

SALARY SURVEY 2023

A monitor of average salaries paid to trainee and qualified accountants in Yorkshire and Humber.



FIRST INTUITION

First Intuition is an award-winning professional education provider that has been training accountancy students for AAT, ACCA, CIMA and ICAEW exams for over fifteen years. With training centres across the UK, First Intuition offers first-class attention to student care, support and client service.

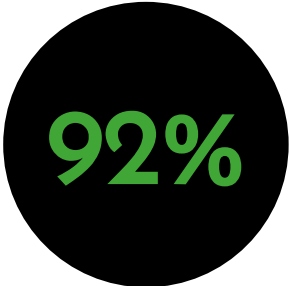
First Intuition delivers classroom courses, distance learning programmes, accountancy apprenticeships, as well as post-qualification education programmes.

ACCOUNTANCY SALARY GUIDE

"Clients often approach us wondering whether their salary bands are in line with those offered by other organisations in their local area. In response to this, we conducted a confidential survey of salaries offered by the many employers that we work with across Yorkshire and Humber. We hope these results will provide useful benchmarking information to allow employers to ensure they remain competitive in their market."

Gareth John, Chief Executive





92%

of employers have increased salaries for graduates since 2022

£15,929

is the average salary paid to school leavers (up 4.3% from 2022)



£36,129

is the average salary paid to newly qualified ACCA, CIMA or ICAEW employees (up 8.5% from 2022)



86%

pay apprentices same as graduates across the region (up 1% from 2022)

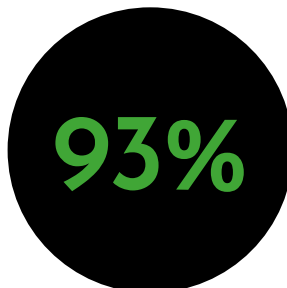
9.5%

Newly qualified AAT are paid an average

more than new graduates

£21,143

is the average salary paid to graduates (up 1.8 % from 2022)



93%

of employers pay apprentices the same or more than commercial learners at the same level

The most popular techniques used for retaining staff is offering additional development, training and qualifications.





The overall average salary across Yorkshire and Humber at all levels up to 3 years post qualified is

£28,354

(up 6% from 2022)

Huddersfield has the lowest average salary in Yorkshire and Humber at

£24,100

50%

of employers report an increase in the proportions of school and college leavers in their intake of trainees

76%

of employers offer flexible working to their staff (up from 69% last year)

95%

of employers have increased salaries for school leavers since 2022



Other West Yorkshire (exc. Leeds, Huddersfield and Bradford) has the highest average salary in Yorkshire and Humber at

£33,067



The most difficult level to recruit at is 2 year post-qualified and senior management



Graduates in Industry are paid on average

11%

more than those in Practice



The specialism seeing the greatest increase in salary expectation are

**Accounts
Tax
Audit**



AVERAGE SALARIES

Yorkshire and Humber Regional Overview

Average salaries for different levels of accounting staff across Yorkshire and Humber for 2023

The chart shows the average salaries for different levels of accounting staff in different areas of Yorkshire and Humber, including the average across the region as a whole. These averages are representative of data collected in May 2023.

Of all the areas, 'Other West Yorkshire' has the highest combined average salary across all levels of accounting, whilst Huddersfield has the lowest.

	School Leaver	Graduate	Newly Qualified AAT	Newly Qualified ACCA, CIMA, ICAEW	3 years post qualification ACCA, CIMA or ICAEW	All Levels	2022	Change
Yorkshire and Humber	£15,929.00	£21,143.00	£23,154.00	£36,129.00	£45,417.00	£28,354.40	£26,762.00	6%
Bradford	£15,000.00	£17,500.00	£23,500.00	£36,000.00	£42,500.00	£26,900.00	£27,042.00	-1%
Huddersfield	£12,000.00	£19,000.00	£22,000.00	£30,000.00	£37,500.00	£24,100.00	£28,346.00	-15%
Hull	£13,000.00	£20,500.00	£23,500.00	£34,000.00	£40,000.00	£26,200.00	£23,000.00	14%
Leeds	£17,000.00	£21,400.00	£23,071.00	£38,000.00	£49,750.00	£29,844.20	£27,802.00	7%
Other East Yorkshire	£18,000.00	£22,000.00	£22,000.00	£34,000.00	£40,000.00	£27,200.00	£28,921.00	-6%
Other North Yorkshire	£17,800.00	£21,500.00	£24,250.00	£38,000.00	£43,750.00	£29,060.00	£26,400.00	10%
Other South Yorkshire	£15,000.00	£23,500.00	£23,500.00	£28,000.00	£37,500.00	£25,500.00	£26,400.00	-3%
Other West Yorkshire	£16,333.00	£23,500.00	£25,500.00	£40,000.00	£60,000.00	£33,066.60	£24,875.00	33%
Sheffield	£14,000.00	£21,000.00	£21,250.00	£34,667.00	£42,500.00	£26,683.40	£22,135.00	21%



