



**HUDSON  
SALARY  
GUIDES  
2015**

Accounting & Finance

## ABOUT THIS PUBLICATION

This Salary Guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our recruitment consultants across Hudson's specialist practice groups.

Hudson is a global talent solutions company with expertise in leadership and specialised recruitment, recruitment process outsourcing and talent management across key industry sectors. Our specialist recruiters are industry professionals who understand their market and the roles they recruit for — and how much those roles are worth.

Salary ranges are approximate guides only. They relate to base salaries and exclude superannuation/bonuses/incentive schemes/stock options.

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SYDNEY	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	45,000	55,000
	Accounts Payable	50,000	65,000
	Accounts Receivable	45,000	65,000
	AP Manager	70,000	95,000
	AR Manager	70,000	95,000
	Assistant Accountant	50,000	75,000
	Bookkeeper	65,000	75,000
	Payroll Officer	60,000	70,000
	Payroll Supervisor	80,000	100,000
	Payroll Manager	90,000	130,000
	National Payroll Manager	120,000	160,000
	Collections	50,000	60,000
	Reconciliations Officer	55,000	65,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	55,000	75,000
	Financial Accountant — Newly Qualified CA/CPA	80,000	90,000
	Financial Accountant — CA/CPA (4 years+)	90,000	120,000
	Management Accountant — Part Qualified CA/CPA	65,000	75,000
	Management Accountant — Newly Qualified CA/CPA	80,000	95,000
	Management Accountant — CA/CPA (4 years+)	90,000	120,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	50,000	75,000
	Portfolio Accountant — CA/CPA (4 years+)	70,000	100,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	65,000	80,000
	Fund/Trust Accountant — CA/CPA (4 years+)	80,000	110,000
	Product Control Accountant — Newly Qualified CA/CPA	80,000	95,000
	Product Control Accountant — CA/CPA (4 years+)	90,000	120,000

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SYDNEY	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Systems Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Systems Accountant — CA/CPA (4 years+)	95,000	95,000+
	Business Analyst	85,000	110,000
	Senior Business Analyst	100,000	150,000
<b>Audit</b>	Internal Auditor	75,000	85,000
	Senior Internal Auditor	90,000	110,000
	Audit Manager	120,000	140,000
	Head of Audit	160,000	220,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	130,000	160,000
	Strategy Head	180,000	200,000
<b>Senior Financial Reporting</b>	Group Accountant	120,000	140,000
	Finance Manager	130,000	170,000
	Group Finance Manager	130,000	170,000
	Financial Controller	180,000	200,000
	Group Financial Controller	180,000	200,000
	Company Secretary	150,000	200,000
	Finance Director	200,000	250,000
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	70,000	85,000
	Senior Tax Accountant	85,000	120,000
	Tax Manager	140,000	160,000
	Head of Tax	170,000	170,000+
<b>Treasury</b>	Treasury Accountant	60,000	80,000
	Senior Treasury Accountant	90,000	120,000
	Treasury Manager	120,000	150,000
	Head of Treasury	170,000	170,000+

SYDNEY Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	60,000	70,000
	Financial Accountant — Newly Qualified CA/CPA	75,000	95,000
	Financial Accountant — CA/CPA (4 years+)	95,000	140,000
	Management Accountant — Part Qualified CA/CPA	60,000	70,000
	Management Accountant — Newly Qualified CA/CPA	75,000	95,000
	Management Accountant — CA/CPA (4 years+)	95,000	140,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	80,000	95,000
	Corporate Accountant — CA/CPA (4 years+)	95,000	140,000
	Cost Accountant — Part/Newly Qualified CA/CPA	65,000	85,000
	Cost Accountant CA/CPA (4 years+)	80,000	95,000
	Systems Accountant — Part/Newly Qualified CA/CPA	65,000	90,000
	Systems Accountant — CA/CPA (4 years+)	120,000	140,000
	Business Analyst	80,000	110,000
	Senior Business Analyst	100,000	140,000
	Commercial Analyst	80,000	90,000
	Senior Commercial Analyst	120,000	200,000
<b>Audit</b>	Internal Auditor	75,000	95,000
	Senior Internal Auditor	95,000	120,000
	Audit Manager	130,000	160,000
	Head of Audit	160,000	220,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	120,000	160,000
	Strategy Head	170,000	200,000
<b>IT Audit</b>	IT Auditor	75,000	90,000
	Senior IT Auditor	90,000	110,000
	IT Audit Manager	120,000	140,000
	Head of IT Audit	150,000	150,000+

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SYDNEY	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	95,000	115,000
	Finance Manager	120,000	150,000
	Group Finance Manager	120,000	150,000
	Financial Controller	140,000	170,000
	Group Financial Controller	140,000	170,000
	Finance Director	170,000	170,000+
	CFO	170,000	170,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	80,000	95,000
	Senior Tax Accountant	95,000	120,000
	Tax Manager	120,000	150,000
	Head of Tax	160,000	220,000
<b>Treasury</b>	Treasury Accountant	80,000	95,000
	Senior Treasury Accountant	100,000	120,000
	Treasury Manager	120,000	150,000
	Head of Treasury	160,000	220,000
	Strategy Head of Treasury	220,000	220,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	40,000	55,000
	Senior Auditor (Part Qualified)	50,000	65,000
	Senior Auditor (Qualified)	70,000	85,000
	Audit Supervisor	85,000	95,000
	Audit Manager	95,000	115,000
	Senior Audit Manager	120,000	135,000
	Audit Principal	200,000	200,000+
	Audit Partner	200,000	200,000+

SYDNEY Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>IT Audit</b>	Graduate/Intermediate Auditor	40,000	55,000
	Senior Auditor (Part Qualified)	50,000	65,000
	Senior Auditor (Qualified)	70,000	85,000
	Audit Supervisor	85,000	95,000
	Audit Manager	95,000	115,000
	Senior Audit Manager	120,000	135,000
	Audit Principal	200,000	200,000+
	Audit Partner	200,000	200,000+
<b>Business Services</b>	Undergraduate	30,000	40,000
	Graduate/Intermediate	35,000	55,000
	Senior (Part Qualified)	50,000	70,000
	Senior (Qualified)	70,000	85,000
	Supervisor	85,000	95,000
	Manager	100,000	135,000
	Senior Manager	130,000	160,000
Principal/Partner	180,000	180,000+	
<b>Corporate Finance</b>	Graduate/Intermediate	40,000	60,000
	Senior (Part Qualified)	55,000	65,000
	Senior (Qualified)	70,000	85,000
	Supervisor	85,000	95,000
	Manager	100,000	145,000
	Senior Manager	140,000	165,000
	Principal/Partner	200,000	200,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	40,000	60,000
	Senior (Part Qualified)	55,000	65,000
	Senior (Qualified)	60,000	70,000

