

**ERNST & YOUNG**  
Quality In Everything We Do



**Rothman  
Pantall & Co**  
CHARTERED ACCOUNTANTS

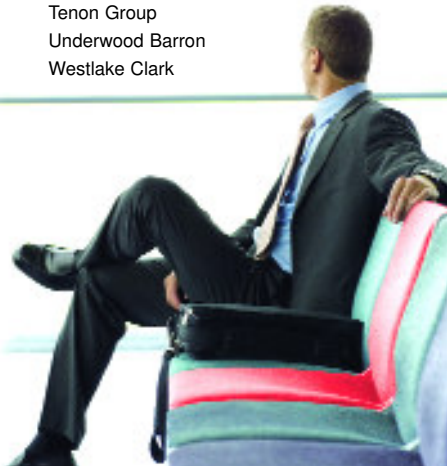
**Tenon**



## Client List

BDO Stoy Hayward  
Baker Tilley  
Buchanans Plc  
C W Fellowes Limited  
CGJ Partnership  
Clifford Fry & Co  
Compass Accountants Ltd  
Deloitte  
Ernst & Young  
Fanshawe Lofts  
Fawcetts  
FBR McGarry Harvey  
Filer Knapper  
Fletcher & Partners  
Graham Martin & Co  
Grant Thornton UK  
HJS Group  
Hope Jones  
Hughes Spencer  
HWB  
HWCA Limited  
James & Cowper  
Jordan Brookes  
KPMG  
Lewis Brownlee Sherlock  
Martin & Co  
Mazars  
Menzies

Moore Stephens  
Morley & Scott  
Morris Crocker  
Murray McIntosh O'Brien  
PricewaterhouseCoopers  
Pridie Brewster  
Princecroft Willis  
Roches  
Rothman Pantall & Co  
S Johnston & Co  
Saffery Champness  
Sheen Stickland  
Spofforths  
Smith & Williamson  
Stonham.Co  
Taylor Cocks  
Taylor Roberts  
Tenon Group  
Underwood Barron  
Westlake Clark



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## SALARY SURVEY Public Practice November 2008



WHERE FINANCIAL TALENT IS FOUND

## CMA Financial Recruitment

Established in 1980, CMA Financial Recruitment has earned a reputation for being different. We are an independent consultancy with a commitment to professional, open and ethical recruitment, and this has built us an unparalleled client and candidate network across central, southern England.

Our consultants are recognised as our strength; each possesses a thorough understanding of their market sector and can advise both companies and candidates on key issues such as accountancy training, interview techniques and local remuneration levels.



## Introduction

These guidelines have been compiled using the information CMA Practice Recruitment has gained from placements made, client visits and confidential salary surveys conducted across our offices in Southampton, Portsmouth, Bournemouth and Basingstoke, and cover all sizes of clients, from sole practitioners to 'Big 4' firms.

For specific salary guidance on other public practice areas including payroll, bookkeeping and insolvency, please contact your local consultant.

## Salary Survey

Southampton, Portsmouth & Bournemouth

AUDIT	
TITLE	SALARY GUIDE
College Leaver	£12-15,000
Graduate Trainee	£15-20,000
AAT Qualified – Junior	£15-18,000
AAT Qualified – Experienced	£18-25,000
Senior/Part Qualified	£18-26,000
Nearly Qualified	£23-28,000
Newly Qualified	£29-36,000
Post Qualified	£32-40,000
New Manager	£35-45,000
Experienced Manager	£40-55,000
Senior Manager	£50,000+
TAX	
TITLE	SALARY GUIDE
New ATT Trainee	£15,000
Graduate Trainee	£15-17,000
Senior/Part Qualified	£18-22,000
ATT Qualified	£18-25,000
CTA Newly Qualified	£27-35,000
CTA Post Qualified	£30-38,000
New Manager	£34-42,000
Senior Manager	£45-60,000
Director	£60,000+
CORPORATE FINANCE	
TITLE	SALARY GUIDE
Post Qualified	£35-40,000
New Manager	£40-48,000
Senior Manager	£50-60,000
Director	£60,000+

## Salary Survey

Basingstoke

AUDIT	
TITLE	SALARY GUIDE
College Leaver	£12-16,000
Graduate Trainee	£15-20,000
AAT Qualified – Junior	£16-18,000
AAT Qualified – Experienced	£18-24,000
Senior/Part Qualified	£18-28,000
Nearly Qualified	£22-30,000
Newly Qualified	£28-38,000
Post Qualified	£35-45,000
New Manager	£35-48,000
Experienced Manager	£40-55,000
Senior Manager	£50,000+
TAX	
TITLE	SALARY GUIDE
New ATT Trainee	£14-16,000
Graduate Trainee	£15-20,000
Senior/Part Qualified	£18-23,000
ATT Qualified	£18-25,000
CTA Newly Qualified	£28-40,000
CTA Post Qualified	£35-45,000
New Manager	£35-45,000
Senior Manager	£40-60,000
Director	£60,000+
CORPORATE FINANCE	
TITLE	SALARY GUIDE
Post Qualified	£35-40,000
New Manager	£40-50,000
Senior Manager	£55-65,000
Director	£65,000+