

UK HR salary survey and market report

2022-23



Contents

Foreword	 3
Survey results	 4
Data sample	5
Remuneration salary changes by specialism	9
Remuneration salary changes by tenure	12
Market movement	14
Resources and challenges to recruitment	15
HR's relationship with the business	18
Salary benchmarking	 19
London banking and financial services	20
London commerce and industry	23
London professional services	26
South East (excluding London)	29
South West	32
West Midlands	34
North West	36
About Frazer Jones	 38
Key contacts	 39

Foreword

It's my pleasure to be able to share our UK HR salary survey and market report.

It will come as no surprise to many of you that HR recruitment has been incredibly busy since we came out of the pandemic. That has had an enormous impact on companies' ability to hire and, with it, salaries on offer have been extremely competitive.

Our survey indicates that nearly two thirds of HR professionals are considering moving roles in the next year. This could either be a huge opportunity or a huge threat to businesses. Those companies listening to what employees want and creating a compelling employee experience and competitive benefits package stand to do well in the battle to attract and retain the best talent.

At Frazer Jones, we've been strengthening our ability to service clients and candidates throughout the UK. In addition to our London headquarters, we have consultants on the ground in the South East, South West and Midlands.

Diversity, equity and inclusion continues to be at the core of our business. We've been lucky to host events with British Paralympian Ellie Simmonds, author and broadcaster Matthew Syed and are proud sponsors of Shereen Daniel's Advancing Racial Equity conference.

Our aim is, always, to provide you with valuable market insight and the highest level of recruitment service on the market.

Finally, but most importantly, thank you to everyone who participated in the survey. Your answers helped us write what I hope you find a useful and insightful look into the HR recruitment market in the UK.

Thank you also to the fantastic network of clients and candidates who continue to work with us to build their teams and develop their careers.



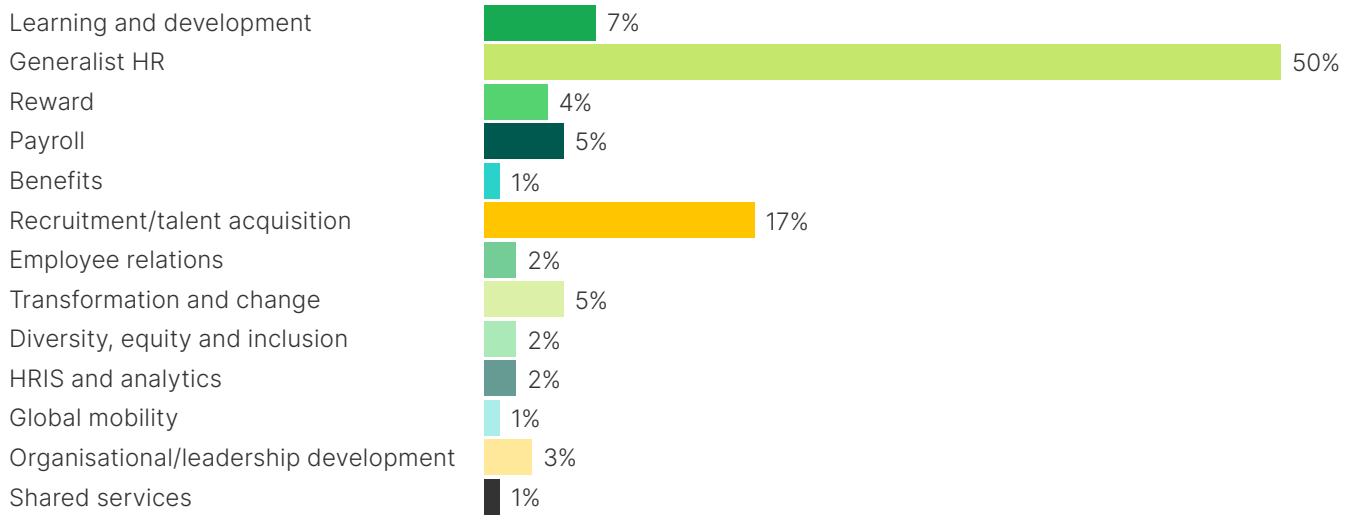
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Survey results

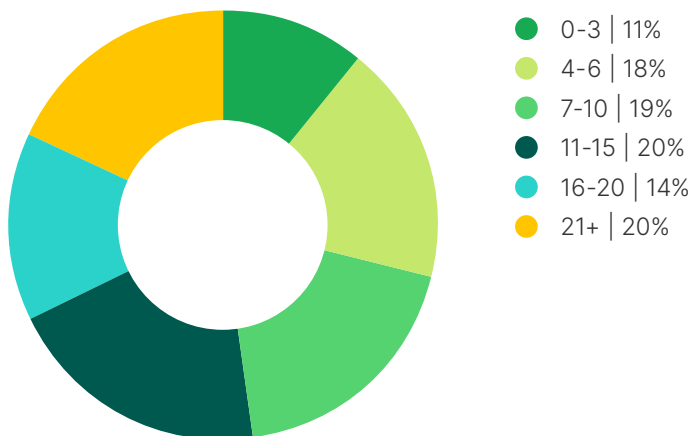
We surveyed HR professionals across the UK to get a comprehensive view of the market. Thank you to everyone who participated; as you will see, there was an excellent cross section of specialisms, experience and types of business.

Data sample

What best describes your specialism?

