

AGI Media Packaging
Barclays
B&Q
Carnival
CDI AndersElite
Condor Logistics
Coopervision Manufacturing Ltd
Covidien
Dalkia
Denplan Ltd
Dreweatt Neate
Eaton Corporation
Emcor
Ernst & Young
Fitness First
Glen Dimplex Ltd
Grant Thornton
Hall & Woodhouse
Hendy Ford
Hugh Symons Group
Johnson Controls
Langmead Farms
Lewis Brownlee

Our Clients



Merlin Entertainments
NATS
New Look Holdings
Norwich Union Healthcare
Pall Europe
Peek Traffic Ltd
Peverel Management Services
Poole Borough Council
Portsmouth City Council
PricewaterhouseCoopers
Prysman Cables & Systems
Queen Alexandra Hospital
RNLI
Sheen Stickland
Smith & Williamson
Snows Motor Group
Sony
Thomas Eggar
VT Group Plc
Winterthur Life
Wyeth Pharmaceuticals
Zurich Assurance



SALARY SURVEY Commerce and Industry July 2009



Southampton
Meridians House
7 Ocean Way
Ocean Village
Southampton
SO14 3TJ

t: 023 8063 8046
e: recruitment@cmason.co.uk

Portsmouth
Asgard House
Hayward Business Centre
New Lane
Havant
PO9 2NL

t: 023 9248 0524
e: recruitment@cmahavant.co.uk

Bournemouth
8 Trinity
161 Old Christchurch Road
Bournemouth
BH1 1JU

t: 01202 312222
e: recruitment@cmabmth.co.uk

Basingstoke
27 London Street
Basingstoke
Hampshire
RG21 7PG

t: 01256 333322
e: recruitment@cmabasingstoke.co.uk

WHERE FINANCIAL TALENT IS FOUND

CMA Financial Recruitment

CMA Financial Recruitment is the name synonymous with accountancy recruitment across central, southern England. Established in 1980, CMA has built its reputation on professionalism, integrity and quality of service. Today these objectives are as important as ever.

Recognised as the leading regional independent financial recruitment consultancy, the four offices service a client base ranging from smaller entities through to blue chip multinationals. Each benefits from an unparalleled candidate database, built over decades, strong links with all local accountancy bodies and strong on-line presence, ensuring access to premier candidates at every level.

The CMA team has long-standing, dedicated, experienced consultants, including qualified accountants, for each division - permanent, temporary, interim and practice - in all offices. This ensures both unrivalled knowledge of the finance sector and an understanding and appreciation of local market nuances.

CMA Financial Temps

The CMA Financial Temps division provides a specialist recruitment solution for non-permanent accountancy positions at salary equivalent levels of up to £40,000. Whether clients require a sales ledger clerk for two weeks, or a management accountant to cover maternity leave, CMA Financial Temps provides fully referenced, experienced candidates, across all accounting disciplines. All have been extensively interviewed by the team and many are regular CMA temps, able to grasp your needs quickly.

CMA Interim Management

Our Interim Management division provides senior candidates committed to the interim profession with a hands-on and results driven approach that can provide an immediate and lasting impact on an organisation. CMA's extensive database provides fully referenced, experienced senior finance professionals from a range of business backgrounds.

Typical assignments include change and project management, systems installation, company restructure and disposal, strategic review, taxation services and transaction support, as well as interim Financial Controller and Finance Director cover. All are qualified to advise at any level.

The Survey

This salary guidance reflects a broad client portfolio, which ranges from small family firms to large multinational corporations, and the varying experience required for each position. Should you require more detailed guidance based on the profile of your current or planned staff, please contact your local consultant who will be happy to provide up to the minute guidance tailored to your individual organisation and circumstance.

Salary Survey

Southampton, Portsmouth & Bournemouth

Basingstoke & Surrounding Area

Finance Staff:		
Data Entry	£13-15,000	£14-16,000
Sales/Purchase Ledger	£16-19,000	£17-21,000
Credit Control	£17-22,000	£17-22,000
Payroll	£17-22,000	£18-24,000
Graduate Trainees	£15-18,000	£16-18,000
Accounts Assistants	£18-23,000	£18-25,000
Bookkeepers	£18-26,000	£20-25,000
Finance Professionals:		
Finance Managers	£40-55,000	£40-60,000
Financial Accountants	£35-50,000	£35-50,000
Management Accountants	£35-50,000	£35-50,000
Group Accountants	£38-50,000	£38-55,000
Business/Finance Analysts	£35-50,000	£40-50,000
Systems Accountants	£32-45,000	£35-50,000
Internal Auditors	£35-55,000	£40-65,000
Credit Managers	£30-45,000	£30-50,000
Payroll Managers	£28-36,000	£30-45,000
Finance Executives:		
Financial Controller	£50-80,000	£50-90,000
Group Financial Controller	£60-95,000	£65-100,000
Finance Director	£70-130,000	£55-150,000
Tax Manager	£50-80,000	£50-90,000
FP&A Manager	£50-70,000	£55-70,000
Project/Bid Manager	£50-65,000	£55-70,000
Risk & Compliance Manager	£40-65,000	£50-80,000
M&A Manager	£85-110,000	£90-125,000
Qualifications:		
AAT		
Foundation	£13-15,000	£14-16,000
Intermediate	£15-18,000	£16-19,000
Qualified	£18-23,000	£18-23,000
ACA		
Newly Qualified	£36-45,000	£38-55,000
1-2 Years PQE	£40-55,000	£45-55,000
3-5 Years PQE	£50-70,000	£55-80,000
CIMA/ACCA		
Part Qualified	£25-32,000	£28-34,000
Finalist	£30-34,000	£32-36,000
Newly Qualified	£35-40,000	£35-45,000
1-2 Years PQE	£40-48,000	£38-50,000