

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

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	19	\$105,577	3	\$81,616	3	\$72,375	3	86250	3	\$110,838	6	\$140,488	\$73,600	\$124,476	\$97,250	\$105,577
Analyst (Business/ Finance)	14	\$125,600	3	\$85,250	3	\$180,750	3	\$80,250	3	\$161,750	7	\$119,200	\$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	\$83,380	3	\$97,410	\$87,628	\$98,092	\$94,000	\$92,733
Business Services Manager	8	\$120,056			3	\$90,150	3		3	\$127,082	3	\$127,082	\$104,450	\$153,078	\$117,475	\$134,718
<b>Business Services Senior</b>																
Business Owner/ Director	7	\$263,579	3	\$195,933							3	\$1,000,000	\$81,450	\$286,730	\$90,000	\$263,579
CEO / MD	18	\$263,566	10	\$239,303	3	\$230,950	3	\$307,750	3	\$278,583	3	\$372,875	\$179,650	\$351,542	\$230,375	\$263,566
CFO	32	\$249,239	3	\$217,083	3	\$141,750	5	\$166,289	10	\$278,925	13	\$273,996	\$184,850	\$337,051	\$227,565	\$249,239
Company Secretary	3	\$178,475			3	\$173,500			3	\$183,450			\$175,490	\$181,460	\$178,475	\$178,475
COO	9	\$228,177	3	\$146,775	3	\$165,750	3	\$229,750	3	\$297,306	3	\$195,750	\$138,210	\$220,570	\$171,750	\$215,830
Corporate Services Manager	4	\$177,330			3						3	\$184,196	\$127,730	\$183,017	\$159,925	\$154,236
<b>Cost Accountant</b>																
Finance Director	4	\$323,917							3	\$286,750	3	\$342,500	\$210,050	\$341,000	\$310,875	\$266,688
Finance Manager	37	\$134,517	3	\$118,983	3	\$156,750	3	\$143,350	7	\$140,517	25	\$133,458	\$110,680	\$155,550	\$136,530	\$134,517
Financial Accountant	28	\$95,027	3	\$93,583	3	\$93,606	3	\$79,862	9	\$101,892	12	\$94,554	\$78,540	\$110,810	\$93,678	\$95,027
Financial Controller (With Accounting Reports)	33	\$168,129	3	\$92,250			5	\$135,381	12	\$176,293	15	\$177,572	\$129,750	\$200,895	\$152,150	\$168,129
Financial Controller (Without Accounting Reports)	8	\$128,395	3	\$94,385	4	\$142,380			3	\$156,750	3	\$112,120	\$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	\$91,850	\$105,090	\$102,500	\$97,463
Group Financial Controller	7	\$190,179	3	\$249,750			3	\$161,064	3	\$153,042	3	\$300,250	\$150,252	\$234,350	\$170,625	\$190,179
Group Accountant	7	\$116,265	3	\$74,250			3	\$101,715	3	\$136,900	3	\$131,188	\$93,894	\$138,950	\$120,750	\$116,265
Internal Audit Manager	10	\$153,285									10	\$153,285	\$104,990	\$184,680	\$131,625	\$153,285
Internal Auditor	4	\$106,063	3	\$93,750							3	\$110,167	\$102,450	\$110,900	\$109,125	\$106,063
Management Consultant	3	\$174,333	3	\$147,125					3	\$228,750			\$141,700	\$206,950	\$174,250	\$174,333
Management Accountant	22	\$104,430	3	\$101,050			3	\$88,270	8	\$100,805	12	\$108,475	\$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	\$96,600	3	\$117,250	\$100,730	\$113,120	\$106,925	\$106,925
<b>Sole Practitioner</b>																
Systems Accountant	5	\$104,502							3	\$98,500	4	\$106,003	\$95,750	\$116,850	\$99,260	\$104,502
Tax Accountant	8	\$96,833					3	\$111,930			6	\$93,171	\$76,250	\$114,762	\$96,230	\$96,833
Tax Manager	10	\$163,521							3	\$135,667	6	\$182,425	\$121,050	\$213,640	\$133,207	\$163,521
<b>Treasurer</b>																
Treasury Accountant	5	\$112,027									5	\$112,027	\$95,969	\$118,800	\$96,860	\$112,027
Other Accounting Role	8	\$162,604	3	\$106,250							7	\$170,654	\$121,650	\$203,670	\$154,700	\$162,604
Non Accounting Role	32	\$150,524	4	\$150,455			3	\$162,500	4	\$142,410	19	\$159,908	\$114,532	\$183,500	\$156,722	\$150,524
<b>Totals / Averages</b>	<b>358</b>	<b>\$154,786</b>	<b>44</b>	<b>\$156,842</b>	<b>16</b>	<b>\$146,186</b>	<b>29</b>	<b>\$133,997</b>	<b>79</b>	<b>\$167,122</b>	<b>172</b>	<b>\$158,030</b>				