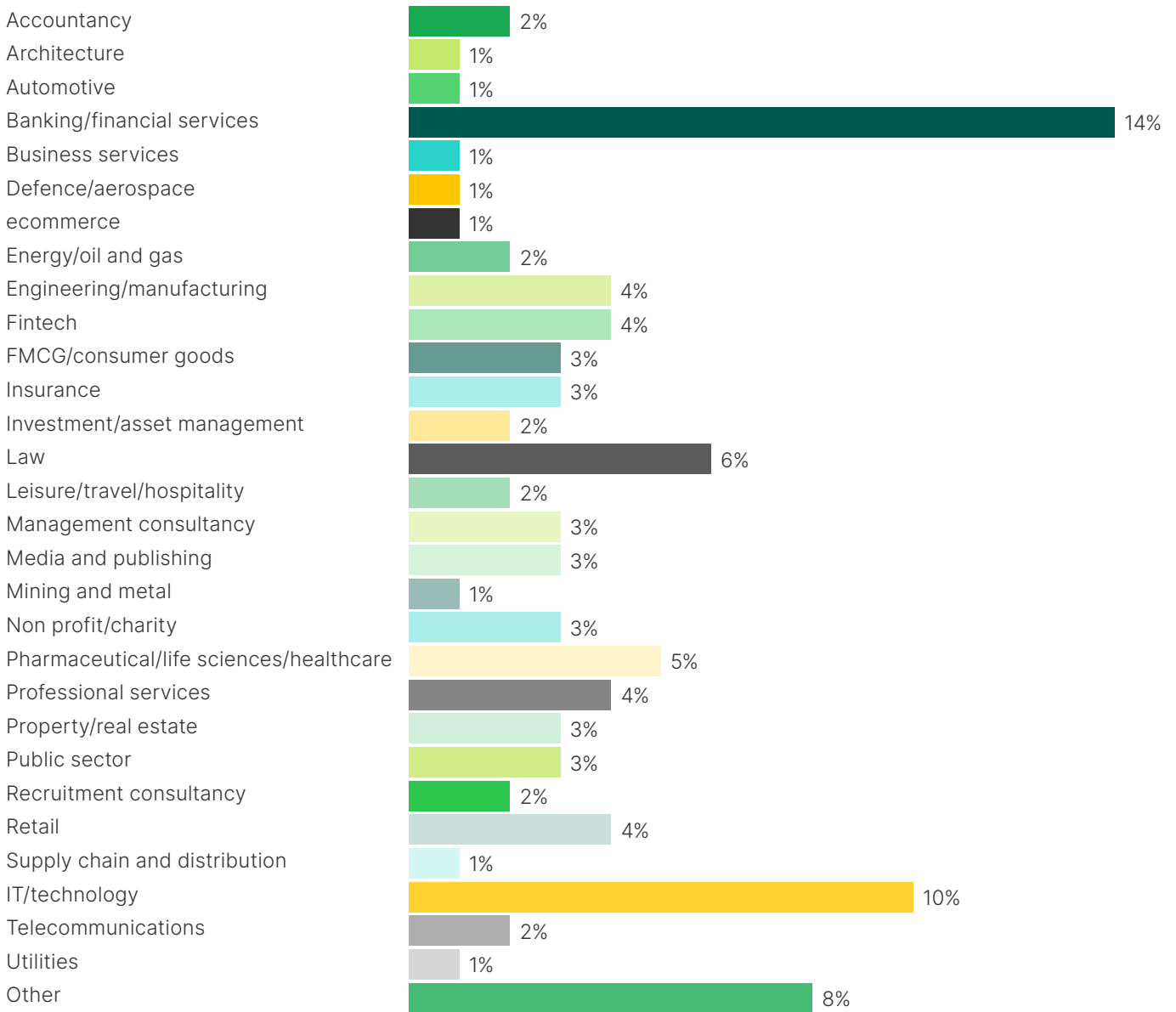


How many years' experience do you have?

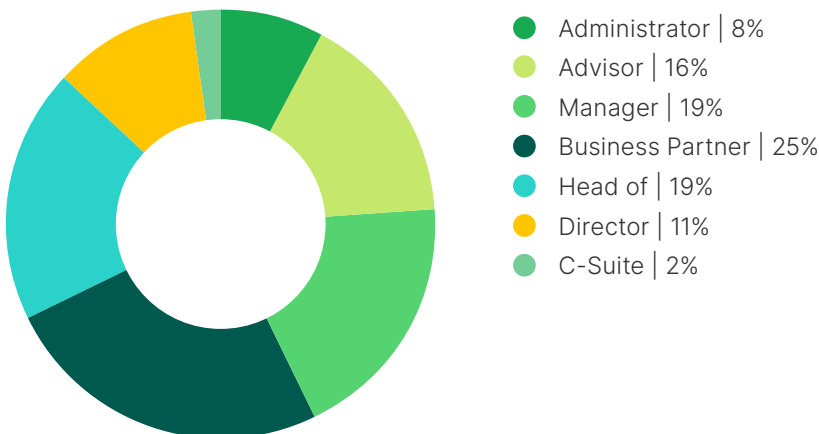


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What industry do you currently work in?

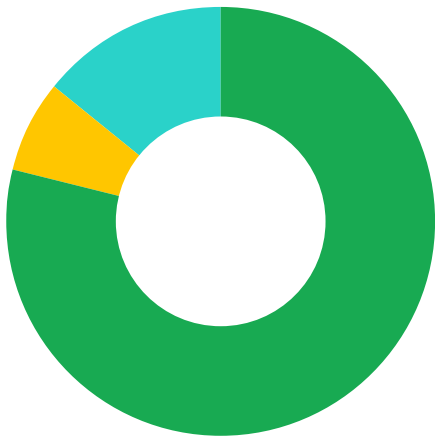


What best describes your role level?



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What is your type of employment?



- Permanent | 79%
- Temporary (day rate) | 7%
- Temporary (fixed term contract) | 14%

What is the size of your HR department?

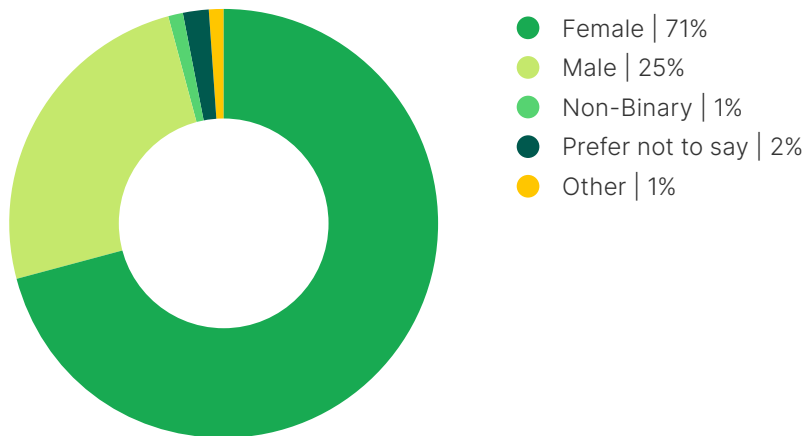


- Standalone | 9%
- 1-10 | 35%
- 11-20 | 13%
- 21-50 | 15%
- 51-100 | 13%
- 101-500 | 10%
- 500+ | 5%

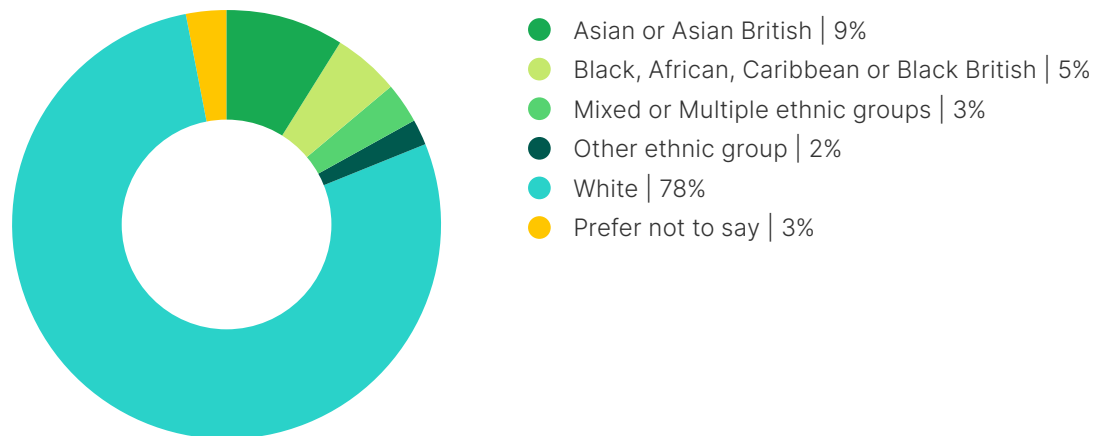


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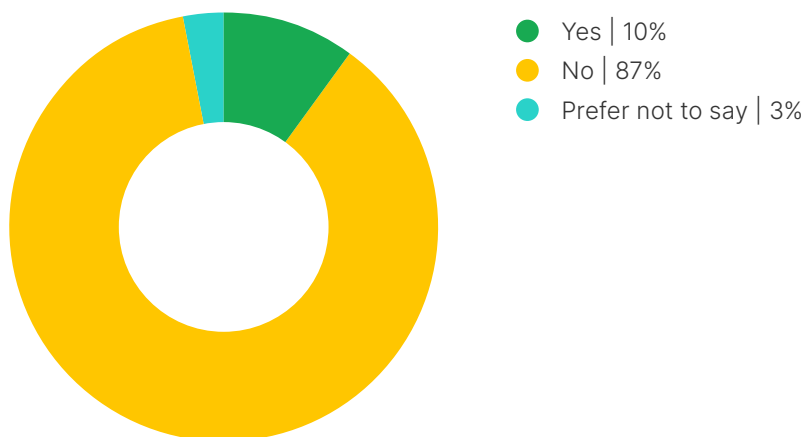
What gender do you identify as?



