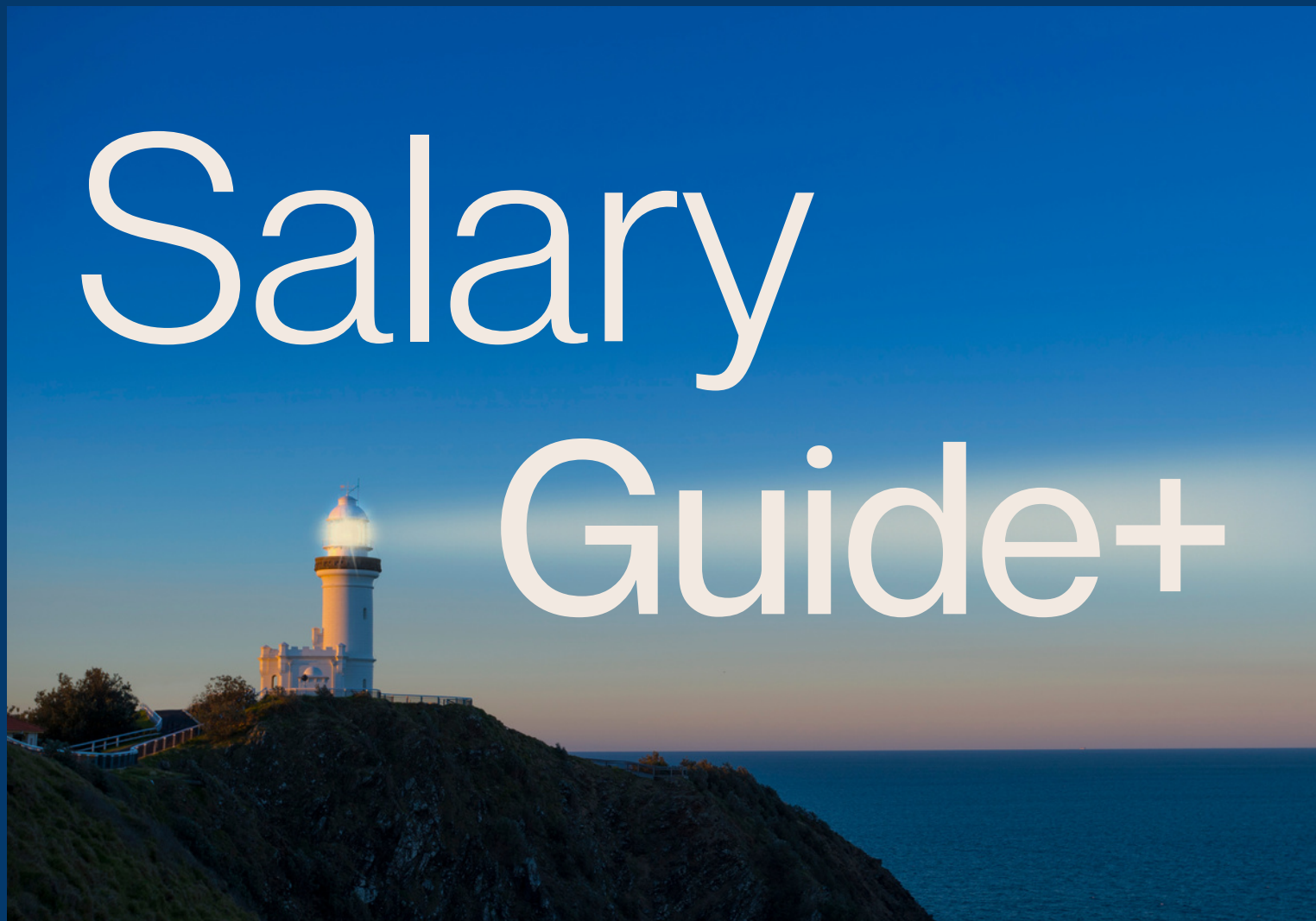


2026



Salary Guide+



The Financial Advice Salary Guide

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Administration

IFA Administration

	Range	
London	£32,000	£40,000
South-East	£28,000	£36,000
South-West	£30,000	£35,000
Wales	£28,000	£32,000
East - Midlands	£25,000	£35,000
West - Midlands	£25,000	£35,000
North - East	£25,000	£30,000
North - West	£25,000	£30,000
Scotland	£25,000	£30,000