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SYDNEY	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>Insolvency (cont.)</b>	Insolvency Supervisor	70,000	90,000
	Insolvency Manager	90,000	110,000
	Senior Insolvency Manager	110,000	150,000
	Principal/Partner	180,000	180,000+
<b>Tax</b>	Tax Graduate/Intermediate	40,000	65,000
	Senior (Part Qualified)	60,000	70,000
	Senior (Qualified)	70,000	85,000
	Tax Supervisor	80,000	95,000
	Tax Manager	100,000	130,000
	Senior Tax Manager	130,000	170,000
	Principal/Partner	180,000	180,000+



NEWCASTLE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	45,000	55,000
	Accounts Payable	45,000	60,000
	Accounts Receivable	45,000	60,000
	AP Manager	75,000	95,000
	AR Manager	75,000	95,000
	Assistant Accountant	50,000	70,000
	Bookkeeper	50,000	60,000
	Payroll Officer	50,000	65,000
	Payroll Supervisor	60,000	70,000
	Payroll Manager	70,000	90,000
	National Payroll Manager	90,000	120,000
	Collections	45,000	55,000
	Reconciliations Officer	50,000	60,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	45,000	55,000
	Financial Accountant — Newly Qualified CA/CPA	60,000	80,000
	Financial Accountant — CA/CPA (4 years+)	80,000	100,000
	Management Accountant — Part Qualified CA/CPA	45,000	55,000
	Management Accountant — Newly Qualified CA/CPA	60,000	80,000
	Management Accountant — CA/CPA (4 years+)	90,000	100,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	40,000	50,000
	Portfolio Accountant — CA/CPA (4 years+)	50,000	85,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Fund/Trust Accountant — CA/CPA (4 years+)	80,000	110,000
	Systems Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Systems Accountant — CA/CPA (4 years+)	80,000	120,000+

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NEWCASTLE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Business Analyst	80,000	100,000
	Senior Business Analyst	90,000	120,000
<b>Audit</b>	Internal Auditor	55,000	85,000
	Senior Internal Auditor	85,000	110,000
	Audit Manager	110,000	110,000
	Head of Audit	130,000	160,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	100,000	150,000
	Strategy Head	130,000	150,000
<b>Senior Financial Reporting</b>	Group Accountant	110,000	120,000
	Finance Manager	110,000	140,000
	Group Finance Manager	110,000	140,000
	Financial Controller	140,000	160,000
	Group Financial Controller	140,000	160,000
	Company Secretary	150,000	170,000
	Finance Director	170,000	230,000
<b>Tax Advisory &amp; Compliance</b>	CFO	170,000	230,000
	Tax Accountant	50,000	75,000
	Senior Tax Accountant	75,000	95,000
	Tax Manager	100,000	140,000
<b>Treasury</b>	Head of Tax	140,000	140,000+
	Treasury Accountant	55,000	75,000
	Senior Treasury Accountant	70,000	95,000
	Treasury Manager	100,000	130,000
	Head of Treasury	140,000	140,000+

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NEWCASTLE Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	55,000	65,000
	Financial Accountant — Newly Qualified CA/CPA	65,000	85,000
	Financial Accountant — CA/CPA (4 years+)	75,000	115,000
	Management Accountant — Part Qualified CA/CPA	55,000	65,000
	Management Accountant — Newly Qualified CA/CPA	65,000	75,000
	Management Accountant — CA/CPA (4 years+)	80,000	120,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Corporate Accountant — CA/CPA (4 years+)	70,000	120,000
	Cost Accountant — Part/Newly Qualified CA/CPA	55,000	80,000
	Cost Accountant CA/CPA (4 years+)	80,000	100,000
	Systems Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Systems Accountant — CA/CPA (4 years+)	80,000	120,000
	Business Analyst	75,000	110,000
	Senior Business Analyst	90,000	130,000
	Commercial Analyst	60,000	85,000
	Senior Commercial Analyst	85,000	130,000
<b>Audit</b>	Internal Auditor	60,000	75,000
	Senior Internal Auditor	75,000	110,000
	Audit Manager	100,000	150,000
	Head of Audit	150,000	200,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	110,000	150,000
	Strategy Head	150,000	180,000
<b>IT Audit</b>	IT Auditor	60,000	80,000
	Senior IT Auditor	75,000	110,000
	IT Audit Manager	100,000	120,000
	Head of IT Audit	120,000	120,000+

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NEWCASTLE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	90,000	110,000
	Finance Manager	120,000	160,000
	Group Finance Manager	120,000	160,000
	Financial Controller	150,000	180,000
	Group Financial Controller	150,000	200,000
	Finance Director	180,000	200,000+
	CFO	180,000	220,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	75,000	90,000
	Senior Tax Accountant	80,000	100,000
	Tax Manager	100,000	140,000
	Head of Tax	150,000	180,000
<b>Treasury</b>	Treasury Accountant	75,000	90,000
	Senior Treasury Accountant	90,000	120,000
	Treasury Manager	100,000	150,000
	Head of Treasury	150,000	200,000
	Strategy Head of Treasury	180,000	200,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	35,000	45,000
	Senior Auditor (Part Qualified)	50,000	70,000
	Senior Auditor (Qualified)	70,000	80,000
	Audit Supervisor	80,000	100,000
	Audit Manager	90,000	120,000
	Senior Audit Manager	120,000	140,000
	Audit Principal	150,000	150,000+
	Audit Partner	150,000	150,000+

