

## Provisional Member of the College of Chartered Accountants

Position	Responses	Total Remuneration	size of org							Percentile						
			0-5M	6-10M	11-25M	26-100M	>100m	20%	80%	Median	Average					
Academic	3	\$71,350										\$71,350	\$71,350	\$71,350	\$71,350	
Accounting Manager	24	\$65,624	12	\$57,829	3	\$77,850	3	77200		3	\$84,245	\$49,850	\$83,340	\$65,175	\$65,624	
Analyst (Business/ Finance)	58	\$64,328	3	\$63,000	3	\$47,850			7	\$62,707	27	\$76,912	\$45,430	\$75,380	\$60,350	\$64,328
Assistant Accountant (Non-Studying)	84	\$49,926	16	\$45,885	5	\$51,088	8	\$52,598	11	\$50,952	18	\$55,803	\$40,690	\$55,808	\$50,400	\$49,926
Assistant Accountant (Studying)	68	\$51,656	14	\$49,965	7	\$49,864	3	\$51,060	8	\$53,455	14	\$58,972	\$42,000	\$59,780	\$50,350	\$51,656
Audit Manager	3	\$71,083			3	\$66,050	3	\$73,600					\$64,430	\$76,730	\$66,050	\$71,083
Audit Senior	37	\$61,049	4	\$55,025	6	\$54,558	7	\$58,034	4	\$72,658	5	\$66,963	\$52,480	\$70,150	\$59,350	\$61,049
Auditor	207	\$48,986	9	\$49,712	13	\$45,897	11	\$48,550	21	\$51,078	22	\$51,723	\$42,100	\$53,590	\$46,850	\$48,986
Business Services Accountant	220	\$50,408	75	\$50,592	39	\$51,785	9	\$48,789	6	\$52,792	10	\$50,512	\$42,350	\$58,190	\$48,350	\$50,408
Business Services Manager	11	\$84,033	5	\$77,250	3	\$77,425					3	\$95,350	\$73,329	\$95,350	\$80,990	\$84,033
Business Services Senior	33	\$63,941	13	\$62,373	3	\$58,200	5	\$63,350			3	\$89,575	\$54,610	\$74,550	\$61,350	\$63,941
Business Owner/ Director	3	\$125,930	3	\$125,930									\$114,578	\$137,282	\$125,930	\$125,930
CEO / MD																
CFO	6	\$283,943			3	\$145,730			3	\$272,550	3	\$379,883	\$226,110	\$441,350	\$251,450	\$283,943
Company Secretary																
COO																
Corporate Services Manager	3	\$108,850					3	\$108,850					\$108,850	\$108,850	\$108,850	\$108,850
Cost Accountant	5	\$71,049			3	\$69,350	3	\$65,125			3	\$73,590	\$68,465	\$72,503	\$69,350	\$71,049
Finance Director	3	\$131,647							3	\$131,647			\$113,299	\$149,994	\$131,647	\$131,647
Finance Manager	29	\$109,172	3	\$111,183	3	\$112,350	5	\$117,306	8	\$109,420	11	\$109,563	\$85,070	\$136,120	\$109,643	\$109,172
Financial Accountant	87	\$67,371	10	\$61,066	5	\$67,890	9	\$68,440	24	\$71,928	23	\$72,738	\$54,600	\$80,280	\$66,750	\$67,371
Financial Controller (With Accounting Reports)	18	\$122,623	3	\$74,567	3	\$114,625	3		8	\$133,434	4	\$129,762	\$87,390	\$168,110	\$107,890	\$122,623
Financial Controller (Without Accounting Reports)	3															
Forensic/Investigating Accountant	7	\$61,759	3	\$53,560	3	\$49,350					3	\$72,900	\$50,192	\$65,350	\$59,400	\$61,759
Fund Accountant	4	\$75,206					3	\$106,850			3	\$70,290	\$63,010	\$84,914	\$68,987	\$75,206
Group Financial Controller																
Group Accountant	11	\$78,927	3	\$60,700	3	\$95,210	3	\$66,550	3	\$87,112	3	\$83,767	\$61,350	\$95,850	\$78,800	\$78,927
Internal Audit Manager	3	\$114,350											\$114,350	\$114,350	\$114,350	\$114,350
Internal Auditor	18	\$55,261			3	\$43,000	3	\$55,350			6	\$63,953	\$45,330	\$62,068	\$55,350	\$55,261
Management Consultant																
Management Accountant	72	\$76,743	3	\$82,783	3	\$89,513	6	\$78,274	12	\$82,528	39	\$76,743	\$61,480	\$90,270	\$73,570	\$76,743
Partner CA Firm (Public Practice) - big 4																
Partner CA Firm (Public Practice) - other	3	\$83,050	3	\$83,050									\$77,590	\$88,510	\$83,050	\$83,050
Project Accountant	3	\$98,850									3	\$98,850	\$80,790	\$114,930	\$88,950	\$98,850
Sole Practitioner																
Systems Accountant	9	\$82,468	3	\$65,350			3	\$63,363	3	\$86,205	4	\$88,721	\$72,890	\$93,950	\$84,350	\$82,468
Tax Accountant	118	\$53,254	17	\$49,830	6	\$47,483	5	\$59,020	5	\$64,230	18	\$58,135	\$42,850	\$62,530	\$52,350	\$53,254
Tax Manager	7	\$103,430	3	\$85,100	3	\$108,425							\$95,302	\$114,170	\$101,850	\$103,430
Treasurer																
Treasury Accountant	4	\$57,888							3	\$65,350	3	\$58,500	\$54,350	\$61,240	\$57,425	\$57,888
Other Accounting Role	36	\$53,745	7	\$60,929	4	\$50,628	5	\$52,170	3	\$59,075	7	\$62,855	\$39,350	\$62,750	\$50,175	\$53,745
Non Accounting Role	17	\$93,947	3	\$39,655	3	\$95,830	3	\$112,400	3	\$193,850	7	\$99,120	\$80,070	\$107,972	\$95,830	\$93,947
Totals / Averages	1210	\$61,623	204	\$56,125	109	\$58,748	93	\$68,894	127	\$75,402	238	\$75,532				