

2009 REMUNERATION SURVEY

Chartered Accountants

All industry analysis

Position	Responses	Total Remuneration	Size of organisation								Percentile					
			0-5M		6-10M		11-25M		26-100M		>100M		20%	80%	Median	Average
Academic	50	\$107,314	\$70,280		\$85,180		5	\$88,736	10	\$86,846	18	\$136,845	\$79,793	\$136,984	\$97,140	\$107,314
Accounting Manager	206	\$103,477	72	\$95,123	15	\$89,069	10	\$95,624	20	\$122,267	60	\$121,623	\$78,000	\$125,780	\$96,549	\$103,477
Analyst (Business/ Finance)	125	\$104,744	5	\$106,932		\$90,780	4	\$105,673	18	\$94,829	77	\$111,552	\$81,752	\$126,080	\$100,780	\$104,744
Assistant Accountant (Non-Studying)	7	\$56,640						\$74,080		\$45,000		\$58,613	\$50,780	\$66,780	\$51,280	\$56,640
Assistant Accountant (Studying)	*															
Audit Manager	99	\$113,805	19	\$104,548	7	\$118,465	7	\$105,983	15	\$129,576	20	\$134,005	\$83,402	\$132,300	\$109,140	\$113,805
Audit Senior	73	\$73,954	8	\$67,055	8	\$74,223	6	\$71,605	11	\$79,419	13	\$83,094	\$61,712	\$87,552	\$68,780	\$73,954
Auditor	41	\$71,546		\$79,590		\$67,780		\$56,200	4	\$72,738	14	\$71,725	\$66,780	\$79,936	\$71,400	\$71,546
Business Services Accountant	140	\$68,848	67	\$68,247	17	\$67,010	9	\$67,173	4	\$97,460		\$92,203	\$56,680	\$78,156	\$65,780	\$68,848
Business Services Manager	224	\$109,475	91	\$94,650	24	\$92,756	25	\$112,057	15	\$123,234	25	\$179,842	\$79,832	\$119,928	\$98,405	\$109,475
Business Services Senior	143	\$81,705	70	\$83,788	22	\$76,097	12	\$74,161		\$76,890	6	\$104,464	\$67,540	\$93,420	\$77,000	\$81,705
Business Owner/ Director	73	\$145,258	58	\$137,645	4	\$167,708	3	\$201,387	4	\$218,833			\$100,630	\$185,804	\$127,720	\$145,258
CEO / MD	111	\$255,832	35	\$169,471	16	\$215,968	21	\$246,837	25	\$289,217	12	\$525,074	\$161,080	\$313,760	\$226,280	\$255,832
CFO	370	\$225,087	17	\$157,871	15	\$148,487	49	\$181,441	144	\$196,488	142	\$285,147	\$154,780	\$267,316	\$204,405	\$225,087
Company Secretary	20	\$210,674		\$179,330			4	\$189,942	5	\$170,266	9	\$235,988	\$157,996	\$246,689	\$184,505	\$210,674
COO	38	\$222,860		\$188,587		\$207,371	6	\$189,353	12	\$220,631	11	\$260,893	\$172,468	\$281,681	\$213,655	\$222,860
Corporate Services Manager	59	\$158,383	4	\$119,910	6	\$115,728	15	\$161,400	15	\$159,980	19	\$176,309	\$125,588	\$187,468	\$155,780	\$158,383
Cost Accountant	6	\$106,452									6	\$106,452	\$101,780	\$119,400	\$107,710	\$106,452
Finance Director	62	\$215,022	4	\$169,960	8	\$127,987	11	\$167,922	17	\$213,400	22	\$279,669	\$143,940	\$271,300	\$202,165	\$215,022
Finance Manager	444	\$129,781	24	\$96,958	32	\$108,776	67	\$115,940	118	\$123,644	190	\$144,979	\$101,980	\$154,272	\$125,890	\$129,781
Financial Accountant	223	\$90,121	25	\$73,442	16	\$86,373	20	\$81,202	48	\$92,818	93	\$95,844	\$75,862	\$100,780	\$88,780	\$90,121
