



2019 AAT
SALARY
SURVEY

aat

Contents

Introduction

3

Salary by AAT
membership level

5

Bonus by AAT
membership level

6

Salary by region

8

Salary and bonus
by age

9

Salary and bonus
by gender

11

Salary and bonus
by industry

12

Company benefits
by industry

14

Salary and bonus
by job level

15

Salary and bonus
by company size

16

Career intentions
in the next 12 months

17

Job satisfaction

18

Job security

19

Average annual income of
AAT Licensed Accountants

21

Job satisfaction of
AAT Licensed Accountants

22

Job security of AAT
Licensed Accountants

23

Methodology

25

Introduction

AAT is the world's leading professional body for accounting technicians. We work across the globe with around 130,000 members in more than 100 countries.

Our members are represented at every level of the finance and accounting world, including:

- **students** – those who are studying our accounting qualifications
- **affiliates** – those who have completed the AAT Professional Diploma in Accounting Qualification and have yet to become AAT professional members
- **MAATs** – those who have achieved the AAT Accounting Qualification and have been approved as AAT full members
- **FMAATs** – those who have gained AAT fellow member status, following at least five years of MAAT status
- **AAT Licensed Accountants** – these are MAATs and FMAATs who hold an AAT licence allowing them to provide self-employed accountancy and bookkeeping services.

The AAT Salary Survey 2019 gives a good indication of how our members contribute not only to the accountancy profession, but to the overall economy, as well as revealing other key factors that matter to our members at different stages of their working lives.

AAT bookkeeping members and AAT Licensed Bookkeepers are not included within this survey.

The last survey was conducted in 2017.

2019 RESULTS

STUDENTS, AFFILIATES, MAATs AND FMAATs

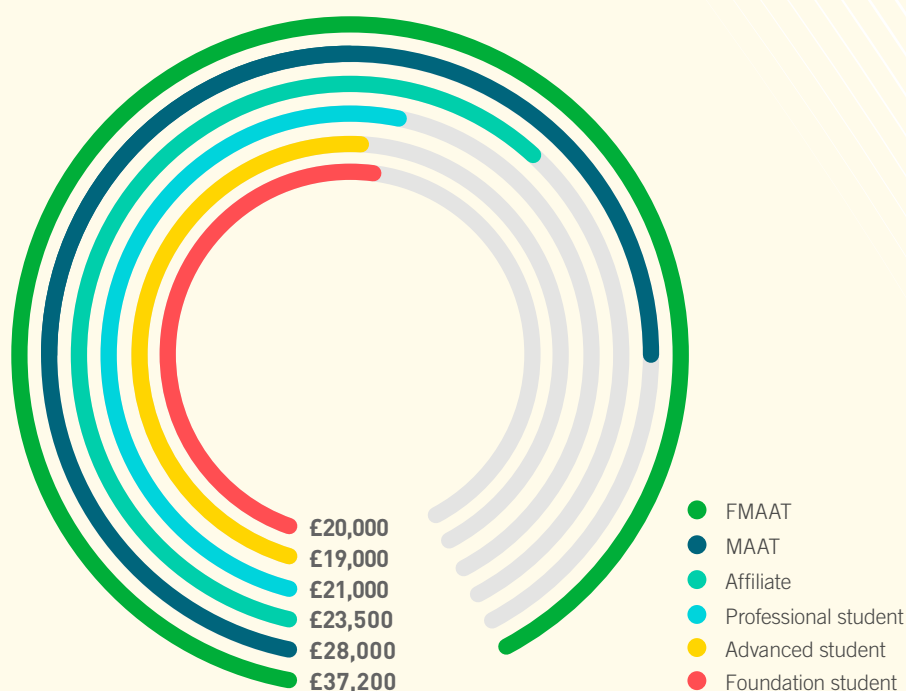
Average basic salary for each level of AAT membership

We can see clear evidence of an increase in salary as AAT members progress through the different stages of their membership journey. Student salaries are up 6%, affiliate salaries are up 7% and MAAT and FMAAT salaries are up 8% compared to 2017.

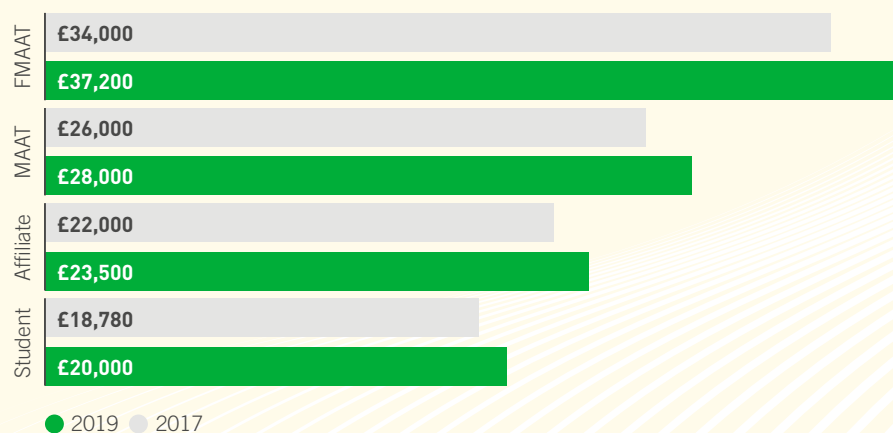
Although there is a small dip between the average salary at foundation level compared with the advanced level, this is not unusual given the differentiation between the two levels from an employer's perspective when considering appropriate pay. The level of salary increases again at the professional level.

The greatest increase from one level to the next is from MAAT to FMAAT with a 33% increase in salary from £28,000 at MAAT to £37,200 at FMAAT.

Average basic salary for each level of AAT membership



Average salary comparison from 2017 to 2019



Median salary = The exact mid-point salary from all those who responded. These salaries are for AAT members working full-time.

