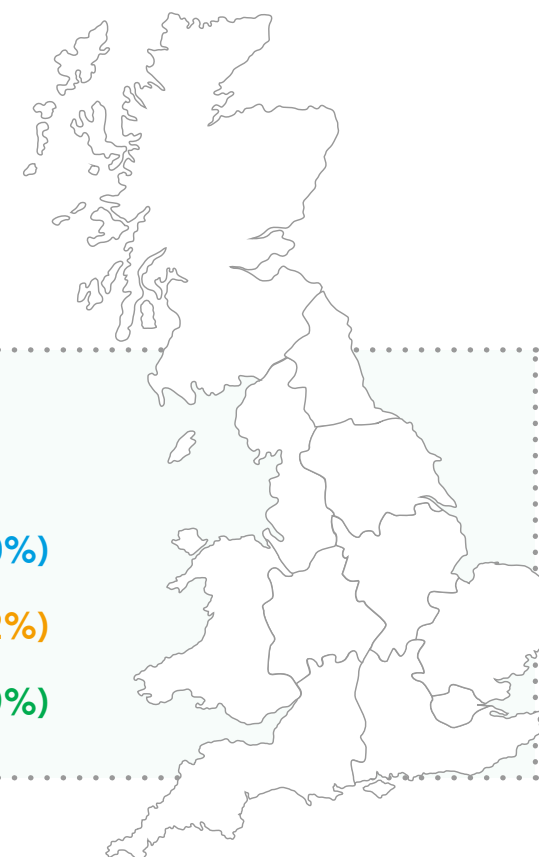
## INSIGHT

Difference between highest and lowest region:

**Student** £7,128 (50%)

**Affiliate** £3,873 (22%)

**F/MAAT** £9,159 (39%)



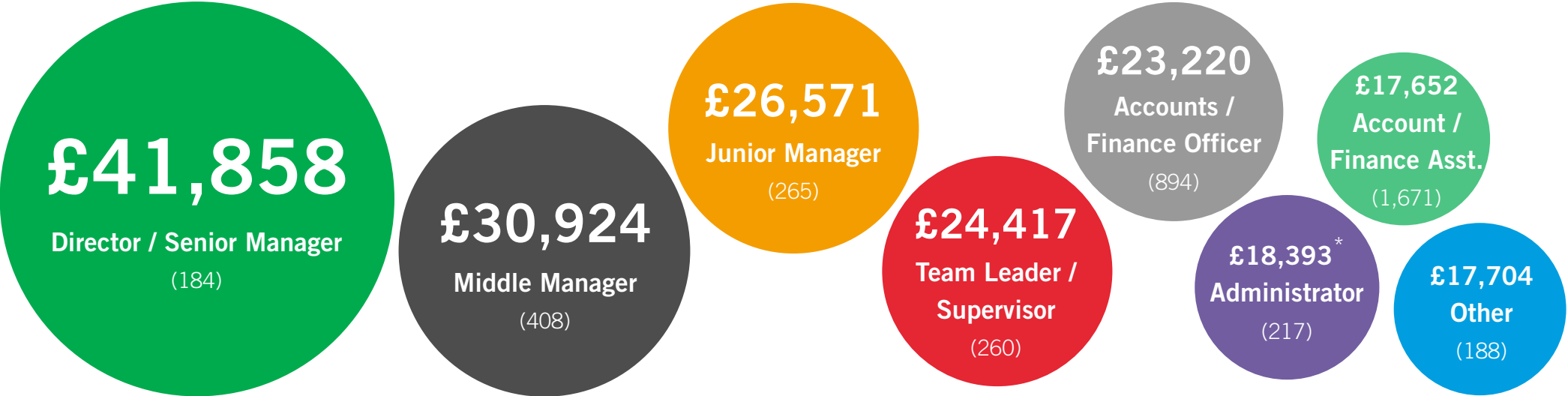
# Bonus amount received in the last two years

Base: 1,287



# Salary by job level

Base: 4,087



\*Average salary affected by one high salary

## Salary by industry sector

Base: 4,087



**£19,562**

**Private sector –  
accountancy firm**  
(950)



**£23,479**

**Private sector –  
non-accountancy firm**  
(1,937)



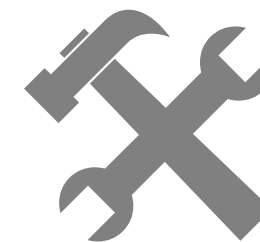
**£22,772**

**Public sector**  
(871)



**£22,609**

**Voluntary / charity /  
not for profit**  
(276)



**£21,634**

**Other**  
(53)

### INSIGHT

Salary in accountancy firms is significantly lower than other private sector firms (by 20%).  
The non-accountancy salaries are top, followed by the public sector.