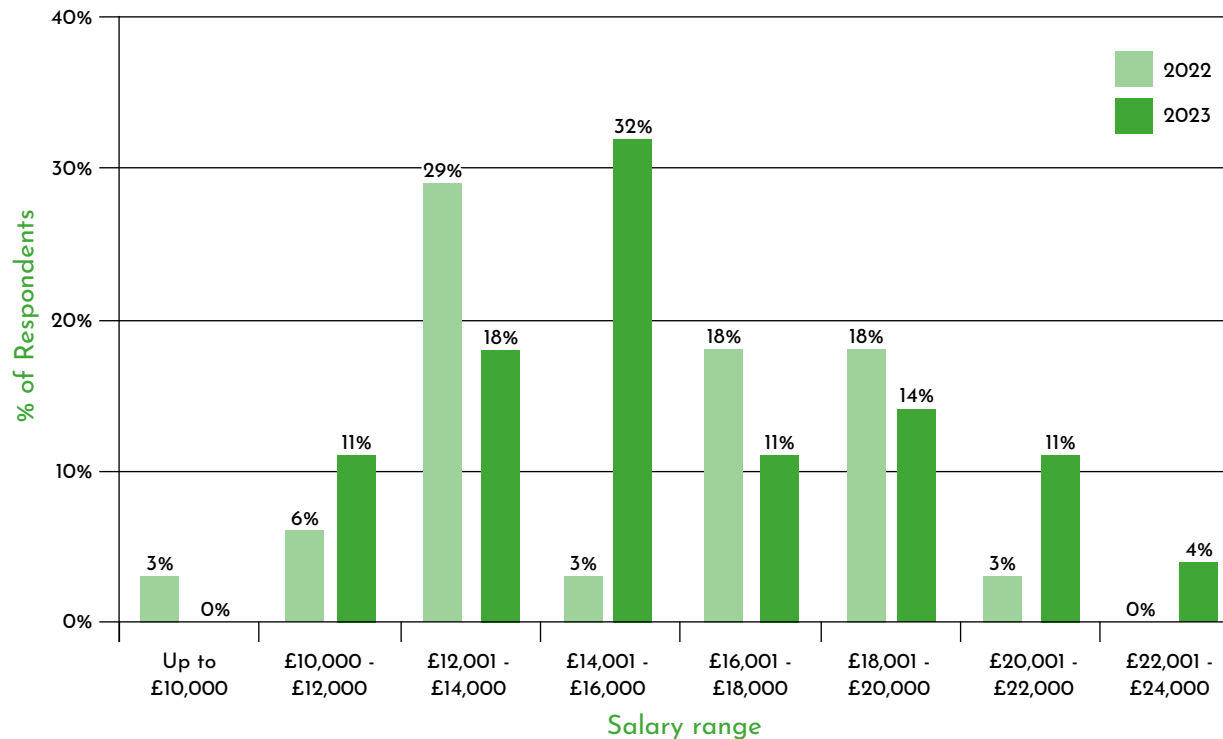
AVERAGE SALARIES

School Leavers

The chart below shows the percentage of respondents across Yorkshire and Humber who pay their school leavers each salary bracket for 2023. The chart shows that most employers are paying their school leavers between £14,001 - £16,000 compared to £12,001 - £14,000 in 2022. 29% of respondents now pay over £18,000 as a starting salary compared to 21% in 2022.

East Yorkshire has the highest average starting salary for school leavers across the region at £18,000.