Base
Non-AAT Licensed Accountants – 11,367
AAT Licensed Accountants – 269

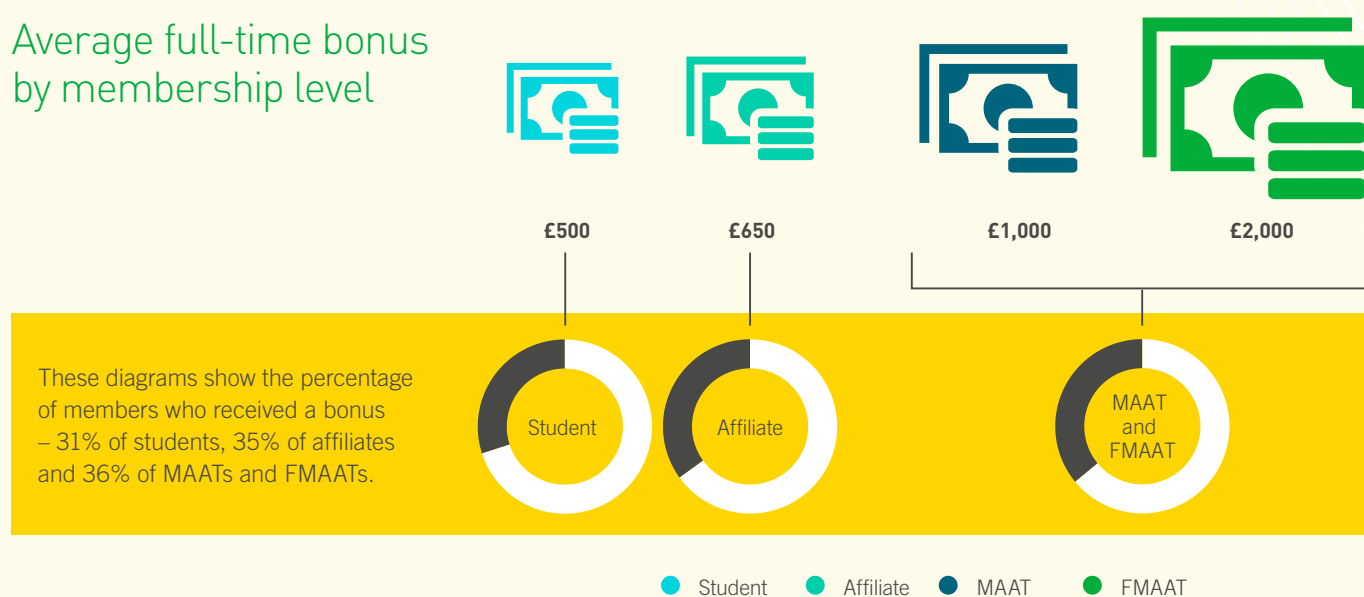
Average bonus received within the last year

Within the last year, 33% of AAT members received a bonus. This is up 1% from 32% in 2017.

Average bonuses represent 3% of the overall salary for students, then 4% and 5% respectively for MAATs and FMAATs.

We see the same pattern emerging with bonuses this year as we do with salaries – there is progression at all stages of the membership journey except for the jump between the foundation and advanced levels.

Average full-time bonus by membership level



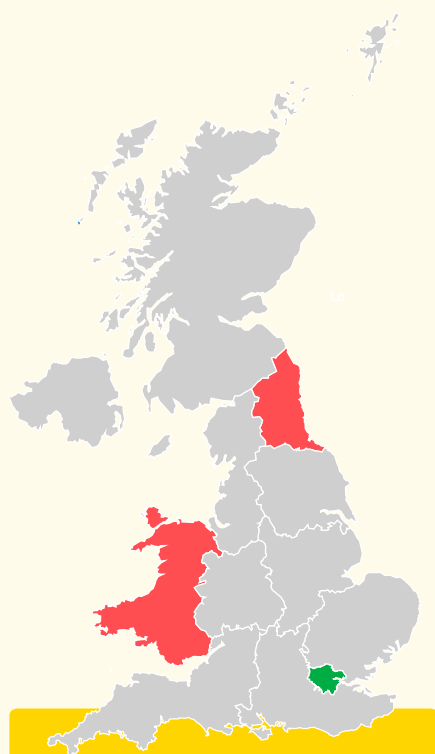
These bonuses represent the average (median) for AAT members working full-time.

Base
3,876

77% OF STUDENTS
AGREE THAT
STUDYING FOR THE
AAT ACCOUNTING
QUALIFICATIONS
HAS INCREASED
THEIR EARNING
POTENTIAL.

