

2009 REMUNERATION SURVEY

Chartered Accountants			Financial Services											
Position	Responses	Total Remuneration	Years of post entry experience								Percentile			
			0-2		2-5		5-10		>10		20%	80%	Median	Average
Academic														
Accounting Manager	14	\$134,287		\$99,300			7	\$128,300	6	\$147,102	\$94,492	\$174,140	\$134,576	\$134,287
Analyst (Business/ Finance)	22	\$108,895	10	\$86,716		\$118,760		\$113,530	7	\$135,025	\$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					\$229,580		5	\$165,048	\$171,880	\$199,980	\$192,300	\$175,803
CEO / MD	11	\$349,532		\$117,780			\$293,230		8	\$392,576	\$165,630	\$355,780	\$258,580	\$349,532
CFO	39	\$249,661		\$307,388		\$122,480	\$170,058		35	\$256,195	\$176,399	\$310,433	\$211,030	\$249,661
Company Secretary														
COO	8	\$178,264					\$129,000		7	\$185,302	\$146,459	\$211,360	\$174,807	\$178,264
Corporate Services Manager														
Cost Accountant														
Finance Director	6	\$285,403							6	\$285,403	\$275,780	\$350,000	\$319,420	\$285,403
Finance Manager	37	\$140,826		\$122,563			16	\$135,195	18	\$148,875	\$113,507	\$161,580	\$129,480	\$140,826
Financial Accountant	32	\$95,369	11	\$83,126	6	\$87,348	7	\$109,269	8	\$106,058	\$79,400	\$112,714	\$93,125	\$95,369
Financial Controller (With Accounting Reports)	24	\$158,446		\$172,680			9	\$138,435	14	\$170,293	\$130,764	\$192,084	\$160,202	\$158,446
Financial Controller (Without Accounting Reports)	7	\$143,186					\$146,330		5	\$141,928	\$118,425	\$152,380	\$150,780	\$143,186
Forensic/Investigating Accountant	*													
Fund Accountant	6	\$87,633	4	\$78,950						\$105,000	\$72,780	\$100,000	\$86,510	\$87,633
Group Financial Controller	4	\$243,658							4	\$243,658	\$232,105	\$260,600	\$257,130	\$243,658
Group Accountant	6	\$107,688				\$94,296	\$103,730			\$155,780	\$87,055	\$116,780	\$100,757	\$107,688
Internal Audit Manager	12	\$150,564		\$145,230		\$130,780	5	\$130,081	5	\$176,070	\$114,696	\$183,954	\$132,390	\$150,564
Internal Auditor														
Management Consultant	*													
Management Accountant	19	\$102,747	5	\$78,904		\$102,420	8	\$93,831	4	\$150,548	\$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		\$77,780			\$116,280			\$118,490	\$99,800	\$118,768	\$115,380	\$107,760
Tax Accountant	6	\$113,262		\$92,330		\$78,600	\$143,980			\$121,553	\$92,330	\$143,980	\$106,780	\$113,262
Tax Manager	7	\$135,289		\$110,780			\$115,508	5	\$115,508	\$258,700	\$97,756	\$137,980	\$123,980	\$135,289
Treasurer	*													
Treasury Accountant	5	\$95,480		\$107,530		\$75,780	\$110,780				\$84,780	\$108,212	\$107,490	\$95,480
Other Accounting Role	5	\$134,562				\$120,780	\$172,980			\$126,350	\$102,308	\$173,500	\$120,780	\$134,562
Non Accounting Role	54	\$201,866		\$166,980		\$275,380	7	\$154,971	45	\$208,303	\$138,580	\$242,340	\$178,718	\$201,866
Totals / Averages	354	\$163,898	46	\$97,690	24	\$108,717	85	\$134,409	199	\$198,453				

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