Starting salaries for school leavers across Yorkshire and Humber 2023



£15,929

is the average salary for school leavers across Yorkshire and Humber

£14,001 - £16,000

is the most common pay bracket for school leavers

Rank	City/Town	Average Salary 2023	Average Salary 2022
1	Other East	18000	19000
2	Other North	17800	16000
3	Leeds	17000	15727
4	Other West	16333	17000
5	Bradford	15000	15000
5	Other South	15000	14500
7	Sheffield	14000	12333
8	Hull	13000	15000
9	Huddersfield	12000	13000

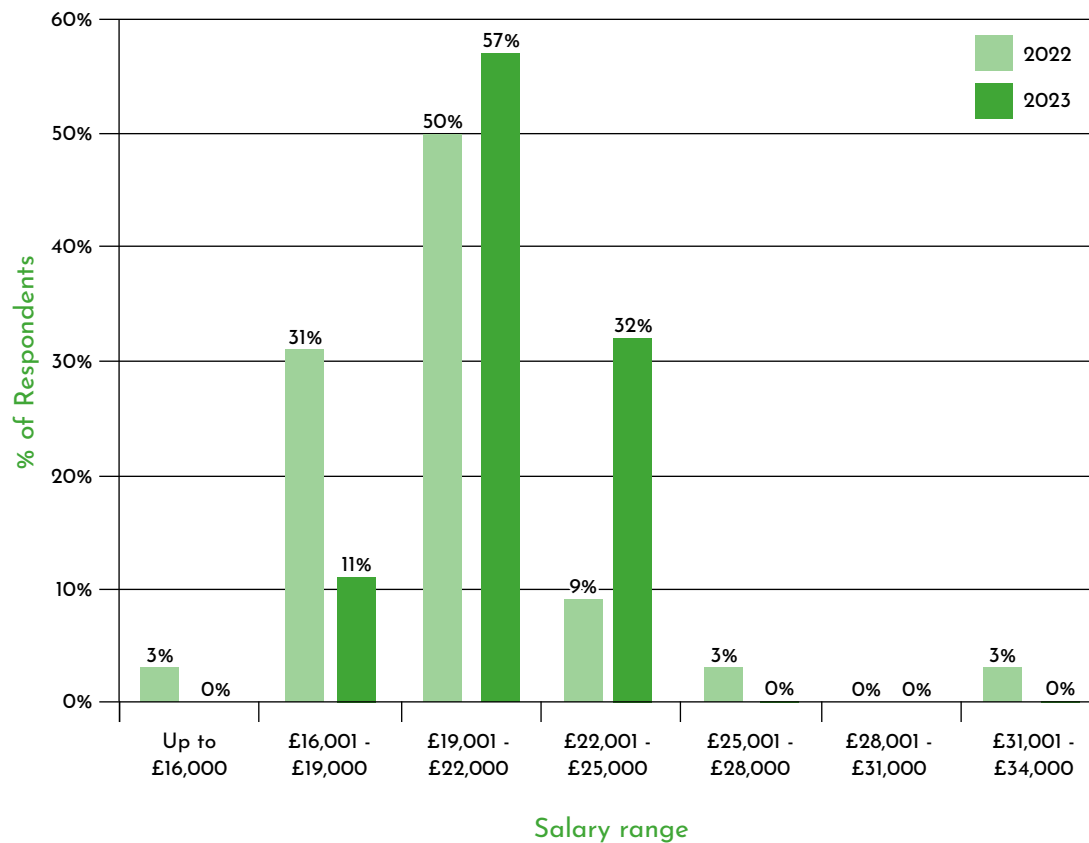


AVERAGE SALARIES

Graduates

The chart below shows the percentage of respondents across Yorkshire and Humber who pay their graduates each salary bracket in 2023. The chart shows that the majority of employers are paying their graduates between £19,001–£22,000 with 57% falling into this bracket. West Yorkshire and South Yorkshire have the highest average starting salary for graduates across the region at £23,500.

