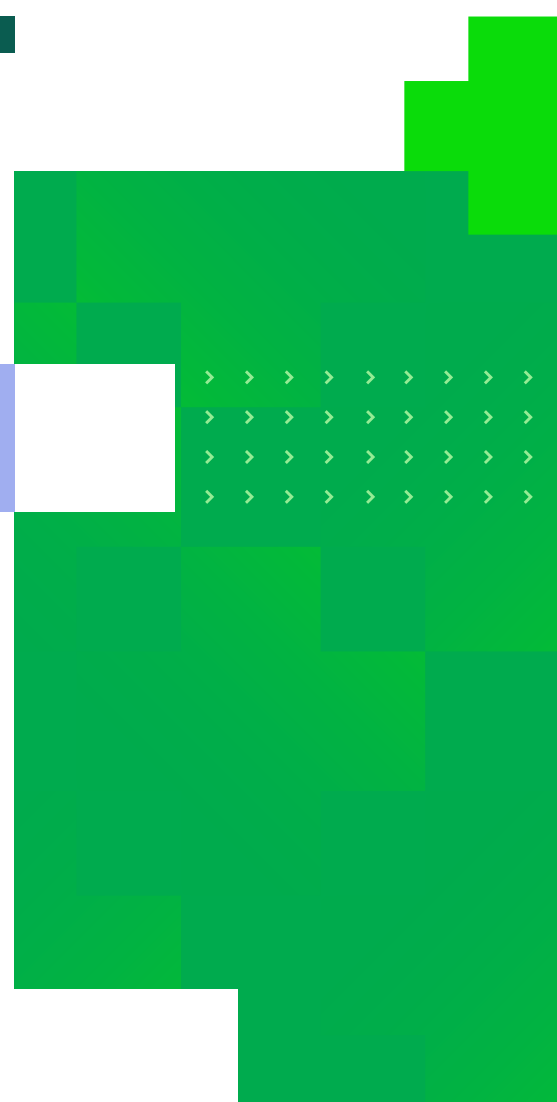
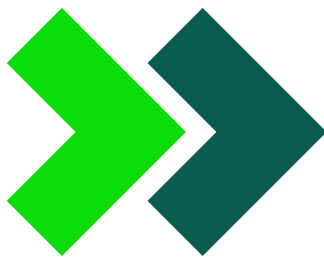
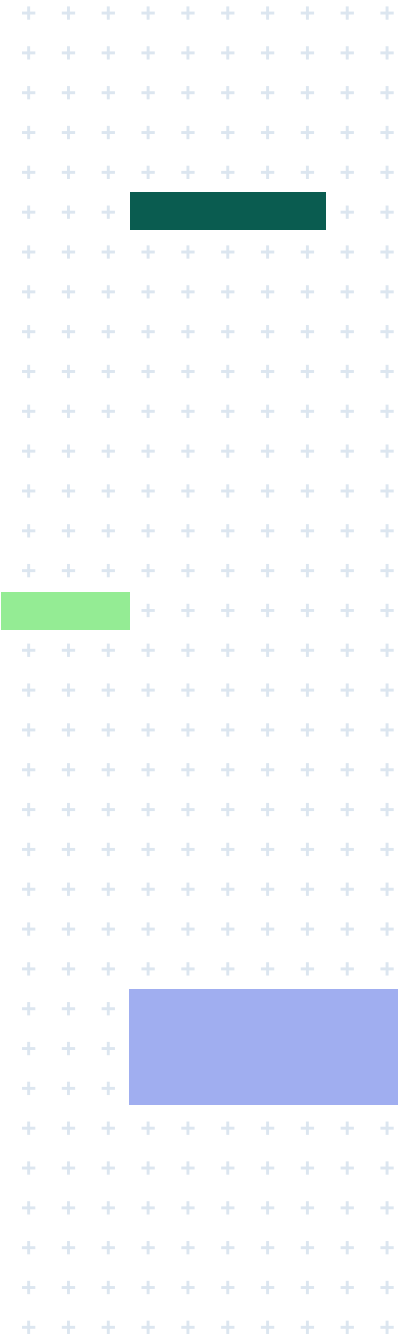


Salary survey **> 2023**

Key insights on earnings and career growth



Introduction	3	2023 results: AAT Licensed Accountants
2023 results		
Average basic salary for each level of AAT membership	5	Average annual income of AAT Licensed Accountants 22
Average bonus received within the last year	6	Job satisfaction of AAT Licensed Accountants 23
Salary by region	8	Job security of AAT Licensed Accountants 24
Salary and bonus by age	9	2023 results: AATQBs
Salary and bonus by gender	11	Average annual income of AATQBs 27
Salary and bonus by industry	12	Gender pay gap – AATQBs 28
Company benefits	14	Employment: industry and sector 29
Salary and bonus by job level	15	2023 results: Apprenticeships
Salary and bonus by company size	16	Average income for apprentices 31
Career intentions in the next 12 months	18	Methodology 33
Job satisfaction	19	
Job security	20	



Introduction

Practical real world skills.

At AAT we make it possible for more people to experience the opportunities a career in finance brings, through our accessible qualifications and supportive community.

We work across the globe with around 124,000 members in more than 105 countries.

Our AAT accounting professionals are empowered with the practical and technical skills that add value, create impact and get results in any workplace.

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

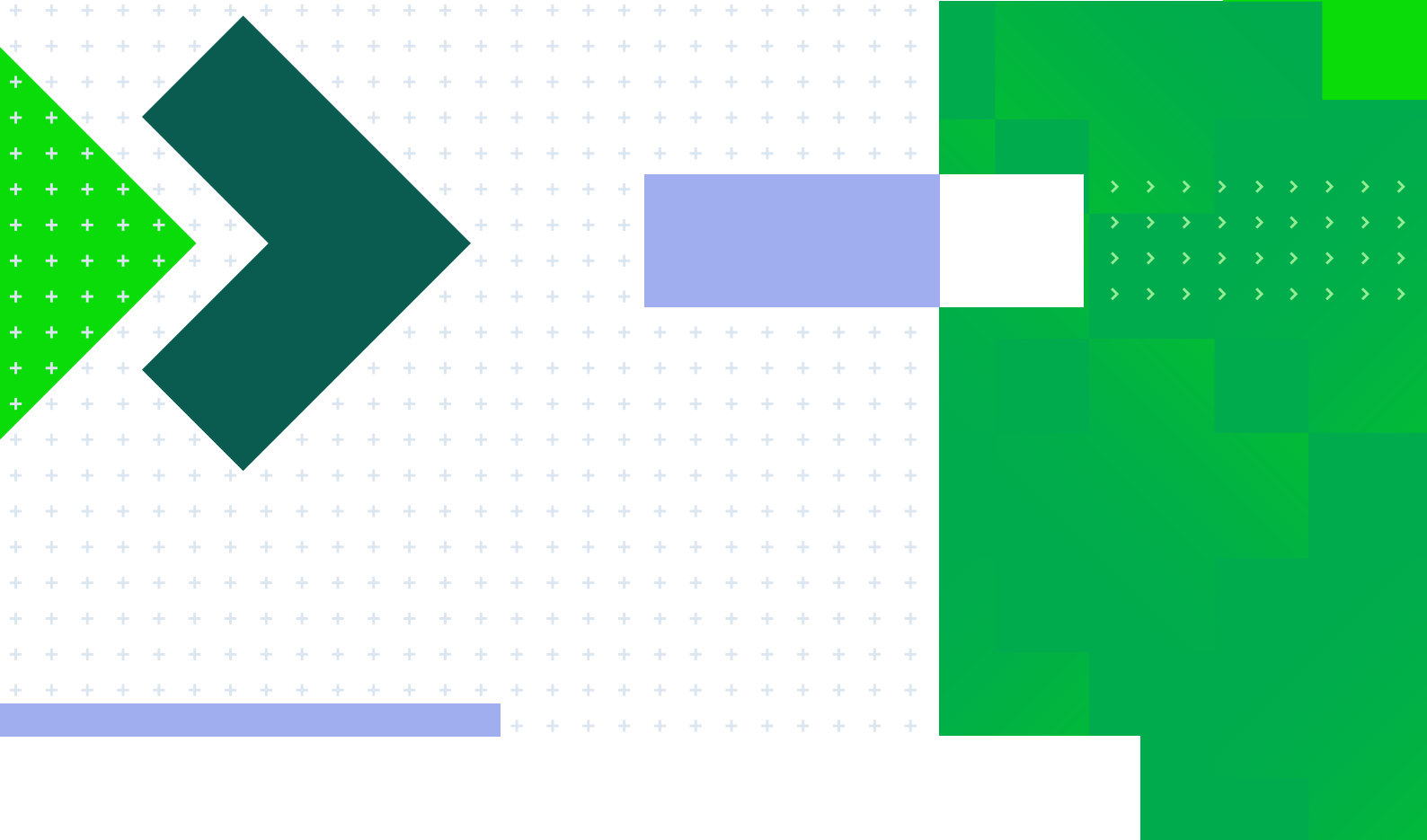
- **students** – those who are studying our accounting qualifications
- **AATQBs** – those who are studying or completed the AAT Level 3 Diploma in Accounting and have gained AAT bookkeeping membership
- **MAATs** – those who have completed the AAT Level 4 Diploma in Professional Accounting and have 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 2023* 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 Licensed Bookkeepers are not included within this survey. The last survey was conducted in 2021.



