

**Chartered Accountants Professional services including CA**

Position	Responses	Total Remuneration	years of post ca qualification							Percentile				
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic	3	\$120,000							3	\$120,000	\$120,000	\$120,000	\$120,000	\$120,000
Accounting Manager	118	\$84,303	27	\$75,060	26	\$79,698	25	\$89,523	40	\$90,272	\$65,750	\$101,200	\$78,800	\$84,303
Analyst (Business/ Finance)	16	\$85,517	10	\$70,589	3	\$88,250	3	\$104,050	3	\$127,280	\$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	15	\$90,449	20	\$103,634	12	\$118,906	15	\$112,255	\$83,550	\$125,040	\$100,425	\$105,486
Audit Senior	49	\$65,484	40	\$63,787	5	\$65,770	3	\$91,810	3	\$72,375	\$55,870	\$74,211	\$63,750	\$65,484
Auditor	17	\$64,221	13	\$55,985	3	\$65,600			3	\$86,000	\$51,350	\$75,250	\$53,500	\$64,221
Business Services Accountant	191	\$70,448	112	\$59,946	25	\$71,541	14	\$71,772	40	\$98,710	\$52,000	\$79,900	\$64,250	\$70,448
Business Services Manager	205	\$102,272	40	\$106,432	52	\$96,946	46	\$102,082	67	\$104,054	\$77,990	\$117,208	\$95,750	\$102,272
Business Services Senior	104	\$81,934	35	\$74,979	27	\$80,963	15	\$88,371	27	\$88,342	\$66,870	\$90,958	\$78,750	\$81,934
Business Owner/ Director	94	\$151,683	3	\$176,400	10	\$93,891	19	\$130,576	62	\$166,277	\$91,664	\$183,120	\$134,810	\$151,683
CEO / MD	19	\$237,919							19	\$237,919	\$141,450	\$261,508	\$180,000	\$237,919
CFO	10	\$212,254					3	\$161,750	9	\$217,866	\$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	\$99,400	\$94,210	\$104,590	\$99,400	\$99,400
Cost Accountant														
Finance Director	5	\$158,876					3	\$135,750	4	\$164,658	\$132,600	\$190,856	\$156,000	\$158,876
Finance Manager	18	\$104,628	5	\$92,504	3	\$110,550	3	\$97,093	8	\$113,551	\$92,501	\$116,210	\$98,389	\$104,628
Financial Accountant	19	\$74,132	8	\$68,469	4	\$79,175	3	\$104,650	5	\$66,952	\$52,236	\$90,642	\$79,990	\$74,132
Financial Controller (With Accounting Reports)	15	\$139,441					3	\$151,200	13	\$137,632	\$107,438	\$161,118	\$136,170	\$139,441
Financial Controller (Without Accounting Reports)	3	\$97,055					3	\$91,110	3	\$103,000	\$93,488	\$100,622	\$97,055	\$97,055
Forensic/Investigating Accountant	7	\$138,193			3	\$86,750	4	\$136,238	3	\$167,825	\$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	\$102,250	3	\$95,875	\$89,950	\$106,900	\$102,250	\$98,000
Internal Audit Manager	3	\$149,167			3	\$70,100	3	\$200,000	3	\$177,400	\$113,020	\$190,960	\$177,400	\$149,167
Internal Auditor	4	\$65,200	4	\$65,200						\$55,330	\$74,550	\$63,900	\$65,200	\$65,200
Management Consultant	27	\$149,019	3	\$111,250	3	\$108,950	3	\$158,167	22	\$151,310	\$119,030	\$177,110	\$150,100	\$149,019
Management Accountant	4	\$76,865			3	\$88,230			3	\$65,500	\$66,750	\$86,434	\$75,500	\$76,865
Partner CA Firm (Public Practice) - big 4	14	\$513,301							14	\$513,301	\$309,442	\$580,850	\$400,625	\$513,301
Partner CA Firm (Public Practice) - other	213	\$191,604	10	\$191,897	18	\$138,031	34	\$174,425	151	\$201,839	\$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	3	\$143,835	3	\$177,875	3	\$104,567	53	\$157,253	\$99,839	\$194,051	\$139,300	\$154,859
Systems Accountant	8	\$97,239	3	\$82,983					5	\$105,792	\$85,470	\$111,973	\$94,520	\$97,239
Tax Accountant	36	\$81,925	21	\$71,302	4	\$84,725	3	\$90,800	9	\$103,497	\$66,750	\$91,750	\$71,750	\$81,925
Tax Manager	61	\$131,890	7	\$94,286	14	\$119,793	16	\$140,271	24	\$144,327	\$100,050	\$167,730	\$120,920	\$131,890
Treasurer														
Treasury Accountant														
Other Accounting Role	25	\$104,651	4	\$64,300	5	\$99,214	3	\$50,815	14	\$125,813	\$56,550	\$146,990	\$86,000	\$104,651
Non Accounting Role	25	\$129,161	4	\$106,033	3	\$155,200	5	\$129,888	14	\$131,790	\$93,950	\$163,230	\$125,750	\$129,161
<b>Totals / Averages</b>	<b>1446</b>	<b>\$121,414</b>	<b>365</b>	<b>\$77,305</b>	<b>226</b>	<b>\$94,939</b>	<b>215</b>	<b>\$118,112</b>	<b>640</b>	<b>\$157,027</b>				