

2009 REMUNERATION SURVEY

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

Position	Responses	Total Remuneration	Years of post entry experience								Percentile			
			0-2		2-5		5-10		>10		20%	80%	Median	Average
Academic														
Accounting Manager	15	\$87,101	4	\$81,374	6	\$86,636		\$101,963		\$77,660	\$76,940	\$92,409	\$85,615	\$87,101
Analyst (Business/ Finance)	12	\$71,457	9	\$74,116		\$63,480					\$55,580	\$85,800	\$72,655	\$71,457
Assistant Accountant (Non-Studying)	*													
Assistant Accountant (Studying)														
Audit Manager	37	\$115,417	11	\$84,984	11	\$100,578	10	\$130,955	5	\$183,937	\$83,471	\$145,780	\$103,780	\$115,417
Audit Senior	39	\$66,892	34	\$67,429	5	\$63,240					\$59,980	\$73,980	\$66,780	\$66,892
Auditor	4	\$67,365	4	\$67,365							\$57,068	\$78,828	\$70,280	\$67,365
Business Services Accountant	17	\$72,155	12	\$68,298		\$59,330				\$114,530	\$57,180	\$81,880	\$68,000	\$72,155
Business Services Manager	52	\$109,906	6	\$88,783	5	\$97,957	24	\$109,512	17	\$121,431	\$88,668	\$127,456	\$105,530	\$109,906
Business Services Senior	23	\$80,332	13	\$67,941	4	\$96,503	5	\$96,524		\$95,780	\$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		\$64,853						\$120,000	\$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						\$129,280	5	\$177,950	\$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				\$250,980		\$217,570	11	\$382,928	\$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	18	\$68,813	6	\$69,607				\$160,780	\$63,927	\$73,128	\$68,980	\$72,682
Tax Manager	39	\$133,203	7	\$84,255	4	\$101,771	16	\$138,060	12	\$165,758	\$92,880	\$169,818	\$123,280	\$133,203
Treasurer														
Treasury Accountant	*													
Other Accounting Role	7	\$145,951		\$81,780		\$65,780		\$147,005	4	\$181,774	\$90,580	\$197,045	\$132,980	\$145,951
Non Accounting Role	*													
Totals / Averages	313	\$111,621	128	\$74,046	52	\$91,684	66	\$124,202	67	\$186,487				

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