

Chartered Accountants		Not for Profit												
Position	Responses	Total Remuneration	years of post ca qualification				Percentile							
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic														
Accounting Manager														
Analyst (Business/ Finance)														
Assistant Accountant (Non-Studying)	3	\$64,951			3	\$64,951			\$64,951	\$64,951	\$64,951	\$64,951	\$64,951	
Assistant Accountant (Studying)														
Audit Manager														
Audit Senior														
Auditor														
Business Services Accountant	3	\$65,350						3	\$65,350	\$65,350	\$65,350	\$65,350	\$65,350	
Business Services Manager	3	\$51,250						3	\$51,250	\$51,250	\$51,250	\$51,250	\$51,250	
Business Services Senior														
Business Owner/ Director														
CEO / MD	4	\$184,290						4	\$184,290	\$149,070	\$218,646	\$182,130	\$184,290	
CFO	8	\$173,274			3	\$130,970		7	\$179,317	\$134,230	\$214,041	\$144,500	\$173,274	
Company Secretary	3	\$89,200						3	\$89,200	\$89,200	\$89,200	\$89,200	\$89,200	
COO														
Corporate Services Manager	8	\$120,455		3	\$194,750	3	\$112,750	6	\$109,357	\$99,550	\$131,506	\$117,250	\$120,455	
Cost Accountant	3	\$112,500						3	\$112,500	\$112,500	\$112,500	\$112,500	\$112,500	
Finance Director	3	\$161,625		3	\$194,650			3	\$128,600	\$141,810	\$181,440	\$161,625	\$161,625	
Finance Manager	26	\$102,681	3	\$80,750	3	\$89,550	4	\$118,392	19	\$101,910	\$88,500	\$115,850	\$100,951	\$102,681
Financial Accountant	7	\$76,351		3	\$64,194	3	\$48,150	4	\$89,480	\$61,820	\$86,618	\$80,310	\$76,351	
Financial Controller (With Accounting Reports)	7	\$100,968						7	\$100,968	\$91,886	\$113,817	\$95,250	\$100,968	
Financial Controller (Without Accounting Reports)	3	\$97,850						3	\$97,850	\$97,850	\$97,850	\$97,850	\$97,850	
Forensic/Investigating Accountant														
Fund Accountant														
Group Financial Controller														
Group Accountant														
Internal Audit Manager														
Internal Auditor	3	\$97,550						3	\$97,550	\$97,550	\$97,550	\$97,550	\$97,550	
Management Consultant														
Management Accountant	4	\$65,438					3	\$65,375	3	\$65,500	\$61,350	\$69,550	\$65,500	\$65,438
Partner CA Firm (Public Practice) - big 4														
Partner CA Firm (Public Practice) - other														
Project Accountant	3	\$102,250						3	\$102,250	\$102,250	\$102,250	\$102,250	\$102,250	
Sole Practitioner														
Systems Accountant	3	\$101,550						3	\$101,550	\$101,550	\$101,550	\$101,550	\$101,550	
Tax Accountant														
Tax Manager														
Treasurer														
Treasury Accountant														
Other Accounting Role														
Non Accounting Role	4	\$82,073	3	\$87,000			3	\$54,400	3	\$93,445	\$52,816	\$106,780	\$70,700	\$82,073
Totals / Averages	79	\$110,046	2	\$83,875	6	\$116,148	11	\$92,322	60	\$113,558				