

# 2009 REMUNERATION SURVEY

Provisional Member of the College of 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		\$108,986							\$97,330	\$88,129	\$141,500	\$91,809	\$123,832	\$97,330	\$108,986	
Accounting Manager	26	\$75,500	9	\$86,674		\$72,753		\$63,165	8	\$65,464	4	\$78,659	\$56,490	\$98,330	\$69,324	\$75,500
Analyst (Business/ Finance)	65	\$65,718	39	\$67,143	12	\$66,702		\$43,663	9	\$68,166	4	\$54,080	\$48,016	\$79,017	\$60,775	\$65,718
Assistant Accountant (Non-Studying)	99	\$50,515	51	\$52,886	13	\$54,305	10	\$42,106	22	\$45,870		\$55,859	\$41,673	\$57,550	\$50,330	\$50,515
Assistant Accountant (Studying)	69	\$52,527	30	\$56,125	8	\$62,290	9	\$49,492	18	\$45,816	4	\$43,041	\$40,690	\$62,472	\$52,330	\$52,527
Audit Manager	6	\$106,157	5	\$111,972						\$77,080			\$96,200	\$120,250	\$104,415	\$106,157
Audit Senior	35	\$58,089	11	\$58,838	11	\$61,295	7	\$52,325	4	\$54,915		\$62,855	\$52,264	\$64,330	\$56,830	\$58,089
Auditor	212	\$51,952	96	\$53,744	55	\$53,452	28	\$45,668	24	\$50,885	9	\$46,074	\$44,330	\$59,120	\$50,890	\$51,952
Business Services Accountant	219	\$50,900	90	\$53,307	24	\$51,694	32	\$49,095	40	\$48,587	33	\$48,311	\$43,698	\$57,650	\$49,000	\$50,900
Business Services Manager	10	\$71,449		\$62,330		\$79,830			6	\$72,695		\$56,330	\$61,130	\$79,514	\$73,165	\$71,449
Business Services Senior	29	\$63,506	14	\$67,953	4	\$76,143	4	\$57,248		\$59,080	5	\$47,722	\$51,432	\$72,030	\$61,830	\$63,506
Business Owner/ Director		\$111,365				\$100,000						\$122,730	\$104,546	\$118,184	\$111,365	\$111,365
CEO / MD	*															
CFO	4	\$244,030		\$321,330				\$125,830				\$207,630	\$121,630	\$335,510	\$166,730	\$244,030
Company Secretary																
COO	*															
Corporate Services Manager																
Cost Accountant	4	\$78,137		\$87,733		\$49,350							\$57,390	\$98,365	\$76,840	\$78,137
Finance Director	*															
Finance Manager	20	\$119,687	8	\$124,642	7	\$101,156		\$218,880	4	\$117,410			\$91,930	\$142,666	\$112,620	\$119,687
Financial Accountant	103	\$67,761	43	\$70,291	28	\$65,281	11	\$74,299	19	\$62,467		\$62,410	\$51,030	\$82,440	\$67,250	\$67,761
Financial Controller (With Accounting Reports)	10	\$138,555	6	\$128,992		\$134,200		\$146,021		\$165,690			\$120,350	\$162,550	\$146,036	\$138,555
Financial Controller (Without Accounting Reports)																
Forensic/Investigating Accountant	12	\$67,801	6	\$81,252	5	\$55,224				\$49,977			\$48,499	\$68,130	\$60,565	\$67,801
Fund Accountant	4	\$65,983		\$70,830		\$61,135							\$61,362	\$69,730	\$63,800	\$65,983
Group Financial Controller		\$113,830		\$157,330		\$70,330							\$87,730	\$139,930	\$113,830	\$113,830
Group Accountant	8	\$74,552	4	\$82,075		\$76,130				\$76,025			\$69,610	\$83,550	\$78,507	\$74,552
Internal Audit Manager																
Internal Auditor	14	\$57,523		\$51,777	10	\$55,319		\$96,799					\$43,650	\$67,450	\$54,580	\$57,523
Management Consultant																
Management Accountant	81	\$75,757	37	\$80,613	18	\$69,891	4	\$71,830	16	\$71,407	6	\$77,636	\$62,930	\$85,230	\$75,162	\$75,757
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more																
Partner CA Firm (Public Practice) - other		\$124,130								\$124,130			\$100,320	\$145,800	\$113,430	\$124,130
Project Accountant		\$68,047		\$68,047									\$52,390	\$83,290	\$65,980	\$68,047
Sole Practitioner																
Systems Accountant	8	\$71,436		\$92,045	4	\$67,285				\$59,130			\$49,330	\$90,380	\$74,280	\$71,436
Tax Accountant	109	\$55,106	49	\$57,463	28	\$59,092	15	\$47,047	10	\$54,808	7	\$40,354	\$43,430	\$63,132	\$54,830	\$55,106
Tax Manager	5	\$89,319		\$95,603		\$89,330				\$80,000		\$92,330	\$86,664	\$92,985	\$90,330	\$89,319
Treasurer																
Treasury Accountant	8	\$62,835		\$69,080	5	\$62,298				\$53,030			\$54,950	\$72,132	\$59,165	\$62,835
Other Accounting Role	41	\$64,557	18	\$55,266	12	\$84,339	4	\$70,235	6	\$51,618		\$49,330	\$44,330	\$71,150	\$52,720	\$64,557
Non Accounting Role	11	\$67,360	5	\$52,950	4	\$81,067				\$75,970			\$43,330	\$62,290	\$50,000	\$67,360
<b>Totals / Averages</b>	<b>1228</b>	<b>\$61,802</b>	<b>543</b>	<b>\$64,806</b>	<b>263</b>	<b>\$62,905</b>	<b>134</b>	<b>\$54,813</b>	<b>204</b>	<b>\$59,292</b>	<b>84</b>	<b>\$56,174</b>				

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