NEWCASTLE Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Business Services</b>	Undergraduate	30,000	35,000
	Graduate/Intermediate	35,000	55,000
	Senior (Part Qualified)	55,000	75,000
	Senior (Qualified)	65,000	80,000
	Supervisor	80,000	90,000
	Manager	90,000	110,000
	Senior Manager	120,000	140,000
	Principal/Partner	150,000	150,000+
<b>Corporate Finance</b>	Graduate/Intermediate	35,000	55,000
	Senior (Part Qualified)	55,000	75,000
	Senior (Qualified)	65,000	80,000
	Supervisor	80,000	100,000
	Manager	90,000	110,000
	Senior Manager	120,000	130,000
	Principal/Partner	150,000	150,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	35,000	55,000
	Senior (Part Qualified)	55,000	75,000
	Senior (Qualified)	65,000	80,000
	Insolvency Supervisor	80,000	90,000
	Insolvency Manager	90,000	110,000
	Senior Insolvency Manager	110,000	130,000
	Principal/Partner	150,000	150,000+
<b>IT Audit</b>	Graduate/Intermediate Auditor	35,000	55,000
	Senior Auditor (Part Qualified)	55,000	75,000
	Senior Auditor (Qualified)	70,000	80,000
	Audit Supervisor	75,000	85,000

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NEWCASTLE Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
IT Audit (cont.)	Audit Manager	85,000	100,000
	Senior Audit Manager	100,000	130,000
	Audit Principal	150,000	150,000+
	Audit Partner	150,000	150,000+
Tax	Tax Graduate/Intermediate	35,000	55,000
	Senior (Part Qualified)	55,000	75,000
	Senior (Qualified)	65,000	80,000
	Tax Supervisor	80,000	90,000
	Tax Manager	80,000	110,000
	Senior Tax Manager	110,000	130,000
	Principal/Partner	150,000	150,000+

## VIC

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MELBOURNE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	45,000	50,000
	Accounts Payable	50,000	60,000
	Accounts Receivable	45,000	65,000
	AP Manager	75,000	95,000
	AR Manager	70,000	95,000
	Assistant Accountant	50,000	70,000
	Bookkeeper	55,000	65,000
	Payroll Officer	55,000	65,000
	Payroll Supervisor	70,000	90,000
	Payroll Manager	90,000	120,000
	National Payroll Manager	100,000	150,000
	Collections	45,000	65,000
	Reconciliations Officer	50,000	65,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	60,000	70,000
	Financial Accountant — Newly Qualified CA/CPA	60,000	90,000
	Financial Accountant — CA/CPA (4 years+)	90,000	120,000
	Management Accountant — Part Qualified CA/CPA	60,000	70,000
	Management Accountant — Newly Qualified CA/CPA	65,000	90,000
	Management Accountant — CA/CPA (4 years+)	80,000	120,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	50,000	70,000
	Portfolio Accountant — CA/CPA (4 years+)	70,000	90,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Fund/Trust Accountant — CA/CPA (4 years+)	80,000	110,000
	Product Control Accountant — Newly Qualified CA/CPA	70,000	90,000
	Product Control Accountant — CA/CPA (4 years+)	90,000	120,000

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MELBOURNE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Systems Accountant — Part/Newly Qualified CA/CPA	55,000	85,000
	Systems Accountant — CA/CPA (4 years+)	85,000	95,000+
	Business Analyst	80,000	120,000
	Senior Business Analyst	120,000	150,000
<b>Audit</b>	Internal Auditor	60,000	80,000
	Senior Internal Auditor	80,000	120,000
	Audit Manager	120,000	150,000
	Head of Audit	150,000	220,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	130,000	160,000
	Strategy Head	160,000	200,000+
<b>Senior Financial Reporting</b>	Group Accountant	100,000	140,000
	Finance Manager	130,000	160,000
	Group Finance Manager	130,000	180,000
	Financial Controller	150,000	200,000
	Group Financial Controller	150,000	200,000
	Company Secretary	150,000	200,000
	Finance Director	190,000	270,000
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	60,000	90,000
	Senior Tax Accountant	90,000	120,000
	Tax Manager	140,000	160,000
	Head of Tax	170,000	170,000+
<b>Treasury</b>	Treasury Accountant	55,000	80,000
	Senior Treasury Accountant	80,000	120,000
	Treasury Manager	120,000	160,000
	Head of Treasury	150,000	180,000+



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MELBOURNE Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	55,000	70,000
	Financial Accountant — Newly Qualified CA/CPA	70,000	90,000
	Financial Accountant — CA/CPA (4 years+)	90,000	140,000
	Management Accountant — Part Qualified CA/CPA	55,000	70,000
	Management Accountant — Newly Qualified CA/CPA	70,000	90,000
	Management Accountant — CA/CPA (4 years+)	80,000	140,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	60,000	90,000
	Corporate Accountant — CA/CPA (4 years+)	80,000	140,000
	Cost Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Cost Accountant CA/CPA (4 years+)	75,000	100,000
	Systems Accountant — Part/Newly Qualified CA/CPA	65,000	90,000
	Systems Accountant — CA/CPA (4 years+)	90,000	140,000
	Business Analyst	60,000	95,000
	Senior Business Analyst	95,000	140,000
	Commercial Analyst	70,000	90,000
	Senior Commercial Analyst	100,000	160,000
<b>Audit</b>	Internal Auditor	60,000	90,000
	Senior Internal Auditor	90,000	120,000
	Audit Manager	120,000	160,000
	Head of Audit	150,000	220,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	120,000	160,000
	Strategy Head	160,000	200,000
<b>IT Audit</b>	IT Auditor	70,000	90,000
	Senior IT Auditor	90,000	120,000
	IT Audit Manager	120,000	150,000
	Head of IT Audit	150,000	180,000+

## VIC

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MELBOURNE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	90,000	120,000
	Finance Manager	110,000	160,000
	Group Finance Manager	110,000	180,000
	Financial Controller	130,000	200,000
	Group Financial Controller	130,000	220,000
	Finance Director	170,000	270,000+
	CFO	170,000	270,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	70,000	90,000
	Senior Tax Accountant	80,000	120,000
	Tax Manager	110,000	140,000
	Head of Tax	150,000	200,000+
<b>Treasury</b>	Treasury Accountant	60,000	90,000
	Senior Treasury Accountant	80,000	110,000
	Treasury Manager	110,000	150,000
	Head of Treasury	150,000	200,000
	Strategy Head of Treasury	200,000	200,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	40,000	55,000
	Senior Auditor (Part Qualified)	50,000	70,000
	Senior Auditor (Qualified)	70,000	85,000
	Audit Supervisor	85,000	95,000
	Audit Manager	100,000	120,000
	Senior Audit Manager	120,000	150,000
	Audit Principal	200,000	200,000+
	Audit Partner	200,000	200,000+
<b>Business Services</b>	Undergraduate	30,000	40,000
	Graduate/Intermediate	45,000	55,000

