

**Chartered Accountants Professional services including CA**

Position	Responses	Total Remuneration	location								Percentile					
			AKL	WGTV	CANT	NI REGIONAL	SI REGIONAL	20%	80%	Median	Average					
Academic	3	\$120,000	3	\$120,000								\$120,000	\$120,000	\$120,000	\$120,000	
Accounting Manager	118	\$84,303	22	\$99,355	11	\$96,025	23	\$79,631	48	\$78,318	14	\$79,635	\$65,750	\$101,200	\$78,800	\$84,303
Analyst (Business/ Finance)	16	\$85,517	9	\$95,425	3	\$73,750	3	\$84,150	3	\$65,375	3	\$52,500	\$65,750	\$101,240	\$77,250	\$85,517
Assistant Accountant (Non-Studying)	3	\$46,500							3	\$46,500			\$46,500	\$46,500	\$46,500	\$46,500
Assistant Accountant (Studying)																
Audit Manager	62	\$105,486	32	\$114,936	7	\$103,866	6	\$100,577	12	\$89,212	5	\$92,220	\$83,550	\$125,040	\$100,425	\$105,486
Audit Senior	49	\$65,484	20	\$70,432	3	\$64,433	13	\$60,990	8	\$67,237	5	\$55,200	\$55,870	\$74,211	\$63,750	\$65,484
Auditor	17	\$64,221	3	\$60,493	3	\$52,000	3	\$69,250	7	\$55,950	3	\$66,207	\$51,350	\$75,250	\$53,500	\$64,221
Business Services Accountant	191	\$70,448	72	\$71,221	7	\$63,414	27	\$67,406	55	\$78,003	30	\$59,124	\$52,000	\$79,900	\$64,250	\$70,448
Business Services Manager	205	\$102,272	87	\$111,200	14	\$150,551	29	\$91,173	48	\$90,570	27	\$81,198	\$77,990	\$117,208	\$95,750	\$102,272
Business Services Senior	104	\$81,934	56	\$82,272	5	\$108,607	9	\$88,167	21	\$74,499	13	\$77,913	\$66,870	\$90,958	\$78,750	\$81,934
Business Owner/ Director	94	\$151,683	32	\$146,799	15	\$158,288	7	\$119,839	31	\$164,120	9	\$139,973	\$91,664	\$183,120	\$134,810	\$151,683
CEO / MD	19	\$237,919	9	\$261,453	4	\$230,363	3	\$256,000	3	\$148,250	3	\$195,227	\$141,450	\$261,508	\$180,000	\$237,919
CFO	10	\$212,254	4	\$181,555	4	\$273,218	3	\$123,050			3	\$180,400	\$154,010	\$267,646	\$198,235	\$212,254
Company Secretary																
COO	6	\$236,507	6	\$236,507									\$201,850	\$295,750	\$223,852	\$236,507
Corporate Services Manager	3	\$99,400							3	\$108,050	3	\$90,750	\$94,210	\$104,590	\$99,400	\$99,400
Cost Accountant																
Finance Director	5	\$158,876	3	\$155,517	3	\$192,080	3	\$135,750					\$132,600	\$190,856	\$156,000	\$158,876
Finance Manager	18	\$104,628	9	\$110,008	3	\$129,500	5	\$100,417	3	\$87,217			\$92,501	\$116,210	\$98,389	\$104,628
Financial Accountant	19	\$74,132	6	\$87,348	3	\$75,943	3	\$66,250	5	\$72,520	3	\$53,831	\$52,236	\$90,642	\$79,990	\$74,132
Financial Controller (With Accounting Reports)	15	\$139,441	7	\$147,760	4	\$150,099	3	\$99,990	3	\$123,806	3	\$109,300	\$107,438	\$161,118	\$136,170	\$139,441
Financial Controller (Without Accounting Reports)	3	\$97,055											\$103,000	\$93,488	\$100,622	\$97,055
Forensic/Investigating Accountant	7	\$138,193	5	\$152,790	3	\$123,450					3	\$79,950	\$94,090	\$158,750	\$125,750	\$138,193
Fund Accountant																
Group Financial Controller	3	\$122,250							3	\$122,250			\$122,250	\$122,250	\$122,250	\$122,250
Group Accountant	3	\$98,000	3	\$81,750	3	\$102,250			3	\$110,000			\$89,950	\$106,900	\$102,250	\$98,000
Internal Audit Manager	3	\$149,167	3	\$200,000	3	\$177,400	3	\$70,100					\$113,020	\$190,960	\$177,400	\$149,167
Internal Auditor	4	\$65,200	3	\$76,500	3	\$53,900							\$55,330	\$74,550	\$63,900	\$65,200
Management Consultant	27	\$149,019	9	\$140,953	11	\$140,200	6	\$178,230	3	\$143,350			\$119,030	\$177,110	\$150,100	\$149,019
Management Accountant	4	\$76,865	3	\$59,250	3	\$97,210	3	\$71,750			3	\$79,250	\$66,750	\$86,434	\$75,500	\$76,865
Partner CA Firm (Public Practice) - big 4	14	\$513,301	8	\$585,446	3	\$473,417	3	\$242,150	3	\$420,125			\$309,442	\$580,850	\$400,625	\$513,301
Partner CA Firm (Public Practice) - other	213	\$191,604	65	\$222,641	16	\$186,848	31	\$176,170	78	\$167,778	23	\$208,803	\$110,570	\$240,240	\$158,550	\$191,604
Project Accountant	3	\$77,350							3	\$77,350			\$77,350	\$77,350	\$77,350	\$77,350
Sole Practitioner	60	\$154,859	22	\$169,936	7	\$143,363	6	\$132,528	17	\$154,790	8	\$140,352	\$99,839	\$194,051	\$139,300	\$154,859
Systems Accountant	8	\$97,239	3	\$117,086					3	\$82,983	3	\$98,263	\$85,470	\$111,973	\$94,520	\$97,239
Tax Accountant	36	\$81,925	17	\$74,568	4	\$118,464	7	\$76,857	4	\$83,163	4	\$84,288	\$66,750	\$91,750	\$71,750	\$81,925
Tax Manager	61	\$131,890	30	\$137,161	16	\$136,538	6	\$111,397	5	\$112,696	4	\$128,500	\$100,050	\$167,730	\$120,920	\$131,890
Treasurer																
Treasury Accountant																
Other Accounting Role	25	\$104,651	9	\$143,872	3	\$210,750	3	\$98,985	10	\$70,422	3	\$54,750	\$56,550	\$146,990	\$86,000	\$104,651
Non Accounting Role	25	\$129,161	6	\$141,300	11	\$145,617	3	\$118,471	5	\$90,550	3	\$89,750	\$93,950	\$163,230	\$125,750	\$129,161
<b>Totals / Averages</b>	<b>1446</b>	<b>\$121,414</b>	<b>556</b>	<b>\$131,714</b>	<b>157</b>	<b>\$145,364</b>	<b>200</b>	<b>\$105,828</b>	<b>372</b>	<b>\$111,926</b>	<b>161</b>	<b>\$103,772</b>				