2023 *results*



Average basic salary for each level of AAT membership

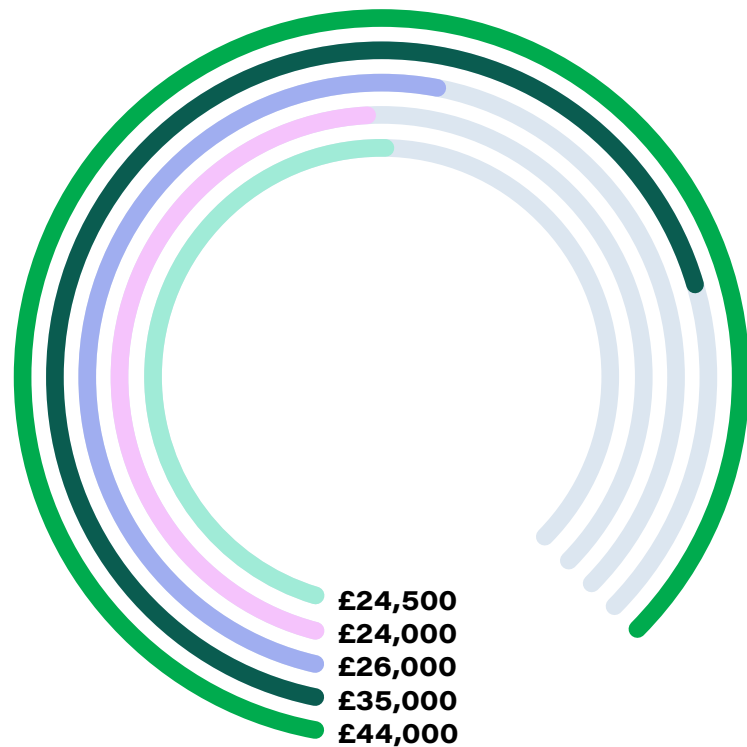
Throughout the survey we will refer to AAT members – this is the combination of our student, MAAT and FMAAT. AAT Licensed Accountants, who are members that run their own practice, are featured in the next section.

We can see clear evidence of an increase in salary as AAT members progress through the different stages of their membership journey. student, MAAT and FMAAT salaries are up 14% compared to 2021.

The greatest increase from one level to the next is from Level 4 students to MAAT with a 35% increase in salary from £26,000 to £35,000. This is followed by a 26% rise from MAAT to FMAAT to £44,000.

Average (median) full-time salaries

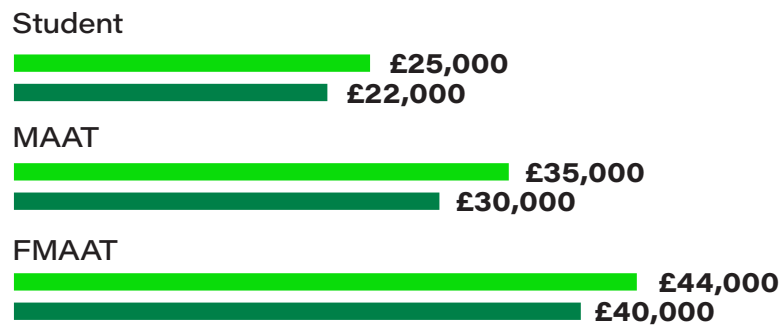
- Level 2 Certificate in Accounting
- Level 3 Diploma in Accounting
- Level 4 Diploma in Professional Accounting
- MAAT
- FMAAT



Base: 6,302 (working full-time)

How have salaries changed since 2021

- 2023
- 2021



Base: 6,302 (working full-time)

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

Average bonus received within the last year

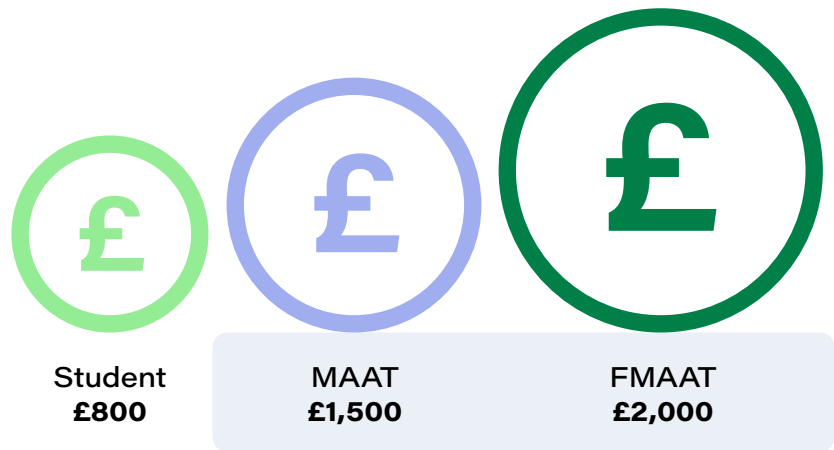
Within the last year, 36% of AAT members received a bonus. This is up from 32% in 2021.

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

In 2021, although salaries had increased, bonuses were static for students, MAATs and FMAATs. This year shows a very different picture with large increases evident for both students and MAATs.

Average full-time bonus by membership level

- Student
- MAAT
- FMAAT



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

Base: 2,354



36% of AAT members received a bonus this year, up by 4% compared with 2021.

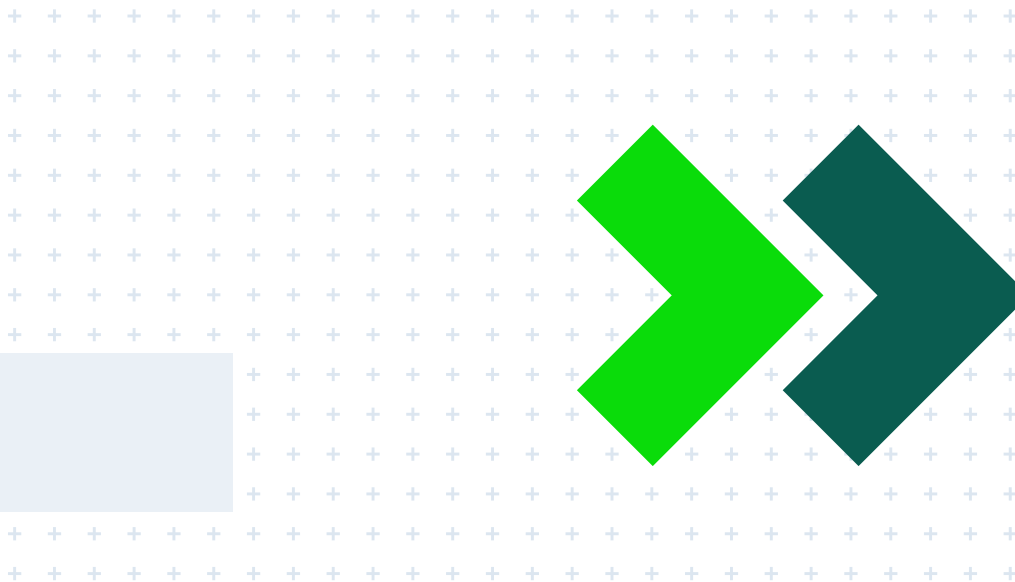
Not only are bonus levels up this year, the proportion who have received one is also greater than in 2021.



83%



**of members that
have completed
an AAT accounting
qualification agree it
has increased their
earning potential.**



Salary by region

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

This year, regional salary gaps have decreased: 18% for students (compared to 30% in 2021) and 22% for MAATs and FMAATs (compared to 36% in 2021), with London remaining the top-paying region for professionals.

Average salary by region

- █ Student
- █ MAAT and FMAAT

Base: 6,302 (working full-time)



Regional differences in pay are greatest at MAAT and FMAAT.

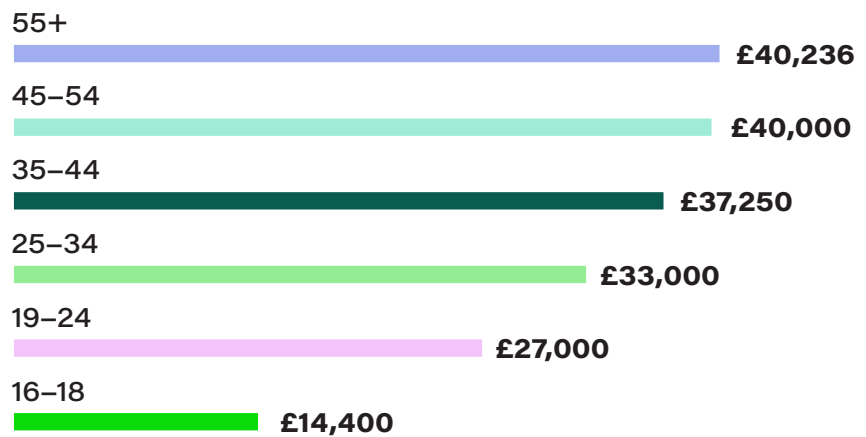
These salaries represent the average (median) salaries for AAT members working full-time. Northern Ireland has not been included due to very low base numbers.

Salary and bonus by age

Following the trend in previous years, average salaries and bonuses for AAT members show progression by age.

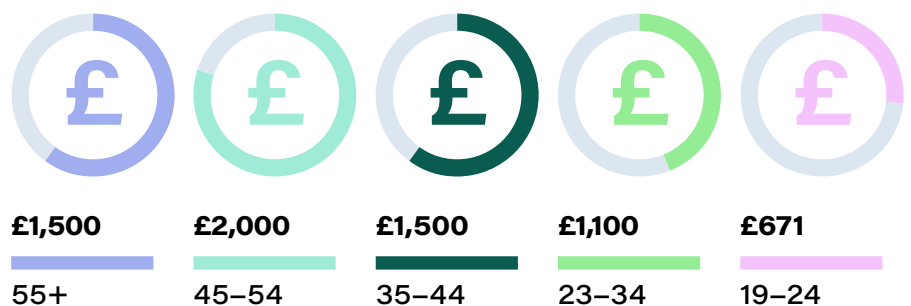
The only exception is the bonus for those aged 55+ which is always lower than the 45–54 age band.

Average salary by age



Base: 6,302
(students and F/MAATs working full time)

Average bonus by age



Base: 6,302
(students and F/MAATs working full time)



For MAATs and FMAATs, bonuses represent 2–3% of remuneration up to age 34, and then 4–5% for those over 35.

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

There is a **22%** **difference** in salaries between the highest paying region, London, and the lowest paying regions in the North East and Wales.



