

2009 REMUNERATION SURVEY

Provisional Member of the College of Associate 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	*	\$81,330		\$41,032							\$130,330	\$53,670	\$107,249	\$72,627	\$81,330	
Accounting Manager	18	\$72,587	7	\$66,940		\$81,938		\$74,787			\$103,320	\$52,730	\$89,882	\$73,430	\$72,587	
Analyst (Business/ Finance)	15	\$78,681	3	\$52,937					\$108,630	7	\$88,026	\$64,330	\$96,446	\$77,330	\$78,681	
Assistant Accountant (Non-Studying)	37	\$49,575	11	\$43,112		\$56,763		\$60,410		\$49,387	5	\$45,272	\$39,064	\$56,530	\$48,030	\$49,575
Assistant Accountant (Studying)	39	\$49,071	11	\$47,444		\$46,833	8	\$49,069		\$57,980	8	\$51,614	\$40,815	\$57,632	\$46,330	\$49,071
Audit Manager	*															
Audit Senior	4	\$74,348						\$85,950								
Auditor	24	\$58,319	6	\$53,456							\$57,967	\$49,900	\$65,264	\$59,080	\$58,319	
Business Services Accountant	24	\$59,644	12	\$65,267		\$49,830						\$47,930	\$66,132	\$58,165	\$59,644	
Business Services Manager	7	\$99,411		\$90,180		\$111,330		\$110,430		\$95,000	\$88,330	\$88,530	\$108,064	\$91,030	\$99,411	
Business Services Senior	5	\$53,832		\$62,000						\$50,330		\$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	4	\$73,752		\$82,625				\$115,182	5	\$119,104	\$71,476	\$125,930	\$87,290	\$100,095
Financial Accountant	26	\$76,365	4	\$78,893		\$62,465	5	\$82,285	6	\$83,433	6	\$82,220	\$61,200	\$89,680	\$77,665	\$76,365
Financial Controller (With Accounting Reports)	13	\$117,582					5	\$115,045	4	\$116,145		\$137,880	\$97,960	\$137,370	\$128,805	\$117,582
Financial Controller (Without Accounting Reports)	*															
Forensic/Investigating Accountant		\$72,675											\$71,151	\$74,130	\$72,330	\$72,675
Fund Accountant	*															
Group Financial Controller		\$376,087						\$136,830			\$708,600	\$195,230	\$538,292	\$282,830	\$376,087	
Group Accountant	5	\$91,180					\$50,330		\$66,690		\$136,095	\$54,906	\$129,036	\$77,330	\$91,180	
Internal Audit Manager																
Internal Auditor		\$58,788											\$47,173	\$68,933	\$51,437	\$58,788
Management Consultant																
Management Accountant	33	\$80,407				\$65,405		\$73,830	13	\$76,365	15	\$87,488	\$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								\$90,830		\$87,530	\$83,030	\$94,670	\$90,830	\$88,630
Tax Accountant	19	\$57,904	6	\$54,262							\$114,830	\$41,930	\$67,960	\$48,330	\$57,904	
Tax Manager	4	\$123,888						\$120,330				\$123,645	\$121,386	\$126,292	\$123,645	\$123,888
Treasurer	*															
Treasury Accountant																
Other Accounting Role	16	\$57,892				\$39,500	4	\$46,080	4	\$48,584		\$77,325	\$43,330	\$60,730	\$48,173	\$57,892
Non Accounting Role	14	\$113,972						\$156,890		\$77,230		\$118,280	\$57,608	\$122,774	\$79,965	\$113,972
Totals / Averages	351	\$76,428	72	\$61,593	22	\$75,816	41	\$80,993	47	\$85,398	72	\$96,193				

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