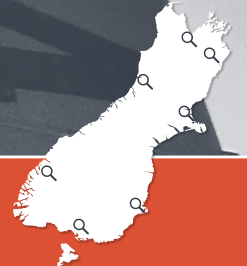




**enquiries@profilegroup.co.nz**

**03 281 8597**



## CONTENTS

ADMINISTRATION

pg 4-5

ACCOUNTING SUPPORT

pg 6-8

QUALIFIED ACCOUNTING

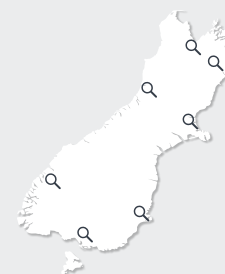
pg 9-11

SENIOR FINANCE

pg 12-14

PUBLIC PRACTICE

pg 15



## INTRODUCTION

### ADMINISTRATION

### ACCOUNTING SUPPORT

### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

Economic growth in Christchurch and Canterbury has continued to have a positive impact on the labour market locally, with Accounting and Administration one of the many job disciplines that has benefited from businesses and organisations investing in Christchurch.

From a salary perspective, this has created year on year incremental salary growth as local businesses compete to retain and secure talent.

In many professions and disciplines, research has suggested that salary is never the main driver when choosing to remain or join a new employer, but Accounting employees/candidates tend to be more focused on the 'bottom line' when it comes to choosing their next role. When surveyed, salary was highlighted as number one, in front of work life balance (2) and Career development (3).

With this in mind, it is crucial that employers are appropriately sizing salaries for role appropriately in order to attract and retain talent.

This year's salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity. This being said, the methodologies on sizing the salary of any role is more complex than the generic guide we produce every year.

To provide you with additional, ongoing insights we also produce quarterly labour data which can be found at [www.profilegroup.co.nz/news-and-reports/quarterly-reports/](http://www.profilegroup.co.nz/news-and-reports/quarterly-reports/)

Role sizing and salary benchmarking are based on a variety of individual and business factors. For more tangible and 'company specific' salary data we encourage you to call us.



For additional local accounting and finance labour market data, please contact Andrew Copeland on [andrew@profilegroup.co.nz](mailto:andrew@profilegroup.co.nz)

*Andrew Copeland*  
Commercial Director

## 2019 ADMINISTRATION

### ADMINISTRATION

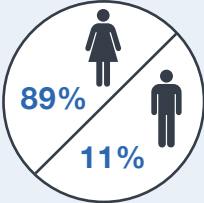



### ACCOUNTING SUPPORT

### QUALIFIED ACCOUNTING

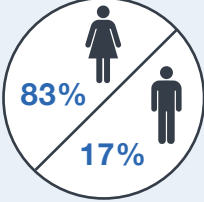

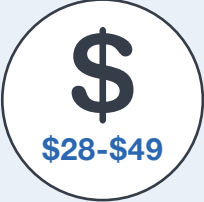

### SENIOR FINANCE

### PUBLIC PRACTICE

#### RECEPTION

	Small Business	Medium Business	Large/Corporate Business		
Junior	\$35-38K	\$38-40K	\$38-40K		
Intermediate	\$40-45K	\$40-45K	\$44-50K		
Experienced	N/A	\$58-55K	\$50-55K	<i>Temp charge rate + GST per hour</i>	

#### ADMINISTRATOR

	Small Business	Medium Business	Large/Corporate Business		
Junior	\$35-40K	\$38-40K	\$38-40K		
Intermediate	\$40-45K	\$40-45K	\$44-50K		
Experienced	\$50-55K	\$50-58K	\$52-65K	<i>Temp charge rate + GST per hour</i>	

## 2019 ADMINISTRATION

### ADMINISTRATION

### ACCOUNTING SUPPORT

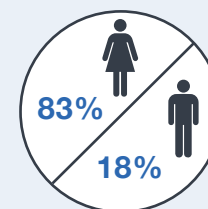
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### OFFICE MANAGER

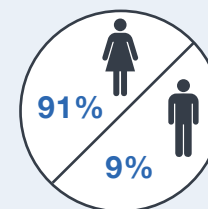
	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	N/A	N/A
Intermediate	\$55-60K	\$55-62K	\$58-65K
Experienced	\$60-70K	\$63-75K	\$65-80K



Temp charge rate  
+ GST per hour

#### EXECUTIVE / PERSONAL ASSISTANT

	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	N/A	N/A
Intermediate	\$55-60K	\$58-62K	\$60-65K
Experienced	\$58-65K	\$60-70K	\$65-80K



Temp charge rate  
+ GST per hour

## 2019 ACCOUNTING SUPPORT

### ADMINISTRATION

### ACCOUNTING SUPPORT

### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### ACCOUNTS ADMINISTRATOR

