



Human Resources

2023

HAYS UK SALARY
& RECRUITING TRENDS
SALARIES

hays.co.uk/hr



ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

Putting people at the centre of the business agenda has become an increasing priority for organisations, and to make this happen, you need the right HR professionals. Looking to develop your leadership selection criteria? Drive transparency in reward and pay? Bring purpose and sustainability to the fore? Whatever your challenge, our specialist recruiters have the knowledge, hands-on experience and insight to secure the people you need.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at hays.co.uk/offices

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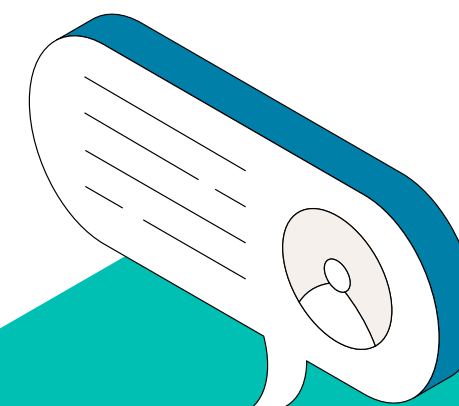
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Methodology

This guide is taken from the Hays UK Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.



Generalist

	SME ▼		Large organisation ▼	
LONDON	£ Range	£ Typical	£ Range	£ Typical
HR Director	85,000-150,000	120,000	115,000-150,000	150,000
Divisional HR Director	-	-	90,000-125,000	120,000
Head of HR	75,000-110,000	100,000	75,000-120,000	100,000
Senior HR Business Partner	-	-	75,000-95,000	85,000
HR Business Partner	55,000-90,000	70,000	60,000-75,000	68,000
HR Manager	45,000-70,000	65,000	50,000-80,000	70,000
HR Advisor	35,000-45,000	42,000	33,000-45,000	43,000
HR Officer/Coordinator	28,000-33,000	33,000	27,000-35,000	32,000
HR Assistant/Administrator	25,000-30,000	28,000	25,000-30,000	28,000

	SME ▼		Large organisation ▼	
SOUTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-150,000	100,000	90,000-150,000	120,000
Divisional HR Director	-	-	70,000-100,000	95,000
Head of HR	65,000-85,000	70,000	70,000-90,000	80,000
Senior HR Business Partner	-	-	58,000-78,000	72,000
HR Business Partner	50,000-75,000	55,000	50,000-70,000	60,000
HR Manager	45,000-60,000	52,000	50,000-70,000	58,000
HR Advisor	30,000-40,000	36,000	30,000-42,000	38,000
HR Officer/Coordinator	26,000-30,000	28,000	26,000-32,000	30,000
HR Assistant/Administrator	24,000-28,000	26,000	23,000-27,000	26,000

	SME ▼		Large organisation ▼	
EAST OF ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	80,000-125,000	95,000	100,000-150,000	130,000
Divisional HR Director	-	-	80,000-110,000	100,000
Head of HR	60,000-85,000	75,000	75,000-100,000	86,000
Senior HR Business Partner	-	-	60,000-80,000	75,000
HR Business Partner	45,000-80,000	60,000	50,000-75,000	66,000
HR Manager	40,000-60,000	53,000	50,000-70,000	62,000
HR Advisor	30,000-40,000	35,000	30,000-42,000	39,000
HR Officer/Coordinator	25,000-30,000	28,000	25,000-32,000	29,000
HR Assistant/Administrator	21,000-30,000	25,000	23,000-28,000	26,000

	SME ▼		Large organisation ▼	
SOUTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	90,000-120,000	100,000	85,000-150,000	120,000
Divisional HR Director	-	-	85,000-105,000	100,000
Head of HR	60,000-90,000	75,000	70,000-90,000	85,000
Senior HR Business Partner	-	-	55,000-75,000	70,000
HR Business Partner	55,000-70,000	65,000	50,000-70,000	65,000
HR Manager	50,000-70,000	60,000	40,000-65,000	50,000
HR Advisor	32,000-38,000	35,000	25,000-35,000	32,000
HR Officer/Coordinator	27,000-32,000	30,000	20,000-30,000	29,000
HR Assistant/Administrator	25,000-30,000	27,000	20,000-30,000	25,000

	SME ▼		Large organisation ▼	
WALES	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-120,000	100,000	85,000-150,000	120,000
Divisional HR Director	-	-	70,000-90,000	90,000
Head of HR	45,000-85,000	75,000	60,000-80,000	80,000
Senior HR Business Partner	-	-	45,000-65,000	65,000
HR Business Partner	35,000-55,000	50,000	45,000-60,000	60,000
HR Manager	45,000-60,000	55,000	40,000-65,000	55,000
HR Advisor	30,000-40,000	36,000	28,000-40,000	38,000
HR Officer/Coordinator	19,000-23,000	21,000	20,000-30,000	26,000
HR Assistant/Administrator	18,000-25,000	23,000	20,000-30,000	24,000

	SME ▼		Large organisation ▼	
WEST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-130,000	85,000	85,000-150,000	110,000
Divisional HR Director	-	-	75,000-115,000	86,000
Head of HR	55,000-85,000	70,000	70,000-90,000	80,000
Senior HR Business Partner	-	-	65,000-80,000	70,000
HR Business Partner	45,000-65,000	55,000	50,000-65,000	55,000
HR Manager	45,000-65,000	55,000	50,000-70,000	60,000
HR Advisor	28,000-38,000	33,000	32,000-40,000	36,000
HR Officer/Coordinator	21,000-26,000	24,000	22,000-30,000	28,000
HR Assistant/Administrator	21,000-25,000	22,500	20,000-26,000	24,000

COMMERCE & INDUSTRY

	SME ▼		Large organisation ▼	
EAST MIDLANDS	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-130,000	85,000	85,000-150,000	110,000
Divisional HR Director	-	-	75,000-115,000	86,000
Head of HR	55,000-85,000	70,000	70,000-90,000	80,000
Senior HR Business Partner	-	-	65,000-80,000	70,000
HR Business Partner	45,000-65,000	55,000	50,000-65,000	55,000
HR Manager	45,000-65,000	55,000	50,000-70,000	60,000
HR Advisor	28,000-38,000	33,000	32,000-40,000	36,000
HR Officer/Coordinator	21,000-26,000	24,000	22,000-30,000	28,000
HR Assistant/Administrator	21,000-25,000	22,500	20,000-26,000	24,000

