

Market: Finance, Corporate and Information Technology

FC*03 Chief Accountant/Senior Accountant

Incumbents: 192	#	25%	Median	75%	High	Average
TOTAL FIXED REMUNERATION						
National	192	\$126,000	\$142,850	\$162,795	\$256,800	\$145,107
New South Wales	118	\$126,000	\$144,750	\$165,000	\$256,800	\$147,467
Victoria	32	\$126,806	\$146,250	\$160,896	\$198,911	\$140,369
Queensland	29	\$126,880	\$142,350	\$152,500	\$188,916	\$141,800
Western Australia	9	\$132,500	\$140,000	\$148,000	\$251,840	\$146,379
SHORT-TERM INCENTIVE						
National	99	\$9,063	\$24,150	\$32,300	\$64,706	\$23,493
New South Wales	72	\$12,000	\$26,650	\$34,923	\$64,706	\$25,305
Victoria	16	\$7,750	\$17,215	\$26,668	\$61,200	\$18,958
Queensland	5	\$7,500	\$19,957	\$25,300	\$27,000	\$16,951
Western Australia	5	\$12,000	\$26,000	\$26,756	\$42,700	\$22,541
STI target as % of TFR	58	15.0	15.0	15.0	30.0	14.7
TFR + STI						
National	192	\$129,367	\$154,123	\$174,878	\$321,000	\$157,220
New South Wales	118	\$133,000	\$157,400	\$185,000	\$321,000	\$162,907
Victoria	32	\$127,807	\$155,000	\$173,426	\$231,200	\$149,848
Queensland	29	\$126,880	\$142,603	\$166,665	\$188,916	\$144,723
Western Australia	9	\$132,500	\$152,000	\$171,000	\$294,540	\$158,901
LONG-TERM INCENTIVE						
National (actual)	10	\$16,000	\$16,000	\$21,000	\$26,244	\$16,781
LTI target as % of TFR	2
TFR + STI + LTI						
National	192	\$129,367	\$154,123	\$175,088	\$332,775	\$158,094
New South Wales	118	\$133,000	\$157,400	\$186,513	\$332,775	\$164,096
Victoria	32	\$127,807	\$155,000	\$173,426	\$231,200	\$149,848
Queensland	29	\$126,880	\$142,603	\$166,665	\$188,916	\$144,982
Western Australia	9	\$132,500	\$152,000	\$171,000	\$314,540	\$161,124

Company Size	#	Small	#	Medium	#	Major
Turnover		<\$250m		\$250m-\$1b		>\$1b
		Median		Median		Median
Total Fixed Remuneration	12	\$148,735	37	\$145,000	143	\$142,000
Short-term Incentive	6	\$20,622	15	\$16,677	78	\$26,125
TFR + STI	12	\$153,735	37	\$154,347	143	\$153,898
Long-term Incentive	1	.	0	.	9	\$16,000
TFR + STI + LTI	12	\$153,735	37	\$154,347	143	\$153,898

Position Description
<p>Reports to the senior finance executive, or in a small company directly to the Chief Executive. Responsibilities include:</p> <ul style="list-style-type: none"> directing the accounting functions of the company overseeing the preparation of earnings, profit, cash and financial reports participating in the development of accounting policies and procedures supervising the maintenance of general ledgers and banking liaising with external auditors ensuring tax compliance.