

City Pay Guide - Job Codes and Market Data Summary

Data uploaded 4th April 2024

Job Code	Functional Area	Sub Function	Job Title	Base Salary (lower quartile)	Base Salary (median)	Base Salary (upper quartile)	Base Salary (average)	Bonus as % of Salary (median)
GM2	GENERAL MANAGEMENT	CEO/General Manager	Chief Executive I	£396,440	£425,625	£440,000	£428,302	33.4%
GM3	GENERAL MANAGEMENT	CEO/General Manager	Chief Executive II	£265,000	£318,000	£389,000	£320,400	27.1%
GM4	GENERAL MANAGEMENT	CEO/General Manager	General Manager	£228,500	£250,000	£300,000	£268,215	29.2%
GM7	GENERAL MANAGEMENT	Deputy CEO/MD	Deputy CEO	£175,000	£202,650	£212,075	£196,365	28.1%
GT1	GENERAL MANAGEMENT	Graduate	Graduate Trainee I	£35,160	£36,000	£38,810	£38,008	10.9%
GT2	GENERAL MANAGEMENT	Graduate	Graduate Trainee II	£23,300	£25,875	£28,275	£26,556	9.4%
C1	CREDIT AND BANKING	Credit/Corporate Banking	General Manager, Credit I	£217,940	£252,660	£264,875	£252,870	38.9%
C2	CREDIT AND BANKING	Credit/Corporate Banking	General Manager, Credit II	£154,330	£176,540	£188,520	£174,021	33.9%
C3	CREDIT AND BANKING	Credit/Corporate Banking	Manager, Credit	£87,500	£100,000	£110,000	£100,033	16.2%
C4	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Corporate Banking Manager I	£120,000	£128,000	£150,000	£136,975	31.5%
C5	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Corporate Banking Manager II	£86,950	£95,650	£104,900	£96,370	33.6%
C39	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Snr Relationship Manager, Financial Institutions	£110,000	£120,000	£125,000	£121,550	37.1%
C49	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Relationship Manager, Financial Institutions	£75,000	£85,000	£90,000	£83,060	17.5%
C6	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Business Development Manager	£62,750	£68,250	£74,800	£68,608	19.6%
C7	CREDIT AND BANKING	Relationship Mgmt/Corporate Banking	Account Officer	£50,000	£53,425	£55,000	£53,468	8.5%
C48	CREDIT AND BANKING	Credit Analysis	Senior Specialist Credit Analyst	£94,890	£101,860	£117,710	£106,575	18.9%
C32	CREDIT AND BANKING	Credit Analysis	Senior Credit Analyst	£67,000	£71,500	£80,000	£74,052	16.4%
C8	CREDIT AND BANKING	Credit Analysis	Credit Analyst	£48,500	£53,740	£60,000	£55,713	13.7%
C9	CREDIT AND BANKING	Credit Analysis/Support	Credit Assistant	£35,000	£37,100	£40,000	£36,019	11.7%
C46	CREDIT AND BANKING	Credit/Loan Syndications	Director, Credit Syndications		£135,000		£143,056	26.1%
C47	CREDIT AND BANKING	Credit/Loan Syndications	Assistant Director, Credit Syndications	£92,120	£111,090	£114,300	£109,632	23.8%
C17	CREDIT AND BANKING	Credit/Loan Syndications	Manager, Credit Syndications	£63,750	£75,000	£79,000	£71,690	38.5%
C10	CREDIT AND BANKING	Credit Administration	Manager, Credit Administration I	£83,000	£89,000	£93,160	£90,334	17.7%
C11	CREDIT AND BANKING	Credit Administration	Manager, Credit Administration II	£69,500	£72,575	£78,725	£74,976	18.2%
C13	CREDIT AND BANKING	Credit Administration	Supervisor, Credit Administration	£58,300	£62,000	£64,000	£63,227	16.9%
C14	CREDIT AND BANKING	Credit Administration	Loans Documentation Assistant	£52,200	£55,890	£59,530	£55,914	18.1%
C15	CREDIT AND BANKING	Credit Administration	Credit Administration Clerk I	£45,600	£49,350	£53,870	£49,070	14.4%
C16	CREDIT AND BANKING	Credit Administration	Credit Administration Clerk II	£32,470	£37,250	£39,660	£35,438	13.7%
C28	CREDIT AND BANKING	Trade Finance Support	Head of Trade Finance Support	£71,600	£76,440	£85,000	£78,803	13.8%
C29	CREDIT AND BANKING	Trade Finance Support	Supervisor, Trade Finance Support	£57,290	£60,000	£64,910	£60,358	13.9%
C30	CREDIT AND BANKING	Trade Finance Support	Trade Finance Clerk	£42,250	£47,250	£50,260	£47,792	11.7%
C31	CREDIT AND BANKING	Trade Finance Support	Junior Trade Finance Clerk	£30,050	£31,730	£38,170	£32,600	10.0%
C50	CREDIT AND BANKING	Payments/Remittances	Manager, Payment Services	£63,875	£68,620	£78,500	£71,016	11.5%