What is your ethnicity?



Do have a disability or long-term health condition?



Remuneration | salary changes by specialism

Since coming out of the pandemic, demand has been extraordinarily high for HR professionals across all specialisms. And as businesses have fought to attract the best talent, salaries have increased at a greater rate than we have seen in any years prior to the pandemic.

35% of talent acquisition and recruitment professionals have enjoyed a salary increase of more than 10%. The same is true for 30% of generalist HR professionals and 31% of payroll professionals.

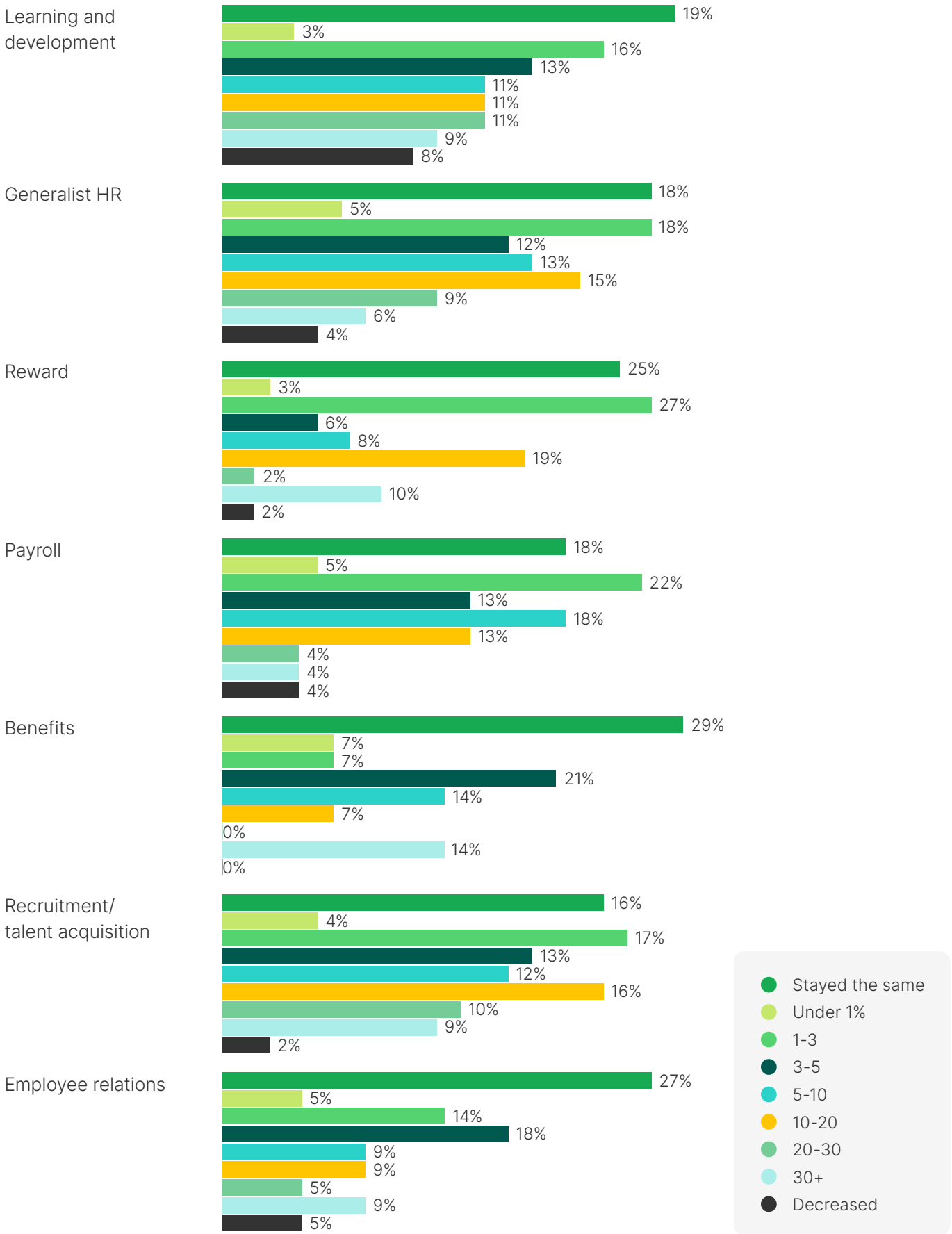
You will notice, however, that around a quarter of many specialisms saw salaries remain the same.

In the following pages we've provided analysis on duration in role and salary change. Largely, this is because those moving roles have secured high pay increases whilst those remaining in roles have had either smaller increases, or their salary has remained the same.



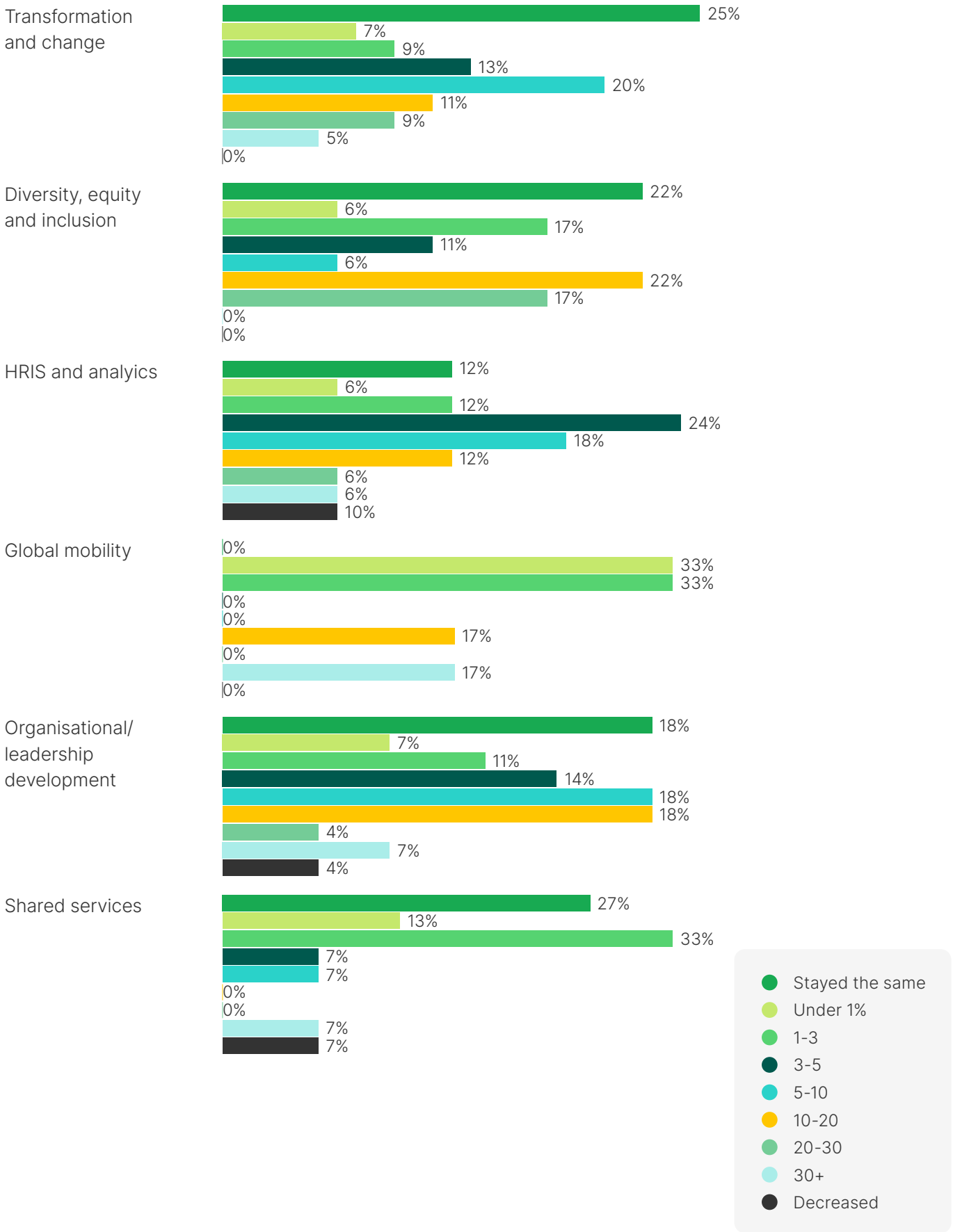
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By how much has your base salary increased/decreased in the last 12 months?



