

Chartered Accountants		Consumer														
Position	Responses	Total Remuneration	location									Percentile				
			AKL	WGTN	CANT	NI REGIONAL	SI REGIONAL	20%	80%	Median	Average					
Academic																
Accounting Manager	9	\$121,339	5	\$116,305	3	\$171,679	3	\$111,700	3	\$115,450		\$109,210	\$134,430	\$115,450	\$121,339	
Analyst (Business/ Finance)	16	\$106,094	11	\$119,015			\$3	\$78,849	3	\$80,500	3	\$69,650	\$82,750	\$133,250	\$86,750	\$106,094
Assistant Accountant (Non-Studying)	3	\$65,750	3	\$65,750									\$65,750	\$65,750	\$65,750	\$65,750
Assistant Accountant (Studying)																
Audit Manager																
Audit Senior																
Auditor																
Business Services Accountant																
Business Services Manager	3	\$137,310	3	\$160,970							3	\$113,650	\$123,114	\$151,506	\$137,310	\$137,310
Business Services Senior																
Business Owner/ Director	8	\$90,276	4	\$94,415	3	\$48,150			3	\$67,250	3	\$114,575	\$60,980	\$128,084	\$81,825	\$90,276
CEO / MD	10	\$226,515	6	\$248,975	3	\$143,250	3	\$197,350	3	\$233,350			\$171,250	\$270,990	\$214,775	\$226,515
CFO	42	\$255,044	35	\$263,817	3	\$272,817	3	\$185,750	3	\$100,750	3	\$187,576	\$173,650	\$319,410	\$237,550	\$255,044
Company Secretary																
COO	5	\$243,026	3	\$256,543	3	\$268,750	3	\$176,750					\$236,750	\$262,510	\$256,930	\$243,026
Corporate Services Manager	3	\$174,280	3	\$171,810			3	\$176,750					\$172,798	\$175,762	\$174,280	\$174,280
Cost Accountant																
Finance Director	8	\$207,442	5	\$226,501					3	\$175,677			\$135,910	\$245,457	\$204,490	\$207,442
Finance Manager	50	\$133,812	36	\$142,437	3	\$123,062	3	\$123,470	6	\$103,351	3	\$101,585	\$109,670	\$154,190	\$125,065	\$133,812
Financial Accountant	22	\$96,560	13	\$99,488	3	\$92,483	3	\$110,375	3	\$82,713	3	\$83,680	\$82,191	\$105,760	\$94,675	\$96,560
Financial Controller (With Accounting Reports)	53	\$170,015	39	\$157,622	5	\$143,143	3	\$87,950	4	\$98,733	4	\$109,288	\$118,566	\$173,480	\$146,900	\$170,015
Financial Controller (Without Accounting Reports)	14	\$106,517	4	\$122,075	3	\$78,115	7	\$105,504	3	\$93,150			\$83,656	\$122,550	\$97,530	\$106,517
Forensic/Investigating Accountant																
Fund Accountant																
Group Financial Controller	8	\$189,754	6	\$190,480	3	\$200,750	3	\$174,400					\$173,110	\$214,968	\$191,860	\$189,754
Group Accountant	15	\$104,892	14	\$104,709					3	\$107,450			\$91,110	\$115,650	\$99,250	\$104,892
Internal Audit Manager	3	\$214,917	3	\$214,917									\$177,950	\$252,350	\$217,250	\$214,917
Internal Auditor																
Management Consultant																
Management Accountant	24	\$133,269	20	\$143,110			3	\$67,250	3	\$89,673			\$83,766	\$126,957	\$95,500	\$133,269
Partner CA Firm (Public Practice) - big 4																
Partner CA Firm (Public Practice) - other																
Project Accountant	3	\$94,623	3	\$111,250					3	\$77,995			\$84,646	\$104,599	\$94,623	\$94,623
Sole Practitioner																
Systems Accountant	3	\$127,300	3	\$141,850							3	\$112,750	\$118,570	\$136,030	\$127,300	\$127,300
Tax Accountant																
Tax Manager	3	\$138,217	3	\$138,217									\$126,750	\$151,290	\$146,250	\$138,217
Treasurer																
Treasury Accountant																
Other Accounting Role	9	\$131,463	7	\$123,339			3	\$188,750	3	\$131,045			\$112,790	\$144,127	\$128,000	\$131,463
Non Accounting Role	10	\$147,851	6	\$158,528	3	\$143,696	3	\$119,950	3	\$120,000			\$116,688	\$179,430	\$157,250	\$147,851
Totals / Averages	321	\$157,623	226	\$164,369	22	\$153,586	29	\$139,496	30	\$150,162	14	\$108,604				