Starting salaries for graduates across Yorkshire and Humber 2023



£21,143

is the average salary for graduates across Yorkshire and Humber in 2023

£19,001 - £22,000

is the most common pay bracket for graduates

Rank	Area	Average Salary 2023	Average Salary 2022
=1	Other West Yorkshire	23500	21500
=1	Other South Yorkshire	23500	19500
3	Other East Yorkshire	22000	22500
4	Other North Yorkshire	21500	23333
5	Leeds	21400	20269
6	Sheffield	21000	17500
7	Hull	20500	17500
8	Huddersfield	19000	16083
9	Bradford	17500	20500

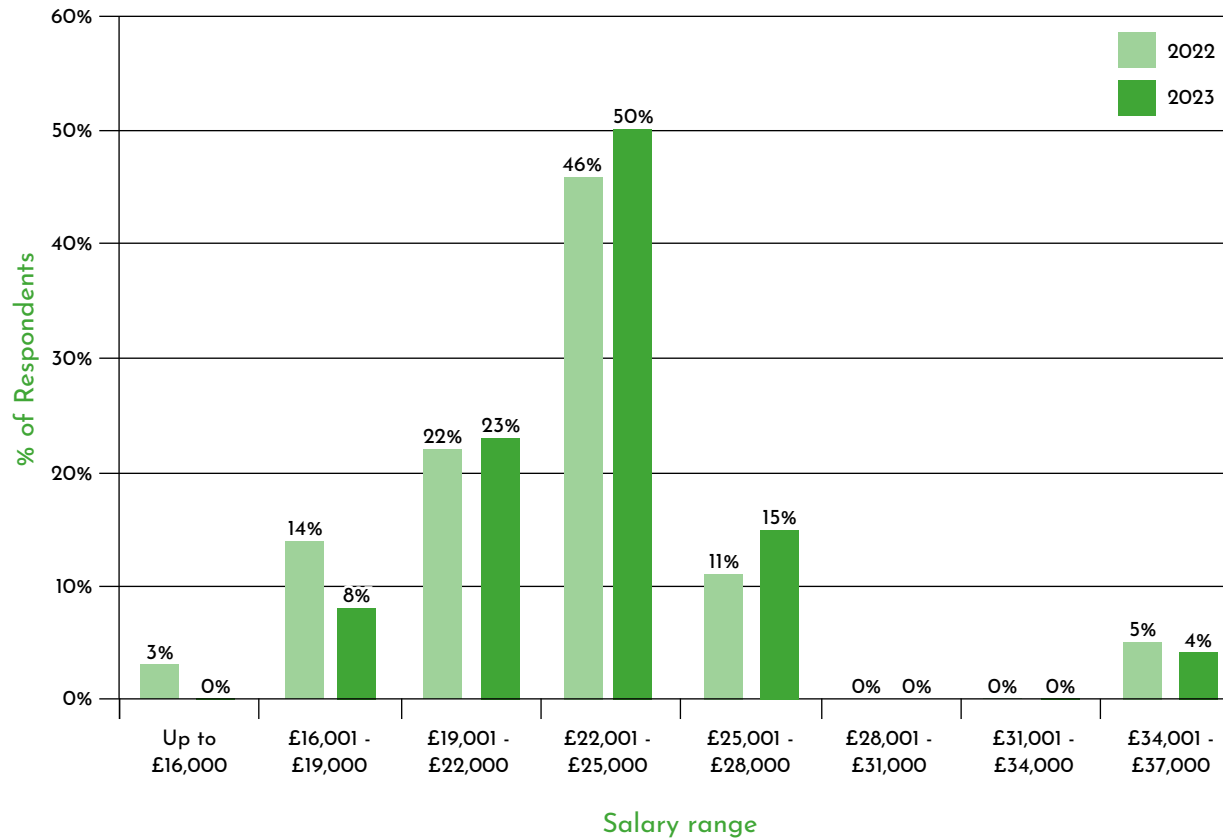


AVERAGE SALARIES

Newly Qualified AAT

The chart below shows the percentage of respondents across Yorkshire and Humber who pay their newly qualified AAT staff each salary bracket in 2023. The chart shows that the largest proportion of employers are paying their newly qualified AAT staff between £22,001–£25,000 with 50% falling into this bracket. West Yorkshire has the highest average starting salary for newly qualified AAT staff across the region at £25,500.

