

2009 REMUNERATION SURVEY

Chartered Accountants			CA Firm (Public Practice) - other											
Position	Responses	Total Remuneration	Years of post entry experience								Percentile			
			0-2		2-5		5-10		>10		20%	80%	Median	Average
Academic														
Accounting Manager	92	\$90,577	11	\$79,678	16	\$84,553	20	\$94,836	45	\$93,491	\$70,780	\$107,800	\$82,830	\$90,577
Analyst (Business/ Finance)														
Assistant Accountant (Non-Studying)														
Assistant Accountant (Studying)														
Audit Manager	39	\$103,919	4	\$89,185	17	\$103,233	17	\$108,372	15	\$102,938	\$79,320	\$125,852	\$106,780	\$103,919
Audit Senior	17	\$66,714	12	\$69,085	5	\$61,024					\$58,980	\$74,276	\$64,780	\$66,714
Auditor	*													
Business Services Accountant	118	\$67,262	52	\$60,602	15	\$74,203	24	\$71,487	27	\$72,477	\$56,280	\$76,700	\$64,970	\$67,262
Business Services Manager	140	\$96,754	22	\$79,693	18	\$92,433	47	\$104,073	53	\$98,814	\$77,798	\$114,040	\$90,130	\$96,754
Business Services Senior	114	\$80,736	30	\$69,498	19	\$77,792	39	\$87,594	26	\$85,568	\$67,200	\$91,280	\$78,230	\$80,736
Business Owner/ Director	50	\$136,190				\$63,780	10	\$125,649	39	\$140,749	\$100,780	\$160,880	\$125,420	\$136,190
CEO / MD														
CFO	*													
Company Secretary	*													
COO														
Corporate Services Manager														
Cost Accountant														
Finance Director														
Finance Manager	*													
Financial Accountant	14	\$68,990	4	\$61,335	4	\$64,868	4	\$81,655		\$67,215	\$57,520	\$76,712	\$68,780	\$68,990
Financial Controller (With Accounting Reports)	4	\$115,625							4	\$115,625	\$100,908	\$132,790	\$121,745	\$115,625
Financial Controller (Without Accounting Reports)	*													
Forensic/Investigating Accountant	5	\$126,360		\$145,780		\$120,780		\$113,980		\$137,280	\$115,160	\$138,980	\$135,280	\$126,360
Fund Accountant														
Group Financial Controller														
Group Accountant														
Internal Audit Manager														
Internal Auditor														
Management Consultant														
Management Accountant														
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more														
Partner CA Firm (Public Practice) - other	160	\$197,332		\$119,300	4	\$125,746	31	\$196,629	123	\$201,106	\$116,432	\$262,501	\$172,130	\$197,332
Project Accountant														
Sole Practitioner	12	\$128,035		\$160,000		\$100,080		\$114,490	8	\$130,920	\$100,016	\$159,396	\$124,440	\$128,035
Systems Accountant	*													
Tax Accountant	26	\$73,259	15	\$68,919		\$82,613	4	\$79,820	4	\$75,960	\$62,630	\$78,780	\$73,960	\$73,259
Tax Manager	21	\$113,194	4	\$94,435		\$85,330	6	\$110,542	10	\$125,075	\$89,780	\$121,780	\$110,780	\$113,194
Treasurer	*													
Treasury Accountant	*													
Other Accounting Role	10	\$95,991		\$69,270		\$100,000		\$117,780	5	\$106,864	\$64,424	\$104,580	\$91,630	\$95,991
Non Accounting Role	6	\$122,516						\$88,980		\$156,052	\$92,080	\$136,325	\$113,805	\$122,516
Totals / Averages	851	\$111,348	165	\$71,279	96	\$83,957	213	\$110,382	377	\$136,406				

*Insufficient data for analysis. For more information please contact: Suzanne Boyd, Randstad 04 494-1345.