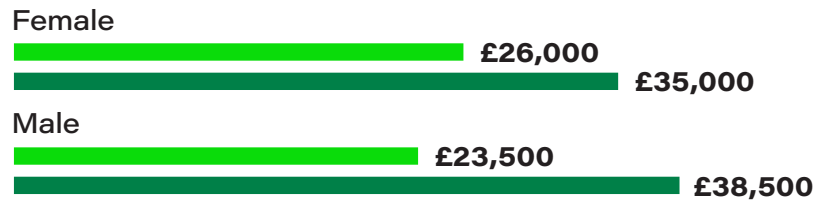
Salary and bonus by gender

Among MAATs and FMAATs, we continue to see the gender pay gap widen, with men earning 9% more than women. This compares with a 8% gap in 2021.

For students, the reverse is true, and we see the average female salaries are 11% higher and bonuses 20% more.

Average salary by gender

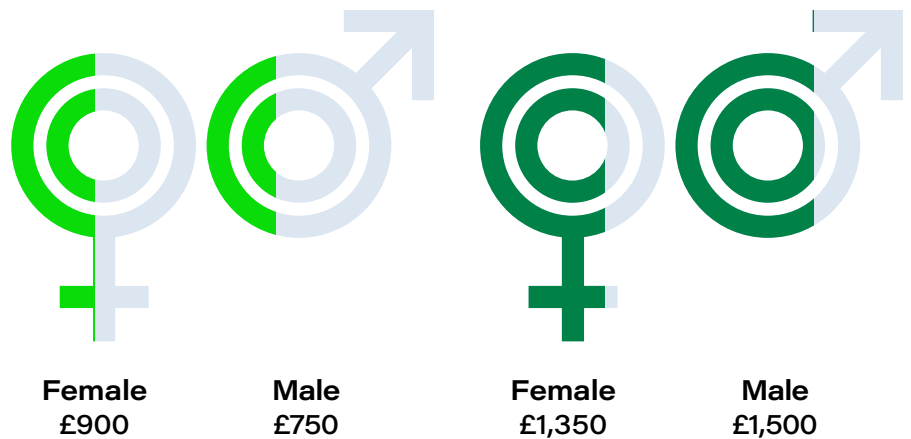
- Student
- MAAT and FMAAT



Base: 6302 (working full-time)

Average bonus by gender

- Student
- MAAT and FMAAT



Base: 6302 (working full-time)

+10%

Men at MAAT and FMAAT levels receive 10% more in bonuses than women.

Salary and bonus by industry

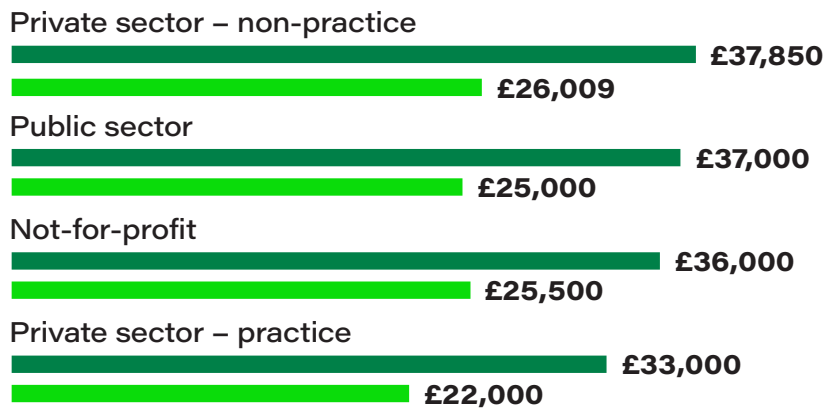
In a change from previous years, AAT members working in the private sector come out on top in terms of the highest average full-time salary by industry sector.

This trend continues with the private sector (non-accountancy practices) remaining 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

- Student
- MAAT and FMAAT

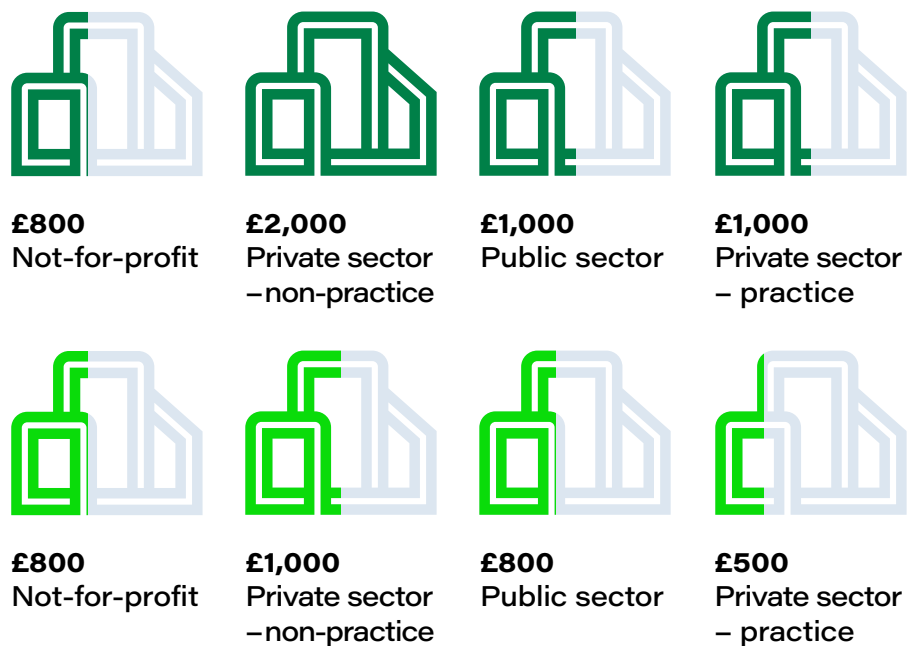
Base: 6,302 (working full-time)



Average bonus by industry

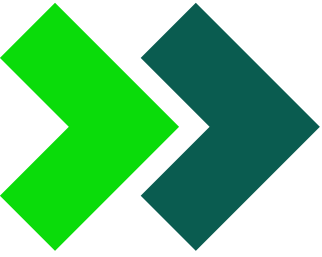
- Student
- MAAT and FMAAT

Base: 6,302 (working full-time)

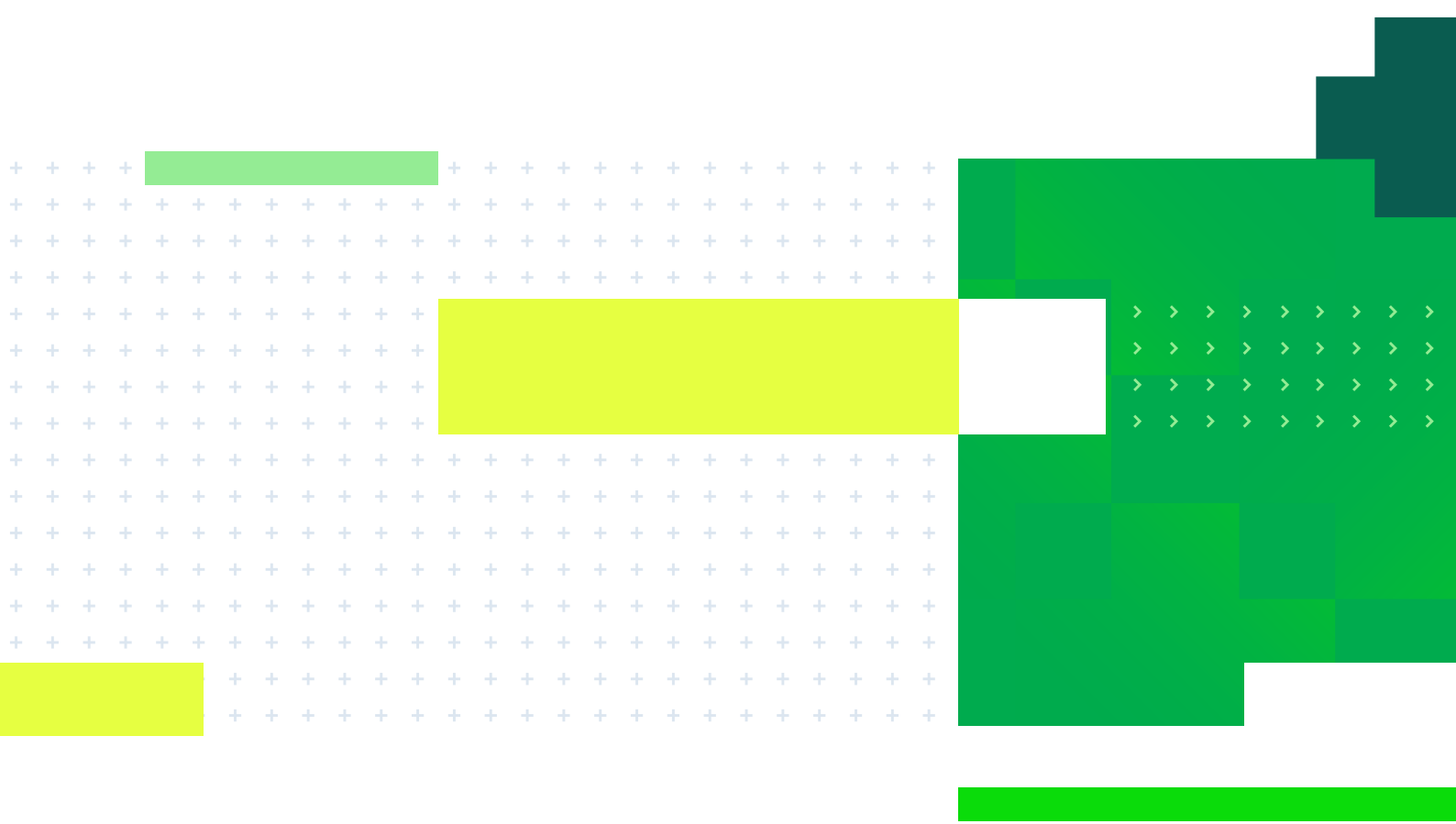


Those in the private sector earn the highest average salaries and receive higher bonuses.

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



Salary increases since 2021 show a **17% average increase** for men, and **15%** for women at professional level (MAAT and FMAAT).



