

2023 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 some 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 2023 Salary Guide

The following information is a guide to Company Secretarial and Governance salaries, bonus ranges and benefits in 2022-2023.

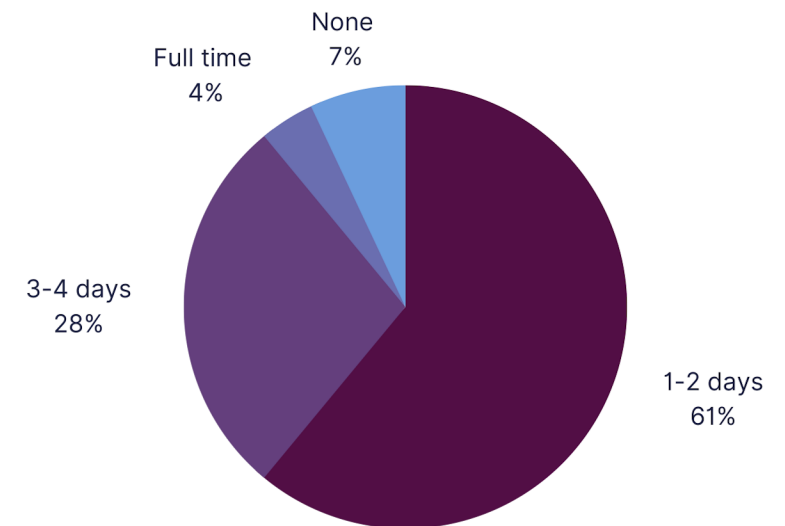
We conducted an online survey that had over 900 responses from Company Secretaries and Governance Professionals. Whilst we aim to be as accurate and up-to-date as possible; every team, role and business are different so we would encourage you to get in touch to get more tailored advice, which we would be happy to offer.

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

Salary Ranges

FTSE-100	Salary Range	Bonus Range
Company Secretary	£160-£250k+	20-50%
Deputy Secretary	£120-£180k	10-50%
Senior Assistant Secretary	£80-£110k	10-40%
Assistant Secretary	£60-£85k	10-35%
Co Sec Assistant	£40-£55k	5-20%
Graduate/Trainee	£30-£35k	0-10%

Number of Days in the office



Benefits Breakdown

FTSE100

Car Scheme/Allowance

Pension

Share Scheme Options

CGI Study Support

Life Assurance

Private Medical - Self

Private Dental

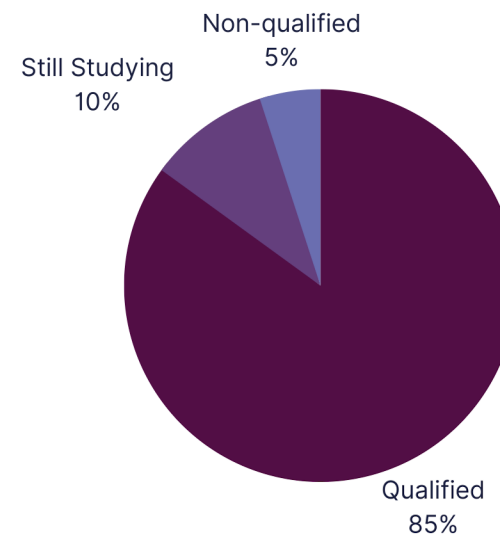
Lifestyle Benefits

Retail Discount Scheme

Subsidised Gym Membership

Cycle to Work/Season Ticket Loan

Holiday Exchange

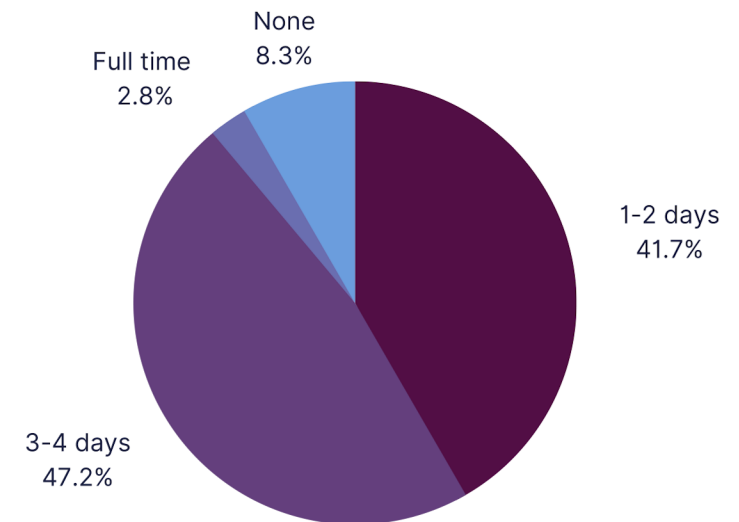


FTSE-250

Salary Ranges

FTSE-250	Salary Range	Bonus Range
Company Secretary	£140-£210k+	10-50%
Deputy Secretary	£110-£180k	10-45%
Senior Assistant Secretary	£75-£90k	5-30%
Assistant Secretary	£50-£70k	5-15%
Co Sec Assistant	£35-£50k	0-5%
Graduate/Trainee	£25-£32.5k	0-5%