## VIC

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MELBOURNE Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Business Services (cont.)	Senior (Part Qualified)	55,000	65,000
	Senior (Qualified)	70,000	85,000
	Supervisor	85,000	95,000
	Manager	100,000	135,000
	Senior Manager	130,000	160,000
	Principal/Partner	180,000	180,000+
	Principal/Partner	180,000	180,000+
Corporate Finance	Graduate/Intermediate	45,000	65,000
	Senior (Part Qualified)	55,000	70,000
	Senior (Qualified)	65,000	85,000
	Supervisor	80,000	100,000
	Manager	100,000	140,000
	Senior Manager	120,000	160,000
	Principal/Partner	180,000	180,000+
Insolvency	Insolvency Graduate/Intermediate	40,000	60,000
	Senior (Part Qualified)	55,000	65,000
	Senior (Qualified)	60,000	75,000
	Insolvency Supervisor	70,000	90,000
	Insolvency Manager	90,000	120,000
	Senior Insolvency Manager	120,000	150,000
	Principal/Partner	180,000	180,000+
IT Audit	Graduate/Intermediate Auditor	45,000	55,000
	Senior Auditor (Part Qualified)	60,000	70,000
	Senior Auditor (Qualified)	70,000	85,000
	Audit Supervisor	85,000	100,000
	Audit Manager	90,000	120,000
	Senior Audit Manager	120,000	150,000

## VIC

ACCOUNTING &  
FINANCE

MELBOURNE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>IT Audit (cont.)</b>	Audit Principal	170,000	170,000+
	Audit Partner	170,000	170,000+
<b>Tax</b>	Tax Graduate/Intermediate	45,000	65,000
	Senior (Part Qualified)	65,000	75,000
	Senior (Qualified)	70,000	85,000
	Tax Supervisor	80,000	100,000
	Tax Manager	80,000	130,000
	Senior Tax Manager	110,000	160,000
	Principal/Partner	180,000	180,000+

**ACT**ACCOUNTING &  
FINANCE

CANBERRA	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Accounting Support</b>	Accounts Clerk	45,000	55,000
	Accounts Payable	50,000	70,000
	Accounts Receivable	50,000	70,000
	AP Manager	75,000	100,000
	AR Manager	75,000	100,000
	Assistant Accountant	50,000	75,000
	Bookkeeper	55,000	70,000
	Payroll Officer	45,000	65,000
	Payroll Supervisor	60,000	70,000
	Payroll Manager	65,000	95,000
	National Payroll Manager	100,000	120,000
	Collections	65,000	65,000+
	Reconciliations Officer	65,000	65,000+
<b>Banking &amp; Financial Services</b>	Financial Accountant — Part Qualified CA/CPA	40,000	55,000
	Financial Accountant — Newly Qualified CA/CPA	55,000	65,000
	Financial Accountant — CA/CPA (4 years+)	75,000	100,000
	Management Accountant — Part Qualified CA/CPA	50,000	60,000
	Management Accountant — Newly Qualified CA/CPA	60,000	75,000
	Management Accountant — CA/CPA (4 years+)	75,000	100,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	50,000	55,000
	Portfolio Accountant — CA/CPA (4 years+)	73,000	100,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	55,000	65,000
	Fund/Trust Accountant — CA/CPA (4 years+)	75,000	125,000
	Product Control Accountant — Newly Qualified CA/CPA	55,000	65,000
	Product Control Accountant — CA/CPA (4 years+)	75,000	110,000

## ACT

ACCOUNTING &  
FINANCE

CANBERRA	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Systems Accountant — Part/Newly Qualified CA/CPA	50,000	80,000
	Systems Accountant — CA/CPA (4 years+)	85,000	85,000+
	Business Analyst	65,000	85,000
	Senior Business Analyst	85,000	110,000
<b>Audit</b>	Internal Auditor	55,000	70,000
	Senior Internal Auditor	60,000	102,000
	Audit Manager	100,000	150,000
	Head of Audit	160,000	200,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	115,000	145,000
	Strategy Head	160,000	200,000
<b>Senior Financial Reporting</b>	Group Accountant	100,000	125,000
	Finance Manager	100,000	145,000
	Group Finance Manager	100,000	145,000
	Financial Controller	140,000	160,000
	Group Financial Controller	140,000	160,000
	Company Secretary	150,000	200,000
	Finance Director	180,000	250,000
<b>Tax Advisory &amp; Compliance</b>	CFO	180,000	250,000
	Tax Accountant	50,000	70,000
	Senior Tax Accountant	75,000	95,000
	Tax Manager	95,000	125,000
<b>Treasury</b>	Head of Tax	140,000	140,000+
	Treasury Accountant	50,000	70,000
	Senior Treasury Accountant	73,000	88,000
	Treasury Manager	95,000	125,000
	Head of Treasury	140,000	140,000+

## ACT

ACCOUNTING &  
FINANCE

CANBERRA Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	45,000	60,000
	Financial Accountant — Newly Qualified CA/CPA	55,000	70,000
	Financial Accountant — CA/CPA (4 years+)	85,000	125,000
	Management Accountant — Part Qualified CA/CPA	50,000	60,000
	Management Accountant — Newly Qualified CA/CPA	75,000	90,000
	Management Accountant — CA/CPA (4 years+)	85,000	135,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	65,000	80,000
	Corporate Accountant — CA/CPA (4 years+)	70,000	150,000
	Cost Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Cost Accountant CA/CPA (4 years+)	75,000	95,000
	Systems Accountant — Part/Newly Qualified CA/CPA	65,000	80,000
	Systems Accountant — CA/CPA (4 years+)	105,000	125,000
	Business Analyst	60,000	100,000
	Senior Business Analyst	95,000	115,000
	Commercial Analyst	75,000	90,000
	Senior Commercial Analyst	120,000	140,000
<b>Audit</b>	Internal Auditor	65,000	85,000
	Senior Internal Auditor	75,000	105,000
	Audit Manager	105,000	150,000
	Head of Audit	160,000	175,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	120,000	150,000
	Strategy Head	150,000	180,000
<b>IT Audit</b>	IT Auditor	70,000	85,000
	Senior IT Auditor	70,000	105,000
	IT Audit Manager	100,000	150,000
	Head of IT Audit	140,000	140,000+

