

2009 REMUNERATION SURVEY

Chartered Accountants			Financial Services					Percentile					
Position	Responses	Total Remuneration	Location					20%	80%	Median	Average		
			AKL & Region	WGTV & Region	CHCH & Region	NTH ISL REGIONAL	STH ISL REGIONAL						
Academic													
Accounting Manager	14	\$134,287	9	\$144,320		\$136,024	\$87,280	\$85,780		\$94,492	\$174,140	\$134,576	\$134,287
Analyst (Business/ Finance)	22	\$108,895	16	\$108,133	6	\$110,925				\$79,217	\$130,624	\$104,200	\$108,895
Assistant Accountant (Non-Studying)													
Assistant Accountant (Studying)													
Audit Manager													
Audit Senior													
Auditor													
Business Services Accountant													
Business Services Manager													
Business Services Senior													
Business Owner/ Director	6	\$175,803		\$134,380		\$182,330	\$229,580	\$191,820		\$171,880	\$199,980	\$192,300	\$175,803
CEO / MD	11	\$349,532	5	\$514,580		\$165,630	\$226,180	\$213,890		\$165,630	\$355,780	\$258,580	\$349,532
CFO	39	\$249,661	22	\$271,257	9	\$232,936	\$230,860	\$222,011	\$178,711	\$176,399	\$310,433	\$211,030	\$249,661
Company Secretary													
COO	8	\$178,264	6	\$183,175		\$163,530				\$146,459	\$211,360	\$174,807	\$178,264
Corporate Services Manager													
Cost Accountant													
Finance Director	6	\$285,403		\$330,627		\$240,180				\$275,780	\$350,000	\$319,420	\$285,403
Finance Manager	37	\$140,826	23	\$141,845	11	\$136,759		\$113,700	\$165,030	\$113,507	\$161,580	\$129,480	\$140,826
Financial Accountant	32	\$95,369	21	\$92,817	9	\$98,577	\$114,680	\$100,780		\$79,400	\$112,714	\$93,125	\$95,369
Financial Controller (With Accounting Reports)	24	\$158,446	17	\$156,715	5	\$166,254	\$196,500		\$110,780	\$130,764	\$192,084	\$160,202	\$158,446
Financial Controller (Without Accounting Reports)	7	\$143,186		\$147,268		\$167,390	\$111,103	\$150,780		\$118,425	\$152,380	\$150,780	\$143,186
Forensic/Investigating Accountant	*												
Fund Accountant	6	\$87,633	4	\$88,260		\$86,380				\$72,780	\$100,000	\$86,510	\$87,633
Group Financial Controller	4	\$243,658		\$257,130		\$263,780		\$196,592		\$232,105	\$260,600	\$257,130	\$243,658
Group Accountant	6	\$107,688		\$96,278		\$100,757	\$155,780			\$87,055	\$116,780	\$100,757	\$107,688
Internal Audit Manager	12	\$150,564	4	\$159,468	6	\$156,358	\$115,373			\$114,696	\$183,954	\$132,390	\$150,564
Internal Auditor													
Management Consultant	*												
Management Accountant	19	\$102,747	15	\$107,054		\$95,000	\$79,180	\$86,108		\$79,351	\$107,493	\$96,354	\$102,747
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more													
Partner CA Firm (Public Practice) - other													
Project Accountant													
Sole Practitioner													
Systems Accountant	4	\$107,760		\$102,847		\$122,500				\$99,800	\$118,768	\$115,380	\$107,760
Tax Accountant	6	\$113,262	4	\$125,048		\$89,690				\$92,330	\$143,980	\$106,780	\$113,262
Tax Manager	7	\$135,289		\$121,780	5	\$140,692				\$97,756	\$137,980	\$123,980	\$135,289
Treasurer	*												
Treasury Accountant	5	\$95,480		\$103,017		\$107,570			\$60,780	\$84,780	\$108,212	\$107,490	\$95,480
Other Accounting Role	5	\$134,562		\$110,780			\$102,690	\$174,280		\$102,308	\$173,500	\$120,780	\$134,562
Non Accounting Role	54	\$201,866	30	\$222,280	18	\$185,047	\$167,900	\$126,780	\$135,530	\$138,580	\$242,340	\$178,718	\$201,866
Totals / Averages	354	\$163,898	210	\$169,090	100	\$155,500	20	\$164,673	15	\$157,254	9	\$145,424	

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