Salary by region

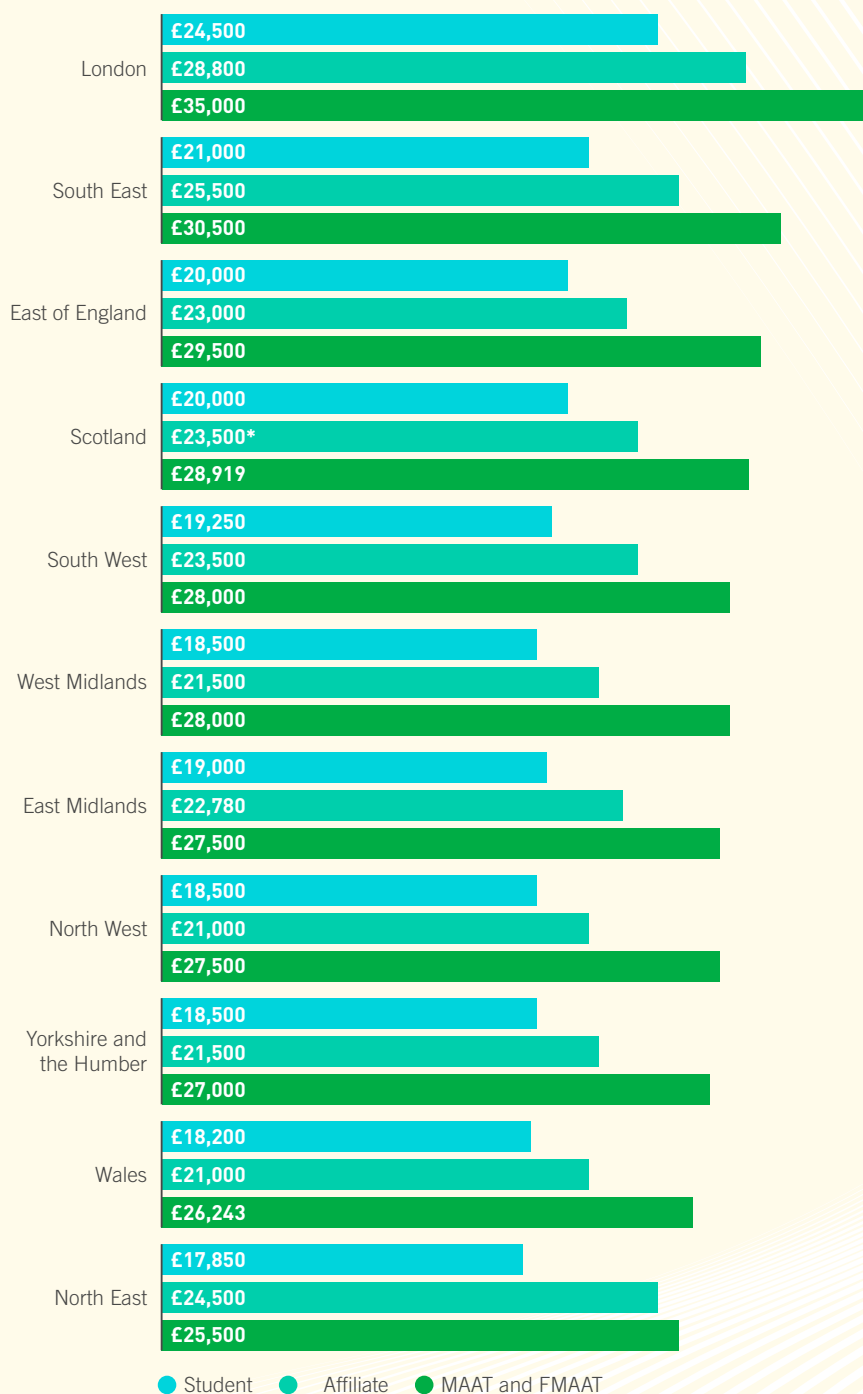
Average salary by region



North East is again at the bottom for students and professional members. Wales is the lowest paying region for affiliates. London remains the top paying region at all levels.

London remains the top paying region in the UK across all membership levels.

There is a 37% difference in salaries between the highest paying region, London, and the lowest paying regions in the North East and Wales.



These salaries represent the average (median) salaries for AAT members working full-time.
Northern Ireland has not been included due to very low base numbers (16 respondents in total).
*Low base of less than 30 respondents.

Base
Students – 6,843
Affiliates – 679
MAATs and FMAATs – 3,845

Salary and bonus by age

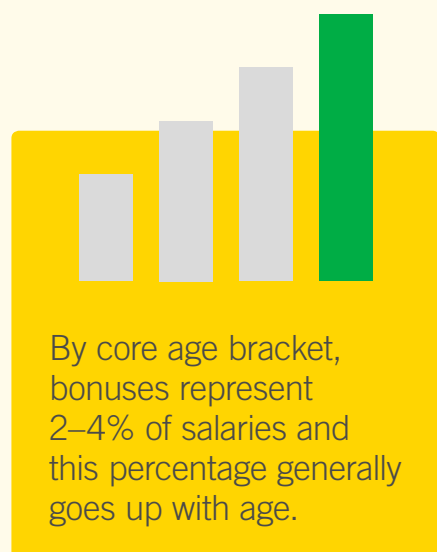
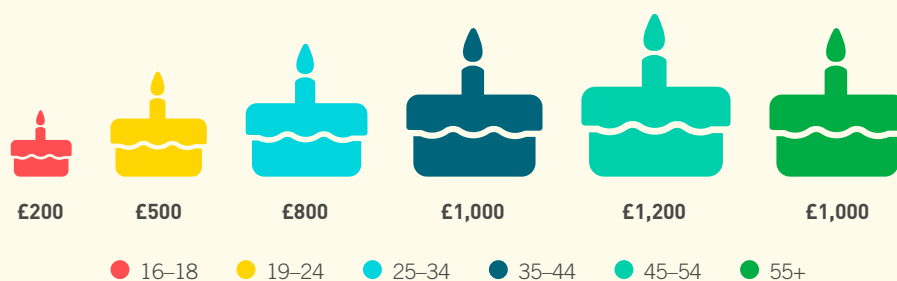
Following the trend in previous years, average salaries and bonuses show progression by age except for the bonus for those aged 55+.

Compared to 2017, salaries for those aged 25 to 44 have seen no change. All other bands have seen an increase.

Average salary by age



Average bonus by age



These salaries and bonuses represent the average (median) for AAT members working full-time.

Base
Salary – 11,353
Bonus – 3,873

THERE IS A
37% DIFFERENCE
IN SALARIES
BETWEEN THE
HIGHEST PAYING
REGION, LONDON,
AND THE LOWEST
PAYING REGIONS IN
THE NORTH EAST
AND WALES.

