

## Chartered Accountants

Position	Responses	years of post ca qualification							Percentile					
		Total Remuneration	0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic	47	\$103,738	6	\$95,002	3	\$78,400	4	\$88,918	35	\$108,377	\$75,000	\$126,487	\$91,000	\$103,738
Accounting Manager	211	\$96,553	41	\$81,080	40	\$86,386	44	\$98,239	86	\$107,797	\$73,150	\$117,750	\$90,750	\$96,553
Analyst (Business/ Finance)	126	\$101,553	37	\$82,499	23	\$96,694	19	\$120,372	47	\$111,324	\$76,750	\$123,967	\$94,055	\$101,553
Assistant Accountant (Non-Studying)	11	\$57,644	7	\$55,277	3	\$56,750	3	\$65,351	3	\$59,690	\$52,000	\$64,951	\$56,750	\$57,644
Assistant Accountant (Studying)	3	\$59,550	3	\$59,550							\$57,100	\$62,341	\$61,250	\$59,550
Audit Manager	77	\$110,075	17	\$92,996	22	\$104,040	17	\$120,510	21	\$121,775	\$87,570	\$127,910	\$106,850	\$110,075
Audit Senior	71	\$74,125	47	\$67,713	6	\$65,767	3	\$93,173	15	\$93,751	\$60,750	\$90,529	\$71,750	\$74,125
Auditor	39	\$70,655	17	\$58,346	6	\$73,462	3	\$61,750	14	\$85,669	\$53,500	\$77,130	\$66,250	\$70,655
Business Services Accountant	200	\$71,219	115	\$60,226	26	\$71,996	17	\$78,318	42	\$97,966	\$52,634	\$82,530	\$65,750	\$71,219
Business Services Manager	240	\$105,130	41	\$106,035	54	\$96,926	54	\$106,983	91	\$108,492	\$80,350	\$119,800	\$98,330	\$105,130
Business Services Senior	105	\$83,179	35	\$74,979	27	\$80,963	15	\$88,371	28	\$92,785	\$66,910	\$91,322	\$78,750	\$83,179
Business Owner/ Director	129	\$149,888	3	\$176,400	12	\$95,648	24	\$130,997	90	\$161,273	\$83,990	\$182,490	\$128,030	\$149,888
CEO / MD	122	\$229,482	3				11	\$200,714	110	\$232,941	\$154,766	\$265,370	\$205,030	\$229,482
CFO	373	\$218,143	3	\$210,518	7	\$177,529	26	\$168,236	337	\$222,905	\$157,857	\$260,618	\$200,510	\$218,143
Company Secretary	20	\$183,256					3		19	\$187,256	\$133,950	\$239,339	\$164,850	\$183,256
COO	41	\$225,956			3	\$153,900	5	\$190,340	34	\$235,433	\$155,400	\$256,930	\$201,850	\$225,956
Corporate Services Manager	\$70	\$152,299	\$3	\$174,227	\$3	\$156,050	\$10	\$135,507	\$54	\$153,983	\$117,978	\$180,054	\$147,306	\$152,299
Cost Accountant	7	\$97,523	3	\$93,750					6	\$98,151	\$89,470	\$110,799	\$95,750	\$97,523
Finance Director	57	\$213,068			3		4	\$161,838	52	\$217,363	\$151,172	\$271,920	\$194,650	\$213,068
Finance Manager	419	\$124,529	42	\$113,788	46	\$116,213	82	\$128,642	249	\$126,522	\$97,976	\$146,004	\$120,000	\$124,529
Financial Accountant	241	\$88,271	64	\$82,518	41	\$88,195	39	\$89,658	97	\$91,540	\$76,000	\$99,610	\$85,730	\$88,271
Financial Controller (With Accounting Reports)	351	\$150,904	20	\$127,210	25	\$125,612	61	\$137,087	245	\$158,859	\$112,350	\$174,250	\$139,750	\$150,904
Financial Controller (Without Accounting Reports)	72	\$117,650	3	\$111,900	6	\$104,553	12	\$111,259	51	\$121,032	\$91,138	\$148,744	\$110,275	\$117,650
Forensic/Investigating Accountant	34	\$113,227	3	\$58,625	3	\$88,903	6	\$123,450	23	\$118,481	\$85,150	\$125,750	\$108,805	\$113,227
Fund Accountant	5	\$99,034			3	\$89,375	3	\$105,473			\$96,800	\$105,826	\$103,250	\$99,034
Group Financial Controller	69	\$165,404	4	\$137,950	4	\$124,738	10	\$167,634	51	\$170,309	\$130,550	\$197,450	\$159,550	\$165,404
Group Accountant	80	\$106,530	15	\$98,621	15	\$101,261	16	\$111,144	34	\$110,172	\$89,016	\$125,950	\$104,613	\$106,530
Internal Audit Manager	35	\$162,505	3	\$105,833	4	\$122,650	6	\$164,492	22	\$176,937	\$118,110	\$201,550	\$151,750	\$162,505
Internal Auditor	26	\$89,789	8	\$83,588	3	\$70,750	4	\$90,852	13	\$94,743	\$71,400	\$103,972	\$91,725	\$89,789
Management Consultant	48	\$164,556	3		3		4	\$144,063	42	\$169,101	\$115,450	\$186,650	\$151,700	\$164,556
Management Accountant	264	\$98,061	63	\$88,777	46	\$95,029	42	\$96,604	113	\$105,012	\$77,412	\$111,088	\$90,703	\$98,061
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	214	\$191,632	10	\$191,897	18	\$138,031	34	\$174,425	152	\$201,811	\$110,630	\$240,160	\$158,600	\$191,632
Project Accountant	25	\$104,984	6	\$95,703	5	\$92,742	3	\$83,750	13	\$115,610	\$78,600	\$121,913	\$96,600	\$104,984
Sole Practitioner	61	\$154,365	3	\$143,835	3	\$160,167	3	\$104,567	53	\$157,253	\$100,000	\$194,001	\$137,850	\$154,365
Systems Accountant	45	\$105,100	7	\$79,507	3	\$106,250	5	\$104,610	32	\$110,740	\$92,210	\$116,508	\$100,000	\$105,100
Tax Accountant	59	\$86,559	28	\$73,125	8	\$94,250	4	\$105,900	19	\$99,045	\$66,980	\$107,540	\$77,000	\$86,559
Tax Manager	90	\$134,830	9	\$105,873	18	\$119,048	22	\$136,726	41	\$147,098	\$102,398	\$167,814	\$122,000	\$134,830
Treasurer	5	\$188,070							5	\$188,070	\$126,610	\$227,550	\$209,050	\$188,070
Treasury Accountant	13	\$102,533	5	\$88,903	3	\$104,972	3	\$96,305	4	\$121,465	\$91,998	\$110,316	\$96,024	\$102,533
Other Accounting Role	76	\$118,417	13	\$78,240	16	\$110,368	8	\$109,273	39	\$136,988	\$73,950	\$155,750	\$117,250	\$118,417
Non Accounting Role	217	\$134,273	15	\$118,251	22	\$128,347	41	\$125,360	139	\$139,569	\$102,742	\$167,120	\$134,550	\$134,273
Totals / Averages	4412	\$134,241	697	\$86,743	519	\$102,381	663	\$122,921	2533	\$156,803				