

**BARCLAY
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2026 Barclay Simpson
Salary & Bonus Trends

Company Secretarial

Overview

Starting salaries for company secretarial (CoSec) jobs have remained broadly flat over the last 12 months, despite good governance continuing to be a focus for many organisations.

There has been slightly more upward pressure on pay for junior and mid-level positions, as this is where market demand has typically been strongest. For more senior roles, however, starting salaries were relatively static.

"Organisations are keen to shore up their governance, but reduced budgets acted as a constraint on both hiring and salaries last year," says Tom Boulderstone, Head of Company Secretarial and Governance at Barclay Simpson.

"The underlying need for good companies secretaries is still there, and we believe there is clear headroom for salaries to improve once broader economic and business conditions recover."

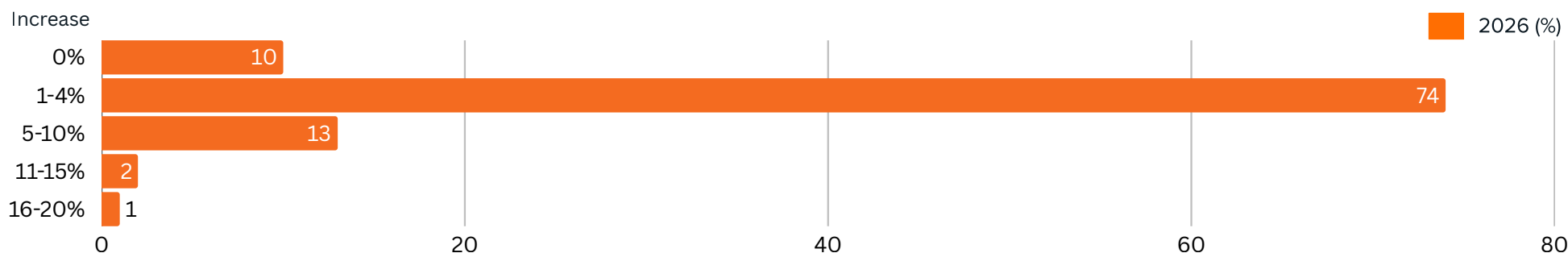
CoSec roles at listed companies continue to pay a premium over their non-listed counterparts. Starting salaries can be as much as 20% higher at the same level of seniority, reflecting the additional regulatory scrutiny and board-level complexity of operating in a public market environment.

In 2026, base salary uplifts for those who remain in their current role will likely be relatively modest. Our annual Employer Survey revealed that roughly three-quarters (74%) of organisations will be increasing salaries by just 1–4% this year.

And while 16% of employers will offer higher pay increases of 5%+, one in 10 don't plan to raise base salaries at all.

Furthermore, 83% believe bonuses will either remain the same or fall this year.

How much do you intend to increase base salaries for existing employees?



CoSecs show nuanced career priorities

Each year, we ask company secretaries to rank, in order of importance, their reasons for looking for a new job. The results from our latest Candidate Survey show a balanced spread of considerations, with no priority emerging as a clear frontrunner.

A better work-life balance was the most commonly cited first choice among candidates (25%), though this was only narrowly ahead of career development, job security and remuneration (all 23%).

Notably, company secretarial is the only profession across our surveys where work-life balance topped the list of employment priorities, albeit marginally. Job security also ranked higher than in the other disciplines that we recruit for.

What is your main priority when considering a new role?

	2025	2024
Work-life balance	25%	11%
Remuneration	23%	44%
Career development	23%	17%
Job security	23%	17%
Remote working	6%	11%
Better benefits:	0%	0%

This trend partly reflects the gender profile of the profession. More than three-quarters (78%) of respondents to our survey were women, and they placed far greater emphasis on a good work-life balance and job security than men, who tended to prioritise remuneration and career development.

Even so, remuneration appears to have slipped as a primary motivator. The share of CoSecs ranking it first has nearly halved year on year, falling from 44% to 23%. The shift suggests greater caution in what has been an uncertain jobs market, with more candidates focusing on factors like stability and long-term progression rather than pay.