## ACT

ACCOUNTING &  
FINANCE

CANBERRA	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	125,000	125,000+
	Finance Manager	100,000	135,000
	Group Finance Manager	100,000	135,000
	Financial Controller	140,000	170,000
	Group Financial Controller	140,000	170,000
	Finance Director	170,000	170,000+
	CFO	170,000	170,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	60,000	80,000
	Senior Tax Accountant	85,000	110,000
	Tax Manager	115,000	150,000
	Head of Tax	140,000	180,000
<b>Treasury</b>	Treasury Accountant	55,000	70,000
	Senior Treasury Accountant	78,000	100,000
	Treasury Manager	105,000	135,000
	Head of Treasury	140,000	160,000
	Strategy Head of Treasury	150,000	150,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	45,000	55,000
	Senior Auditor (Part Qualified)	60,000	65,000
	Senior Auditor (Qualified)	65,000	90,000
	Audit Supervisor	75,000	95,000
	Audit Manager	100,000	120,000
	Senior Audit Manager	110,000	150,000
	Audit Principal	170,000	170,000+
	Audit Partner	170,000	170,000+
<b>Business Services</b>	Undergraduate	30,000	34,000
	Graduate/Intermediate	45,000	55,000



## ACT

ACCOUNTING &  
FINANCE

CANBERRA	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>Business Services (cont.)</b>	Senior (Part Qualified)	55,000	65,000
	Senior (Qualified)	70,000	90,000
	Supervisor	75,000	100,000
	Manager	85,000	110,000
	Senior Manager	100,000	135,000
	Principal/Partner	180,000	180,000+
<b>Corporate Finance</b>	Graduate/Intermediate	45,000	55,000
	Senior (Part Qualified)	60,000	65,000
	Senior (Qualified)	60,000	75,000
	Supervisor	65,000	80,000
	Manager	80,000	100,000
	Senior Manager	85,000	135,000
	Principal/Partner	180,000	180,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	50,000	60,000
	Senior (Part Qualified)	65,000	70,000
	Senior (Qualified)	55,000	70,000
	Insolvency Supervisor	80,000	95,000
	Insolvency Manager	95,000	110,000
	Senior Insolvency Manager	110,000	150,000
	Principal/Partner	180,000	180,000+
<b>IT Audit</b>	Graduate/Intermediate Auditor	50,000	65,000
	Senior Auditor (Part Qualified)	65,000	75,000
	Senior Auditor (Qualified)	70,000	90,000
	Audit Supervisor	75,000	95,000
	Audit Manager	95,000	110,000
	Senior Audit Manager	110,000	150,000

**ACT**ACCOUNTING &  
FINANCE

CANBERRA Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
IT Audit (cont.)	Audit Principal	170,000	170,000+
	Audit Partner	170,000	170,000+
Tax	Tax Graduate/Intermediate	45,000	55,000
	Senior (Part Qualified)	60,000	65,000
	Senior (Qualified)	60,000	75,000
	Tax Supervisor	75,000	95,000
	Tax Manager	95,000	120,000
	Senior Tax Manager	110,000	150,000
	Principal/Partner	180,000	180,000+

## QLD

ACCOUNTING &  
FINANCE

BRISBANE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	40,000	55,000
	Accounts Payable	45,000	65,000
	Accounts Receivable	45,000	65,000
	AP Manager	60,000	90,000
	AR Manager	65,000	90,000
	Assistant Accountant	45,000	70,000
	Bookkeeper	45,000	65,000
	Payroll Officer	50,000	65,000
	Payroll Supervisor	65,000	90,000
	Payroll Manager	70,000	110,000
	National Payroll Manager	85,000	130,000
	Collections	45,000	60,000
	Reconciliations Officer	50,000	65,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	55,000	75,000
	Financial Accountant — Newly Qualified CA/CPA	80,000	90,000
	Financial Accountant — CA/CPA (4 years+)	90,000	120,000
	Management Accountant — Part Qualified CA/CPA	65,000	75,000
	Management Accountant — Newly Qualified CA/CPA	80,000	95,000
	Management Accountant — CA/CPA (4 years+)	90,000	120,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	50,000	75,000
	Portfolio Accountant — CA/CPA (4 years+)	70,000	100,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	65,000	80,000
	Fund/Trust Accountant — CA/CPA (4 years+)	80,000	110,000
	Product Control Accountant — Newly Qualified CA/CPA	55,000	75,000
	Product Control Accountant — CA/CPA (4 years+)	70,000	85,000

## QLD

ACCOUNTING &  
FINANCE

BRISBANE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Systems Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Systems Accountant — CA/CPA (4 years+)	80,000	80,000+
	Business Analyst	55,000	90,000
	Senior Business Analyst	90,000	120,000
<b>Audit</b>	Internal Auditor	50,000	75,000
	Senior Internal Auditor	75,000	100,000
	Audit Manager	90,000	120,000
	Head of Audit	140,000	190,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	130,000	180,000
	Strategy Head	165,000	175,000
<b>Senior Financial Reporting</b>	Group Accountant	100,000	130,000
	Finance Manager	120,000	160,000
	Group Finance Manager	120,000	160,000
	Financial Controller	130,000	200,000
	Group Financial Controller	130,000	200,000
	Company Secretary	155,000	165,000
	Finance Director	175,000	210,000
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	50,000	75,000
	Senior Tax Accountant	80,000	110,000
	Tax Manager	120,000	170,000
	Head of Tax	150,000	150,000+
<b>Treasury</b>	Treasury Accountant	50,000	80,000
	Senior Treasury Accountant	75,000	100,000
	Treasury Manager	110,000	140,000
	Head of Treasury	150,000	150,000+

QLD

ACCOUNTING &  
FINANCE

BRISBANE Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	45,000	60,000
	Financial Accountant — Newly Qualified CA/CPA	55,000	75,000
	Financial Accountant — CA/CPA (4 years+)	80,000	110,000
	Management Accountant — Part Qualified CA/CPA	45,000	60,000
	Management Accountant — Newly Qualified CA/CPA	55,000	75,000
	Management Accountant — CA/CPA (4 years+)	80,000	120,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	50,000	70,000
	Corporate Accountant — CA/CPA (4 years+)	80,000	110,000
	Cost Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Cost Accountant CA/CPA (4 years+)	80,000	120,000
	Systems Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Systems Accountant — CA/CPA (4 years+)	80,000	110,000
	Business Analyst	60,000	90,000
	Senior Business Analyst	90,000	120,000
	Commercial Analyst	65,000	85,000
	Senior Commercial Analyst	90,000	130,000
<b>Audit</b>	Internal Auditor	50,000	75,000
	Senior Internal Auditor	75,000	105,000
	Audit Manager	95,000	125,000
	Head of Audit	125,000	165,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	130,000	185,000
	Strategy Head	160,000	180,000
<b>IT Audit</b>	IT Auditor	65,000	90,000
	Senior IT Auditor	85,000	110,000
	IT Audit Manager	110,000	130,000
	Head of IT Audit	140,000	140,000+