**Chartered Accountants**
**Consumer**

Position	Responses	Total Remuneration	years of post ca qualification							Percentile				
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic														
Accounting Manager	9	\$121,339	3	\$117,750	3	\$100,650	3	\$119,867	3	\$156,377	\$109,210	\$134,430	\$115,450	\$121,339
Analyst (Business/ Finance)	16	\$106,094	4	\$85,450	5	\$90,909	3	\$143,700	5	\$122,753	\$82,750	\$133,250	\$86,750	\$106,094
Assistant Accountant (Non-Studying)	3	\$65,750					3	\$65,750			\$65,750	\$65,750	\$65,750	\$65,750
Assistant Accountant (Studying)														
Audit Manager														
Audit Senior														
Auditor														
Business Services Accountant														
Business Services Manager	3	\$137,310							3	\$137,310	\$123,114	\$151,506	\$137,310	\$137,310
Business Services Senior														
Business Owner/ Director	8	\$90,276			3	\$132,750	3	\$132,000	6	\$76,243	\$60,980	\$128,084	\$81,825	\$90,276
CEO / MD	10	\$226,515					3	\$185,317	7	\$244,171	\$171,250	\$270,990	\$214,775	\$226,515
CFO	42	\$255,044			3	\$139,450	3	\$186,971	39	\$261,499	\$173,650	\$319,410	\$237,550	\$255,044
Company Secretary														
COO	5	\$243,026					3	\$264,850	3	\$228,477	\$236,750	\$262,510	\$256,930	\$243,026
Corporate Services Manager	3	\$174,280					3	\$171,810	3	\$176,750	\$172,798	\$175,762	\$174,280	\$174,280
Cost Accountant														
Finance Director	8	\$207,442					3	\$140,325	6	\$229,814	\$135,910	\$245,457	\$204,490	\$207,442
Finance Manager	50	\$133,812	4	\$111,640	6	\$110,004	13	\$134,237	27	\$142,183	\$109,670	\$154,190	\$125,065	\$133,812
Financial Accountant	22	\$96,560	9	\$87,449	3	\$97,850	7	\$97,825	4	\$114,203	\$82,191	\$105,760	\$94,675	\$96,560
Financial Controller (With Accounting Reports)	53	\$170,015	3	\$129,708	5	\$146,820	12	\$140,367	33	\$187,974	\$118,566	\$173,480	\$146,900	\$170,015
Financial Controller (Without Accounting Reports)	14	\$106,517	3	\$180,950	3	\$93,350	3	\$64,550	10	\$105,904	\$83,656	\$122,550	\$97,530	\$106,517
Forensic/Investigating Accountant														
Fund Accountant														
Group Financial Controller	8	\$189,754					3	\$137,490	7	\$197,220	\$173,110	\$214,968	\$191,860	\$189,754
Group Accountant	15	\$104,892	4	\$92,283	5	\$97,590	3	\$107,450	5	\$121,770	\$91,110	\$115,650	\$99,250	\$104,892
Internal Audit Manager	3	\$214,917					3	\$217,250	3	\$213,750	\$177,950	\$252,350	\$217,250	\$214,917
Internal Auditor														
Management Consultant														
Management Accountant	24	\$133,269	6	\$101,094	4	\$96,275	3	\$124,783	11	\$166,586	\$83,766	\$126,957	\$95,500	\$133,269
Partner CA Firm (Public Practice) - big 4														
Partner CA Firm (Public Practice) - other														
Project Accountant	3	\$94,623	3	\$77,995	3	\$111,250					\$84,646	\$104,599	\$94,623	\$94,623
Sole Practitioner														
Systems Accountant	3	\$127,300					3	\$141,850	3	\$112,750	\$118,570	\$136,030	\$127,300	\$127,300
Tax Accountant														
Tax Manager	3	\$138,217					3	\$154,650	3	\$130,000	\$126,750	\$151,290	\$146,250	\$138,217
Treasurer														
Treasury Accountant														
Other Accounting Role	9	\$131,463	3	\$113,750	3	\$122,890	3	\$128,000	4	\$143,186	\$112,790	\$144,127	\$128,000	\$131,463
Non Accounting Role	10	\$147,851			3	\$169,598	3	\$103,642	8	\$150,659	\$116,688	\$179,430	\$157,250	\$147,851
Totals / Averages	321	\$157,623	34	\$100,902	39	\$110,969	60	\$138,338	188	\$183,714				