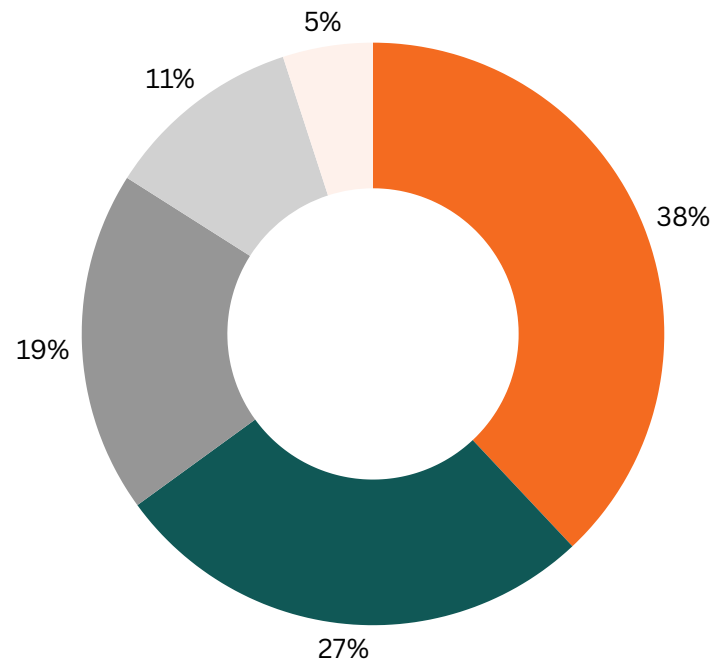
"Unfortunately for candidates, the search for a better work-life balance could prove difficult at the moment, given that employers are starting to expect employees in the office more, not less," says Mario Pafundi, Consultant at Barclay Simpson.

In 2024, only 16% of organisations required CoSecs on-site four or five days a week. This figure is now 27% and has risen every year since 2022.

It is perhaps no surprise, then, that 38% of professionals say that remote working is the job benefit they value the most, ranking it higher than both an annual bonus (27%) and private healthcare (19%).

In an employer-led market, organisations currently set the terms on issues such as flexible working. But the distance between candidates' preferences and employer expectations is likely to become an increasing area of contention in 2026.

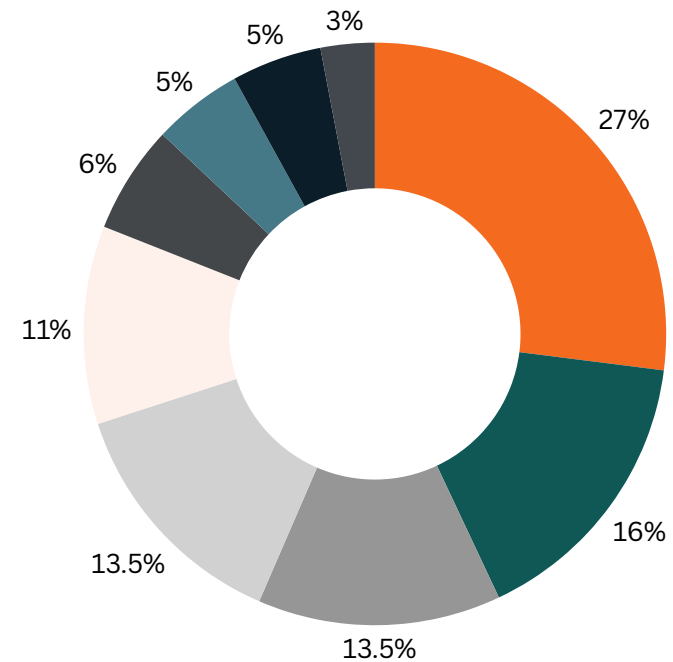
Which job benefits do company secretaries value the most?



Benefit	% of Candidates
Remote working	38%
Annual bonus	27%
Private healthcare	19%
Flexible working	11%
Other	5%

Firms unwilling to compromise could find themselves at a disadvantage when the competition for talent intensifies once again.

What was your most recent bonus as a % of salary?



Bonus	% of Candidates
11–20%	27%
21–30%	16%
1–10%	13.5%
41–49%	13.5%
Prefer not to say	11%
75–99%	6%
31–40%	5%
No bonus	5%
150%+	3%

Company Secretarial Salaries

The following tables provide an overview of current salary benchmarks for key roles across CoSec. Figures reflect average base salaries and day rates for professionals across the UK, as well as those working remotely

Investment Banking Salaries

Area	London	South East	Regional
Board Support (0-1 year's exp)	£25k—£40k	£25k—£35k	£25k—£35k
CoSec Assistant (2-3 years' exp)	£40k—£60k	£35k—£55k	£35k—£55k
Assistant CoSec (4-5 years' exp)	£60k—£80k	£50k—£75k	£50k—£75k
Senior CoSec (6-7 years' exp)	£80k—£100k	£70k—£100k	£70k—£100k
Deputy CoSec (8+ years' exp)	£100k—£130k	£100k—£120k	£110k—£120k
Company Secretary	£150k—£220k	£100k—£180k	£100k—£180k
Group Company Secretary	£180k—£250k+	£160k—£200k	£150k—£200k

