

2009 REMUNERATION SURVEY

Remuneration by Position - CA

	2008 Rem	2009 Rem	% Variance
Academic	103738	107,314	3.45%
Accounting Manager	96553	103,477	7.17%
Analyst (Business/ Finance)	101553	104,744	3.14%
Assistant Accountant (Non-Studying)	54644	56,640	3.65%
Audit Manager	110075	113,805	3.39%
Audit Senior	74125	73,954	-0.23%
Auditor	70655	71,546	1.26%
Business Services Accountant	71219	68,848	-3.33%
Business Services Manager	105130	109,475	4.13%
Business Services Senior	83179	81,705	-1.77%
Business Owner/ Director	149888	145,258	-3.09%
CEO / MD	229482	255,832	11.48%
CFO	218143	225,087	3.18%
Company Secretary	183256	210,674	14.96%
COO	225956	222,860	-1.37%
Corporate Services Manager	152299	158,383	3.99%
Cost Accountant	97523	106,452	9.16%
Finance Director	213068	215,022	0.92%
Finance Manager	124529	129,781	4.22%
Financial Accountant	88271	90,121	2.10%
Financial Controller (With Accounting Reports)	150904	147,064	-2.54%
Financial Controller (Without Accounting Reports)	117650	127,150	8.07%
Forensic/Investigating Accountant	113227	120,193	6.15%
Fund Accountant	99034	87,083	-12.07%
Group Financial Controller	165404	169,690	2.59%
Group Accountant	106530	108,623	1.96%
Internal Audit Manager	162505	151,193	-6.96%
Internal Auditor	89789	94,548	5.30%
Management Consultant	164556	159,374	-3.15%
Management Accountant	98061	97,090	-0.99%
Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more	513301	328,815	-35.94%
Partner CA Firm (Public Practice) - other	191632	196,973	2.79%
Project Accountant	104984	105,336	0.34%
Sole Practitioner	154365	128,035	-17.06%
Systems Accountant	105100	103,859	-1.18%
Tax Accountant	86559	80,116	-7.44%
Tax Manager	134830	136,349	1.13%
Treasurer	188070	164,488	-12.54%
Treasury Accountant	102533	92,099	-10.18%
Other Accounting Role	118417	124,116	4.81%
Non Accounting Role	134273	174,964	30.30%

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