Number of Days in the office



Benefits Breakdown

FTSE250

Car Scheme/Allowance

Pension

Share Scheme Options

CGI Study Support

Life Assurance

Private Medical - Self

Private Dental

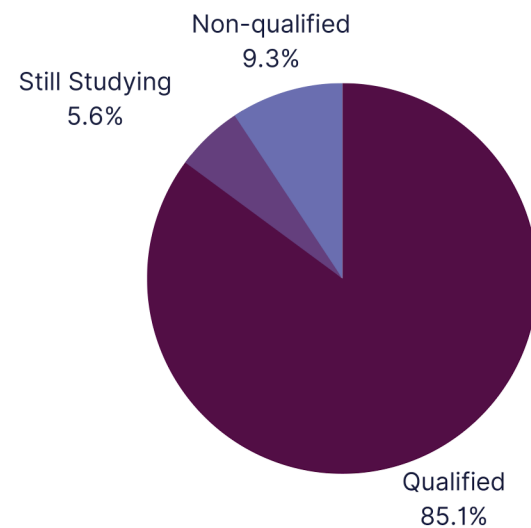
Lifestyle Benefits

Retail Discount Scheme

Subsidised Gym Membership

Cycle to Work/Season Ticket Loan

Holiday Exchange



Other PLC

Salary Ranges

Other PLC	Salary Range	Bonus Range
Company Secretary	£110-£200k	10-30%
Deputy Secretary	£90-£140k	10-20%
Assistant Secretary	£50-£75k	10-15%
Co Sec Assistant	£35-£50k	0-10%
Graduate/Trainee	£25-£32.5k	0-5%

Benefits Breakdown

Other PLC

Car Scheme/Allowance

Pension

Share Scheme Options

CGI Study Support

Life Assurance

Private Medical - Self

Private Dental

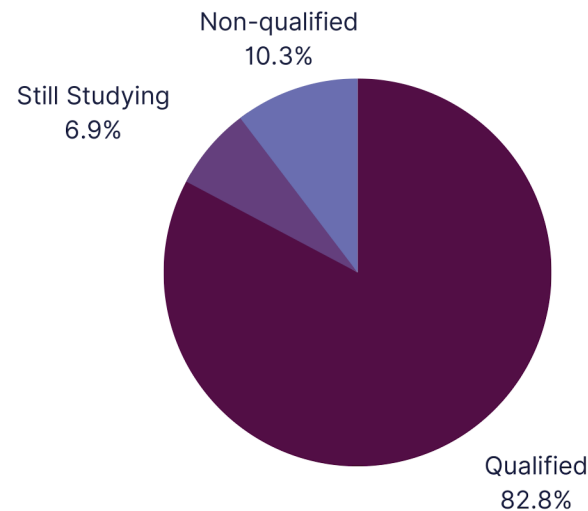
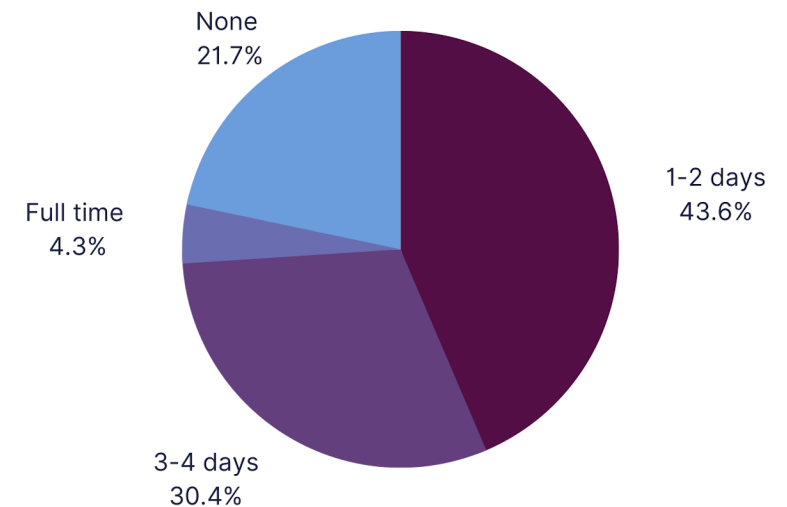
Lifestyle Benefits

