

2009 REMUNERATION SURVEY

Chartered Accountants

All industry analysis

Position	Responses	Total Remuneration	Location										Percentile			
			AKL & Region		WGTN & Region		CHCH & Region		NTH ISL REGIONAL		STH ISL REGIONAL		20%	80%	Median	Average
Academic	50	\$107,314	18	\$114,091	8	\$98,285	6	\$110,352	12	\$109,174	6	\$92,265	\$79,793	\$136,984	\$97,140	\$107,314
Accounting Manager	206	\$103,477	53	\$116,738	36	\$121,145	33	\$92,346	62	\$93,808	22	\$86,564	\$78,000	\$125,780	\$96,549	\$103,477
Analyst (Business/ Finance)	125	\$104,744	66	\$108,982	29	\$108,277	7	\$99,134	13	\$95,449	10	\$82,541	\$81,752	\$126,080	\$100,780	\$104,744
Assistant Accountant (Non-Studying)	7	\$56,640	5	\$58,984						\$50,780			\$50,780	\$66,780	\$51,280	\$56,640
Assistant Accountant (Studying)	*															
Audit Manager	99	\$113,805	39	\$122,930	24	\$123,023	10	\$106,042	20	\$94,215	6	\$95,856	\$83,402	\$132,300	\$109,140	\$113,805
Audit Senior	73	\$73,954	24	\$72,797	17	\$91,490	14	\$64,494	13	\$67,892	5	\$62,130	\$61,712	\$87,552	\$68,780	\$73,954
Auditor	41	\$71,546	12	\$68,698	8	\$75,226	5	\$77,128	11	\$72,325	5	\$65,198	\$66,780	\$79,936	\$71,400	\$71,546
Business Services Accountant	140	\$68,848	50	\$74,757	7	\$70,011	23	\$63,955	48	\$66,352	12	\$62,903	\$56,680	\$78,156	\$65,780	\$68,848
Business Services Manager	224	\$109,475	86	\$127,437	25	\$118,249	33	\$100,121	54	\$94,765	26	\$84,053	\$79,832	\$119,928	\$98,405	\$109,475
Business Services Senior	143	\$81,705	77	\$86,179	8	\$82,679	16	\$76,863	28	\$77,014	14	\$71,462	\$67,540	\$93,420	\$77,000	\$81,705
Business Owner/ Director	73	\$145,258	19	\$160,938	12	\$152,413	11	\$116,855	27	\$134,749	4	\$198,365	\$100,630	\$185,804	\$127,720	\$145,258
CEO / MD	111	\$255,832	46	\$316,203	18	\$226,601	22	\$219,205	16	\$190,718	9	\$211,018	\$161,080	\$313,760	\$226,280	\$255,832
CFO	370	\$225,087	175	\$241,290	81	\$220,830	42	\$228,094	46	\$191,498	26	\$183,863	\$154,780	\$267,316	\$204,405	\$225,087
Company Secretary	20	\$210,674	11	\$206,640		\$152,370		\$237,024		\$154,674		\$307,640	\$157,996	\$246,689	\$184,505	\$210,674
COO	38	\$222,860	23	\$214,900	5	\$199,212		\$286,397	4	\$288,900		\$171,714	\$172,468	\$281,681	\$213,655	\$222,860
Corporate Services Manager	59	\$158,383	7	\$184,407	24	\$152,678	8	\$133,444	10	\$173,579	10	\$158,611	\$125,588	\$187,468	\$155,780	\$158,383
Cost Accountant	6	\$106,452		\$108,880				\$113,640		\$99,215			\$101,780	\$119,400	\$107,710	\$106,452
Finance Director	62	\$215,022	36	\$220,679	14	\$231,625		\$165,780	9	\$187,313		\$146,305	\$143,940	\$271,300	\$202,165	\$215,022
Finance Manager	444	\$129,781	201	\$136,352	102	\$130,038	42	\$120,226	66	\$122,315	33	\$116,058	\$101,980	\$154,272	\$125,890	\$129,781
Financial Accountant	223	\$90,121	83	\$94,667	42	\$91,908	25	\$91,588	54	\$83,555	19	\$83,042	\$75,862	\$100,780	\$88,780	\$90,121
