

**Chartered Accountants - Overseas**
**Male / Female Differences (Chartered Accountants only)**

Position	Responses	Total Remuneration	Gender		Differences			
			Male	Female	\$ Range	% Range		
Academic	10	\$145,229	6	\$175,258	4	\$100,186	\$75,073	75%
Accounting Manager	25	\$148,052	18	\$164,012	7	\$107,010	\$57,003	53%
Analyst (Business/ Finance)	63	\$164,778	45	\$184,055	18	\$116,587	\$67,469	58%
Assistant Accountant (Non-Studying)	1	\$91,234	1	\$91,234				
Assistant Accountant (Studying)								
Audit Manager	41	\$161,254	25	\$173,991	16	\$141,353	\$32,637	23%
Audit Senior	18	\$86,262	14	\$88,421	4	\$78,708	\$9,713	12%
Auditor	4	\$75,107			4	\$75,107		
Business Services Accountant	7	\$81,460	3	\$110,740	4	\$59,500	\$51,241	86%
Business Services Manager	32	\$164,136	20	\$185,066	12	\$129,253	\$55,813	43%
Business Services Senior	8	\$168,065	3	\$307,775	5	\$84,239	\$223,535	265%
Business Owner/ Director	14	\$316,511	12	\$331,460	2	\$226,817	\$104,643	46%
CEO / MD	40	\$431,613	36	\$425,742	4	\$484,447	-\$58,705	-12%
CFO	91	\$332,176	77	\$343,703	14	\$268,782	\$74,920	28%
Company Secretary	2	\$205,177	2	\$205,177				
COO	19	\$420,186	13	\$441,409	6	\$374,203	\$67,205	18%
Corporate Services Manager	5	\$176,018	4	\$158,967	1	\$244,223	-\$85,256	-35%
Cost Accountant	1	\$130,670			1	\$130,670		
Finance Director	67	\$314,208	58	\$301,749	9	\$394,503	-\$92,754	-24%
Finance Manager	114	\$177,041	72	\$189,279	42	\$156,060	\$33,219	21%
Financial Accountant	39	\$118,137	21	\$125,405	18	\$109,658	\$15,747	14%
Financial Controller (With Accounting Reports)	103	\$193,773	75	\$207,425	28	\$157,207	\$50,218	32%
Financial Controller (Without Accounting Reports)	18	\$170,261	13	\$182,282	5	\$139,004	\$43,278	31%
Forensic/Investigating Accountant	8	\$149,650	7	\$152,647	1	\$128,670	\$23,977	19%
Fund Accountant	12	\$160,515	7	\$185,751	5	\$125,184	\$60,567	48%
Group Financial Controller	18	\$210,480	11	\$221,376	7	\$193,358	\$28,018	14%
Group Accountant	14	\$120,138	7	\$134,794	7	\$105,482	\$29,312	28%
Internal Audit Manager	20	\$214,618	13	\$229,492	7	\$186,996	\$42,496	23%
Internal Auditor	9	\$108,331	3	\$128,518	6	\$98,238	\$30,280	31%
Management Consultant	18	\$199,194	16	\$211,410	2	\$101,464	\$109,946	108%
Management Accountant	37	\$132,926	22	\$141,259	15	\$120,705	\$20,554	17%
Partner CA Firm (Public Practice) - big 4	21	\$794,419	19	\$844,296	2	\$320,586	\$523,710	163%
Partner CA Firm (Public Practice) - other	16	\$290,891	14	\$272,222	2	\$421,574	-\$149,352	-35%
Project Accountant	11	\$157,755	8	\$152,279	3	\$172,358	-\$20,078	-12%
Sole Practitioner	7	\$178,145	7	\$178,145				
Systems Accountant	14	\$186,879	12	\$196,280	2	\$130,472	\$65,809	50%
Tax Accountant	13	\$86,696	6	\$95,383	7	\$79,251	\$16,131	20%
Tax Manager	43	\$178,324	24	\$197,286	19	\$154,371	\$42,915	28%
Treasurer	3	\$372,028	2	\$236,137	1	\$643,809	-\$407,672	-63%
Treasury Accountant	5	\$182,484	3	\$222,085	2	\$123,082	\$99,003	80%
Other Accounting Role	54	\$218,185	33	\$240,431	21	\$183,229	\$57,202	31%
Non Accounting Role	39	\$148,503	25	\$140,381	14	\$163,005	-\$22,624	-14%
<b>Totals / Averages</b>	<b>1084</b>	<b>\$220,617</b>	<b>757</b>	<b>\$244,828</b>	<b>327</b>	<b>\$164,569</b>	<b>\$80,259</b>	<b>49%</b>