

# 2009 REMUNERATION SURVEY

## Chartered Accountants

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

Position	Responses	Total Remuneration	Location						Percentile								
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average	
Academic																	
Accounting Manager	15	\$87,101		\$93,407		\$103,180		\$79,287	7	\$85,891		\$84,020	\$76,940	\$92,409	\$85,615	\$87,101	
Analyst (Business/ Finance)	12	\$71,457	6	\$80,175		\$79,155		\$53,780		\$54,780		\$54,780	\$55,580	\$85,800	\$72,655	\$71,457	
Assistant Accountant (Non-Studying)	*																
Assistant Accountant (Studying)																	
Audit Manager	37	\$115,417	18	\$121,262	10	\$122,628	4	\$102,130	4	\$88,355		\$99,475	\$83,471	\$145,780	\$103,780	\$115,417	
Audit Senior	39	\$66,892	16	\$68,598	7	\$68,219	11	\$62,774		\$78,680		\$61,947	\$59,980	\$73,980	\$66,780	\$66,892	
Auditor	4	\$67,365		\$72,780		\$87,900		\$67,780				\$41,000	\$57,068	\$78,828	\$70,280	\$67,365	
Business Services Accountant	17	\$72,155	8	\$83,808			5	\$60,566	4	\$63,335			\$57,180	\$81,880	\$68,000	\$72,155	
Business Services Manager	52	\$109,906	18	\$117,201	4	\$97,108	15	\$111,259	12	\$103,458		\$102,230	\$88,668	\$127,456	\$105,530	\$109,906	
Business Services Senior	23	\$80,332	12	\$85,008		\$71,270		\$73,013	5	\$78,940			\$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		\$120,000		\$67,780				\$59,000			\$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		\$185,280		\$147,480		\$149,756		\$201,480			\$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	6	\$375,042		\$429,947		\$176,000		\$286,643			\$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	13	\$72,096	5	\$84,930		\$72,780		\$61,853		\$65,603	\$63,927	\$73,128	\$68,980	\$72,682	
Tax Manager	39	\$133,203	16	\$158,242	10	\$122,421	7	\$110,117		\$84,321		\$138,347	\$92,880	\$169,818	\$123,280	\$133,203	
Treasurer																	
Treasury Accountant	*																
Other Accounting Role	7	\$145,951		\$157,847		\$140,780		\$125,780					\$90,580	\$197,045	\$132,980	\$145,951	
Non Accounting Role	*																
<b>Totals / Averages</b>	<b>313</b>	<b>\$111,621</b>	<b>135</b>	<b>\$121,648</b>	<b>55</b>	<b>\$119,078</b>	<b>56</b>	<b>\$92,779</b>	<b>51</b>	<b>\$105,615</b>	<b>16</b>	<b>\$86,478</b>					

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