

2009 REMUNERATION SURVEY

Chartered Accountants			Consumer including FMCG											
Position	Responses	Total Remuneration	Years of post entry experience											
			0-2		2-5		5-10		>10		Percentile			
										20%	80%	Median	Average	
Academic														
Accounting Manager	5	\$114,134		\$114,030		\$107,890		\$126,830		\$108,944	\$118,870	\$115,780	\$114,134	
Analyst (Business/ Finance)	4	\$143,823					\$102,780		\$157,504	\$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				\$375,000			4	\$121,090	\$104,580	\$210,424	\$126,020	\$171,872
CEO / MD	9	\$256,838							9	\$256,838	\$160,744	\$299,288	\$248,780	\$256,838
CFO	25	\$242,121					\$196,657		22	\$248,321	\$188,170	\$311,740	\$230,780	\$242,121
Company Secretary	*													
COO	*													
Corporate Services Manager														
Cost Accountant														
Finance Director	5	\$227,510							5	\$227,510	\$175,700	\$282,720	\$270,780	\$227,510
Finance Manager	26	\$128,192		\$101,052			9	\$126,493	14	\$135,100	\$104,399	\$151,480	\$118,925	\$128,192
Financial Accountant	6	\$94,519		\$68,780				\$86,925		\$118,780	\$80,930	\$113,780	\$89,922	\$94,519
Financial Controller (With Accounting Reports)	41	\$145,641		\$147,155		\$148,880	14	\$127,415	23	\$156,322	\$114,280	\$172,780	\$144,820	\$145,641
Financial Controller (Without Accounting Reports)	6	\$127,130						\$94,030	4	\$143,679	\$95,280	\$145,820	\$135,559	\$127,130
Forensic/Investigating Accountant														
Fund Accountant														
Group Financial Controller	4	\$132,536								\$132,536	\$91,014	\$171,260	\$125,540	\$132,536
Group Accountant	6	\$93,212		\$90,780		\$76,280		\$116,474		\$91,913	\$78,080	\$102,280	\$93,080	\$93,212
Internal Audit Manager														
Internal Auditor														
Management Consultant														
Management Accountant	10	\$106,131	4	\$95,842		\$105,000		\$123,548	4	\$112,349	\$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		\$123,500		\$94,300			6	\$299,933	\$135,492	\$257,040	\$164,340	\$252,175
Totals / Averages	168	\$164,588	15	\$105,516	8	\$145,515	36	\$126,580	109	\$186,670				

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