

# 2009 REMUNERATION SURVEY

Chartered Accountants			ICT / IT																
Position	Responses	Total Remuneration	Location								Percentile								
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average			
Academic																			
Accounting Manager																			
Analyst (Business/ Finance)	7	\$117,429	6	\$120,917		\$96,500										\$92,160	\$157,780	\$96,500	\$117,429
Assistant Accountant (Non-Studying)																			
Assistant Accountant (Studying)																			
Audit Manager																			
Audit Senior																			
Auditor																			
Business Services Accountant																			
Business Services Manager																			
Business Services Senior																			
Business Owner/ Director																			
CEO / MD	7	\$277,164	4	\$304,320		\$240,955										\$195,208	\$386,720	\$250,280	\$277,164
CFO	24	\$229,440	16	\$238,535	5	\$207,740		\$217,097								\$165,420	\$263,800	\$223,205	\$229,440
Company Secretary																			
COO	6	\$182,164		\$198,801							\$98,980					\$127,180	\$234,280	\$196,540	\$182,164
Corporate Services Manager																			
Cost Accountant																			
Finance Director	5	\$339,600		\$239,480		\$489,780										\$234,680	\$360,340	\$246,180	\$339,600
Finance Manager	22	\$148,958	13	\$135,499	9	\$168,399										\$118,220	\$170,770	\$147,490	\$148,958
Financial Accountant	4	\$91,670		\$96,400						\$77,480						\$79,664	\$102,272	\$88,160	\$91,670
Financial Controller (With Accounting Reports)	11	\$147,472	9	\$141,426		\$218,580		\$130,780								\$130,780	\$147,000	\$139,380	\$147,472
Financial Controller (Without Accounting Reports)	4	\$126,835		\$111,430				\$142,240								\$97,820	\$152,268	\$117,880	\$126,835
Forensic/Investigating Accountant																			
Fund Accountant																			
Group Financial Controller	4	\$150,275		\$155,647				\$134,160								\$124,320	\$168,608	\$131,220	\$150,275
Group Accountant	*																		
Internal Audit Manager	*																		
Internal Auditor	*																		
Management Consultant	4	\$135,330		\$143,847		\$109,780										\$108,580	\$156,060	\$120,280	\$135,330
Management Accountant	12	\$91,556	5	\$101,216	4	\$92,050		\$74,799								\$76,831	\$108,440	\$88,021	\$91,556
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																			
Partner CA Firm (Public Practice) - other																			
Project Accountant	*																		
Sole Practitioner																			
Systems Accountant	6	\$101,805	4	\$110,297		\$97,780				\$71,860						\$97,780	\$113,680	\$103,864	\$101,805
Tax Accountant	*																		
Tax Manager	*																		
Treasurer																			
Treasury Accountant																			
Other Accounting Role	*																		
Non Accounting Role	28	\$169,421	13	\$193,116	13	\$155,721				\$134,110		\$74,780				\$121,912	\$213,714	\$151,390	\$169,421
<b>Totals / Averages</b>	<b>170</b>	<b>\$162,423</b>	<b>94</b>	<b>\$169,898</b>	<b>53</b>	<b>\$168,492</b>	<b>16</b>	<b>\$129,885</b>	<b>5</b>	<b>\$91,912</b>	<b>\$86,880</b>								

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