C51	CREDIT AND BANKING	Payments/Remittances	Supervisor, Payment Services	£46,670	£50,550	£52,625	£50,233	10.6%

C52	CREDIT AND BANKING	Payments/Remittances	Senior Payments Clerk	£41,480	£43,520	£44,900	£43,179	11.4%
C53	CREDIT AND BANKING	Payments/Remittances	Payments Clerk	£33,450	£36,300	£39,220	£35,505	6.2%
SB37	SPECIALISED FINANCE	Senior Management	Head of Specialised Finance	£205,750	£256,250	£280,800	£247,545	40.9%
SB7	SPECIALISED FINANCE	Commercial Property Finance	Head of Commercial Property Finance	£159,000	£178,500	£187,500	£174,908	47.6%
SB8	SPECIALISED FINANCE	Commercial Property Finance	Manager, Commercial Property Finance	£90,000	£100,000	£115,000	£101,141	28.5%
SB9	SPECIALISED FINANCE	Commercial Property Finance	Property Surveyor	£80,000	£90,000	£111,090	£92,454	23.6%
SB10	SPECIALISED FINANCE	Commercial Property Finance	Lending Officer - Commercial Property	£47,900	£56,000	£61,500	£55,458	21.0%
SB15	SPECIALISED FINANCE	Trade Finance	Trade Finance Director	£145,200	£154,740	£171,000	£162,495	20.5%
SB32	SPECIALISED FINANCE	Trade Finance	Senior Marketing Manager, Trade Finance	£102,350	£105,000	£117,675	£105,575	13.1%
SB21	SPECIALISED FINANCE	Trade Finance	Manager, Trade Finance	£76,625	£83,600	£85,500	£81,466	11.4%
SB22	SPECIALISED FINANCE	Trade Finance	Trade Finance Operations Officer	£49,500	£53,355	£58,540	£54,678	12.8%
SB17	SPECIALISED FINANCE	Project Finance	Head of Project Finance	£167,650	£188,000	£204,700	£192,775	60.5%
SB18	SPECIALISED FINANCE	Project Finance	Senior Manager, Project Finance	£129,330	£135,500	£148,000	£136,102	46.7%
SB30	SPECIALISED FINANCE	Project Finance	Project Finance Manager	£86,225	£96,860	£111,610	£97,265	33.5%
SB38	SPECIALISED FINANCE	Structured Finance	Head of Structured Finance	£155,625	£163,100	£197,575	£190,103	34.4%
SB39	SPECIALISED FINANCE	Structured Finance	Assistant Director, Structured Finance	£119,500	£120,000	£130,800	£123,664	36.4%
SB40	SPECIALISED FINANCE	Structured Finance	Manager, Structured Finance	£79,000	£95,000	£101,670	£92,917	17.1%
SB41	SPECIALISED FINANCE	Structured Finance	Structured Finance Officer	£55,320	£61,800	£79,000	£70,783	18.2%
SB59	SPECIALISED FINANCE	Corporate/Acquisition Finance	Head of Corporate/ Acquisition Finance	£174,325	£187,110	£209,660	£196,881	45.2%
SB60	SPECIALISED FINANCE	Corporate/Acquisition Finance	AD, Corporate/ Acquisition Finance	£127,000	£156,000	£163,250	£145,480	33.8%
SB61	SPECIALISED FINANCE	Corporate/Acquisition Finance	Corporate/Acquisition Finance Manager		£110,300		£113,500	37.8%
SB62	SPECIALISED FINANCE	Corporate/Acquisition Finance	Corporate/Acquisition Finance Officer	£73,000	£82,550	£92,100	£87,960	33.5%
SB66	SPECIALISED FINANCE	Transportation Finance	Head of Transportation Finance	£114,500	£139,650	£152,825	£145,357	37.5%
SB67	SPECIALISED FINANCE	Transportation Finance	Manager, Transportation Finance	£101,825	£108,200	£113,700	£107,140	32.0%
SB68	SPECIALISED FINANCE	Banking Support	Analyst, Specialised Finance	£42,000	£46,600	£48,000	£45,420	12.5%
SB27	SPECIALISED FINANCE	Islamic Finance	Senior Manager, Islamic Banking	£120,750	£140,000	£171,000	£138,306	41.9%
SB28	SPECIALISED FINANCE	Islamic Finance	Islamic Banking Officer	£65,000	£76,950	£81,800	£76,577	17.2%
SB64	SPECIALISED FINANCE	Banking Support	Senior Administrator, Banking	£41,700	£46,310	£49,370	£45,872	12.2%
SB65	SPECIALISED FINANCE	Banking Support	Administrator, Banking Support	£34,120	£37,000	£38,500	£37,870	12.1%
PB1	PRIVATE BANKING	Senior Management	Head of Private Banking	£156,300	£182,500	£229,350	£173,787	26.0%
PB2	PRIVATE BANKING	Private Client Relationship Mgmt	Director, Private Banking	£117,320	£130,000	£134,000	£126,310	23.3%
PB3	PRIVATE BANKING	Private Client Relationship Mgmt	Assistant Director, Private Banking	£90,400	£94,500	£99,500	£98,434	17.1%
PB4	PRIVATE BANKING	Private Client Relationship Mgmt	Manager, Private Banking	£72,500	£75,000	£81,850	£77,007	13.8%