Senior IFA Administration

	Range	
London	£35,000	£50,000
South-East	£35,000	£45,000
South-West	£35,000	£40,000
Wales	£30,000	£35,000
East-Midlands	£30,000	£35,000
West-Midlands	£30,000	£35,000
North - East	£28,000	£34,000
North - West	£30,000	£36,000
Scotland	£28,000	£36,000

Administration

Office/Practice Manager

	Range	
London	£35,000	£55,000
South-East	£35,000	£55,000
South-West	£35,000	£50,000
Wales	£35,000	£45,000
East - Midlands	£35,000	£45,000
West - Midlands	£35,000	£50,000
North - East	£35,000	£45,000
North - West	£38,000	£50,000
Scotland	£35,000	£45,000

Administration Manager

	Range	
London	£40,000	£50,000
South-East	£38,000	£45,000
South-West	£35,000	£45,000
Wales	£30,000	£45,000
East - Midlands	£30,000	£40,000
West - Midlands	£35,000	£45,000
North - East	£31,000	£40,000
North - West	£35,000	£45,000
Scotland	£32,000	£38,000

Paraplanning

Junior

	Range	
London	£30,000	£38,000
South-East	£28,000	£35,000
South-West	£30,000	£35,000
Wales	£26,000	£32,000
East - Midlands	£28,000	£35,000
West - Midlands	£28,000	£35,000
North - East	£28,000	£35,000
North - West	£28,000	£35,000
Scotland	£28,000	£35,000

Level 4 Qualified Paraplanner

	Range	
London	£45,000	£55,000
South-East	£37,000	£50,000
South-West	£35,000	£50,000
Wales	£35,000	£48,000
East - Midlands	£35,000	£45,000
West - Midlands	£35,000	£45,000
North - East	£32,000	£42,000
North - West	£35,000	£45,000
Scotland	£32,000	£42,000

Paraplanning

Senior

	Range	
London	£50,000	£75,000
South-East	£45,000	£65,000
South-West	£45,000	£60,000
Wales	£40,000	£50,000
East - Midlands	£40,000	£60,000
West - Midlands	£40,000	£60,000
North - East	£40,000	£50,000
North - West	£45,000	£55,000
Scotland	£40,000	£55,000

Manager

	Range	
London	£60,000	£80,000
South-East	£50,000	£75,000
South-West	£50,000	£65,000
Wales	£45,000	£60,000
East - Midlands	£40,000	£60,000
West - Midlands	£40,000	£60,000
North - East	£40,000	£60,000
North - West	£50,000	£65,000
Scotland	£40,000	£60,000

Financial Advice

*Please note that this is a base salary guide and financial advisers have access to commission structures which vary between roles.

Trainee

	Range	
London	£35,000	£50,000
South-East	£35,000	£45,000
South-West	£35,000	£45,000
Wales	£30,000	£42,000
East - Midlands	£30,000	£45,000
West - Midlands	£30,000	£45,000
North - East	£30,000	£45,000
North - West	£35,000	£45,000
Scotland	£35,000	£45,000

Adviser

	Range	
London	£50,000	£90,000
South-East	£50,000	£85,000
South-West	£50,000	£80,000
Wales	£40,000	£75,000
East - Midlands	£40,000	£75,000
West - Midlands	£40,000	£80,000
North - East	£40,000	£75,000
North - West	£45,000	£80,000
Scotland	£40,000	£75,000

Financial Advice

Senior/ Chartered

	Range	
London	£75,000	£140,000+
South-East	£60,000	£125,000+
South-West	£70,000	£110,000+
Wales	£60,000	£100,000+
East - Midlands	£60,000	£100,000+
West - Midlands	£60,000	£120,000+
North - East	£60,000	£100,000+
North - West	£60,000	£120,000+
Scotland	£60,000	£120,000+

*Please note that this is a base salary guide and financial advisers have access to commission structures which vary between roles.

Financial Advice Self-Employed

We've shortlisted the market's top options which are summarised below.
Contact us to book a consultation

	IFA or Restricted	Splits	Retainers	RI/AR Both	Exit Buy Outs	Clients/Leads
Option 1	Restricted	Negotiable	Yes	AR & RI	Yes	Yes
Option 2	IFA	Negotiable	Yes	AR & RI	Yes	Yes
Option 3	IFA	70/30	Yes	AR & RI	No	No
Option 4	IFA	Negotiable	No	AR & RI	No	No
Option 5	IFA	80/20	Yes	AR & RI	Yes	No
Option 6	IFA	70/30	Yes	RI only	Yes	Yes
Option 7	IFA	Negotiable	Yes	RI only	Yes	Yes
Option 8	IFA	Up to 95%	No	RI only	Yes	No
Option 9	IFA	80/20	Yes	AR & RI	No	No