Asset Management / Wealth Management Salaries

Area	London	South East	Regional
Board Support (0-1 year's exp)	£25k—£40k	£25k—£35k	£25k—£35k
CoSec Assistant (2-3 years' exp)	£40k—£60k	£35k—£55k	£35k—£55k
Assistant CoSec (4-5 years' exp)	£60k—£80k	£50k—£75k	£50k—£75k
Senior CoSec (6-7 years' exp)	£80k—£100k	£70k—£100k	£70k—£100k
Deputy CoSec (8+ years' exp)	£100k—£130k	£100k—£120k	£110k—£120k
Company Secretary	£150k—£220k	£100k—£180k	£100k—£180k
Group Company Secretary	£180k—£250k+	£160k—£200k	£150k—£200k

Hedge Funds / Private Equity Salaries

Area	London
Board Support (0-1 year's exp)	£25k—£40k
CoSec Assistant (2-3 years' exp)	£40k—£60k
Assistant CoSec (4-5 years' exp)	£60k—£80k
Senior CoSec (6-7 years' exp)	£80k—£100k
Deputy CoSec (8+ years' exp)	£100k—£130k
Company Secretary	£150k—£220k
Group Company Secretary	£180k—£250k+

Insurance Salaries

Area	London	South East	Regional
Board Support (0-1 year's exp)	£25k—£40k	£25k—£35k	£25k—£35k
CoSec Assistant (2-3 years' exp)	£40k—£60k	£35k—£55k	£35k—£55k
Assistant CoSec (4-5 years' exp)	£60k—£80k	£50k—£75k	£50k—£75k
Senior CoSec (6-7 years' exp)	£80k—£100k	£70k—£100k	£70k—£100k
Deputy CoSec (8+ years' exp)	£100k—£130k	£100k—£120k	£110k—£120k
Company Secretary	£140k—£220k	£100k—£180k	£100k—£180k
Group Company Secretary	£150k—£240k+	£140k—£200k	£140k—£200k

Commerce FTSE 100 Salaries

Area	London	South East	Regional
Board Support (0-1 year's exp)	£25k—£40k	£25k—£35k	£25k—£35k
CoSec Assistant (2-3 years' exp)	£40k—£60k	£35k—£55k	£35k—£55k
Assistant CoSec (4-5 years' exp)	£60k—£80k	£50k—£75k	£50k—£75k
Senior CoSec (6-7 years' exp)	£80k—£100k	£70k—£100k	£70k—£100k
Deputy CoSec (8+ years' exp)	£100k—£150k	£100k—£140k	£110k—£140k
Company Secretary	£170k—£250k	£150k—£225k	£150k—£225k
Group Company Secretary	£200k—£300k+	£180k—£250k	£180k—£250k

Commerce FTSE 250 Salaries

Area	London	South East	Regional
Board Support (0-1 year's exp)	£25k—£40k	£25k—£35k	£25k—£35k
CoSec Assistant (2-3 years' exp)	£40k—£60k	£35k—£55k	£35k—£55k
Assistant CoSec (4-5 years' exp)	£60k—£80k	£50k—£75k	£50k—£75k
Senior CoSec (6-7 years' exp)	£80k—£100k	£70k—£100k	£70k—£100k
Deputy CoSec (8+ years' exp)	£100k—£130k	£100k—£120k	£110k—£120k
Company Secretary	£140k—£220k	£100k—£180k	£100k—£180k
Group Company Secretary	£150k—£240k+	£140k—£200k	£140k—£200k



Attract and retain the company secretarial and governance professionals you need with Barclay Simpson

Barclay Simpson has recruited company secretarial and governance professionals since 2008. We recruit at all levels, from Company Secretarial Assistant to Group Company Secretary, across all economic sectors, for both listed and privately owned businesses. The role of the company secretarial function continues to evolve, and its importance to business success, corporate stewardship and governance is widely acknowledged.

If you are seeking to enhance your company secretarial and governance function, our consultants can leverage their experience to help you develop an effective talent acquisition and remuneration strategy to enable you to secure top-quality governance professionals. And if you are a company secretary, we can also find you a role that aligns with your skills and long-term career goals, as well as support you from interview through to salary negotiations.

Contact us today for a confidential initial consultation.

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