Retail Discount Scheme

Subsidised Gym Membership

Cycle to Work/Season Ticket Loan

Number of Days in the office



Private Groups

Salary Ranges

Private Groups	Salary Range	Bonus Range
Company Secretary	£105-£180k+	10-50%
Deputy Secretary	£90-£120k	5-20%
Assistant Secretary	£40-£75k	0-15%
Co Sec Assistant	£30-£48k	0-15%
Graduate/Trainee	£25-£33k	0-5%

Benefits Breakdown

Private Groups

Car Scheme/Allowance

Pension

Share Scheme Options

CGI Study Support

Life Assurance

Private Medical - Self

Critical Illness

Private Dental

Lifestyle Benefits

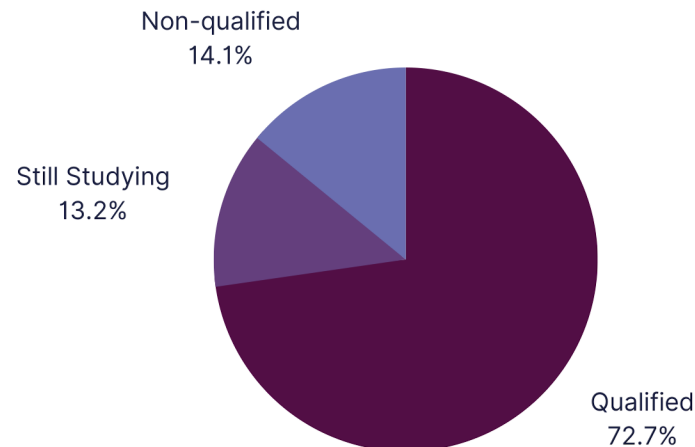
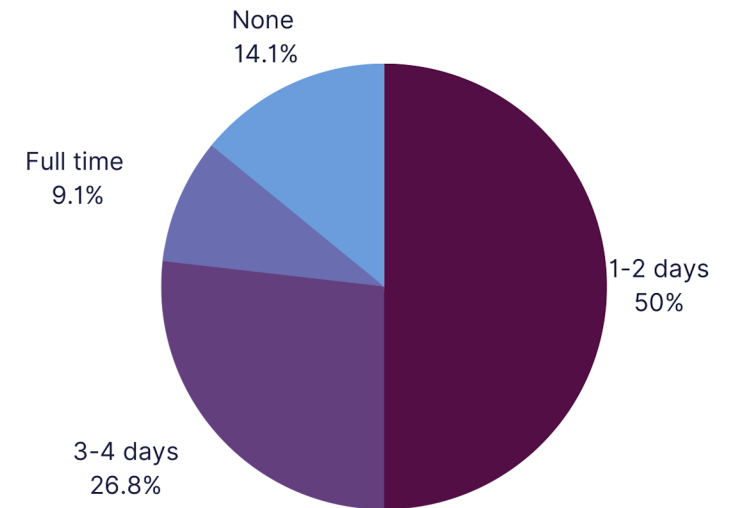
Retail Discount Scheme

Subsidised Gym Membership

Holiday Exchange

Cycle to Work/Season Ticket Loan

Number of Days in the office



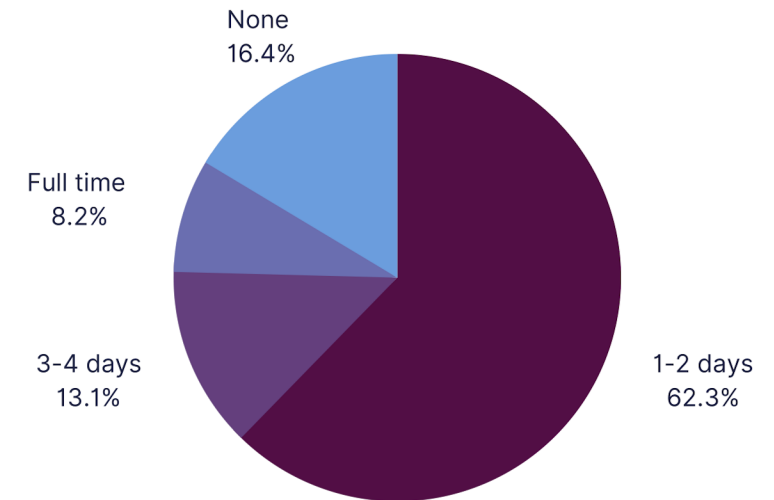
Not for profit/Public Sector

Salary Ranges

*A high volume stated they did not receive any bonus

Not for Profit/Public	Salary Range	Bonus Range
Head of Governance	£80-£160k	5-15%
Deputy Secretary	£50-£80k	0-10%
Governance Manager	£40-£60k	0-10%
Governance Officer	£25-£40k	0-10%
Graduate/Trainee	£20-£25k	0-5%