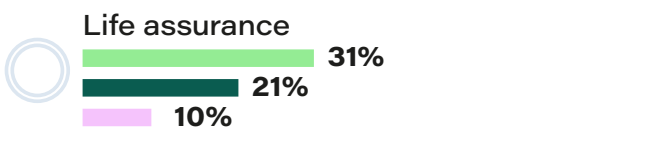
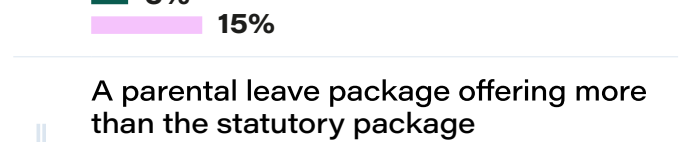
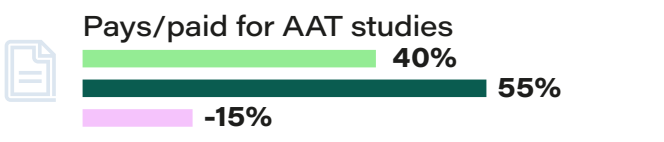
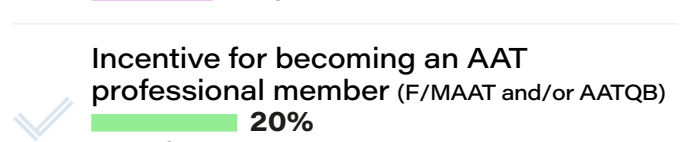
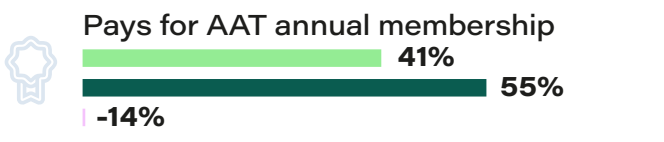
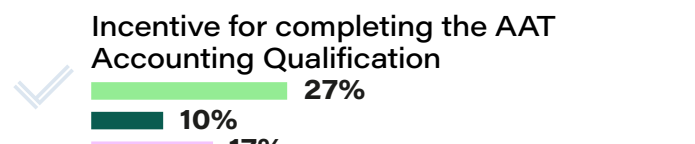
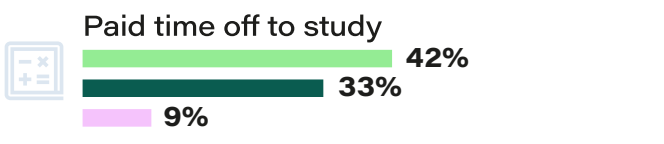
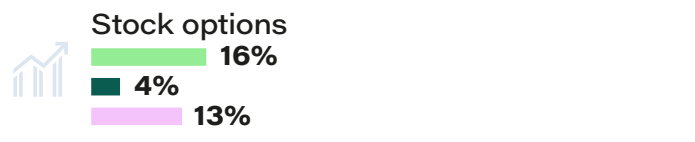
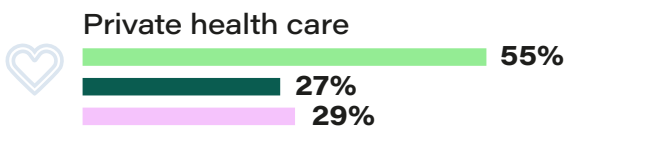
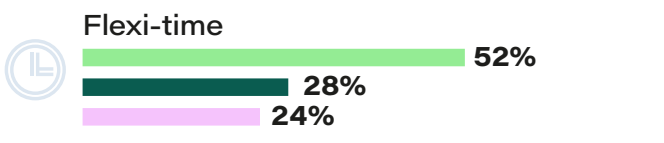
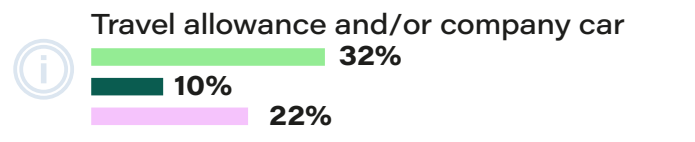
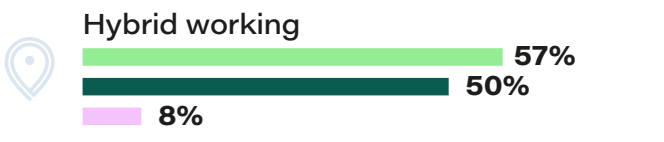
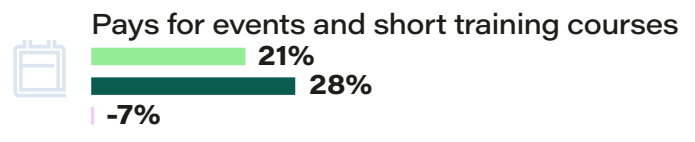
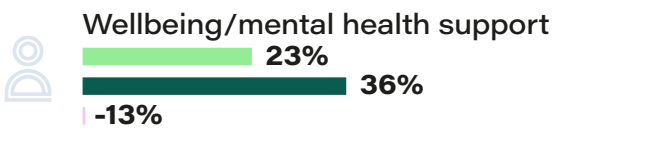
Company benefits

AAT members were asked to select their top five preferences from a list of 15 potential company benefits.

Hybrid working is the most desired company benefit: 57% put it in their top five, closely followed by 56% for private health care and 52% flexi-time.

Comparing the company benefits on offer this year to 2021, the proportion receiving each one has gone up for all benefits except the parental leave package (-1%) and stock options (no change).

- Desired benefits (top five)
- Benefits currently received
- Difference



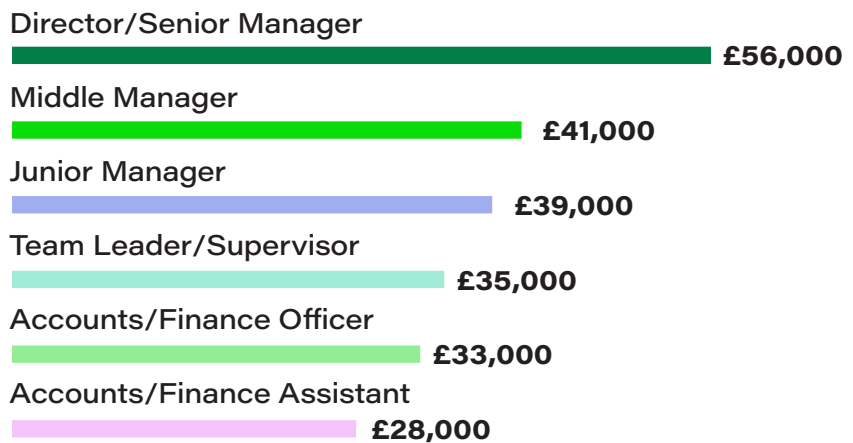
Base: 7,102 (non-licensed accountants)

Salary and bonus by job level

As expected, both salaries and bonuses increase as the job level rises.

Bonuses as a percentage of salary increase with the level of seniority. For MAATs and FMAATs the largest jump in salary is between middle managers and senior/director level at 37%.

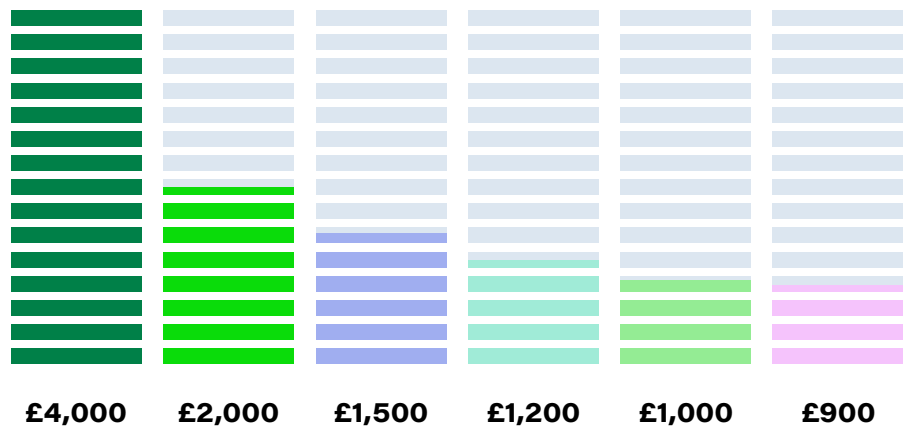
Average salary by job level



Base: 6,302 (working full-time)

Average bonus by job level

- Director/Senior Manager
- Middle Manager
- Junior Manager
- Team Leader/Supervisor
- Accounts/Finance Officer
- Accounts/Finance Assistant



+18%

F/MAATs who are Junior Managers have seen the biggest increases since 2021: with an 18% rise in average salary and a substantial 50% increase in bonus.

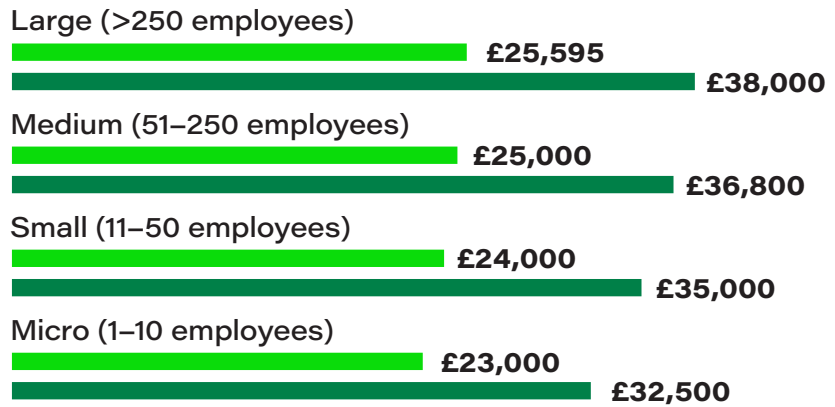
Salary and bonus by company size

Following the trend of previous years, we see better average salaries and bonuses in larger organisations. MAATs and FMAATs in large organisations earn on average 17% more than those working in micro companies and students earn 11% more.

For students, the largest percentage salary increases since 2021 are in large companies (+16%) and for F/MAATs, in small companies (+17%).