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By how much has your base salary increased/decreased in the last 12 months?



Remuneration | salary changes by tenure

We analysed how long our participants have been in their current role and how their base salary has changed. This revealed that those who have moved role in the last year have secured the largest pay rises.

Companies wishing to retain talent must consider the huge external salaries that could tempt their staff away, perhaps completing internal salary reviews to ensure that staff are paid competitively.

There were indications in pockets that companies have been doing this. For example, 13% of those who have been in their role for more than 10 years secured a 30%+ salary increase.



51%

of HR professionals who moved role in the last six months secured a 10%+ salary increase



19%

of HR professionals who have been in their role for more than a year secured a 10% salary increase



17%

of HR professionals who have moved role in the last six months have secured a 30%+ salary increase



01%

of HR professionals who have been in their role for five to 10 years secured a 30%+ salary increase

Market movement

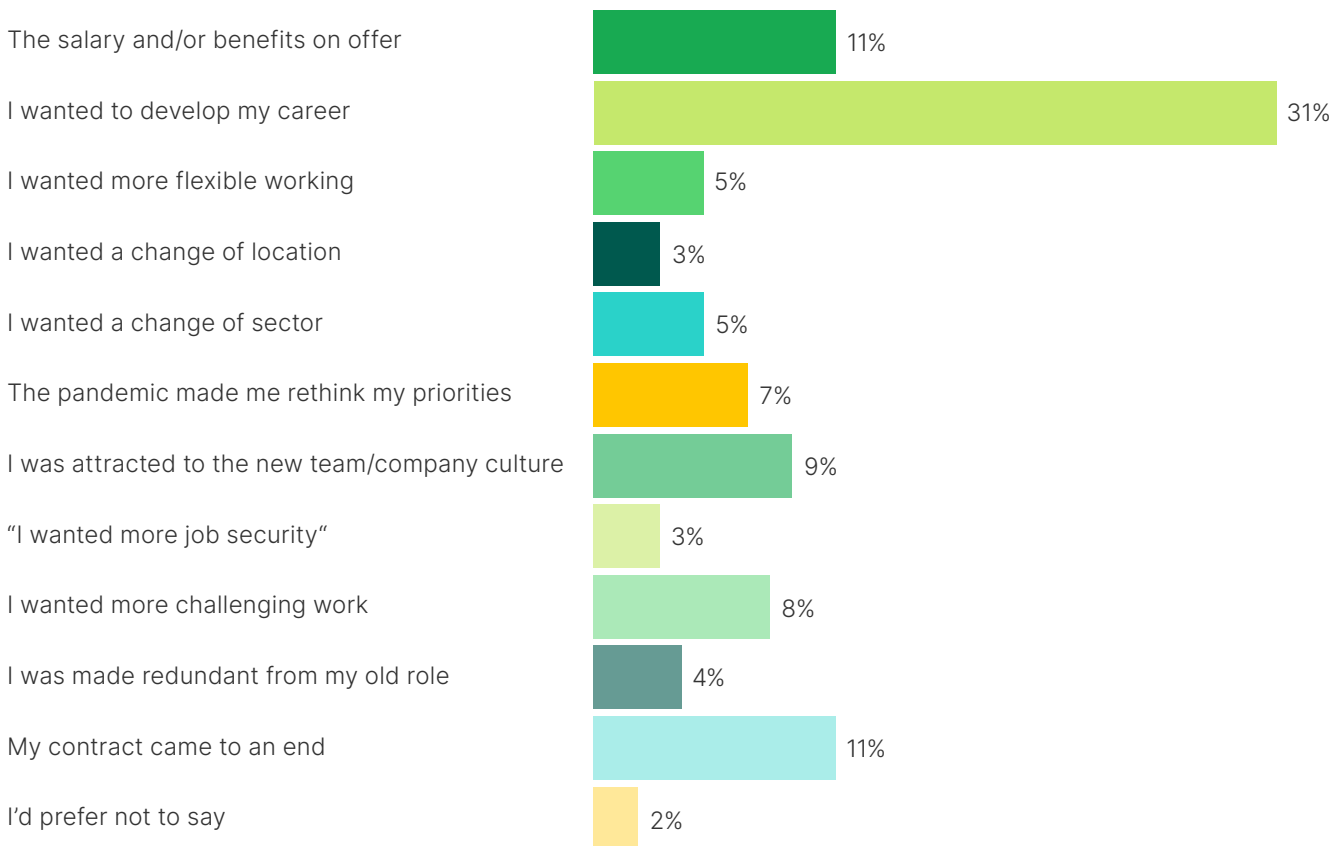
Our data shows a lot of movement in the past year, with 47% of respondents saying that they have moved role in the last 12 months.

We asked those people why they moved role, and how they found their new role. The majority (31%) of respondents moved role for career development.

Respondents found their role predominantly through a recruitment agency such as Frazer Jones.

This was followed by 11% of respondents who moved for the salary and/or benefits on offer, or because their contract had come to an end.

Why did you move roles?



How did you find your new role?



- Through a recruitment agency | 42%
- My own network | 17%
- Applied directly to the company/through the company's talent acquisition team | 32%
- Internal promotion | 9%

Are you considering a career move in the next 12 months?



- Yes | 59%
- No | 41%



Resources and challenges to recruitment

We asked heads of department about resource and any challenges to recruitment.

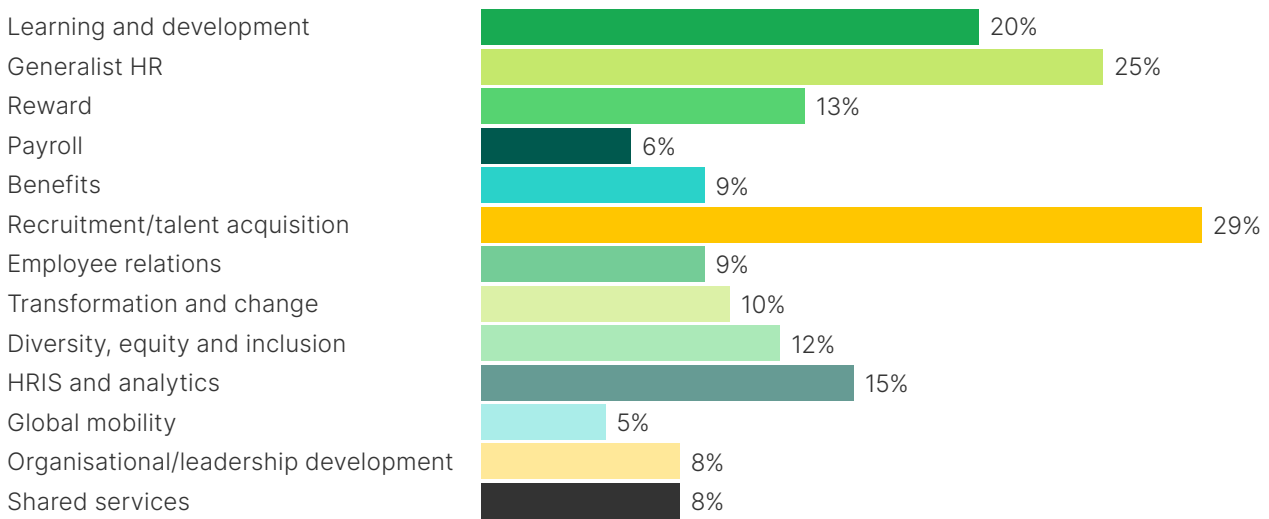
They reported lack of resources in all areas of HR, and a lot of barriers to recruitment. It's no surprise, given the intense demand for HR professionals, that 50% said that a shortage of talent is their biggest challenge from a recruitment perspective. Nearly a quarter (23%) then cited employee turnover/retention as a barrier. Considering 59% of respondents said that they are considering roles in the next year, this is an issue that is not going away for businesses looking to hire and retain top HR talent.

