

2009 REMUNERATION SURVEY

Chartered Accountants

Average Earnings Overseas (all in Australian Dollars)

Position	Total Responses	Average Remuneration	Location											
			Asia		Australia		North America		Rest of Europe		United Kingdom		Other	
Academic	7	\$203,586				\$136,749	4	\$253,713						
Accounting Manager	22	\$172,323	4	\$264,275	4	\$138,242		\$136,145		\$193,673	9	\$165,090		\$121,805
Analyst (Business/ Finance)	49	\$147,805	4	\$252,688	28	\$118,770		\$267,538			13	\$166,782		\$101,443
Assistant Accountant (Non-Studying)														
Assistant Accountant (Studying)														
Audit Manager	16	\$169,755		\$170,536		\$100,000				\$214,037	6	\$157,288		\$172,880
Audit Senior	22	\$95,177		\$93,092	5	\$92,031	4	\$85,621		\$75,528	8	\$100,559		\$112,539
Auditor	4	\$161,041				\$36,517		\$266,549				\$170,548		
Business Services Accountant	4	\$95,730				\$75,741		\$135,134				\$36,912		
Business Services Manager	20	\$107,538		\$177,589	7	\$96,348		\$70,809	4	\$93,391	4	\$134,070		\$70,249
Business Services Senior	*													
Business Owner/ Director	11	\$279,473		\$365,053	4	\$134,551		\$251,849		\$358,430		\$540,368		\$121,496
CEO / MD	23	\$702,700	6	\$1,092,762	11	\$392,448		\$1,043,743				\$390,381		\$1,210,179
CFO	65	\$353,077	13	\$471,938	30	\$298,880	7	\$296,760		\$471,270	9	\$331,278		\$458,597
Company Secretary	*													
COO	17	\$419,597	6	\$579,253	4	\$282,130		\$385,724		\$342,010		\$399,125		\$302,005
Corporate Services Manager	6	\$235,360		\$528,563		\$153,951		\$195,387		\$84,387		\$254,488		
Cost Accountant	5	\$159,892		\$175,008		\$194,548						\$90,004		\$164,893
Finance Director	50	\$315,270	7	\$291,297	10	\$230,229	6	\$363,863		\$303,481	25	\$345,280		
Finance Manager	95	\$167,681	8	\$145,325	41	\$178,313	5	\$169,529		\$108,581	35	\$168,946		\$123,245
Financial Accountant	56	\$129,247		\$187,001	20	\$106,688	5	\$124,874		\$102,609	27	\$145,445		\$131,548
Financial Controller (With Accounting Reports)	86	\$201,534	11	\$266,493	25	\$156,705	5	\$309,264		\$278,896	37	\$193,553	6	\$202,888
Financial Controller (Without Accounting Reports)	19	\$170,971		\$219,518	7	\$136,168		\$550,798		\$84,342	9	\$160,068		
Forensic/Investigating Accountant	7	\$122,351		\$187,566		\$133,383		\$73,473				\$73,301		\$121,966
Fund Accountant	7	\$141,962									5	\$136,771		\$154,941
Group Financial Controller	15	\$239,651		\$131,955	5	\$350,278		\$384,546			7	\$170,704		
Group Accountant	15	\$140,042			4	\$116,624					11	\$148,558		
Internal Audit Manager	17	\$243,223		\$286,559	7	\$221,988		\$404,000		\$173,123	4	\$155,749		\$345,102
Internal Auditor	7	\$117,805		\$146,044		\$116,814						\$109,382		
Management Consultant	14	\$275,791			4	\$138,142		\$524,992		\$256,626	6	\$246,151		
Management Accountant	41	\$128,925		\$140,198	13	\$129,004		\$108,507		\$104,809	19	\$124,096		\$203,769
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	10	\$737,381		\$478,187				\$509,351		\$953,286		\$738,784		\$1,092,472
Partner CA Firm (Public Practice) - other	8	\$250,145		\$192,480		\$218,550							4	\$294,776
Project Accountant	6	\$159,454				\$125,433						\$193,475		
Sole Practitioner														
Systems Accountant	7	\$117,783			4	\$96,565		\$178,652				\$125,975		\$133,595
Tax Accountant		\$103,894		\$103,894										
Tax Manager	40	\$189,877	5	\$306,149	6	\$125,249		\$229,200		\$93,959	25	\$186,287		\$103,314
Treasurer	9	\$320,862		\$297,855		\$373,717					5	\$293,751		
Treasury Accountant	4	\$241,555		\$535,959		\$116,549						\$156,857		
Other Accounting Role	38	\$183,124	6	\$177,240	12	\$159,025		\$215,015		\$131,256	14	\$213,682		\$151,450
Non Accounting Role	90	\$289,377	17	\$446,025	40	\$224,452	7	\$292,471	5	\$228,667	15	\$310,882	6	\$271,592
Totals / Averages	918	\$228,055	118	\$351,845	316	\$185,152	72	\$282,224	41	\$259,103	317	\$203,237	54	\$258,514

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