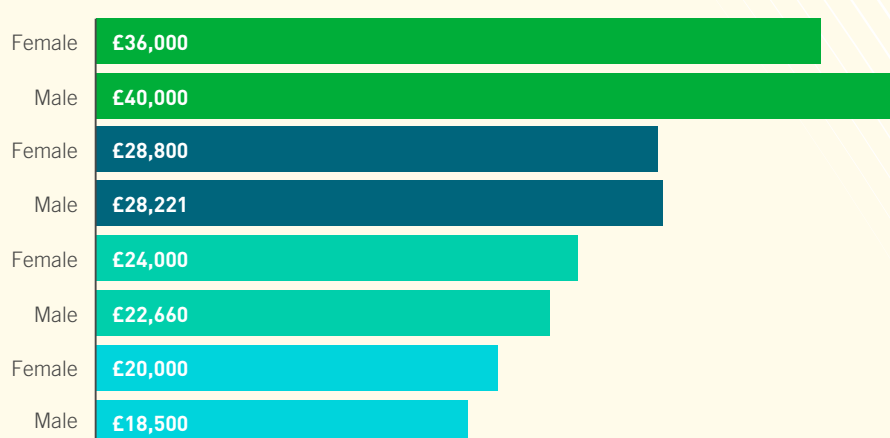
Salary and bonus by gender

At the professional level, we continue to see a gender pay gap amongst AAT members, with men earning 5% more than women. This compares with a 2% gap in 2017.

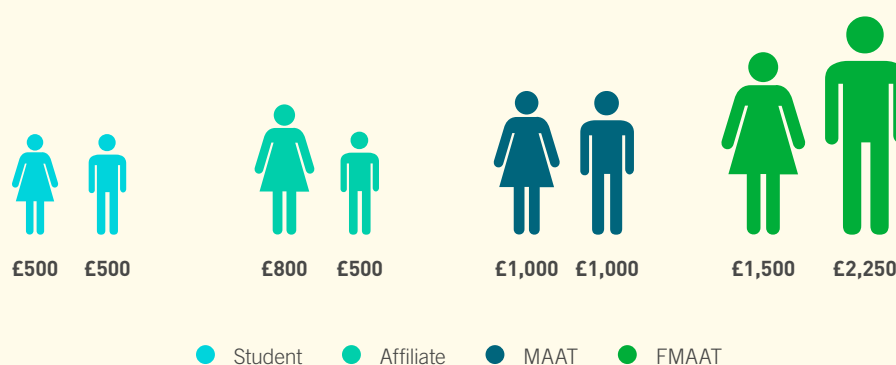
At student and affiliate levels, the reverse is true, and we see women with a higher average salary.

The gender pay gap is also evident when looking at those who have seen a salary increase this year compared to last: 68% of men working full-time have seen an increase compared with 65% of women.

Average salary by gender



Average bonus by gender



Men at MAAT and FMAAT levels are likely to earn 5% more than women.

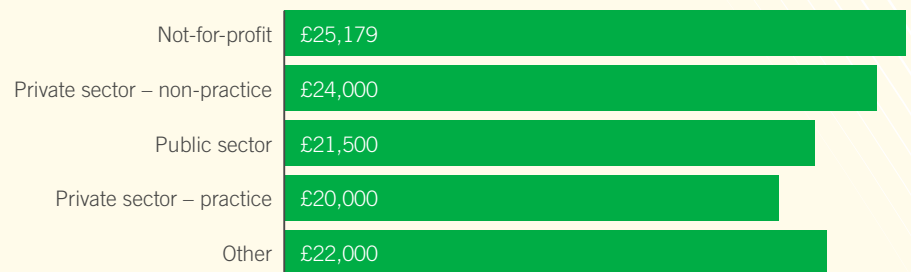
Base
Males – 3,737
Females – 7,561

Salary and bonus by industry

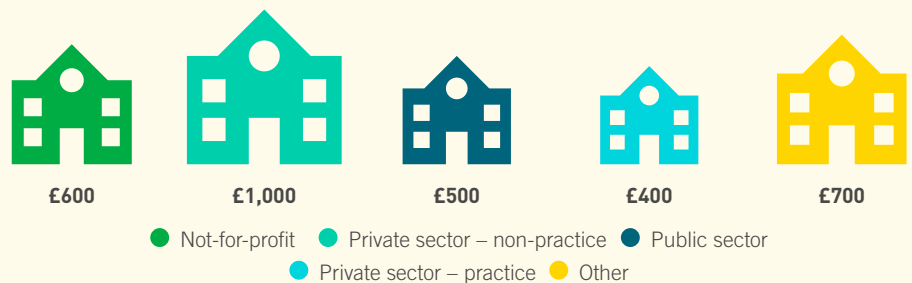
Continuing the trend from the previous years, AAT members working in the not-for-profit sector come out on top in terms of the highest average full-time salary by industry sector.

However, the private sector (non-accountancy practices) remains the top bonus payer. Those in the private sector are also much more likely to receive a bonus and be on a bonus scheme compared to other sectors.

Average salary by industry



Average bonus by industry



Those in the not-for-profit sector earn the highest average salaries, while those in the private sector receive higher bonuses.

These salaries and bonuses represent the average (median) for AAT members working full-time.

Base
11,368




















































68% OF MEN
WORKING
FULL-TIME HAVE
SEEN AN INCREASE
IN SALARY
COMPARED WITH
65% OF WOMEN.

Company benefits by industry

Members were asked to select their top five preferences from a list of 14 potential company benefits.

This year, flexi-time came out on top in terms of desired company benefits: 58% put it in their top five, followed by 51% for private health care and 50% paid time off to study.

In 2017, a company pension scheme was the most popular with 65% putting it in their top five but this year, only 44% do.

