

## Staff data for Responsible Finance members 2015-2016

Our analysis of the data following our annual survey is ongoing, but we are able to immediately pull together some statistical insight into the management and salary structure of our members which can be used as benchmarks. We had a total of 44 respondents and have removed data where none was available or appropriate. This has been clearly indicated. See the anonymised data below.

### Full-time equivalent (FTE) staff

Total staff

No. of respondents	Average	Minimum	Maximum	Median
43	15.9	1	110	10

Senior management

No. of respondents with this staff	Average	Minimum	Maximum	Median
41	2.7	1	7	2.5

Lending operations only

No. of respondents with this staff	Average	Minimum	Maximum	Median
37	7.5	1	56	5

Client support/mentoring only

No. of respondents with this staff	Average	Minimum	Maximum	Median
25	5.1	0.5	40	2

## Salary information

Chief Executive

No. of respondents	Average	Median
31	£58,211	£58,000

Operations Manager, Deputy Chief Executive, Finance Manager

No. of respondents	Average	Median
25	£43,807	£45,000

Lending Officer/Manager, Business Manager

No. of respondents	Average	Median
31	£32,287	\$31,000

Business Support/Money Advice Officer

No. of respondents	Average	Median
14	£26,031	£24,000

Administrative Officer

No. of respondents	Average	Median
28	£19,200	£19,000

Board Chair\*

No. of respondents	Average	Median
5	£14,720	£12,000

Board Member\*

No. of respondents	Average	Median
5	£5,440	£3,900

\* Most of our members have board members who operate in an unpaid capacity.

The below salary information is broken down by sub-sector (SME, social enterprise, personal and home improvement lending). Lenders who operate across markets are included across relevant data sets. Due to confidentiality considerations, not all available data is included. A more detailed breakdown, with maximum and minimum values and average salary compared with loan book size, is available upon request.

## Salary information – enterprise lending

Chief Executive

No. of respondents	Average	Median
25	£55,637	£50,000

Operations Manager, Deputy Chief Executive, Finance Manager

No. of respondents	Average	Median
18	£40,079	£38,975

Lending Officer/Manager, Business Manager

No. of respondents	Average	Median
24	£31,092	£30,000

Business Support/Money Advice Officer

No. of respondents	Average	Median
9	£25,970	£23,000

Administrative Officer

No. of respondents	Average	Median
21	£19,077	£19,000

## Salary information – social enterprise lending

Chief Executive

No. of respondents	Average	Median
11	£60,313	£58,000

Operations Manager, Deputy Chief Executive, Finance Manager

No. of respondents	Average	Median
11	£44,755	£45,000

Lending Officer/Manager, Business Manager

No. of respondents	Average	Median
12	£35,035	£34,741

Business Support/Money Advice Officer

No. of respondents	Average	Median
5	£25,640	£23,000

Administrative Officer

No. of respondents	Average	Median
10	£19,680	£18,500

## Salary information – personal lending

Chief Executive

No. of respondents	Average	Median
10	£54,844	£55,000

Operations Manager, Deputy Chief Executive, Finance Manager

No. of respondents	Average	Median
9	£35,600	£36,000

Lending Officer/Manager, Business Manager

No. of respondents	Average	Median
10	£27,198	£25,150

Business Support/Money Advice Officer

No. of respondents	Average	Median
6	£23,625	£22,750

Administrative Officer

No. of respondents	Average	Median
8	£18,180	£17,916

## Salary information – home improvement lending

Chief Executive

No. of respondents	Average	Median
5	£53,100	£50,000

Operations Manager, Deputy Chief Executive, Finance Manager

No. of respondents	Average	Median
4	£40,249	£38,000

Lending Officer/Manager, Business Manager

No. of respondents	Average	Median
5	£27,497	£25,300

Business Support/Money Advice Officer

No. of respondents	Average	Median
3	£24,167	£25,000

Administrative Officer

No. of respondents	Average	Median
4	£19,368	£18,986