Salaries for Newly Qualified AAT in Yorkshire and Humber 2023



£23,154

is the average salary for newly qualified AAT staff across Yorkshire and Humber

£22,001 - £25,000

is the most common pay bracket for newly qualified AAT staff

Rank	Area	Average Salary 2023	Average Salary 2022
1	Other West Yorkshire	25500	23500
2	Other North Yorkshire	24150	23000
=3	Bradford	23500	23500
=3	Other South Yorkshire	23500	23500
=3	Hull	23500	22000
6	Leeds	23071	22962
=7	Huddersfield	22000	25500
=7	Other East Yorkshire	22000	23750
9	Sheffield	21250	20800

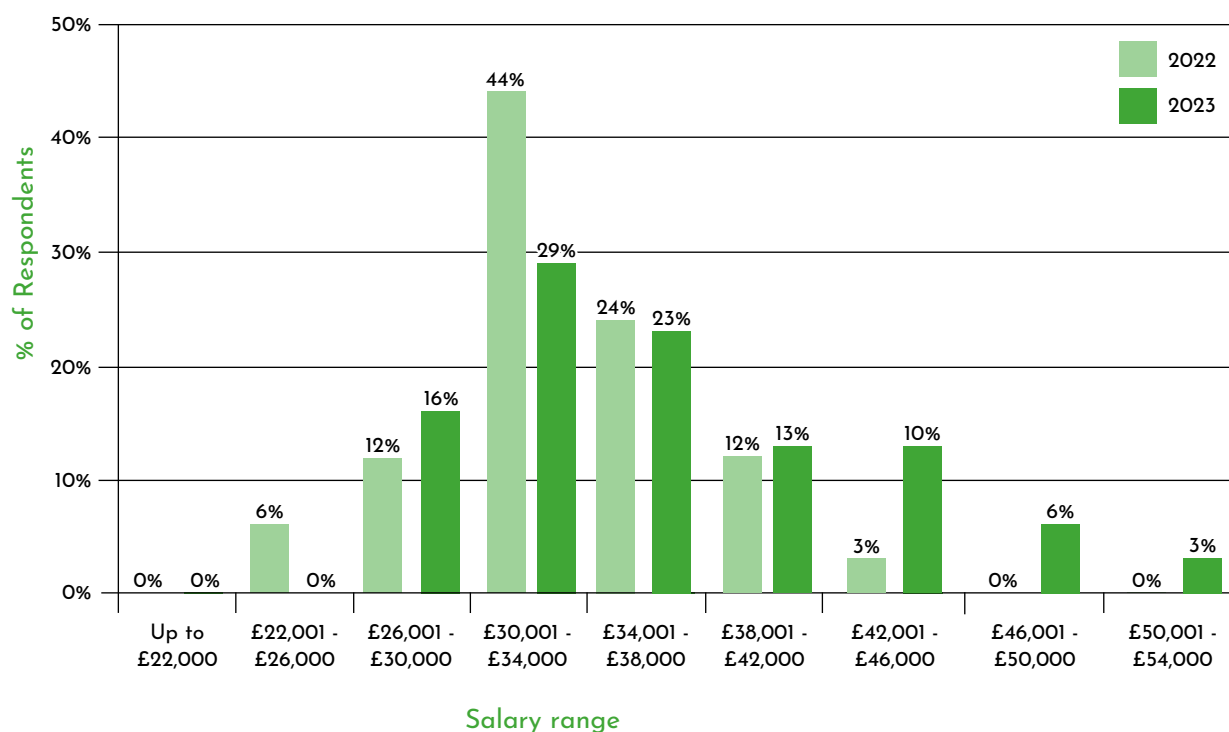


AVERAGE SALARIES

Newly Qualified ACCA, CIMA or ICAEW

The chart below shows the percentage of respondents across Yorkshire and Humber who pay their newly qualified ACCA, CIMA or ICAEW staff each salary bracket for 2023. The largest proportion of employers (29%) paid their newly qualified staff between £30,001– £34,000. West Yorkshire has the highest average salary for newly qualified ACCA, CIMA or ICAEW across the region at £40,000.