		Desired benefits (top five)	Benefits currently received	Difference
	Flexi-time	58% 	25% 	33% 
	Private health care	51% 	20% 	31% 
	Paid time off to study	50% 	28% 	22% 
	Pays for my AAT annual membership	45% 	49% 	-4% 
	Company pension scheme	44% 	77% 	-32% 
	Pays/paid for my AAT studies	44% 	50% 	-7% 
	Travel allowance and/or company car	33% 	10% 	23% 
	Incentive for completing the AAT Accounting Qualification	31% 	9% 	23% 
	Incentive for becoming an AAT professional member (F/MAAT and/or AATQB)	29% 	4% 	25% 
	Pays for events and short training courses	28% 	28% 	0% 
	Life assurance	28% 	15% 	13% 
	Family-friendly policies	25% 	10% 	15% 
	A maternity package offering more than the statutory package	21% 	9% 	12% 
	Stock options	12% 	4% 	8% 

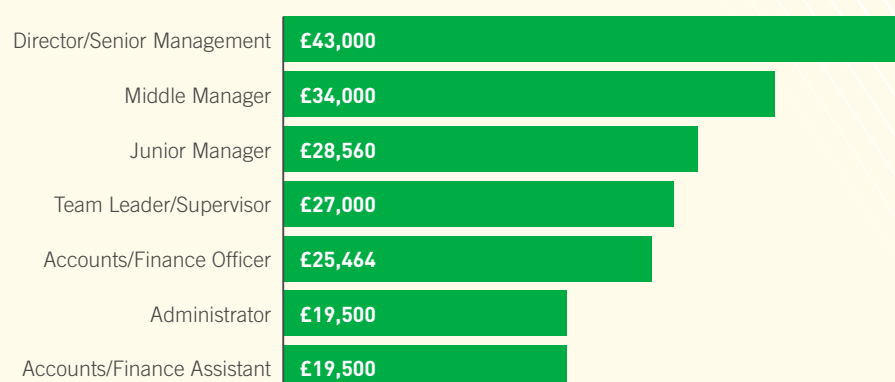
Base
11,367

Salary and bonus by job level

As would be expected, average salaries and bonuses show progression by the level of role.

Bonuses as a percentage of salary increase with the level of seniority.

Average salary by job level



Average bonus by job level



The biggest differences in salaries and bonuses were between Director and Middle Manager roles (26%) and between Accounts/Finance Officer and Administrator or Accounts/Finance Assistant (31%).

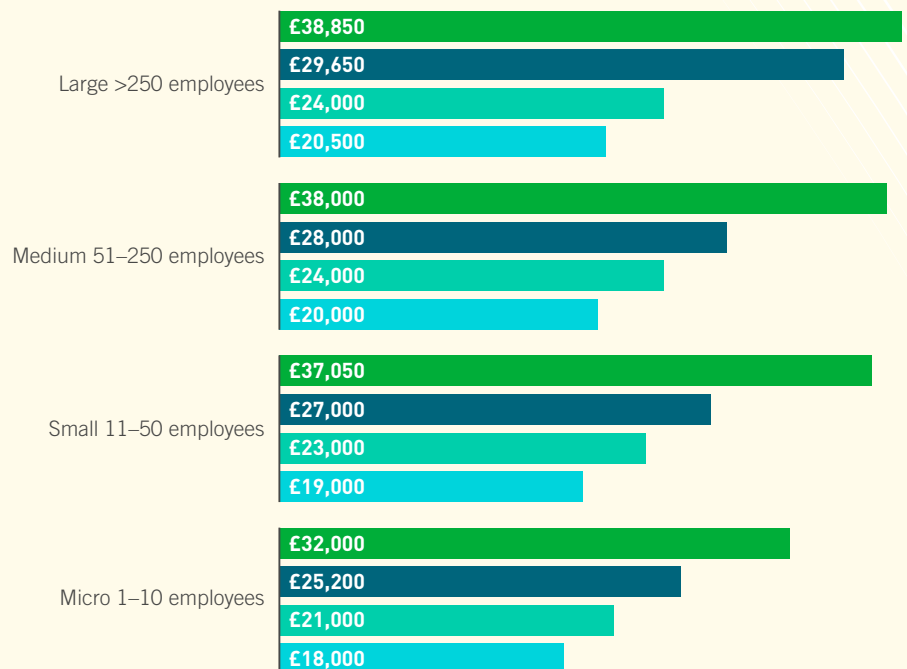
Base
Salary – 11,367
Bonus – 3,876

Salary and bonus by company size

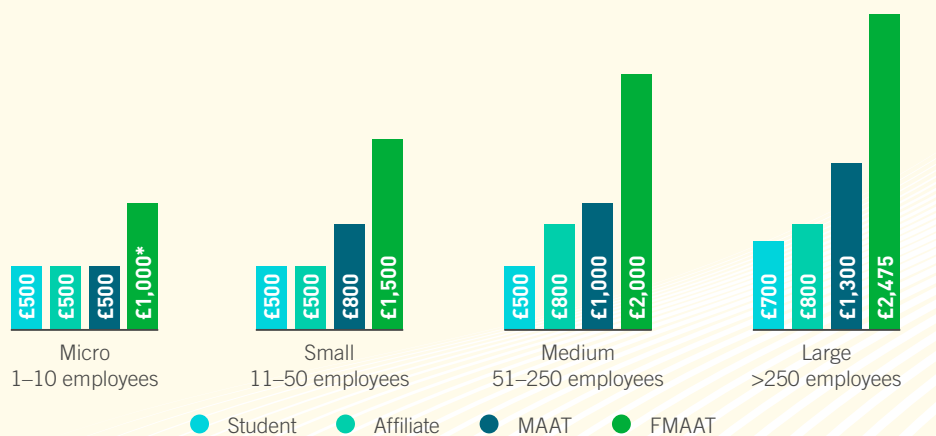
Following the trend of previous years, we see significantly better average salaries and bonuses in larger organisations. There is an overall difference of 15% between the average salary in micro companies compared to large organisations. The difference for bonuses is also significantly greater.