	Small Business	Medium Business	Large/Corporate Business
Junior	\$42-45K	\$43-48K	\$45-50K
Intermediate	\$45-55K	\$45-55K	\$50-55K
Experienced	\$48-55K	\$50-58K	\$52-60K



Temp charge rate  
+ GST per hour



#### ACCOUNTS PAYABLE

	Small Business	Medium Business	Large/Corporate Business
Junior	\$40-50K	\$40-50K	\$40-50K
Intermediate	\$45-55K	\$50-60K	\$50-60K
Experienced	\$50-60K	\$50-65K	\$50-65K
Manager	N/A	\$60-70K	\$65-75K



Temp charge rate  
+ GST per hour



## 2019 ACCOUNTING SUPPORT

### ADMINISTRATION

### ACCOUNTING SUPPORT

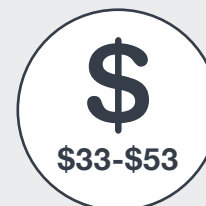
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### ACCOUNTS RECEIVABLE / CREDIT CONTROL

	Small Business	Medium Business	Large/Corporate Business
Junior	\$45-55K	\$50-55K	\$50-55K
Intermediate	\$50-60K	\$55-65K	\$55-65K
Experienced	\$50-65K	\$55-65K	\$55-70K
Manager	N/A	\$60-70K	\$65-75K



Temp charge rate  
+ GST per hour



#### PAYROLL

	Small Business	Medium Business	Large/Corporate Business
Junior	\$40-45K	\$45-55K	\$45-55K
Intermediate	\$50-60K	\$55-65K	\$60-70K
Experienced	\$58-65K	\$60-75K	\$62-75K
Manager	N/A	N/A	\$75-110K



Temp charge rate  
+ GST per hour



## 2019 ACCOUNTING SUPPORT

ADMINISTRATION

ACCOUNTING SUPPORT

QUALIFIED ACCOUNTING

SENIOR FINANCE

PUBLIC PRACTICE

### ASSISTANT ACCOUNTANT

	Small Business	Medium Business	Large/Corporate Business
Junior	\$52-60K	\$55-60K	\$58-65K
Intermediate	\$55-60K	\$55-65K	\$60-68K
Experienced	\$65-70K	\$65-72K	\$65-75K



Temp charge rate  
+ GST per hour



## 2019 QUALIFIED ACCOUNTING

### ADMINISTRATION

### ACCOUNTING SUPPORT

### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### RECENTLY QUALIFIED ACCOUNTANT

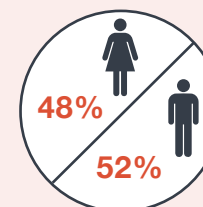
	Small Business	Medium Business	Large/Corporate Business
Junior	\$65-70K	\$68-75K	\$75-80K
Intermediate	\$68-75K	\$72-80K	\$75-85K
Experienced	N/A	N/A	N/A



Temp charge rate  
+ GST per hour

#### FINANCIAL ACCOUNTANT

	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	N/A	N/A
Intermediate	\$75-85K	\$80-92K	\$85-100K
Experienced	\$80-95K	\$85-100K	\$95-110K



Temp charge rate  
+ GST per hour

## 2019 QUALIFIED ACCOUNTING

### ADMINISTRATION

### ACCOUNTING SUPPORT

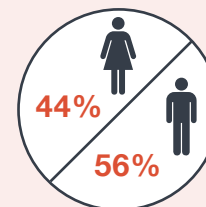
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### MANAGEMENT ACCOUNTANT

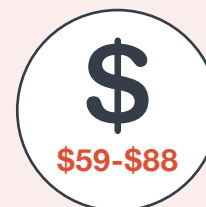
	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	N/A	N/A
Intermediate	\$75-85K	\$80-92K	\$85-100K
Experienced	\$80-95K	\$85-100K	\$95-110K



Temp charge rate  
+ GST per hour

#### GROUP ACCOUNTANT

	Small Business	Medium Business	Large/Corporate Business
Junior	\$80-90K	\$80-95K	\$90-100K
Intermediate	\$85-90K	\$90-100K	\$90-110K
Experienced	\$85-100K	\$90-110K	\$95-120K



Temp charge rate  
+ GST per hour

## 2019 QUALIFIED ACCOUNTING

### ADMINISTRATION

### ACCOUNTING SUPPORT

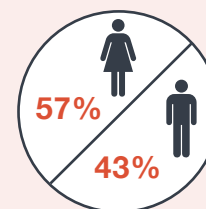
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### SYSTEMS ACCOUNTANT

