

2009 REMUNERATION SURVEY

Chartered Accountants Average Earnings Overseas (all in Euros)

Position	Total Responses	Average Remuneration	Location											
			Asia		Australia		North America		Rest of Europe		United Kingdom		Other	
Academic	7	€ 109,712				€ 73,694	4	€ 136,726						
Accounting Manager	22	€ 92,865	4	€ 142,418	4	€ 74,499		€ 73,368		€ 104,370	9	€ 88,967		€ 65,641
Analyst (Business/ Finance)	49	€ 79,652	4	€ 136,173	28	€ 64,005		€ 144,176			13	€ 89,879		€ 54,668
Assistant Accountant (Non-Studying)														
Assistant Accountant (Studying)														
Audit Manager	16	€ 91,481		€ 91,902		€ 53,890				€ 115,344	6	€ 84,762		€ 93,165
Audit Senior	22	€ 51,291		€ 50,167	5	€ 49,595	4	€ 46,141		€ 40,702	8	€ 54,191		€ 60,647
Auditor	4	€ 86,785				€ 19,679		€ 143,643				€ 91,908		
Business Services Accountant	4	€ 51,589				€ 40,817						€ 78,823		€ 19,892
Business Services Manager	20	€ 57,952		€ 95,703	7	€ 51,922		€ 38,159	4	€ 50,329	4	€ 72,250		€ 37,857
Business Services Senior	*													
Business Owner/ Director	11	€ 150,608		€ 196,727	4	€ 72,510		€ 135,721		€ 193,158		€ 291,204		€ 65,474
CEO / MD	23	€ 378,685	6	€ 588,889	11	€ 211,490		€ 562,473				€ 210,376		€ 652,165
CFO	65	€ 190,273	13	€ 254,327	30	€ 161,066	7	€ 159,924		€ 253,967	9	€ 178,525		€ 247,138
Company Secretary	*													
COO	17	€ 226,121	6	€ 312,159	4	€ 152,040		€ 207,866		€ 184,309		€ 215,088		€ 162,751
Corporate Services Manager	6	€ 126,836		€ 284,842		€ 82,964		€ 105,294		€ 45,476		€ 137,143		
Cost Accountant	5	€ 86,166		€ 94,312		€ 104,842						€ 48,503		€ 88,861
Finance Director	50	€ 169,899	7	€ 156,980	10	€ 124,070	6	€ 196,086		€ 163,546	25	€ 186,071		
Finance Manager	95	€ 90,363	8	€ 78,316	41	€ 96,093	5	€ 91,359		€ 58,514	35	€ 91,045		€ 66,417
Financial Accountant	56	€ 69,651		€ 100,775	20	€ 57,494	5	€ 67,295		€ 55,296	27	€ 78,380		€ 70,891
Financial Controller (With Accounting Reports)	86	€ 108,607	11	€ 143,613	25	€ 84,448	5	€ 166,662		€ 150,297	37	€ 104,306	6	€ 109,336
Financial Controller (Without Accounting Reports)	19	€ 92,136		€ 118,298	7	€ 73,381		€ 296,825		€ 45,452	9	€ 86,260		
Forensic/Investigating Accountant	7	€ 65,935		€ 101,079		€ 71,880		€ 39,595				€ 39,502		€ 65,728
Fund Accountant	7	€ 76,503									5	€ 73,706		€ 83,497
Group Financial Controller	15	€ 129,148		€ 71,111	5	€ 188,764		€ 207,232			7	€ 91,992		
Group Accountant	15	€ 75,469			4	€ 62,848					11	€ 80,058		
Internal Audit Manager	17	€ 131,073		€ 154,426	7	€ 119,629		€ 217,715		€ 93,296	4	€ 83,933		€ 185,975
Internal Auditor	7	€ 63,485		€ 78,703		€ 62,951						€ 58,946		
Management Consultant	14	€ 148,624			4	€ 74,445		€ 282,918		€ 138,296	6	€ 132,650		
Management Accountant	41	€ 69,478		€ 75,553	13	€ 69,520		€ 58,474		€ 56,482	19	€ 66,875		€ 109,811
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	10	€ 397,374		€ 257,695				€ 274,489		€ 513,725		€ 398,130		€ 588,732
Partner CA Firm (Public Practice) - other	8	€ 134,803		€ 103,727		€ 117,776							4	€ 158,855
Project Accountant	6	€ 85,929				€ 67,596						€ 104,263		
Sole Practitioner														
Systems Accountant	7	€ 63,473			4	€ 52,039		€ 96,276				€ 67,888		€ 71,994
Tax Accountant		€ 55,988		€ 55,988										
Tax Manager	40	€ 102,325	5	€ 164,983	6	€ 67,497		€ 123,516		€ 50,634	25	€ 100,390		€ 55,676
Treasurer	9	€ 172,912		€ 160,514		€ 201,396					5	€ 158,302		
Treasury Accountant	4	€ 130,174		€ 288,828		€ 62,808						€ 84,530		
Other Accounting Role	38	€ 98,686	6	€ 95,515	12	€ 85,698		€ 115,871		€ 70,734	14	€ 115,153		€ 81,616
Non Accounting Role	90	€ 155,945	17	€ 240,363	40	€ 120,957	7	€ 157,612	5	€ 123,229	15	€ 167,534	6	€ 146,361
Totals / Averages	918	€ 122,899	118	€ 189,609	316	€ 99,778	72	€ 152,090	41	€ 139,631	317	€ 109,524	54	€ 139,313

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