	SME ▼		Large organisation ▼	
YORKSHIRE AND THE HUMBER	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-120,000	85,000	85,000-150,000	110,000
Divisional HR Director	-	-	85,000-130,000	100,000
Head of HR	55,000-80,000	70,000	70,000-100,000	85,000
Senior HR Business Partner	-	-	65,000-90,000	75,000
HR Business Partner	40,000-65,000	47,000	45,000-80,000	55,000
HR Manager	35,000-60,000	47,500	45,000-65,000	55,000
HR Advisor	27,000-37,000	35,000	30,000-45,000	38,000
HR Officer/Coordinator	22,000-27,000	25,000	25,000-33,000	30,000
HR Assistant/Administrator	20,000-25,000	22,000	22,000-27,000	25,000

	SME ▼		Large organisation ▼	
NORTH EAST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	65,000-110,000	85,000	70,000-120,000	90,000
Divisional HR Director	-	-	65,000-110,000	85,000
Head of HR	60,000-90,000	70,000	60,000-80,000	75,000
Senior HR Business Partner	-	-	50,000-60,000	55,000
HR Business Partner	45,000-65,000	50,000	45,000-60,000	50,000
HR Manager	40,000-65,000	50,000	40,000-55,000	45,000
HR Advisor	26,000-38,000	35,000	30,000-38,000	36,000
HR Officer/Coordinator	22,000-25,000	24,000	25,000-30,000	28,000
HR Assistant/Administrator	20,000-25,000	23,000	20,000-26,000	25,000

	SME ▼		Large organisation ▼	
NORTH WEST ENGLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	100,000-130,000	120,000	75,000-120,000	95,000
Divisional HR Director	-	-	70,000-100,000	85,000
Head of HR	60,000-80,000	75,000	65,000-80,000	75,000
Senior HR Business Partner	-	-	50,000-60,000	60,000
HR Business Partner	45,000-70,000	55,000	45,000-70,000	55,000
HR Manager	45,000-60,000	50,000	38,000-60,000	50,000
HR Advisor	28,000-40,000	35,000	27,000-35,000	33,000
HR Officer/Coordinator	22,000-28,000	25,000	22,000-26,000	25,000
HR Assistant/Administrator	20,000-25,000	24,000	20,000-26,000	25,000

	SME ▼		Large organisation ▼	
NORTHERN IRELAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	60,000-90,000	70,000	70,000-90,000	81,000
Divisional HR Director	-	-	60,000-80,000	71,000
Head of HR	55,000-70,000	60,000	55,000-68,000	67,000
Senior HR Business Partner	-	-	50,000-60,000	57,000
HR Business Partner	35,000-50,000	42,500	40,000-45,000	42,000
HR Manager	35,000-50,000	42,500	40,000-45,000	43,000
HR Advisor	25,000-35,000	30,000	26,000-33,000	33,000
HR Officer/Coordinator	20,000-26,000	24,000	24,000-26,000	25,000
HR Assistant/Administrator	18,000-23,000	21,000	22,000-25,000	23,000

	SME ▼		Large organisation ▼	
SCOTLAND	£ Range	£ Typical	£ Range	£ Typical
HR Director	70,000-90,000	75,000	70,000-90,000	80,000
Divisional HR Director	-	-	65,000-80,000	75,000
Head of HR	55,000-67,000	58,000	55,000-67,000	65,000
Senior HR Business Partner	-	-	55,000-62,000	57,000
HR Business Partner	45,000-60,000	55,000	45,000-60,000	50,000
HR Manager	40,000-60,000	50,000	40,000-60,000	45,000
HR Advisor	30,000-40,000	35,000	30,000-40,000	35,000
HR Officer/Coordinator	25,000-29,000	28,000	25,000-29,000	28,000
HR Assistant/Administrator	23,000-28,000	26,000	23,000-28,000	26,000

Employee Relations

LONDON	£ Range	£ Typical
Senior Employee Relations Partner	75,000-100,000	90,000
Employee Relations Manager	60,000-80,000	75,000
Employee Relations Advisor	40,000-60,000	50,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-85,000	78,000
Employee Relations Manager	45,000-65,000	55,000
Employee Relations Advisor	35,000-50,000	42,000

EAST OF ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	60,000-85,000	75,000
Employee Relations Manager	45,000-65,000	55,000
Employee Relations Advisor	35,000-45,000	40,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	45,000-55,000	55,000
Employee Relations Advisor	35,000-45,000	40,000

WALES	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	70,000
Employee Relations Manager	45,000-65,000	60,000
Employee Relations Advisor	30,000-45,000	45,000

WEST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	60,000
Employee Relations Manager	50,000-70,000	60,000
Employee Relations Advisor	35,000-50,000	40,000

EAST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	50,000-65,000	60,000
Employee Relations Advisor	35,000-45,000	40,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	60,000
Employee Relations Manager	45,000-60,000	52,000
Employee Relations Advisor	28,000-40,000	34,000

NORTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-65,000	60,000
Employee Relations Manager	40,000-55,000	48,000
Employee Relations Advisor	30,000-45,000	35,000

NORTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-90,000	75,000
Employee Relations Manager	50,000-75,000	60,000
Employee Relations Advisor	38,000-55,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	52,000
Employee Relations Manager	38,000-50,000	42,500
Employee Relations Advisor	28,000-35,000	30,000

SCOTLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	65,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	30,000-40,000	35,000

Organisational Development

LONDON	£ Range	£ Typical
Head of Organisational Development	75,000-140,000	90,000
OD Business Partner	50,000-85,000	75,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	65,000-100,000	80,000
OD Business Partner	55,000-75,000	65,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Organisational Development	65,000-80,000	74,000
OD Business Partner	55,000-75,000	62,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	80,000
OD Business Partner	50,000-65,000	60,000

WALES	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	78,000
OD Business Partner	45,000-60,000	55,000

