

2009 REMUNERATION SURVEY

Chartered Accountants Professional Services (not including CA firms), Media

Position	Responses	Total Remuneration	Location										Percentile							
			AKL & Region		WGTV & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average				
Academic	*																			
Accounting Manager	4	\$121,993		\$125,000		\$123,095		\$116,780							\$117,758	\$126,112	\$121,705	\$121,993		
Analyst (Business/ Finance)	4	\$106,048		\$107,803				\$100,780							\$97,980	\$113,208	\$103,780	\$106,048		
Assistant Accountant (Non-Studying)																				
Assistant Accountant (Studying)																				
Audit Manager																				
Audit Senior																				
Auditor	*																			
Business Services Accountant																				
Business Services Manager	6	\$334,428		\$748,385		\$222,500		\$148,800		\$63,000		\$75,500			\$75,500	\$222,500	\$140,290	\$334,428		
Business Services Senior	*																			
Business Owner/ Director	*																			
CEO / MD	12	\$186,053	5	\$159,472		\$235,770		\$226,057				\$142,780			\$141,580	\$227,060	\$171,945	\$186,053		
CFO	20	\$208,605	7	\$263,219	7	\$213,380		\$158,120		\$209,180		\$103,496			\$163,220	\$259,330	\$208,330	\$208,605		
Company Secretary	*																			
COO	*																			
Corporate Services Manager	4	\$162,830		\$201,280		\$148,780		\$115,880				\$185,380			\$135,620	\$191,740	\$167,080	\$162,830		
Cost Accountant																				
Finance Director	6	\$159,590	4	\$169,160		\$192,118				\$88,780				\$109,280	\$192,118	\$172,630	\$159,590			
Finance Manager	20	\$123,165	10	\$130,427	4	\$142,425		\$95,080		\$101,367				\$102,656	\$144,264	\$112,480	\$123,165			
Financial Accountant	9	\$94,966	4	\$94,655		\$101,137				\$86,330				\$84,380	\$107,380	\$92,850	\$94,966			
Financial Controller (With Accounting Reports)	19	\$149,355	10	\$154,183	4	\$173,761		\$107,737		\$166,380		\$111,280		\$112,983	\$173,344	\$145,020	\$149,355			
Financial Controller (Without Accounting Reports)	*																			
Forensic/Investigating Accountant	4	\$234,885		\$283,587				\$88,780							\$103,780	\$342,188	\$175,380	\$234,885		
Fund Accountant																				
Group Financial Controller	*																			
Group Accountant		\$114,063		\$116,955		\$108,280									\$104,530	\$122,440	\$108,280	\$114,063		
Internal Audit Manager	*																			
Internal Auditor	*																			
Management Consultant	7	\$186,451	5	\$197,172		\$159,650								\$132,068	\$260,916	\$183,280	\$186,451			
Management Accountant	4	\$91,087		\$86,280		\$97,780				\$95,506		\$84,780			\$85,680	\$96,416	\$90,893	\$91,087		
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	*																			
Partner CA Firm (Public Practice) - other	*																			
Project Accountant																				
Sole Practitioner																				
Systems Accountant	*																			
Tax Accountant	*																			
Tax Manager	*																			
Treasurer																				
Treasury Accountant																				
Other Accounting Role	*																			
Non Accounting Role	16	\$158,052	9	\$184,636	5	\$139,891						\$83,829		\$104,677	\$201,980	\$131,240	\$158,052			
Totals / Averages	157	\$161,433	76	\$184,490	40	\$160,689	17	\$134,733	12	\$109,947	12	\$107,202								

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