

2009 REMUNERATION SURVEY

Chartered Accountants

CA Firm (Public Practice) - big 4 Large accounting firms 30 principals or more

Position	Responses	Total Remuneration	Size of org												
			0-5M		6-10M		11-25M		26-100M		>100M		Percentile		
												20%	80%	Median	Average
Academic															
Accounting Manager	15	\$87,101				\$71,400						\$86,877			
Analyst (Business/ Finance)	12	\$71,457	\$50,780				\$84,880	4	\$75,905						
Assistant Accountant (Non-Studying)	*														
Assistant Accountant (Studying)															
Audit Manager	37	\$115,417	\$90,280		\$102,780			8	\$133,670	11	\$118,298	\$83,471	\$145,780	\$103,780	\$115,417
Audit Senior	39	\$66,892	\$66,780		\$52,000		\$75,347	6	\$72,722	6	\$67,392	\$59,980	\$73,980	\$66,780	\$66,892
Auditor	4	\$67,365			\$67,780		\$41,000		\$87,900			\$57,068	\$78,828	\$70,280	\$67,365
Business Services Accountant	17	\$72,155			\$44,210		\$78,390		\$108,780		\$76,280	\$57,180	\$81,880	\$68,000	\$72,155
Business Services Manager	52	\$109,906	\$119,880	5	\$93,741	5	\$113,068	8	\$129,773	9	\$106,170	\$88,668	\$127,456	\$105,530	\$109,906
Business Services Senior	23	\$80,332	\$95,780	4	\$80,460		\$65,280		\$76,000		\$97,847	\$68,112	\$77,068	\$71,030	\$80,332
Business Owner/ Director															
CEO / MD															
CFO															
Company Secretary															
COO															
Corporate Services Manager															
Cost Accountant															
Finance Director															
Finance Manager	*														
Financial Accountant	4	\$78,640			\$65,890							\$61,268	\$91,668	\$67,780	\$78,640
Financial Controller (With Accounting Reports)	*														
Financial Controller (Without Accounting Reports)	*														
Forensic/Investigating Accountant	*														
Fund Accountant															
Group Financial Controller															
Group Accountant															
Internal Audit Manager	*														
Internal Auditor	*														
Management Consultant	6	\$169,839									\$221,380	\$129,280	\$201,480	\$173,562	\$169,839
Management Accountant															
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	15	\$343,287			\$451,925	\$206,987		6	\$313,629		\$621,440	\$169,716	\$471,996	\$265,553	\$343,287
Partner CA Firm (Public Practice) - other	*														
Project Accountant															
Sole Practitioner															
Systems Accountant															
Tax Accountant	25	\$72,682			\$57,780				\$70,780		\$70,780	\$63,927	\$73,128	\$68,980	\$72,682
Tax Manager	39	\$133,203			\$92,280		\$83,480		\$130,113	12	\$154,500	\$92,880	\$169,818	\$123,280	\$133,203
Treasurer															
Treasury Accountant	*														
Other Accounting Role	7	\$145,951					\$258,780		\$147,005		\$81,780	\$90,580	\$197,045	\$132,980	\$145,951
Non Accounting Role	*														
Totals / Averages	313	\$111,621	5	\$84,700	19	\$98,025	21	\$125,256	46	\$136,798	56	\$145,680			

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