# 2009 REMUNERATION SURVEY

randstad
Staffing | Professionals | Executive | HR Solutions | Inhouse Services

NEW ZEALAND INSTITUTE OF CHARTERED ACCOUNTANTS

## Provisional Member of the College of Chartered Accountants — All industry analysis

| | | | Size of organisation | | | | | | | | | | Percentile | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Position** | **Responses** | **Total Remuneration** | **0-5M** | | **6-10M** | | **11-25M** | | **26-100M** | | **>100M** | | **20%** | **80%** | **Median** | **Average** |
| Academic | | $108,986 | | | | | | | | $88,129 | | $141,500 | $91,809 | $123,832 | $97,330 | $108,986 |
| Accounting Manager | 26 | $75,500 | 8 | $75,206 | | $61,525 | | $53,000 | 4 | $107,788 | 5 | $72,457 | $56,490 | $98,330 | $69,324 | $75,500 |
| Analyst (Business/ Finance) | 65 | $65,718 | 4 | $58,748 | | $61,165 | 6 | $49,943 | 7 | $79,384 | 24 | $74,259 | $48,016 | $79,017 | $60,775 | $65,718 |
| Assistant Accountant (Non-Studying) | 99 | $50,515 | 15 | $43,781 | 9 | $59,164 | 8 | $48,144 | 15 | $55,428 | 20 | $55,021 | $41,673 | $57,550 | $50,330 | $50,515 |
| Assistant Accountant (Studying) | 69 | $52,527 | 10 | $46,166 | 6 | $58,680 | 8 | $56,474 | 11 | $60,313 | 16 | $54,843 | $40,690 | $62,472 | $52,330 | $52,527 |
| Audit Manager | 6 | $106,157 | | | | $86,640 | | $98,830 | | | | $134,580 | $96,200 | $120,250 | $104,415 | $106,157 |
| Audit Senior | 35 | $58,089 | 4 | $58,635 | | $65,330 | | $55,415 | 4 | $59,485 | | $59,455 | $52,264 | $64,330 | $56,830 | $58,089 |
| Auditor | 212 | $51,952 | 16 | $49,285 | 5 | $48,700 | 6 | $50,158 | 20 | $57,245 | 22 | $55,899 | $44,330 | $59,120 | $50,890 | $51,952 |
| Business Services Accountant | 219 | $50,900 | 58 | $52,303 | 23 | $53,491 | 15 | $49,687 | | $47,230 | 6 | $49,763 | $43,698 | $57,650 | $49,000 | $50,900 |
| Business Services Manager | 10 | $71,449 | 4 | $78,485 | | $70,830 | | $62,330 | | | | | $61,130 | $79,514 | $73,165 | $71,449 |
| Business Services Senior | 29 | $63,506 | 7 | $66,450 | | $64,303 | 5 | $71,548 | | $60,320 | | $47,000 | $51,432 | $72,030 | $61,830 | $63,506 |
| Business Owner/ Director | | $111,365 | | $111,365 | | | | | | | | | $104,546 | $118,184 | $111,365 | $111,365 |
| CEO / MD | * | | | | | | | | | | | | | | | |
| CFO | 4 | $244,030 | | $120,580 | | | | | | $367,480 | | | $121,630 | $335,510 | $166,730 | $244,030 |
| Company Secretary | | | | | | | | | | | | | | | | |
| COO | * | | | | | | | | | | | | | | | |
| Corporate Services Manager | | | | | | | | | | | | | | | | |
| Cost Accountant | 4 | $78,137 | | | | | | | | $76,840 | | $109,518 | $57,390 | $98,365 | $76,840 | $78,137 |
| Finance Director | * | | | | | | | | | | | | | | | |
| Finance Manager | 20 | $119,687 | | | | $98,563 | | $148,240 | 5 | $146,864 | 11 | $110,499 | $91,930 | $142,666 | $112,620 | $119,687 |
| Financial Accountant | 103 | $67,761 | 8 | $54,144 | 9 | $65,417 | 6 | $67,237 | 15 | $84,523 | 37 | $75,325 | $51,030 | $82,440 | $67,250 | $67,761 |
| Financial Controller (With Accounting Reports) | 10 | $138,555 | | $68,000 | | $150,015 | | $125,230 | 4 | $161,360 | | $123,426 | $120,350 | $162,550 | $146,036 | $138,555 |
| Financial Controller (Without Accounting Reports) | | | | | | | | | | | | | | | | |
| Forensic/Investigating Accountant | 12 | $67,801 | | | | | | | | | 7 | $59,341 | $48,499 | $68,130 | $60,565 | $67,801 |
| Fund Accountant | 4 | $65,983 | | $76,330 | | | | | | | | | $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 | | | | $80,988 | | | | $70,330 | 5 | $81,053 | $69,610 | $83,550 | $78,507 | $74,552 |
| Internal Audit Manager | | | | | | | | | | | | | | | | |
| Internal Auditor | 14 | $57,523 | | | | | | $62,330 | | | | $81,165 | $43,650 | $67,450 | $54,580 | $57,523 |
| Management Consultant | | | | | | | | | | | | | | | | |
| Management Accountant | 81 | $75,757 | | $77,163 | | | | $68,130 | 18 | $79,086 | 43 | $79,366 | $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 | | | | | | | | $94,830 | | $54,655 | $52,390 | $83,290 | $65,980 | $68,047 |
| Sole Practitioner | | | | | | | | | | | | | | | | |
| Systems Accountant | 8 | $71,436 | | | | | | | | $99,260 | 4 | $74,293 | $49,330 | $90,380 | $74,280 | $71,436 |
| Tax Accountant | 109 | $55,106 | 16 | $51,888 | | $59,330 | 4 | $51,665 | 8 | $58,193 | 17 | $60,926 | $43,430 | $63,132 | $54,830 | $55,106 |
| Tax Manager | 5 | $89,319 | | | | $92,330 | | | | | | $84,165 | $86,664 | $92,985 | $90,330 | $89,319 |
| Treasurer | | | | | | | | | | | | | | | | |
| Treasury Accountant | 8 | $62,835 | | | | | | | | | 6 | $65,670 | $54,950 | $72,132 | $59,165 | $62,835 |
| Other Accounting Role | 41 | $64,557 | | $60,830 | | $44,887 | | $50,330 | 5 | $94,394 | 12 | $75,768 | $44,330 | $71,150 | $52,720 | $64,557 |
| Non Accounting Role | 11 | $67,360 | | $75,970 | | $45,779 | | $192,530 | | | | $45,320 | $43,330 | $62,290 | $50,000 | $67,360 |
| **Totals / Averages** | **1228** | **$61,802** | **167** | **$57,907** | **79** | **$64,075** | **73** | **$62,197** | **130** | **$80,285** | **253** | **$72,208** | | | | |

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