

# Kent Salary Survey 2019

## Interim and Temporary

Farrer Barnes is an Accountancy and Finance Recruitment Specialist working predominantly in the South East. As one of the longest established, independent, specialist Recruiters in the South East we have an in-depth knowledge of the Kent recruitment market and have a track record in providing interim and temporary solutions quickly without compromising on service levels.

The second half of 2018 saw a record number of interim and temporary workers placed through Farrer Barnes as the demand for short and medium term solutions grew in a market where a greater number of candidates would consider interim and temporary work.

A recent REC report stated “recruitment consultants registered the first drop in permanent staff appointments for two-and-a-half years in January amid concerns over Brexit and a further deterioration in candidate availability”. Although revenue generated through temporary appointments has risen at the joint-slowest pace in nearly 6 years, there is still an increase in demand for interim and temporary workers (notably “temp billings increased in the South of England”).

Typical reasons for utilising an interim or temporary worker:

- Delayed permanent processes
- Notice period crossover
- Sickness/ absence cover
- Maternity cover
- Projects
- Team restructure
- Yearend support
- Increase in volumes

The rates in this survey are estimated figures based on approximately 100-120 placements through Quarters 3 and 4 of 2018 and Quarter 1 of 2019. There will, however, be specific examples of when these rates may vary.

Some of these include:

- Assignment length
- Remit details
- Management responsibilities
- Comparable rates within the company
- Performance expectations
- Company size



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**Junior Level Temporary – Hourly Rates (assuming PAYE)**

|                      |                              |               |
|----------------------|------------------------------|---------------|
| <b>TRANSACTIONAL</b> | Purchase/ Sales Ledger Clerk | £10ph - £13ph |
|                      | Purchase Ledger Supervisor   | £13ph - £16ph |
|                      | Purchase Ledger Manager      | £16ph - £18ph |
|                      | Credit Control Clerk         | £10ph - £13ph |
|                      | Credit Control Supervisor    | £13ph - £16ph |
|                      | Credit Control Manager       | £16ph - £18ph |

|                |                    |               |
|----------------|--------------------|---------------|
| <b>PAYROLL</b> | Payroll Clerk      | £10ph - £13ph |
|                | Payroll Supervisor | £13ph - £17ph |
|                | Payroll Manager    | £18ph - £23ph |

|                           |                           |               |
|---------------------------|---------------------------|---------------|
| <b>ACCOUNTING SUPPORT</b> | Finance Administrator     | £9ph - £11ph  |
|                           | Accounts Assistant        | £10ph - £13ph |
|                           | Senior Accounts Assistant | £12ph - £15ph |
|                           | Assistant Accountant      | £14ph - £17ph |
|                           | Bookkeeper                | £13ph - £18ph |

**Middle/ Senior Level Interim – Day Rates (assuming Ltd Co.)**

|                             |                             |                 |
|-----------------------------|-----------------------------|-----------------|
| <b>QUALIFIED MANAGEMENT</b> | Financial Accountant        | £175pd - £250pd |
|                             | Management Accountant       | £175pd - £250pd |
|                             | Project/ Systems Accountant | £200pd - £250pd |
|                             | Finance Analyst             | £200pd - £250pd |
|                             | Treasury Manager            | £200pd - £300pd |
|                             | Finance Manager             | £250pd - £350pd |
|                             | FP&A Manager                | £250pd - £300pd |
|                             | Finance Business Partner    | £200pd - £300pd |

|                          |                      |                 |
|--------------------------|----------------------|-----------------|
| <b>SENIOR MANAGEMENT</b> | Financial Controller | £300pd - £400pd |
|                          | Head of Finance      | £350pd - £500pd |
|                          | Finance Director     | £500pd - £700pd |