WEST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	70,000-100,000	85,000
OD Business Partner	55,000-75,000	65,000

EAST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	65,000-85,000	75,000
OD Business Partner	45,000-65,000	55,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Organisational Development	60,000-80,000	70,000
OD Business Partner	42,000-60,000	50,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	50,000-75,000	60,000
OD Business Partner	35,000-50,000	45,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	70,000-90,000	80,000
OD Business Partner	45,000-70,000	55,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Organisational Development	55,000-75,000	60,000
OD Business Partner	42,000-55,000	44,000

SCOTLAND	£ Range	£ Typical
Head of Organisational Development	60,000-75,000	70,000
OD Business Partner	45,000-60,000	55,000

Equity, Diversity & Inclusion

LONDON	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	80,000-150,000	120,000
Equality, Diversity & Inclusion Manager	70,000-90,000	80,000
Equality, Diversity & Inclusion Advisor	45,000-60,000	55,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	70,000-100,000	85,000
Equality, Diversity & Inclusion Manager	50,000-75,000	60,000
Equality, Diversity & Inclusion Advisor	35,000-50,000	42,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-85,000	70,000
Equality, Diversity & Inclusion Manager	45,000-60,000	50,000
Equality, Diversity & Inclusion Advisor	30,000-40,000	35,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-90,000	80,000
Equality, Diversity & Inclusion Manager	50,000-65,000	60,000
Equality, Diversity & Inclusion Advisor	38,000-45,000	40,000

WALES	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-85,000	80,000
Equality, Diversity & Inclusion Manager	50,000-65,000	60,000
Equality, Diversity & Inclusion Advisor	35,000-50,000	45,000

WEST MIDLANDS	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	65,000-90,000	80,000
Equality, Diversity & Inclusion Manager	50,000-70,000	60,000
Equality, Diversity & Inclusion Advisor	35,000-50,000	40,000

EAST MIDLANDS	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	65,000-90,000	80,000
Equality, Diversity & Inclusion Manager	50,000-70,000	60,000
Equality, Diversity & Inclusion Advisor	35,000-50,000	40,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-80,000	70,000
Equality, Diversity & Inclusion Manager	40,000-60,000	50,000
Equality, Diversity & Inclusion Advisor	30,000-40,000	35,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-80,000	69,000
Equality, Diversity & Inclusion Manager	38,000-58,000	50,000
Equality, Diversity & Inclusion Advisor	28,000-38,000	35,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-90,000	80,000
Equality, Diversity & Inclusion Manager	45,000-60,000	55,000
Equality, Diversity & Inclusion Advisor	35,000-45,000	40,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	50,000-60,000	50,000
Equality, Diversity & Inclusion Manager	35,000-45,000	40,000
Equality, Diversity & Inclusion Advisor	28,000-32,000	30,000

SCOTLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	55,000-65,000	55,000
Equality, Diversity & Inclusion Manager	40,000-50,000	45,000
Equality, Diversity & Inclusion Advisor	35,000-40,000	37,000

Learning & Development

LONDON	£ Range	£ Typical
Head of Training/L&D	85,000-120,000	95,000
Training/L&D Business Partner	50,000-90,000	65,000
Training/L&D Manager	50,000-75,000	70,000
Training/L&D Advisor	35,000-45,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	55,000-80,000	75,000
Training/L&D Business Partner	45,000-65,000	55,000
Training/L&D Manager	50,000-65,000	55,000
Training/L&D Advisor	32,000-42,000	37,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Training/L&D	65,000-80,000	75,000
Training/L&D Business Partner	40,000-60,000	55,000
Training/L&D Manager	45,000-60,000	52,000
Training/L&D Advisor	30,000-45,000	38,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	65,000-85,000	75,000
Training/L&D Business Partner	50,000-65,000	55,000
Training/L&D Manager	45,000-60,000	50,000
Training/L&D Advisor	30,000-38,000	35,000

WALES	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	75,000
Training/L&D Business Partner	40,000-60,000	55,000
Training/L&D Manager	35,000-45,000	45,000
Training/L&D Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	55,000-85,000	70,000
Training/L&D Business Partner	40,000-55,000	50,000
Training/L&D Manager	40,000-55,000	45,000
Training/L&D Advisor	32,000-45,000	38,000

EAST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	65,000
Training/L&D Business Partner	40,000-50,000	45,000
Training/L&D Manager	40,000-55,000	45,000
Training/L&D Advisor	35,000-45,000	38,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Training/L&D	50,000-80,000	65,000
Training/L&D Business Partner	35,000-55,000	45,000
Training/L&D Manager	35,000-55,000	45,000
Training/L&D Advisor	28,000-38,000	32,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	65,000
Training/L&D Business Partner	40,000-60,000	45,000
Training/L&D Manager	35,000-55,000	50,000
Training/L&D Advisor	26,000-35,000	35,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	60,000-90,000	75,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	40,000-65,000	50,000
Training/L&D Advisor	30,000-40,000	37,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	60,000
Training/L&D Business Partner	35,000-45,000	44,000
Training/L&D Manager	35,000-55,000	45,000
Training/L&D Advisor	28,000-35,000	35,000

SCOTLAND	£ Range	£ Typical
Head of Training/L&D	60,000-75,000	65,000
Training/L&D Business Partner	55,000-60,000	57,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	30,000-37,000	35,000

Reward

LONDON	£ Range	£ Typical
Head of Reward	85,000-150,000	100,000
Reward Manager	60,000-90,000	75,000
Reward Analyst	40,000-65,000	55,000
Reward Advisor	40,000-55,000	50,000
Compensation Specialist	60,000-90,000	75,000
Payroll & Benefits Manager	55,000-80,000	75,000

WALES	£ Range	£ Typical
Head of Reward	60,000-80,000	80,000
Reward Manager	50,000-65,000	60,000
Reward Analyst	35,000-45,000	45,000
Reward Advisor	35,000-45,000	45,000
Compensation Specialist	42,000-55,000	50,000
Payroll & Benefits Manager	45,000-55,000	55,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-85,000	70,000
Reward Manager	35,000-60,000	50,000
Reward Analyst	25,000-42,000	35,000
Reward Advisor	27,000-37,000	35,000
Compensation Specialist	42,000-48,000	42,000
Payroll & Benefits Manager	35,000-50,000	45,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	70,000-120,000	90,000
Reward Manager	55,000-80,000	70,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	35,000-48,000	40,000
Compensation Specialist	50,000-80,000	60,000
Payroll & Benefits Manager	50,000-70,000	55,000

