

# 2009 REMUNERATION SURVEY

Chartered Accountants			Tourism																	
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)																				
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	*																			
CFO	4	\$248,484		\$270,113				\$183,595							\$186,106	\$297,180	\$214,280	\$248,484		
Company Secretary																				
COO	*																			
Corporate Services Manager																				
Cost Accountant																				
Finance Director																				
Finance Manager	5	\$120,218		\$116,380		\$128,165		\$112,000						\$110,256	\$129,850	\$125,000	\$120,218			
Financial Accountant	4	\$78,710		\$88,780				\$76,715		\$72,630				\$68,778	\$89,440	\$80,705	\$78,710			
Financial Controller (With Accounting Reports)	11	\$142,720	6	\$140,260				\$93,780		\$172,280		\$154,100		\$110,900	\$152,630	\$142,600	\$142,720			
Financial Controller (Without Accounting Reports)																				
Forensic/Investigating Accountant																				
Fund Accountant																				
Group Financial Controller		\$154,112		\$144,380				\$187,676				\$130,280		\$135,920	\$170,358	\$144,380	\$154,112			
Group Accountant																				
Internal Audit Manager																				
Internal Auditor																				
Management Consultant																				
Management Accountant		\$97,108		\$103,980				\$113,650		\$89,480		\$81,321		\$86,216	\$107,848	\$96,730	\$97,108			
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																				
<b>Totals / Averages</b>	<b>39</b>	<b>\$138,057</b>	<b>16</b>	<b>\$154,272</b>	<b>3</b>	<b>\$143,443</b>	<b>8</b>	<b>\$120,376</b>	<b>5</b>	<b>\$118,267</b>	<b>7</b>	<b>\$133,026</b>								

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