## QLD

ACCOUNTING &  
FINANCE

BRISBANE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	90,000	125,000
	Finance Manager	120,000	160,000
	Group Finance Manager	120,000	160,000
	Financial Controller	130,000	170,000
	Group Financial Controller	130,000	170,000
	Finance Director	170,000	170,000+
	CFO	170,000	170,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	65,000	95,000
	Senior Tax Accountant	80,000	120,000
	Tax Manager	120,000	160,000
	Head of Tax	160,000	190,000
<b>Treasury</b>	Treasury Accountant	65,000	100,000
	Senior Treasury Accountant	80,000	120,000
	Treasury Manager	120,000	150,000
	Head of Treasury	155,000	165,000
	Strategy Head of Treasury	180,000	180,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	40,000	60,000
	Senior Auditor (Part Qualified)	55,000	70,000
	Senior Auditor (Qualified)	60,000	80,000
	Audit Supervisor	65,000	85,000
	Audit Manager	85,000	125,000
	Senior Audit Manager	110,000	160,000
	Audit Principal	170,000	170,000+
	Audit Partner	170,000	170,000+
<b>Business Services</b>	Undergraduate	30,000	45,000
	Graduate/Intermediate	40,000	55,000

## QLD

ACCOUNTING &  
FINANCE

BRISBANE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>Business Services (cont.)</b>	Senior (Part Qualified)	50,000	65,000
	Senior (Qualified)	60,000	75,000
	Supervisor	75,000	90,000
	Manager	85,000	115,000
	Senior Manager	110,000	150,000
	Principal/Partner	160,000	160,000+
<b>Corporate Finance</b>	Graduate/Intermediate	45,000	60,000
	Senior (Part Qualified)	60,000	70,000
	Senior (Qualified)	75,000	85,000
	Supervisor	80,000	100,000
	Manager	90,000	120,000
	Senior Manager	110,000	160,000
	Principal/Partner	160,000	160,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	40,000	55,000
	Senior (Part Qualified)	50,000	65,000
	Senior (Qualified)	60,000	75,000
	Insolvency Supervisor	75,000	90,000
	Insolvency Manager	85,000	120,000
	Senior Insolvency Manager	110,000	150,000
	Principal/Partner	160,000	160,000+
<b>IT Audit</b>	Graduate/Intermediate Auditor	40,000	60,000
	Senior Auditor (Part Qualified)	55,000	70,000
	Senior Auditor (Qualified)	60,000	85,000
	Audit Supervisor	65,000	85,000
	Audit Manager	85,000	125,000
	Senior Audit Manager	110,000	160,000

## QLD

ACCOUNTING &  
FINANCE

BRISBANE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>IT Audit (cont.)</b>	Audit Principal	160,000	160,000+
	Audit Partner	160,000	160,000+
<b>Tax</b>	Tax Graduate/Intermediate	45,000	65,000
	Senior (Part Qualified)	60,000	70,000
	Senior (Qualified)	75,000	85,000
	Tax Supervisor	80,000	95,000
	Tax Manager	90,000	120,000
	Senior Tax Manager	110,000	150,000
	Principal/Partner	160,000	160,000+



# SA

ACCOUNTING &  
FINANCE

ADELAIDE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	40,000	45,000
	Accounts Payable	40,000	60,000
	Accounts Receivable	40,000	60,000
	AP Manager	60,000	90,000
	AR Manager	60,000	90,000
	Assistant Accountant	40,000	65,000
	Bookkeeper	45,000	65,000
	Payroll Officer	45,000	60,000
	Payroll Supervisor	60,000	80,000
	Payroll Manager	70,000	90,000
	National Payroll Manager	90,000	130,000
	Collections	45,000	60,000
	Reconciliations Officer	45,000	60,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	45,000	55,000
	Financial Accountant — Newly Qualified CA/CPA	55,000	75,000
	Financial Accountant — CA/CPA (4 years+)	75,000	100,000
	Management Accountant — Part Qualified CA/CPA	50,000	55,000
	Management Accountant — Newly Qualified CA/CPA	55,000	70,000
	Management Accountant — CA/CPA (4 years+)	70,000	100,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	50,000	60,000
	Portfolio Accountant — CA/CPA (4 years+)	60,000	100,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Fund/Trust Accountant — CA/CPA (4 years+)	75,000	100,000
	Product Control Accountant — Newly Qualified CA/CPA	55,000	75,000
	Product Control Accountant — CA/CPA (4 years+)	75,000	100,000

## SA

ACCOUNTING &  
FINANCE

ADELAIDE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Systems Accountant — Part/Newly Qualified CA/CPA	55,000	75,000
	Systems Accountant — CA/CPA (4 years+)	80,000	80,000+
	Business Analyst	60,000	85,000
	Senior Business Analyst	85,000	120,000
<b>Audit</b>	Internal Auditor	55,000	70,000
	Senior Internal Auditor	70,000	110,000
	Audit Manager	100,000	120,000
	Head of Audit	130,000	170,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	90,000	130,000
	Strategy Head	130,000	160,000
<b>Senior Financial Reporting</b>	Group Accountant	80,000	100,000
	Finance Manager	90,000	130,000
	Group Finance Manager	90,000	130,000
	Financial Controller	110,000	160,000
	Group Financial Controller	110,000	160,000
	Company Secretary	130,000	160,000
	Finance Director	160,000	220,000
<b>Tax Advisory &amp; Compliance</b>	CFO	160,000	220,000
	Tax Accountant	50,000	75,000
	Senior Tax Accountant	70,000	100,000
	Tax Manager	100,000	140,000
<b>Treasury</b>	Head of Tax	140,000	140,000+
	Treasury Accountant	50,000	70,000
	Senior Treasury Accountant	70,000	90,000
	Treasury Manager	100,000	130,000
	Head of Treasury	140,000	150,000+

