

2009 REMUNERATION SURVEY

Chartered Accountants

Construction, Property, Industrial & Manufacturing Including Energy

| 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 | 28 | \$112,307 | 10 | \$121,242 | 5 | \$103,595 | | \$91,813 | 8 | \$115,519 | | \$107,305 | \$98,102 | \$122,948 | \$110,489 | \$112,307 | | | | |
| Analyst (Business/ Finance) | 15 | \$113,218 | 9 | \$112,120 | | \$113,453 | | \$78,356 | | \$135,240 | | | \$92,140 | \$131,328 | \$107,996 | \$113,218 | | | | |
| Assistant Accountant (Non-Studying) | | | | | | | | | | | | | | | | | | | | |
| Assistant Accountant (Studying) | | | | | | | | | | | | | | | | | | | | |
| Audit Manager | | | | | | | | | | | | | | | | | | | | |
| Audit Senior | | | | | | | | | | | | | | | | | | | | |
| Auditor | | | | | | | | | | | | | | | | | | | | |
| Business Services Accountant | * | | | | | | | | | | | | | | | | | | | |
| Business Services Manager | 4 | \$111,823 | | | | | | \$135,180 | | \$104,037 | | | \$97,942 | \$125,040 | \$110,165 | \$111,823 | | | | |
| Business Services Senior | * | | | | | | | | | | | | | | | | | | | |
| Business Owner/ Director | * | | | | | | | | | | | | | | | | | | | |
| CEO / MD | 18 | \$329,019 | 10 | \$422,978 | | | 4 | \$230,200 | | \$196,325 | | \$182,780 | \$182,940 | \$318,860 | \$255,983 | \$329,019 | | | | |
| CFO | 91 | \$239,402 | 47 | \$243,696 | 8 | \$241,624 | 18 | \$243,580 | 13 | \$219,166 | 5 | \$233,063 | \$166,280 | \$288,050 | \$228,990 | \$239,402 | | | | |
| Company Secretary | 8 | \$180,194 | | \$198,289 | | | | \$146,030 | | \$154,674 | | \$245,280 | \$153,192 | \$221,580 | \$168,074 | \$180,194 | | | | |
| COO | 12 | \$266,707 | 8 | \$249,510 | | | | \$298,480 | | \$384,520 | | \$136,880 | \$179,700 | \$328,196 | \$273,980 | \$266,707 | | | | |
| Corporate Services Manager | 9 | \$157,309 | | \$123,480 | 4 | \$142,726 | | | | \$220,780 | | \$166,873 | \$129,830 | \$186,179 | \$136,080 | \$157,309 | | | | |
| Cost Accountant | 4 | \$114,475 | | \$112,430 | | | | \$113,640 | | \$119,400 | | | \$108,896 | \$120,872 | \$116,520 | \$114,475 | | | | |
| Finance Director | 14 | \$175,753 | 10 | \$181,820 | | \$154,890 | | \$165,780 | | | | \$166,780 | \$152,357 | \$202,628 | \$170,140 | \$175,753 | | | | |
| Finance Manager | 125 | \$137,786 | 63 | \$140,763 | 14 | \$141,477 | 12 | \$135,461 | 26 | \$137,374 | 10 | \$117,730 | \$109,468 | \$164,636 | \$132,012 | \$137,786 | | | | |
| Financial Accountant | 60 | \$93,051 | 16 | \$102,890 | 4 | \$94,960 | 12 | \$88,938 | 21 | \$88,052 | 7 | \$91,514 | \$79,560 | \$99,756 | \$89,790 | \$93,051 | | | | |
| Financial Controller (With Accounting Reports) | 111 | \$152,363 | 59 | \$162,813 | 5 | \$136,280 | 17 | \$133,751 | 25 | \$149,830 | 5 | \$121,081 | \$113,280 | \$179,110 | \$146,780 | \$152,363 | | | | |
| Financial Controller (Without Accounting Reports) | 19 | \$129,628 | 8 | \$157,843 | | \$90,490 | | \$99,566 | 4 | \$114,245 | | \$121,033 | \$104,996 | \$145,160 | \$118,295 | \$129,628 | | | | |
| Forensic/Investigating Accountant | * | | | | | | | | | | | | | | | | | | | |
| Fund Accountant | | | | | | | | | | | | | | | | | | | | |
| Group Financial Controller | 20 | \$175,178 | 11 | \$169,931 | | | | \$179,857 | 4 | \$198,165 | | \$151,040 | \$134,960 | \$213,348 | \$170,890 | \$175,178 | | | | |
| Group Accountant | 16 | \$112,955 | 5 | \$113,134 | | \$124,580 | 5 | \$93,640 | 4 | \$114,514 | | \$190,780 | \$87,780 | \$128,780 | \$111,475 | \$112,955 | | | | |
| Internal Audit Manager | 5 | \$171,171 | | \$189,994 | | | | \$95,880 | | | | | \$109,944 | \$228,512 | \$158,375 | \$171,171 | | | | |
| Internal Auditor | | | | | | | | | | | | | | | | | | | | |
| Management Consultant | | \$166,755 | | \$214,355 | | | | \$197,530 | | \$88,380 | | | \$132,040 | \$207,625 | \$197,530 | \$166,755 | | | | |
| Management Accountant | 64 | \$99,065 | 24 | \$100,847 | 9 | \$101,420 | 10 | \$101,186 | 13 | \$96,777 | 8 | \$92,133 | \$81,380 | \$109,388 | \$93,080 | \$99,065 | | | | |
| Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more | | | | | | | | | | | | | | | | | | | | |
| Partner CA Firm (Public Practice) - other | * | | | | | | | | | | | | | | | | | | | |
| Project Accountant | 4 | \$86,912 | | \$93,280 | | | | \$88,890 | | \$76,589 | | | \$81,036 | \$93,480 | \$88,640 | \$86,912 | | | | |
| Sole Practitioner | | | | | | | | | | | | | | | | | | | | |
| Systems Accountant | 4 | \$137,210 | 4 | \$137,210 | | | | | | | | | \$123,116 | \$150,600 | \$135,450 | \$137,210 | | | | |
| Tax Accountant | * | | | | | | | | | | | | | | | | | | | |
| Tax Manager | 5 | \$205,771 | | \$179,930 | | \$196,705 | | | | \$275,584 | | | \$167,536 | \$257,077 | \$185,680 | \$205,771 | | | | |
| Treasurer | * | | | | | | | | | | | | | | | | | | | |
| Treasury Accountant | * | | | | | | | | | | | | | | | | | | | |
| Other Accounting Role | 7 | \$181,943 | 5 | \$201,956 | | | | \$131,910 | | | | | \$121,420 | \$195,182 | \$151,578 | \$181,943 | | | | |
| Non Accounting Role | 42 | \$202,456 | 18 | \$216,306 | 4 | \$197,801 | 9 | \$192,407 | 10 | \$193,825 | | \$148,530 | \$129,880 | \$257,652 | \$174,230 | \$202,456 | | | | |
| Totals / Averages | 706 | \$157,593 | 334 | \$171,994 | 67 | \$144,069 | 108 | \$151,076 | 145 | \$143,963 | 52 | \$134,070 | | | | | | | | |

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