

Chartered Accountants		Industrial												
Position	Responses	Total Remuneration	years of post ca qualification							Percentile				
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic														
Accounting Manager	24	\$121,965												
Analyst (Business/ Finance)	14	\$124,532	3	\$110,794	3	\$89,989	3	\$162,800	8	\$127,035	\$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	\$119,950
Business Services Manager	3	\$163,425							3	\$163,425	\$148,540	\$175,600	\$149,874	\$163,425
Business Services Senior														
Business Owner/ Director	4	\$191,075							4	\$191,075	\$89,130	\$297,450	\$202,150	\$191,075
CEO / MD	24	\$255,229	3	\$165,450			3	\$252,850	20	\$260,075	\$168,936	\$363,450	\$234,123	\$255,229
CFO	104	\$224,103	3	\$217,303	3	\$150,375	7	\$174,840	93	\$229,542	\$162,978	\$260,562	\$203,410	\$224,103
Company Secretary	10	\$190,524					3	\$107,250	9	\$199,776	\$134,590	\$258,707	\$174,250	\$190,524
COO	5	\$188,172			3	\$190,750			4	\$187,528	\$149,322	\$223,300	\$190,750	\$188,172
Corporate Services Manager	10	\$159,775	3	\$231,230			3	\$113,675	7	\$162,739	\$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	\$230,950	10	\$184,463	\$134,250	\$209,750	\$161,750	\$188,689
Finance Manager	99	\$131,045	13	\$119,274	7	\$122,826	19	\$131,881	60	\$134,289	\$106,002	\$153,338	\$124,350	\$131,045
Financial Accountant	56	\$90,265	11	\$87,640	14	\$87,300	6	\$84,383	25	\$94,492	\$78,181	\$97,950	\$85,690	\$90,265
Financial Controller (With Accounting Reports)	113	\$150,688	9	\$141,198	7	\$135,695	16	\$131,814	81	\$156,766	\$121,150	\$178,138	\$142,950	\$150,688
Financial Controller (Without Accounting Reports)	25	\$126,129	3	\$71,250	3	\$143,250	4	\$101,063	19	\$133,394	\$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	\$118,450	3	\$135,650	3	\$145,996	15	\$174,798	\$124,010	\$193,070	\$154,270	\$162,971
Group Accountant	27	\$109,461	5	\$103,495	5	\$104,802	7	\$112,554	10	\$112,608	\$96,350	\$126,550	\$106,170	\$109,461
Internal Audit Manager	5	\$226,130						3	\$213,250	4	\$229,350	\$182,090	\$272,770	\$213,250
Internal Auditor	3	\$69,950							3	\$69,950	\$69,950	\$69,950	\$69,950	\$69,950
Management Consultant														
Management Accountant	51	\$106,862	12	\$104,209	4	\$87,268	10	\$104,154	25	\$112,353	\$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	\$119,360	3	\$83,750	3	\$121,063	\$99,500	\$124,466	\$114,680	\$111,309
Sole Practitioner														
Systems Accountant	5	\$109,358						3	\$88,650	4	\$114,535	\$92,570	\$113,960	\$102,140
Tax Accountant	3	\$110,123	3	\$98,570			3	\$115,750	3	\$116,050	\$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	\$88,450	3	\$104,972					\$89,590	\$103,528	\$95,950	\$96,711
Other Accounting Role	10	\$119,863	3	\$73,925	3	\$126,300			5	\$134,376	\$93,900	\$157,831	\$103,575	\$119,863
Non Accounting Role	34	\$143,420	3	\$140,700	7	\$139,706	8	\$128,488	17	\$152,295	\$109,990	\$177,890	\$145,605	\$143,420
Totals / Averages	677	\$151,801	66	\$114,575	60	\$114,947	100	\$130,277	451	\$166,924				