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Relationships built on trust

HR Salary Guide 2025 (London)



Market Overview

The financial services sector has shown remarkable resilience in 2024, with HR functions seeing steady demand despite economic pressures. While recruitment in some areas has slowed compared to 2022's peak, specialist roles continue to command premium salaries, particularly in strategic HR.

HR Salaries

**All salaries in GBP*

HR Generalist

Position	0-3 years	3-5 years	5+ years
HR Administrator/Assistant	30,000 - 40,000	-	-
HR Officer/Advisor	45,000 - 55,000	55,000 - 65,000	-
HR Business Partner	65,000 - 75,000	75,000 - 85,000	85,000 - 95,000
HR Manager	70,000 - 90,000	90,000 - 100,000	100,000 - 120,000
Head of HR	100,000 - 130,000	130,000 - 150,000	140,000 - 170,000
HR Director	150,000 - 200,000	200,000 - 250,000	250,000 - 300,000

Learning & Development

Position	0-3 years	3-5 years	5+ years
L&D Executive	40,000 - 60,000	-	-
L&D Manager	70,000 - 110,000	-	-
Head of L&D	95,000 - 135,000	-	-

Employee Relations

Position	0-3 years	3-5 years	5+ years
ER Executive	40,000 - 60,000	-	-
ER Manager	50,000 - 80,000	-	-
Head of ER	95,000 - 140,000	-	-

Diversity and Inclusion

Position	Salary
DEI Specialist	53,000 – 80,000
Diversity Talent Acquisition Partner	50,000 – 70,000
Employee Experience Manager	45,000 – 65,000
Inclusion & Belonging Manager	55,000 – 75,000
DEI Learning & Development Manager	60,000 – 90,000

Payroll

Position	Salary
Payroll Officer	32,000 – 50,000
Payroll & Benefits Coordinator	28,000 – 42,000
HR & Payroll Administrator	33,000 – 55,000
Payroll Manager	50,000 – 70,000
Payroll & Benefits Manager	45,000 – 70,000

HRIS

Position	Salary
HRIS Manager	63,000 – 93,000
Senior HRIS Analyst	45,000 – 70,000
HR Systems Manager	60,000 – 90,000
HR Data Manager	60,000 – 80,000
HRIS Implementation Manager	62,250 – 95,000



Reward

Position	Salary
Reward Analyst	60,000
Compensation Analyst	43,000 – 52,000
Reward Specialist	55,000 – 70,000
Benefits Coordinator	30,000 – 45,000
Executive Compensation Analyst	47,000 – 60,000
Global Mobility & Reward Advisor	50,000 – 65,000

HR Contract Rates (Daily)

Position	0–3 years	3–5 years	5+ years
HR Business Partner	250 – 450	500 – 700	700 – 800
HR Manager	250 – 400	400 – 600	600 – 800
HR Director	1000 – 1800	1500 – 2000	2000+

Key Market Insights

HR Trends

Human Resources has cemented its position as a strategic business partner in financial services, with compensation reflecting this elevated status. The function has expanded beyond traditional responsibilities to encompass crucial areas such as digital transformation and data-driven decision making. We've noted several significant trends in the market:



Increased focus on strategic HR positions with competitive compensation



Growing demand for HR analytics and HRIS expertise



D&I specialists seeing salary increases of 15–20% year-on-year



Employee relations specialists in high demand due to hybrid working challenges

Benefits & Additional Compensation

Compensation packages in financial services remain highly competitive, with firms focusing on holistic offerings that go beyond base salary. While monetary benefits remain important, we're seeing increased emphasis on flexibility and work-life balance. The standard compensation package typically includes substantial bonuses, with annual bonuses for HR director level positions often eligible for up to 50% bonus.

Standard benefits typically include:

- Private healthcare
- Life insurance
- Pension contributions (typically 8-12%)
- Annual leave 25-30 days
- Flexible/hybrid working options

Market Outlook 2025

Looking ahead to 2025, we anticipate continued evolution in HR functions within financial services. Digital transformation remains a key driver of change, influencing both skill requirements and compensation levels. The market shows strong signs of stability despite broader economic uncertainties, with particular emphasis on specialist skills and strategic roles.

Professional development and career progression opportunities are becoming increasingly important, with many firms investing in upskilling programs. This trend is likely to continue through 2025, as organisations focus on building internal capabilities while remaining competitive in the external market.

Note: Salaries can vary significantly based on company size, specific sector within financial services, and individual experience/expertise. Figures represent base salary only and exclude additional benefits or bonuses.



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Contact us

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