

2009 REMUNERATION SURVEY

Chartered Accountants			Consumer including FMCG																	
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	5	\$114,134		\$115,780		\$109,353		\$126,830						\$108,944	\$118,870	\$115,780	\$114,134			
Analyst (Business/ Finance)	4	\$143,823		\$157,504				\$102,780						\$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		\$169,280				\$126,020		\$77,780		\$243,140		\$104,580	\$210,424	\$126,020	\$171,872			
CEO / MD	9	\$256,838	8	\$277,594				\$90,790						\$160,744	\$299,288	\$248,780	\$256,838			
CFO	25	\$242,121	15	\$249,464	5	\$263,678		\$202,255		\$242,780		\$172,695		\$188,170	\$311,740	\$230,780	\$242,121			
Company Secretary	*																			
COO	*																			
Corporate Services Manager																				
Cost Accountant																				
Finance Director	5	\$227,510		\$291,630						\$184,763				\$175,700	\$282,720	\$270,780	\$227,510			
Finance Manager	26	\$128,192	16	\$134,349		\$109,013		\$130,850		\$128,502		\$104,581		\$104,399	\$151,480	\$118,925	\$128,192			
Financial Accountant	6	\$94,519		\$91,163		\$99,422				\$94,780				\$80,930	\$113,780	\$89,922	\$94,519			
Financial Controller (With Accounting Reports)	41	\$145,641	27	\$156,251		\$156,220	4	\$129,378		\$122,947	5	\$110,740		\$114,280	\$172,780	\$144,820	\$145,641			
Financial Controller (Without Accounting Reports)	6	\$127,130		\$95,280				\$125,613				\$145,329		\$95,280	\$145,820	\$135,559	\$127,130			
Forensic/Investigating Accountant																				
Fund Accountant																				
Group Financial Controller	4	\$132,536		\$175,180						\$84,285		\$95,500		\$91,014	\$171,260	\$125,540	\$132,536			
Group Accountant	6	\$93,212		\$97,604				\$90,780				\$78,080		\$78,080	\$102,280	\$93,080	\$93,212			
Internal Audit Manager																				
Internal Auditor																				
Management Consultant																				
Management Accountant	10	\$106,131	7	\$105,453				\$107,714						\$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	6	\$267,507		\$153,480		\$258,880						\$135,492	\$257,040	\$164,340	\$252,175			
Totals / Averages	168	\$164,588	100	\$176,736	18	\$164,289	21	\$144,074	14	\$138,257	15	\$137,251								

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