

## Associate Chartered Accountant

Position	Responses	Total Remuneration	years of post ca qualification				Percentile							
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic	3	\$69,890	3	\$74,536			3	\$60,600	\$61,200	\$77,023	\$62,100	\$69,890		
Accounting Manager	37	\$82,089	14	\$84,818	7	\$84,726	7	\$78,463	9	\$78,612	\$61,000	\$96,400	\$82,000	\$82,089
Analyst (Business/ Finance)	17	\$92,665	7	\$80,043	3	\$118,700	4	\$88,875	4	\$105,525	\$74,819	\$103,600	\$86,800	\$92,665
Assistant Accountant (Non-Studying)	16	\$59,673	11	\$55,836	3	\$59,100	3	\$60,350	3	\$72,000	\$48,200	\$68,600	\$55,850	\$57,819
Assistant Accountant (Studying)	6	\$55,602	3	\$60,747	3	\$57,718	3	\$48,340		\$44,280	\$65,528	\$54,183	\$55,602	
Audit Manager	3	\$90,827	3	\$98,350			3	\$75,780		\$72,672	\$105,972	\$75,780	\$90,827	
Audit Senior	5	\$67,748	5	\$67,748						\$55,864	\$76,000	\$65,460	\$67,748	
Auditor	7	\$60,778	5	\$58,260			3	\$67,074		\$50,440	\$71,600	\$58,280	\$60,778	
Business Services Accountant	38	\$57,833	24	\$56,350	6	\$58,550	3	\$67,683	5	\$58,180	\$50,600	\$63,600	\$56,300	\$57,833
Business Services Manager	18	\$87,842	9	\$85,128	3	\$74,000	6	\$92,883	3	\$91,850	\$77,300	\$97,164	\$88,840	\$87,842
Business Services Senior	13	\$61,638	10	\$62,110	3	\$60,000	3	\$60,100		\$56,800	\$64,320	\$61,600	\$61,638	
Business Owner/ Director	12	\$200,992			3	\$100,000	3	\$223,409	10	\$208,850	\$126,480	\$243,012	\$157,150	\$200,992
CEO / MD	17	\$248,653	3	\$223,015			3	\$240,300	13	\$253,882	\$148,860	\$346,644	\$235,200	\$248,653
CFO	12	\$193,445	5	\$178,740			3	\$133,150	5	\$211,800	\$141,620	\$213,060	\$182,100	\$184,917
Company Secretary														
COO														
Corporate Services Manager	3	\$177,772	3	\$205,600			3	\$189,100	3	\$138,617	\$158,810	\$199,000	\$189,100	\$177,772
Cost Accountant														
Finance Director	5	\$271,936			3	\$362,950	3	\$318,980	3	\$157,400	\$161,880	\$366,404	\$184,600	\$271,936
Finance Manager	41	\$118,496	11	\$107,814	4	\$99,960	11	\$122,179	15	\$128,571	\$81,000	\$147,100	\$103,442	\$118,496
Financial Accountant	36	\$78,054	18	\$79,632	4	\$79,125	4	\$63,784	10	\$80,493	\$66,600	\$92,235	\$75,950	\$78,054
Financial Controller (With Accounting Reports)	26	\$123,671	10	\$116,582	3	\$141,800	3	\$99,648	11	\$129,540	\$97,927	\$140,600	\$121,680	\$123,671
Financial Controller (Without Accounting Reports)	4	\$118,086	3	\$97,180			3	\$103,180	3	\$153,900	\$85,948	\$123,468	\$100,180	\$105,840
Forensic/Investigating Accountant	4	\$61,357	3	\$54,544	3	\$68,170				\$55,733	\$67,656	\$63,044	\$61,357	
Fund Accountant														
Group Financial Controller	4	\$122,600	3	\$146,800			3	\$86,000	3	\$96,850	\$75,080	\$139,720	\$110,500	\$106,625
Group Accountant	7	\$103,893	3	\$93,851	3	\$69,850			3	\$133,283	\$71,801	\$129,510	\$117,100	\$103,893
Internal Audit Manager	3	\$131,100	3	\$141,600					3	\$120,600	\$124,800	\$137,400	\$131,100	\$131,100
Internal Auditor	3	\$86,340	3	\$86,060					3	\$86,620	\$86,172	\$86,508	\$86,340	\$86,340
Management Consultant	5	\$188,700	3	\$80,600					4	\$215,725	\$129,080	\$209,440	\$142,200	\$188,700
Management Accountant	27	\$87,529	13	\$84,859	6	\$93,203	3	\$79,327	5	\$92,585	\$76,752	\$95,180	\$86,780	\$87,529
Partner CA Firm (Public Practice) - big 4														
Partner CA Firm (Public Practice) - other														
Project Accountant	3	\$54,600												
Sole Practitioner														
Systems Accountant	5	\$111,966	3	\$91,210			3	\$95,510	3	\$140,950	\$91,672	\$135,160	\$106,100	\$111,966
Tax Accountant	14	\$58,489	6	\$57,671	4	\$51,710	3	\$69,140	3	\$63,850	\$49,484	\$65,800	\$58,750	\$58,489
Tax Manager														
Treasurer														
Treasury Accountant	3	\$108,408	3	\$108,408						\$88,770	\$127,470	\$105,525	\$108,408	
Other Accounting Role	8	\$59,668	5	\$50,918			3	\$83,096	3	\$56,560	\$52,600	\$72,908	\$57,080	\$59,668
Non Accounting Role	24	\$141,600	5	\$99,856	3	\$134,300	3	\$130,120	15	\$158,297	\$107,970	\$173,220	\$148,780	\$141,600
<b>Totals / Averages</b>	<b>430</b>	<b>\$105,803</b>	<b>182</b>	<b>\$83,631</b>	<b>52</b>	<b>\$93,214</b>	<b>67</b>	<b>\$100,918</b>	<b>129</b>	<b>\$144,696</b>				