

Helpdesk Report: Senior Accountant

by

Incomes Data Research

June 2021

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Senior Accountant

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Senior Accountant.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2020. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2020

Description	Code ²	No. of jobs (000s)	Median	Average
Chartered and certified accountants	2421	70	£41,900	£46,473

Source: Table 14.7a, ASHE 2020.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Accountants in the NHS are typically employed on Band 7 and the current salary range is between £38,890 and £44,503 a year outside of London and high-cost areas in the South East/South.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,474 and a maximum payment of £6,892;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,786 and a maximum payment of £4,824;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,037 and a maximum payment of £1,793.

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

² Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service. ³

Accountant, public sector, job level 7³

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 7	12	£37,792	£40,190	£41,995	£40,108

Source: IDR Pay Benchmarker.

³ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data and summary

Senior Accountant – advertised positions summary

	Minimum	Maximum
Average	£37,670	£44,793

Senior Accountant - job advertisements

Ref.	Organisation	Job title	Min	Max
ID256	Cambridge University Hospitals NHS Foundation Trust	Senior Management Accountant	£38,890	£44,503
ID257	University of Greenwich	Senior Management Accountant	£40,322	£49,553
ID258	University of Leeds	Commercial Management Accountant	£33,797	£40,322

3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.

Senior Management Accountant

Cambridge University Hospitals NHS Foundation Trust

Cambridge CB2

£38,890 - £44,503 a year

Cambridge University Hospitals NHS Foundation Trust



 51 reviews

Read what people are saying about working here.

Are you looking for a Finance role working for one of the largest Trusts in the UK that is both exciting and challenging?

The Trust comprises of 5 Clinical Divisions, Corporate and Research & Development, each of which has their own dedicated Financial Management Team. These teams provide financial and business information to all levels of the organisation which supports decision making, enabling the Clinical Divisions to provide excellent patient care.

We are a large, diverse department, committed to continuous improvement which presents excellent development opportunities for our staff. The department also offers CPD, training and study support.

We are seeking applications from individuals who have the drive, passion and ability to make a difference. Ideally you will need to have extensive knowledge and experience within management accounts, budget setting, monitoring and forecasting.

You will have a responsibility to deliver high-quality management accounting which involves the analysis of financial information, preparation of financial reports and helping non-Finance colleagues to interpret and understand financial principles and procedures.

You will be managing and supervising staff and will need to demonstrate, strong communication, leadership and interpersonal skills.

You should have gained, or be studying towards an accountancy qualification or equivalent. You will have excellent IT skills (especially Microsoft Excel) with proven ability to analyse large volumes of data and transform it into meaningful reports and information. Although previous experience of working in a large organisation is desirable, it is more important that you can demonstrate confidence, analytical ability, and a flexible approach to the demands of the job.

Our Trust

Cambridge University Hospitals (CUH) NHS Foundation Trust comprises Addenbrooke's Hospital and the Rosie Hospital in Cambridge. With over 11000 staff and over 1100 beds the priorities of the Trust focus on a quality service which is all about people – patients, staff and partners. Recognised as providing 'outstanding' care to our patients and rated 'Good' overall by the Care Quality Commissioner, is testament to the skill and dedication of the people who work here. CUH's values – Together - Safe, Kind, Excellent – are at the heart of patient care, defining the way all staff work and behave. The Trust provides accessible high-quality healthcare for the local people of Cambridge, together with specialist services, dealing with rare or complex conditions for a regional, national and international population.

Cambridge University Hospitals NHS Foundation Trust
7 days ago
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JOB DESCRIPTION

Job Title:	Senior Management Accountant	Grade:	SG8
Department:	Finance Directorate	Date of Job Evaluation:	04/06/21
Role reports to:	Head of Management Accounts		
Direct Reports	None		
Indirect Reports:			
Other Key contacts:	Budget holders / Faculty Operating Officers and other senior management throughout the University. Head of Management Accounts, Assistant Directors of Finance and Chief Financial Officer. University partner institutions.		
This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the University and the requirements of the job.			

PURPOSE OF ROLE:

You will be a key contact for the Faculty and/or Directorate senior management team, providing a wide range of management information and advice. You will play a substantial role in corporate level budgeting / forecasting, and management reporting for the University and its subsidiaries. You will also be required to represent the Finance Directorate on committees / working groups.

KEY ACCOUNTABILITIES:

Leadership and Management:

- Providing information advice and support to Faculty Operating Officers, Heads of Department, Heads of Directorates & Financial Managers to enable them to plan and manage the financial affairs of Faculties and Directorates.
- Representing the Finance Directorate on working and project groups.
- Support the design and implementation of Finance System Transformation (Project Ascent) through contribution and collaboration in stakeholder working groups.