Average salary by company size

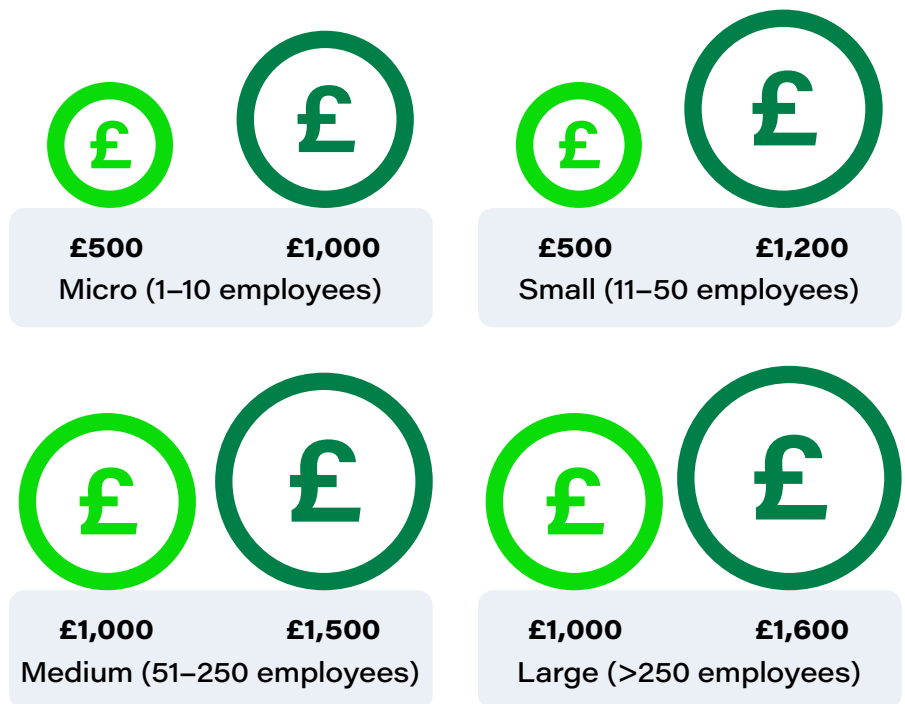
- Student
- MAAT and FMAAT



Base: 6,302 (working full-time)

Average bonus by company size

- Student
- MAAT and FMAAT



Base: 6,302 (working full-time)

Over half (51%) of those who studied AAT while on an accounting apprenticeship saw their salary increase in the year after they completed the apprenticeship.



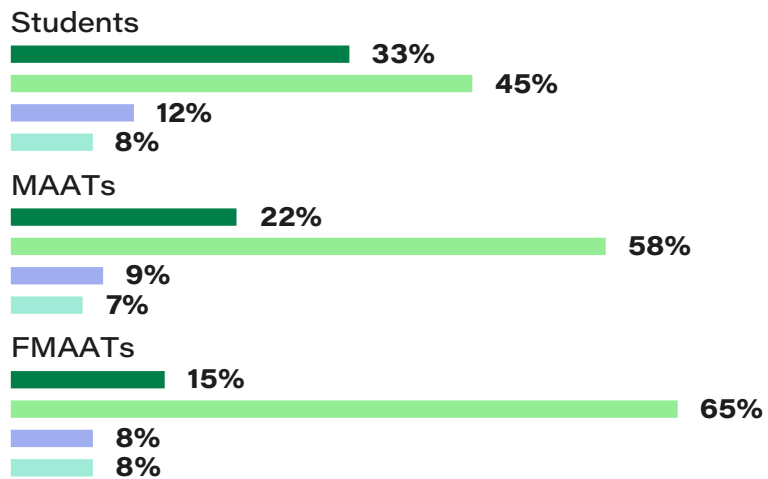
Career intentions in the next 12 months

AAT members' career plans this year are similar to previous years with 51% planning to stay in the same job with the same employer in the next year. 79% plan to stay with their current employer, either in the same job or seeking a promotion.

As expected, the likelihood of a member planning to stay with their current employer in the same role increases by membership level (78% of students vs 81% of MAATs and FMAATs).

Members' career intentions

- Seek promotion with current employer
- Remain with current employer in same job
- Move to different employer within current industry
- Move to different employer outside current industry



Base: 7,102 (non-licensed accountants)

1/10

Less than one in 10 AAT members plan to move outside their industry.

Job satisfaction

Job satisfaction levels are at their highest this year at 79% for AAT members.

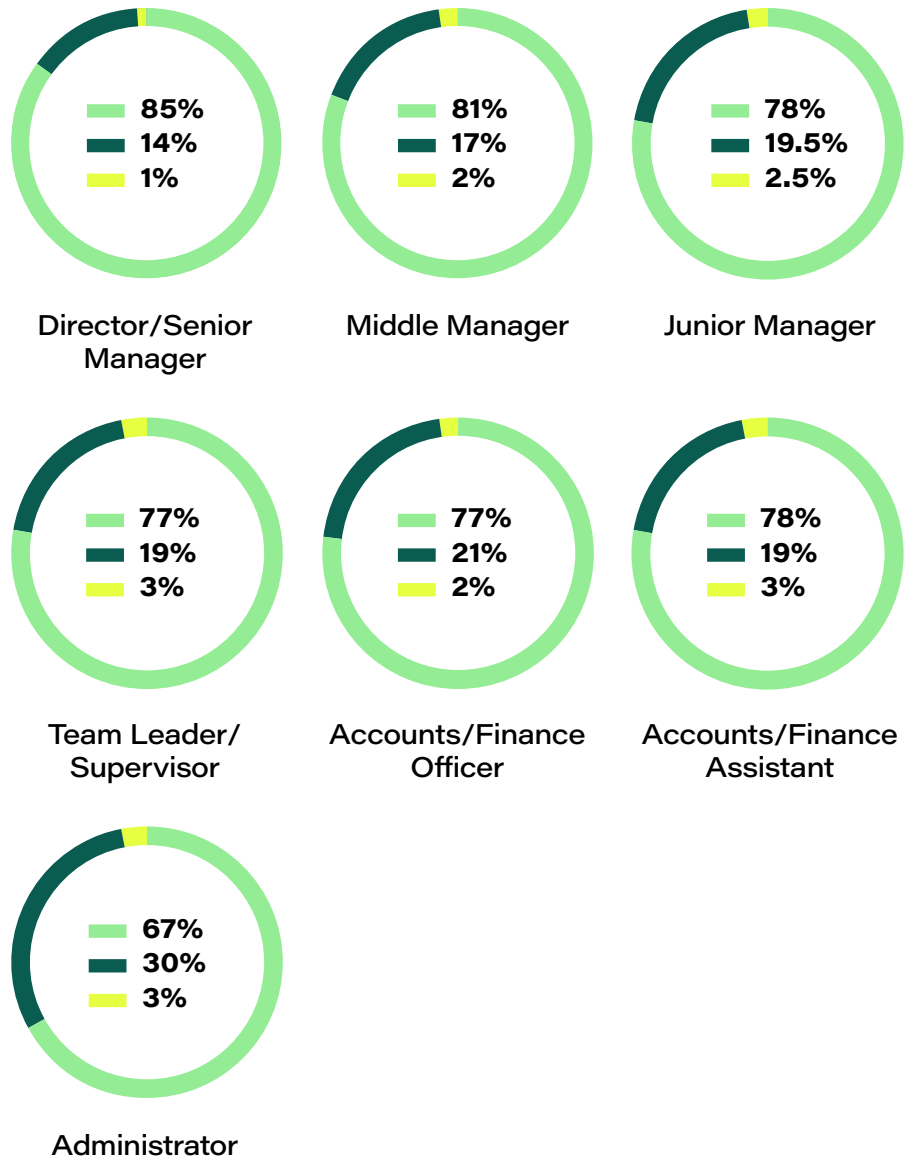
As we've seen in previous years, the greatest job satisfaction can be seen for those who are in more senior roles.

79% of AAT members working in the private sector are most satisfied in their jobs, compared to 77% for non-for-profit sector and 75% for public sector.

Job satisfaction by job level

- Satisfied
- Unsatisfied
- Undecided

Base: 7,102 (non-licensed accountants)



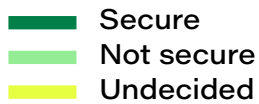
London has the highest salary but the lowest job satisfaction (73%), while the North East and Wales have the highest job satisfaction despite lower salaries.

Job security

Feelings of job security have increased.

On average, 89% of AAT members working with UK companies say they feel very or quite secure in their job.

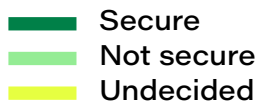
Job security by membership level



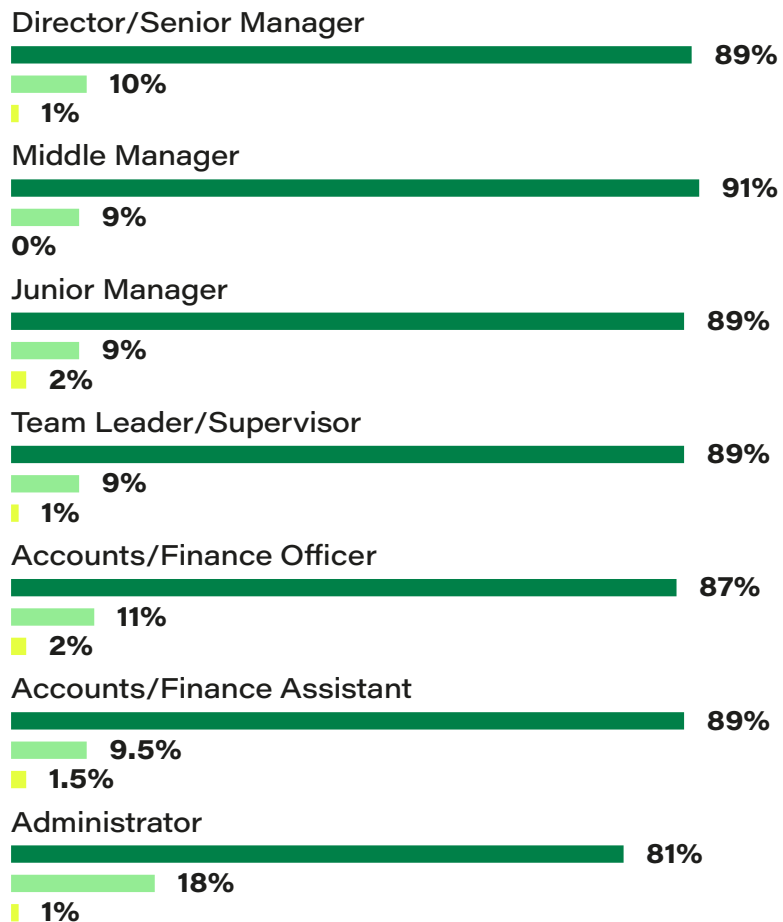
Base: 7,102 (non-licensed accountants)



Job security by level



Base: 7,102 (non-licensed accountants)



Among AAT members working full-time, 89% feel secure in their job, whereas 84% of those working part-time share the same sentiment.

