

Chartered Accountants
Professional services including CA

Position	Responses	Total Remuneration	size of org							Percentile						
			0-5M	6-10M	11-25M	26-100M	>100m	20%	80%	Median	Average					
Academic	3	\$120,000							\$120,000	\$120,000	\$120,000	\$120,000				
Accounting Manager	118	\$84,303	81	\$84,507	14	\$78,584	3	\$71,125	4	\$105,605	\$65,750	\$101,200	\$78,800	\$84,303		
Analyst (Business/ Finance)	16	\$85,517	4	\$80,698	3	\$89,250			4	\$110,400	3	\$70,250	\$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	13	\$95,314	10	\$121,401	6	\$96,838	8	\$106,838	9	\$105,489	\$83,550	\$125,040	\$100,425	\$105,486
Audit Senior	49	\$65,484	12	\$62,259	4	\$69,093	9	\$67,642	4	\$75,530	3	\$66,573	\$55,870	\$74,211	\$63,750	\$65,484
Auditor	17	\$64,221	3	\$74,817	3	\$53,500	3	\$60,750	3	\$64,560	3	\$83,827	\$51,350	\$75,250	\$53,500	\$64,221
Business Services Accountant	191	\$70,448	99	\$72,107	30	\$80,323	13	\$58,200	3	\$60,883	4	\$64,538	\$52,000	\$79,900	\$64,250	\$70,448
Business Services Manager	205	\$102,272	99	\$100,961	32	\$97,400	23	\$102,816	13	\$123,352	8	\$102,198	\$77,990	\$117,208	\$95,750	\$102,272
Business Services Senior	104	\$81,934	58	\$84,408	19	\$80,373	4	\$73,750	3	\$79,750	3	\$111,772	\$66,870	\$90,958	\$78,750	\$81,934
Business Owner/ Director	94	\$151,683	66	\$160,533	3	\$228,325	3	\$245,393	3	\$213,250	3	\$182,700	\$91,664	\$183,120	\$134,810	\$151,683
CEO / MD	19	\$237,919	9	\$173,031	6	\$219,272	3	\$206,750					\$141,450	\$261,508	\$180,000	\$237,919
CFO	10	\$212,254	3	\$188,375	3	\$123,050	3	\$198,235	3	\$217,007	3	\$287,625	\$154,010	\$267,646	\$198,235	\$212,254
Company Secretary																
COO	6	\$236,507	3	\$141,290	3	\$262,250	3	\$201,850	3	\$275,702			\$201,850	\$295,750	\$223,852	\$236,507
Corporate Services Manager	3	\$99,400	3	\$99,400									\$94,210	\$104,590	\$99,400	\$99,400
Cost Accountant																
Finance Director	5	\$158,876	3	\$138,000			3	\$163,150	3	\$192,080			\$132,600	\$190,856	\$156,000	\$158,876
Finance Manager	18	\$104,628	3	\$92,618	3	\$75,550	6	\$106,150	4	\$100,457	3	\$120,556	\$92,501	\$116,210	\$98,389	\$104,628
Financial Accountant	19	\$74,132	8	\$74,431	3	\$64,250	3	\$52,894	3	\$81,250	4	\$93,355	\$52,236	\$90,642	\$79,990	\$74,132
Financial Controller (With Accounting Reports)	15	\$139,441			3	\$88,902	6	\$114,615	4	\$161,229	4	\$167,528	\$107,438	\$161,118	\$136,170	\$139,441
Financial Controller (Without Accounting Reports)	3	\$97,055	3	\$103,000	3	\$91,110							\$93,488	\$100,622	\$97,055	\$97,055
Forensic/Investigating Accountant	7	\$138,193	4	\$149,488	3	\$123,450	3	\$166,000					\$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	\$110,000	3	\$102,250	\$89,950	\$106,900	\$102,250	\$98,000
Internal Audit Manager	3	\$149,167							3	\$177,400	3	\$200,000	\$113,020	\$190,960	\$177,400	\$149,167
Internal Auditor	4	\$65,200									3	\$66,583	\$55,330	\$74,550	\$63,900	\$65,200
Management Consultant	27	\$149,019	10	\$147,213	3	\$161,417	3	\$142,750	3	\$155,600	3	\$140,400	\$119,030	\$177,110	\$150,100	\$149,019
Management Accountant	4	\$76,865			3	\$71,750			3	\$88,230			\$66,750	\$86,434	\$75,500	\$76,865
Partner CA Firm (Public Practice) - big 4	14	\$513,301	3	\$200,000	3	\$440,250	3	\$400,000	3	\$638,950	6	\$445,663	\$309,442	\$580,850	\$400,625	\$513,301
Partner CA Firm (Public Practice) - other	213	\$191,604	160	\$180,139	12	\$278,853	13	\$283,694	6	\$205,324			\$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	39	\$156,401									\$99,839	\$194,051	\$139,300	\$154,859
Systems Accountant	8	\$97,239	3	\$77,250	3	\$91,290	3	\$107,900			3	\$116,122	\$85,470	\$111,973	\$94,520	\$97,239
Tax Accountant	36	\$81,925	9	\$80,433	4	\$91,613	3	\$75,500	5	\$87,550	3	\$78,000	\$66,750	\$91,750	\$71,750	\$81,925
Tax Manager	61	\$131,890	10	\$121,278	9	\$118,768	6	\$139,517	4	\$162,733	15	\$152,509	\$100,050	\$167,730	\$120,920	\$131,890
Treasurer																
Treasury Accountant																
Other Accounting Role	25	\$104,651	3	\$83,457	3	\$111,923	4	\$94,325	3	\$50,815	3	\$135,102	\$56,550	\$146,990	\$86,000	\$104,651
Non Accounting Role	25	\$129,161	6	\$109,727	3	\$95,000	7	\$147,265	3	\$79,800	3	\$186,250	\$93,950	\$163,230	\$125,750	\$129,161
Totals / Averages	1446	\$121,414	708	\$121,141	165	\$116,168	119	\$126,226	79	\$157,361	82	\$145,500				