Salaries for Newly Qualified ACCA, CIMA or ICAEW in Yorkshire and Humber 2022 and Humber 2023



£36,129

is the average salary for newly qualified ACCA, CIMA or ICAEW across Yorkshire and Humber

£30,001 - £34,000

is the most common pay bracket for newly qualified ACCA, CIMA or ICAEW

Rank	Area	Average Salary 2023	Average Salary 2022
1	Other West Yorkshire	40000	33000
=2	Leeds	38000	34154
=2	Other North Yorkshire	38000	32000
4	Bradford	36000	36000
5	Sheffield	34667	31200
=6	Other East Yorkshire	34000	34000
=6	Hull	34000	32000
8	Huddersfield	30000	32000
9	Other South Yorkshire	28000	32000



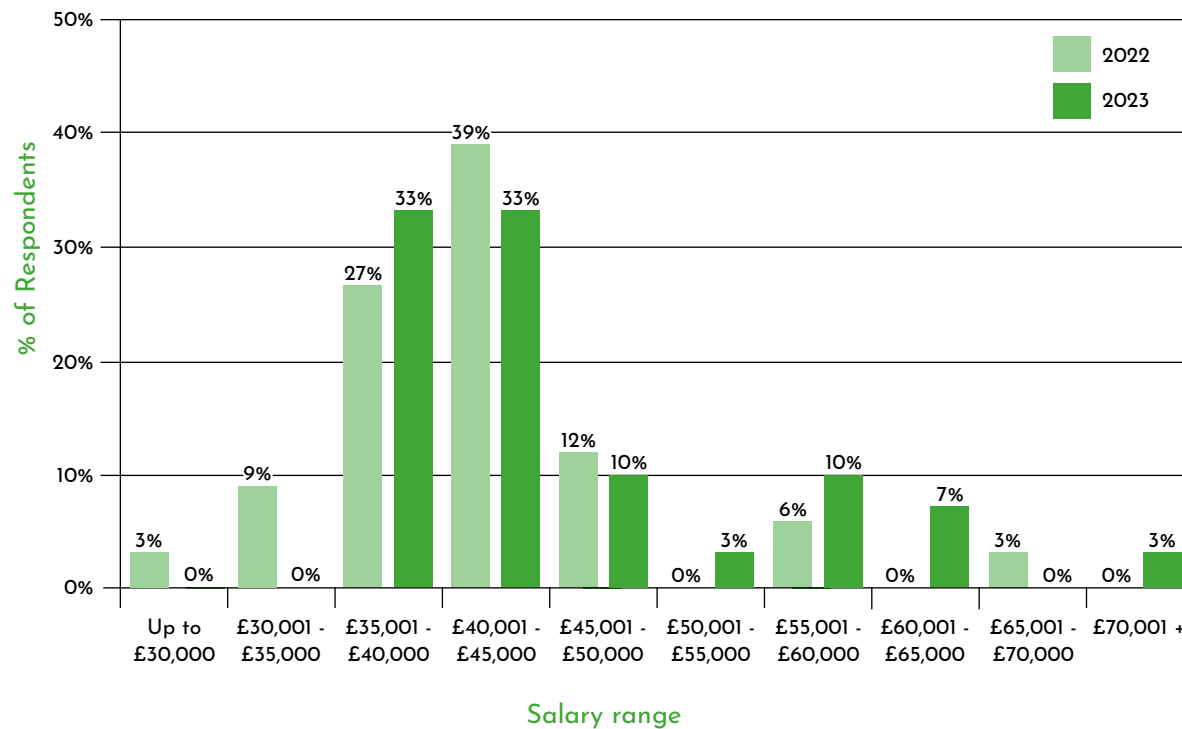
AVERAGE SALARIES

3 Years Post-Qualification (ACCA, CIMA or ICAEW)

The chart below shows the percentage of respondents across Yorkshire and Humber who pay their staff that are 3 years post-qualified in each salary bracket for 2022. The chart shows that most employers are paying this category of staff between £35,000 and £40,000 or £40,001 and £45,000.

West Yorkshire has the highest average salary for 3 years post-qualification across Yorkshire and Humber at **£60,000**

Salaries for 3 years post qualified ACCA, CIMA or ICAEW



£42,121

is the average salary for 3 years post qualification across Yorkshire and Humber

£40,001 - £45,000

is the most common pay bracket for 3 years post qualification

Rank	Area	2023	2022
1	Other West Yorkshire	60000	37500
2	Leeds	49750	44038
3	Other North Yorkshire	43750	41250
=4	Bradford	42000	37500
=4	Sheffield	42000	36250
=6	Hull	40000	37500
=6	Other East Yorkshire	40000	43750
=8	Huddersfield	37500	45000
=8	Other South Yorkshire	37500	42500





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