

## SALARY SURVEY 2010 - Accounting & Finance

### AVERAGE CURRENT ANNUAL COST TO COMPANY REMUNERATION FOR VARIOUS QUALIFICATIONS AND EXPERIENCE IN RESPECT OF FINANCIAL AND ACCOUNTING STAFF

**ACCOUNTANTS  
ON CALL**

	No Degree (2 - 8 years exp)	Studying towards Degree (2 - 5 years exp)	B.Com/CIS/B.Tech (3 - 9 years exp)	B.Com(Hons)/CTA/ ACCA/CMA Intermediate /CIA (2 - 9 years exp)	CA(SA), 1-2 Year Exp	CA(SA) - 2 Years + Exp	CMA	M.Com (with specialisation)
Cash book	R120k - R155k	R150k - R180k	N/A					
Creditors Clerk	R120k - R180k	R140k - R200k	N/A					
Creditors Supervisor	R160k - R230k	R180k - R240k	N/A					
Debtors Clerk	R120k - R180k	R140k - R200k	N/A					
Credit Controller	R150k - R204k	R180k - R220k	N/A					
Credit Manager	R300k - R420k	R300k - R450k	R360k - R550k	R380k - R650k	R550k - R650k	R600k - R1.1 Mil		
Accounts Clerk	R120k - R180k	R150k - R200k	N/A					
TB Bookkeeper	R140k - R180k	R165k - R200k	N/A					
BS Bookkeeper	R240k - R300k	R240k - R330k	R260k - R340k					
Assistant Accountant	R210k - R240k	R215k - R270k	R240k - R320k					
Trainee Accountant	N/A	R72k - R100k	R120k - R144k	R100k - R120k				
Payroll	R180k - R300k	R240k - R420k	R204k - R450k	N/A				
Cost Accountant	R200k - R400k	R240k - R450k	R300k - R500k	R400k - R700k	R550k - R650k	R650k - R700k	R400k - R750k	
Management Accountant	R240k - R400k	R260k - R450k	R340k - R500k	R400k - R700k	R550k - R650k	R650k - R700k	R400k - R700k	
Financial Accountant	R200k - R400k	R240k - R420k	R280K - R480k	R400k - R500k	R550k - R650k	highly negotiable	highly negotiable	
Group Financial Accountant	R255k - R360k	R260k - R360K	R360k - R500k	R380k - R700k	R550k - R650k	R650k - R950k	highly negotiable	
Tax Consultant	R160k - R230k	R240k - R360k	R380k - R450k	R450k - R750k	R550k - R650k	R650k - R1.2 Mil	N/A	R700k - R1.2 Mil
Financial Manager	R300k - R380k	R300k - R360k	R348k - R610k	R420k - R700k	R550k - R650k	R650k - R900k	R700k - R950k	
Group Financial Manager	N/A	N/A	R450k - R650k	R500k - R700k	N/A	R700k - R900k	R700k - R950k	
Financial Director/CFO	N/A	N/A	R600k - R950k	R700k - R1,1Mil	N/A	R800k - R1,5M+	R750k - R1,1Mil	
	<b>Articles Only</b>							
B.Com + Articles	R240k - R260k							
B.Com(Hons) + Articles	R270k - R300k							
Part I	R330k - R350k							
Newly Qualified CA(SA)	R450k - R480k							

**Please note the following:**

- Premiums of between 10% and 30% are being offered for Employment Equity candidate with a BCom Honours qualification and higher.
- The above salaries are Cost to Company packages and exclude profit share, performance bonus and any non-guaranteed incentive schemes
- After 4/5 years commercial experience, salary packages are extremely variable with an increasingly larger percentage of the total package attributable to individual and company performance