WEST MIDLANDS	£ Range	£ Typical
Head of Reward	70,000-120,000	95,000
Reward Manager	60,000-85,000	70,000
Reward Analyst	40,000-55,000	48,000
Reward Advisor	35,000-48,000	42,000
Compensation Specialist	50,000-70,000	60,000
Payroll & Benefits Manager	45,000-65,000	55,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	80,000-120,000	90,000
Reward Manager	50,000-75,000	65,000
Reward Analyst	40,000-55,000	50,000
Reward Advisor	40,000-50,000	45,000
Compensation Specialist	40,000-50,000	45,000
Payroll & Benefits Manager	40,000-60,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Reward	70,000-115,000	90,000
Reward Manager	55,000-80,000	70,000
Reward Analyst	45,000-65,000	55,000
Reward Advisor	38,000-48,000	42,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	48,000-60,000	52,000

EAST MIDLANDS	£ Range	£ Typical
Head of Reward	70,000-120,000	90,000
Reward Manager	60,000-85,000	65,000
Reward Analyst	40,000-55,000	42,000
Reward Advisor	35,000-48,000	40,000
Compensation Specialist	50,000-70,000	55,000
Payroll & Benefits Manager	45,000-65,000	50,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Reward	55,000-70,000	62,000
Reward Manager	45,000-55,000	48,000
Reward Analyst	28,000-40,000	38,000
Reward Advisor	30,000-40,000	34,000
Compensation Specialist	30,000-40,000	36,000
Payroll & Benefits Manager	35,000-50,000	45,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	70,000-90,000	85,000
Reward Manager	55,000-75,000	65,000
Reward Analyst	35,000-45,000	42,000
Reward Advisor	30,000-40,000	40,000
Compensation Specialist	45,000-55,000	50,000
Payroll & Benefits Manager	48,000-58,000	55,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Reward	60,000-85,000	72,000
Reward Manager	35,000-60,000	55,000
Reward Analyst	25,000-42,000	35,000
Reward Advisor	27,000-37,000	35,000
Compensation Specialist	42,000-48,000	42,000
Payroll & Benefits Manager	35,000-50,000	45,000

SCOTLAND	£ Range	£ Typical
Head of Reward	65,000-80,000	70,000
Reward Manager	50,000-60,000	57,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	35,000-45,000	40,000
Compensation Specialist	35,000-45,000	42,000
Payroll & Benefits Manager	40,000-45,000	43,000

HRMI

LONDON	£ Range	£ Typical
HRMI Manager	55,000-80,000	70,000
HRMI Analyst	40,000-60,000	50,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-70,000	60,000
HRMI Analyst	35,000-50,000	45,000

EAST OF ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	35,000-45,000	40,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	55,000
HRMI Analyst	30,000-45,000	40,000

WALES	£ Range	£ Typical
HRMI Manager	40,000-50,000	50,000
HRMI Analyst	30,000-40,000	40,000

WEST MIDLANDS	£ Range	£ Typical
HRMI Manager	50,000-65,000	60,000
HRMI Analyst	40,000-55,000	46,000

EAST MIDLANDS	£ Range	£ Typical
HRMI Manager	50,000-65,000	60,000
HRMI Analyst	40,000-55,000	46,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HRMI Manager	30,000-55,000	48,000
HRMI Analyst	25,000-37,000	35,000

NORTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	25,000-40,000	38,000

NORTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-70,000	60,000
HRMI Analyst	35,000-50,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
HRMI Manager	45,000-58,000	48,000
HRMI Analyst	25,000-35,000	30,000

SCOTLAND	£ Range	£ Typical
HRMI Manager	50,000-60,000	55,000
HRMI Analyst	35,000-45,000	40,000

Recruitment & Resourcing

LONDON	£ Range	£ Typical
Head of Talent/Resourcing	65,000-120,000	110,000
Talent/Resourcing Partner	50,000-85,000	68,000
Talent/Resourcing Advisor	40,000-55,000	50,000
Talent/Resourcing Coordinator	30,000-45,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	85,000
Talent/Resourcing Partner	40,000-65,000	55,000
Talent/Resourcing Advisor	32,000-45,000	42,000
Talent/Resourcing Coordinator	26,000-35,000	32,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	85,000
Talent/Resourcing Partner	45,000-65,000	55,000
Talent/Resourcing Advisor	35,000-45,000	42,000
Talent/Resourcing Coordinator	25,000-35,000	32,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	70,000-95,000	90,000
Talent/Resourcing Partner	50,000-65,000	60,000
Talent/Resourcing Advisor	35,000-47,000	45,000
Talent/Resourcing Coordinator	25,000-35,000	35,000

WALES	£ Range	£ Typical
Head of Talent/Resourcing	60,000-80,000	75,000
Talent/Resourcing Partner	50,000-65,000	60,000
Talent/Resourcing Advisor	35,000-47,000	45,000
Talent/Resourcing Coordinator	25,000-35,000	30,000

WEST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	65,000-110,000	85,000
Talent/Resourcing Partner	45,000-70,000	55,000
Talent/Resourcing Advisor	32,000-45,000	38,000
Talent/Resourcing Coordinator	24,000-32,000	28,000

EAST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	65,000-110,000	85,000
Talent/Resourcing Partner	45,000-70,000	55,000
Talent/Resourcing Advisor	32,000-45,000	38,000
Talent/Resourcing Coordinator	24,000-32,000	28,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Talent/Resourcing	55,000-75,000	70,000
Talent/Resourcing Partner	40,000-55,000	48,000
Talent/Resourcing Advisor	30,000-45,000	40,000
Talent/Resourcing Coordinator	22,000-28,000	26,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	45,000-70,000	63,000
Talent/Resourcing Partner	35,000-50,000	45,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	25,000-35,000	30,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	80,000
Talent/Resourcing Partner	45,000-65,000	60,000
Talent/Resourcing Advisor	35,000-50,000	40,000
Talent/Resourcing Coordinator	24,000-32,000	28,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-65,000	55,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	27,000-35,000	30,000
Talent/Resourcing Coordinator	24,000-26,000	25,000

SCOTLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-80,000	65,000
Talent/Resourcing Partner	45,000-60,000	50,000
Talent/Resourcing Advisor	35,000-45,000	40,000
Talent/Resourcing Coordinator	25,000-35,000	30,000

HR Change Projects

LONDON	£ Range	£ Typical
Head of Change/Projects	110,000-150,000	135,000
Change/Projects Business Partner	80,000-100,000	90,000
Change/Projects Manager	70,000-90,000	80,000

EAST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	70,000-120,000	85,000
Change/Projects Business Partner	50,000-70,000	60,000
Change/Projects Manager	50,000-70,000	60,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	90,000
Change/Projects Business Partner	50,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	50,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-100,000	90,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-75,000	60,000
Change/Projects Manager	40,000-65,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	95,000
Change/Projects Business Partner	65,000-80,000	75,000
Change/Projects Manager	55,000-65,000	60,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	85,000
Change/Projects Business Partner	45,000-75,000	65,000
Change/Projects Manager	40,000-65,000	60,000

WALES	£ Range	£ Typical
Head of Change/Projects	80,000-120,000	100,000
Change/Projects Business Partner	65,000-80,000	75,000
Change/Projects Manager	55,000-65,000	60,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Change/Projects	55,000-70,000	65,000
Change/Projects Business Partner	40,000-55,000	45,000
Change/Projects Manager	35,000-50,000	40,000

WEST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	70,000-120,000	85,000
Change/Projects Business Partner	50,000-70,000	60,000
Change/Projects Manager	50,000-70,000	60,000

SCOTLAND	£ Range	£ Typical
Head of Change/Projects	70,000-80,000	72,000
Change/Projects Business Partner	55,000-70,000	60,000
Change/Projects Manager	45,000-55,000	50,000

HUMAN RESOURCES

PUBLIC SECTOR

Generalist

LONDON	£ Range	£ Typical
HR Director	80,000-120,000	95,000
Head of HR	55,000-75,000	72,000
HR Business Partner	45,000-60,000	55,000
HR Manager	40,000-50,000	50,000
HR Officer/Advisor	30,000-44,000	37,000
HR Coordinator	25,000-30,000	30,000
HR Assistant/Administrator	25,000-30,000	27,000

WALES	£ Range	£ Typical
HR Director	65,000-100,000	85,000
Head of HR	60,000-80,000	75,000
HR Business Partner	55,000-65,000	60,000
HR Manager	45,000-60,000	55,000
HR Officer/Advisor	30,000-40,000	35,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	20,000-26,000	24,000

NORTH EAST ENGLAND	£ Range	£ Typical
HR Director	55,000-75,000	70,000
Head of HR	45,000-65,000	60,000
HR Business Partner	35,000-48,000	44,000
HR Manager	32,000-42,000	38,000
HR Officer/Advisor	28,000-38,000	35,000
HR Coordinator	22,000-28,000	26,000
HR Assistant/Administrator	18,000-25,000	24,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HR Director	80,000-120,000	90,000
Head of HR	65,000-80,000	70,000
HR Business Partner	45,000-70,000	53,000
HR Manager	45,000-60,000	50,000
HR Officer/Advisor	30,000-40,000	36,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	23,000-27,000	26,000

WEST MIDLANDS	£ Range	£ Typical
HR Director	80,000-125,000	92,000
Head of HR	55,000-85,000	75,000
HR Business Partner	40,000-60,000	48,000
HR Manager	45,000-60,000	52,000
HR Officer/Advisor	32,000-42,000	35,000
HR Coordinator	21,000-28,000	24,000
HR Assistant/Administrator	20,000-25,000	23,000

NORTH WEST ENGLAND	£ Range	£ Typical
HR Director	70,000-100,000	80,000
Head of HR	55,000-80,000	65,000
HR Business Partner	38,000-55,000	50,000
HR Manager	35,000-50,000	45,000
HR Officer/Advisor	28,000-40,000	35,000
HR Coordinator	22,000-26,000	24,000
HR Assistant/Administrator	18,000-26,000	24,000

EAST OF ENGLAND	£ Range	£ Typical
HR Director	75,000-100,000	90,000
Head of HR	55,000-75,000	65,000
HR Business Partner	37,000-60,000	52,000
HR Manager	40,000-50,000	45,000
HR Officer/Advisor	28,000-38,000	36,000
HR Coordinator	24,000-28,000	26,000
HR Assistant/Administrator	19,500-26,000	24,000

EAST MIDLANDS	£ Range	£ Typical
HR Director	80,000-125,000	92,000
Head of HR	55,000-85,000	75,000
HR Business Partner	40,000-60,000	48,000
HR Manager	45,000-60,000	52,000
HR Officer/Advisor	32,000-42,000	35,000
HR Coordinator	21,000-28,000	24,000
HR Assistant/Administrator	20,000-25,000	23,000

NORTHERN IRELAND	£ Range	£ Typical
HR Director	50,000-60,000	60,000
Head of HR	50,000-60,000	53,000
HR Business Partner	31,000-45,000	38,000
HR Manager	30,000-42,000	36,000
HR Officer/Advisor	24,500-30,000	26,000
HR Coordinator	20,000-25,000	21,500
HR Assistant/Administrator	18,000-24,000	19,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HR Director	65,000-100,000	90,000
Head of HR	60,000-80,000	70,000
HR Business Partner	55,000-65,000	60,000
HR Manager	45,000-60,000	55,000
HR Officer/Advisor	30,000-40,000	35,000
HR Coordinator	25,000-30,000	28,000
HR Assistant/Administrator	20,000-26,000	24,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HR Director	70,000-100,000	80,000
Head of HR	50,000-75,000	65,000
HR Business Partner	35,000-52,000	45,000
HR Manager	35,000-50,000	40,000
HR Officer/Advisor	24,000-38,000	32,000
HR Coordinator	20,000-26,000	24,000
HR Assistant/Administrator	19,000-25,000	21,000