PB5	PRIVATE BANKING	Private Client Relationship Mgmt	Assistant Manager, Private Banking	£49,450	£51,620	£55,400	£52,190	8.2%
PB50	PRIVATE BANKING	Private Client Relationship Mgmt	Senior Private Banking Clerk	£40,000	£44,000	£46,350	£43,371	10.0%
PB47	PRIVATE BANKING	Private Client Relationship Mgmt	Private Banking Clerk	£32,000	£34,940	£38,000	£34,690	8.9%
PB6	PRIVATE BANKING	Private Client Fund Mgmt	Director, Private Client Portfolio Management	£166,500	£175,900	£189,000	£176,308	40.2%
PB7	PRIVATE BANKING	Private Client Fund Mgmt	Assistant Director, Portfolio Management	£100,000	£132,000	£150,000	£127,731	17.7%
PB8	PRIVATE BANKING	Private Client Fund Mgmt	Manager, Portfolio Management	£64,375	£68,175	£74,600	£68,640	7.1%
PB9	PRIVATE BANKING	Private Client Fund Mgmt	Portfolio Manager's Assistant	£54,900	£56,000	£59,000	£56,245	7.7%

PB17	PRIVATE BANKING	Private Client Property Lending	Head of Private Client Property Lending	£87,710	£100,000	£106,110	£99,877	10.0%
PB18	PRIVATE BANKING	Private Client Property Lending	Manager, Residential Mortgages	£53,060	£57,100	£64,500	£60,113	9.3%
PB20	PRIVATE BANKING	Private Client Property Lending	Loans Administrator, Property Lending	£40,000	£45,000	£46,250	£42,770	10.0%
PB39	PRIVATE BANKING	Private Banking Operations	Ops and Admin Mgr, Private Banking	£67,000	£76,910	£84,000	£75,621	11.5%
PB51	PRIVATE BANKING	Customer Service/Retail Banking Support	Emigrant Services Manager	£60,625	£62,775	£67,000	£65,844	8.0%
PB52	PRIVATE BANKING	Customer Service/Retail Banking Support	Senior Clerk, Emigrant Services	£41,950	£48,400	£53,500	£48,155	10.0%
PB32	PRIVATE BANKING	Customer Service/Retail Banking Support	Head of Customer Services	£53,775	£58,100	£61,550	£59,103	11.7%
PB33	PRIVATE BANKING	Customer Service/Retail Banking Support	Supervisor, Customer Services	£39,200	£42,400	£45,110	£43,751	9.8%
PB34	PRIVATE BANKING	Customer Service/Retail Banking Support	Cashier	£29,000	£33,000	£36,950	£33,237	5.9%
PB35	PRIVATE BANKING	Customer Service/Retail Banking Support	Remittance Clerk	£33,610	£38,925	£40,000	£38,418	8.1%
PB36	PRIVATE BANKING	Customer Service/Retail Banking Support	Banking Clerk	£27,000	£32,000	£33,270	£30,986	5.9%
T3	TREASURY	Treasurer/Senior Management	Treasurer	£173,500	£182,320	£193,660	£187,948	51.3%
T46	TREASURY	Treasurer/Senior Management	Head of Treasury	£133,000	£140,740	£154,575	£139,926	14.0%
T4	TREASURY	FX Dealing	Chief FX Dealer	£103,000	£108,800	£118,000	£108,720	21.3%
T6	TREASURY	FX Dealing	Senior FX Dealer (Spots)	£80,000	£87,250	£96,310	£88,272	16.7%
T25	TREASURY	FX Dealing	Senior FX Dealer (Forwards)	£95,550	£107,600	£114,800	£101,784	19.6%
T8	TREASURY	FX Dealing	Junior Dealer	£55,000	£57,500	£66,100	£59,915	15.2%
T9	TREASURY	Treasury Support	Assistant Dealer	£41,575	£44,500	£47,225	£43,405	11.7%
T10	TREASURY	MM Dealing	Chief Money Markets Dealer	£118,075	£123,900	£149,000	£136,379	17.0%
T12	TREASURY	MM Dealing	Senior Money Markets Dealer	£78,800	£85,610	£98,700	£91,024	21.8%
T7	TREASURY	MM Dealing	Money Markets Dealer	£65,000	£73,000	£76,000	£72,718	19.6%
T13	TREASURY	MM Dealing	Junior Money Market Dealer	£46,500	£53,000	£62,800	£54,200	9.9%
T31	TREASURY	Treasury Marketing Sales	Senior Treasury Marketing Manager	£106,000	£120,000	£121,700	£118,944	23.9%
T26	TREASURY	Treasury Derivatives Dealing	Derivatives Dealer	£103,000	£104,850	£106,000	£103,925	23.6%
T20	TREASURY	Corporate Treasury Dealing	Director, Corporate Dealing	£111,600	£126,450	£129,480	£125,100	31.1%
T44	TREASURY	Corporate Treasury Dealing	Senior Corporate Dealer	£82,000	£87,300	£93,620	£90,059	30.3%
T21	TREASURY	Corporate Treasury Dealing	Corporate Dealer	£64,000	£70,400	£79,435	£74,246	33.0%
T22	TREASURY	Treasury Support	Position Keeper	£39,640	£40,000	£42,250	£40,249	6.2%
T48	TREASURY	Treasury Middle Office	Manager, Treasury Middle Office	£98,900	£104,100	£111,000	£108,382	28.5%