Those working in smaller companies are less likely to be on an official bonus scheme but just as likely to receive a bonus as those in larger organisations.

Average salary by company size



Average bonus by company size



*Low base of less than 30 respondents.

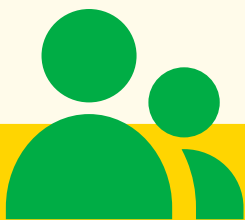
Salary base	Bonus base
Students – 6,755	Students – 2,157
Affiliates – 674	Affiliates – 245
MAATs – 3,295	MAATs – 1,256
FMAATs – 540	FMAATs – 199

Career intentions in the next 12 months

Members' career plans this year are almost identical to previous years with 51% planning to stay in the same job with the same employer in the next year. Three quarters plan to stay with their current employer, either in the same job or seeking promotion.

Fewer students and affiliates plan to stay with their current employer in the same role compared with professional members (43% of professional students versus 58% of MAATs and 66% of FMAATs).

Members' career intentions 2011–2019



Almost double the number of those working full-time plan to look for a promotion with their current employer compared with those working part-time.

Base
 2011 – 5,172
 2013 – 4,124
 2015 – 3,010
 2017 – 6,015
 2019 – 13,198

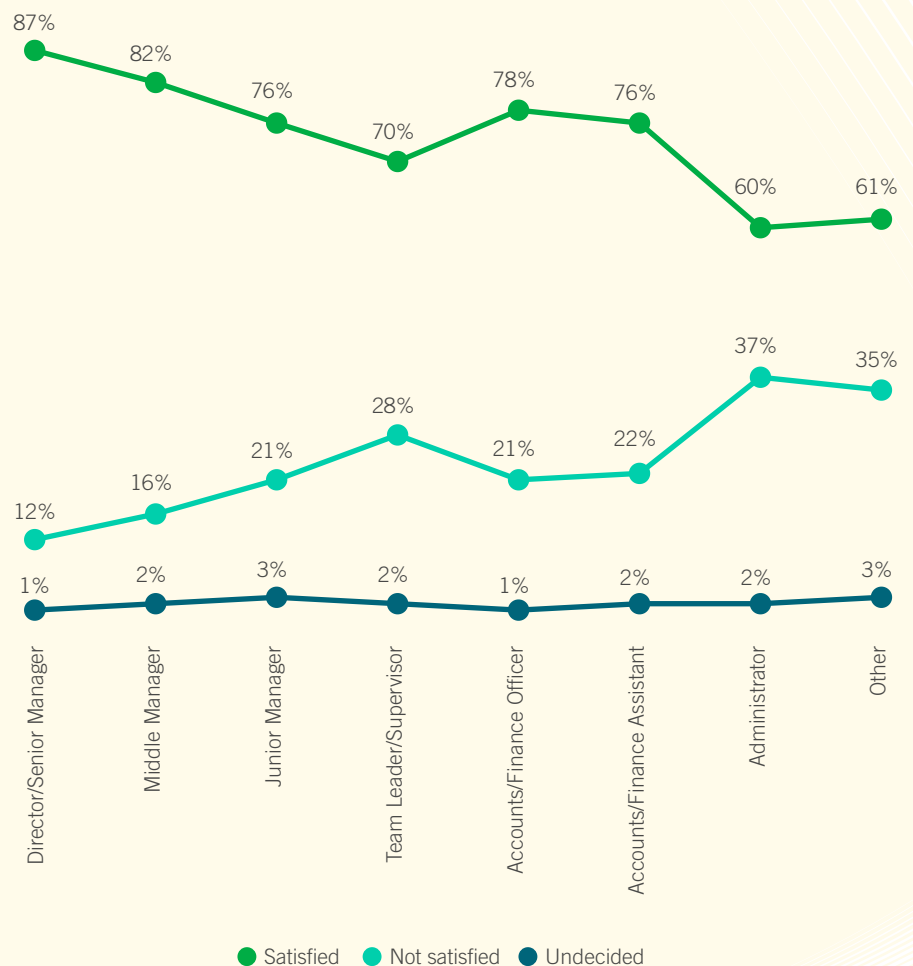
Job satisfaction

76% of members say they are very or quite satisfied with their current job, down 1% on last year.

As we've seen in previous years, the greatest job satisfaction can be seen for those who are in more senior roles.

Feelings of job satisfaction are also highest among the young: 84% of 16–18-year-olds are satisfied compared with 74% aged 35–44.

Job satisfaction by level



There is also a clear link between job satisfaction and salary. Those who have seen their salary increase in the last year are the most likely to indicate high levels of job satisfaction.

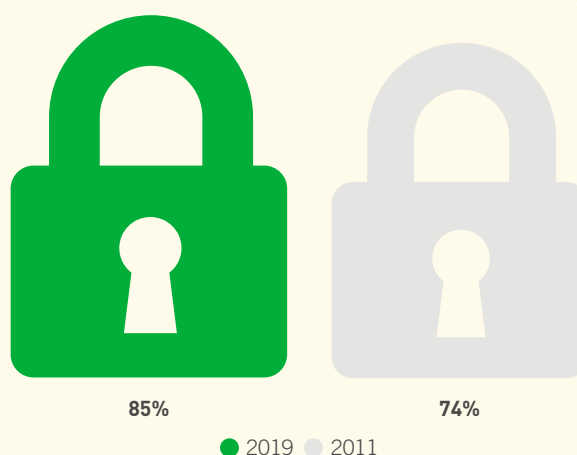
Base
Employed work (non-AAT Licensed Accountants) – 13,198

