

January 2010

**AVERAGE CURRENT ANNUAL COST TO COMPANY REMUNERATION FOR VARIOUS QUALIFICATIONS AND EXPERIENCE IN RESPECT OF INTERNAL AUDIT STAFF.**

**Internal Audit / Risk Assurance**

Diploma or B Comm (No Articles)	Trainee Internal Auditor	R100 000 – R140 000
B Comm. (Hons) (No Articles)	Junior Internal Auditor	R120 000 – R180 000
B Comm (Articles)	Junior Internal Auditor	R180 000 – R280 000
B Comm (Hons) (No Articles) 1 – 3 years exp.	Internal Auditor	R220 000 – R320 000
B Comm (Hons) (Articles) 1 – 3 years exp.	Internal Auditor	R320 000 – R 450 000
4 – 5 years experience	Senior Internal Auditor/ Manager	R480 000 – R600 000
More than 6 years experience	Senior Internal Auditor/Manager	Negotiable from R600 000
1 – 3 years experience (as Head: Internal Audit/AE)	Senior Manager Internal Audit	R550 000 – R750 000
1 – 3 years experience (as Head: Internal Audit/AE)	Head: Internal Audit/Audit Executive	R650 000 – R800 000
4 – 6 years experience (as Head: Internal Audit/AE)	Head: Internal Audit/Audit Executive	R 780 000 – R 900 000
More than 6 years experience	Head: Internal Audit/Audit Executive	Negotiable from R900 000

1. Please note that the packages are calculated on an average and are relatively broad banded
2. The packages **exclude** a professional qualification and/or membership e.g. IAT, GIA or CIA, CA(SA) and for these additional professional qualifications and/or memberships an additional premium can be expected.
3. The above figures **exclude** professional membership fees paid on behalf of the employee to the relevant Professional organizations i.e. IIA, SAICA, CFE, ISACA, IRMSA etc.
4. The above packages **exclude** and annual incentive or relevant bonuses as well as share options.

**Specialised Auditors - no qualifications**

3 – 5 years relevant experience	R280 000 – R450 000
5 – 7 years relevant experience	R420 000 – R480 000
Over 7 years experience	R480 000 – R550 000
3 – 5 years experience with some specialised qualifications (mainly diplomas)	R320 000 – R500 000
5 – 7 years experience with some specialised qualifications (mainly diplomas)	R500 000 – R650 000
Over 7 years experience with specialised qualifications	Highly Negotiable

1. Please note that the packages are calculated on an average and are relatively broad banded and that the premium for a specialisation can be highly negotiable depending on the skill and the qualification.
2. The specialised auditors include all positions where an additional skill and/or knowledge is required e.g. IT Audit, Forensic Audit, Treasury Audit, etc.
3. The above figures **exclude** professional membership fees paid on behalf of the employee to the relevant Professional organizations i.e. IIA, SAICA, CFE, ISACA, IRMSA, etc.
4. The above packages **exclude** annual incentive or relevant bonuses as well as share options.
  - Any position requiring a CA(SA) plus a specialised qualification will require an additional premium dependant on the experience (including relevant experience obtained during articles) and the specialised qualification obtained (i.e. CIA, CISA, CFA, CFE, CISSP, CISM, etc.)

**Computer / IT / IS Specialised Auditors (excluding CA(SA))\***

Entry level (No Articles)	R130 000 – R200 000
Entry level (Articles with no relevant experience)	R220 000 – R300 000
1 – 3 years relevant experience obtained during Articles	R280 000 – R400 000
1 – 3 years experience no specialised qualifications	R350 000 – R450 000
1 – 3 years experience with specialised qualifications	R450 000 – R550 000
4 – 5 years experience	R530 000 – Negotiable
Over 5 years experience	Highly Negotiable

5. Please note that the packages are calculated on an average and are relatively broad banded and that the premium for a specialisation can be highly negotiable depending on the skill and the qualification.
  6. The specialised auditors include all positions where an additional skill and/or knowledge is required e.g. IT Audit, Forensic Audit, Treasury Audit, etc.
  7. The above figures **exclude** professional membership fees paid on behalf of the employee to the relevant Professional organizations i.e. IIA, SAICA, CFE, ISACA, IRMSA, etc.
  8. The above packages **exclude** annual incentive or relevant bonuses as well as share options.
- \* Any position requiring a CA(SA) plus a specialised qualification will require an additional premium dependant on the experience (including relevant experience obtained during articles) and the specialised qualification obtained (i.e. CIA, CISA, CFA, CFE, CISSP, CISM, etc.)

**Internal Auditors/Risk Assurance in the Profession/Consulting**

Entry level (No Articles)	R120 000 – R150 000
Entry level (Articles with no relevant experience)	R160 000 – R200 000
1 – 3 years relevant experience obtained during Articles	R220 000 – R300 000
1 – 3 years experience no specialised qualifications	R220 000 – R300 000
1 – 3 years experience with specialised qualifications	R260 000 – R380 000
4 – 5 years experience	R360 000 – R500 000
Over 5 years experience	R450 000 – R650 000 (Negotiable)
Over 7 years experience	R650 000 – Negotiable