

2010  
SALARY  
GUIDE

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ACCOUNTING AND FINANCE  
PROFESSIONALS.

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RECRUITMENT SPECIALIST WITH A PROVEN  
TRACK RECORD IN THE NEW ZEALAND  
MARKET. OUR STRONG BRAND ENABLES  
US TO ATTRACT BEST CANDIDATES IN THE  
MARKET, WHILE OUR ROBUST PROCESSES  
MEAN WE SELECT THE RIGHT PEOPLE FOR  
YOUR BUSINESS, WHETHER YOU'RE IN AN  
ACCOUNTING PRACTICE, OR ANY ONE OF A  
NUMBER OF INDUSTRY SECTORS.

PEOPLE WITH THE RIGHT ATTITUDE WHO  
WILL DRIVE YOUR SUCCESS.

ACROSS AUSTRALIA AND NEW ZEALAND  
HUDSON ACCOUNTING & FINANCE IS MADE  
UP OF SPECIALIST CONSULTANTS, WHO  
WORK IN DEDICATED INDUSTRY TEAMS  
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## INTRODUCTION

Hudson Accounting & Finance is pleased to provide our annual salary guide. Throughout the following pages, you will find a breakdown of the salary ranges available to candidates across industries.

Data has been collated from Hudson's large number of placements and in consultation with our national teams of specialist recruitment consultants.

We hope that you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

## MARKET SYNOPSIS

Salaries for Accounting & Finance professionals have remained fairly static during the past 12 months and the strong upward pressure we would usually expect in mid-level salaries was not apparent in 2009.

Contractor rates have decreased over the last 12 months, with some businesses exerting significant pressure on existing contractors to reduce their rate or risk losing the contract.

An emphasis on risk and regulatory assurance in 2009 has resulted in increased demand for this particular skill-set. Candidates with experience in Tax Accounting and Treasury Accounting are also in relatively high demand, and we expect this will continue in 2010. We are seeing a higher value being placed on Finance professionals with a strong understanding of the customer-facing side of the business. Candidates with broad commercial acumen and strong communication skills are increasingly in higher demand.

Due to the skill shortages for specific roles such as System Accountants, Treasury Accountants and Business Analysts salaries have remained constant in these areas. There has been reasonable demand for roles such as mid-level Management Accountants, Financial Accountants with 3 to 5 years experience and Finance Managers with 5 years' experience. We expect this trend to continue in 2010.

The increase in redundancies during 2009 resulted in a high level of available talent in the market which has softened the skills shortage at the mid to senior management levels of the profession. We are seeing a higher number of candidates vying for senior level roles including Senior Finance Managers, Financial Controllers and Chief Financial Officers.

Demand for Accounting & Finance support roles has eased as many organisations absorb this function into existing roles rather than replacing employees as they leave. At the mid level or specialist execution level, demand has remained constant.

The number of international candidates in the Accounting & Finance professions has increased slightly in 2009. A majority of these candidates originate from the United Kingdom, where the finance sector was particularly badly hit. This has led to an increase in the pool of candidates with international skills that are not easy to find in New Zealand.

During 2009, candidates have become more flexible in their salary expectations. Mid to senior level candidates have been more willing to sacrifice their base salary expectations to secure a role. We anticipate this will change as the labour market gains more strength in 2010.

In a recent survey, Hudson asked Accounting & Finance employers how they compensate their staff who work beyond standard hours. 50% of employers said they offered time in lieu, 12% of employers paid for overtime hours, while 25% gave no compensation at all.

In the same survey, the respondents were fairly evenly split between those who felt salaries will increase or remain steady in 2010. Only 1.28% of employers surveyed anticipate that salaries will decrease. Results also showed that 35% of companies think it will be difficult to find the right talent in 2010.

In 2010, we expect that salaries will be steady for permanent roles in the Accounting & Finance profession in New Zealand. Any upward change will be modest, ranging between 1% to 3%. As the export markets recover, demand for Accounting & Finance professionals is expected to increase gradually, adding further upward pressure on salaries. The impact of new markets for carbon trading also has the potential to increase demand for Accounting and Finance skills.