Number of Days in the office



Benefits Breakdown

Not for Profit/Public Sector

Car Scheme/Allowance

Pension

Share Scheme Options

CGI Study Support

Life Assurance

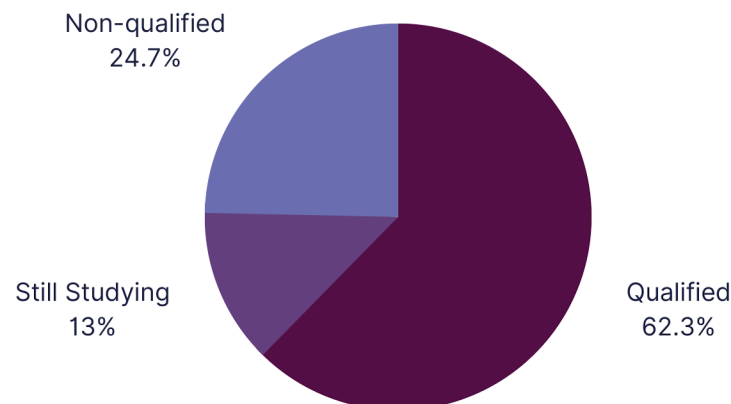
Private Medical - Self

Private Dental

Lifestyle Benefits

Retail Discount Scheme

Cycle to Work/Season Ticket Loan

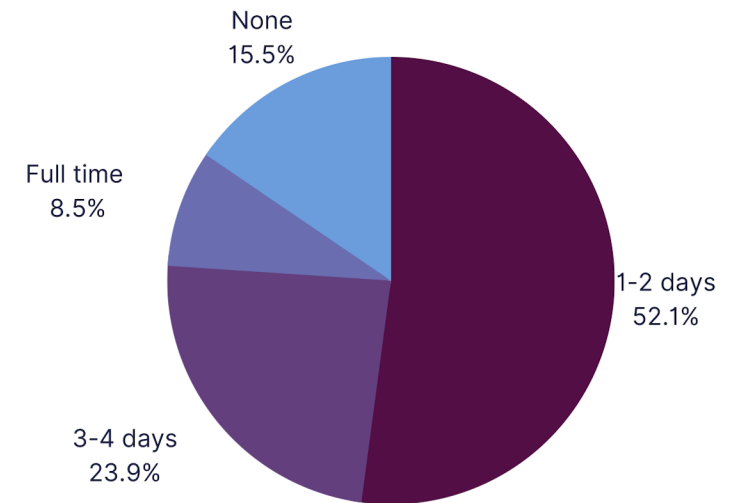


Professions

Salary Ranges

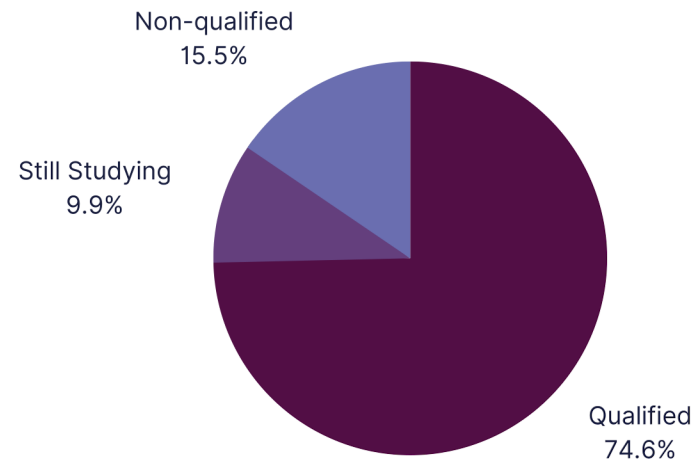
Professions	Salary Range	Bonus Range
Head of Department	£90-£150k+	10-20%
Senior Manager	£70-£100k	0-15%
Manager	£60-£80k	0-10%
Consultant	£45-£55k	0-10%
Assistant Consultant	£25-£40k	0-5%

Number of Days in the office



Benefits Breakdown

Professions
Car Scheme/Allowance
Pension
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Private Dental
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Holiday Exchange
Cycle to Work/Season Ticket Loan





Beyond Governance

Creating clarity, improving business

We have partnered with Beyond Governance, they are a multi-award-winning full-service governance consultancy, that collaborates with the C-Suite, Governance Professionals, Non-Executive Directors, Investors and fellow Governance Professionals to enhance stakeholder confidence, strengthen organisational stability and drive sustainable growth with their pioneering governance solutions. Their team of consultants have over 160 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 on the leading edge of corporate governance.



**How to get the most from your company
secretarial team | General Governance:**

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beyondgovernance.com

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