Job security

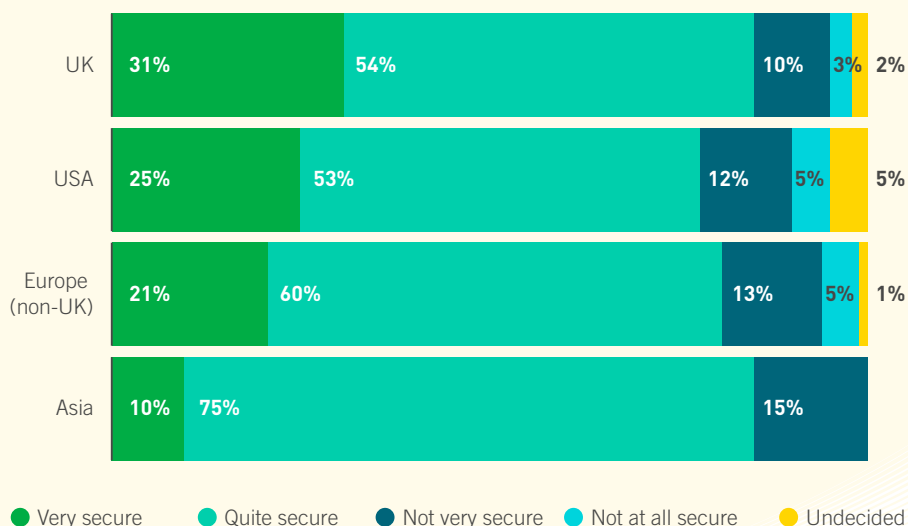
Feelings of job security are very similar to 2017.

85% of members with UK companies say they feel very or quite secure in their job.

AAT members
that feel very or
quite secure



Job security by
company nationality



Job security levels have been gradually increasing since 2011 when 74% of non-AAT Licensed Accountants felt very or quite secure.

Australasia has not been included due to a low base of 10 nor 'other' (base of 72).

Base
13,198

2019 RESULTS AAT LICENSED ACCOUNTANTS

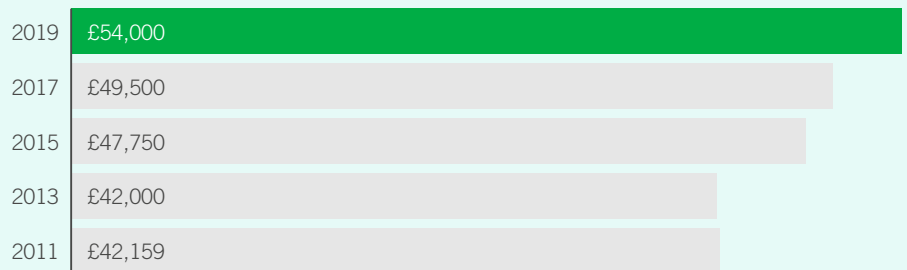
Average annual income of AAT Licensed Accountants

This year, the practice fee income of AAT Licensed Accountants who work full-time has increased by 9%, which is more than double the increase we saw in 2017 (4%).

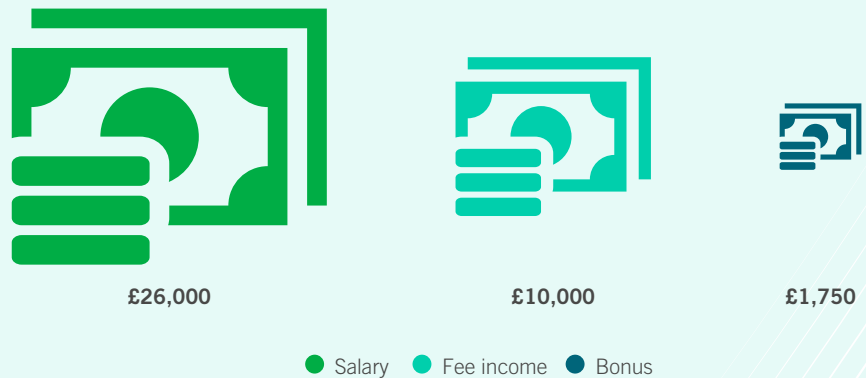
34% of AAT Licensed Accountants have their own practice but are also still employed. 55% of these spend less than a quarter of their working time on their practice work.

For AAT Licensed Accountants, as is always the case, the greater number of clients, the higher the fee income for individual AAT Licensed Accountants.

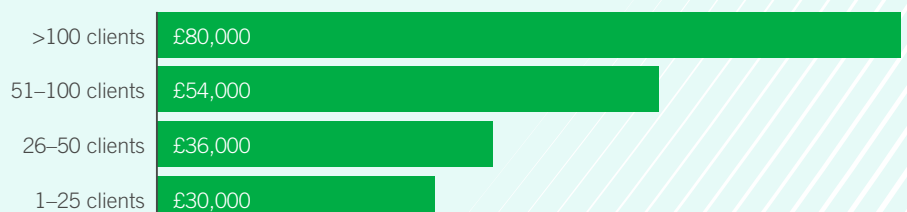
Average annual income of AAT Licensed Accountants who are purely self-employed



Average full-time salary, bonus and fee income for AAT Licensed Accountants who are employed and self-employed



AAT Licensed Accountant fee income by practice size



Purely self-employed AAT Licensed Accountants base
 2019 – 269
 2017 – 198
 2015 – 262
 2013 – 235
 2011 – 230

Employed and self-employed AAT Licensed Accountants base
 100
 (those working full-time)

