

2009 REMUNERATION SURVEY

Chartered Accountants			CA Firm (Public Practice) - other								Percentile				
Position	Responses	Total Remuneration	Size of org								20%	80%	Median	Average	
			0-5M		6-10M		11-25M		26-100M						>100M
Academic															
Accounting Manager	92	\$90,577	64	\$92,659	8	\$88,424	4	85380		\$125,803		\$70,780	\$107,800	\$82,830	\$90,577
Analyst (Business/ Finance)															
Assistant Accountant (Non-Studying)															
Assistant Accountant (Studying)															
Audit Manager	39	\$103,919	17	\$104,138	5	\$114,458	7	\$105,983		\$117,080		\$79,320	\$125,852	\$106,780	\$103,919
Audit Senior	17	\$66,714	6	\$64,230	6	\$71,631		\$67,863		\$56,600		\$58,980	\$74,276	\$64,780	\$66,714
Auditor	*														
Business Services Accountant	118	\$67,262	67	\$68,247	15	\$66,331	7	\$63,969				\$56,280	\$76,700	\$64,970	\$67,262
Business Services Manager	140	\$96,754	86	\$94,874	19	\$92,497	16	\$107,571		\$132,000		\$77,798	\$114,040	\$90,130	\$96,754
Business Services Senior	114	\$80,736	67	\$83,678	18	\$75,127	9	\$71,123		\$77,780		\$67,200	\$91,280	\$78,230	\$80,736
Business Owner/ Director	50	\$136,190	46	\$135,271		\$143,115						\$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	9	\$68,810		\$65,390		\$72,280				\$57,520	\$76,712	\$68,780	\$68,990
Financial Controller (With Accounting Reports)	4	\$115,625				\$97,295		\$139,780		\$128,130		\$100,908	\$132,790	\$121,745	\$115,625
Financial Controller (Without Accounting Reports)	*														
Forensic/Investigating Accountant	5	\$126,360	4	\$121,505								\$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	117	\$168,911	22	\$286,580	12	\$287,888		\$287,830		\$116,432	\$262,501	\$172,130	\$197,332
Project Accountant															
Sole Practitioner	12	\$128,035	9	\$139,047								\$100,016	\$159,396	\$124,440	\$128,035
Systems Accountant	*														
Tax Accountant	26	\$73,259	15	\$70,770		\$101,640		\$67,205				\$62,630	\$78,780	\$73,960	\$73,259
Tax Manager	21	\$113,194	9	\$116,581	7	\$114,189		\$102,640		\$98,890		\$89,780	\$121,780	\$110,780	\$113,194
Treasurer	*														
Treasury Accountant	*														
Other Accounting Role	10	\$95,991	6	\$85,012		\$82,280		\$117,780				\$64,424	\$104,580	\$91,630	\$95,991
Non Accounting Role	6	\$122,516		\$168,163				\$131,830		\$95,780		\$92,080	\$136,325	\$113,805	\$122,516
Totals / Averages	851	\$111,348	532	\$110,179	115	\$125,576	69	\$128,494	17	\$129,474	\$79,780				

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