2023 results ***AAT Licensed Accountants***



Average annual income of AAT Licensed Accountants

AAT Licensed Accountants are members who run their own practice.

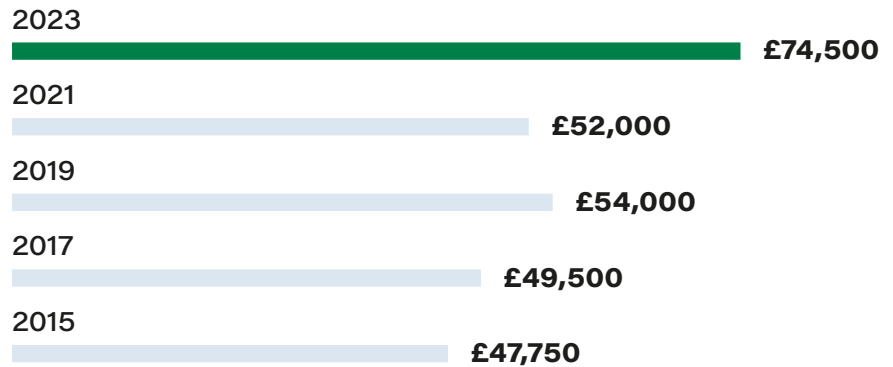
The practice fee income of AAT Licensed Accountants who are purely self-employed and work full-time has increased by 43% compared to 2021.

32% of AAT Licensed Accountants have their own practice but are also still employed. A third of these spend more than 50% of their time on their practice compared to a quarter in 2021.

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

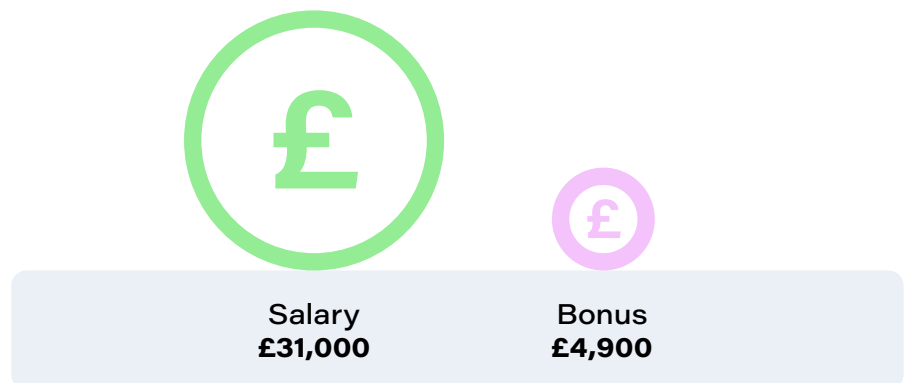
Average annual income of AAT Licensed Accountants who are purely self-employed

Base: 248 (purely self employed AAT Licensed Accountants)



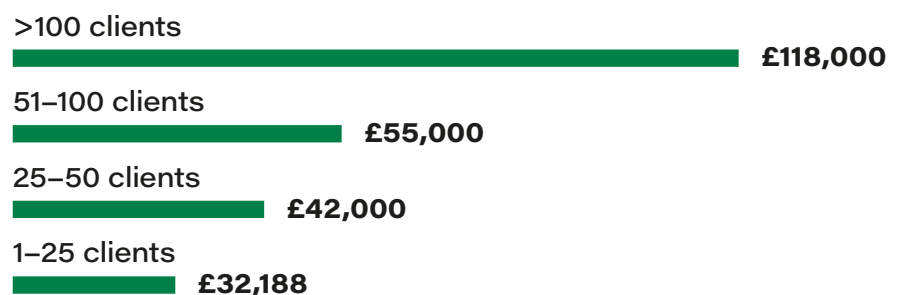
Average full-time salary, bonus and fee income for AAT Licensed Accountants who also have an employed role

Base: 151 (employed and self-employed AAT Licensed Accountants)



AAT Licensed Accountant fee income by practice size

Base: 151 (purely self employed AAT Licensed Accountants)



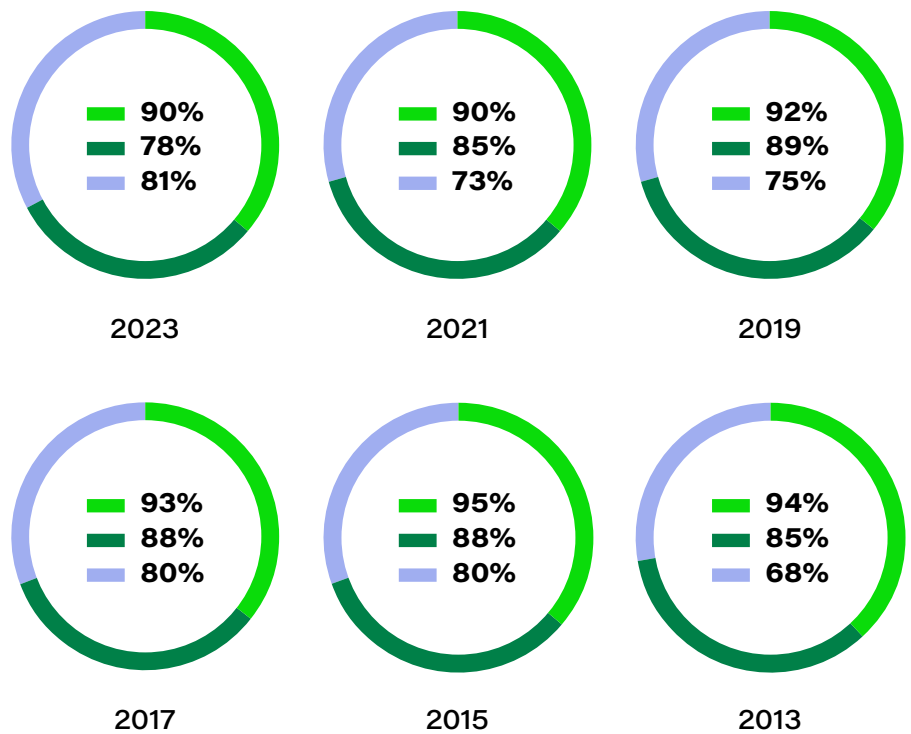
Job satisfaction of AAT Licensed Accountants

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

As always, AAT Licensed Accountants who are purely self-employed, are by far the most satisfied with their jobs: 90% are very or quite satisfied compared with only 77% of AAT members who aren't licensed.

Job satisfaction of AAT Licensed Accountants

- Practice work only
- Practice work (both employed and self-employed)
- Employed work (both employed and self-employed)



Base:
 2023: 471 2019: 549 2015: 494
 2021: 840 2017: 358 2013: 468

88%

88% of AAT Licensed Accountants believe being self-employed is more satisfying than being employed.

Job security of AAT Licensed Accountants

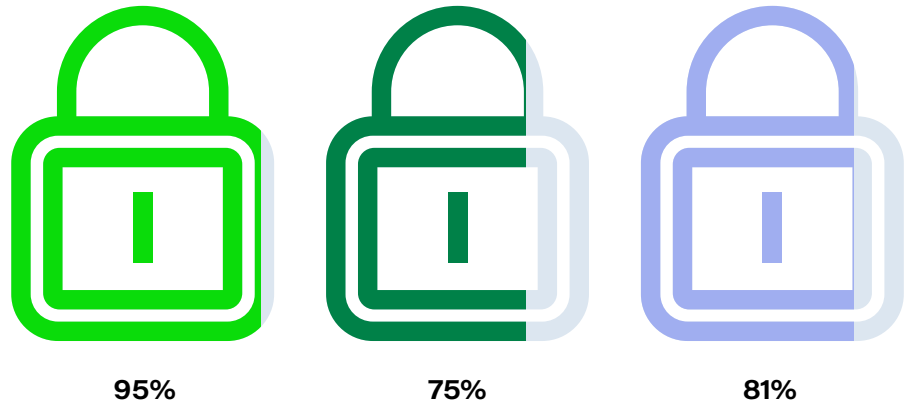
95% of AAT Licensed Accountants who are purely self-employed said they feel secure in their current job.

This year, 95% of AAT Licensed Accountants feel very or quite secure, a level previously seen only in 2015.

Interestingly, those who are both employed and have their own practice are most likely to feel slightly more secure about their employed work, with 81% compared to 75% for practice work (both employed and self-employed).

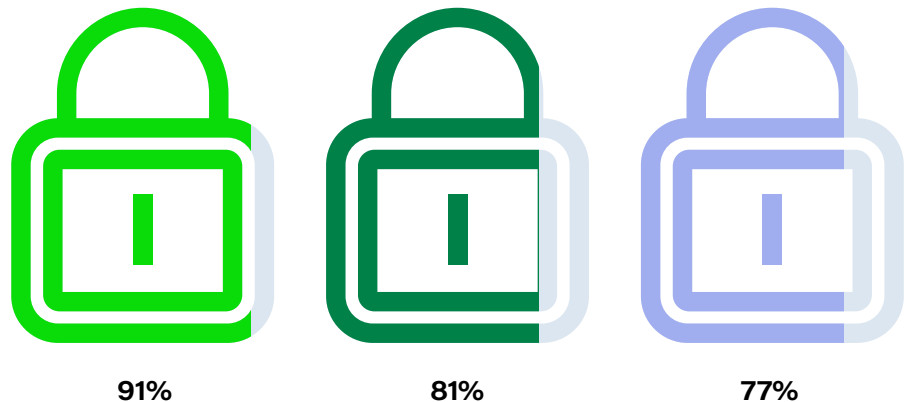
Job security of AAT Licensed Accountants in 2023

- █ Practice work only
- █ Practice work (both employed and self-employed)
- █ Employed work (both employed and self-employed)



Job security of AAT Licensed Accountants in 2021

Base:
2023: 471 2021: 840



AAT Licensed Accountants are not only the most satisfied group but also the most likely to feel secure in their jobs.