SCOTLAND	£ Range	£ Typical
HR Director	65,000-85,000	75,000
Head of HR	50,000-60,000	57,000
HR Business Partner	45,000-55,000	52,000
HR Manager	40,000-50,000	45,000
HR Officer/Advisor	30,000-38,000	35,000
HR Coordinator	25,000-32,000	28,000
HR Assistant/Administrator	25,000-30,000	26,000

HUMAN RESOURCES

PUBLIC SECTOR

Employee Relations

LONDON	£ Range	£ Typical
Senior Employee Relations Partner	50,000-70,000	67,000
Employee Relations Manager	40,000-55,000	55,000
Employee Relations Advisor	35,000-45,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-80,000	65,000
Employee Relations Manager	40,000-60,000	50,000
Employee Relations Advisor	35,000-50,000	38,000

EAST OF ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	55,000-75,000	65,000
Employee Relations Manager	42,000-60,000	45,000
Employee Relations Advisor	32,000-40,000	35,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	60,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	30,000-40,000	35,000

WALES	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	60,000
Employee Relations Manager	40,000-55,000	50,000
Employee Relations Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	45,000-70,000	55,000
Employee Relations Manager	45,000-65,000	52,000
Employee Relations Advisor	32,000-45,000	38,000

EAST MIDLANDS	£ Range	£ Typical
Senior Employee Relations Partner	45,000-70,000	55,000
Employee Relations Manager	45,000-65,000	52,000
Employee Relations Advisor	32,000-45,000	38,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	55,000
Employee Relations Manager	32,000-50,000	45,000
Employee Relations Advisor	25,000-38,000	30,000

NORTH EAST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-65,000	55,000
Employee Relations Manager	30,000-50,000	42,000
Employee Relations Advisor	25,000-40,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
Senior Employee Relations Partner	50,000-75,000	60,000
Employee Relations Manager	40,000-60,000	50,000
Employee Relations Advisor	35,000-45,000	40,000

NORTHERN IRELAND	£ Range	£ Typical
Senior Employee Relations Partner	40,000-50,000	46,000
Employee Relations Manager	30,000-42,000	34,000
Employee Relations Advisor	21,000-30,000	25,000

SCOTLAND	£ Range	£ Typical
Senior Employee Relations Partner	45,000-65,000	57,000
Employee Relations Manager	40,000-50,000	47,000
Employee Relations Advisor	28,000-40,000	35,000

Organisational development

LONDON	£ Range	£ Typical
Head of Organisational Development	60,000-80,000	75,000
OD Business Partner	45,000-60,000	60,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	55,000-85,000	72,000
OD Business Partner	48,000-68,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-75,000	65,000
OD Business Partner	45,000-60,000	55,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	75,000
OD Business Partner	45,000-65,000	58,000

WALES	£ Range	£ Typical
Head of Organisational Development	60,000-90,000	75,000
OD Business Partner	45,000-65,000	58,000

WEST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	65,000-85,000	75,000
OD Business Partner	45,000-65,000	58,000

EAST MIDLANDS	£ Range	£ Typical
Head of Organisational Development	65,000-85,000	70,000
OD Business Partner	45,000-60,000	55,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Organisational Development	50,000-70,000	65,000
OD Business Partner	35,000-50,000	45,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Organisational Development	45,000-65,000	60,000
OD Business Partner	35,000-47,000	45,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Organisational Development	60,000-85,000	75,000
OD Business Partner	45,000-60,000	55,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Organisational Development	40,000-60,000	58,000
OD Business Partner	30,000-47,000	45,000

SCOTLAND	£ Range	£ Typical
Head of Organisational Development	47,000-75,000	67,000
OD Business Partner	45,000-65,000	47,000

HUMAN RESOURCES

PUBLIC SECTOR

Equity, Diversity & Inclusion

LONDON	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-80,000	70,000
Equality, Diversity & Inclusion Manager	45,000-60,000	53,000
Equality, Diversity & Inclusion Advisor	30,000-45,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	65,000-85,000	75,000
Equality, Diversity & Inclusion Manager	50,000-70,000	55,000
Equality, Diversity & Inclusion Advisor	35,000-50,000	38,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	55,000-65,000	60,000
Equality, Diversity & Inclusion Manager	40,000-58,000	50,000
Equality, Diversity & Inclusion Advisor	30,000-38,000	35,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-80,000	70,000
Equality, Diversity & Inclusion Manager	45,000-60,000	50,000
Equality, Diversity & Inclusion Advisor	40,000-45,000	40,000

WALES	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	60,000-80,000	70,000
Equality, Diversity & Inclusion Manager	45,000-60,000	50,000
Equality, Diversity & Inclusion Advisor	40,000-45,000	40,000

WEST MIDLANDS	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	55,000-85,000	68,000
Equality, Diversity & Inclusion Manager	50,000-65,000	58,000
Equality, Diversity & Inclusion Advisor	34,000-42,000	36,000

EAST MIDLANDS	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	55,000-85,000	68,000
Equality, Diversity & Inclusion Manager	50,000-65,000	58,000
Equality, Diversity & Inclusion Advisor	34,000-42,000	36,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	45,000-60,000	58,000
Equality, Diversity & Inclusion Manager	35,000-52,000	50,000
Equality, Diversity & Inclusion Advisor	28,000-40,000	35,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	45,000-60,000	55,000
Equality, Diversity & Inclusion Manager	35,000-55,000	48,000
Equality, Diversity & Inclusion Advisor	25,000-35,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	56,000-80,000	70,000
Equality, Diversity & Inclusion Manager	45,000-60,000	55,000
Equality, Diversity & Inclusion Advisor	33,000-45,000	35,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	42,000-50,000	45,000
Equality, Diversity & Inclusion Manager	28,000-38,000	33,000
Equality, Diversity & Inclusion Advisor	21,000-28,000	24,500

SCOTLAND	£ Range	£ Typical
Head of Equality, Diversity & Inclusion	45,000-60,000	50,000
Equality, Diversity & Inclusion Manager	37,000-47,000	45,000
Equality, Diversity & Inclusion Advisor	30,000-37,000	35,000

