

Salary Survey 2019



HONEYCOMB



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Market Overview

Despite the continued challenges with Brexit and the lack of a Stormont Executive, the economy in Northern Ireland has experienced a 1% growth in 2018 and forecasts predict this trend will continue into 2019 with a positive (albeit fragile) growth of 1.1% forecasted for the region. While the continued uncertainty across government has led to some caution across job creation forecasts, recruitment intentions locally remain high with 71% of Manufacturers and 58% of Services indicating recruitment intentions in 2019.

In Demand for 2018 & Beyond

Demand for talent has remained strong throughout 2018 with the number of jobs registered experiencing a 20% increase on 2017. Areas of particular growth have included Engineering, Accountancy & Finance, and IT and subsequently the requirement for Business Support and Administration professionals within these sectors has remained high.

With the continued burden of regulation on businesses (including the introduction to law of GDPR in May 2018), the team at Honeycomb have experienced an increased demand for temporary professionals to support across a range of Data Protection and Privacy, Compliance, KYC and AML projects. This demand has been particularly prevalent across Banking, Financial Services, Legal and A&F, where we have experienced a requirement to recruit large project teams to deliver remediation and redress projects as well as ensuring adherence to new regulatory requirements.

Candidate Driven Market

As with 2018, the war for talent remains one of the biggest risks for business growth throughout 2019. In a candidate led market, while salaries have continued to increase at a level of 3-5% companies are increasingly looking to strengthen their overall remuneration package to include a range of non-financial benefits to attract and retain key talent. Trends have included flexible working patterns, options to work from home, extended holidays and structured training packages for new hires.

If you require additional information about remuneration and recruitment trends or wish to schedule a consultation with our team of experienced recruiters to discuss your talent planning for 2019, please contact the team at Honeycomb on 028 96207050; we would be delighted to help.



JOB ROLE	1-2 Years	3-5 Years	5 Years +
PA & Secretarial			
Executive Assistant	23,000-25,000	25,000-28,000	28,000-35,000
Personal Assistant	20,000-22,000	22,000-23,000	23,000-27,000
Team Secretary	18,000-19,000	20,000-21,000	21,000-23,000
Medical Secretary	17,000-18,000	19,000-20,000	20,000-21,000
Business/Operations Support			
Operations Manager	NA	30,000-40,000	40,000+
Office Manager	23,000-25,000	25,000-30,000	30,000+
Business Support Manager	NA	25,000-28,000	28,000-35,000
Senior Administrator	NA	20,000-22,000	22,000-24,000
Project Co-Ordinator	18,000-20,000	20,000-25,000	25,000-30,000
Front of House/ Receptionist	16,000-18,000	18,000-20,000	20,000-22,000
Data Entry Operator	15,000-17,000	18,000-20,000	NA
Facilities Co-Ordinator	18,000-20,000	20,000-22,000	23,000-25,000
Marketing Administrator	18,000-20,000	20,000-22,000	22,000-24,000
Sales Support	18,000-20,000	20,000-23,000	23,000-25,000
Pricing Analyst	20,000-24,000	24,000-26,000	25,000-28,000
Pricing Administrator	18,000-20,000	20,000-22,000	22,000-24,000
Legal			
Practice Manager	NA	30,000-35,000	35,000-40,000
Paralegal	17,000-18,000	19,000-20,000	20,000-24,000
Legal Executive	18,000-19,000	19,000-21,000	22,000-23,000
Legal PA	20,000-22,000	22,000-24,000	24,000-26,000
Legal Secretary	17,000-19,000	19,000-22,000	22,000-24,000
Graduate	16,000-18,000	NA	NA
Document Reviewer	18,000-20,000	20,000-22,000	22,000-23,000
Audio Typist	17,000-18,000	18,000-19,000	19,000-20,000

JOB ROLE	1-2 Years	3-5 Years	5 Years +
HR			
HR Administrator	16,000-18,000	18,000-20,000	20,000-22,000
Recruitment Administrator	16,000-18,000	18,000-20,000	20,000-22,000
L&D Administrator	16,000-18,000	18,000-20,000	20,000-22,000
Banking & Financial Services			
Financial Services Admin	18,000-20,000	20,000-22,000	23,000-26,000
Retail Banking Advisor	16,000-18,000	18,000-20,000	20,000-22,000
Operations Admin	16,000-18,000	18,000-20,000	20,000-24,000
Mortgage Admin	18,000-20,000	20,000-22,000	22,000+
Transaction Banking Admin	18,000-20,000	20,000-22,000	22,000+
Business Analyst	20,000-22,000	22,000-24,000	24,000-26,000
AML/KYC Specialist	18,000-20,000	20,000-22,000	22,000-25,000
Business Processor-Insurance	17,000-19,000	19,000-21,000	21,000+
Accounts Admin	16,000-17,000	17,000-18,000	18,000-20,000
Payroll Admin	18,000-20,000	20,000-22,000	22,000-25,000
Transport/Logistics/FMCG			
Import/Export Administrator	18,000-20,000	20,000-23,000	23,000-26,000
Freight Co-Ordinator	18,000-22,000	22,000-25,000	25,000-35,000
Transport Planner	22,000-25,000	25,000-27,000	27,000-38,000
Transport Administrator	18,000-20,000	20,000-22,000	22,000-26,000
Customer Service/Booking Clerk	17,000-19,000	19,000-22,000	22,000-24,000
POD Admin	16,000-18,000	18,000-20,000	20,000-21,000
Production Planner	20,000-22,000	20,000-24,000	25,000-30,000
Inventory Co-ordinator	17,000-19,000	19,000-21,000	21,000-23,000
Trade Assistant	17,000-19,000	19,000-20,000	20,000-21,000
Despatch Admin/Operative	17,000-19,000	19,000-20,000	20,000-22,000