**Chartered Accountants**
**Consumer**

Position	Responses	Total Remuneration	size of org							Percentile						
			0-5M	6-10M	11-25M	26-100M	>100m	20%	80%	Median	Average					
<b>Academic</b>																
Accounting Manager	9	\$121,339				4	\$112,331	5	\$128,546	\$109,210	\$134,430	\$115,450	\$121,339			
Analyst (Business/ Finance)	16	\$106,094			3	\$82,750	3	\$154,150	14	\$104,329	\$82,750	\$133,250	\$86,750	\$106,094		
Assistant Accountant (Non-Studying)	3	\$65,750							3	\$65,750	\$65,750	\$65,750	\$65,750	\$65,750		
<b>Assistant Accountant (Studying)</b>																
<b>Audit Manager</b>																
<b>Audit Senior</b>																
<b>Auditor</b>																
<b>Business Services Accountant</b>																
Business Services Manager	3	\$137,310					3	\$113,650	3	\$160,970	\$123,114	\$151,506	\$137,310	\$137,310		
<b>Business Services Senior</b>																
Business Owner/ Director	8	\$90,276	6	\$90,218			3	\$132,750			\$60,980	\$128,084	\$81,825	\$90,276		
CEO / MD	10	\$226,515	5	\$172,960		3	\$236,683	3	\$358,350	3	\$331,950	\$171,250	\$270,990	\$214,775	\$226,515	
CFO	42	\$255,044	3	\$122,750	3	\$186,250	5	\$170,342	13	\$199,891	21	\$322,205	\$173,650	\$319,410	\$237,550	\$255,044
<b>Company Secretary</b>																
COO	5	\$243,026			3	\$260,950	4	\$238,545				\$236,750	\$262,510	\$256,930	\$243,026	
Corporate Services Manager	3	\$174,280							3	\$174,280	\$172,798	\$175,762	\$174,280	\$174,280		
<b>Cost Accountant</b>																
Finance Director	8	\$207,442			3	\$110,000	3	\$168,817	3	\$204,490	3	\$317,053	\$135,910	\$245,457	\$204,490	\$207,442
Finance Manager	50	\$133,812			4	\$111,872	8	\$114,703	15	\$130,697	22	\$147,499	\$109,670	\$154,190	\$125,065	\$133,812
Financial Accountant	22	\$96,560					3	\$91,938	6	\$98,735	14	\$96,289	\$82,191	\$105,760	\$94,675	\$96,560
Financial Controller (With Accounting Reports)	53	\$170,015	3	\$87,950	4	\$99,117	7	\$134,066	23	\$198,948	17	\$171,738	\$118,566	\$173,480	\$146,900	\$170,015
Financial Controller (Without Accounting Reports)	14	\$106,517	4	\$98,275	3	\$78,115	4	\$99,478	3	\$117,217	3	\$135,235	\$83,656	\$122,550	\$97,530	\$106,517
<b>Forensic/Investigating Accountant</b>																
<b>Fund Accountant</b>																
Group Financial Controller	8	\$189,754						3	\$155,945	6	\$201,023	\$173,110	\$214,968	\$191,860	\$189,754	
Group Accountant	15	\$104,892	3	\$107,750	3	\$90,550		3	\$97,000	10	\$108,408	\$91,110	\$115,650	\$99,250	\$104,892	
Internal Audit Manager	3	\$214,917								3	\$214,917	\$177,950	\$252,350	\$217,250	\$214,917	
<b>Internal Auditor</b>																
<b>Management Consultant</b>																
Management Accountant	24	\$133,269	3	\$840,750		3	\$68,900	6	\$84,327	14	\$116,300	\$83,766	\$126,957	\$95,500	\$133,269	
<b>Partner CA Firm (Public Practice) - big 4</b>																
<b>Partner CA Firm (Public Practice) - other</b>																
Project Accountant	3	\$94,623								3	\$94,623	\$84,646	\$104,599	\$94,623	\$94,623	
<b>Sole Practitioner</b>																
Systems Accountant	3	\$127,300						3	\$112,750	3	\$141,850	\$118,570	\$136,030	\$127,300	\$127,300	
<b>Tax Accountant</b>																
Tax Manager	3	\$138,217								3	\$138,217	\$126,750	\$151,290	\$146,250	\$138,217	
<b>Treasurer</b>																
<b>Treasury Accountant</b>																
Other Accounting Role	9	\$131,463			3	\$129,450	3	\$89,200	7	\$137,788	\$112,790	\$144,127	\$128,000	\$131,463		
Non Accounting Role	10	\$147,851			3	\$151,875			8	\$146,845	\$116,688	\$179,430	\$157,250	\$147,851		
<b>Totals / Averages</b>	<b>321</b>	<b>\$157,623</b>	<b>19</b>	<b>\$155,706</b>	<b>13</b>	<b>\$115,009</b>	<b>39</b>	<b>\$138,995</b>	<b>88</b>	<b>\$160,331</b>	<b>158</b>	<b>\$166,247</b>				