

2009 REMUNERATION SURVEY

Chartered Accountants			Contractor and Temporary Employee Analysis - New Zealand								Overseas Analysis (NZD)						
Position	Responses	Total Remuneration	Location								Percentile						
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		Total Responses	Average Remuneration	20%	80%	Median
Academic		\$150										1	\$89	\$150	\$150	\$150	\$150
Accounting Manager	4	\$57							\$53			1	\$131	\$51	\$63	\$54	\$57
Analyst (Business/ Finance)	19	\$69	14	\$64				\$94				23	\$112	\$52	\$82	\$65	\$69
Assistant Accountant (Non-Studying)												1	\$71				
Assistant Accountant (Studying)																	
Audit Manager		\$88		\$95								1	\$147	\$84	\$93	\$90	\$88
Audit Senior																	
Auditor												3	\$57				
Business Services Accountant	4	\$52		\$60					\$39			1	\$131	\$46	\$58	\$50	\$52
Business Services Manager		\$52		\$55					\$45					\$47	\$56	\$50	\$52
Business Services Senior	5	\$44		\$43					\$45					\$39	\$48	\$40	\$44
Business Owner/ Director	13	\$130		\$88	4	\$179		\$105	4	\$121		1	\$158	\$83	\$162	\$100	\$130
CEO / MD		\$158		\$116					\$200					\$133	\$183	\$158	\$158
CFO	12	\$95	5	\$80	4	\$105		\$123			\$75	3	\$146	\$76	\$120	\$100	\$95
Company Secretary		\$100							\$100			1	\$190	\$100	\$100	\$100	\$100
COO	*																
Corporate Services Manager		\$70							\$70			1	\$76	\$70	\$70	\$70	\$70
Cost Accountant		\$58		\$52					\$70			1	\$97	\$51	\$66	\$59	\$58
Finance Director	4	\$115	4	\$115								1	\$118	\$94	\$135	\$113	\$115
Finance Manager	23	\$72	10	\$76	7	\$71		\$58	4	\$74		14	\$111	\$52	\$88	\$70	\$72
Financial Accountant	27	\$55	15	\$56	4	\$53		\$76	6	\$48		13	\$81	\$40	\$63	\$52	\$55
Financial Controller (With Accounting Reports)	10	\$69	5	\$69				\$68		\$65		4	\$129	\$57	\$80	\$65	\$69
Financial Controller (Without Accounting Reports)	14	\$74	9	\$75				\$49		\$98		4	\$97	\$56	\$77	\$70	\$74
Forensic/Investigating Accountant		\$53						\$53						\$48	\$57	\$53	\$53
Fund Accountant												3	\$90				
Group Financial Controller		\$62								\$48	\$75	2	\$153	\$53	\$70	\$62	\$62
Group Accountant		\$66		\$67						\$65		6	\$91	\$61	\$71	\$65	\$66
Internal Audit Manager												1	\$100				
Internal Auditor		\$60		\$60								2	\$95	\$60	\$60	\$60	\$60
Management Consultant	22	\$125	12	\$111	5	\$147		\$180		\$93	\$150	9	\$221	\$91	\$150	\$105	\$125
Management Accountant	9	\$55		\$52		\$66		\$48		\$45		15	\$85	\$48	\$61	\$50	\$55
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																	
Partner CA Firm (Public Practice) - other																	
Project Accountant	11	\$70	4	\$75	4	\$66				\$67		18	\$118	\$60	\$80	\$65	\$70
Sole Practitioner	4	\$169		\$203						\$65				\$55	\$262	\$118	\$169
Systems Accountant	4	\$103		\$98		\$108						6	\$144	\$81	\$124	\$103	\$103
Tax Accountant	4	\$55		\$54				\$42			\$70	3	\$83	\$36	\$74	\$56	\$55
Tax Manager	4	\$116	4	\$116								1	\$92	\$82	\$154	\$125	\$116
Treasurer		\$0		\$0										\$0	\$0	\$0	\$0
Treasury Accountant		\$50		\$50								1	\$87	\$50	\$50	\$50	\$50
Other Accounting Role	16	\$149	10	\$174				\$114		\$45		5	\$135	\$55	\$150	\$89	\$149
Non Accounting Role	27	\$94	10	\$90	11	\$111		\$65		\$94	\$50	7	\$133	\$56	\$122	\$80	\$94
Totals / Averages	260	\$87	129	\$87	61	\$96	26	\$86	37	\$75	7	\$74	153	\$115			

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