		Auckland NZ '000	Wellington NZ '000	Christchurch NZ '000
<b>Accounting - Banking and Financial Services</b>				
Financial	Part Qualified (1-2 years)	50-60	50-60	45-55
Financial	Newly qualified CA (2-4 years)	75-80	70-75	60-70
Financial	CA/CPA (4-6 years)	80-95	80-85	70-80
Financial	CA/CPA (6+ years)	90-110	95-100	85-90
Management	Part Qualified (1-2 years)	50-60	50-60	45-55
Management	Newly qualified CA (2-4 years)	75-80	70-75	60-70
Management	CA/CPA (4-6 years)	80-90	80-85	70-80
Management	CA/CPA (6+ years)	90-110	95-105	85-90
Portfolio	Part/Newly Qualified CA (1-4 years)	60-65	60-65	45-55
Portfolio	CA/CPA (4-6 years)	80-100	82-87	70-80
Portfolio	CA/CPA (6+ years)	95-110	97-107	80-90
Fund/Trust	Part/Newly Qualified CA (1-4 years)	70-80	70-80	60-70
Fund/Trust	CA/CPA (4-6 years)	90-95	90-95	80-90
Fund/Trust	CA/CPA (6+ years)	100-110	100-110	90-100
Product	Part/Newly Qualified CA (1-4 years)	65-75	70-77	55-65
Product	CA/CPA (4-6 years)	85-90	85-90	70-80
Product	CA/CPA (6+ years)	102-112	102-112	90-100
Systems	Part/Newly Qualified CA (1-4 years)	65-80	69-83	55-65
Systems	CA/CPA (4+ years)	75-95	86-105	65-75

<b>Analysts - Banking and Financial Services</b>				
Business / Financial	1-3 years	60-70	65-70	55-60
Business / Financial	3-5 years	75-85	80-85	60-75
Business / Financial	5+ years	95-105	95-105	75-90
Internal	2-4 years	70-85	70-85	60-70
Senior Internal	4-7 years	85-95	85-95	70-80
Manager	7-10 years	100-110	100-110	85-95
Head	10+ years	120-130	120-130	100-115

<b>Tax Advisory &amp; Compliance - Banking and Financial Services</b>				
Accountant	1-4 years	60-75	65-80	50-60
Senior Accountant	4-7 years	80-90	80-85	65-75
Manager	7-10 years	100+	90-100	80-90
Head	10+ years	130+	120+	100-120

<b>Treasury- Banking and Financial Services</b>				
Accountant	1-4 years	75-85	75-85	65-75
Senior Accountant	4-7 years	85-95	85-95	75-85
Manager	7-10 years	100-110	100-110	90-100
Head	10+ years	125-130	125-130	105-120

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<b>Business Planning- Banking and Financial Services</b>				
FP&A Manager	8-10 years	120-130	120-130	110-120
Strategy Head	10+ years	130+	130+	120-130

<b>Senior Financial Reporting - Banking and Financial Services</b>				
Group Accountant		85-105	85-105	75-85
Finance Manager / Group FM		120-130	120-130	100-110
Financial Controller / Group FC		130-150	130-150	110-130
Finance Director / CFO		170-225	170-200	150-170

<b>Accounting - Commerce &amp; Industry</b>				
Financial	Part qualified (1-2 years)	50-60	50-60	45-55
Financial	Newly qualified CPA (2-4 years)	65-75	70-75	60-70
Financial	CA (4-6 years)	80-85	80-85	70-80
Financial	CA (6+ years)	95-100	95-100	85-90
Management	Part qualified (1-2 years)	50-60	50-60	45-55
Management	Newly qualified CPA (2-4 years)	65-75	70-75	60-70
Management	CA (4-6 years)	80-90	80-85	70-80
Management	CA (6+ years)	90-110	95-100	85-90
Corporate	Part/Newly qualified CPA (1-4 years)	55-65	60-65	45-55
Corporate	CA (4-6 years)	70-85	82-87	70-80
Corporate	CA (6+ years)	90-110	97-107	85-90
Cost	Part/Qualified CPA (1-4 years)	55-65	60-65	45-60
Cost	4+ years	70-90	75-80	65-75
Systems	Part/Qualified CPA (1-4 years)	60-65	60-65	50-60
Systems	CA (4+ years)	75-80	75-80	60-70

