

2009 REMUNERATION SURVEY

Chartered Accountants - Overseas

Male / Female Differences (Chartered Accountants only)

Position	Responses	Total Remuneration	Gender		Differences		
			Male	Female	\$ Range	% Range	
Academic	7	\$257,540	7	\$257,540			
Accounting Manager	22	\$217,993	14	\$242,293	8	\$175,468	\$66,826 38%
Analyst (Business/ Finance)	49	\$186,977	32	\$217,391	17	\$129,726	\$87,665 68%
Assistant Accountant (Non-Studying)							
Assistant Accountant (Studying)							
Audit Manager	16	\$214,744	10	\$221,832	6	\$202,932	\$18,899 9%
Audit Senior	22	\$120,401	14	\$115,646	8	\$128,722	-\$13,076 -10%
Auditor	4	\$203,720		\$215,748		\$191,693	\$24,055 13%
Business Services Accountant	4	\$121,101		\$137,903		\$70,695	\$67,208 95%
Business Services Manager	20	\$136,038	14	\$147,010	6	\$110,437	\$36,573 33%
Business Services Senior							
Business Owner/ Director	11	\$353,539		\$372,247		\$303,653	\$68,594 23%
CEO / MD	23	\$888,932		\$771,747			
CFO	65	\$446,650	56	\$453,209	9	\$405,842	\$47,366 12%
Company Secretary							
COO	17	\$530,800		\$562,121		\$295,897	\$266,224 90%
Corporate Services Manager	6	\$297,736		\$317,433		\$258,342	\$59,091 23%
Cost Accountant	5	\$202,267		\$200,686		\$208,593	-\$7,908 -4%
Finance Director	50	\$398,823	45	\$399,929	5	\$388,874	\$11,055 3%
Finance Manager	95	\$212,120	59	\$225,064	36	\$190,905	\$34,159 18%
Financial Accountant	56	\$163,501	29	\$179,608	27	\$146,200	\$33,408 23%
Financial Controller (With Accounting Reports)	86	\$254,946	64	\$268,880	22	\$214,410	\$54,469 25%
Financial Controller (Without Accounting Reports)	19	\$216,282	14	\$227,617	5	\$184,543	\$43,073 23%
Forensic/Investigating Accountant	7	\$154,776		\$132,255		\$211,079	-\$78,823 -37%
Fund Accountant	7	\$179,585		\$157,796		\$195,927	-\$38,131 -19%
Group Financial Controller	15	\$303,164		\$331,837			
Group Accountant	15	\$177,157	8	\$181,991	7	\$171,631	\$10,360 6%
Internal Audit Manager	17	\$307,683	13	\$329,120	4	\$238,012	\$91,109 38%
Internal Auditor	7	\$149,026		\$164,166		\$128,839	\$35,326 27%
Management Consultant	14	\$348,882	10	\$415,148		\$183,217	\$231,931
Management Accountant	41	\$163,093	28	\$167,044	13	\$154,585	\$12,458 8%
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	10	\$932,803		\$1,063,546		\$409,830	
Partner CA Firm (Public Practice) - other	8	\$316,439		\$348,077		\$221,527	\$126,550 57%
Project Accountant	6	\$201,712		\$210,263		\$184,612	\$25,651 14%
Sole Practitioner							
Systems Accountant	7	\$148,998		\$150,902		\$146,459	\$4,444 3%
Tax Accountant							
Tax Manager	40	\$240,199	25	\$264,695	15	\$199,373	\$65,321 33%
Treasurer	9	\$405,898		\$357,440		\$502,813	-\$145,373 -29%
Treasury Accountant	4	\$305,573		\$435,325		\$175,821	
Other Accounting Role	38	\$231,656	25	\$262,598	13	\$172,154	\$90,444 53%
Non Accounting Role	90	\$366,068	70	\$411,483	20	\$207,117	\$204,366 99%
Totals / Averages	918	\$288,495	650	\$320,803	268	\$210,137	\$110,665 53%

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