+33%



Male AAT Licensed Accountants earn 33% more on average than women and have seen a higher increase in client spending (51% vs 41%), reflecting a persistent gender income gap.



2023 results

AATQBs



Average annual income of AATQBs

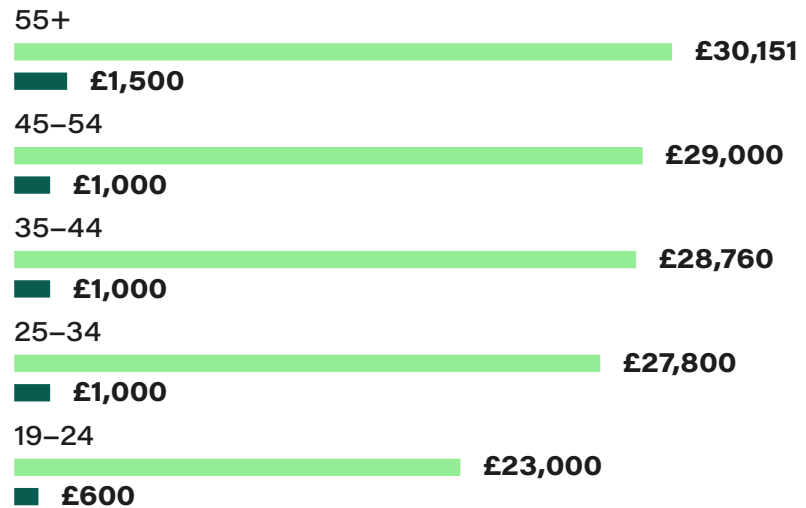
This year is the first time we have included AATQBs within our salary survey results.

75% of AATQBs say their salary has increased this year.

Both average salaries and bonuses for AATQBs show progression by age group.

Average (median) salary and bonus by age in 2023

■ Median salary
■ Median bonus

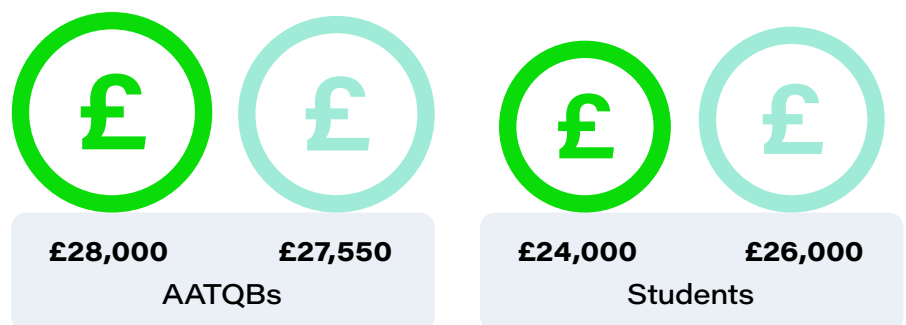


Base: 546 (AATQBs working full-time)

AATQB vs students (at L3 and L4)

■ Level 3
■ Level 4

Base:
 551 (AATQBs)
 2,829 (non-licensed accountants)



+11%

Students who also hold AATQB status at Level 3 and Level 4 earn on average 11% more than students who aren't AATQBs.

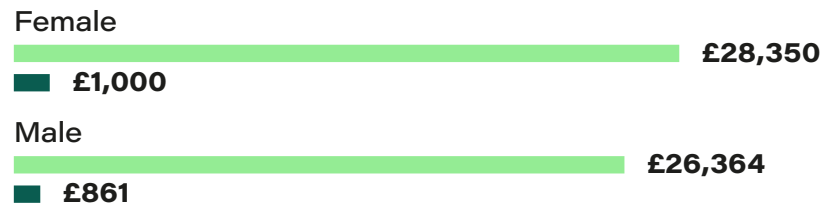
Gender pay gap – AATQBs

As with students, the gender pay gap goes in favour of female AATQBs, who earn on average 8% more than males.

The majority of AATQBs are female, comprising 73% of the population, while males make up only 25%.

Average salary and bonus by gender

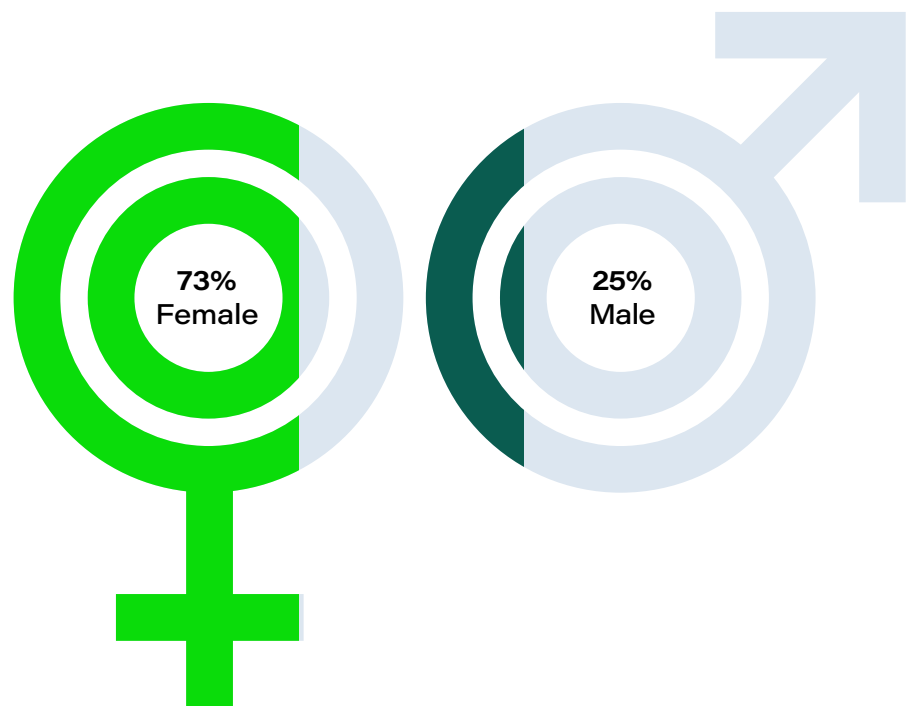
█ Median salary
█ Median bonus



Base: 533 (AATQBs)

AATQB population by gender

Base: 533 (AATQBs)



+16%

Average bonuses show a 16% difference in favour of women.

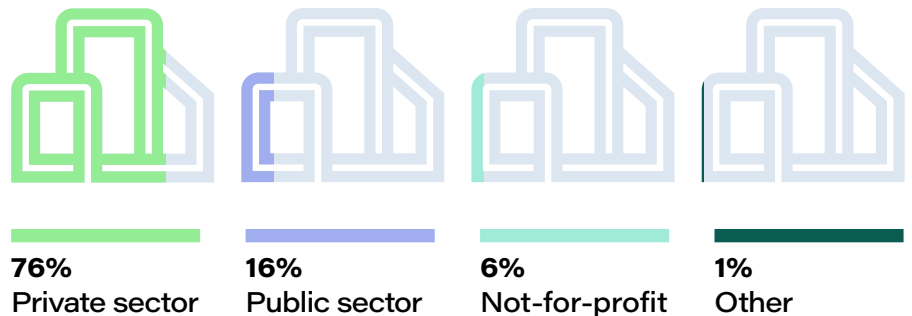
Employment: industry and sector

93% of AATQBs work in an accountancy related role.

AATQBs in the not-for-profit sector receive the highest average pay package. Additionally, a much larger proportion (88%) mention their salary has gone up in the past year, in contrast to 74% in the private sector and 73% in the public sector.

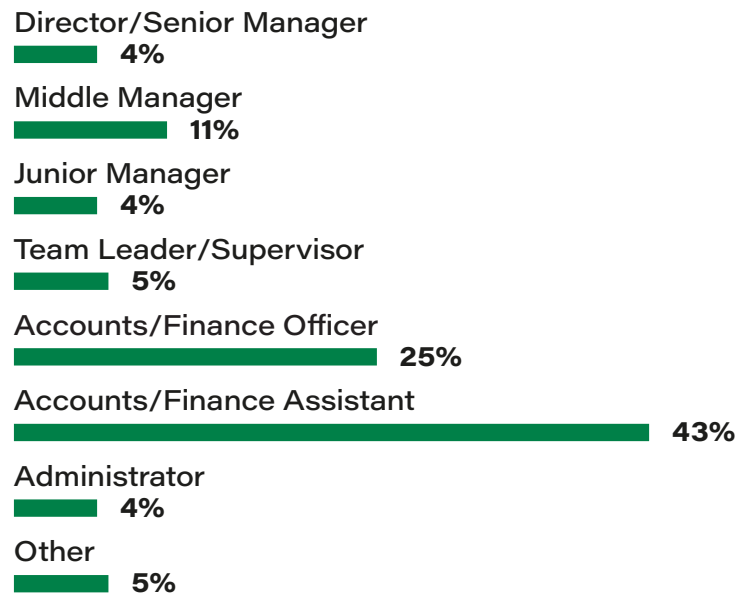
AATQBs by industry

Base: 551 (AATQBs)



AATQBs by job level

Base: 551 (AATQBs)