Learning & Development

LONDON	£ Range	£ Typical
Head of Training/L&D	50,000-70,000	70,000
Training/L&D Business Partner	45,000-55,000	55,000
Training/L&D Manager	40,000-55,000	52,000
Training/L&D Advisor	30,000-40,000	37,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	50,000-75,000	72,000
Training/L&D Business Partner	45,000-60,000	52,000
Training/L&D Manager	45,000-58,000	50,000
Training/L&D Advisor	28,000-40,000	35,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	65,000
Training/L&D Business Partner	45,000-55,000	50,000
Training/L&D Manager	40,000-50,000	45,000
Training/L&D Advisor	30,000-40,000	34,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	60,000-85,000	75,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	30,000-40,000	35,000

WALES	£ Range	£ Typical
Head of Training/L&D	60,000-85,000	75,000
Training/L&D Business Partner	45,000-60,000	55,000
Training/L&D Manager	45,000-55,000	50,000
Training/L&D Advisor	30,000-40,000	35,000

WEST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	64,000
Training/L&D Business Partner	45,000-60,000	52,000
Training/L&D Manager	45,000-60,000	52,000
Training/L&D Advisor	28,000-40,000	35,000

EAST MIDLANDS	£ Range	£ Typical
Head of Training/L&D	55,000-75,000	64,000
Training/L&D Business Partner	45,000-60,000	52,000
Training/L&D Manager	45,000-60,000	52,000
Training/L&D Advisor	28,000-40,000	35,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Training/L&D	40,000-65,000	58,000
Training/L&D Business Partner	30,000-50,000	43,000
Training/L&D Manager	30,000-45,000	43,000
Training/L&D Advisor	25,000-35,000	30,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Training/L&D	40,000-65,000	52,000
Training/L&D Business Partner	30,000-50,000	45,000
Training/L&D Manager	30,000-45,000	42,000
Training/L&D Advisor	25,000-35,000	31,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Training/L&D	50,000-90,000	65,000
Training/L&D Business Partner	40,000-60,000	52,000
Training/L&D Manager	40,000-60,000	50,000
Training/L&D Advisor	30,000-40,000	37,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Training/L&D	50,000-65,000	52,000
Training/L&D Business Partner	40,000-45,000	43,000
Training/L&D Manager	35,000-45,000	41,000
Training/L&D Advisor	26,000-32,000	26,000

SCOTLAND	£ Range	£ Typical
Head of Training/L&D	50,000-65,000	57,000
Training/L&D Business Partner	45,000-50,000	47,000
Training/L&D Manager	37,000-47,000	45,000
Training/L&D Advisor	28,000-35,000	30,000

HUMAN RESOURCES

PUBLIC SECTOR

Reward

LONDON	£ Range	£ Typical
Head of Reward	55,000-75,000	73,000
Reward Manager	50,000-60,000	60,000
Reward Analyst	40,000-55,000	50,000
Reward Advisor	30,000-45,000	40,000
Payroll & Benefits Manager	45,000-55,000	52,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-120,000	75,000
Reward Manager	50,000-80,000	65,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	32,000-45,000	40,000
Payroll & Benefits Manager	45,000-65,000	52,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Reward	55,000-75,000	65,000
Reward Manager	45,000-55,000	52,000
Reward Analyst	40,000-48,000	43,000
Reward Advisor	35,000-45,000	38,000
Payroll & Benefits Manager	48,000-55,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-75,000	70,000
Reward Manager	55,000-65,000	60,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	35,000-50,000	45,000
Payroll & Benefits Manager	45,000-55,000	50,000

WALES	£ Range	£ Typical
Head of Reward	60,000-75,000	70,000
Reward Manager	55,000-65,000	60,000
Reward Analyst	35,000-50,000	45,000
Reward Advisor	35,000-50,000	45,000
Payroll & Benefits Manager	45,000-55,000	50,000

WEST MIDLANDS	£ Range	£ Typical
Head of Reward	65,000-90,000	70,000
Reward Manager	45,000-70,000	55,000
Reward Analyst	35,000-50,000	44,500
Reward Advisor	38,000-48,000	42,000
Payroll & Benefits Manager	45,000-65,000	54,000

EAST MIDLANDS	£ Range	£ Typical
Head of Reward	65,000-90,000	70,000
Reward Manager	45,000-70,000	55,000
Reward Analyst	35,000-50,000	44,500
Reward Advisor	38,000-48,000	42,000
Payroll & Benefits Manager	45,000-65,000	54,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Reward	45,000-65,000	60,000
Reward Manager	40,000-52,000	47,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	25,000-35,000	32,000
Payroll & Benefits Manager	35,000-55,000	46,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Reward	45,000-65,000	59,000
Reward Manager	40,000-52,000	46,000
Reward Analyst	25,000-35,000	32,000
Reward Advisor	25,000-35,000	31,000
Payroll & Benefits Manager	35,000-55,000	45,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Reward	60,000-90,000	75,000
Reward Manager	50,000-80,000	65,000
Reward Analyst	40,000-55,000	47,000
Reward Advisor	35,000-50,000	40,000
Payroll & Benefits Manager	40,000-70,000	55,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Reward	40,000-60,000	55,000
Reward Manager	28,000-50,000	40,000
Reward Analyst	25,000-35,000	33,000
Reward Advisor	26,000-38,900	30,000
Payroll & Benefits Manager	35,000-40,000	36,000

SCOTLAND	£ Range	£ Typical
Head of Reward	55,000-75,000	65,000
Reward Manager	40,000-50,000	47,000
Reward Analyst	35,000-45,000	40,000
Reward Advisor	32,000-42,000	35,000
Payroll & Benefits Manager	40,000-50,000	45,000

HRMI

LONDON	£ Range	£ Typical
HRMI Manager	40,000-55,000	53,000
HRMI Analyst	35,000-45,000	45,000

SOUTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-65,000	50,000
HRMI Analyst	35,000-45,000	40,000

EAST OF ENGLAND	£ Range	£ Typical
HRMI Manager	40,000-50,000	45,000
HRMI Analyst	30,000-40,000	35,000

SOUTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	30,000-40,000	35,000

WALES	£ Range	£ Typical
HRMI Manager	35,000-50,000	42,500
HRMI Analyst	33,000-40,000	37,000