The could be either a huge opportunity, or a devastating threat. Companies offering what HR

professionals are looking for in a role will not only be able to retain their people, but attract the best talent on the marketing. Conversely, companies who do not adjust to what HR professionals now look for in a role stand to lose their best people and struggle to replace them. The employee truly is in charge in this market.

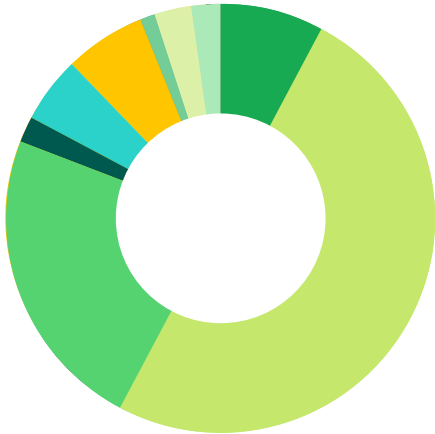
We hope therefore that our data on the following pages about what HR professionals are looking for in a new role will be helpful for any businesses wishing to retain talent.

Are you under-resourced in any of the following areas?



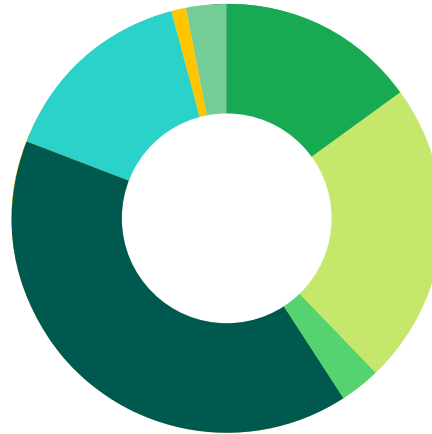
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What is the biggest challenge you face over the next 12 months from a recruitment perspective?



- Budget/sign off | 8%
- Talent shortage | 50%
- Employee retention/turnover | 23%
- Internal recruitment processes | 2%
- Lack of time and resources for recruitment | 5%
- Speed of process | 6%
- Brexit | 1%
- Other | 3%
- N/A – no recruitment planned | 2%

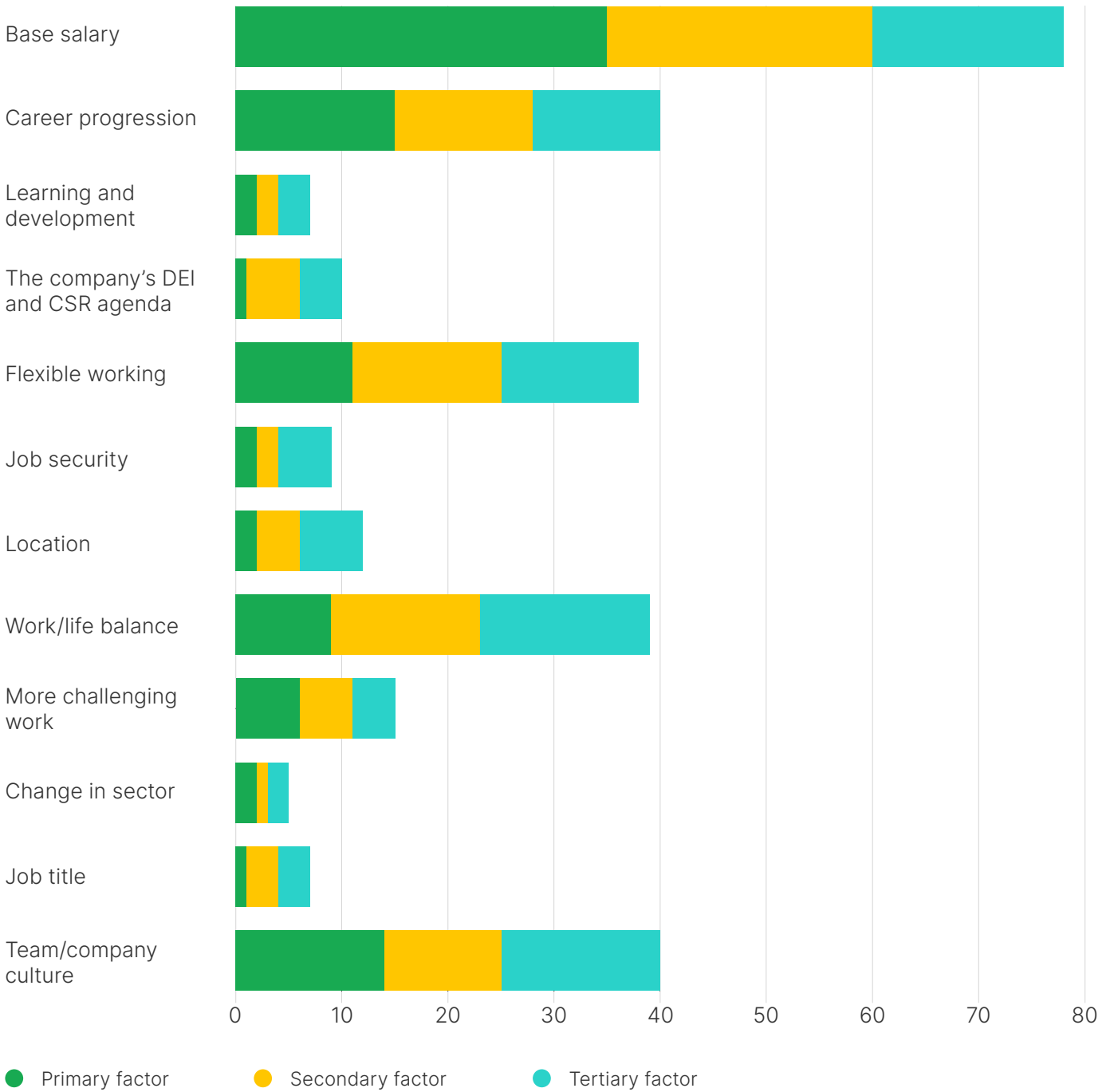
What is your most common method of recruitment?



- Company website | 15%
- Recruitment or search firm | 23%
- Your own network | 3%
- In-house recruitment | 40%
- Advertising (online and offline) | 15%
- Referral | 1%
- Unknown | 3%



What are the three most important factors when considering a new role?



“Flexible working is a top priority but I consider this a given now. There is no way I would accept a role that required me to be on-site full time.”

