

2009 REMUNERATION SURVEY

Chartered Accountants			Government, Health, Education											
Position	Responses	Total Remuneration	Years of post entry experience								Percentile			
			0-2		2-5		5-10		>10		20%	80%	Median	Average
Academic	46	\$105,691	4	\$73,352	4	\$83,746		\$67,349	37	\$112,595	\$77,843	\$135,980	\$93,500	\$105,691
Accounting Manager	24	\$111,521		\$140,930		\$96,280	4	\$100,179	16	\$112,586	\$87,447	\$131,280	\$107,080	\$111,521
Analyst (Business/ Finance)	39	\$100,600	6	\$82,915	5	\$90,703	4	\$126,350	24	\$102,792	\$81,280	\$111,720	\$99,300	\$100,600
Assistant Accountant (Non-Studying)	*													
Assistant Accountant (Studying)	*													
Audit Manager	17	\$120,990		\$88,502			4	\$133,165	10	\$125,867	\$89,960	\$145,626	\$116,000	\$120,990
Audit Senior	13	\$96,048	4	\$103,020		\$89,400		\$78,598	6	\$98,326	\$79,780	\$114,580	\$92,780	\$96,048
Auditor	32	\$70,970	11	\$65,782		\$73,156	6	\$72,383	12	\$74,473	\$65,656	\$78,236	\$70,845	\$70,970
Business Services Accountant	*													
Business Services Manager	10	\$97,233		\$89,780				\$118,940	6	\$87,621	\$90,030	\$117,140	\$107,558	\$97,233
Business Services Senior	*													
Business Owner/ Director	*													
CEO / MD	17	\$250,178						\$328,560	16	\$245,279	\$174,190	\$307,980	\$250,180	\$250,178
CFO	79	\$214,309		\$262,180			8	\$185,548	70	\$216,912	\$150,140	\$239,960	\$190,780	\$214,309
Company Secretary	*													
COO	*													
Corporate Services Manager	32	\$161,260					4	\$133,550	28	\$165,219	\$125,251	\$188,604	\$158,780	\$161,260
Cost Accountant	*													
Finance Director	12	\$183,762				\$206,580		\$99,279	10	\$189,928	\$114,745	\$206,054	\$170,863	\$183,762
Finance Manager	103	\$117,441		\$107,342	7	\$109,766	23	\$114,348	71	\$119,485	\$101,252	\$133,960	\$115,000	\$117,441
Financial Accountant	38	\$88,534		\$84,769		\$86,187	14	\$88,444	18	\$89,623	\$76,800	\$96,813	\$88,147	\$87,922
Financial Controller (With Accounting Reports)	37	\$142,733		\$135,280		\$107,280	6	\$130,430	29	\$146,759	\$116,266	\$182,080	\$132,990	\$142,715
Financial Controller (Without Accounting Reports)	8	\$104,488		\$95,780		\$79,680		\$154,080	5	\$101,272	\$82,920	\$119,448	\$102,050	\$104,488
Forensic/Investigating Accountant	24	\$93,397		\$101,880		\$79,446	5	\$101,305	14	\$92,350	\$78,271	\$113,996	\$89,755	\$93,397
Fund Accountant	*													
Group Financial Controller	8	\$153,871				\$104,780			7	\$160,884	\$141,384	\$174,580	\$158,474	\$153,871
Group Accountant	6	\$112,761		\$90,000				\$111,993	4	\$118,643	\$90,000	\$141,880	\$110,813	\$112,761
Internal Audit Manager	8	\$147,937				\$110,780		\$127,380	5	\$163,591	\$127,060	\$172,540	\$142,288	\$147,937
Internal Auditor	16	\$91,075		\$71,205		\$102,280		\$95,643	10	\$92,558	\$77,780	\$102,280	\$88,868	\$91,075
Management Consultant	8	\$143,698				\$106,020		\$106,020	7	\$149,080	\$125,020	\$167,020	\$140,830	\$143,698
Management Accountant	84	\$92,356	7	\$73,319	7	\$87,931	22	\$94,624	48	\$94,737	\$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						\$90,480		\$95,780	\$90,880	\$90,880	\$90,880	\$90,880
Sole Practitioner	*													
Systems Accountant	17	\$91,772		\$88,980		\$68,918			14	\$95,237	\$75,580	\$106,004	\$100,140	\$92,808
Tax Accountant	23	\$80,720	9	\$68,120				\$73,780	12	\$91,327	\$67,579	\$101,880	\$73,910	\$80,720
Tax Manager	15	\$121,064		\$77,515				\$117,186	11	\$126,081	\$94,610	\$135,719	\$128,780	\$121,064
Treasurer	*													
Treasury Accountant	4	\$89,393		\$84,980						\$90,863	\$84,300	\$94,194	\$88,665	\$89,393
Other Accounting Role	19	\$107,273	6	\$77,063		\$44,076		\$82,515	10	\$136,671	\$90,208	\$186,316	\$125,750	\$158,112
Non Accounting Role	63	\$150,928		\$104,685		\$97,780	16	\$122,096	44	\$164,722	\$90,208	\$186,316	\$125,750	\$158,112
Totals / Averages	826	\$126,111	71	\$84,671	45	\$92,484	144	\$112,079	566	\$137,553				

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