

2021 Salary Guide



Is your pay Competitive?

BWW is a specialist recruitment consultancy dedicated to the Company Secretarial and Corporate Governance profession. The BWW Team offers the most knowledgeable resource you can hope to find in this niche area of recruitment.

Company Secretarial Specialists
Focus • Market Knowledge • Transparency

BWW

Introduction

About BWW

BWW is a specialist recruitment consultancy dedicated to the Company Secretarial and Corporate Governance profession. With five of the most well known, trusted consultants in the industry our team offers the most knowledgeable resource you can hope to find in this niche area of recruitment.

Our clients are incredibly diverse from FTSE 100s, start-ups, charities, schools and membership bodies. We have been leading the market and advising in this specialist field for over 30 years with many candidates and employers relying on our in-depth expertise.

We aim to continue providing the market with the open, straightforward, hardworking service that we are so proud to have gained a reputation for.

About our 2021 Salary Guide

The following information is a guide to Company Secretarial and Governance salaries, bonus ranges and benefits in 2021.

We conducted an online survey that had over 300 responses from Company Secretaries and Governance Professionals. Whilst we aim to be as accurate and up-to-date as possible; every team, role and business is different so we would encourage you to get in touch to get more tailored advice, which we would be happy to offer.

We would like to thank everyone who spared their time to complete our survey!

Financial Services and Insurance

Salary Ranges

FTSE 100	Salary Range	Bonus Range
Co-Sec	£140-£200k+	20-50%+
Deputy Co-Sec	£90-£140k	10-30%
Assistant Co-Sec	£60-£80k	10-20%
Co-Sec Assistant	£35-£50k	5-10%
Co-Sec Trainee	£30-£40k	0-10%

AIM/Other Listed	Salary Range	Bonus Range
Co-Sec	£100-£180k+	20-40%
Deputy Co-Sec	£75-£120k	10-30%
Assistant Co-Sec	£50-£80k	10-20%
Co-Sec Assistant	£30-£45k	5-10%
Co-Sec Trainee	£25-£35k	0-10%

FTSE 250	Salary Range	Bonus Range
Co-Sec	£120-£180k+	20-40%
Deputy Co-Sec	£80-£120k	10-30%
Assistant Co-Sec	£50-£80k	10-20%
Co-Sec Assistant	£35-£50k	5-10%
Co-Sec Trainee	£28-£35k	0-10%

Private	Salary Range	Bonus Range
Co-Sec	£100-£180k+	20-40%
Deputy Co-Sec	£75-£120k	10-30%
Assistant Co-Sec	£40-£80k	10-20%
Co-Sec Assistant	£30-£40k	5-10%
Co-Sec Trainee	£25-£35k	0-10%

Benefits Breakdown

FTSE 100
Private Medical - Self & Family
LTIP/Share Incentive
Car Allowance (Outside London)
Private Dental
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
Subsidised Gym Membership
Lifestyle Benefits
Childcare Vouchers
CGI Study Support

FTSE 250
Private Medical - Self Only
LTIP/Share Incentive
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
Subsidised Gym Membership
Lifestyle Benefits
CGI Study Support

AIM/Other Listed
Private Medical - Self
LTIP/Share Incentive
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
Lifestyle Benefits
Childcare Vouchers
CGI Study Support

Private
Private Medical - Self
Car Allowance (Outside London)
Private Dental
Life Assurance
Cycle to Work/Season Ticket Loan
Subsidised Gym Membership
CGI Study Support

Future of Working

How often do you expect to be working from home in the future?



Industry

Salary Ranges

FTSE 100	Salary Range	Bonus Range
Co-Sec	£140-£200k+	20-50%+
Deputy Co-Sec	£90-£140k	10-30%
Assistant Co-Sec	£60-£90k	10-20%
Co-Sec Assistant	£35-£55k	5-10%
Co-Sec Trainee	£30-£35k	0-10%

AIM/Other Listed	Salary Range	Bonus Range
Co-Sec	£100-£180k+	20-40%
Deputy Co-Sec	£75-£120k	10-30%
Assistant Co-Sec	£50-£80k	10-20%
Co-Sec Assistant	£30-£45k	5-10%
Co-Sec Trainee	£28-£35k	0-10%

FTSE 250	Salary Range	Bonus Range
Co-Sec	£120-£180k+	20-40%
Deputy Co-Sec	£90-£130k	10-30%
Assistant Co-Sec	£50-£80k	10-20%
Co-Sec Assistant	£35-£55k	5-10%
Co-Sec Trainee	£28-£35k	0-10%

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Assistant Co-Sec	£40-£80k	10-20%
Co-Sec Assistant	£30-£40k	0-10%
Co-Sec Trainee	£25-£35k	0-10%

Benefits Breakdown

FTSE 100
Private Medical - Self
LTIP/Share Incentive
Car Allowance (Outside London)
Retail Discount Scheme
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Lifestyle Benefits
CGI Study Support

FTSE 250
Private Medical - Self
LTIP/Share Incentive
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
CGI Study Support
Car Allowance (Outside London)

AIM/Other Listed
Private Medical - Self
LTIP/Share Incentive
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
Lifestyle Benefits
Childcare Vouchers
CGI Study Support

Private
Private Medical - Self
Car Allowance (Outside London)
Private Dental
Life Assurance
Cycle to Work/Season Ticket Loan
CGI Study Support

Future of Working

How often do you expect to be working from home in the future?



Not-for-Profit

Salary Ranges

Not for Profit	Salary Range	Bonus Range
Head of Governance	£75-£160k	20-40%
Governance Manager	£60-£80k	10-30%
Govenance Officer	£35-£60k	10-20%
Co-Sec Trainee	£25-£35k	0-10%

Benefits Breakdown

Not For Profit

Private Medical - Self
Retail Discount Scheme
Childcare Vouchers
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Lifestyle Benefits
CGI Study Support

Future of Working

How often do you expect to be working from home in the future?



Service Providers

Salary Ranges

Private	Salary Range	Bonus Range
Co-Sec	£80-£130k+	10-30%
Co-Sec Manager	£60-£90k	10-20%
Consultant	£40-£60k	5-15%
Co-Sec Associate	£30-£40k	0-10%
Co-Sec Trainee	£25-£30k	0-10%

Benefits Breakdown

Professions

Private Medical - Self
Private Dental
Holiday Exchange
Life Assurance
Cycle to Work/Season Ticket Loan
Retail Discount Scheme
Subsidised Gym Membership
Lifestyle Benefits
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Future of Working

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Beyond Governance

Creating clarity, improving business

We have partnered with Beyond Governance, a specialist Governance Consultancy & Advisory firm. Their team of consultants have over 100 years of combined experience working with companies to create clarity and improve business outcomes. We are partnering with them as they are a trusted specialist governance consultancy.



How to get the most from your company secretarial team
Posted on 22 Feb, 2021 | General Governance

Gone are the days when Company Secretarial (Cosec) teams were seen as pure diary managers for meetings and agenda and minute drafters.

[Read More](#)

beyondgovernance.com

BWW

Leading the way in

**Company Secretarial and
Corporate Governance
Recruitment**

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