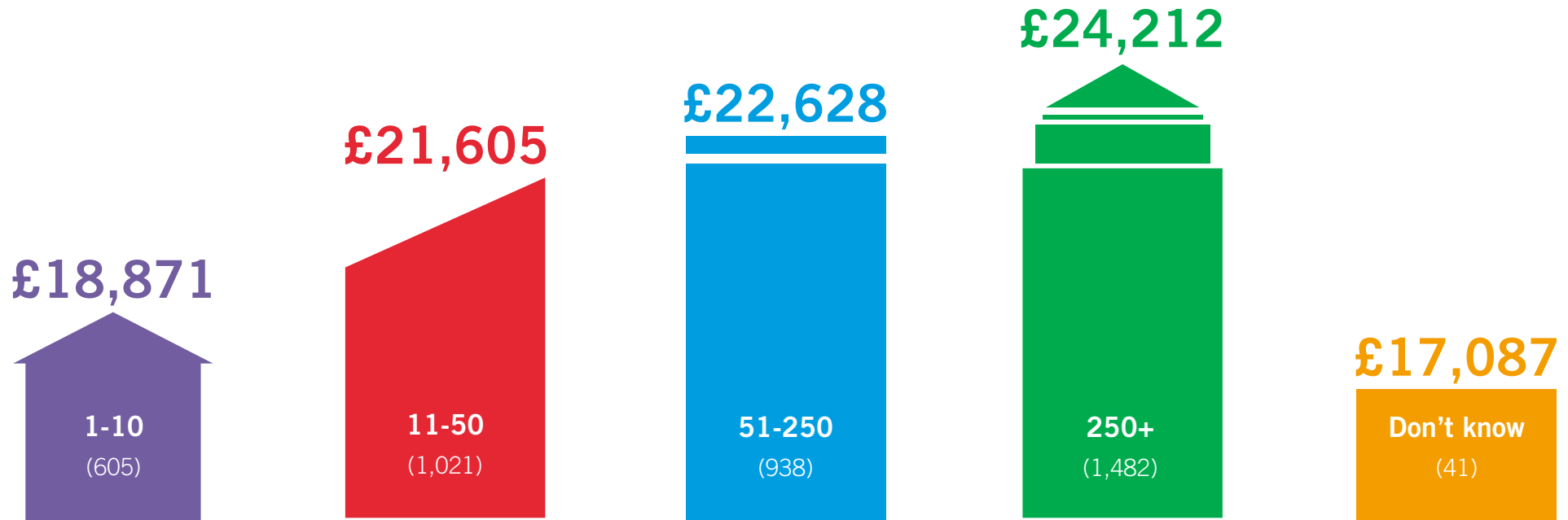
### INSIGHT

Industry sector makes a big difference to the likelihood of receiving a bonus. Those in the private sector are best placed to receive one (37% of those in the private sector compared to 21% in the public sector and only 13% in the voluntary/not for profit sectors).

Of those working in the private sector, those not working for accountancy firms are 10% more likely to get a bonus.

## Salary based on size of business worked in

Base: 4,087



### INSIGHT

Average salary in large companies (more than 250 employees) is 28% higher than in small companies (1-10 employees).