CM1	CAPITAL MARKETS	Capital Markets Senior Management	Head of Capital Markets		£250,000		£261,350	51.8%
CM2	CAPITAL MARKETS	Bond Trading	Head of Bond Trading	£170,340	£184,500	£195,000	£180,835	42.9%
CM41	CAPITAL MARKETS	Bond Trading	Senior Bond Trader	£118,000	£136,500	£151,590	£133,091	26.9%
CM44	CAPITAL MARKETS	Bond Trading	Bond Trader	£84,200	£90,750	£97,750	£90,478	19.2%
CM5	CAPITAL MARKETS	Bond Trading	Junior Bond Trader	£47,500	£53,000	£56,675	£53,722	9.2%
CM17	CAPITAL MARKETS	Bond Trading Support	Credit Analyst, Buy-Side	£82,500	£90,500	£97,000	£91,525	19.2%
CM70	CAPITAL MARKETS	Bond Origination	Director, Capital Market Originations		£133,500		£130,102	26.9%
CM15	CAPITAL MARKETS	Debt/Asset Trading	Head of Debt Trading		£190,000		£188,500	27.8%
CM13	CAPITAL MARKETS	Capital Markets Documentation	Capital Markets Documentation Manager	£111,000	£128,000	£133,500	£128,667	14.1%
CM29	CAPITAL MARKETS	Capital Markets Documentation	Capital Markets Documentation Officer	£78,000	£80,900	£84,200	£81,259	22.9%
CM95	CAPITAL MARKETS	Research/Analysis	Performance Analyst	£41,400	£48,500	£51,000	£48,900	8.5%

COM1	COMMODITIES TRADING	Commodities Trading Senior Management	Managing Director, Commodities Trading	£195,300	£225,705	£241,410	£219,913	60.0%
COM2	COMMODITIES TRADING	Commodities Trading, Softs	Senior Commodities Trader (Softs)	£119,155	£143,720	£151,200	£144,270	24.7%
COM5	COMMODITIES TRADING	Commodities Trading, Metals	Senior LME Trader	£140,110	£165,100	£190,015	£170,590	44.1%
COM6	COMMODITIES TRADING	Commodities Trading, Metals	Metal Trader	£72,240	£78,200	£87,000	£84,034	37.2%
COM19	COMMODITIES TRADING	Commodities Trading, Energy	Senior Energy Trader	£112,850	£127,020	£133,340	£135,493	33.3%
COM14	COMMODITIES TRADING	Commodities Support/Operations	Administration Assistant, Commodities	£42,350	£45,175	£48,710	£47,111	12.4%
COM11	COMMODITIES TRADING	Traffic/Shipping Mgmt	Traffic Manager	£76,560	£81,110	£85,980	£79,367	15.6%
COM12	COMMODITIES TRADING	Traffic/Shipping Mgmt	Traffic Clerk	£42,350	£45,600	£48,050	£44,809	13.6%
COM15	COMMODITIES TRADING	Commodities Support/Operations	Head of Commodity Operations	£94,290	£113,080	£137,000	£123,158	19.2%
COM16	COMMODITIES TRADING	Commodities Support/Operations	Manager, Commodities Settlements	£62,630	£69,275	£78,750	£71,633	13.3%
COM17	COMMODITIES TRADING	Commodities Support/Operations	Commodities Settlement Clerk	£44,470	£48,330	£51,800	£49,357	11.0%
FM1	FUND MANAGEMENT	Senior Management, FM/AM	Head of Fund Management	£258,250	£275,000	£360,500	£326,000	78.3%
FM2	FUND MANAGEMENT	Fixed Income Fund Management	Head of Fixed Income Fund Management	£195,000	£218,250	£241,500	£221,845	71.4%
FM3	FUND MANAGEMENT	Fixed Income Fund Management	Senior Fund Manager, Fixed Income	£126,500	£171,940	£176,000	£166,348	66.5%
FM4	FUND MANAGEMENT	Fixed Income Fund Management	Fixed Income Fund Manager	£98,300	£101,875	£109,000	£105,416	27.1%
FM6	FUND MANAGEMENT	Equity Fund Management	Head of Equity Fund Management	£195,940	£217,700	£232,050	£207,325	47.2%
FM7	FUND MANAGEMENT	Equity Fund Management	Senior Fund Manager, Equity Funds	£165,600	£171,900	£175,850	£172,410	26.7%
FM8	FUND MANAGEMENT	Equity Fund Management	Fund Manager, Equities	£72,250	£77,550	£82,500	£77,615	16.0%
FM15	FUND MANAGEMENT	Mixed Funds Management	Senior Fund Manager, Mixed Funds	£122,400	£124,000	£126,500	£127,413	17.7%
FM16	FUND MANAGEMENT	Mixed Funds Management	Fund Manager, Mixed Funds	£79,800	£94,650	£108,760	£96,909	14.6%
FM5	FUND MANAGEMENT	FM Support/Middle Office	Fund Manager	£56,250	£58,000	£59,750	£58,140	10.0%
FM28	FUND MANAGEMENT	Client Support/Investor Relations	Head of FM Client Services	£119,460	£123,400	£132,175	£126,153	11.8%
FM29	FUND MANAGEMENT	Client Support/Investor Relations	FM Client Support Officer	£49,350	£59,250	£66,000	£60,642	7.4%
FM14	FUND MANAGEMENT	FM Support/Middle Office	Administration Clerk, Fund Management	£42,375	£47,755	£56,650	£48,813	8.4%
