

# 2009 REMUNERATION SURVEY

Provisional Member of the College of Associate Chartered Accountants

All industry analysis

Position	Responses	Total Remuneration	Number of years in an accounting environment						Percentile			
			1	2-3	>4	20%	80%	Median	Average			
Academic		\$81,330		\$41,032		\$72,627	\$53,670	\$107,249	\$72,627	\$81,330		
Accounting Manager	18	\$72,587		\$49,040		\$83,302	\$52,730	\$89,882	\$73,430	\$72,587		
Analyst (Business/ Finance)	15	\$78,681		\$92,855	4	\$76,523	\$64,330	\$96,446	\$77,330	\$78,681		
Assistant Accountant (Non-Studying)	37	\$49,575	4	\$41,600	12	\$46,433	\$39,064	\$56,530	\$48,030	\$49,575		
Assistant Accountant (Studying)	39	\$49,071	4	\$37,750	6	\$45,012	\$40,815	\$57,632	\$46,330	\$49,071		
Audit Manager	*											
Audit Senior	4	\$74,348				\$62,665	\$63,532	\$86,014	\$76,475	\$74,348		
Auditor	24	\$58,319		\$48,777	8	\$54,806	\$49,900	\$65,264	\$59,080	\$58,319		
Business Services Accountant	24	\$59,644		\$40,330	5	\$45,680	\$47,930	\$66,132	\$58,165	\$59,644		
Business Services Manager	7	\$99,411				\$91,080	\$88,530	\$108,064	\$91,030	\$99,411		
Business Services Senior	5	\$53,832				\$50,750	\$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		\$64,480		\$42,000	\$106,318	\$71,476	\$125,930	\$87,290	\$100,095	
Financial Accountant	26	\$76,365		\$82,000	4	\$51,164	\$82,572	\$61,200	\$89,680	\$77,665	\$76,365	
Financial Controller (With Accounting Reports)	13	\$117,582					\$127,015	\$97,960	\$137,370	\$128,805	\$117,582	
Financial Controller (Without Accounting Reports)	*											
Forensic/Investigating Accountant		\$72,675					\$72,675	\$71,151	\$74,130	\$72,330	\$72,675	
Fund Accountant	*											
Group Financial Controller		\$376,087				\$708,600	\$209,830	\$195,230	\$538,292	\$282,830	\$376,087	
Group Accountant	5	\$91,180					\$76,903	\$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				\$73,830	\$78,757	\$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					\$84,330	\$83,030	\$94,670	\$90,830	\$88,630	
Tax Accountant	19	\$57,904				\$42,470	\$60,282	\$41,930	\$67,960	\$48,330	\$57,904	
Tax Manager	4	\$123,888					\$125,010	\$121,386	\$126,292	\$123,645	\$123,888	
Treasurer	*											
Treasury Accountant												
Other Accounting Role	16	\$57,892		\$37,530	4	\$47,348	\$57,150	\$43,330	\$60,730	\$48,173	\$57,892	
Non Accounting Role	14	\$113,972				\$50,800	\$88,529	\$57,608	\$122,774	\$79,965	\$113,972	
<b>Totals / Averages</b>	<b>351</b>	<b>\$76,428</b>	<b>17</b>	<b>\$45,496</b>	<b>53</b>	<b>\$65,579</b>	<b>179</b>	<b>\$79,960</b>				

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