

2009 REMUNERATION SURVEY

Chartered Accountants Construction, Property, Industrial & Manufacturing Including Energy

Position	Responses	Total Remuneration	Years of post entry experience				Percentile							
			0-2	2-5	5-10	>10	20%	80%	Median	Average				
Academic														
Accounting Manager	28	\$112,307		\$100,780	\$103,500	10	\$103,331	16	\$119,188	\$98,102	\$122,948	\$110,489	\$112,307	
Analyst (Business/ Finance)	15	\$113,218		\$96,930	\$99,460		\$116,630	7	\$122,667	\$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			\$118,280		\$96,915	\$97,942	\$125,040	\$110,165	\$111,823	
Business Services Senior	*													
Business Owner/ Director	*													
CEO / MD	18	\$329,019						18	\$329,019	\$182,940	\$318,860	\$255,983	\$329,019	
CFO	91	\$239,402		\$250,780		5	\$198,566	85	\$241,670	\$166,280	\$288,050	\$228,990	\$239,402	
Company Secretary	8	\$180,194					\$114,280	7	\$189,611	\$153,192	\$221,580	\$168,074	\$180,194	
COO	12	\$266,707					\$157,830	10	\$288,482	\$179,700	\$328,196	\$273,980	\$266,707	
Corporate Services Manager	9	\$157,309					\$173,880	6	\$149,024	\$129,830	\$186,179	\$136,080	\$157,309	
Cost Accountant	4	\$114,475		\$101,780			\$119,400		\$118,360	\$108,896	\$120,872	\$116,520	\$114,475	
Finance Director	14	\$175,753					\$235,500	13	\$171,157	\$152,357	\$202,628	\$170,140	\$175,753	
Finance Manager	125	\$137,786	8	\$122,075	10	\$107,408	28	\$135,791	79	\$143,930	\$109,468	\$164,636	\$132,012	\$137,786
Financial Accountant	60	\$93,051	16	\$89,611		\$120,697	15	\$94,803	27	\$92,068	\$79,560	\$99,756	\$89,790	\$93,051
Financial Controller (With Accounting Reports)	111	\$152,363	4	\$133,910		\$113,580	22	\$131,373	83	\$159,751	\$113,280	\$179,110	\$146,780	\$152,363
Financial Controller (Without Accounting Reports)	19	\$129,628					\$85,372	18	\$132,087	\$104,996	\$145,160	\$118,295	\$129,628	
Forensic/Investigating Accountant	*													
Fund Accountant														
Group Financial Controller	20	\$175,178				\$104,180		\$180,713	16	\$178,577	\$134,960	\$213,348	\$170,890	\$175,178
Group Accountant	16	\$112,955		\$105,280		\$80,047	6	\$103,815	5	\$146,740	\$87,780	\$128,780	\$111,475	\$112,955
Internal Audit Manager	5	\$171,171		\$95,880					4	\$189,994	\$109,944	\$228,512	\$158,375	\$171,171
Internal Auditor														
Management Consultant		\$166,755				\$197,530		\$88,380		\$214,355	\$132,040	\$207,625	\$197,530	\$166,755
Management Accountant	64	\$99,065	12	\$89,840	10	\$90,167	18	\$100,628	24	\$106,212	\$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		\$93,780		\$76,589		\$93,280		\$84,000	\$81,036	\$93,480	\$88,640	\$86,912
Sole Practitioner														
Systems Accountant	4	\$137,210						\$127,900		\$140,313	\$123,116	\$150,600	\$135,450	\$137,210
Tax Accountant	*													
Tax Manager	5	\$205,771						\$185,680	4	\$210,794	\$167,536	\$257,077	\$185,680	\$205,771
Treasurer	*													
Treasury Accountant	*													
Other Accounting Role	7	\$181,943				\$125,973			4	\$223,920	\$121,420	\$195,182	\$151,578	\$181,943
Non Accounting Role	42	\$202,456		\$130,780				\$151,030	39	\$206,931	\$129,880	\$257,652	\$174,230	\$202,456
Totals / Averages	706	\$157,593	55	\$103,052	39	\$102,104	129	\$125,295	483	\$176,911				

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