RM1	RISK MANAGEMENT	Senior Management Risk	Director, Risk Management	£165,625	£190,800	£224,700	£192,944	24.3%
RM2	RISK MANAGEMENT	Credit Risk	Assistant Director, Risk Management	£100,500	£111,850	£127,200	£116,000	14.4%
RM3	RISK MANAGEMENT	Credit Risk	Senior Credit Risk Officer	£69,500	£77,870	£85,200	£79,877	14.4%
RM4	RISK MANAGEMENT	Credit Risk	Credit Risk Analyst	£53,750	£58,000	£62,370	£58,739	12.6%
RM10	RISK MANAGEMENT	Market Risk	Director, Market Risk	£126,000	£135,900	£148,710	£136,382	22.7%
RM11	RISK MANAGEMENT	Market Risk	Manager, Market Risk	£93,750	£100,000	£114,120	£103,800	16.8%
RM12	RISK MANAGEMENT	Market Risk	Senior Market Risk Analyst	£69,500	£75,000	£82,550	£75,777	16.3%
RM13	RISK MANAGEMENT	Middle Office Risk	Middle Office Officer	£53,500	£57,000	£60,750	£57,696	14.3%
RM14	RISK MANAGEMENT	Middle Office Risk	Middle Office Clerk	£44,320	£44,900	£50,440	£47,128	12.7%
RM15	RISK MANAGEMENT	Operational Risk	Director, Operational Risk	£104,000	£116,600	£125,000	£120,746	22.7%
RM16	RISK MANAGEMENT	Operational Risk	Manager, Operational Risk	£78,160	£85,850	£92,240	£85,963	16.5%
RM17	RISK MANAGEMENT	Operational Risk	Operational Risk Analyst	£56,300	£59,050	£63,300	£62,470	15.2%
RM18	RISK MANAGEMENT	Risk Admin Support	Risk Administrator	£35,000	£41,740	£45,320	£39,815	7.9%
RM19	RISK MANAGEMENT	Business Continuity	Business Continuity Officer	£65,900	£83,600	£88,950	£79,170	12.5%
RM20	RISK MANAGEMENT	Internal Controls	Head of Internal Controls	£125,250	£140,500	£206,235	£165,740	20.3%
RM21	RISK MANAGEMENT	Internal Controls	Manager, Internal Controls	£76,625	£83,850	£86,500	£82,641	16.8%

RM5	RISK MANAGEMENT	Modelling	Senior Modeller	£105,000	£132,400	£150,000	£127,220	30.7%
RM6	RISK MANAGEMENT	Modelling	Modeller	£54,125	£61,500	£74,230	£68,406	6.4%
RM7	RISK MANAGEMENT	Product Dev & Risk	Senior Product Development Manager	£105,000	£123,000	£165,000	£139,671	22.9%
RM8	RISK MANAGEMENT	Product Dev & Risk	Product Development Manager	£64,000	£73,000	£80,250	£76,107	13.9%
R1	RESEARCH	Economist	Chief Economist	£150,000	£165,000	£176,250	£172,208	27.6%
R5	RESEARCH	Economist	Economist	£64,850	£68,630	£74,100	£70,320	7.1%
R6	RESEARCH	Economist	Junior Economist	£52,825	£57,850	£63,500	£58,540	11.1%
R7	RESEARCH	Research/Analysis	Head of Research	£161,250	£176,500	£193,125	£178,134	21.1%
R2	RESEARCH	Research/Analysis	Senior Investment Research Analyst	£101,420	£104,000	£111,000	£105,884	23.0%
R3	RESEARCH	Research/Analysis	Research Analyst	£47,350	£52,900	£64,650	£55,928	9.9%
R4	RESEARCH	Librarian/Archives	Information Services Officer	£44,000	£44,900	£46,000	£45,477	11.8%
R21	RESEARCH	Project Management	Head of Projects Management	£117,450	£127,670	£147,150	£130,885	14.7%
R14	RESEARCH	Project Management	Projects Manager	£62,670	£72,850	£81,910	£73,339	12.2%
L1	LEGAL AND COMPLIANCE	Lawyer	Corporate Lawyer	£176,250	£197,000	£225,755	£205,718	16.0%
L2	LEGAL AND COMPLIANCE	Lawyer	Lawyer I	£131,175	£140,375	£147,950	£141,513	17.9%
L3	LEGAL AND COMPLIANCE	Lawyer	Lawyer II	£97,755	£110,000	£117,350	£109,674	23.4%
L4	LEGAL AND COMPLIANCE	Lawyer	Assistant Lawyer	£68,725	£74,500	£77,500	£73,112	8.1%
L6	LEGAL AND COMPLIANCE	Compliance	Head of Compliance	£123,575	£145,000	£160,500	£147,483	21.6%
L15	LEGAL AND COMPLIANCE	Compliance	Senior Compliance Officer	£80,600	£89,000	£100,900	£91,053	14.4%
L7	LEGAL AND COMPLIANCE	Compliance	Compliance Officer	£59,100	£65,600	£70,720	£64,720	14.4%
L10	LEGAL AND COMPLIANCE	Compliance	Compliance Assistant	£39,865	£45,280	£51,400	£43,329	8.0%
L13	LEGAL AND COMPLIANCE	MLRO/Financial Crime	Money Laundering Reporting Officer	£115,750	£128,000	£147,800	£141,618	24.0%
L19	LEGAL AND COMPLIANCE	MLRO/Financial Crime	Manager, Financial Crime	£67,250	£76,000	£87,990	£79,219	11.4%
L14	LEGAL AND COMPLIANCE	MLRO/Financial Crime	Financial Crime / AML Officer	£50,000	£55,000	£58,270	£54,104	12.3%
