

2009 REMUNERATION SURVEY

Associate Chartered Accountant

All industry analysis

Position	Responses	Total Remuneration	Location								Percentile					
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average
Academic	4	\$84,280	\$85,630						* \$82,930			\$76,830	\$92,270	\$85,630	\$84,280	
Accounting Manager	58	\$78,039	16	\$92,110	4	\$98,730	6	\$69,537	25	\$70,196	7	\$69,347	\$60,430	\$89,330	\$76,570	\$78,039
Analyst (Business/ Finance)	32	\$84,355	17	\$90,699	5	\$79,565	*	\$80,089	9	\$75,507			\$67,460	\$93,069	\$83,592	\$84,355
Assistant Accountant (Non-Studying)	21	\$54,419		\$51,993		\$63,019	6	\$58,315	5	\$52,719	5	\$47,253	\$47,430	\$62,630	\$52,780	\$54,419
Assistant Accountant (Studying)	9	\$53,573		\$56,513		\$52,815	*	\$47,615	*	\$62,630	*	\$49,130	\$46,430	\$59,852	\$54,630	\$53,573
Audit Manager	5	\$82,722		\$88,360		\$67,810			*	\$85,813			\$65,924	\$94,774	\$78,630	\$82,722
Audit Senior	6	\$74,410		\$73,130		\$97,720			*	\$56,130	*	\$48,630	\$56,130	\$85,630	\$73,130	\$74,410
Auditor	11	\$63,959	4	\$69,409			*	\$60,150	4	\$61,247	*	\$60,630	\$57,630	\$74,172	\$60,630	\$63,959
Business Services Accountant	63	\$62,698	18	\$67,177	6	\$73,789	8	\$56,438	21	\$60,450	10	\$57,708	\$51,710	\$69,066	\$59,130	\$62,698
Business Services Manager	38	\$83,936	10	\$95,981	5	\$89,349	7	\$74,923	11	\$76,713	5	\$82,944	\$67,208	\$103,050	\$80,980	\$83,936
Business Services Senior	25	\$76,487	6	\$94,324		\$107,205	5	\$65,570	10	\$63,242	*	\$85,780	\$60,230	\$91,630	\$66,546	\$76,487
Business Owner/ Director		\$157,285		\$171,340		\$143,230							\$148,852	\$165,718	\$157,285	\$157,285
CEO / MD	15	\$275,737	7	\$372,436		\$298,805	*	\$135,587			*	\$174,877	\$149,304	\$347,150	\$248,130	\$275,737
CFO	23	\$240,480	10	\$287,035		\$262,099	*	\$146,630	8	\$191,329	*	\$197,130	\$162,306	\$288,236	\$215,630	\$240,480
Company Secretary	*															
COO	4	\$208,323		\$245,354							*	\$97,230	\$151,590	\$270,619	\$222,230	\$208,323
Corporate Services Manager	4	\$155,522					*	\$142,830	*	\$159,753			\$134,651	\$170,750	\$141,415	\$155,522
Cost Accountant	*															
Finance Director	4	\$211,816		\$130,520		\$339,905	*	\$282,246	*	\$94,593			\$116,149	\$305,310	\$206,383	\$211,816
Finance Manager	63	\$121,247	29	\$136,876	12	\$109,029	9	\$90,647	10	\$110,829	*	\$145,568	\$84,710	\$145,710	\$114,630	\$121,247
Financial Accountant	70	\$80,457	29	\$83,972	11	\$78,463	10	\$78,120	17	\$76,140	*	\$86,042	\$63,240	\$96,634	\$78,633	\$80,457
Financial Controller (With Accounting Reports)	44	\$148,515	24	\$169,233		\$142,241	4	\$116,216	10	\$121,728	*	\$121,405	\$99,008	\$163,551	\$124,047	\$148,515
Financial Controller (Without Accounting Reports)	14	\$111,385	7	\$111,972		\$101,885	*	\$145,255	*	\$93,770			\$86,282	\$136,652	\$110,705	\$111,385
Forensic/Investigating Accountant	6	\$71,903		\$78,163			*	\$58,630	*	\$69,149			\$67,330	\$74,730	\$69,149	\$71,903
Fund Accountant	*															
Group Financial Controller		\$133,017		\$168,122		\$118,630	*	\$112,300					\$114,832	\$148,325	\$118,630	\$133,017
Group Accountant	15	\$110,445	8	\$118,074			*	\$95,393	*	\$99,843	*	\$126,370	\$80,590	\$122,074	\$107,630	\$110,445
Internal Audit Manager	*	\$124,410		\$128,300		\$116,630							\$106,934	\$140,330	\$116,630	\$124,410
Internal Auditor	4	\$70,545				\$75,516	*	\$55,630					\$61,305	\$79,710	\$70,360	\$70,545
Management Consultant	*	\$226,290		\$145,630		\$123,730	*	\$409,511					\$132,490	\$303,959	\$145,630	\$226,290
Management Accountant	49	\$84,093	15	\$91,735	12	\$90,795	7	\$72,503	10	\$84,197	5	\$61,096	\$70,110	\$101,969	\$83,000	\$84,093
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	*															
Partner CA Firm (Public Practice) - other	*	\$175,927		\$187,030					*	\$100,000	*	\$240,750	\$134,812	\$219,262	\$187,030	\$175,927
Project Accountant	*	\$104,265		\$144,900		\$63,630							\$79,884	\$128,646	\$104,265	\$104,265
Sole Practitioner	*															
Systems Accountant	8	\$89,749		\$114,330	*	\$86,013	*	\$59,630	*	\$95,330			\$71,977	\$107,950	\$92,920	\$89,749
Tax Accountant	25	\$67,766	7	\$88,201	*	\$67,775	6	\$57,920	7	\$61,949	*	\$46,130	\$52,504	\$75,977	\$61,630	\$67,766
Tax Manager	5	\$121,642		\$91,717	*	\$166,530							\$92,838	\$146,070	\$98,630	\$121,642
Treasurer	*															
Treasury Accountant	*	\$97,965		\$86,130	*	\$109,800							\$90,864	\$105,066	\$97,965	\$97,965
Other Accounting Role	20	\$86,075	6	\$109,185			*	\$122,298	10	\$68,117	*	\$70,315	\$51,504	\$97,464	\$70,630	\$86,075
Non Accounting Role	33	\$154,975	17	\$199,772	4	\$118,784	*	\$180,000	11	\$96,629			\$80,948	\$178,430	\$142,330	\$154,975
Totals / Averages	704	\$103,671	261	\$127,456	99	\$106,609	93	\$86,414	194	\$84,023	57	\$84,684				

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