

**Chartered Accountants**
**Financial Services**

Position	Responses	Total Remuneration	location								Percentile					
			AKL	WGTN	CANT	NI REGIONAL	SI REGIONAL	20%	80%	Median	Average					
<b>Academic</b>																
Accounting Manager	19	\$105,577	8	\$93,514	8	\$129,262	3	\$70,750	3	\$76,500		\$73,600	\$124,476	\$97,250	\$105,577	
Analyst (Business/ Finance)	14	\$125,600	8	\$97,769	3	\$174,167	\$3	\$151,250				\$84,450	\$176,700	\$118,250	\$125,600	
Assistant Accountant (Non-Studying)	3	\$63,006	3	\$63,006								\$61,202	\$64,810	\$63,006	\$63,006	
Assistant Accountant (Studying)	3	\$63,068					3	\$63,068				\$63,068	\$63,068	\$63,068	\$63,068	
<b>Audit Manager</b>																
Audit Senior	3	\$95,900			3	\$95,900						\$95,900	\$95,900	\$95,900	\$95,900	
<b>Auditor</b>																
Business Services Accountant	3	\$92,733	3	\$100,820	3	\$88,690						\$87,628	\$98,092	\$94,000	\$92,733	
Business Services Manager	8	\$120,056	6	\$125,041	3	\$163,750						\$104,450	\$153,078	\$117,475	\$134,718	
<b>Business Services Senior</b>																
Business Owner/ Director	7	\$263,579	4	\$342,225			3	\$78,150	3	\$308,000	3	\$90,000	\$81,450	\$286,730	\$90,000	\$263,579
CEO / MD	18	\$263,566	10	\$289,863	3	\$331,817	3	\$180,375	3	\$163,117			\$179,650	\$351,542	\$230,375	\$263,566
CFO	32	\$249,239	14	\$257,100	12	\$256,003	3	\$210,250	3	\$260,800	3	\$181,053	\$184,850	\$337,051	\$227,565	\$249,239
Company Secretary	3	\$178,475	3	\$183,450	3	\$173,500							\$175,490	\$181,460	\$178,475	\$178,475
COO	9	\$228,177	8	\$223,384							3	\$155,400	\$138,210	\$220,570	\$171,750	\$215,830
Corporate Services Manager	4	\$177,330	3	\$156,250	3	\$187,871							\$127,730	\$183,017	\$159,925	\$154,236
<b>Cost Accountant</b>																
Finance Director	4	\$323,917	3	\$323,917									\$210,050	\$341,000	\$310,875	\$266,688
Finance Manager	37	\$134,517	24	\$134,018	11	\$123,853					3	\$199,150	\$110,680	\$155,550	\$136,530	\$134,517
Financial Accountant	28	\$95,027	21	\$97,698	3	\$89,383	3	\$87,925	3	\$82,553			\$78,540	\$110,810	\$93,678	\$95,027
Financial Controller (With Accounting Reports)	33	\$168,129	18	\$181,137	9	\$174,322	3	\$133,070	3	\$129,250	3	\$107,833	\$129,750	\$200,895	\$152,150	\$168,129
Financial Controller (Without Accounting Reports)	8	\$128,395	3	\$159,223	3	\$90,020	3	\$102,907	3	\$150,750			\$98,210	\$154,350	\$128,635	\$128,395
Forensic/Investigating Accountant	3	\$110,500	3	\$110,500									\$110,500	\$110,500	\$110,500	\$110,500
Fund Accountant	4	\$97,463	3	\$104,283			3	\$77,000					\$91,850	\$105,090	\$102,500	\$97,463
Group Financial Controller	7	\$190,179	5	\$202,250	3	\$149,377			3	\$170,625			\$150,252	\$234,350	\$170,625	\$190,179
Group Accountant	7	\$116,265	3	\$118,327	3	\$128,250	3	\$141,625	3	\$114,750	3	\$74,250	\$93,894	\$138,950	\$120,750	\$116,265
Internal Audit Manager	10	\$153,285	3	\$179,825	8	\$146,650							\$104,990	\$184,680	\$131,625	\$153,285
Internal Auditor	4	\$106,063	3	\$108,250	3	\$105,333							\$102,450	\$110,900	\$109,125	\$106,063
Management Consultant	3	\$174,333	3	\$174,375			3	\$174,250					\$141,700	\$206,950	\$174,250	\$174,333
Management Accountant	22	\$104,430	11	\$110,893	7	\$99,449			3	\$94,635	3	\$96,110	\$91,326	\$111,660	\$97,082	\$104,430
<b>Partner CA Firm (Public Practice) - big 4</b>																
<b>Partner CA Firm (Public Practice) - other</b>																
Project Accountant	3	\$106,925	3	\$117,250	3	\$96,600							\$100,730	\$113,120	\$106,925	\$106,925
<b>Sole Practitioner</b>																
Systems Accountant	5	\$104,502	3	\$84,750	3	\$112,833	3	\$99,260					\$95,750	\$116,850	\$99,260	\$104,502
Tax Accountant	8	\$96,833	4	\$98,319	4	\$95,348							\$76,250	\$114,762	\$96,230	\$96,833
Tax Manager	10	\$163,521	5	\$148,860	5	\$178,183							\$121,050	\$213,640	\$133,207	\$163,521
<b>Treasurer</b>																
Treasury Accountant	5	\$112,027	3	\$96,024	4	\$116,028							\$95,969	\$118,800	\$96,860	\$112,027
Other Accounting Role	8	\$162,604	5	\$160,930	3	\$207,950			3	\$144,115			\$121,650	\$203,670	\$154,700	\$162,604
Non Accounting Role	32	\$150,524	15	\$148,045	10	\$160,096	3	\$130,522	3	\$178,860	3	\$125,450	\$114,532	\$183,500	\$156,722	\$150,524
<b>Totals / Averages</b>	<b>358</b>	<b>\$154,786</b>	<b>192</b>	<b>\$160,240</b>	<b>107</b>	<b>\$155,158</b>	<b>23</b>	<b>\$129,250</b>	<b>21</b>	<b>\$147,653</b>	<b>15</b>	<b>\$131,475</b>				