L16	LEGAL AND COMPLIANCE	MLRO/Financial Crime	Financial Crime / Junior AML Analyst	£35,000	£39,000	£41,400	£37,948	7.9%
L17	LEGAL AND COMPLIANCE	Transaction Management	Manager, Transaction Management	£64,180	£74,610	£82,000	£73,998	13.4%
L18	LEGAL AND COMPLIANCE	Transaction Management	Transaction Monitoring Analyst	£47,500	£53,000	£54,140	£51,571	13.8%
L8	LEGAL AND COMPLIANCE	Co. Secretarial	Company Secretary I	£125,700	£142,700	£165,000	£141,135	31.3%
L9	LEGAL AND COMPLIANCE	Co. Secretarial	Company Secretary II	£76,570	£95,150	£108,500	£90,803	7.1%
SM1	SALES, MARKETING AND PR	Sales	Head of Sales	£128,875	£172,970	£189,910	£167,800	24.7%
SM2	SALES, MARKETING AND PR	Sales	Sales Executive	£72,500	£92,100	£96,000	£80,334	9.7%
SM3	SALES, MARKETING AND PR	Marketing	Head of Marketing	£110,000	£121,450	£127,670	£117,108	17.0%
SM4	SALES, MARKETING AND PR	Marketing	Marketing Executive	£55,000	£69,000	£75,750	£65,658	9.5%
SM5	SALES, MARKETING AND PR	PR	Head of Public Relations	£82,400	£97,720	£118,000	£98,510	16.4%
SM6	SALES, MARKETING AND PR	PR	Events Co-ordinator	£46,000	£56,160	£63,720	£60,437	3.2%
SM7	SALES, MARKETING AND PR	Marketing	PR/Marketing Assistant	£34,800	£35,500	£38,590	£37,860	14.3%
FC1	FINANCE AND ACCOUNTS	Senior Management Finance	Financial Director	£181,875	£194,250	£247,000	£213,207	28.1%
FC2	FINANCE AND ACCOUNTS	Senior Management Finance	Financial Controller	£123,640	£135,000	£144,700	£133,806	22.5%
FC3	FINANCE AND ACCOUNTS	Senior Management Finance	Chief Accountant	£92,100	£96,650	£100,750	£97,115	14.9%
FC4	FINANCE AND ACCOUNTS	Financial Accounts	Financial Accountant	£75,000	£82,950	£90,825	£81,869	12.8%

FC30	FINANCE AND ACCOUNTS	Management Accounts	Head of Management Accounts	£97,000	£105,075	£106,000	£102,599	16.5%
FC28	FINANCE AND ACCOUNTS	Management Accounts	Management Accountant	£62,550	£66,075	£75,000	£68,936	14.7%
FC5	FINANCE AND ACCOUNTS	General Accounts	Manager, Accounts	£73,460	£79,970	£83,440	£78,993	7.5%
FC23	FINANCE AND ACCOUNTS	Projects, Finance	Project Accountant	£85,750	£94,000	£116,000	£102,286	24.4%
FC24	FINANCE AND ACCOUNTS	Fund Management Accounts	Fund Management Accountant	£81,110	£86,090	£92,100	£84,852	18.3%
FC29	FINANCE AND ACCOUNTS	Fund Management Accounts	Junior Fund Accountant	£46,200	£59,780	£63,500	£60,648	9.6%
FC22	FINANCE AND ACCOUNTS	General Accounts	Accountant	£50,000	£55,675	£60,250	£56,799	7.7%
FC27	FINANCE AND ACCOUNTS	General Accounts	Part Qualified Accountant	£39,500	£45,320	£52,000	£45,808	12.2%
FC32	FINANCE AND ACCOUNTS	Regulatory Reporting	Head of Regulatory Reporting	£91,000	£100,000	£107,000	£102,526	16.5%
FC21	FINANCE AND ACCOUNTS	Regulatory Reporting	Manager, Reporting	£55,780	£64,200	£70,625	£65,579	9.1%
FC6	FINANCE AND ACCOUNTS	Support, Finance	Accounts Supervisor	£52,200	£59,510	£62,800	£61,173	10.7%
FC7	FINANCE AND ACCOUNTS	Support, Finance	Senior Accounts Clerk	£40,600	£44,000	£47,300	£44,278	10.7%
FC8	FINANCE AND ACCOUNTS	Support, Finance	Accounts Clerk	£30,575	£33,690	£35,000	£33,320	7.8%
FC9	FINANCE AND ACCOUNTS	Support, Finance	Accounts Junior	£26,725	£28,000	£29,240	£27,900	8.0%
FC11	FINANCE AND ACCOUNTS	Internal Audit	Head of Internal Audit	£112,125	£119,175	£128,600	£123,581	18.5%
FC33	FINANCE AND ACCOUNTS	Internal Audit	Senior Internal Auditor	£88,360	£95,500	£103,600	£96,077	15.8%
FC12	FINANCE AND ACCOUNTS	Internal Audit	Internal Auditor	£60,200	£65,000	£75,000	£66,450	16.1%
FC14	FINANCE AND ACCOUNTS	Internal Audit	Assistant Auditor	£39,900	£44,765	£48,450	£43,945	8.1%
FC15	FINANCE AND ACCOUNTS	Reconciliation/Control	Head of Reconciliations	£50,900	£54,365	£59,125	£56,993	5.4%
FC16	FINANCE AND ACCOUNTS	Reconciliation/Control	Control Clerk	£38,120	£45,000	£47,420	£43,485	11.8%
FC17	FINANCE AND ACCOUNTS	Tax	Taxation Accountant	£68,450	£80,700	£88,000	£80,248	16.2%
FC18	FINANCE AND ACCOUNTS	Product Acct	Product Accountant	£80,800	£91,500	£110,000	£91,213	9.4%
OP1	OPERATIONS	Operations Management	Director of Operations	£175,000	£222,840	£245,270	£216,600	35.7%