## SA

ACCOUNTING &  
FINANCE

ADELAIDE Commerce & Industry	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — Part Qualified CA/CPA	45,000	60,000
	Financial Accountant — Newly Qualified CA/CPA	55,000	75,000
	Financial Accountant — CA/CPA (4 years+)	75,000	110,000
	Management Accountant — Part Qualified CA/CPA	45,000	60,000
	Management Accountant — Newly Qualified CA/CPA	55,000	75,000
	Management Accountant — CA/CPA (4 years+)	70,000	110,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	50,000	70,000
	Corporate Accountant — CA/CPA (4 years+)	70,000	110,000
	Cost Accountant — Part/Newly Qualified CA/CPA	50,000	70,000
	Cost Accountant CA/CPA (4 years+)	70,000	100,000
	Systems Accountant — Part/Newly Qualified CA/CPA	50,000	75,000
	Systems Accountant — CA/CPA (4 years+)	75,000	110,000
	Business Analyst	60,000	85,000
	Senior Business Analyst	75,000	110,000
	Commercial Analyst	70,000	90,000
	Senior Commercial Analyst	80,000	120,000
<b>Audit</b>	Internal Auditor	55,000	75,000
	Senior Internal Auditor	75,000	110,000
	Audit Manager	100,000	120,000
	Head of Audit	120,000	170,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	100,000	150,000
	Strategy Head	150,000	180,000
<b>IT Audit</b>	IT Auditor	60,000	80,000
	Senior IT Auditor	75,000	110,000
	IT Audit Manager	100,000	120,000
	Head of IT Audit	130,000	140,000+

## SA

ACCOUNTING &  
FINANCE

ADELAIDE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting</b>	Group Accountant	80,000	110,000
	Finance Manager	90,000	120,000
	Group Finance Manager	90,000	130,000
	Financial Controller	110,000	160,000
	Group Financial Controller	110,000	160,000
	Finance Director	150,000	160,000+
	CFO	150,000	160,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	50,000	70,000
	Senior Tax Accountant	70,000	95,000
	Tax Manager	95,000	140,000
	Head of Tax	140,000	180,000
<b>Treasury</b>	Treasury Accountant	50,000	70,000
	Senior Treasury Accountant	70,000	90,000
	Treasury Manager	90,000	130,000
	Head of Treasury	130,000	150,000
	Strategy Head of Treasury	150,000	160,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	40,000	55,000
	Senior Auditor (Part Qualified)	50,000	65,000
	Senior Auditor (Qualified)	65,000	75,000
	Audit Supervisor	75,000	90,000
	Audit Manager	85,000	110,000
	Senior Audit Manager	95,000	130,000
	Audit Principal	150,000	160,000+
	Audit Partner	150,000	160,000+
<b>Business Services</b>	Undergraduate	40,000	45,000
	Graduate/Intermediate	40,000	55,000

## SA

ACCOUNTING &  
FINANCE

ADELAIDE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>Business Services (cont.)</b>	Senior (Part Qualified)	50,000	65,000
	Senior (Qualified)	65,000	75,000
	Supervisor	75,000	90,000
	Manager	90,000	110,000
	Senior Manager	110,000	130,000
	Principal/Partner	140,000	160,000+
<b>Corporate Finance</b>	Graduate/Intermediate	40,000	55,000
	Senior (Part Qualified)	50,000	70,000
	Senior (Qualified)	65,000	75,000
	Supervisor	75,000	90,000
	Manager	85,000	100,000
	Senior Manager	110,000	130,000
	Principal/Partner	150,000	160,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	40,000	55,000
	Senior (Part Qualified)	50,000	65,000
	Senior (Qualified)	65,000	75,000
	Insolvency Supervisor	70,000	85,000
	Insolvency Manager	80,000	100,000
	Senior Insolvency Manager	95,000	130,000
	Principal/Partner	140,000	160,000+
<b>IT Audit</b>	Graduate/Intermediate Auditor	40,000	55,000
	Senior Auditor (Part Qualified)	50,000	65,000
	Senior Auditor (Qualified)	65,000	75,000
	Audit Supervisor	75,000	90,000
	Audit Manager	85,000	110,000
	Senior Audit Manager	95,000	130,000

## SA

ACCOUNTING &  
FINANCE

ADELAIDE	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>IT Audit (cont.)</b>	Audit Principal	150,000	160,000+
	Audit Partner	150,000	160,000+
<b>Tax</b>	Tax Graduate/Intermediate	40,000	55,000
	Senior (Part Qualified)	50,000	65,000
	Senior (Qualified)	65,000	80,000
	Tax Supervisor	75,000	90,000
	Tax Manager	85,000	100,000
	Senior Tax Manager	110,000	130,000
	Principal/Partner	150,000	160,000+

## WA

ACCOUNTING &  
FINANCE

PERTH	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Accounting Support	Accounts Clerk	40,000	55,000
	Accounts Payable	45,000	65,000
	Accounts Receivable	45,000	65,000
	AP Manager	60,000	90,000
	AR Manager	70,000	90,000
	Assistant Accountant	45,000	70,000
	Bookkeeper	50,000	70,000
	Payroll Officer	60,000	75,000
	Payroll Supervisor	80,000	100,000
	Payroll Manager	70,000	110,000
	National Payroll Manager	90,000	130,000
	Collections	45,000	60,000
	Reconciliations Officer	45,000	60,000
Banking & Financial Services	Financial Accountant — Part Qualified CA/CPA	50,000	60,000
	Financial Accountant — Newly Qualified CA/CPA	70,000	90,000
	Financial Accountant — CA/CPA (4 years+)	80,000	100,000
	Management Accountant — Part Qualified CA/CPA	50,000	60,000
	Management Accountant — Newly Qualified CA/CPA	70,000	80,000
	Management Accountant — CA/CPA (4 years+)	80,000	110,000
	Portfolio Accountant — Part/Newly Qualified CA/CPA	55,000	70,000
	Portfolio Accountant — CA/CPA (4 years+)	70,000	90,000
	Fund/Trust Accountant — Part/Newly Qualified CA/CPA	55,000	70,000
	Fund/Trust Accountant — CA/CPA (4 years+)	70,000	110,000
	Systems Accountant — Part/Newly Qualified CA/CPA	60,000	80,000
	Systems Accountant — CA/CPA (4 years+)	90,000	90,000+