Financial Controller (With Accounting Reports)	346	\$147,064	19	\$118,194	31	\$124,459	82	\$128,886	106	\$146,198	105	\$174,121	\$112,873	\$177,280	\$143,640	\$147,064
Financial Controller (Without Accounting Reports)	71	\$127,150	11	\$109,398	17	\$113,492	22	\$124,402	13	\$131,398	7	\$190,729	\$95,780	\$146,484	\$118,780	\$127,150
Forensic/Investigating Accountant	41	\$120,193	9	\$115,238				\$142,101			11	\$102,810	\$82,780	\$135,280	\$109,508	\$120,193
Fund Accountant	7	\$87,083						\$81,933		\$83,780		\$70,000	\$72,832	\$99,996	\$83,780	\$87,083
Group Financial Controller	62	\$169,690		\$112,687	4	\$115,800		\$171,815	16	\$155,519	35	\$188,886	\$125,880	\$207,334	\$162,224	\$169,690
Group Accountant	65	\$108,623	6	\$80,145	5	\$92,210	6	\$109,125	16	\$108,394	32	\$116,548	\$87,635	\$123,302	\$105,670	\$108,623
Internal Audit Manager	35	\$151,193							9	\$115,428	24	\$166,534	\$109,880	\$192,756	\$134,000	\$151,193
Internal Auditor	24	\$94,548		\$84,325						\$88,119	18	\$96,881	\$80,312	\$108,952	\$94,530	\$94,548
Management Consultant	32	\$159,374	7	\$172,996	4	\$129,390		\$236,840	4	\$126,555	11	\$165,025	\$122,480	\$196,820	\$148,580	\$159,374
Management Accountant	244	\$97,090	8	\$98,729	7	\$84,502	20	\$83,559	67	\$93,634	132	\$101,650	\$81,780	\$107,720	\$92,780	\$97,090
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	16	\$328,815				\$281,828		\$206,987	6	\$313,629		\$621,440	\$144,580	\$451,925	\$262,347	\$328,815
Partner CA Firm (Public Practice) - other	165	\$196,973	118	\$168,985	22	\$286,580	13	\$288,803		\$254,797		\$105,500	\$116,432	\$262,501	\$174,080	\$196,973
Project Accountant	23	\$105,336		\$99,877		\$93,280		\$84,000	6	\$114,890	12	\$104,707	\$80,212	\$127,680	\$93,780	\$105,336
Sole Practitioner	12	\$128,035	9	\$139,047									\$100,016	\$159,396	\$124,440	\$128,035
Systems Accountant	40	\$103,859		\$68,820		\$81,931		\$108,780	6	\$105,473	25	\$107,602	\$79,556	\$120,064	\$102,270	\$103,859
Tax Accountant	92	\$80,116	15	\$70,770		\$87,020		\$67,205		\$64,780	24	\$91,422	\$65,065	\$96,670	\$73,300	\$80,116
Tax Manager	100	\$136,349	11	\$119,644	8	\$111,450	5	\$107,245	5	\$117,624	40	\$158,371	\$94,884	\$172,519	\$124,720	\$136,349
Treasurer	6	\$164,488									6	\$164,488	\$137,649	\$190,380	\$175,180	\$164,488
Treasury Accountant	14	\$92,099								\$79,043	10	\$98,380	\$83,712	\$107,522	\$92,015	\$92,099
Other Accounting Role	67	\$124,116	11	\$98,879	4	\$108,250	6	\$146,475	11	\$145,282	19	\$135,373	\$69,980	\$169,849	\$118,140	\$124,116
Non Accounting Role	251	\$174,964	20	\$123,776	8	\$161,661	24	\$156,081	36	\$187,554	138	\$194,371	\$106,090	\$218,800	\$153,480	\$174,964
Totals / Averages	4229	\$137,740	760	\$114,339	315	\$125,427	474	\$137,080	801	\$147,822	1398	\$160,994				

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