OP2	OPERATIONS	Operations Management	Head of Operations	£112,710	£130,250	£145,700	£129,639	24.0%
OP94	OPERATIONS	Operational Procedures	Operational Procedure Manager	£77,250	£86,500	£92,670	£88,151	24.0%
OP3	OPERATIONS	Operations Management	Manager, Operations	£77,340	£84,500	£93,160	£85,744	12.3%
OP95	OPERATIONS	Operations, Multi-product	Supervisor, Operations	£51,900	£55,000	£57,860	£55,397	17.7%
OP96	OPERATIONS	Operations, Multi-product	Senior Operations Clerk	£36,950	£41,000	£43,400	£41,338	9.0%
OP97	OPERATIONS	Operations, Multi-product	Junior Operations Clerk	£28,300	£32,365	£35,500	£31,502	8.1%
OP4	OPERATIONS	Treasury Operations	Manager, Treasury Settlements	£64,800	£68,500	£70,200	£68,879	15.3%
OP5	OPERATIONS	Treasury Operations	Supervisor, Treasury Settlements	£51,200	£54,850	£58,000	£54,738	16.0%
OP7	OPERATIONS	Treasury Operations	Senior Treasury Settlements Clerk	£40,000	£42,800	£45,000	£42,149	13.0%
OP8	OPERATIONS	Treasury Operations	Junior Treasury Settlements Clerk	£27,750	£32,000	£33,750	£31,435	4.0%
OP20	OPERATIONS	Capital Market Operations	Head of Capital Markets Operations	£105,625	£112,000	£126,750	£112,975	30.2%
OP21	OPERATIONS	Capital Market Operations	Manager, Capital Markets Operations	£70,000	£71,400	£79,100	£77,132	10.2%
OP22	OPERATIONS	Capital Market Operations	AM, Capital Markets Operations	£53,450	£58,300	£60,565	£57,879	12.2%
OP23	OPERATIONS	Capital Market Operations	Senior Capital Markets Administrator	£43,335	£48,800	£51,575	£47,038	7.6%
OP24	OPERATIONS	Capital Market Operations	Capital Markets Administrator	£31,000	£36,000	£37,000	£34,734	8.1%
OP91	OPERATIONS	Client Services	Client Services Manager	£74,700	£83,200	£93,600	£91,180	20.2%
OP92	OPERATIONS	Client Services	Client Services Officer	£41,000	£45,000	£50,000	£45,378	16.7%

OP74	OPERATIONS	Fund Management Operations	Dir, Fund Management Admin and Operations	£123,440	£128,000	£140,000	£130,495	29.0%
OP76	OPERATIONS	Fund Management Operations	Settlements Manager, Fund Management Ops	£73,500	£80,850	£86,750	£78,975	20.4%
OP77	OPERATIONS	Fund Management Operations	Supervisor, Fund Management Operations	£55,250	£62,500	£66,750	£60,500	23.9%
OP78	OPERATIONS	Fund Management Operations	Fund Management Operations Clerk	£38,900	£42,200	£44,000	£41,850	4.4%
DP01	INFORMATION TECHNOLOGY	Senior Management IT	Head of Information Technology I	£137,200	£169,875	£180,850	£168,302	18.5%
DP02	INFORMATION TECHNOLOGY	Senior Management IT	Head of Information Technology II	£105,000	£110,100	£120,000	£114,889	12.7%
DP03	INFORMATION TECHNOLOGY	IT Operations & Support	Systems Support Manager	£85,000	£95,000	£100,000	£97,705	12.6%
DP04	INFORMATION TECHNOLOGY	IT Development	Systems Development Manager	£111,600	£117,100	£128,750	£121,958	21.1%
DP05	INFORMATION TECHNOLOGY	IT Development	Project Leader, Systems Development	£85,170	£93,615	£107,630	£94,751	16.7%
DP06	INFORMATION TECHNOLOGY	IT Development	Senior Analyst Programmer	£68,500	£72,750	£83,750	£75,915	8.9%
DP07	INFORMATION TECHNOLOGY	IT Development	Analyst Programmer	£56,500	£59,750	£62,670	£59,688	12.4%
DP08	INFORMATION TECHNOLOGY	IT Development	Programmer	£44,000	£46,300	£50,000	£48,226	10.9%
DP17	INFORMATION TECHNOLOGY	IT Development	Trading Systems Developer	£91,000	£95,780	£99,455	£96,244	15.9%
DP09	INFORMATION TECHNOLOGY	IT Development	Business Analyst	£51,675	£64,300	£75,000	£63,536	8.0%
DP44	INFORMATION TECHNOLOGY	IT Development	Systems Tester	£48,600	£60,000	£65,000	£55,263	8.4%
DP36	INFORMATION TECHNOLOGY	IT Projects	IT Special Projects Manager	£75,000	£84,200	£95,000	£87,144	9.3%
DP10	INFORMATION TECHNOLOGY	IT Operations & Support	Head of IT Operations	£75,500	£77,950	£84,100	£79,468	7.9%
DP14	INFORMATION TECHNOLOGY	IT Operations & Support	Senior Computer Operator	£52,570	£55,000	£56,100	£55,320	11.0%
DP12	INFORMATION TECHNOLOGY	IT Operations & Support	Computer Operator	£41,100	£42,400	£45,000	£43,153	8.9%
