

Chartered Accountants		Govt/Health/Education													
Position	Responses	Total Remuneration	years of post ca qualification							Percentile					
			0-2	2-5	5-10	>10	20%	80%	Median	Average					
Academic	45	\$103,991	6	\$95,002	3	\$78,400	4	\$88,918	33	\$109,004	\$107,767	\$74,550	\$127,638	\$91,000	\$103,991
Accounting Manager	18	\$108,448	3	\$104,125	5	\$93,830	3	\$97,000	8	\$116,106	\$107,713	\$92,731	\$111,710	\$98,500	\$105,403
Analyst (Business/ Finance)	41	\$89,536	9	\$81,647	6	\$74,975	6	\$102,558	20	\$93,548	\$92,180	\$74,740	\$103,101	\$86,500	\$89,536
Assistant Accountant (Non-Studying)	3	\$54,809	3	\$54,809							\$52,000	\$53,500	\$56,306	\$55,750	\$54,809
Assistant Accountant (Studying)															
Audit Manager	13	\$123,287	3	\$112,100	3	\$108,100	5	\$124,361	4	\$135,130	\$110,856	\$110,210	\$134,572	\$114,350	\$123,287
Audit Senior	21	\$93,251	7	\$90,145	3	\$65,750			13	\$97,039	\$89,332	\$82,250	\$106,750	\$92,750	\$93,251
Auditor	20	\$69,200	4	\$66,023	4	\$77,393	3	\$61,750	10	\$78,841	\$68,807	\$63,350	\$77,048	\$69,154	\$74,278
Business Services Accountant	3	\$58,750	3	\$58,750							\$58,750	\$58,750	\$58,750	\$58,750	\$58,750
Business Services Manager	16	\$102,879			3	\$96,400	3	\$81,250	13	\$105,539	\$106,418	\$90,250	\$113,120	\$97,575	\$102,879
Business Services Senior	3								3						
Business Owner/ Director	3								3						
CEO / MD	14	\$219,875					3	\$177,550	12	\$226,929	\$450,750	\$164,110	\$244,750	\$201,750	\$219,875
CFO	86	\$186,152	3	\$196,950	3	\$100,000	6	\$167,450	78	\$188,557	\$209,879	\$145,250	\$227,750	\$182,926	\$186,152
Company Secretary	3	\$149,445							3	\$149,445	\$149,445	\$149,445	\$149,445	\$149,445	\$149,445
COO	6	\$210,521							6	\$210,521	\$221,876	\$167,750	\$233,752	\$214,875	\$210,521
Corporate Services Manager	38	\$157,234	3	\$119,950	3	\$136,700	4	\$145,745	31	\$161,244	\$185,702	\$125,501	\$180,402	\$151,875	\$157,234
Cost Accountant	3	\$84,980							3	\$84,980	\$83,270	\$77,834	\$92,810	\$88,400	\$84,980
Finance Director	9	\$190,306							9	\$190,306	\$220,444	\$145,150	\$217,890	\$171,000	\$190,306
Finance Manager	103	\$112,600	7	\$125,349	13	\$110,032	12	\$116,518	71	\$111,151	\$118,508	\$96,802	\$130,421	\$107,750	\$112,600
Financial Accountant	48	\$86,596	8	\$78,770	6	\$88,868	9	\$92,354	25	\$86,482	\$86,021	\$76,164	\$93,136	\$85,125	\$86,596
Financial Controller (With Accounting Reports)	32	\$136,931	3	\$145,050	3	\$108,461	3	\$144,917	26	\$174,958	\$154,209	\$112,530	\$169,238	\$136,800	\$167,051
Financial Controller (Without Accounting Reports)	5	\$112,750							5	\$112,750	\$122,550	\$87,150	\$131,230	\$104,250	\$112,750
Forensic/Investigating Accountant	24	\$100,786	3	\$58,625	3	\$89,980	3	\$97,875	18	\$106,995	\$90,586	\$80,628	\$116,000	\$100,150	\$100,786
Fund Accountant															
Group Financial Controller	4	\$154,163							4	\$154,163	\$154,967	\$148,490	\$160,430	\$155,650	\$154,163
Group Accountant	7	\$106,031	3	\$123,350			3	\$110,905	3	\$95,383	\$114,483	\$84,150	\$122,680	\$108,965	\$106,031
Internal Audit Manager	9	\$138,950					3	\$165,004	8	\$135,693	\$139,662	\$122,850	\$156,417	\$138,250	\$138,950
Internal Auditor	14	\$88,249	3	\$93,750	3	\$70,750	3	\$89,886	9	\$89,037	\$88,296	\$77,363	\$95,900	\$88,670	\$88,249
Management Consultant	7	\$141,589					3	\$101,750	6	\$148,229	\$123,556	\$101,750	\$159,430	\$131,975	\$141,589
Management Accountant	87	\$87,950	15	\$80,802	16	\$89,568	11	\$89,747	45	\$89,318	\$90,966	\$76,835	\$96,750	\$84,578	\$87,950
Partner CA Firm (Public Practice) - big 4															
Partner CA Firm (Public Practice) - other															
Project Accountant	6	\$92,142			3	\$78,000			5	\$94,970	\$92,620	\$86,750	\$93,350	\$89,375	\$92,142
Sole Practitioner															
Systems Accountant	18	\$101,548	3	\$65,400	3	\$106,250	3	\$97,230	13	\$107,412	\$101,116	\$94,070	\$113,967	\$99,225	\$101,548
Tax Accountant	10	\$85,315	4	\$74,992					6	\$92,196	\$75,264	\$64,844	\$108,044	\$75,502	\$85,315
Tax Manager	12	\$114,115	3	\$88,300			3	\$94,508	9	\$121,341	\$125,159	\$91,030	\$121,410	\$115,375	\$114,115
Treasurer	3	\$115,900							3	\$146,950	\$146,950	\$112,330	\$178,930	\$133,750	\$146,950
Treasury Accountant	3	\$92,100	3	\$91,590					3	\$92,610	\$92,100	\$91,794	\$92,406	\$92,100	\$92,100
Other Accounting Role	15	\$112,603	4	\$73,185	3	\$89,000	3	\$95,400	8	\$139,563	\$116,350	\$70,048	\$153,350	\$90,000	\$112,603
Non Accounting Role	60	\$121,907	4	\$143,163	3	\$99,200	8	\$113,250	45	\$123,071	\$123,491	\$90,550	\$155,662	\$115,111	\$121,907
Totals / Averages	804	\$120,703	87	\$90,202	71	\$93,926	92	\$111,172	554	\$130,507	\$120,725				