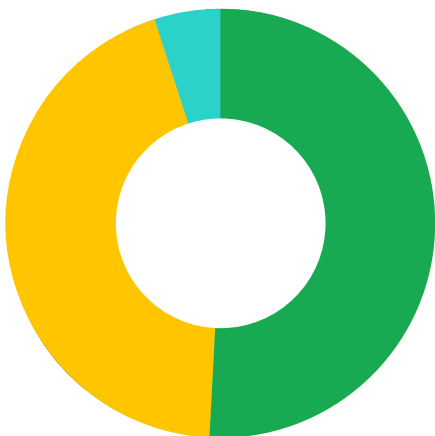
“Companies aren’t moving quickly and decisively enough in response to the current situation (sticking to forced certain number of days in the office and calling that hybrid or flexible). Interesting times ahead!”

HR's relationship with the business

It's encouraging to see that 95% of our participants said that HR is involved in company decision making, and 60% said that HR is very aligned to the business' agenda.

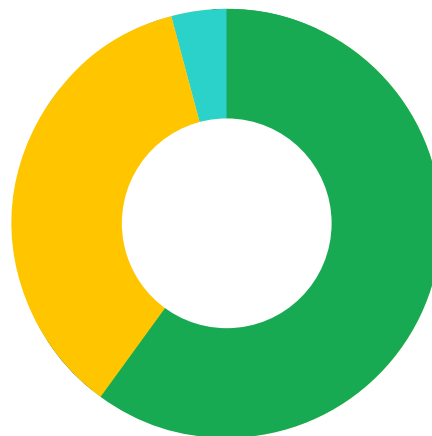
With companies changing their internal structures, dealing with talent shortages and adjusting to a new way of working, HR has grown significantly in importance and influence in every successful business.

How involved is HR in company-wide decision making?



- Very involved | 51%
- Partly involved | 44%
- Not involved at all | 5%

How aligned is HR to the business agenda?



- Very aligned | 60%
- Partly aligned | 36%
- Not aligned at all | 4%



Salary benchmarking

All salaries are in GBP and are an indication of market averages.

There are anomalies outside of these bandings where exceptional compensation structures apply. If you would like bespoke salary benchmarking, please do get in touch.

London | banking and financial services

Generalist HR	Permanent annual salary	Day rate
Administrator/Assistant	25,000-38,000	130-160
Officer/Advisor	35,000-50,000	150-220
Senior Officer/Advisor	40,000-55,000	180-220
Business Partner	55,000-80,000	250-450
Senior Business Partner	80,000-120,000	500-700
Manager (HR)	50,000-75,000	250-400
Manager (operations/shared services)	70,000-90,000	350-550
Head of HR Operations/Shared Services	90,000-140,000	600-800
Head of HR	110,000-200,000	800-1500
HR Director	130,000-300,000	1000-1800
Chief HR Officer	160,000-400,000	1000-2000

Recruitment/talent acquisition	Permanent annual salary	Day rate
Administrator/Assistant	30,000-40,000	150-250
Officer/Advisor/ Consultant	40,000-60,000	220-350
Manager	75,000-115,000	300-600
Head of	100,000-220,000	600-1000
Director	120,000-200,000	800-1200

Graduate recruitment/early careers and development	Permanent annual salary	Day rate
Administrator/Coordinator	28,000-35,000	140-180
Officer/Advisor	40,000-60,000	180-230
Manager/Partner	60,000-80,000	250-400
Head of	90,000-130,000	500-800
Director	90,000-130,000	500-800

UK HR salary survey and market report

Learning, talent and development	Permanent annual salary	Day rate
Administrator/Assistant	28,000-35,000	130-160
Officer/Advisor	38,000-55,000	180-250
Manager	50,000-80,000	200-400
Head of	80,000-120,000	400-650
Manager (learning and development)	65,000-90,000	350-500
Manager (leadership and talent development)	65,000-95,000	350-550
Head of	90,000-140,000	500-800
Director	100,000-180,000	600-900

Employee relations	Permanent annual salary	Day rate
Advisor	40,000-55,000	200-300
Manager/Partner	65,000-90,000	300-500
Head of	90,000-140,000	500-750
Director	90,000-140,000	500-750

Change and transformation	Permanent annual salary	Day rate
Specialist	90,000-120,000	700-900
Manager	70,000-100,000	500-700
Programme Lead	N/A	800-1000
Director	N/A	1000-1500

Diversity, equity and inclusion	Permanent annual salary	Day rate
Advisor	35,000-50,000	150-250
Manager/Partner	60,000-85,000	300-450
Head of	80,000-125,000	400-600
Director	100,000-180,000	550-800

UK HR salary survey and market report

Reward	Permanent annual salary	Day rate
Analyst	45,000-55,000	250-300
Manager	75,000-95,000	350-425
Compensation and Benefits Manager	75,000-95,000	350-425
Compensation Manager	75,000-95,000	350-425
Benefits Manager	75,000-95,000	350-425
Head of Compensation and Benefits	100,000-200,000	750+
Compensation and Benefits Director	100,000-200,000	1000+

Global mobility	Permanent annual salary	Day rate
Specialist	45,000-50,000	250-325
Manager	65,000-80,000	350-425
Head of	80,000-100,000	425-700
Director	100,000+	700+

HRIS/MI	Permanent annual salary	Day rate
Analyst	45,000-50,000	250-325
Senior Analyst	55,000-65,000	300-400
Manager	70,000-80,000	350-425
Head of	80,000-100,000	500+

Payroll and benefits	Permanent annual salary	Day rate
Administrator/Officer/Assistant	30,000-38,000	150-175
Senior Administrator/Officer/Assistant	38,000-45,000	175-250
Specialist/Consultant	65,000-75,000	350-500
Team Leader/Supervisor	50,000-60,000	250-400
Manager (sole payroll)	60,000-70,000	350-450
Manager (UK payroll)	65,000-75,000	300-400
Manager (EMEA payroll)	65,000-80,000	350-500
Manager (international/global payroll)	95,000-110,000	450-600
Global Head of Payroll/Payroll Director	110,000-135,000	600-800

London | commerce and industry

Generalist HR	Permanent annual salary	Day rate
Administrator/Assistant	25,000-33,000	90-130
Officer/Advisor	28,000-40,000	100-170
Senior Officer/Advisor	35,000-50,000	150-230
Business Partner	55,000-80,000	250-400
Senior Business Partner	70,000-100,000	350-500
Manager (HR)	50,000-80,000	300-510
Manager (operations/shared services)	65,000-90,000	350-450
Head of HR Operations/Shared Services	85,000-120,000	450-600
Head of HR	80,000-130,000	400-600
HR Director	95,000-160,000	520-700
Chief HR Officer	120,000-250,000	600-1800

Recruitment/talent acquisition	Permanent annual salary	Day rate
Administrator/Assistant	25,000-35,000	140-200
Officer/Advisor/ Consultant	35,000- 55,000	160-250
Manager	50,000-80,000	250-450
Head of	65,000-120,000	400-800
Director	110,000-180,000	700-1000

Learning, talent and development	Permanent annual salary	Day rate
Administrator/Assistant	25,000-30,000	110-140
Officer/Advisor	28,000-45,000	160-200
Manager	50,000-80,000	200-400
Head of	70,000-90,000	350-500
Manager (learning and development)	65,000-90,000	350-500
Manager (leadership and talent development)	70,000-90,000	350-500
Head of	80,000-120,000	450-650
Director	95,000-150,000	600-800

UK HR salary survey and market report

Employee relations	Permanent annual salary	Day rate
Advisor	30,000-50,000	180-280
Manager/Partner	55,000-70,000	250-400
Head of	75,000- 110,000	400-600
Director	105,000-160,000	600-800

Change and transformation	Permanent annual salary	Day rate
Specialist	70,000-95,000	700-900
Manager	65,000-100,000	500-700
Programme Lead	N/A	800-1000
Director	N/A	1000-1500

