

2009 REMUNERATION SURVEY

Chartered Accountants All industry analysis

Position	Responses	Total Remuneration	Years of post entry experience								Percentile			
			0-2		3-4		5-10		>10		20%	80%	Median	Average
Academic	50	\$107,314	5	\$89,457	5	\$87,353		\$67,349	39	\$113,187	\$79,793	\$136,984	\$97,140	\$107,314
Accounting Manager	206	\$103,477	22	\$92,215	29	\$89,734	50	\$102,836	105	\$109,937	\$78,000	\$125,780	\$96,549	\$103,477
Analyst (Business/ Finance)	125	\$104,744	36	\$88,915	18	\$94,606	19	\$113,813	52	\$115,899	\$81,752	\$126,080	\$100,780	\$104,744
Assistant Accountant (Non-Studying)	7	\$56,640	5	\$60,040		\$45,000		\$51,280			\$50,780	\$66,780	\$51,280	\$56,640
Assistant Accountant (Studying)	*													
Audit Manager	99	\$113,805	18	\$86,504	14	\$101,147	33	\$119,789	34	\$127,662	\$83,402	\$132,300	\$109,140	\$113,805
Audit Senior	73	\$73,954	52	\$71,705	11	\$64,611		\$78,598	8	\$100,252	\$61,712	\$87,552	\$68,780	\$73,954
Auditor	41	\$71,546	17	\$67,867	4	\$72,717	6	\$72,383	14	\$75,319	\$66,780	\$79,936	\$71,400	\$71,546
Business Services Accountant	140	\$68,848	65	\$62,198	18	\$71,724	25	\$73,590	32	\$77,032	\$56,680	\$78,156	\$65,780	\$68,848
Business Services Manager	224	\$109,475	30	\$83,697	25	\$94,004	78	\$123,351	91	\$110,330	\$79,832	\$119,928	\$98,405	\$109,475
Business Services Senior	143	\$81,705	44	\$69,072	23	\$81,046	46	\$88,855	30	\$89,776	\$67,540	\$93,420	\$77,000	\$81,705
Business Owner/ Director	73	\$145,258				\$219,390	12	\$132,173	59	\$145,407	\$100,630	\$185,804	\$127,720	\$145,258
CEO / MD	111	\$255,832		\$153,780			6	\$236,643	103	\$258,931	\$161,080	\$313,760	\$226,280	\$255,832
CFO	370	\$225,087	4	\$270,207		\$149,740	27	\$175,171	337	\$228,998	\$154,780	\$267,316	\$204,405	\$225,087
Company Secretary	20	\$210,674						\$158,135	18	\$216,512	\$157,996	\$246,689	\$184,505	\$210,674
COO	38	\$222,860					4	\$164,610	34	\$229,713	\$172,468	\$281,681	\$213,655	\$222,860
Corporate Services Manager	59	\$158,383		\$121,740		\$91,140	9	\$159,007	48	\$160,430	\$125,588	\$187,468	\$155,780	\$158,383
Cost Accountant	6	\$106,452		\$101,780				\$119,400	4	\$104,383	\$101,780	\$119,400	\$107,710	\$106,452
Finance Director	62	\$215,022				\$206,580	4	\$149,960	57	\$219,736	\$143,940	\$271,300	\$202,165	\$215,022
Finance Manager	444	\$129,781	33	\$116,029	23	\$106,316	111	\$129,961	277	\$133,296	\$101,980	\$154,272	\$125,890	\$129,781
Financial Accountant	223	\$90,121	51	\$81,855	24	\$86,370	62	\$92,547	86	\$94,321	\$75,862	\$100,780	\$88,780	\$90,121
Financial Controller (With Accounting Reports)	346	\$147,064	11	\$141,162	16	\$126,554	74	\$135,523	245	\$152,154	\$112,873	\$177,280	\$143,640	\$147,064
Financial Controller (Without Accounting Reports)	71	\$127,150		\$95,780		\$79,680	11	\$123,607	58	\$129,181	\$95,780	\$146,484	\$118,780	\$127,150
Forensic/Investigating Accountant	41	\$120,193		\$116,513	4	\$89,779	10	\$112,158	24	\$129,070	\$82,780	\$135,280	\$109,508	\$120,193
Fund Accountant	7	\$87,083	4	\$78,950						\$97,927	\$72,832	\$99,996	\$83,780	\$87,083
Group Financial Controller	62	\$169,690		\$122,780		\$104,480	13	\$159,126	44	\$178,974	\$125,880	\$207,334	\$162,224	\$169,690
Group Accountant	65	\$108,623	7	\$90,704	9	\$89,235	21	\$105,768	28	\$121,476	\$87,635	\$123,302	\$105,670	\$108,623
Internal Audit Manager	35	\$151,193	4	\$109,668	4	\$113,760	9	\$142,108	18	\$173,281	\$109,880	\$192,756	\$134,000	\$151,193
Internal Auditor	24	\$94,548	4	\$77,943		\$110,093	5	\$95,202	12	\$95,924	\$80,312	\$108,952	\$94,530	\$94,548
Management Consultant	32	\$159,374				\$197,530	6	\$118,832	25	\$167,578	\$122,480	\$196,820	\$148,580	\$159,374
Management Accountant	244	\$97,090	35	\$84,051	34	\$89,939	68	\$99,970	107	\$101,796	\$81,780	\$107,720	\$92,780	\$97,090
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	16	\$328,815				\$250,980		\$217,570	12	\$360,328	\$144,580	\$451,925	\$262,347	\$328,815
Partner CA Firm (Public Practice) - other	165	\$196,973		\$119,300	4	\$125,746	31	\$196,629	128	\$200,496	\$116,432	\$262,501	\$174,080	\$196,973
Project Accountant	23	\$105,336		\$81,930		\$76,045	8	\$106,338	11	\$114,189	\$80,212	\$127,680	\$93,780	\$105,336
Sole Practitioner	12	\$128,035		\$160,000		\$100,080		\$114,490	8	\$130,920	\$100,016	\$159,396	\$124,440	\$128,035
Systems Accountant	40	\$103,859		\$83,380	4	\$87,099	7	\$107,712	27	\$106,860	\$79,556	\$120,064	\$102,270	\$103,859
Tax Accountant	92	\$80,116	48	\$70,659	11	\$76,805	9	\$91,878	24	\$96,136	\$65,065	\$96,670	\$73,300	\$80,116
Tax Manager	100	\$136,349	13	\$88,909	6	\$101,499	34	\$130,755	47	\$157,967	\$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	6	\$90,695		\$81,580		\$113,942		\$90,863	\$83,712	\$107,522	\$92,015	\$92,099
Other Accounting Role	67	\$124,116	11	\$77,676	8	\$96,167	9	\$111,637	39	\$145,828	\$69,980	\$169,849	\$118,140	\$124,116
Non Accounting Role	251	\$174,964	6	\$137,902	6	\$158,858	43	\$136,716	196	\$184,982	\$106,090	\$218,800	\$153,480	\$174,964
Totals / Averages	4229	\$137,740	550	\$83,975	323	\$95,591	863	\$122,079	2493	\$160,484				

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