JOB ROLE	1-2 Years	3-5 Years	5 Years +
Customer Service			
Customer Service Manager	22,000-24,000	24,000-28,000	28,000+
Contact Centre-Team Leader	18,000-20,000	20,000-22,000	22,000-24,000
Customer Service Advisor	16,000-18,000	18,000-20,000	20,000-22,000
Order Processor	16,000-18,000	18,000-19,000	20,000-22,000
Construction/Built Environment			
Procurement Administrator	18,000-20,000	20,000-23,000	23,000-26,000
Bid/Tender Administrator	18,000-20,000	20,000-22,000	22,000-24,000
Document Controller	18,000-20,000	20,000-22,000	22,000-26,000
Health & Safety Administrator	18,000-20,000	20,000-22,000	22,000-25,000
Commercial Assistant	19,000-20,000	22,000-21,000	21,000-23,000
Project Admin	18,000-20,000	20,000-22,000	22,000-24,000
Technical Admin	19,000-21,000	21,000-23,000	23,000-26,000



JOB ROLE	Hourly Rates - Temporary
PA & Secretarial	
Executive Assistant	11.00-16.80
Personal Assistant	9.60-13.00
Team Secretary	8.60-11.00
Medical Secretary	8.20-10.50
Business/Operations Support	
Operations Manager	15.00-19.00
Office Manager	10.00-14.50
Business Support Manager	13.00-20.00
Senior Administrator	9.50-11.00
Project Co-Ordinator	9.00-14.40
Front of House/ Receptionist	7.80-10.60
Data Entry Operator	8.25-9.90
Facilities Co-Ordinator	9.00-12.00
Marketing Administrator	9.00-12.00
Sales Support	8.50-12.00
Pricing Analyst	9.00-13.00
Pricing Administrator	8.60-11.50
Legal	
Practice Manager	14.50-19.00
Paralegal	8.20-11.50
Legal Executive	8.50-11.00
Legal PA	9.60-12.50
Legal Secretary	8.50-11.50
Graduate	7.85-9.00
Document Reviewer	8.50-11.50
Audio Typist	8.50-11.00



JOB ROLE	Hourly Rates - Temporary
HR	
HR Administrator	7.85-11.00
Recruitment Administrator	7.85-11.00
L&D Administrator	7.85-11.00
Banking & Financial Services	
Financial Services Admin	9.00-13.20
Retail Banking Advisor	8.00-12.00
Operations Admin	8.86-12.00
Mortgage Admin	8.86-12.00
Transaction Banking Admin	8.86-12.50
Business Analyst	10.00-14.00
AML/KYC Specialist	9.00-14.50
Business Processor-Insurance	7.80-10.00
Accounts Admin	8.80-11.00
Payroll Admin	8.80-11.00
Transport/Logistics/FMCG	
Import/Export Administrator	8.60-12.50
Freight Co-Ordinator	8.60-17.00
Transport Planner	10.50-18.00
Transport Administrator	8.60-12.50
Customer Service/Booking Clerk	8.50-11.50
POD Admin	7.85-9.50
Production Planner	9.60-14.50
Inventory Co-ordinator	8.50-11.00
Trade Assistant	8.50-10.00
Despatch Admin/Operative	8.50-10.50



JOB ROLE	Hourly Rates - Temporary
Customer Service	
Customer Service Manager	10.50-13.50
Contact Centre-Team Leader	8.60-11.50
Customer Service Advisor	7.70-10.60
Order Processor	7.70-10.60
Construction/Built Environment	
Procurement Administrator	8.60-12.50
Bid/Tender Administrator	8.60-11.50
Document Controller	8.60-12.50
Health & Safety Administrator	8.60-12.00
Commercial Assistant	9.00-11.00
Project Admin	8.86-11.50
Technical Admin	9.00-12.50



Thank You