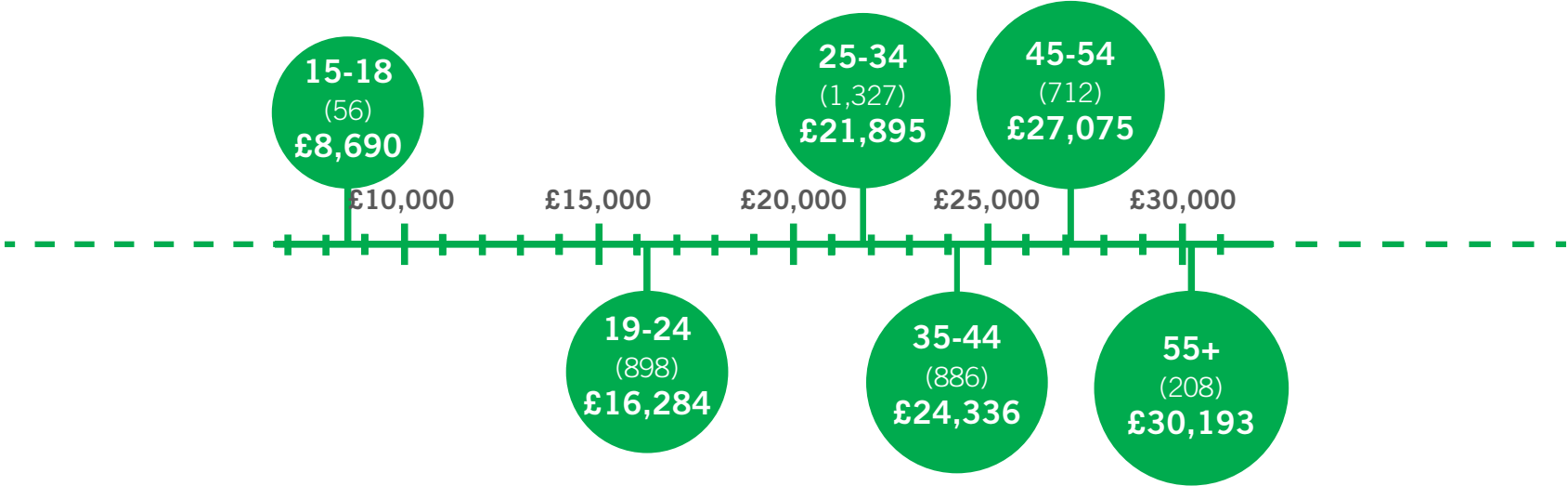
### INSIGHT

Those in smaller companies are less satisfied with their job than those in larger companies.



