

Chartered Accountants
Industrial

Position	Responses	Total Remuneration	size of org								Percentile					
			0-5M	6-10M	11-25M	26-100M	>100m	20%	80%	Median	Average					
Academic																
Accounting Manager	24	\$121,965		3	\$87,250	3	131875	5	\$137,687	16	\$117,983	\$98,927	\$144,004	\$117,050	\$121,965	
Analyst (Business/ Finance)	14	\$124,532		3	\$146,150	3	\$103,839	4	\$103,988	6	\$133,136	\$101,930	\$147,990	\$119,130	\$124,532	
Assistant Accountant (Non-Studying)																
Assistant Accountant (Studying)	3	\$61,250	3	\$61,250								\$61,250	\$61,250	\$61,250	\$61,250	
Audit Manager																
Audit Senior																
Auditor	3	\$116,460						3	\$116,460			\$116,460	\$116,460	\$116,460	\$116,460	
Business Services Accountant	3	\$119,950								3	\$119,950	\$119,950	\$119,950	\$119,950	\$119,950	
Business Services Manager	3	\$163,425				3	\$148,762			3	\$192,750	\$148,540	\$175,600	\$149,874	\$163,425	
Business Services Senior																
Business Owner/ Director	4	\$191,075	3	\$300,000				3	\$202,150			\$89,130	\$297,450	\$202,150	\$191,075	
CEO / MD	24	\$255,229	4	\$145,623	3	\$268,571	6	\$229,117	8	\$309,124	3	\$296,531	\$168,936	\$363,450	\$234,123	\$255,229
CFO	104	\$224,103			5	\$167,103	13	\$169,103	45	\$200,853	41	\$274,010	\$162,978	\$260,562	\$203,410	\$224,103
Company Secretary	10	\$190,524	3	\$136,050			3	\$220,942	3	\$209,547	4	\$174,665	\$134,590	\$258,707	\$174,250	\$190,524
COO	5	\$188,172					3	\$150,750	3	\$189,954	3	\$220,250	\$149,322	\$223,300	\$190,750	\$188,172
Corporate Services Manager	10	\$159,775	3	\$162,850	3	\$137,400	3	\$145,660			4	\$180,780	\$128,430	\$176,846	\$145,100	\$159,775
Cost Accountant	3	\$110,734									3	\$110,734	\$110,669	\$110,799	\$110,734	\$110,734
Finance Director	11	\$188,689	3	\$127,269			3	\$168,253	4	\$175,916	3	\$230,950	\$134,250	\$209,750	\$161,750	\$188,689
Finance Manager	99	\$131,045	3	\$104,167	7	\$105,596	13	\$111,132	37	\$123,321	37	\$152,254	\$106,002	\$153,338	\$124,350	\$131,045
Financial Accountant	56	\$90,265			4	\$83,500	7	\$85,635	23	\$88,651	20	\$95,083	\$78,181	\$97,950	\$85,690	\$90,265
Financial Controller (With Accounting Reports)	113	\$150,688	4	\$106,875	5	\$129,722	24	\$132,951	41	\$148,934	39	\$170,628	\$121,150	\$178,138	\$142,950	\$150,688
Financial Controller (Without Accounting Reports)	25	\$126,129	3	\$114,767	6	\$105,725	6	\$115,650	4	\$141,469	5	\$149,390	\$94,650	\$158,656	\$122,250	\$126,129
Forensic/Investigating Accountant	3	\$227,250							3	\$227,250			\$227,250	\$227,250	\$227,250	\$227,250
Fund Accountant																
Group Financial Controller	22	\$162,971	3	\$143,782			3	\$120,333	8	\$135,032	10	\$200,031	\$124,010	\$193,070	\$154,270	\$162,971
Group Accountant	27	\$109,461	3	\$117,540	3	\$106,170	4	\$117,160	6	\$100,710	14	\$110,093	\$96,350	\$126,550	\$106,170	\$109,461
Internal Audit Manager	5	\$226,130									4	\$241,350	\$182,090	\$272,770	\$213,250	\$226,130
Internal Auditor	3	\$69,950									3	\$69,950	\$69,950	\$69,950	\$69,950	\$69,950
Management Consultant																
Management Accountant	51	\$106,862			3	\$86,625	4	\$96,366	14	\$91,422	31	\$116,494	\$84,150	\$126,639	\$101,200	\$106,862
Partner CA Firm (Public Practice) - big 4																
Partner CA Firm (Public Practice) - other																
Project Accountant	4	\$111,309							3	\$83,750	3	\$120,495	\$99,500	\$124,466	\$114,680	\$111,309
Sole Practitioner																
Systems Accountant	5	\$109,358							3	\$93,550	3	\$116,930	\$92,570	\$113,960	\$102,140	\$109,358
Tax Accountant	3	\$110,123							3	\$115,750	3	\$107,310	\$105,442	\$115,930	\$115,750	\$110,123
Tax Manager	3	\$227,050									3	\$227,050	\$227,050	\$227,050	\$227,050	\$227,050
Treasurer																
Treasury Accountant	4	\$96,711									3	\$96,365	\$89,590	\$103,528	\$95,950	\$96,711
Other Accounting Role	10	\$119,863					3	\$60,750	3	\$99,175	6	\$142,072	\$93,900	\$157,831	\$103,575	\$119,863
Non Accounting Role	34	\$143,420	3	\$106,950			5	\$136,322	3	\$150,968	24	\$149,025	\$109,990	\$177,890	\$145,605	\$143,420
Totals / Averages	677	\$151,801	26	\$145,945	38	\$127,500	101	\$135,929	217	\$149,533	284	\$164,215				