DP40	INFORMATION TECHNOLOGY	Systems/Database	Systems/Database Administrator	£67,500	£72,200	£81,000	£74,228	13.6%
DP45	INFORMATION TECHNOLOGY	Data Security	IT Security Manager	£86,800	£95,350	£101,740	£98,552	15.1%
DP32	INFORMATION TECHNOLOGY	Data Security	IT Security Officer	£63,300	£70,000	£72,550	£66,434	9.3%
DP33	INFORMATION TECHNOLOGY	Data Security	Static Data Officer	£50,250	£53,450	£58,160	£52,653	9.1%
DP34	INFORMATION TECHNOLOGY	Data Security	Data Control Clerk	£39,000	£40,350	£45,100	£40,855	14.1%
DP42	INFORMATION TECHNOLOGY	Infrastructure/Networks	Head of Infrastructure	£95,820	£104,775	£125,450	£112,678	10.1%
DP31	INFORMATION TECHNOLOGY	IT Operations & Support	Network/PC Support Manager	£70,260	£76,500	£82,885	£76,981	8.7%
DP18	INFORMATION TECHNOLOGY	IT Operations & Support	Traders Support Technician	£67,500	£79,320	£85,000	£81,056	14.2%
DP19	INFORMATION TECHNOLOGY	IT Operations & Support	Senior PC Support Analyst	£54,500	£59,000	£64,000	£59,362	8.0%
DP15	INFORMATION TECHNOLOGY	IT Operations & Support	Junior PC Support Analyst	£38,240	£41,200	£45,425	£42,700	11.4%
DP16	INFORMATION TECHNOLOGY	IT Operations & Support	Help Desk Clerk	£29,500	£30,000	£32,700	£29,755	6.8%
DP43	INFORMATION TECHNOLOGY	IT Administration	IT Administrator	£36,400	£41,435	£46,675	£42,026	12.5%
DP20	INFORMATION TECHNOLOGY	Data Communications	Datacomms Technician	£62,400	£65,020	£66,625	£64,535	8.6%
DP23	INFORMATION TECHNOLOGY	Data Communications	Assistant Manager, Communications	£48,000	£50,000	£55,115	£48,972	12.8%
GA1	HR AND ADMINISTRATION	Senior Management, Human Resources	Human Resources Director	£133,500	£143,825	£169,220	£153,807	24.1%
GA2	HR AND ADMINISTRATION	Senior Management, Human Resources	Senior Manager, Human Resources	£90,000	£100,000	£114,000	£101,574	15.1%
GA3	HR AND ADMINISTRATION	HR Manager	Human Resources Specialist	£79,675	£83,600	£89,775	£87,771	18.6%
GA4	HR AND ADMINISTRATION	HR Manager	Manager, Human Resources	£66,300	£70,100	£74,000	£70,958	14.5%
GA5	HR AND ADMINISTRATION	HR Officer	Senior HR Officer	£49,500	£51,185	£56,750	£52,845	13.3%
GA6	HR AND ADMINISTRATION	HR Officer	HR Officer	£38,000	£40,850	£42,725	£40,229	9.7%
GA30	HR AND ADMINISTRATION	Payroll	Payroll Officer	£51,700	£56,640	£60,850	£60,468	11.9%

GA7	HR AND ADMINISTRATION	Payroll	Payroll Clerk	£41,870	£43,170	£48,500	£44,935	9.5%
GA31	HR AND ADMINISTRATION	HR/Admin	HR Assistant	£26,900	£31,000	£36,500	£30,917	9.0%
GA8	HR AND ADMINISTRATION	HR/Admin	General Affairs Clerk	£33,450	£36,350	£38,900	£35,995	4.4%
GA9	HR AND ADMINISTRATION	HR/Admin	Personnel/Administration Manager	£78,725	£94,570	£109,265	£96,177	24.6%
GA10	HR AND ADMINISTRATION	HR/Admin	Personnel and Office Administrator	£47,000	£50,500	£56,000	£53,279	13.4%
GA11	HR AND ADMINISTRATION	Premises/Administration	Administration/Premises Manager	£60,000	£66,550	£82,720	£70,655	12.9%
GA27	HR AND ADMINISTRATION	Premises/Administration	Supervisor, Administration	£46,400	£48,275	£52,145	£48,541	16.5%
GA12	HR AND ADMINISTRATION	Premises/Administration	Senior Administration Officer	£38,150	£42,625	£45,000	£42,281	13.9%
GA13	HR AND ADMINISTRATION	Premises/Administration	Administration Clerk	£29,800	£32,650	£33,540	£33,391	5.9%
GA14	HR AND ADMINISTRATION	Premises/Administration	Head Messenger	£36,000	£39,300	£41,600	£38,470	7.9%
GA15	HR AND ADMINISTRATION	Premises/Administration	Messenger/Post Clerk	£28,700	£31,700	£32,500	£30,534	9.1%
S1	SECRETARIAL	Reception	Receptionist	£29,600	£33,000	£36,000	£34,666	13.2%
S7	SECRETARIAL	Secretarial Support	Junior Secretary/ Administrator	£30,500	£34,340	£36,000	£32,758	7.4%
S8	SECRETARIAL	Secretarial Support	Secretary/Administrator	£36,870	£40,240	£44,400	£41,158	11.1%
S9	SECRETARIAL	Secretarial Support	Executive Secretary/PA	£48,670	£54,600	£60,000	£55,992	11.0%
S16	SECRETARIAL	Secretarial Support	Legal Secretary	£42,500	£47,275	£51,350	£47,368	9.7%