

Compensation Benchmark Data

Source: Radford Professional Services Compensation Survey — United Kingdom **Survey Edition:** Current benchmark edition on file **Extracted By:** HRIS Administrator, HR Systems **Extract Date:** Current benchmark extract

Benchmark Ranges by Role Level

Role Level	P25	P50 (Midpoint)	P75	Survey Sample Size	Notes
Level 1 — Analyst	£38,000	£44,000	£51,000	312	
Level 2 — Associate Consultant	£52,000	£60,000	£69,000	287	
Level 3 — Senior Consultant	£70,000	£82,000	£95,000	245	
Level 4 — Principal Consultant	£93,000	£108,000	£124,000	178	
Level 5 — Practice Director	£120,000	£140,000	£162,000	—	See note below

Notes

- All figures represent total cash compensation (base + variable) for the United Kingdom professional services sector.
- Level 5 sample size was suppressed by the survey provider due to a confidentiality threshold (fewer than 15 respondents in this cut). The P25/P50/P75 figures are carried forward from the prior survey edition.
- The survey covers "advisory and organisations with 250–2,000 UK-based employees." Meridian Group falls within this band.
- Geographic adjustment: London weighting is included in the base figures for firms with a London headquarters. Meridian's regional offices may need a separate adjustment, but the applicable regional discount factor was not included in this extract.
- Variable compensation ranges vary significantly by practice area. The figures above assume a blended variable rate. For practices with above-average variable structures (e.g., transaction advisory), the P75 may understate total compensation.