Diversity, equity and inclusion	Permanent annual salary	Day rate
Advisor	28,000-45,000	130-200
Manager/Partner	50,000-75,000	220-400
Head of	70,000-105,000	350-500
Director	95,000-145,000	500-700

Reward	Permanent annual salary	Day rate
Analyst	40,000-45,000	250-275
Manager	70,000-85,000	350-425
Compensation and Benefits Manager	70,000-85,000	350-425
Compensation Manager	70,000-85,000	350-425
Benefits Manager	65,000-80,000	350-425
Head of Compensation and Benefits	100,000-150,000	500+
Compensation and Benefits Director	100,000-150,000	800+

UK HR salary survey and market report

Global mobility	Permanent annual salary	Day rate
Specialist	45,000-50,000	250-325
Manager	65,000-80,000	350-425
Head of	80,000-100,000	425-700
Director	100,000+	700+

HRIS/MI	Permanent annual salary	Day rate
Analyst	45,000-50,000	250-325
Senior Analyst	55,000-65,000	300-400
Manager	70,000-80,000	350-425
Head of	80,000-100,000	500+

Payroll and benefits	Permanent annual salary	Day rate
Advisor	28,000-45,000	130-200
Manager/Partner	50,000-75,000	220-400
Head of	70,000-105,000	350-500
Director	95,000-145,000	500-700

Reward	Permanent annual salary	Day rate
Administrator/Officer/Assistant	30,000-35,000	160-175
Senior Administrator/Officer/Assistant	38,000-40,000	175-250
Specialist/Consultant	55,000-65,000	350-500
Team Leader/Supervisor	50,000-55,000	250-400
Manager (sole payroll)	55,000-65,000	300-400
Manager (UK payroll)	55,000-65,000	300-400
Manager (EMEA payroll)	65,000-75,000	300-400
Manager (international/global payroll)	85,000-100,000	400-500
Global Head of Payroll/Payroll Director	100,000-125,000	500-700

London | professional services

Generalist HR	Permanent annual salary	Day rate
Administrator/Assistant	25,000-35,000	120-140
Officer/Advisor	35,000-45,000	150-200
Senior Officer/Advisor	40,000-50,000	160-220
Business Partner	50,000-75,000	250-400
Senior Business Partner	75,000-100,000	500-600
Manager (HR)	50,000-70,000	250-400
Manager (operations/shared services)	65,000-90,000	350-550
Head of HR Operations/Shared Services	90,000-125,000	500-700
Head of HR	110,000-175,000	700-1000
HR Director	150,000-300,000	800-1500
Chief HR Officer	250,000-600,000	1000-1800

Recruitment/talent acquisition	Permanent annual salary	Day rate
Administrator/Assistant	27,000-35,000	150-220
Officer/Advisor/ Consultant	40,000-55,000	200-250
Manager	65,000-80,000	250-500
Head of	90,000-150,000	500-800
Director	125,000-200,000	800-1000

Graduate recruitment/early careers and development	Permanent annual salary	Day rate
Administrator/Coordinator	28,000-32,000	130-180
Officer/Advisor	35,000-50,000	180-220
Manager/Partner	50,000-75,000	250-350
Head of	80,000-110,000	400-650
Director	80,000-110,000	400-650

UK HR salary survey and market report

Learning, talent and development	Permanent annual salary	Day rate
Administrator / Assistant	28,000-32,000	120-160
Officer/Advisor	35,000-50,000	180-230
Manager	50,000-80,000	200-400
Head of	80,000-110,000	400-550
Manager (learning and development)	60,000-90,000	300-450
Manager (leadership and talent development)	60,000-90,000	300-500
Head of	90,000-140,000	500-700
Director	100,000-160,000	600-800

Employee relations	Permanent annual salary	Day rate
Advisor	40,000- 55,000	200-280
Manager/Partner	60,000-80,000	250-400
Head of	90,000-110,000	450-600
Director	90,000-120,000	450-700

Change and transformation	Permanent annual salary	Day rate
Specialist	80,000-120,000	700-900
Manager	65,000- 100,000	500-700
Programme Lead	100,000-150,000	800-1000
Director	130,000-200,000	1000-1500

Diversity, equity and inclusion	Permanent annual salary	Day rate
Advisor	35,000-50,000	150-250
Manager/Partner	55,000-80,000	250-400
Head of	80,000-125,000	400-600
Director	100,000-160,000	550-750

UK HR salary survey and market report

Reward	Permanent annual salary	Day rate
Analyst	40,000-45,000	250-300
Manager	70,000-85,000	350-425
Compensation and Benefits Manager	70,000-85,000	350-425
Compensation Manager	70,000-85,000	350-425
Benefits Manager	65,000-80,000	350-425
Head of Compensation and Benefits	100,000-150,000	500+
Compensation and Benefits Director	100,000-150,000	800+

Global mobility	Permanent annual salary	Day rate
Specialist	45,000-50,000	250-325
Manager	65,000-80,000	350-425
Head of	80,000-100,000	400+
Director	100,000+	600+

HRIS/MI	Permanent annual salary	Day rate
Analyst	45,000-50,000	250-325
Senior Analyst	55,000-65,000	300-400
Manager	70,000-80,000	350-425
Head of	80,000-100,000	500+

Payroll and benefits	Permanent annual salary	Day rate
Administrator/Officer/Assistant	28,000-35,000	150-175
Senior Administrator/Officer/Assistant	35,000-45,000	175-250
Specialist/Consultant	45,000-60,000	350-500
Team Leader/Supervisor	50,000-55,000	250-400
Manager (sole payroll)	50,000-60,000	350-450
Manager (UK payroll)	55,000-65,000	300-400
Manager (EMEA payroll)	65,000-75,000	300-400
Manager (international/global payroll)	85,000-100,000	400-500
Global Head of Payroll/Payroll Director	100,000-125,000	500-700

South East (excluding London)

Generalist HR	Permanent annual salary
Administrator/Assistant	20,000-28,000
Officer/Advisor	25,000-36,000
Senior Officer/Advisor	35,000-45,000
Business Partner	45,000-65,000
Senior Business Partner	50,000-90,000
Manager (HR)	50,000-80,000
Manager (operations/shared services)	60,000-95,000
Head of HR Operations/Shared Services	75,000-120,000
Head of HR	75,000-95,000
HR Director	90,000-125,000
Chief HR Officer	120,000-185,000

Recruitment/talent acquisition	Permanent annual salary
Administrator/Assistant	20,000-27,000
Officer/Advisor/Consultant	29,000-37,000
Manager	45,000-80,000
Head of	65,000-105,000
Director	85,000-140,000

Learning, talent and development	Permanent annual salary
Administrator/Assistant	20,000-26,000
Officer/Advisor	24,000-32,000
Manager	40,000-60,000
Head of	50,000-75,000
Manager (learning and development)	45,000-75,000
Manager (leadership and talent development)	50,000-80,000
Head of	70,000-110,000
Director	80,000-125,000

Employee relations	Permanent annual salary
Advisor	30,000-45,000
Manager/Partner	40,000-65,000
Head of	65,000-90,000
Director	80,000-120,000

Diversity, equity and inclusion	Permanent annual salary
Advisor	27,000-40,000
Manager/Partner	40,000-85,000
Head of	65,000-120,000
Director	80,000-140,000

Reward	Permanent annual salary
Analyst	30,000-45,000
Manager	50,000-65,000
Compensation and Benefits Manager	50,000-70,000
Compensation Manager	50,000-70,000
Benefits Manager	50,000-70,000
Head of Compensation and Benefits	80,000-110,000
Compensation and Benefits Director	100,000-160,000

Global mobility	Permanent annual salary
Specialist	40,000-50,000
Manager	60,000-75,000
Head of	80,000-110,000
Director	100,000+