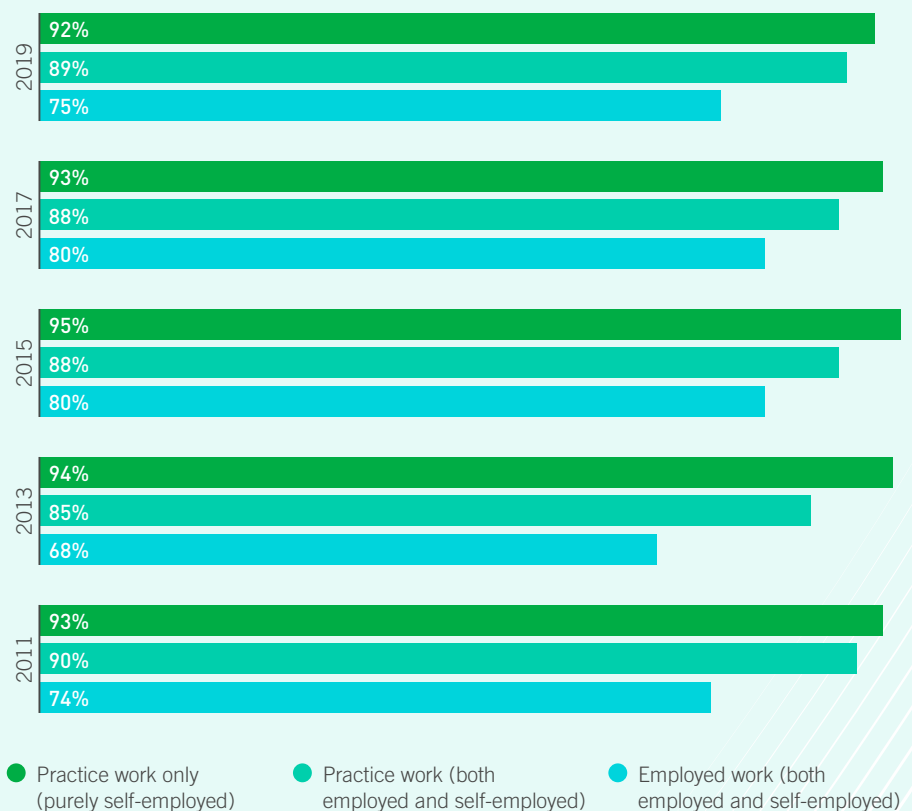
Fee income by practice size base
 268
 (AAT Licensed Accountants working full-time who are purely self-employed)

Job satisfaction of AAT Licensed Accountants

Job satisfaction levels for AAT Licensed Accountants who are purely self-employed show the highest levels amongst all members.

AAT Licensed Accountants who are both employed and self-employed show greater dissatisfaction with their employed work than their practice work (14% difference), but their satisfaction level is very similar to non-AAT Licensed Accountants.

Job satisfaction of AAT Licensed Accountants



92% of AAT Licensed Accountants who are purely self-employed say they are very or quite satisfied (down 1% on last year).

Base
 2019 – 549
 2017 – 358
 2015 – 494
 2013 – 468
 2011 – 494

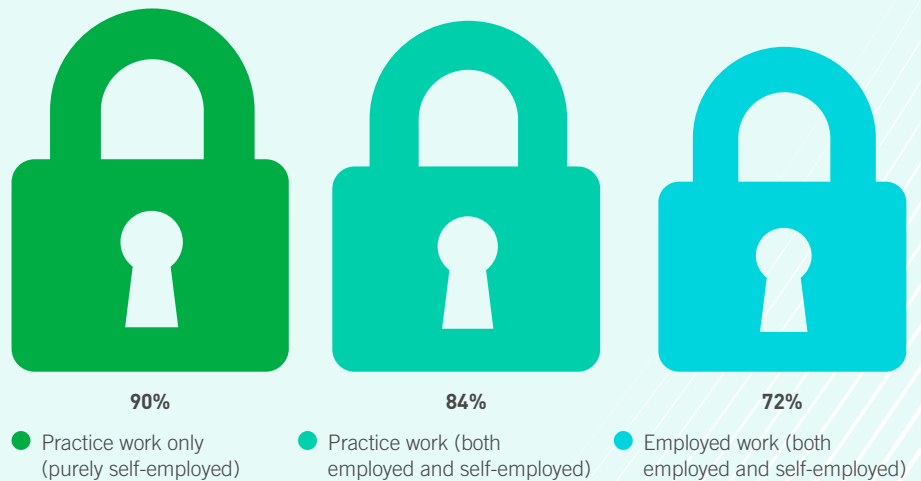
Job security of AAT Licensed Accountants

92% of AAT Licensed Accountants said they feel very or quite secure in their current job. This is a 2% decrease compared to 2017.

Job security of AAT Licensed Accountants in 2019



Job security of AAT Licensed Accountants in 2011



85% of full-time AAT Licensed Accountants feel secure in their jobs compared with 80% of those working part-time.

Base
2019 – 541
2011 – 328

THOSE MOST
LIKELY TO SEEK
PROMOTION WITH
THEIR CURRENT
EMPLOYER ARE
IN LONDON (27%)
COMPARED WITH
ONLY 20% IN
SCOTLAND.

Methodology

For the AAT Salary Survey 2019, two online surveys were conducted in March 2019: one with AAT students, affiliates, full and fellow members in the UK and one with AAT Licensed Accountants.

Online surveys were conducted with two UK audiences: AAT members and AAT Licensed Accountants. A total of 14,286 responses were received across the two main surveys.

Response data for both surveys was weighted to match the profile of AAT's overall membership base by core categories (membership level, age and gender), to ensure survey results give an accurate representation.

The research for this project was undertaken by an independent market research agency, Caledonia Market Research.

Bonus calculations

Average bonus figures relate to the median bonus for those who received one within the last year. Those who were not eligible for a bonus and those who were but did not receive one, were not included in the calculations.

AAT

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Our members are represented at every level of the finance and accounting world, including students, people already working in accountancy and self-employed business owners.

Any questions?

If you'd like to know more about AAT and our qualifications, please get in touch with us.

Call us on **+44 (0)20 3735 2434**.

Lines are open Monday to Thursday from 09.00 to 20.00, and Friday from 09.00 to 17.00 (UK time).

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