

# 2009 REMUNERATION SURVEY

## Chartered Accountants

## Average Earnings Overseas (all in New Zealand Dollars)

Position	Total Responses	Average Remuneration	Location											
			Asia		Australia		North America		Rest of Europe		United Kingdom		Other	
Academic	7	\$257,540				\$172,991	4	\$320,952						
Accounting Manager	22	\$217,993	4	\$334,314	4	\$174,879		\$172,226		\$245,000	9	\$208,843		\$154,086
Analyst (Business/ Finance)	49	\$186,977	4	\$319,656	28	\$150,247		\$338,442			13	\$210,983		\$128,328
Assistant Accountant (Non-Studying)														
Assistant Accountant (Studying)														
Audit Manager	16	\$214,744		\$215,732		\$126,502				\$270,762	6	\$198,973		\$218,697
Audit Senior	22	\$120,401		\$117,764	5	\$116,421	4	\$108,312		\$95,545	8	\$127,209		\$142,364
Auditor	4	\$203,720				\$46,195		\$337,191				\$215,748		
Business Services Accountant	4	\$121,101				\$95,814		\$170,947				\$46,695		
Business Services Manager	20	\$136,038		\$224,654	7	\$121,882		\$89,575	4	\$118,142	4	\$169,601		\$88,867
Business Services Senior	*													
Business Owner/ Director	11	\$353,539		\$461,800	4	\$170,210		\$318,595		\$453,423		\$683,578		\$153,695
CEO / MD	23	\$888,932	6	\$1,382,369	11	\$496,456		\$1,320,359				\$493,840		\$1,530,904
CFO	65	\$446,650	13	\$597,012	30	\$378,089	7	\$375,409		\$596,167	9	\$419,073		\$580,136
Company Secretary	*													
COO	17	\$530,800	6	\$732,768	4	\$356,901		\$487,949		\$432,650		\$504,902		\$382,044
Corporate Services Manager	6	\$297,736		\$668,644		\$194,751		\$247,169		\$106,751		\$321,933		
Cost Accountant	5	\$202,267		\$221,389		\$246,108						\$113,857		\$208,593
Finance Director	50	\$398,823	7	\$368,497	10	\$291,244	6	\$460,295		\$383,911	25	\$436,786		
Finance Manager	95	\$212,120	8	\$183,839	41	\$225,570	5	\$214,458		\$137,357	35	\$213,720		\$155,908
Financial Accountant	56	\$163,501		\$236,560	20	\$134,963	5	\$157,968		\$129,803	27	\$183,991		\$166,412
Financial Controller (With Accounting Reports)	86	\$254,946	11	\$337,120	25	\$198,235	5	\$391,226		\$352,810	37	\$244,849	6	\$256,658
Financial Controller (Without Accounting Reports)	19	\$216,282		\$277,695	7	\$172,255		\$696,772		\$106,695	9	\$202,489		
Forensic/Investigating Accountant	7	\$154,776		\$237,275		\$168,732		\$92,945				\$92,728		\$154,290
Fund Accountant	7	\$179,585									5	\$173,018		\$196,004
Group Financial Controller	15	\$303,164		\$166,927	5	\$443,109		\$486,459			7	\$215,944		
Group Accountant	15	\$177,157				\$147,532					11	\$187,929		
Internal Audit Manager	17	\$307,683		\$362,503	7	\$280,820		\$511,069		\$219,005	4	\$197,026		\$436,562
Internal Auditor	7	\$149,026		\$184,749		\$147,773						\$138,371		
Management Consultant	14	\$348,882				\$174,753		\$664,127		\$324,638	6	\$311,386		
Management Accountant	41	\$163,093		\$177,354	13	\$163,192		\$137,264		\$132,586	19	\$156,984		\$257,773
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	10	\$932,803		\$604,917				\$644,340		\$1,205,928		\$934,578		\$1,382,001
Partner CA Firm (Public Practice) - other	8	\$316,439		\$243,491		\$276,470							4	\$372,898
Project Accountant	6	\$201,712				\$158,675						\$244,750		
Sole Practitioner														
Systems Accountant	7	\$148,998				\$122,156		\$225,999				\$159,361		\$169,000
Tax Accountant		\$131,428		\$131,428										
Tax Manager	40	\$240,199	5	\$387,285	6	\$158,443		\$289,943		\$118,860	25	\$235,658		\$130,695
Treasurer	9	\$405,898		\$376,793		\$472,760					5	\$371,601		
Treasury Accountant	4	\$305,573		\$678,000		\$147,437						\$198,427		
Other Accounting Role	38	\$231,656	6	\$224,213	12	\$201,170		\$271,999		\$166,042	14	\$270,312		\$191,588
Non Accounting Role	90	\$366,068	17	\$564,232	40	\$283,937	7	\$369,982	5	\$289,269	15	\$393,273	6	\$343,570
<b>Totals / Averages</b>	<b>918</b>	<b>\$288,495</b>	<b>118</b>	<b>\$445,091</b>	<b>316</b>	<b>\$234,221</b>	<b>72</b>	<b>\$357,020</b>	<b>41</b>	<b>\$327,771</b>	<b>317</b>	<b>\$257,099</b>	<b>54</b>	<b>\$327,026</b>

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