

# 2009 REMUNERATION SURVEY

## Chartered Accountants

## Government, Health, Education

Position	Responses	Total Remuneration	Location										Percentile			
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average
Academic	46	\$105,691	17	\$113,303	7	\$97,785	6	\$110,352	11	\$105,109	5	\$86,562	\$77,843	\$135,980	\$93,500	\$105,691
Accounting Manager	24	\$111,521	5	\$97,685	12	\$125,355		\$98,880		\$90,430		\$115,896	\$87,447	\$131,280	\$107,080	\$111,521
Analyst (Business/ Finance)	39	\$100,600	10	\$104,226	13	\$104,508		\$119,413	6	\$94,865	7	\$85,017	\$81,280	\$111,720	\$99,300	\$100,600
Assistant Accountant (Non-Studying)	*															
Assistant Accountant (Studying)	*															
Audit Manager	17	\$120,990		\$170,125	5	\$136,395	4	\$99,586	5	\$111,512		\$78,701	\$89,960	\$145,626	\$116,000	\$120,990
Audit Senior	13	\$96,048		\$81,158	7	\$109,105		\$90,020		\$77,518			\$79,780	\$114,580	\$92,780	\$96,048
Auditor	32	\$70,970	10	\$67,782	7	\$73,416		\$76,947	10	\$70,779		\$70,345	\$65,656	\$78,236	\$70,845	\$70,970
Business Services Accountant	*															
Business Services Manager	10	\$97,233		\$113,311		\$68,167		\$116,780		\$103,705			\$90,030	\$117,140	\$107,558	\$97,233
Business Services Senior	*															
Business Owner/ Director	*															
CEO / MD	17	\$250,178			5	\$303,602	5	\$276,940	6	\$199,803		\$151,500	\$174,190	\$307,980	\$250,180	\$250,178
CFO	79	\$214,309	18	\$248,001	33	\$223,454	8	\$228,031	17	\$159,846		\$183,597	\$150,140	\$239,960	\$190,780	\$214,309
Company Secretary	*															
COO	*															
Corporate Services Manager	32	\$161,260		\$197,330	13	\$159,980		\$120,963	9	\$168,335	4	\$152,674	\$125,251	\$188,604	\$158,780	\$161,260
Cost Accountant	*															
Finance Director	12	\$183,762		\$240,002	6	\$173,459				\$159,277		\$125,830	\$114,745	\$206,054	\$170,863	\$183,762
Finance Manager	103	\$117,441	32	\$125,454	35	\$119,754	11	\$112,946	18	\$108,514	7	\$99,269	\$101,252	\$133,960	\$115,000	\$117,441
Financial Accountant	38	\$88,534	8	\$100,381	13	\$87,518	4	\$89,654	7	\$82,315	6	\$81,449	\$76,800	\$96,813	\$88,147	\$87,922
Financial Controller (With Accounting Reports)	37	\$142,733	11	\$158,938	11	\$152,555	5	\$129,460	7	\$112,737		\$139,416	\$116,266	\$182,080	\$132,990	\$142,715
Financial Controller (Without Accounting Reports)	8	\$104,488		\$139,980				\$101,967		\$83,347			\$82,920	\$119,448	\$102,050	\$104,488
Forensic/Investigating Accountant	24	\$93,397	8	\$98,824	7	\$94,970		\$89,918	7	\$86,615			\$78,271	\$113,996	\$89,755	\$93,397
Fund Accountant	*															
Group Financial Controller	8	\$153,871	5	\$151,580		\$172,780				\$163,168		\$137,120	\$141,384	\$174,580	\$158,474	\$153,871
Group Accountant	6	\$112,761		\$142,280		\$103,875				\$111,330			\$90,000	\$141,880	\$110,813	\$112,761
Internal Audit Manager	8	\$147,937		\$158,640	4	\$152,910		\$143,796		\$110,780			\$127,060	\$172,540	\$142,288	\$147,937
Internal Auditor	16	\$91,075	5	\$95,926	7	\$88,185		\$92,165		\$92,280		\$83,663	\$77,780	\$102,280	\$88,868	\$91,075
Management Consultant	8	\$143,698		\$154,880		\$143,080		\$149,680		\$106,020			\$125,020	\$167,020	\$140,830	\$143,698
Management Accountant	84	\$92,356	15	\$92,147	33	\$96,544	10	\$88,196	20	\$90,231	6	\$83,856	\$82,780	\$82,780	\$82,780	\$82,780
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	*															
Partner CA Firm (Public Practice) - other	*															
Project Accountant	4	\$91,805				\$88,813				\$100,780			\$90,880	\$90,880	\$90,880	\$90,880
Sole Practitioner	*															
Systems Accountant	17	\$91,772		\$85,572	8	\$104,404		\$77,780		\$84,112		\$69,030	\$75,580	\$106,004	\$100,140	\$92,808
Tax Accountant	23	\$80,720	6	\$81,948	6	\$92,115		\$72,863	5	\$74,421		\$73,831	\$67,579	\$101,880	\$73,910	\$80,720
Tax Manager	15	\$121,064		\$128,177	5	\$144,198		\$102,447	4	\$100,776			\$94,610	\$135,719	\$128,780	\$121,064
Treasurer	*															
Treasury Accountant	4	\$89,393				\$84,130						\$94,655	\$84,300	\$94,194	\$88,665	\$89,393
Other Accounting Role	19	\$107,273	6	\$116,376	7	\$123,995			5	\$75,943		\$92,250				
Non Accounting Role	63	\$150,928	11	\$141,702	36	\$173,722	5	\$105,922	7	\$97,955	4	\$120,119	\$90,208	\$186,316	\$125,750	\$158,112
<b>Totals / Averages</b>	<b>826</b>	<b>\$126,111</b>	<b>201</b>	<b>\$131,036</b>	<b>300</b>	<b>\$137,101</b>	<b>92</b>	<b>\$124,239</b>	<b>171</b>	<b>\$109,594</b>	<b>62</b>	<b>\$105,301</b>				

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