Pensions

Administrator

	Range	
London	£35,000	£45,000
South-East	£30,000	£40,000
South-West	£25,000	£31,000
Wales	£23,000	£30,000
East - Midlands	£22,000	£30,000
West - Midlands	£22,000	£30,000
North - East	£22,000	£30,000
North - West	£25,000	£32,000
Scotland	£22,000	£30,000

Specialist / Consultant

	Range	
London	£45,000	£80,000
South-East	£40,000	£70,000
South-West	£40,000	£60,000
Wales	£40,000	£50,000
East - Midlands	£40,000	£50,000
West - Midlands	£40,000	£65,000
North - East	£40,000	£55,000
North - West	£40,000	£65,000
Scotland	£40,000	£65,000

Compliance

Administrator

	Range	
London	£35,000	£45,000
South-East	£32,000	£35,000
South-West	£26,000	£32,000
Wales	£25,000	£32,000
East - Midlands	£25,000	£32,000
West - Midlands	£24,000	£30,000
North - East	£25,000	£34,000
North - West	£27,000	£35,000
Scotland	£26,000	£34,000

Officer

	Range	
London	£45,000	£60,000
South-East	£40,000	£55,000
South-West	£40,000	£55,000
Wales	£35,000	£45,000
East - Midlands	£35,000	£45,000
West - Midlands	£35,000	£45,000
North - East	£35,000	£50,000
North - West	£40,000	£55,000
Scotland	£35,000	£50,000

Compliance

Manager

	Range	
London	£65,000	£100,000+
South-East	£50,000	£65,000
South-West	£45,000	£65,000
Wales	£40,000	£70,000
East - Midlands	£45,000	£65,000
West - Midlands	£45,000	£65,000
North - East	£45,000	£70,000
North - West	£50,000	£80,000
Scotland	£45,000	£70,000

T&C Manager

	Range	
London	£60,000	£85,000
South-East	£60,000	£70,000
South-West	£50,000	£65,000
Wales	£50,000	£65,000
East - Midlands	£45,000	£60,000
West - Midlands	£45,000	£65,000
North - East	£45,000	£60,000
North - West	£50,000	£75,000
Scotland	£45,000	£70,000

Mortgages

Administrator

	Range	
London	£30,000	£38,000
South-East	£26,000	£30,000
South-West	£25,000	£28,000
Wales	£24,000	£30,000
East - Midlands	£25,000	£28,000
West - Midlands	£24,000	£30,000
North - East	£25,000	£30,000
North - West	£25,000	£32,000
Scotland	£25,000	£30,000

Senior Administrator

	Range	
London	£35,000	£42,000
South-East	£30,000	£38,000
South-West	£27,000	£32,000
Wales	£25,000	£32,000
East - Midlands	£28,000	£32,000
West - Midlands	£25,000	£32,000
North - East	£28,000	£35,000
North - West	£30,000	£35,000
Scotland	£28,000	£35,000

Mortgages

*Please note that this is a base salary guide and mortgage advisers have access to commission structures which vary between roles.

Mortgage Adviser

	Range	
London	£30,000	£50,000
South-East	£30,000	£45,000
South-West	£25,000	£35,000
Wales	£25,000	£35,000
East - Midlands	£25,000	£35,000
West - Midlands	£25,000	£35,000
North - East	£30,000	£40,000
North - West	£30,000	£45,000
Scotland	£30,000	£40,000

Mortgage Compliance

	Range	
London	£45,000	£65,000
South-East	£45,000	£60,000
South-West	£35,000	£40,000
Wales	£35,000	£40,000
East - Midlands	£35,000	£45,000
West - Midlands	£30,000	£45,000
North - East	£35,000	£45,000
North - West	£35,000	£45,000
Scotland	£35,000	£45,000

Thank you

We help financial planning & mortgage professionals develop their careers with employers who truly align with their values and aspirations. We also help businesses grow by bringing a highly consultative approach and matchmaking them with the best talent out there.

We specialise in financial advice, paraplanning, compliance, employee benefits, administration and PA, investment management, mortgages and protection and pensions.

- Our expertise spans across all UK regions.
- Using a combination of digital and traditional recruitment, we can source candidates effectively and fast.

Contact Us

Whatever your needs, our expert team will be more than happy to help.

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