

2009 REMUNERATION SURVEY

Chartered Accountants			Other										
Position	Responses	Total Remuneration	Years of post entry experience										
			0-2		2-5		5-10		>10		Percentile		
										20%	80%	Median	Average
Academic	*												
Accounting Manager	7	\$117,268					\$74,780		\$124,350	\$79,480	\$145,440	\$117,980	\$117,268
Analyst (Business/ Finance)	7	\$123,025	\$117,280		\$93,200		\$122,630		\$156,118	\$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					\$99,780		\$241,480	\$115,580	\$261,920	\$139,280	\$194,247
Business Services Senior													
Business Owner/ Director	*												
CEO / MD	20	\$234,960	\$189,780				\$187,030	17	\$243,257	\$178,320	\$276,420	\$210,466	\$234,960
CFO	42	\$206,260				5	\$147,400	37	\$214,214	\$154,080	\$247,676	\$189,730	\$206,260
Company Secretary	4	\$283,385						4	\$283,385	\$212,687	\$347,098	\$265,924	\$283,385
COO	*												
Corporate Services Manager	*												
Cost Accountant													
Finance Director	7	\$236,117						7	\$236,117	\$234,584	\$251,708	\$241,307	\$236,117
Finance Manager	52	\$131,209	5	\$105,598	\$115,990	18	\$141,731	27	\$130,064	\$95,756	\$148,388	\$130,435	\$131,209
Financial Accountant	23	\$95,609	4	\$84,389	\$83,330	6	\$93,402	11	\$103,126	\$81,612	\$108,900	\$90,400	\$95,609
Financial Controller (With Accounting Reports)	41	\$131,292	\$126,280		6	\$123,020	8	\$138,283	26	\$131,242	\$100,000	\$159,050	\$131,292
Financial Controller (Without Accounting Reports)	13	\$113,318					\$124,580	11	\$111,271	\$90,800	\$137,980	\$114,930	\$113,318
Forensic/Investigating Accountant													
Fund Accountant													
Group Financial Controller	7	\$150,166	\$148,680				\$115,820	4	\$167,710	\$116,844	\$164,356	\$148,680	\$150,166
Group Accountant	12	\$123,357				4	\$117,653	8	\$126,209	\$99,224	\$128,380	\$116,180	\$123,357
Internal Audit Manager		\$159,780	\$91,280		\$115,780		\$272,280			\$101,080	\$209,680	\$115,780	\$159,780
Internal Auditor	*												
Management Consultant													
Management Accountant	22	\$103,649	\$93,894	4	\$100,455	8	\$104,834	8	\$106,500	\$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			\$75,500				\$103,677	\$77,600	\$113,562	\$91,375	\$96,633
Sole Practitioner													
Systems Accountant	*												
Tax Accountant	5	\$95,760	\$80,380				\$102,780		\$107,630	\$86,620	\$105,880	\$96,980	\$95,760
Tax Manager	4	\$181,555						4	\$181,555	\$140,909	\$219,635	\$175,140	\$181,555
Treasurer	*												
Treasury Accountant	*												
Other Accounting Role	9	\$113,687	\$102,470		\$60,780		\$112,980	5	\$126,795	\$82,080	\$129,518	\$129,380	\$113,687
Non Accounting Role	18	\$137,929				5	\$112,960	13	\$147,533	\$97,792	\$188,846	\$120,926	\$137,929
Totals / Averages	320	\$146,371	23	\$103,429	19	\$104,055	69	\$127,445	209	\$161,193			

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