

2009 REMUNERATION SURVEY

Provisional Member of the College of Associate 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		\$81,330		\$130,330															
Accounting Manager	18	\$72,587	9	\$79,162				\$74,830			7	\$65,189		\$62,954	\$53,670	\$107,249	\$72,627	\$81,330	
Analyst (Business/ Finance)	15	\$78,681	7	\$83,529				\$66,729		4	\$89,330			\$64,330	\$96,446	\$77,330	\$78,681		
Assistant Accountant (Non-Studying)	37	\$49,575	21	\$49,495	7	\$44,646		\$47,085		5	\$50,496		\$67,854	\$39,064	\$56,530	\$48,030	\$49,575		
Assistant Accountant (Studying)	39	\$49,071	28	\$49,007		\$47,653		\$53,915		6	\$48,463			\$40,815	\$57,632	\$46,330	\$49,071		
Audit Manager	*																		
Audit Senior	4	\$74,348				\$67,000		\$58,330			\$86,030			\$63,532	\$86,014	\$76,475	\$74,348		
Auditor	24	\$58,319	8	\$63,590	6	\$60,908		\$58,330		8	\$52,353		\$48,330	\$49,900	\$65,264	\$59,080	\$58,319		
Business Services Accountant	24	\$59,644	7	\$53,940	5	\$54,214		\$59,720		9	\$67,071			\$47,930	\$66,132	\$58,165	\$59,644		
Business Services Manager	7	\$99,411	4	\$110,723		\$75,330					\$88,830			\$88,530	\$108,064	\$91,030	\$99,411		
Business Services Senior	5	\$53,832		\$55,915				\$45,000			\$56,165			\$49,264	\$57,600	\$55,330	\$53,832		
Business Owner/ Director																			
CEO / MD	*																		
CFO	*																		
Company Secretary																			
COO	*																		
Corporate Services Manager	*																		
Cost Accountant																			
Finance Director	*																		
Finance Manager	14	\$100,095	6	\$88,173				4	\$123,763		\$87,783		\$113,886	\$71,476	\$125,930	\$87,290	\$100,095		
Financial Accountant	26	\$76,365	19	\$79,969				5	\$66,684		\$89,680		\$42,996	\$61,200	\$89,680	\$77,665	\$76,365		
Financial Controller (With Accounting Reports)	13	\$117,582	10	\$123,813					\$112,215				\$66,000	\$97,960	\$137,370	\$128,805	\$117,582		
Financial Controller (Without Accounting Reports)	*																		
Forensic/Investigating Accountant		\$72,675		\$72,330		\$70,365					\$75,330			\$71,151	\$74,130	\$72,330	\$72,675		
Fund Accountant	*																		
Group Financial Controller		\$376,087		\$209,830		\$708,600								\$195,230	\$538,292	\$282,830	\$376,087		
Group Accountant	5	\$91,180		\$87,330		\$77,330			\$101,955					\$54,906	\$129,036	\$77,330	\$91,180		
Internal Audit Manager																			
Internal Auditor		\$58,788		\$44,330		\$51,437					\$80,597			\$47,173	\$68,933	\$51,437	\$58,788		
Management Consultant																			
Management Accountant	33	\$80,407	9	\$76,718	9	\$89,382		\$81,775		7	\$81,067		5	\$69,151	\$65,730	\$88,298	\$78,982	\$80,407	
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																			
Partner CA Firm (Public Practice) - other	*																		
Project Accountant	*																		
Sole Practitioner																			
Systems Accountant		\$88,630		\$87,530					\$90,830					\$83,030	\$94,670	\$90,830	\$88,630		
Tax Accountant	19	\$57,904	7	\$52,130		\$95,815		\$63,030		6	\$55,508		\$49,187	\$41,930	\$67,960	\$48,330	\$57,904		
Tax Manager	4	\$123,888		\$123,645				\$124,130						\$121,386	\$126,292	\$123,645	\$123,888		
Treasurer	*																		
Treasury Accountant																			
Other Accounting Role	16	\$57,892	11	\$61,382		\$41,830		\$55,801						\$43,330	\$60,730	\$48,173	\$57,892		
Non Accounting Role	14	\$113,972	5	\$165,634	4	\$87,773		\$63,100			\$66,630		\$156,890	\$57,608	\$122,774	\$79,965	\$113,972		
Totals / Averages	351	\$76,428	172	\$77,189	51	\$83,506	41	\$81,740	70	\$68,263	17	\$68,301							

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