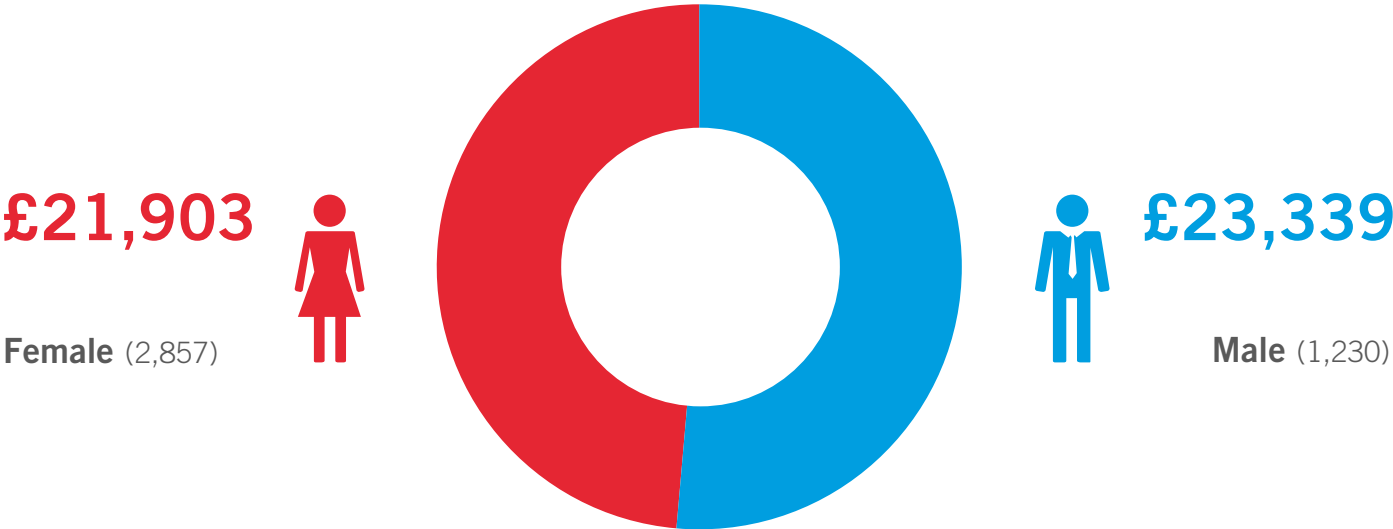
# Salary by age

Base: 4,087



# Salary for male and females

Base: 4,087



# Full and part-time salaries by gender

Base: 4,087



## INSIGHT

Basic salary 2013	Students	Affiliates	F/MAATs	
Male	£16,710	£19,149	£28,485	
Female	£18,086	£19,563	£24,801	
Basic salary 2013 – sample sizes	Students	Affiliates	F/MAATs	Total
Male	448	113	669	1230
Female	974	332	1551	2857

There are 3,500 AAT members in practice (MIPs) practising in the UK



A MIP is an AAT full or fellow member licensed to offer accountancy, taxation or related consultancy services to the public.

Below is a breakdown of average annual income for AAT MIPs who work for themselves through our scheme for members in practice.

Due to a small number of MIPs who have very high incomes which have pushed up average mean incomes, this section details median income rather than mean incomes.

This is a better indicator of the average incomes of the majority of MIPs.

Overall annual income of MIPs

MIPs who are self-employed only (319)

Average fee income

£34,547

MIPs who have a practice and are also employed (280)

Employed bonus – £575 (34)

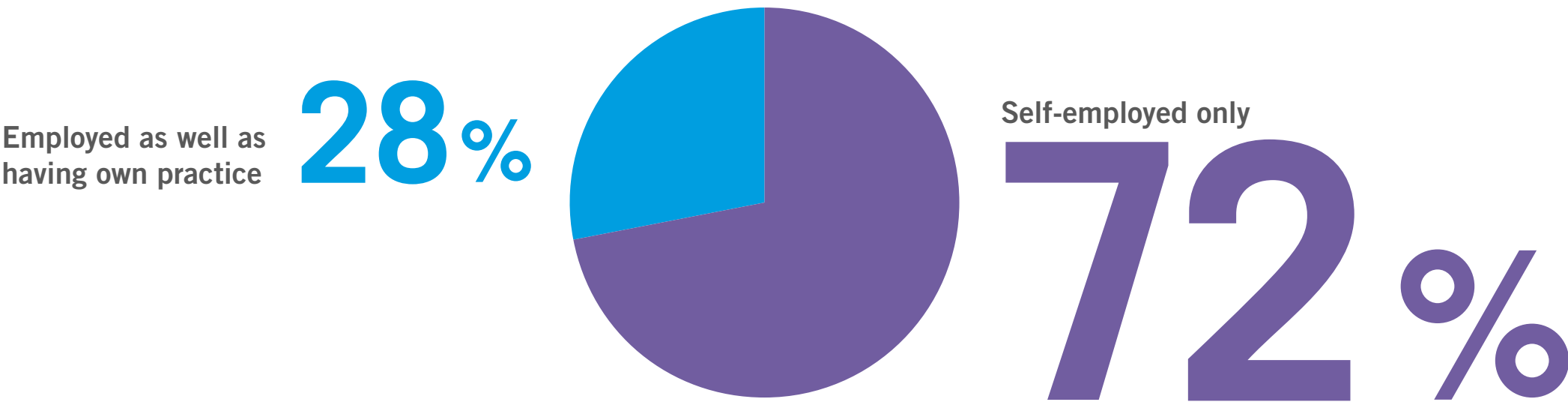
Employed salary – £20,000 (125)

Average fee income – £5,000 (121)

