

2009 REMUNERATION SURVEY

Chartered Accountants

CA Firm (Public Practice) - other

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	92	\$90,577	15	\$107,242	5	\$112,964	19	\$89,107	38	\$85,717	15	\$80,625	\$70,780	\$107,800	\$82,830	\$90,577	
Analyst (Business/ Finance)																	
Assistant Accountant (Non-Studying)																	
Assistant Accountant (Studying)																	
Audit Manager	39	\$103,919	16	\$113,103	6	\$103,229		\$126,780	11	\$88,483	4	\$99,240	\$79,320	\$125,852	\$106,780	\$103,919	
Audit Senior	17	\$66,714	5	\$78,853				\$61,190	8	\$61,585		\$62,405	\$58,980	\$74,276	\$64,780	\$66,714	
Auditor	*																
Business Services Accountant	118	\$67,262	40	\$72,385	6	\$61,005	17	\$64,079	43	\$65,844	12	\$62,903	\$56,280	\$76,700	\$64,970	\$67,262	
Business Services Manager	140	\$96,754	60	\$109,132	11	\$101,294	14	\$81,041	33	\$89,264	22	\$81,963	\$77,798	\$114,040	\$90,130	\$96,754	
Business Services Senior	114	\$80,736	62	\$85,724	4	\$81,835	13	\$77,752	21	\$73,831	14	\$71,462	\$67,200	\$91,280	\$78,230	\$80,736	
Business Owner/ Director	50	\$136,190	11	\$152,771	7	\$137,997	7	\$107,610	24	\$137,378		\$112,680	\$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		\$81,447		\$66,780		\$79,280	6	\$69,537		\$52,747	\$57,520	\$76,712	\$68,780	\$68,990	
Financial Controller (With Accounting Reports)	4	\$115,625		\$133,955						\$115,360		\$79,230	\$100,908	\$132,790	\$121,745	\$115,625	
Financial Controller (Without Accounting Reports)	*																
Forensic/Investigating Accountant	5	\$126,360	5	\$126,360									\$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	46	\$232,181	6	\$202,463	33	\$187,593	55	\$164,102	20	\$223,090	\$116,432	\$262,501	\$172,130	\$197,332	
Project Accountant																	
Sole Practitioner	12	\$128,035		\$131,173		\$146,300		\$160,000	5	\$93,348		\$223,560	\$100,016	\$159,396	\$124,440	\$128,035	
Systems Accountant	*																
Tax Accountant	26	\$73,259	8	\$75,385			5	\$61,812	9	\$78,215	4	\$72,168	\$62,630	\$78,780	\$73,960	\$73,259	
Tax Manager	21	\$113,194	7	\$120,776	5	\$114,128		\$87,555		\$119,253	4	\$107,032	\$89,780	\$121,780	\$110,780	\$113,194	
Treasurer	*																
Treasury Accountant	*																
Other Accounting Role	10	\$95,991	6	\$104,478						\$77,853		\$99,480	\$64,424	\$104,580	\$91,630	\$95,991	
Non Accounting Role	6	\$122,516		\$156,052						\$87,430		\$92,080	\$92,080	\$136,325	\$113,805	\$122,516	
Totals / Averages	851	\$111,348	300	\$120,093	55	\$115,727	116	\$111,819	270	\$101,737	110	\$108,405					

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