

Finance

Opinions you can count on.
Information you can trust.

Finance

Over the last 12 months, the strengthening economy has driven increased business activity in the finance sector. This positive growth is fuelling employment opportunities for accounting and audit professionals who are required to assist the revenue generating teams within businesses.

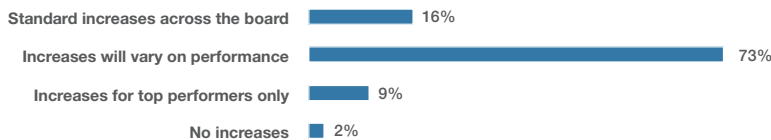
The highest demand is for Cost Accountants and Internal Auditors as companies increase their focus on revenue generation and cost efficiencies. We are also seeing a demand for Operational Accountants in the mining sector who can manage the requirements of joint venture agreements. Other areas of demand include CA or CPA qualified finance

professionals with three years of experience in large firms.

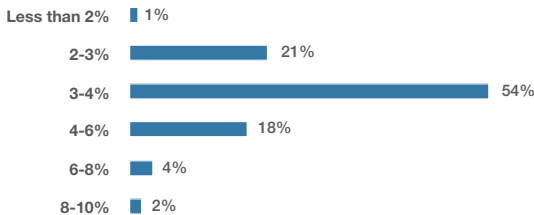
With the demand for finance skills exceeding supply, employers will be increasing salaries to attract and retain top talent. Average salary increases of 3-4% can be expected in an effort to retain talent. For professionals with skills in most demand, including tax and statutory reporting, as well as tax and project accounting, higher increases of up to 10% are anticipated. Above average salary increases will also be awarded to finance professionals with experience in the mining and resources sector to attract talent for growing sector activity in Western Australia.

Hiring activity will increase steadily across the finance sector over the next 12 months. Many companies will be in a position to increase their headcount when budgets are determined. There will be increased demand for mid-level finance operations professionals as companies look to re-establish the positions lost after the economic downturn. Employment opportunities will also increase for finance professionals in the mining and resources sectors as the demand for Australian commodities from China and India continues this year.

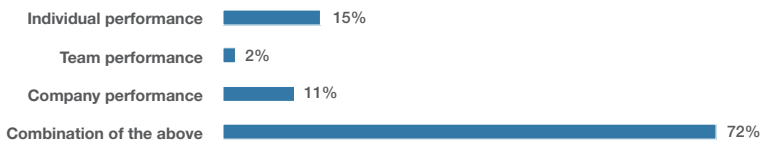
Salary increases over the next 12 months



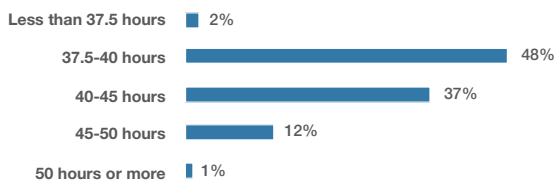
Average percentage salary increases



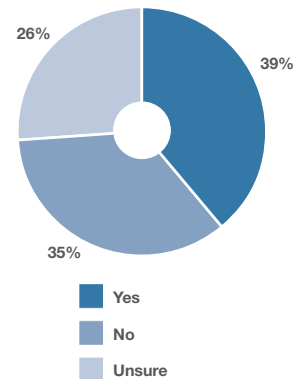
Basis for bonuses over the next 12 months



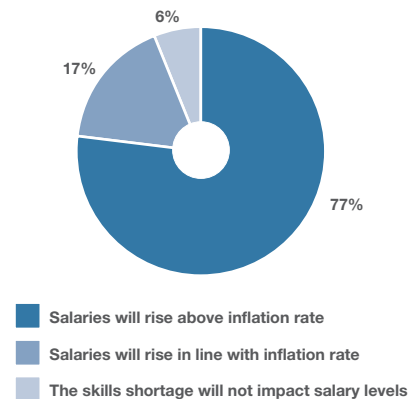
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



