

2009 REMUNERATION SURVEY

Associate Chartered Accountant

All industry analysis

Position	Responses	Total Remuneration	Size of organisation							Percentile						
			0-5M		6-10M		11-25M		26-100M		>100M		20%	80%	Median	Average
Academic	4	\$84,280						\$79,630	\$82,130			\$76,830	\$92,270	\$85,630	\$84,280	
Accounting Manager	58	\$78,039	29	\$70,478	5	\$91,598	\$96,300	4	\$93,734	5	\$101,510	\$60,430	\$89,330	\$76,570	\$78,039	
Analyst (Business/ Finance)	32	\$84,355				\$51,000	\$85,630	4	\$90,985	22	\$87,747	\$67,460	\$93,069	\$83,592	\$84,355	
Assistant Accountant (Non-Studying)	21	\$54,419	6	\$50,170		\$56,130		8	\$61,639	4	\$60,510	\$47,430	\$62,630	\$52,780	\$54,419	
Assistant Accountant (Studying)	9	\$53,573	6	\$49,875					\$54,630			\$46,430	\$59,852	\$54,630	\$53,573	
Audit Manager	5	\$82,722		\$58,380			\$88,360		\$120,430		\$78,630	\$65,924	\$94,774	\$78,630	\$82,722	
Audit Senior	6	\$74,410				\$66,630					\$109,810	\$56,130	\$85,630	\$73,130	\$74,410	
Auditor	11	\$63,959				\$47,980				5	\$68,307	\$57,630	\$74,172	\$60,630	\$63,959	
Business Services Accountant	63	\$62,698	29	\$63,408	7	\$61,147	\$68,970		\$57,630		\$80,445	\$51,710	\$69,066	\$59,130	\$62,698	
Business Services Manager	38	\$83,936	16	\$78,657	9	\$83,448	\$109,530		\$98,530		\$105,815	\$67,208	\$103,050	\$80,980	\$83,936	
Business Services Senior	25	\$76,487	14	\$78,990							\$117,350	\$60,230	\$91,630	\$66,546	\$76,487	
Business Owner/ Director		\$157,285					\$171,340					\$148,852	\$165,718	\$157,285	\$157,285	
CEO / MD	15	\$275,737		\$155,460		\$392,265	\$160,130	6	\$300,792		\$600,000	\$149,304	\$347,150	\$248,130	\$275,737	
CFO	23	\$240,480		\$291,755			\$134,980	12	\$221,640	7	\$253,720	\$162,306	\$288,236	\$215,630	\$240,480	
Company Secretary	*															
COO	4	\$208,323		\$97,230			\$291,603		\$187,830		\$256,630	\$151,590	\$270,619	\$222,230	\$208,323	
Corporate Services Manager	4	\$155,522					\$133,314		\$177,730			\$134,651	\$170,750	\$141,415	\$155,522	
Cost Accountant	*															
Finance Director	4	\$211,816				\$112,557			\$282,246		\$339,905	\$116,149	\$305,310	\$206,383	\$211,816	
Finance Manager	63	\$121,247	5	\$89,368	7	\$98,311	16	\$101,188	15	\$131,764	19	\$145,771	\$84,710	\$145,710	\$114,630	\$121,247
Financial Accountant	70	\$80,457	18	\$70,101	4	\$82,263	12	\$91,759	12	\$81,067	19	\$86,488	\$63,240	\$96,634	\$78,633	\$80,457
Financial Controller (With Accounting Reports)	44	\$148,515		\$107,953	8	\$211,773	11	\$111,142	18	\$146,026		\$166,720	\$99,008	\$163,551	\$124,047	\$148,515
Financial Controller (Without Accounting Reports)	14	\$111,385		\$87,595	5	\$110,237	6	\$114,564		\$145,630		\$86,282	\$136,652	\$110,705	\$111,385	
Forensic/Investigating Accountant	6	\$71,903		\$58,630								\$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				\$124,380	\$104,495		\$76,317	8	\$121,246	\$80,590	\$122,074	\$107,630	\$110,445	
Internal Audit Manager		\$124,410									\$136,380	\$106,934	\$140,330	\$116,630	\$124,410	
Internal Auditor	4	\$70,545					\$65,089				\$85,830	\$61,305	\$79,710	\$70,360	\$70,545	
Management Consultant		\$226,290		\$123,730							\$277,571	\$132,490	\$303,959	\$145,630	\$226,290	
Management Accountant	49	\$84,093		\$72,630	6	\$64,429	\$65,927	14	\$90,089	24	\$89,591	\$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		\$143,515			\$240,750					\$134,812	\$219,262	\$187,030	\$175,927	
Project Accountant		\$104,265									\$104,265	\$79,884	\$128,646	\$104,265	\$104,265	
Sole Practitioner	*															
Systems Accountant	8	\$89,749							\$76,613		\$108,580	\$71,977	\$107,950	\$92,920	\$89,749	
Tax Accountant	25	\$67,766	5	\$51,904		\$61,630				4	\$69,764	\$52,504	\$75,977	\$61,630	\$67,766	
Tax Manager	5	\$121,642					\$95,890		\$200,630		\$132,430	\$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	5	\$63,308			\$87,182		\$74,667	6	\$133,559	\$51,504	\$97,464	\$70,630	\$86,075	
Non Accounting Role	33	\$154,975	4	\$221,385	4	\$122,248			\$110,097	16	\$185,458	\$80,948	\$178,430	\$142,330	\$154,975	
Totals / Averages	704	\$103,671	155	\$79,624	69	\$108,788	73	\$110,233	112	\$133,879	171	\$123,333				

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