## WA

ACCOUNTING &  
FINANCE

PERTH	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Banking &amp; Financial Services (cont.)</b>	Business Analyst	80,000	110,000
	Senior Business Analyst	100,000	140,000
<b>Audit</b>	Internal Auditor	55,000	75,000
	Senior Internal Auditor	80,000	90,000
	Audit Manager	90,000	120,000
	Head of Audit	120,000	135,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	120,000	170,000
	Strategy Head	150,000	180,000
<b>Senior Financial Reporting</b>	Group Accountant	110,000	130,000
	Finance Manager	130,000	130,000+
	Group Finance Manager	130,000	130,000+
	Financial Controller	160,000	160,000+
	Group Financial Controller	160,000	160,000+
	Company Secretary	150,000	160,000
	Finance Director	180,000	200,000
<b>Tax Advisory &amp; Compliance</b>	CFO	180,000	200,000
	Tax Accountant	55,000	80,000
	Senior Tax Accountant	85,000	100,000
	Tax Manager	100,000	115,000
<b>Treasury</b>	Head of Tax	140,000	140,000+
	Treasury Accountant	55,000	75,000
	Senior Treasury Accountant	80,000	100,000
	Treasury Manager	90,000	130,000
<b>Commerce &amp; Industry</b>	Head of Treasury	140,000	140,000+
	Financial Accountant — Part Qualified CA/CPA	50,000	60,000
	Financial Accountant — Newly Qualified CA/CPA	70,000	95,000



## WA

ACCOUNTING &  
FINANCE

PERTH Commerce & Industry (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
	Financial Accountant — CA/CPA (4 years+)	80,000	120,000
	Management Accountant — Part Qualified CA/CPA	50,000	60,000
	Management Accountant — Newly Qualified CA/CPA	70,000	90,000
	Management Accountant — CA/CPA (4 years+)	80,000	130,000
	Corporate Accountant — Part/Newly Qualified CA/CPA	70,000	90,000
	Corporate Accountant — CA/CPA (4 years+)	95,000	120,000
	Cost Accountant — Part/Newly Qualified CA/CPA	75,000	95,000
	Cost Accountant CA/CPA (4 years+)	95,000	120,000
	Systems Accountant — Part/Newly Qualified CA/CPA	70,000	90,000
	Systems Accountant — CA/CPA (4 years+)	90,000	130,000
	Business Analyst	65,000	95,000
	Senior Business Analyst	100,000	115,000
	Commercial Analyst	75,000	85,000
	Senior Commercial Analyst	120,000	130,000
<b>Audit</b>	Internal Auditor	60,000	85,000
	Senior Internal Auditor	90,000	105,000
	Audit Manager	95,000	135,000
	Head of Audit	130,000	150,000
<b>Business Planning</b>	Financial Planning & Analysis Manager	150,000	180,000
	Strategy Head	150,000	200,000
<b>IT Audit</b>	IT Auditor	60,000	80,000
	Senior IT Auditor	80,000	100,000
	IT Audit Manager	100,000	105,000
	Head of IT Audit	150,000	150,000+
<b>Senior Financial Reporting</b>	Group Accountant	90,000	150,000
	Finance Manager	130,000	160,000

## WA

ACCOUNTING &  
FINANCE

PERTH	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Commerce &amp; Industry (cont.)</b>			
<b>Senior Financial Reporting (cont.)</b>	Group Finance Manager	130,000	160,000
	Financial Controller	150,000	200,000
	Group Financial Controller	150,000	200,000
	Finance Director	180,000	180,000+
	CFO	180,000	180,000+
<b>Tax Advisory &amp; Compliance</b>	Tax Accountant	60,000	90,000
	Senior Tax Accountant	100,000	110,000
	Tax Manager	120,000	130,000
	Head of Tax	140,000	160,000
<b>Treasury</b>	Treasury Accountant	70,000	90,000
	Senior Treasury Accountant	100,000	130,000
	Treasury Manager	130,000	150,000
	Head of Treasury	150,000	170,000
	Strategy Head of Treasury	180,000	180,000+
<b>Professional Practice</b>			
<b>Audit</b>	Graduate/Intermediate Auditor	45,000	60,000
	Senior Auditor (Part Qualified)	60,000	70,000
	Senior Auditor (Qualified)	65,000	85,000
	Audit Supervisor	75,000	95,000
	Audit Manager	90,000	120,000
	Senior Audit Manager	100,000	130,000
	Audit Principal	160,000	160,000+
	Audit Partner	160,000	160,000+
<b>Business Services</b>	Undergraduate	30,000	40,000
	Graduate/Intermediate	50,000	65,000
	Senior (Part Qualified)	60,000	70,000
	Senior (Qualified)	65,000	75,000

WA

ACCOUNTING &  
FINANCE

PERTH	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
<b>Professional Practice (cont.)</b>			
<b>Business Services (cont.)</b>	Supervisor	75,000	90,000
	Manager	90,000	120,000
	Senior Manager	120,000	160,000
	Principal/Partner	150,000	150,000+
<b>Corporate Finance</b>	Graduate/Intermediate	50,000	65,000
	Senior (Part Qualified)	65,000	75,000
	Senior (Qualified)	75,000	85,000
	Supervisor	85,000	90,000
	Manager	95,000	125,000
	Senior Manager	120,000	170,000
	Principal/Partner	170,000	170,000+
<b>Insolvency</b>	Insolvency Graduate/Intermediate	50,000	65,000
	Senior (Part Qualified)	60,000	70,000
	Senior (Qualified)	65,000	75,000
	Insolvency Supervisor	75,000	85,000
	Insolvency Manager	90,000	130,000
	Senior Insolvency Manager	110,000	150,000
	Principal/Partner	150,000	150,000+
<b>IT Audit</b>	Graduate/Intermediate Auditor	50,000	65,000
	Senior Auditor (Part Qualified)	60,000	70,000
	Senior Auditor (Qualified)	65,000	75,000
	Audit Supervisor	75,000	85,000
	Audit Manager	90,000	130,000
	Senior Audit Manager	120,000	150,000
	Audit Principal	150,000	150,000+
	Audit Partner	150,000	150,000+

**WA**ACCOUNTING &  
FINANCE

PERTH Professional Practice (cont.)	JOB TITLE	PERMANENT AUD PER YEAR	
		Minimum	Maximum
Tax	Tax Graduate/Intermediate	50,000	65,000
	Senior (Part Qualified)	65,000	70,000
	Senior (Qualified)	75,000	80,000
	Tax Supervisor	80,000	95,000
	Tax Manager	95,000	125,000
	Senior Tax Manager	130,000	170,000
	Principal/Partner	160,000	160,000+



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