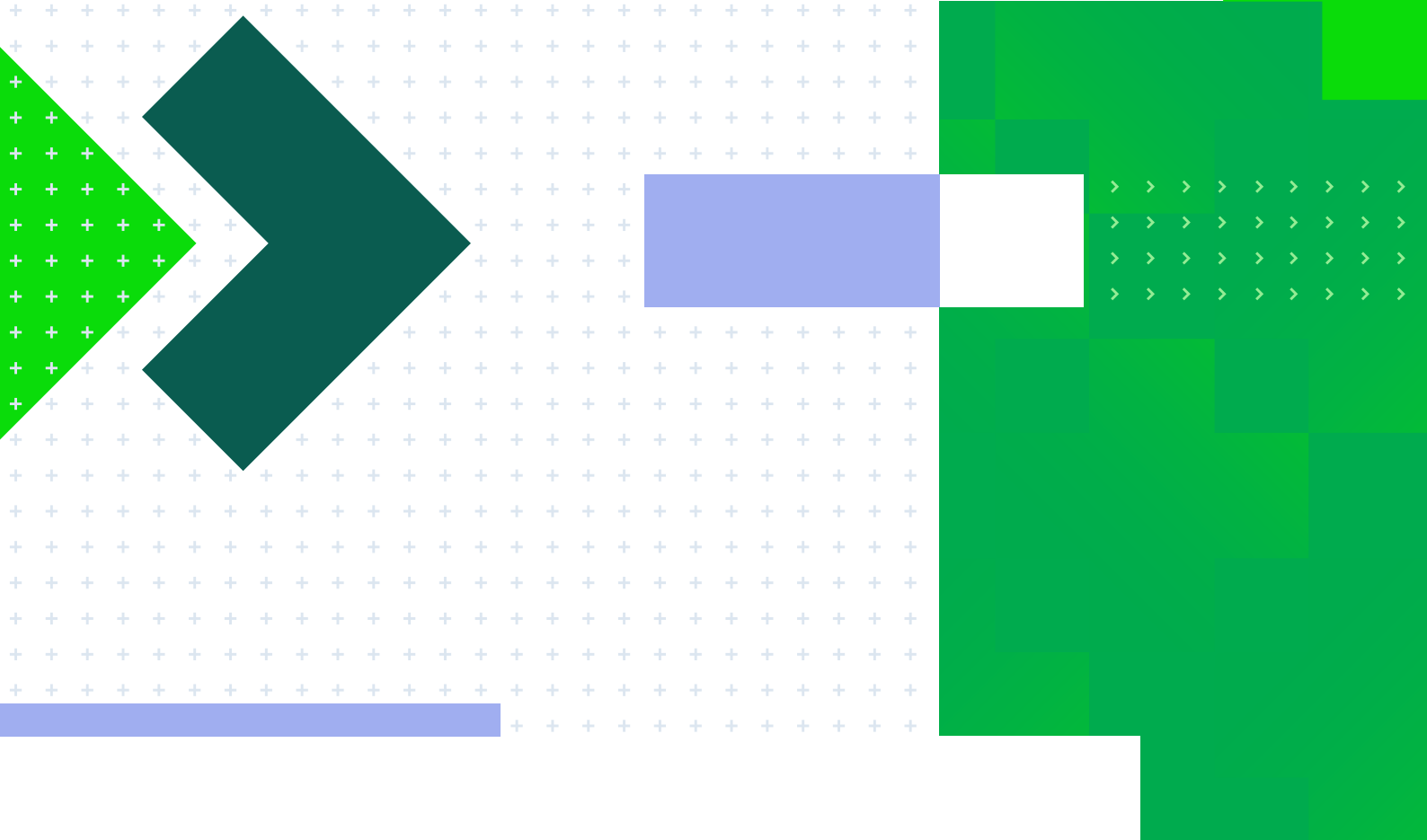


94%

94% of AATQBs are employed, with three-quarters working in the private sector.

2023 results

Apprenticeships



Average income for apprentices

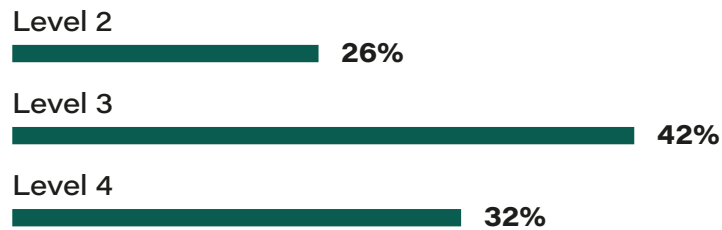
30% of students working full-time are currently on an accounting apprenticeship including AAT qualifications.

Over half (51%) of those who studied AAT whilst on an apprenticeship saw their salary increase in the year after they completed their apprenticeship.

For those currently on an apprenticeship, 71% of those studying via an apprenticeship scheme have seen their salary increase since they started their apprenticeship.

Students on an apprenticeship scheme by study level

Base: 1,284



Apprenticeship salary and bonuses

■ Median salary
■ Median bonus

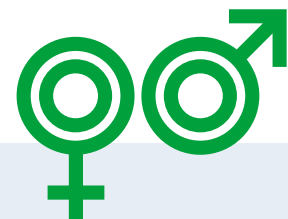
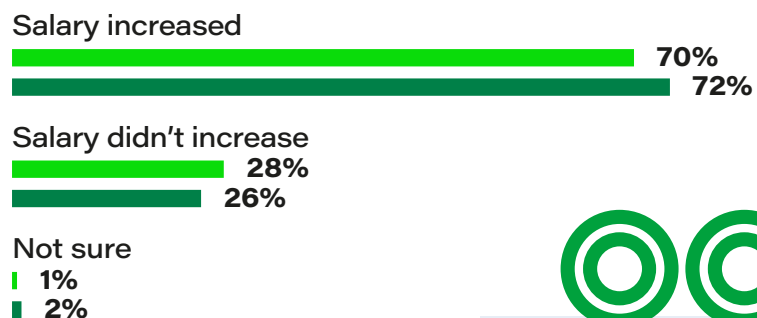
Base: 1,284 (apprentices working full-time)



Salary increase since starting their apprenticeship

■ Female
■ Male

Base: 1,284 (apprentices working full-time)

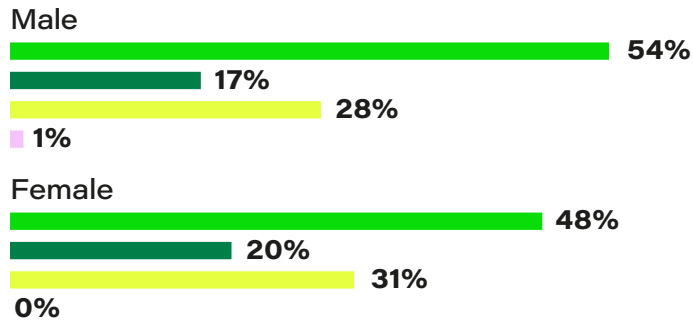


48% of apprentices are male and 52% are female.

Salary increase in the year after completing an apprenticeship:

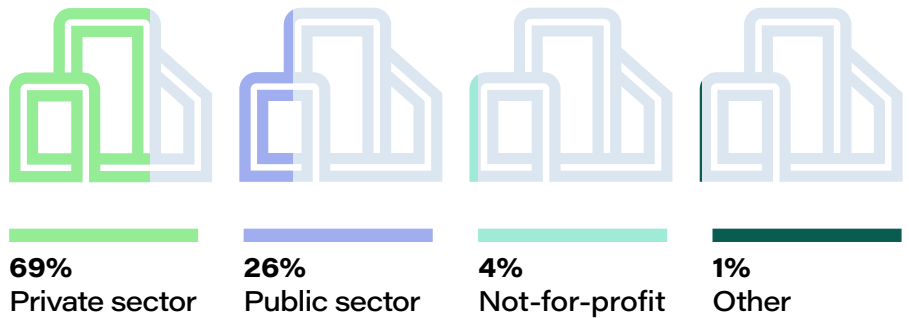
- Increased
- It didn't increase
- Not sure/can't remember
- Wasn't working

Base: 950



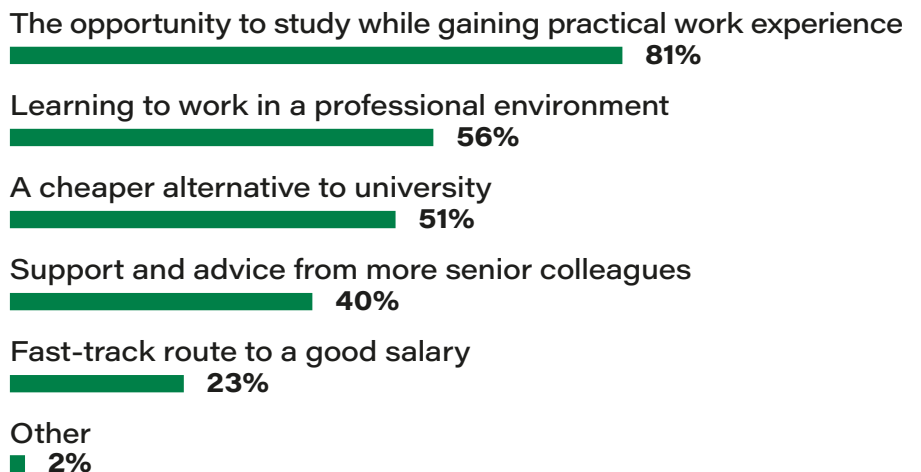
Apprentices by industry

Base: 1,277



Benefits of an AAT apprenticeship

Base: 2,222



On average, female apprentices earn 3% less than their male counterparts for those working full time.

Methodology

For the AAT salary survey 2023, three online surveys were conducted in August 2023: one for AAT Licensed Accountants, AAT’s non-practising members (the majority) and another for AATQBs.

A total of 8,500 responses were received across the three 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.

Breakdown of total responses

- AAT Licensed Accountants: 483
- Non-AAT Licensed Accountants: 7,238
- AATQBs: 842

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.

About AAT

AAT is the world’s leading professional body for accounting technicians. We work across the globe with 124,000 members in 105 countries.











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.

Email us at aat@aat.org.uk or visit aat.org.uk/salary

-  /YourAAT
-  /AATPros
-  @YourAAT
-  @YourAAT
-  @AATNews
-  /AAT
-  @YourAAT
-  /YourAAT
-  forums.aat.org.uk
-  aatcomment.org.uk

