

2009 REMUNERATION SURVEY

Chartered Accountants			Other								Percentile					
Position	Responses	Total Remuneration	Location								20%	80%	Median	Average		
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL						STH ISL REGIONAL	
Academic	*															
Accounting Manager	7	\$117,268		\$116,180		\$183,099		\$74,780			\$98,280		\$79,480	\$145,440	\$117,980	\$117,268
Analyst (Business/ Finance)	7	\$123,025		\$113,493		\$130,174							\$99,180	\$137,440	\$109,880	\$123,025
Assistant Accountant (Non-Studying)																
Assistant Accountant (Studying)	*															
Audit Manager																
Audit Senior	*															
Auditor	*															
Business Services Accountant																
Business Services Manager		\$194,247				\$343,680		\$99,780		\$139,280			\$115,580	\$261,920	\$139,280	\$194,247
Business Services Senior																
Business Owner/ Director	*															
CEO / MD	20	\$234,960	8	\$291,080	4	\$199,938	5	\$187,015		\$189,830	\$256,080		\$178,320	\$276,420	\$210,466	\$234,960
CFO	42	\$206,260	29	\$213,642	7	\$191,065		\$205,780	4	\$181,570	\$197,780		\$154,080	\$247,676	\$189,730	\$206,260
Company Secretary	4	\$283,385		\$238,176				\$419,013					\$212,687	\$347,098	\$265,924	\$283,385
COO	*															
Corporate Services Manager	*															
Cost Accountant																
Finance Director	7	\$236,117	6	\$247,165						\$169,830			\$234,584	\$251,708	\$241,307	\$236,117
Finance Manager	52	\$131,209	26	\$135,760	8	\$146,383	7	\$125,707	8	\$115,929	\$104,887		\$95,756	\$148,388	\$130,435	\$131,209
Financial Accountant	23	\$95,609	14	\$92,702	4	\$104,383		\$98,195		\$98,430	\$90,400		\$81,612	\$108,900	\$90,400	\$95,609
Financial Controller (With Accounting Reports)	41	\$131,292	24	\$145,344		\$108,940	8	\$117,135	4	\$118,671	\$88,356		\$100,000	\$159,050	\$135,870	\$131,292
Financial Controller (Without Accounting Reports)	13	\$113,318	9	\$124,436		\$82,197		\$96,456		\$113,780	\$60,780		\$90,800	\$137,980	\$114,930	\$113,318
Forensic/Investigating Accountant																
Fund Accountant																
Group Financial Controller	7	\$150,166	6	\$147,443				\$166,500					\$116,844	\$164,356	\$148,680	\$150,166
Group Accountant	12	\$123,357	4	\$113,899	4	\$149,785		\$96,780		\$116,180	\$96,410		\$99,224	\$128,380	\$116,180	\$123,357
Internal Audit Manager		\$159,780		\$159,780									\$101,080	\$209,680	\$115,780	\$159,780
Internal Auditor	*															
Management Consultant																
Management Accountant	22	\$103,649	8	\$109,805	7	\$114,874		\$105,580		\$87,947	\$76,099		\$83,384	\$121,080	\$96,320	\$103,649
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																
Partner CA Firm (Public Practice) - other																
Project Accountant	4	\$96,633				\$128,280				\$91,375	\$75,500		\$77,600	\$113,562	\$91,375	\$96,633
Sole Practitioner																
Systems Accountant	*															
Tax Accountant	5	\$95,760		\$90,780		\$69,980		\$96,980		\$110,530			\$86,620	\$105,880	\$96,980	\$95,760
Tax Manager	4	\$181,555		\$199,684		\$163,426							\$140,909	\$219,635	\$175,140	\$181,555
Treasurer	*															
Treasury Accountant	*															
Other Accounting Role	9	\$113,687	6	\$121,755		\$115,938				\$60,780			\$82,080	\$129,518	\$129,380	\$113,687
Non Accounting Role	18	\$137,929	7	\$146,036	6	\$150,410		\$118,072		\$96,788	\$149,580		\$97,792	\$188,846	\$120,926	\$137,929
Totals / Averages	320	\$146,371	171	\$158,004	60	\$144,315	34	\$135,962	38	\$123,832	17	\$107,814				

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