Finance

PUBLIC & NOT-FOR-PROFIT

State	All	
Size of Company	Sml/Med	Large
Salary	\$'000	\$'000
ACCOUNTS CLERK, ACCOUNTS PAYABLE & ACCOUNTS RECEIVABLE		
0-1 Year	41-49	46-55
1-2 Years	49-60	55-66
Supervisor/Manager	60-76	66-88
ASSISTANT ACCOUNTANT		
0-2 Years	53-63	57-71
2+ Years	60-71	66-74
PAYROLL		
Payroll Officer	55-66	60-76
Payroll Supervisor	66-76	76-88
Payroll Manager	76-98	88-142
INTERNAL AUDIT		
1-3 Years	49-76	55-76
3-5 Years	71-98	75-105
5-7 Years	95-125	95-140
Manager	115-140	125-170
Head	N/A	N/A
IT AUDIT		
1-3 Years	49-76	55-76
3-5 Years	71-98	76-104
5-7 Years	95-130	100-140
Manager	120+	130+
Head	N/A	N/A
TAX ADVISORY & COMPLIANCE		
1-3 Years	50-70	55-75
3-5 Years	68-90	78-95
5-7 Years	85-130	95-140
Manager	110+	120+
Head	N/A	N/A
QUALIFIED FINANCIAL & CORPORATE ACCOUNTANT		
3-5 Years	68-85	75-100
5-7 Years	80-100	95-120
7+ Years	90-120	120-150
QUALIFIED MANAGEMENT ACCOUNTANT & BUSINESS ANALYST		
3-5 Years	72-85	75-90
5-7 Years	80-100	90-120
7+ Years	90-115	110-145
Manager	105+	130+
QUALIFIED SYSTEMS ACCOUNTANT		
3-5 Years	68-82	72-90
5-7 Years	75-100	85-115
7+ Years	95-120	110-135
Manager	N/A	125+
SENIOR MANAGEMENT		
Group Accountant	82-98	93-121
Finance Manager	98-126	114-142
Financial Controller	110-155	131-175
Company Secretary	155+	160+
Finance Director/CFO	155+	180+

Please note:

1. Salaries indicated are based on an annual basic salary, excluding bonus/incentive schemes/stock options. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. In all categories the CA/CPA qualifications will lead to a premium in salaries earned (for example the salaries at the higher level in each band are likely to be earned). 4. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 5. Roles marked N/A in this report are not commonly found in the area specified.

Finance

PROFESSION

State		NSW	VIC	QLD	WA
Salary		\$'000	\$'000	\$'000	\$'000
BUSINESS SERVICES		Experience			
Cadet/Trainee	0-1 Year	30-38	29-36	28-35	28-35
Undergraduate	1-2 Years	33-38	31-36	30-35	30-35
Undergraduate	2-4 Years	33-43	31-41	30-40	35-45
Graduate	0-1 Year	42-48	40-46	39-45	42-50
Intermediate	1-2 Years	47-60	45-57	44-55	51-59
Senior (Part Qualified)	2-3 Years	55-65	52-62	50-60	57-68
Senior (Qualified)	3-4 Years	65-81	62-77	60-75	65-80
Supervisor/Assistant Manager	4-5 Years	76-98	72-93	70-90	75-98
Manager	5-6 Years	92-130	88-124	84-119	89-120
Senior Manager	6+ Years	130+	124+	119+	120+
EXTERNAL/INTERNAL AUDIT					
Graduate	0-1 Year	45-52	43-49	42-48	45-52
Intermediate	1-2 Years	48-60	46-57	45-55	55-63
Senior (Part Qualified)	2-3 Years	55-68	52-65	50-63	60-70
Senior (Qualified)	3-4 Years	65-81	62-77	60-75	68-80
Supervisor/Assistant Manager	4-5 Years	81-103	77-98	75-95	80-100
Manager	5-6 Years	98-141	93-134	90-130	95-130
Senior Manager	6+ Years	130+	124+	119+	120+
IT AUDIT/ COMPUTER ASSURANCE					
Graduate	0-1 Year	43-52	41-49	40-48	45-52
Consultant	1-2 Years	46-55	44-52	43-50	55-63
Senior (Part Qualified)	2-3 Years	55-65	52-62	50-60	49-65
Senior (Qualified)	3-4 Years	65-81	62-77	60-75	65-76
Supervisor/Assistant Manager	4-5 Years	70-87	67-82	65-80	67-84
Manager	5-6 Years	87-135	82-129	80-125	78-125
Senior Manager	6+ Years	130+	120+	125+	120+
TAX					
Graduate	0-1 Year	47-55	45-52	43-50	45-52
Consultant	1-2 Years	52-63	50-60	48-58	50-59
Senior Consultant	2-4 Years	63-81	60-77	58-75	57-85
Supervisor/Assistant Manager	4-5 Years	84-98	80-93	76-90	78-95
Manager	5-6 Years	98-141	93-134	90-130	90-125
Senior Manager	6+ Years	135+	129+	125+	128+
CORPORATE FINANCE					
Graduate	0-1 Year	47-60	45-55	44-54	45-55
Consultant	1-2 Years	58-68	55-65	53-63	53-62
Senior Consultant	2-4 Years	68-85	65-85	63-80	63-82
Supervisor/Assistant Manager	4-5 Years	85-110	82-105	79-95	80-100
Manager	5-6 Years	98-150	93-145	90-135	95-145
Senior Manager	6+ Years	145+	130+	125+	130+
CORPORATE RECOVERY/INSOLVENCY					
Graduate	0-1 Year	45-49	43-47	42-46	45-50
Intermediate	1-2 Years	48-55	46-52	45-50	47-57
Senior (Part Qualified)	2-3 Years	55-65	52-62	50-60	50-62
Senior (Qualified)	3-4 Years	65-81	62-77	60-75	59-80
Supervisor/Assistant Manager	4-5 Years	76-98	72-93	70-90	70-92
Manager	5-6 Years	92-125	88-118	84-115	90-120
Senior Manager	6+ Years	125+	118+	115+	120+