Operational:

- Faculties\Directorates: business partner; financial information and advice to enable objectives to be achieved; revenue and capital forecasting; development of financial plans and budgets; progress against plans and forecast outturns; link between strategy and resourcing; staffing requirements and financial sustainability of new and replacement posts; capital expenditure planning; cost\benefit analyses; course and programme costing; financial training to relevant faculty and directorate staff.
- Corporate level (analysis): financial analysis; financial sustainability of business units; financial forecasting; financial benchmarking; financial appraisals.

- Corporate level (planning and control); budget development; progress against plan and forecast outturns; salary forecasting; cash forecasting; financial forecasting; balance sheet management.
- Corporate level (management reporting); management accounts for University and subsidiaries; related analysis and information for Executive and Court Committees; other management reports.
- Corporate level (statutory accounts); information, schedules and analytical reviews to support the preparation of the statutory accounts of the University and its subsidiaries.
- Supporting the Head of Management Accounts in achieving the objectives of the management accounting team; financial analysis; improving quality of outputs; adapting to changed requirements; improvement to financial models and work processes; enhancement to reporting platforms (Business Objects); maintain currency of financial procedural manual (vis-à-vis management information policy and procedures).
- Other activities consistent with the varied and developing demands of the role.

Technical:

- Ensuring that advice to Faculties\Directorates is consistent with corporate objectives and University strategy.
- Application of professional judgement giving advice and information to Faculties and Directorates, and in assessing the outcomes of their financial plans.
- Compliance with applicable accounting standards and statutory requirements.

Core Requirements

- Adhere to and promote the University's Equality and Diversity policies.
- Ensure compliance with Health & Safety regulations.
- Support and promote the University's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.

KEY PERFORMANCE INDICATORS:

- Timely response to budget holder / senior management requests / queries.
- Successful completion of responsibilities and tasks assigned meeting quality and timeliness expectations.

KEY RELATIONSHIPS (Internal & External):

- Faculty Operating Officers, Heads of Directorates, other senior management and budget holders within the University.

PERSON SPECIFICATION

Essential	Desirable
<p>Experience</p> <ul style="list-style-type: none">• Proven financial and/or management accounting experience <p>Skills</p> <ul style="list-style-type: none">• Excellent knowledge of financial and management accounting frameworks.• Good IT proficiency, with emphasis on data sourcing and analysis.• Excellent analytical skills.• Excellent oral/written communication skills including report writing.• Liaison and networking skills.• Efficient and organised approach• Good initiative and problem solving skills• Ability to meet deadlines• A customer oriented approach <p>Qualifications</p> <ul style="list-style-type: none">• CCAB qualified accountant	<p>Experience</p> <ul style="list-style-type: none">• Proven UK HE financial and/or management accounting experience <p>Skills</p> <ul style="list-style-type: none">• Knowledge of UK HE finance and regulatory framework. <p>Qualifications</p> <ul style="list-style-type: none">• Honours degree from recognised UK University



UNIVERSITY OF LEEDS

Commercial Management Accountant

University of Leeds - Professional Services - Finance (inc Payroll)

Location:	Leeds	Placed On:	17th June 2021
Salary:	£33,797 to £40,322 per annum (Grade 7)	Closes:	28th June 2021
Hours:	Full Time	Job Ref:	CSFIN1114
Contract Type:	Permanent		

Apply

Location: Leeds - Main Campus

Are you a qualified or part qualified accountant (or qualified by experience)? Do you have experience of management accounting, preferably in a commercial context, and ideally also with experience of finance business partnering? Do you have an ambition to develop your career as part of a commercial finance team working in a dynamic environment?

The core part of the role will be to undertake and oversee the key management accounting activities for the Sports and Catering businesses and to provide high quality business partnering to key stakeholders.

Additionally, to extract and create the financial datasets for Conferencing & Events and convert them into information that supports and informs the Commercial strategy formulation and delivery.

You will work closely with and in support of the Senior Commercial Finance Manager and line manage assistants in the team. You will enjoy support from colleagues from across the Facilities Directorate Finance team.

This vacancy is within the Finance Service but is based within the Facilities Directorate. However, should the business need arise, and after full consultation with you, you may be deployed elsewhere within Finance.

To explore the post further or for any queries you may have, please contact:

Kev Stephenson, Senior Commercial Finance Manager

Email: k.stephenson@adm.leeds.ac.uk

Please note: If you are not a British or Irish citizen, from 1st January 2021 you will require permission to work in the UK. This will normally be in the form of a visa but, if you are an EEA/Swiss citizen and resident in the UK before 31st December 2020, this may be your passport or status under the EU Settlement Scheme.

Due to the current Government Coronavirus social distancing measures, the interviews for this role are likely to be conducted remotely using Microsoft Teams or Zoom. It is also expected that relevant work within these roles may be done remotely, within the UK, while these restrictions remain in place.

Advert information

Type / Role:

Professional / Managerial / Support Services

Subject Area(s):

Administrative

Finance

Location(s):

Northern England