



CPO & HRLT Salary Benchmarking

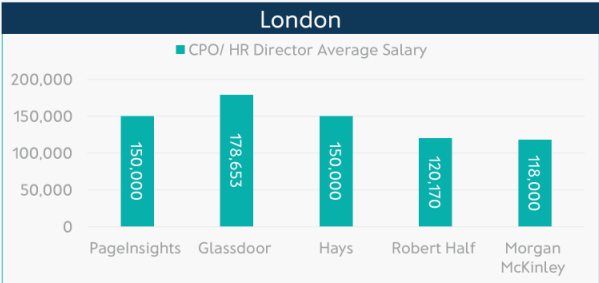
We reviewed the research so you don't have to!

We've taken a look at some of the readily available salary data for CPOs and HRLT roles and pulled it together into a handy one page summary.

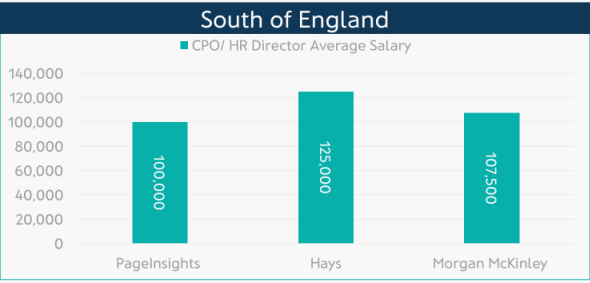
We've provided an overall average across the available data sources, and we have included regional variances.

Salaries are indicative, and sources used are recruitment salary surveys (see below for details of our sources).

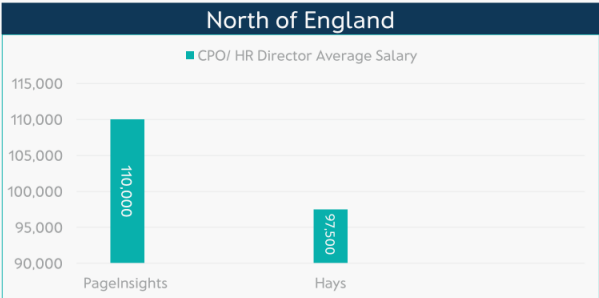
Average CPO/ HR Director Salaries



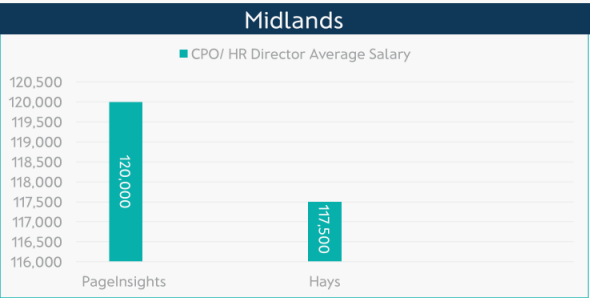
Average Salary across all data sources = £143,365



Average salary across data sources = £103,750



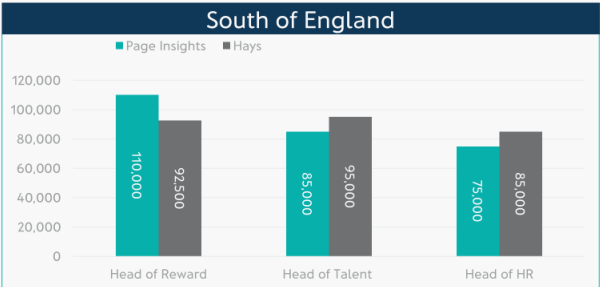
Average salary across data sources = £103,750



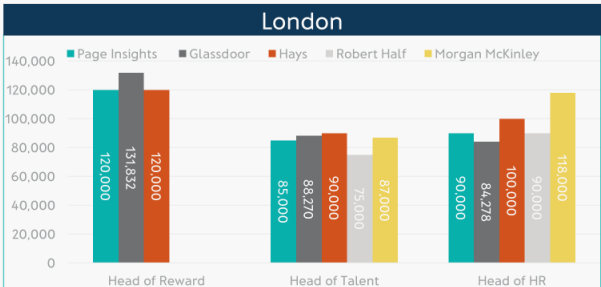
Average salary across data sources = £118,750

