

Position Code: R3**Alternative Titles:** Investment Clerk
Securities Analyst**Main Facets of Job**

Reporting to the head of investment research or a senior research analyst and responsible for analysis of investments for a particular group of portfolio management clients, a specific market sector or certain funds under management.

Will produce reports and statistics and highlight potential investment opportunities.

Typical Staff Responsibilities

None.

Typical Experience

Likely to be a graduate with at least three years experience in the financial sector.

Data Summary**Sample Size (Posts): 44**

| | Base Pay (£) | | Total Cash (£) |
|---|---------------------|----------------------------|-----------------------|
| Lower Quartile | 37,750 | | 42,330 |
| Median | 47,000 | | 53,180 |
| Upper Quartile | 57,000 | | 71,130 |
| Average | 47,989 | | 58,000 |
| Average Bonus | 23.4% | Median Deferred Bonus* | - |
| Median Bonus | 17.3% | Percentage of Sample | - |
| Scope: | | | |
| - Minus | 35,750 | | 37,645 |
| = Equals | 46,935 | | 52,305 |
| + Plus | 62,500 | | 78,800 |
| Posts Receiving Overtime: | 7% | | |
| Car Details: | | | |
| Median Capital Cost (£) | - | Choice of Car or Allowance | 0% |
| Median Car Allowance (£) | 4,400 pa | Car Only | 0% |
| | | Allowance Only | 2% |
| | | No Car or Allowance | 98% |
| *Deferred Bonus awards excluded from Total Cash figures | | | |

Position Code: FC21**Alternative Titles:** Regulatory Accountant**Main Facets of Job**

Reporting to the financial controller or chief accountant, responsible for the production and submission of all necessary financial returns to the regulatory authorities in the UK and/or overseas. Collects, collates and checks the necessary information.

May also be responsible for the production and submission of financial returns and reports to head office.

Typical Staff Responsibilities

May have a junior assistant but probably works largely as a specialist without staff reporting.

Typical Experience

Unlikely to be a qualified accountant but will have several years experience in accounting within a banking or financial environment.

Data Summary**Sample Size (Posts): 35**

| | Base Pay (£) | | Total Cash (£) |
|---|---------------------|----------------------------|-----------------------|
| Lower Quartile | 45,000 | | 48,850 |
| Median | 50,140 | | 54,200 |
| Upper Quartile | 58,050 | | 63,640 |
| Average | 54,262 | | 61,187 |
| Average Bonus | 14.9% | Median Deferred Bonus* | - |
| Median Bonus | 14.3% | Percentage of Sample | - |
| Scope: | | | |
| - Minus | 42,345 | | 49,015 |
| = Equals | 46,000 | | 50,440 |
| + Plus | 63,400 | | 67,500 |
| Posts Receiving Overtime: | 26% | | |
| Car Details: | | | |
| Median Capital Cost (£) | - | Choice of Car or Allowance | 0% |
| Median Car Allowance (£) | 5,100 pa | Car Only | 0% |
| | | Allowance Only | 11% |
| | | No Car or Allowance | 89% |
| *Deferred Bonus awards excluded from Total Cash figures | | | |

Position Code: OP3

Alternative Titles: Assistant Vice President
Associate Director
Senior Manager

Main Facets of Job

Reporting to the financial controller or director of operations and responsible for the day-to-day control (rather than policy) of several departments engaged in banking operations.

These departments may include customer services, treasury/capital markets settlements, bills, loans administration, IT and systems, book-keeping, administration and/or personnel.

Typical Staff Responsibilities

Up to 40 staff.

Typical Experience

Several years international banking experience, mainly gained in operations departments.

Data Summary

Sample Size (Posts): 48

| | Base Pay (£) | Total Cash (£) |
|---|---------------------|-------------------------------|
| Lower Quartile | 64,000 | 70,168 |
| Median | 68,360 | 75,830 |
| Upper Quartile | 76,300 | 87,655 |
| Average | 68,581 | 79,737 |
| Average Bonus | 17.8% | Median Deferred Bonus* - |
| Median Bonus | 13.6% | Percentage of Sample - |
| Scope: | | |
| - Minus | 50,005 | 51,050 |
| = Equals | 68,875 | 75,360 |
| + Plus | 80,690 | 108,726 |
| Posts Receiving Overtime: | 0% | |
| Car Details: | | |
| Median Capital Cost (£) | - | Choice of Car or Allowance 0% |
| Median Car Allowance (£) | 6,270 pa | Car Only 0% |
| | | Allowance Only 17% |
| | | No Car or Allowance 83% |
| *Deferred Bonus awards excluded from Total Cash figures | | |