<b>Analysts - Commerce &amp; Industry</b>				
Business / Financial	1-3 years	50-65	65-70	50-60
Business / Financial	3-5 years	65-70	70-75	65-70
Business / Financial	5+ years	75-85	75-85	70-80
Commercial	1-3 years	50-60	65-70	50-60
Commercial	3-5 years	70-75	70-75	65-70
Commercial	5+ years	75-85	75-85	75-80

<b>Audit - Commerce &amp; Industry</b>				
Internal	2-4 years	65-75	75-85	60-70
Senior Internal	4-7 years	75-95	85-95	70-85
Manager	7-10 years	95-105	95-105	85-100
Head	10+ years	120-140	120-140	100-120
IT	2-4 years	70-75	70-75	60-70
Senior IT	4-7 years	85-95	85-95	70-85
Manager	7-10 years	100-120	100-120	85-100
Head	10+ years	120+	120-140	100-120

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<b>Tax Advisory &amp; Compliance - Commerce &amp; Industry</b>				
Accountant	1-4 years	65-90	65-90	45-70
Senior Accountant	4-7 years	90-100	90-100	70-90
Manager	7-10 years	110-125	110-125	90-110
Head	10+ years	135+	135-145	110-130
<b>Treasury - Commerce &amp; Industry</b>				
Accountant	1-4 years	75-85	75-85	60-70
Senior Accountant	4-7 years	85-95	85-95	75-85
Manager	7-10 years	100-110	100-110	90-100
Head	10+ years	125+	125-130	100-120
<b>Business Planning - Commerce &amp; Industry</b>				
FP&A Manager	8-10 years	95-125	95-115	85-100
Strategy Head	10+ years	125-150	125-140	115-125
<b>Senior Financial Reporting - Commerce &amp; Industry</b>				
Group Accountant		85-105	85-105	80-95
Finance Manager / Group FM		120-130	120-130	100-110
Financial Controller / Group FC		130-150	130-150	120-150
Finance Director / CFO		170-200	170-200	150-200
<b>Audit - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	50-55	55-60	45-55
Senior	2-3 years	55-60	65-70	60-65
Supervisor	4-5 years	65-70	75-90	65-75
Manager	5-6 years	95-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160
<b>IT Audit - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	50-60	55-60	45-55
Senior	2-3 years	60-65	65-70	60-65
Supervisor	4-5 years	75-90	75-90	65-75
Manager	5-6 years	95-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160

		Auckland NZ '000	Wellington NZ '000	Christchurch NZ '000
<b>Business Services - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	55-60	55-60	45-55
Senior	2-3 years	60-65	65-70	60-65
Supervisor	4-5 years	65-80	75-90	65-75
Manager	5-6 years	80-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160
<b>Insolvency / Corporate Recovery - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	55-60	55-60	45-55
Senior	2-3 years	65-70	65-70	60-65
Supervisor	4-5 years	75-90	75-90	65-75
Manager	5-6 years	95-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160
<b>Tax - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	55-60	55-60	45-55
Senior	2-3 years	65-70	65-70	60-65
Supervisor	4-5 years	75-90	75-90	65-75
Manager	5-6 years	95-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160
<b>Corporate Finance - Professional Practice</b>				
Graduate	0-1 year	45-50	45-50	35-45
Intermediate	1-2 years	55-60	55-60	45-55
Senior	2-3 years	65-70	65-70	60-65
Supervisor	4-5 years	75-90	75-90	65-75
Manager	5-6 years	95-100	95-100	75-90
Senior Manager	Min 6 years	105-110	105-110	90-100
Principal / Partner		130-200	130-200	120-160
<b>Accounting Support - Professional Practice</b>				
Accounts Payable		35-42	35-42	40-45
Accounts Receivable		35-42	35-42	40-45
Bookkeeper		42-48	42-48	40-45
Payroll Officer		40-50	40-50	42-50
Payroll Manager		55-65	55-65	55-75
Assistant Accountant		50-60	50-60	45-50

	Auckland NZ '000	Wellington NZ '000	Christchurch NZ '000
Assistant Accountant (Sr.)	55-65	55-65	50-60
Collections	45-55	45-55	40-50
Reconciliations Officer	50-60	50-60	45-50

\* All figures exclude superannuation, bonuses and share options.



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