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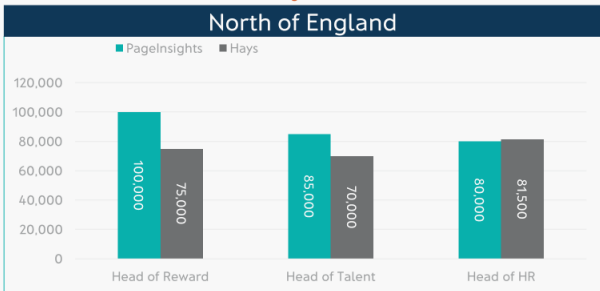
Average HRLT Salaries



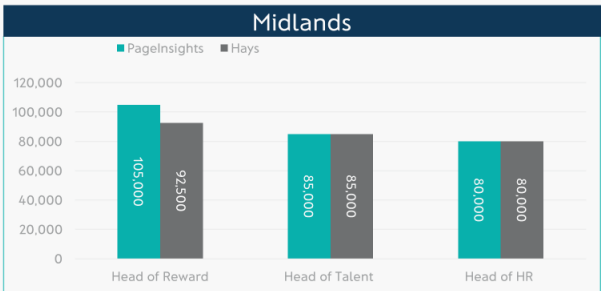
Average Reward= £101,250 Average Talent = £90,000
Average Head of HR = £80,000



Average Reward= £123,944 Average Talent = £85,054
Average Head of HR = £96,455



Average Reward= £ 87,500 Average Talent = £77,500
Average Head of HR = £80,750



Average Reward= £98,750 Average Talent = £85,000
Average Head of HR = £80,000

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Detailed data points – CPO/HRD roles

	Page Insights	Glassdoor	Hays	Robert Half	Morgan McKinley
LONDON	Low= £100,000 Medium = £150,000 High = £280,000	£86,000- £186,000	£120,000-£180,000 Typical - £ 150,000	25 th = 90,0890 50 th = £120,170 75 th = £154, 940	£105,000- £130,000
SOUTH	Low=£85,000 Medium= £100,000 High= £150,000		£90,000- £160,000		£95,000- £120,000
NORTH	Low= £70,000 Medium = £110,000 High= £175,000		£75,000-£120,000		
MIDLANDS	Low= £ 80,000 Medium= £120,000 High= £200,000		£85,000-£150,000		

Detailed data points – HRLT Roles

	Region	Page Insights	Glassdoor	Hays	Robert Half	Morgan McKinley
HEAD OF HR	London	Low = £70,000 Medium = £90,000 High = £150,000	£64,000-£98,000	£75,000-£150,000 Typical - £100,000	25 th = £81,740 50 th = £89, 75 th = £100,040	£105,000- £130,000
	South	Low=£60,000 Medium= £75,000 High= £90,000		£75,000 - £95,000 Typical - 85,000		£95,000-£120,000
	North	Low= £60,000 Medium= £80,000 High= £100,000		£60,000- £90,000 Typical - £81,500		
	Midlands	Low= £65,000 Medium= £80,000 High= £90,000		£70,000-£90,000 Typical - £80,000		
HEAD OF TALENT	London	Low = £70,000 Medium = £90,000 High = £150,000	£50,000-£94,000	£70,000-£120,000 Typical - £90,000	25 th = £66,000 50 th = £75,000 75 th = £83,500	£80,000-£95,000
	South	Low= £70,000 Medium= £85,000 High= £100,000		£70,000- £120,000 Typical - £95,000		
	North	Low= £70,000 Medium= £85,000 High= £100,000		£45,000-£80,000 Typical - £70,000		
	Midlands	Low= £70,000 Medium= £85,000 High= £100,000		£70,000-£110,000 Typical - £85,000		
HEAD OF REWARD	London	Low = £90,000 Medium = £120,000 High = £150,000	£84,000-£172,000	£90,000- £160,000 Typical - £120,000	-	-
	South	Low= £80,000 Medium= £110,000 High= £150,000		£72,000- £120,000 Typical - 92,500		
	North	Low= £70,000 Medium= £100,000 High= £ 130,000		£60,000-£95,000 Typical - £75,000		
	Midlands	Low= £80,000 Medium= £105,000 High= £145,000		£75,000-£120,000 Typical - £92,500		