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COMMERCE & INDUSTRY

State	NSW		VIC		QLD		WA	
Size of Company	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
ACCOUNTS CLERK/ACCOUNTS ASSISTANT								
Junior	41-52	46-57	41-52	46-57	41-46	41-52	40-55	45-58
Senior	46-57	52-62	46-57	52-62	46-57	52-59	50-58	55-65
ACCOUNTS PAYABLE								
Accounts Payable Officer	39-52	41-57	44-55	46-62	41-46	46-57	40-55	46-57
Supervisor	46-62	57-77	55-67	57-77	52-62	57-77	57-65	58-80
Manager	62-77	71-120	62-82	77-113	62-72	62-88	60-68	70-95
ACCOUNTS RECEIVABLE/CREDIT								
Accounts Receivable Officer	39-46	41-52	40-48	44-57	41-52	46-57	40-55	42-58
Credit Officer	46-57	49-65	42-57	49-62	41-52	46-57	41-57	46-65
Supervisor	52-67	57-72	60-70	65-77	52-67	62-72	55-67	65-75
Manager	67-82	72-110	67-90	77-103	62-77	67-98	62-82	72-100
National Credit/AR Manager	72-113	93-148	72-113	93-155	72-108	93-144	70-115	95-135
PAYROLL								
Payroll Officer	41-57	48-67	44-57	57-67	46-57	46-62	45-60	52-70
Supervisor	57-72	62-82	57-72	62-85	52-72	62-77	58-75	65-85
Manager	62-93	72-124	62-93	77-124	67-88	72-124	70-90	80-110
National Payroll Manager	88-113	103-155	88-113	103-165	82-113	98-155	82-115	100-130
INTERNAL AUDIT								
1-3 Years	58-70	58-81	55-67	55-77	53-65	53-75	55-65	50-65
3-5 Years	68-100	79-110	65-95	75-105	63-92	73-102	60-75	70-100
5-7 Years	100-131	100-152	95-125	95-145	92-120	92-140	100-120	100-150
Manager	120-156	130-180	115-150	125-170	111-145	120-165	110-130	120-180
Head	N/A	165+	N/A	155+	N/A	150+	N/A	150+
TAX ADVISORY & COMPLIANCE								
1-3 Years	58-73	63-84	55-70	60-80	53-68	58-78	50-70	55-75
3-5 Years	73-100	84-105	70-95	80-100	68-92	78-97	75-90	80-110
5-7 Years	100-142	110-152	90-135	100-145	92-131	102-141	90-130	98-150
Manager	119+	130+	115+	125+	110+	120+	115+	125+
Head	N/A	196+	N/A	185+	N/A	180+	N/A	180+
QUALIFIED FINANCIAL & CORPORATE ACCOUNTANTS								
3-5 Years	73-94	84-105	70-90	80-100	68-86	78-97	70-90	80-100
5-7 Years	90-110	110-135	85-105	100-130	82-101	102-120	80-110	100-130
7+ Years	100-140	130-160	95-120	125-150	91-116	120-145	95-120	125-150
QUALIFIED MANAGEMENT ACCOUNTANTS & BUSINESS ANALYSTS								
3-5 Years	79-94	79-110	75-90	75-105	73-86	73-102	70-85	70-100
5-7 Years	89-109	100-131	85-105	95-125	82-100	92-120	80-100	90-120
7+ Years	94-125	121-157	90-119	115-150	86-116	112-146	90-120	120-150
Manager	108+	140+	105+	135+	100+	125+	110+	130+
QUALIFIED SYSTEMS ACCOUNTANTS								
3-5 Years	73-89	79-100	70-84	75-95	68-82	73-92	68-82	75-95
5-7 Years	78-105	94-126	80-100	90-120	72-97	86-117	80-95	85-110
7+ Years	105-135	110-140	100-125	115-140	95-120	110-135	100-125	100-145
Manager	108+	118+	105+	125+	103+	120+	110+	150+
SENIOR MANAGEMENT								
Group Accountant	100-131	110-152	95-125	105-145	92-120	102-141	90-120	105-155
Finance Manager	100-142	115-155	95-140	105-150	92-131	102-141	100-135	120-180
Financial Controller	115-168	142-200	110-160	135-195	101-155	131-185	110-160	145-220
Company Secretary	165+	165+	160+	160+	150+	150+	160+	160+
Finance Director/Chief Financial Officer	165+	220+	160+	200+	150+	200+	160+	220+

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