

2009 REMUNERATION SURVEY

Chartered Accountants			Consumer including FMCG																	
Position	Responses	Total Remuneration	Size of org										Percentile							
			0-5M	6-10M	11-25M	26-100M	>100M	20%	80%	Median	Average									
Academic																				
Accounting Manager	5	\$114,134								5	\$114,134	\$108,944	\$118,870	\$115,780	\$114,134					
Analyst (Business/ Finance)	4	\$143,823								4	\$143,823	\$131,671	\$159,292	\$152,116	\$143,823					
Assistant Accountant (Non-Studying)																				
Assistant Accountant (Studying)																				
Audit Manager																				
Audit Senior																				
Auditor																				
Business Services Accountant																				
Business Services Manager																				
Business Services Senior																				
Business Owner/ Director	5	\$171,872	\$94,530						\$223,433			\$104,580	\$210,424	\$126,020	\$171,872					
CEO / MD	9	\$256,838	\$80,695	\$207,380		\$255,580		\$283,870		\$580,000		\$160,744	\$299,288	\$248,780	\$256,838					
CFO	25	\$242,121	\$200,400			\$235,865		\$166,933	7	\$280,825	15	\$188,170	\$311,740	\$230,780	\$242,121					
Company Secretary	*																			
COO	*																			
Corporate Services Manager																				
Cost Accountant																				
Finance Director	5	\$227,510				\$180,980				\$258,530		\$175,700	\$282,720	\$270,780	\$227,510					
Finance Manager	26	\$128,192	\$88,280	\$102,980		\$142,280	10	\$126,477	12	\$135,709	\$104,399	\$151,480	\$118,925	\$128,192						
Financial Accountant	6	\$94,519						\$104,280		\$92,541	\$80,930	\$113,780	\$89,922	\$94,519						
Financial Controller (With Accounting Reports)	41	\$145,641		5	\$120,242	9	\$115,716	15	\$141,205	11	\$185,162	\$114,280	\$172,780	\$144,820	\$145,641					
Financial Controller (Without Accounting Reports)	6	\$127,130			\$110,780		\$127,812			\$157,780		\$95,280	\$145,820	\$135,559	\$127,130					
Forensic/Investigating Accountant																				
Fund Accountant																				
Group Financial Controller	4	\$132,536				\$84,285		\$95,500		\$175,180	\$91,014	\$171,260	\$125,540	\$132,536						
Group Accountant	6	\$93,212	\$76,280	\$78,080		\$102,280				\$100,878	\$78,080	\$102,280	\$93,080	\$93,212						
Internal Audit Manager																				
Internal Auditor																				
Management Consultant																				
Management Accountant	10	\$106,131						\$95,689	7	\$110,606	\$90,516	\$120,419	\$102,010	\$106,131						
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																				
Partner CA Firm (Public Practice) - other																				
Project Accountant	*																			
Sole Practitioner																				
Systems Accountant	*																			
Tax Accountant	*																			
Tax Manager	*																			
Treasurer																				
Treasury Accountant																				
Other Accounting Role																				
Non Accounting Role	8	\$252,175	\$94,300							7	\$274,729	\$135,492	\$257,040	\$164,340	\$252,175					
Totals / Averages	168	\$164,588	8	\$101,214	10	\$121,121	22	\$146,753	45	\$150,782	79	\$191,954								

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