

2009 REMUNERATION SURVEY

Chartered Accountants - New Zealand		Proportion of Respondents receiving benefits			
		NZD			
Benefits	All	< \$85 k	\$85 - \$160 k	> \$160 k	
Base Salary	100.0%	99.9%	100.0%	100.0%	
Vehicle	15.7%	1.7%	13.8%	31.6%	
Bonus	7.4%	1.3%	5.8%	16.0%	
Cash Allowance for Car	43.0%	16.2%	42.1%	67.2%	
Professional Development	48.5%	37.1%	50.8%	53.1%	
New Zealand Institute of Chartered Accountants Membership Fees	87.0%	84.6%	87.4%	88.2%	
Health Insurance	22.7%	11.4%	22.7%	32.2%	
Mobile Phone	38.8%	8.3%	38.3%	65.4%	
Home Telephone	11.1%	2.2%	10.2%	20.5%	
Petrol Allowance	5.8%	3.3%	4.3%	10.9%	
Life Insurance	10.6%	2.5%	9.8%	19.0%	
Employee Share Scheme	3.1%	0.4%	1.6%	8.2%	
Superannuation	19.4%	8.6%	20.4%	26.5%	
Car Park	20.8%	9.7%	20.0%	31.8%	
Gym Membership	5.4%	2.2%	5.2%	8.7%	
Other	6.0%	4.3%	5.6%	8.4%	

Chartered Accountants - New Zealand		Benefit Analysis			
		NZD			
Benefits	All	< \$85 k	\$85 - \$160 k	> \$160 k	
Base Salary	85.0%	95.7%	89.4%	77.7%	
Vehicle	2.3%	0.5%	2.4%	2.7%	
Bonus	0.8%	0.1%	0.6%	1.2%	
Cash Allowance for Car	7.1%	0.9%	3.7%	12.2%	
Professional Development	0.8%	0.8%	0.9%	0.7%	
New Zealand Institute of Chartered Accountants Membership Fees	0.5%	0.9%	0.6%	0.3%	
Health Insurance	0.2%	0.1%	0.2%	0.3%	
Mobile Phone	0.3%	0.1%	0.3%	0.3%	
Home Telephone	0.1%	0.0%	0.1%	0.1%	
Petrol Allowance	0.1%	0.1%	0.1%	0.2%	
Life Insurance	0.1%	0.0%	0.1%	0.1%	
Employee Share Scheme	0.5%	0.0%	0.0%	1.1%	
Superannuation	1.1%	0.4%	1.0%	1.4%	
Car Park	0.4%	0.2%	0.4%	0.4%	
Gym Membership	0.0%	0.0%	0.0%	0.0%	
Other	0.7%	0.2%	0.2%	1.3%	

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