

# 2009 REMUNERATION SURVEY

## Associate Chartered Accountant

## All industry analysis

Position	Responses	Total Remuneration	Years of post entry experience							Percentile				
			0-2		3-4		5-10		>10	20%	80%	Median	Average	
Academic	4	\$84,280		\$81,297					11	\$93,230	\$76,830	\$92,270	\$85,630	\$84,280
Accounting Manager	58	\$78,039	30	\$73,008	5	\$67,320	12	\$77,144	11	\$97,608	\$60,430	\$89,330	\$76,570	\$78,039
Analyst (Business/ Finance)	32	\$84,355	16	\$75,756		\$78,893	7	\$90,497	7	\$99,429	\$67,460	\$93,069	\$83,592	\$84,355
Assistant Accountant (Non-Studying)	21	\$54,419	13	\$52,019			6	\$54,961		\$68,389	\$47,430	\$62,630	\$52,780	\$54,419
Assistant Accountant (Studying)	9	\$53,573	6	\$50,770		\$44,630		\$66,455			\$46,430	\$59,852	\$54,630	\$53,573
Audit Manager	5	\$82,722		\$83,495				\$67,810		\$89,405	\$65,924	\$94,774	\$78,630	\$82,722
Audit Senior	6	\$74,410	6	\$74,410							\$56,130	\$85,630	\$73,130	\$74,410
Auditor	11	\$63,959	6	\$68,589		\$56,110		\$47,980		\$75,705	\$57,630	\$74,172	\$60,630	\$63,959
Business Services Accountant	63	\$62,698	34	\$60,753	7	\$53,092	14	\$66,203	8	\$73,232	\$51,710	\$69,066	\$59,130	\$62,698
Business Services Manager	38	\$83,936	17	\$85,796		\$87,155	12	\$74,383	7	\$94,875	\$67,208	\$103,050	\$80,980	\$83,936
Business Services Senior	25	\$76,487	11	\$75,775	4	\$75,055	7	\$83,562		\$64,502	\$60,230	\$91,630	\$66,546	\$76,487
Business Owner/ Director	*	\$157,285								\$157,285	\$148,852	\$165,718	\$157,285	\$157,285
CEO / MD	15	\$275,737	4	\$204,498					11	\$301,642	\$149,304	\$347,150	\$248,130	\$275,737
CFO	23	\$240,480		\$213,698		\$399,855		\$169,030	15	\$238,876	\$162,306	\$288,236	\$215,630	\$240,480
Company Secretary	*													
COO	4	\$208,323		\$256,630				\$239,717		\$97,230	\$151,590	\$270,619	\$222,230	\$208,323
Corporate Services Manager	4	\$155,522		\$142,830		\$126,628				\$176,315	\$134,651	\$170,750	\$141,415	\$155,522
Cost Accountant	*													
Finance Director	4	\$211,816				\$94,593				\$250,890	\$116,149	\$305,310	\$206,383	\$211,816
Finance Manager	63	\$121,247			4	\$108,966	10	\$99,593	22	\$136,825	\$84,710	\$145,710	\$114,630	\$121,247
Financial Accountant	70	\$80,457	40	\$78,580	5	\$79,664	10	\$71,125	15	\$91,947	\$63,240	\$96,634	\$78,633	\$80,457
Financial Controller (With Accounting Reports)	44	\$148,515	21	\$166,185		\$99,565	9	\$127,133	12	\$141,788	\$99,008	\$163,551	\$124,047	\$148,515
Financial Controller (Without Accounting Reports)	14	\$111,385		\$91,637		\$75,377	5	\$108,446	5	\$133,375	\$86,282	\$136,652	\$110,705	\$111,385
Forensic/Investigating Accountant	6	\$71,903	5	\$74,558						\$58,630	\$67,330	\$74,730	\$69,149	\$71,903
Fund Accountant	*													
Group Financial Controller		\$133,017		\$115,465						\$168,122	\$114,832	\$148,325	\$118,630	\$133,017
Group Accountant	15	\$110,445	8	\$102,436		\$82,830		\$118,930		\$156,587	\$80,590	\$122,074	\$107,630	\$110,445
Internal Audit Manager		\$124,410		\$100,470				\$116,630		\$156,130	\$106,934	\$140,330	\$116,630	\$124,410
Internal Auditor	4	\$70,545		\$55,630				\$85,830		\$70,360	\$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	34	\$82,148	6	\$80,136	5	\$89,702	4	\$99,545	\$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								\$175,927	\$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	4	\$84,000				\$95,630		\$95,453	\$71,977	\$107,950	\$92,920	\$89,749
Tax Accountant	25	\$67,766	15	\$67,468				\$70,211		\$63,553	\$52,504	\$75,977	\$61,630	\$67,766
Tax Manager	5	\$121,642		\$132,430		\$97,260				\$140,630	\$92,838	\$146,070	\$98,630	\$121,642
Treasurer	*													
Treasury Accountant		\$97,965		\$97,965							\$90,864	\$105,066	\$97,965	\$97,965
Other Accounting Role	20	\$86,075	13	\$67,526				\$60,880	5	\$144,382	\$51,504	\$97,464	\$70,630	\$86,075
Non Accounting Role	33	\$154,975	12	\$122,348		\$126,830	4	\$144,818	16	\$183,743	\$80,948	\$178,430	\$142,330	\$154,975
<b>Totals / Averages</b>	<b>704</b>	<b>\$103,671</b>	<b>347</b>	<b>\$89,095</b>	<b>55</b>	<b>\$91,169</b>	<b>124</b>	<b>\$89,039</b>	<b>178</b>	<b>\$146,140</b>				

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