

Provisional Member of the College of Chartered Accountants

Position	Responses	Total Remuneration	years experience toward CA qualification				Percentile					
			3	2-3	4 or more	20%	80%	Median	Average			
Academic	3	\$71,350		3	\$71,350		\$71,350	\$71,350	\$71,350	\$71,350		
Accounting Manager	24	\$65,624	17	\$62,614	5	\$77,110	3	\$70,000	\$49,850	\$83,340	\$65,175	\$65,624
Analyst (Business/ Finance)	58	\$64,328	30	\$70,474	23	\$54,148	3	\$67,817	\$45,430	\$75,380	\$60,350	\$64,328
Assistant Accountant (Non-Studying)	84	\$49,926	24	\$53,638	51	\$48,363	8	\$47,932	\$40,690	\$55,808	\$50,400	\$49,926
Assistant Accountant (Studying)	68	\$51,656	29	\$53,924	33	\$50,147	5	\$49,260	\$42,000	\$59,780	\$50,350	\$51,656
Audit Manager	3	\$71,083	3	\$74,950			3	\$63,350	\$64,430	\$76,730	\$66,050	\$71,083
Audit Senior	37	\$61,049	34	\$61,346	3	\$47,600			\$52,480	\$70,150	\$59,350	\$61,049
Auditor	207	\$48,986	87	\$53,060	116	\$45,542	4	\$60,256	\$42,100	\$53,590	\$46,850	\$48,986
Business Services Accountant	220	\$50,408	126	\$52,499	82	\$47,044	7	\$50,914	\$42,350	\$58,190	\$48,350	\$50,408
Business Services Manager	11	\$84,033	8	\$82,834	3	\$88,170			\$73,329	\$95,350	\$80,990	\$84,033
Business Services Senior	33	\$63,941	25	\$61,816	6	\$67,083	3	\$81,075	\$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	\$65,350			3	\$272,550	\$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	\$69,825	3	\$69,350	3	\$73,123	\$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	17	\$97,397	8	\$117,851	3	\$135,100	\$85,070	\$136,120	\$109,643	\$109,172
Financial Accountant	87	\$67,371	50	\$70,251	28	\$59,854	8	\$72,934	\$54,600	\$80,280	\$66,750	\$67,371
Financial Controller (With Accounting Reports)	18	\$122,623	10	\$116,914	5	\$131,440	3	\$126,960	\$87,390	\$168,110	\$107,890	\$122,623
Financial Controller (Without Accounting Reports)	3				3							
Forensic/Investigating Accountant	7	\$61,759	3	\$61,420	3	\$62,883	3	\$59,400	\$50,192	\$65,350	\$59,400	\$61,759
Fund Accountant	4	\$75,206	4	\$75,206					\$63,010	\$84,914	\$68,987	\$75,206
Group Financial Controller	3				3		3					
Group Accountant	11	\$78,927	9	\$79,143	3	\$95,210	3	\$60,700	\$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	9	\$57,804	8	\$49,688			\$45,330	\$62,068	\$55,350	\$55,261
Management Consultant												
Management Accountant	72	\$76,743	39	\$79,885	26	\$70,558	3	\$67,350	\$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	\$92,150			3	\$73,950	\$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	4	\$86,317	3	\$78,357	3	\$80,850	\$72,890	\$93,950	\$84,350	\$82,468
Tax Accountant	118	\$53,254	65	\$58,337	45	\$45,990	6	\$47,467	\$42,850	\$62,530	\$52,350	\$53,254
Tax Manager	7	\$103,430	7	\$103,430					\$95,302	\$114,170	\$101,850	\$103,430
Treasurer												
Treasury Accountant	4	\$57,888	3	\$60,850	3	\$54,925			\$54,350	\$61,240	\$57,425	\$57,888
Other Accounting Role	36	\$53,745	11	\$58,008	19	\$49,978	4	\$51,500	\$39,350	\$62,750	\$50,175	\$53,745
Non Accounting Role	17	\$93,947	8	\$111,384	3	\$67,477	5	\$84,720	\$80,070	\$107,972	\$95,830	\$93,947
Totals / Averages	1210	\$61,623	630	\$64,053	476	\$53,606	72	\$72,069				