WEST MIDLANDS	£ Range	£ Typical
HRMI Manager	40,000-55,000	50,000
HRMI Analyst	30,000-45,000	35,000

EAST MIDLANDS	£ Range	£ Typical
HRMI Manager	45,000-60,000	50,000
HRMI Analyst	30,000-45,000	35,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
HRMI Manager	35,000-55,000	42,000
HRMI Analyst	25,000-37,000	30,000

NORTH EAST ENGLAND	£ Range	£ Typical
HRMI Manager	30,000-50,000	40,000
HRMI Analyst	25,000-37,000	29,000

NORTH WEST ENGLAND	£ Range	£ Typical
HRMI Manager	45,000-60,000	55,000
HRMI Analyst	35,000-45,000	40,000

NORTHERN IRELAND	£ Range	£ Typical
HRMI Manager	38,000-55,000	45,000
HRMI Analyst	25,000-38,000	30,000

SCOTLAND	£ Range	£ Typical
HRMI Manager	45,000-55,000	50,000
HRMI Analyst	30,000-40,000	35,000

HUMAN RESOURCES

PUBLIC SECTOR

Recruitment & Resourcing

LONDON	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	67,000
Talent/Resourcing Partner	45,000-60,000	54,000
Talent/Resourcing Advisor	32,000-40,000	37,000
Talent/Resourcing Coordinator	25,000-32,000	30,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	60,000-100,000	70,000
Talent/Resourcing Partner	40,000-60,000	52,000
Talent/Resourcing Advisor	30,000-45,000	38,000
Talent/Resourcing Coordinator	26,000-32,000	30,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-70,000	60,000
Talent/Resourcing Partner	40,000-58,000	46,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	22,500-30,000	26,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-75,000	75,000
Talent/Resourcing Partner	45,000-60,000	55,000
Talent/Resourcing Advisor	35,000-50,000	35,000
Talent/Resourcing Coordinator	20,000-30,000	30,000

WALES	£ Range	£ Typical
Head of Talent/Resourcing	55,000-80,000	70,000
Talent/Resourcing Partner	40,000-55,000	50,000
Talent/Resourcing Advisor	30,000-40,000	35,000
Talent/Resourcing Coordinator	22,000-32,000	29,000

WEST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	50,000-80,000	62,000
Talent/Resourcing Partner	45,000-65,000	50,000
Talent/Resourcing Advisor	28,000-42,000	35,000
Talent/Resourcing Coordinator	20,000-30,000	27,000

EAST MIDLANDS	£ Range	£ Typical
Head of Talent/Resourcing	50,000-65,000	59,000
Talent/Resourcing Partner	40,000-50,000	45,000
Talent/Resourcing Advisor	28,000-42,000	34,000
Talent/Resourcing Coordinator	20,000-30,000	26,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Talent/Resourcing	50,000-72,000	58,000
Talent/Resourcing Partner	35,000-50,000	42,000
Talent/Resourcing Advisor	25,000-40,000	30,000
Talent/Resourcing Coordinator	19,000-25,000	24,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	45,000-65,000	55,000
Talent/Resourcing Partner	35,000-50,000	42,000
Talent/Resourcing Advisor	27,000-38,000	35,000
Talent/Resourcing Coordinator	19,000-26,000	24,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Talent/Resourcing	50,000-80,000	75,000
Talent/Resourcing Partner	38,000-55,000	50,000
Talent/Resourcing Advisor	30,000-40,000	38,000
Talent/Resourcing Coordinator	20,000-26,000	25,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Talent/Resourcing	32,000-50,000	40,000
Talent/Resourcing Partner	30,000-40,000	32,000
Talent/Resourcing Advisor	24,000-29,000	26,000
Talent/Resourcing Coordinator	18,000-25,000	21,000

SCOTLAND	£ Range	£ Typical
Head of Talent/Resourcing	55,000-65,000	60,000
Talent/Resourcing Partner	42,000-52,000	47,000
Talent/Resourcing Advisor	32,000-37,000	35,000
Talent/Resourcing Coordinator	25,000-32,000	27,000

HR Change Projects

LONDON	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	85,000
Change/Projects Business Partner	50,000-70,000	66,000
Change/Projects Manager	45,000-60,000	55,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	75,000-100,000	85,000
Change/Projects Business Partner	50,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

EAST OF ENGLAND	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	80,000
Change/Projects Business Partner	50,000-65,000	60,000
Change/Projects Manager	45,000-60,000	55,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	70,000-100,000	90,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	50,000-60,000	55,000

WALES	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	90,000
Change/Projects Business Partner	55,000-70,000	65,000
Change/Projects Manager	40,000-60,000	50,000

WEST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	60,000-100,000	80,000
Change/Projects Business Partner	45,000-65,000	60,000
Change/Projects Manager	45,000-65,000	52,000

EAST MIDLANDS	£ Range	£ Typical
Head of Change/Projects	60,000-90,000	75,000
Change/Projects Business Partner	45,000-65,000	55,000
Change/Projects Manager	45,000-65,000	51,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Head of Change/Projects	50,000-75,000	65,000
Change/Projects Business Partner	40,000-60,000	52,000
Change/Projects Manager	40,000-60,000	48,000

NORTH EAST ENGLAND	£ Range	£ Typical
Head of Change/Projects	50,000-75,000	65,000
Change/Projects Business Partner	40,000-60,000	52,000
Change/Projects Manager	40,000-60,000	48,000

NORTH WEST ENGLAND	£ Range	£ Typical
Head of Change/Projects	60,000-80,000	75,000
Change/Projects Business Partner	45,000-60,000	55,000
Change/Projects Manager	45,000-60,000	55,000

NORTHERN IRELAND	£ Range	£ Typical
Head of Change/Projects	55,000-65,000	60,000
Change/Projects Business Partner	37,500-42,500	40,000
Change/Projects Manager	35,000-40,000	35,000

SCOTLAND	£ Range	£ Typical
Head of Change/Projects	65,000-75,000	67,000
Change/Projects Business Partner	52,000-62,000	57,000
Change/Projects Manager	42,000-52,000	47,000