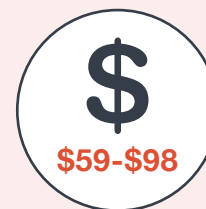
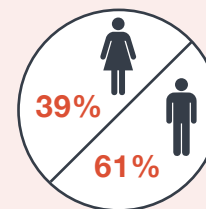
	Small Business	Medium Business	Large/Corporate Business
Junior	\$75-85K	\$80-90K	\$85-95K
Intermediate	\$80-95K	\$85-100K	\$90-110K
Experienced	\$90-110K	\$95-130K	\$110-140K



Temp charge rate  
+ GST per hour

#### COMMERCIAL / FINANCIAL ANALYST

	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	\$80-90K	\$85-95K
Intermediate	N/A	\$90-110K	\$90-115K
Experienced	N/A	\$95-120K	\$110-135K



Temp charge rate  
+ GST per hour

## 2019 SENIOR FINANCE

### ADMINISTRATION

### ACCOUNTING SUPPORT

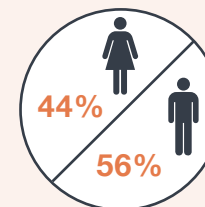
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### FINANCE BUSINESS PARTNER

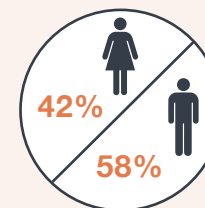
	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	N/A	N/A
Intermediate	N/A	\$90-110K	\$100-120K
Experienced	N/A	\$100-120K	\$110-135K



Temp charge rate  
+ GST per hour

#### FINANCE MANAGER

	Small Business	Medium Business	Large/Corporate Business
Junior	\$90-100K	\$100-120K	\$110-130K
Intermediate	\$90-110K	\$110-130K	\$120-140K
Experienced	\$100-120K	\$120-140K	\$130-160K



Temp charge rate  
+ GST per hour

## 2019 SENIOR FINANCE

### ADMINISTRATION

### ACCOUNTING SUPPORT

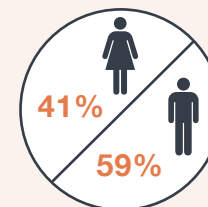
### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### FINANCIAL CONTROLLER

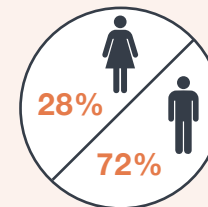
	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	\$120-140K	\$120-150K
Intermediate	N/A	\$120-150K	\$130-160K
Experienced	N/A	\$130-170K	\$130-190K



Temp charge rate  
+ GST per day

#### COMMERCIAL MANAGER

	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	\$120-140K	\$120-150K
Intermediate	N/A	\$120-150K	\$130-160K
Experienced	N/A	\$130-170K	\$130-190K



Temp charge rate  
+ GST per day

## 2019 SENIOR FINANCE

ADMINISTRATION

ACCOUNTING SUPPORT

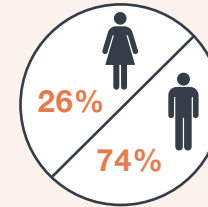
QUALIFIED ACCOUNTING

SENIOR FINANCE

PUBLIC PRACTICE

### CHIEF FINANCIAL OFFICER

	Small Business	Medium Business	Large/Corporate Business
Junior	N/A	\$180-220K	\$250-310K
Intermediate	N/A	\$200-250K	\$250-350K
Experienced	N/A	\$240-280K	\$350K+



Temp charge rate  
+ GST per day

## 2019 PUBLIC PRACTICE

### ADMINISTRATION

### ACCOUNTING SUPPORT

### QUALIFIED ACCOUNTING

### SENIOR FINANCE

### PUBLIC PRACTICE

#### 1-2 Partners

#### 3-7 Partners

#### 8+ Partners

#### Median Salary

**Grad / Junior Accountant (0-2 yrs)**

\$40-45K

\$40-45K

\$42-48K

**\$44K**

**Intermediate Accountant (2-4 yrs)**

\$45-58K

\$48-60K

\$48-65K

**\$55K**

**Senior Accountant (4+yrs)**

\$60-80K

\$62-80K

\$65-82K

**\$71K**

**Assistant Manager**

N/A

\$80-90K

\$80-90K

**\$85K**

**Manager**

\$75-100K

\$85-110K

\$90-110K

**\$93K**

**Senior Manager**

N/A

N/A

\$100-125K

**\$112K**

**Associate Director**

\$100-140K

\$120-135K

\$120-145K

**\$122K**

**Director**

N/A

\$140-160K

\$140-160K

**\$150K**

**Partner**

\$150K+

\$170K+

\$200K+

**\$200K**