£25,575

# Percentage of MIPs employed as well as having their own practice

Base: 461



## Average fee income by practice size (MIPs who are self-employed only)






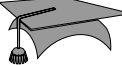




Base: 318



\*Low base

# Company benefits

Base: 4,124

		Private sector (2,909)	Public sector (881)	Voluntary / charity / not for profit (279)	Other (55)
Company pension scheme	£	51%	76%	73%	51%
Stock options		6%	2%	-	2%
Car / car allowance		5%	6%	2%	7%
Private healthcare		26%	12%	16%	27%
Life assurance		18%	9%	15%	15%
Family-friendly policies		10%	18%	17%	22%
Incentive for completing the AAT Accounting Qualification		10%	13%	6%	6%
Incentive for becoming an AAT full member	MAAT	4%	5%	3%	4%
Flexi-time		18%	51%	41%	24%
Paid time off to study		27%	34%	24%	24%
Courses paid for by your employer		53%	54%	48%	46%
A maternity package offering more than statutory		6%	20%	16%	18%

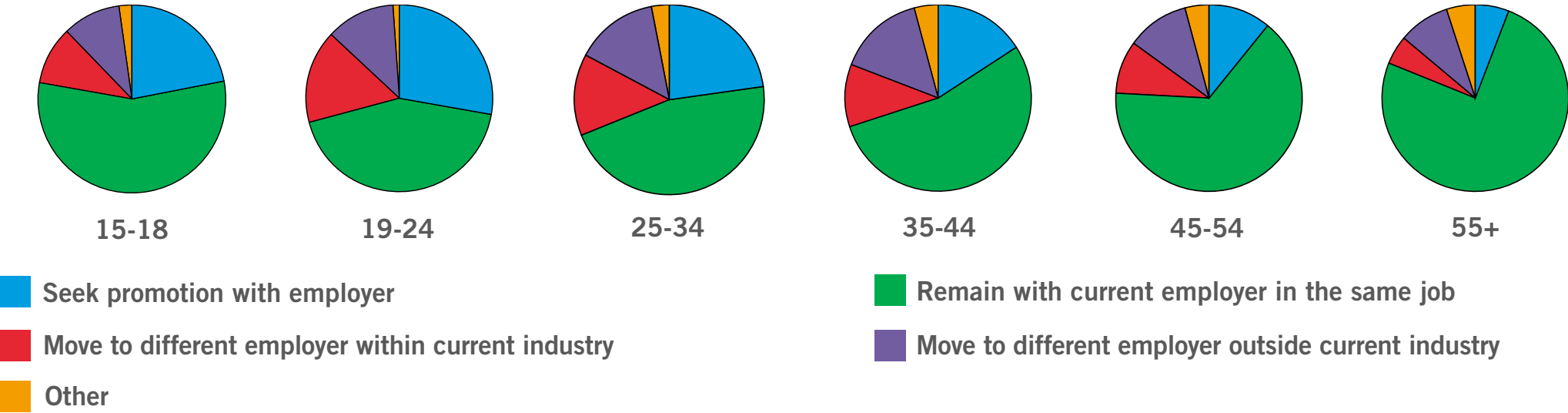
# Top five benefits members would most like to receive from their employer

Base: 4,124



## Members intentions for the next 12 months, by age

Base: 4,124



Average salary by level of job satisfaction in their current role

Base: 4,087



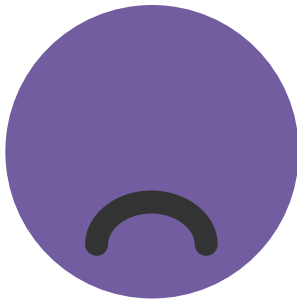
£24,443

Very satisfied  
(726)



£22,548

Quite satisfied  
(2,201)



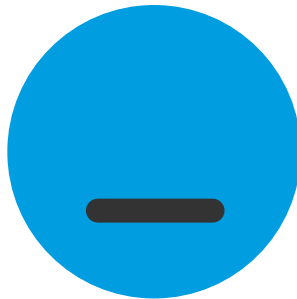
£20,886

Not very satisfied  
(814)



£19,887

Not at all satisfied  
(269)