Financial Controller (With Accounting Reports)	346	\$147,064	190	\$155,659	34	\$154,813	48	\$132,166	50	\$136,234	24	\$120,399	\$112,873	\$177,280	\$143,640	\$147,064
Financial Controller (Without Accounting Reports)	71	\$127,150	30	\$146,214	7	\$118,597	14	\$113,239	14	\$107,940	6	\$119,090	\$95,780	\$146,484	\$118,780	\$127,150
Forensic/Investigating Accountant	41	\$120,193	22	\$146,156	9	\$93,063		\$89,538	7	\$86,615			\$82,780	\$135,280	\$109,508	\$120,193
Fund Accountant	7	\$87,083	4	\$88,260		\$86,380		\$83,780					\$72,832	\$99,996	\$83,780	\$87,083
Group Financial Controller	62	\$169,690	34	\$171,929		\$218,280	8	\$173,402	10	\$171,786	8	\$141,696	\$125,880	\$207,334	\$162,224	\$169,690
Group Accountant	65	\$108,623	29	\$106,391	13	\$116,092	10	\$97,474	10	\$112,594		\$121,757	\$87,635	\$123,302	\$105,670	\$108,623
Internal Audit Manager	35	\$151,193	14	\$164,339	13	\$153,173	5	\$114,390		\$140,508		\$146,780	\$109,880	\$192,756	\$134,000	\$151,193
Internal Auditor	24	\$94,548	7	\$101,087	13	\$92,404		\$92,165		\$92,280		\$83,663	\$80,312	\$108,952	\$94,530	\$94,548
Management Consultant	32	\$159,374	17	\$170,488	8	\$144,885	4	\$161,681		\$131,960			\$122,480	\$196,820	\$148,580	\$159,374
Management Accountant	244	\$97,090	81	\$102,053	58	\$98,029	33	\$94,814	47	\$93,248	25	\$89,055	\$81,780	\$107,720	\$92,780	\$97,090
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	16	\$328,815	7	\$337,426		\$429,947		\$176,000	5	\$286,643			\$144,580	\$451,925	\$262,347	\$328,815
Partner CA Firm (Public Practice) - other	165	\$196,973	49	\$231,115	8	\$187,245	33	\$187,593	55	\$164,102	20	\$223,090	\$116,432	\$262,501	\$174,080	\$196,973
Project Accountant	23	\$105,336	4	\$138,480	9	\$105,642		\$88,890	6	\$96,592		\$80,350	\$80,212	\$127,680	\$93,780	\$105,336
Sole Practitioner	12	\$128,035		\$131,173		\$146,300		\$160,000	5	\$93,348		\$223,560	\$100,016	\$159,396	\$124,440	\$128,035
Systems Accountant	40	\$103,859	17	\$113,773	12	\$106,791		\$92,630	7	\$87,914		\$69,030	\$79,556	\$120,064	\$102,270	\$103,859
Tax Accountant	92	\$80,116	37	\$83,517	15	\$88,515	10	\$69,741	19	\$78,035	11	\$70,250	\$65,065	\$96,670	\$73,300	\$80,116
Tax Manager	100	\$136,349	36	\$153,232	32	\$138,577	13	\$105,373	12	\$122,591	7	\$120,453	\$94,884	\$172,519	\$124,720	\$136,349
Treasurer	6	\$164,488		\$162,073		\$181,530				\$137,649			\$137,649	\$190,380	\$175,180	\$164,488
Treasury Accountant	14	\$92,099	6	\$93,727	5	\$95,387						\$83,363	\$83,712	\$107,522	\$92,015	\$92,099
Other Accounting Role	67	\$124,116	30	\$130,606	16	\$135,706	6	\$121,552	12	\$95,661		\$116,352	\$69,980	\$169,849	\$118,140	\$124,116
Non Accounting Role	251	\$174,964	105	\$198,750	85	\$169,186	19	\$165,364	29	\$138,011	13	\$117,080	\$106,090	\$218,800	\$153,480	\$174,964
Totals / Averages	4229	\$137,740	1760	\$152,268	810	\$140,970	520	\$128,279	795	\$116,998	344	\$118,043				

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