HRIS/MI	Permanent annual salary
Analyst	40,000-50,000
Senior Analyst	50,000-60,000
Manager	70,000-80,000
Head of	80,000-100,000

Payroll and benefits	Permanent annual salary
Administrator/Officer/Assistant	23,000-28,000
Senior Administrator/Officer/Assistant	30,000-35,000
Specialist/Consultant	50,000-55,000
Team Leader/Supervisor	40,000-45,000
Manager (sole payroll)	45,000-50,000
Manager (UK payroll)	50,000-55,000
Manager (EMEA payroll)	50,000-60,000
Manager (international/global payroll)	75,000-80,000
Global Head of Payroll/Payroll Director	80,000-85,000

South West

Generalist HR	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor	25,000-35,000
Senior Officer/Advisor	35,000-45,000
Business Partner	50,000-65,000
Senior Business Partner	60,000-90,000
Manager (HR)	45,000-60,000
Manager (operations/shared services)	55,000-80,000
Head of HR Operations/Shared Services	80,000-115,000
Head of HR	75,000-95,000
HR Director	80,000-125,000
Chief HR Officer	100,000-180,000

Recruitment/talent acquisition	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor/ Consultant	27,000-35,000
Manager	45,000-65,000
Head of	70,000-100,000
Director	85,000-140,000

Learning, talent and development	Permanent annual salary
Administrator/Assistant	20,000-27,000
Officer/Advisor	24,000-32,000
Manager	40,000-60,000
Head of	60,000-75,000
Manager (learning and development)	45,000-75,000
Manager (leadership and talent development)	50,000-75,000
Head of	75,000-110,000
Director	80,000-120,000

Employee relations	Permanent annual salary
Advisor	30,000-40,000
Manager/Partner	35,000-65,000
Head of	65,000-90,000
Director	80,000-120,000

Diversity, equity and inclusion	Permanent annual salary
Advisor	27,000-40,000
Manager/Partner	40,000-65,000
Head of	75,000-110,000
Director	80,000-130,000

Reward	Permanent annual salary
Analyst	30,000-45,000
Manager	50,000-65,000
Compensation and Benefits Manager	50,000-65,000
Compensation Manager	50,000-65,000
Benefits Manager	50,000-65,000
Head of Compensation and Benefits	80,000-110,000
Compensation and Benefits Director	100,000-160,000

Payroll and benefits	Permanent annual salary
Administrator/Officer/Assistant	23,000-28,000
Senior Administrator/Officer/Assistant	30,000-35,000
Specialist/Consultant	50,000-55,000
Team Leader/Supervisor	40,000-45,000
Manager (sole payroll)	45,000-50,000
Manager (UK payroll)	50,000-55,000
Manager (EMEA payroll)	50,000-60,000
Manager (international/global payroll)	75,000-80,000
Global Head of Payroll/Payroll Director	80,000-85,000

West Midlands

Generalist HR	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor	25,000-35,000
Senior Officer/Advisor	35,000-45,000
Business Partner	50,000-65,000
Senior Business Partner	60,000-90,000
Manager (HR)	45,000-60,000
Manager (operations/shared services)	55,000-80,000
Head of HR Operations/Shared Services	80,000-115,000
Head of HR	75,000-95,000
HR Director	80,000-125,000
Chief HR Officer	100,000-180,000

Recruitment/talent acquisition	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor/ Consultant	27,000-35,000
Manager	45,000-65,000
Head of	70,000-100,000
Director	85,000-140,000

Learning, talent and development	Permanent annual salary
Administrator/Assistant	20,000-27,000
Officer/Advisor	24,000-32,000
Manager	40,000-60,000
Head of	60,000-75,000
Manager (learning and development)	45,000-75,000
Manager (leadership and talent development)	50,000-75,000
Head of	75,000-110,000
Director	80,000-120,000

Employee relations	Permanent annual salary
Advisor	30,000-40,000
Manager/Partner	35,000-65,000
Head of	65,000-90,000
Director	80,000-120,000

Diversity, equity and inclusion	Permanent annual salary
Advisor	27,000-40,000
Manager/Partner	40,000-65,000
Head of	75,000-110,000
Director	80,000-130,000

Reward	Permanent annual salary
Analyst	30,000-45,000
Manager	50,000-65,000
Compensation and Benefits Manager	50,000-65,000
Compensation Manager	50,000-65,000
Benefits Manager	50,000-65,000
Head of Compensation and Benefits	80,000-110,000
Compensation and Benefits Director	100,000-160,000

Payroll and benefits	Permanent annual salary
Administrator/Officer/Assistant	23,000-28,000
Senior Administrator/Officer/Assistant	30,000-35,000
Specialist/Consultant	50,000-55,000
Team Leader/Supervisor	40,000-45,000
Manager (sole payroll)	45,000-50,000
Manager (UK payroll)	50,000-55,000
Manager (EMEA payroll)	50,000-60,000
Manager (international/global payroll)	75,000-80,000
Global Head of Payroll/Payroll Director	80,000-85,000

North West

Generalist HR	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor	25,000-35,000
Senior Officer/Advisor	35,000-45,000
Business Partner	50,000-65,000
Senior Business Partner	60,000-90,000
Manager (HR)	45,000-60,000
Manager (operations/shared services)	55,000-80,000
Head of HR Operations/Shared Services	80,000-115,000
Head of HR	75,000-95,000
HR Director	80,000-125,000
Chief HR Officer	100,000-180,000

Recruitment/talent acquisition	Permanent annual salary
Administrator/Assistant	20,000-25,000
Officer/Advisor/ Consultant	27,000-35,000
Manager	45,000-65,000
Head of	70,000-100,000
Director	85,000-140,000

Learning, talent and development	Permanent annual salary
Administrator/Assistant	20,000-27,000
Officer/Advisor	24,000-32,000
Manager	40,000-60,000
Head of	60,000-75,000
Manager (learning and development)	45,000-75,000
Manager (leadership and talent development)	50,000-75,000
Head of	75,000-110,000
Director	80,000-120,000

Employee relations	Permanent annual salary
Advisor	30,000-40,000
Manager/Partner	35,000-65,000
Head of	65,000-90,000
Director	80,000-120,000

Diversity, equity and inclusion	Permanent annual salary
Advisor	27,000-40,000
Manager/Partner	40,000-65,000
Head of	75,000-110,000
Director	80,000-130,000

Reward	Permanent annual salary
Analyst	30,000-45,000
Manager	50,000-65,000
Compensation and Benefits Manager	50,000-65,000
Compensation Manager	50,000-65,000
Benefits Manager	50,000-65,000
Head of Compensation and Benefits	80,000-110,000
Compensation and Benefits Director	100,000-160,000

Payroll and benefits	Permanent annual salary
Administrator/Officer/Assistant	23,000-28,000
Senior Administrator/Officer/Assistant	30,000-35,000
Specialist/Consultant	50,000-55,000
Team Leader/Supervisor	40,000-45,000
Manager (sole payroll)	40,000-50,000
Manager (UK payroll)	50,000-55,000
Manager (EMEA payroll)	50,000-60,000
Manager (international/global payroll)	75,000-80,000
Global Head of Payroll/Payroll Director	80,000-85,000

About Frazer Jones

We're a global HR executive search and recruitment consultancy.

We help HR professionals thrive and empower HR leaders to put people and culture at the heart of their business – creating a more progressive future, for everyone.

We support companies of every size and within all sectors, from professional services, retail, legal, banking and financial services through to technology, media and telecommunications, pharmaceuticals, consumer and more.

We are part of The SR Group, a fast-growing and hugely successful collection of specialist search and recruitment consultancies covering everything from tax, treasury and senior finance, as well as legal, risk and compliance to marketing, sales and HR.



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