

Hays Accountancy & Finance Salary & Benefits Guide 2007





This booklet contains just a few of our key findings – for complete salary tables and more in-depth research and commentary, take a look at the CD which is enclosed at the back of this booklet.

Welcome to the Hays Accountancy & Finance Salary & Benefits Guide

As the UK's largest specialist finance recruitment consultancy, Hays Accountancy & Finance has a wealth of knowledge and experience, with over 172 UK offices staffed by a team of specialist consultants.

The Accountancy & Finance Salary & Benefits Guide is compiled using details from our national database of employers, jobseekers and live jobs. Used either on its own or in consultation with one of our specialist recruiters, it is an invaluable tool to help you manage your resources effectively.

For accurate comparison to market rates in your sector, the guide includes figures for:

- Commerce & Industry
- Financial Services
- Public Practice

With breakdowns for over 21 regions and detailed commentary and analysis, we aim to provide you with information that relates directly to your specialist sector.

I hope you find this guide useful and look forward to receiving your feedback.

Ross Hetherington
Managing Director, Hays Accountancy & Finance

Key findings

- Nearly 50% of accountancy workers say they are fulfilled by their careers
- 33% feel they have a good work-life balance and 69% feel they have enough time for themselves – however, 25% rate their work life balance as either poor or very poor
- Nearly 40% would change their hours if they could, usually to flexitime or working from home for part of the week
- More than 33% already enjoy an element of flexible working in their jobs
- The prime motivators for employees to seek new roles include the desire for a new challenge, an increased salary or a better commute
- 75% of jobseekers would consider staying in their current role if their employer were to increase their salary, provide a new challenge or give them more responsibility
- When jobseekers consider new roles, the benefits that attract them most are a minimum of 25 days annual leave, a good pension, flexible working and financial training support
- The most common benefit offered to employees is a minimum of 25 days of annual leave, offered in just over 33% of firms
- Gym memberships and benefits relating to cars hold the least appeal
- 60% of employers recruited last year; of these, 36% experienced difficulties attracting the right candidates

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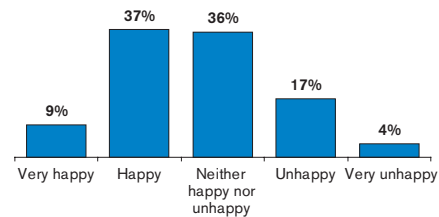
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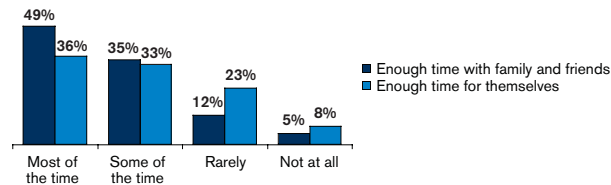
Are accountancy and finance workers happy?

Nearly half of all accountancy workers are fulfilled by their careers, although one in five say that they are unhappy with their work. A third feels that they have a good work-life balance and more than two-thirds generally have enough time for themselves, although 84% say they usually find enough time for their family and friends.

Level of fulfilment with career



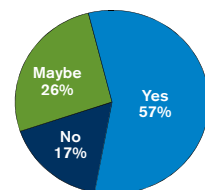
Whether jobseekers have time for themselves/friends and family



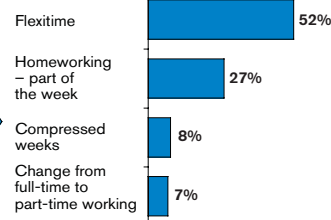
Flexible working

More than one third of employees enjoy an element of flexible working in their jobs, and nearly two in five would change their hours if they could: half are interested in flexitime and a quarter would like to work from home for part of the week.

Whether jobseekers would change their hours if they could



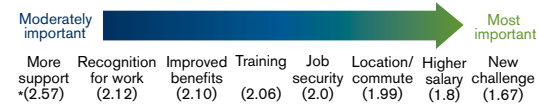
Preferred working arrangements



Why do accountancy and finance workers change jobs?

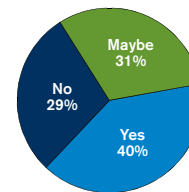
The prime motivators for accountancy employees to seek new work include the desire for a new challenge, an increased salary or a better commute. However, nearly three in four jobseekers would consider staying in their current role if their employer would address some of these issues – most often by providing an increased salary, or more responsibility.

Factors that influence jobseekers to look for new roles

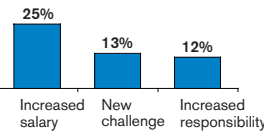


*Mean score of importance, where 1 is most important and 5 is not important

Whether jobseekers could be convinced to stay in their current roles



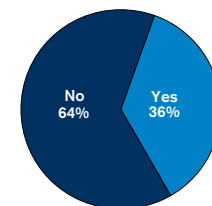
Top changes that convince jobseekers to stay in their role



Staff recruitment challenges

In the last year, nearly 60% of employers recruited, a third of whom said they experienced problems – most often due to a shortage of applicants with the appropriate skills or due to the low salary levels being offered.

Proportion of recruiting organisations experiencing difficulties recruiting in previous year



Top 5 recruitment challenges

- Shortage of applicants with skills required
- Shortage of applicants with experience required
- Salary levels
- Location
- Competition from other employers

Although 46% of employees say they are fulfilled with their career, only 9% place themselves at the top end of this scale.

While the majority of accountancy workers find that dedicating time to family and friends is not a problem, nearly one third feel that they do not leave enough time for themselves.



Accountancy jobseekers tend to be looking for a fresh challenge to tackle: this is the single most important change that would prevent staff from looking elsewhere, although a higher salary and commute are also key factors.

More than one third of employers experience difficulties recruiting. However, only a quarter of these employers believe that salary is one of their prime obstacles in attracting quality employees.



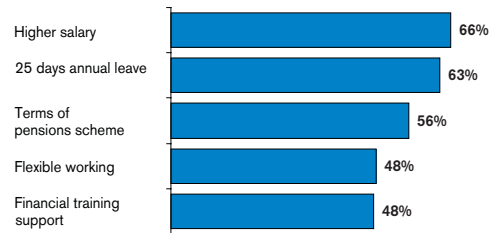
Nearly two thirds of accountants prioritise annual leave when they are considering a new role, and for almost half, flexible hours and financial training support are vital.

What benefits attract jobseekers?

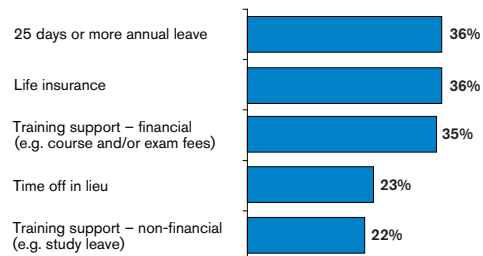
When jobseekers consider new roles, the benefits that carry the most weight include a minimum of 25 days annual leave, a good pension, flexible working and financial training support. However, gym memberships, crèches and benefits relating to cars hold the least appeal.

Although the most preferred benefit is a minimum of 25 days of annual leave, it is still only offered in just over one third of firms.

Benefits candidates say are 'vital' or 'important' when considering a new role



Benefits most commonly on offer to all employees



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