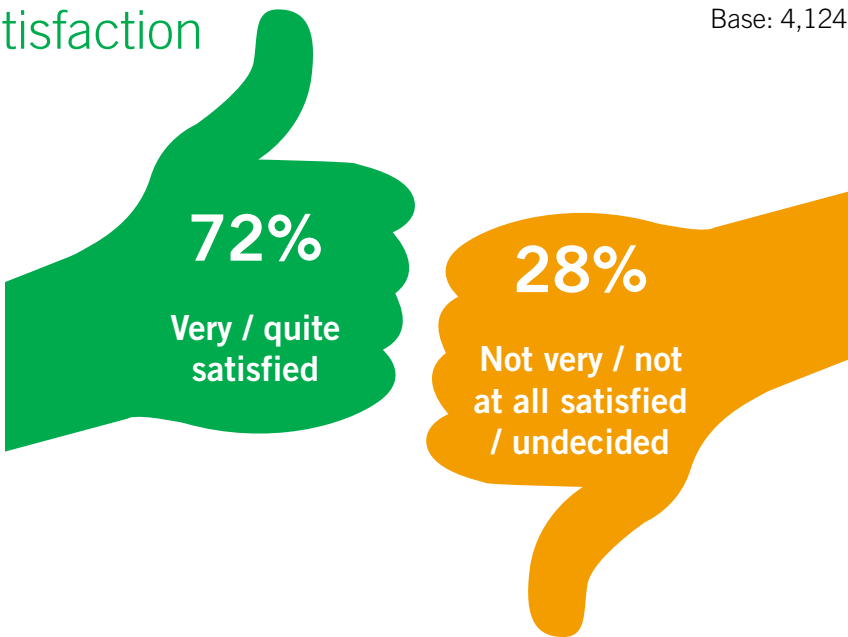


£20,258

Undecided  
(77)

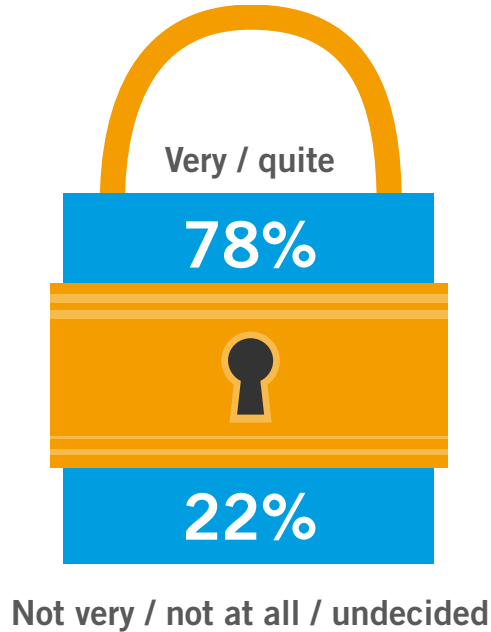
Job satisfaction

Base: 4,124



Job security

Base: 4,124



# Methodology

For the AAT and Robert Half 2013 Salary and Career Survey, two online surveys were conducted in March 2013: one with AAT's student, affiliate, full and fellow members (excluding members in practice) in the UK, and the other with AAT's members in practice.

All MIPs, plus a sample of just over 30,000 AAT non-practising members were invited to take part in these two surveys. A total of 4,290 responses were received for the main (non MIP) survey and 468 from MIPs.

Broken down by key demographic categories (such as membership level, age, gender and location), the survey base shows an accurate representation of AAT's membership.

The research work for this project was undertaken by an independent market research consultancy, Caledonia Marketing Solutions.

## Mean and median

Average 'mean' salaries have been used throughout this report except for the members in practice salary results. Due to a small number of MIPs who have very high incomes which have pushed up average mean incomes, the MIP section details median income, as this was deemed to be the most representative of average income levels for practising members.

## Bonus calculations

Average bonus figures relate to the average mean bonus for those who received one within the last two years. Those who were not eligible for a bonus and those who were but did not receive one, were not included in the calculations.

# Any questions?

If you've any questions about the survey, please email us at [salariesurvey@aat.org.uk](mailto:salariesurvey@aat.org.uk)

## AAT

AAT is the UK's leading qualification and membership body for accounting staff. We work across the globe with around 130,000 members in more than 90 countries. Our members are represented at every level of the finance and accounting world, including students, people already working in accountancy and self-employed business owners.

## Robert Half

Robert Half Finance & Accounting is the world's first and largest recruitment consultancy specialising in the placement of accounting and finance professionals. With more than 345 locations worldwide, we offer accounting professionals new avenues to advance their careers through temporary, permanent and interim job opportunities.