

# 2021 Member Remuneration Survey

*The survey aims to measure remuneration among Chartered Accountants ANZ members across different demographics, experiences, sectors and positions.*

## ABOUT THE SURVEY

### Methodology

The 2021 Remuneration Survey was conducted and analysed by third party research company Qualtrics. They are owned by SAP and have undertaken research for over 11,000 brands.

This survey was in the field from 23 February to 21 March 2021. More than 82,000 members of Chartered Accountants Australia and New Zealand were invited to undertake the survey through direct email in addition to our social media channels. 4,517 members responded to the survey.

In survey research, the confidence level indicates how confident one can be that the sample data is representative of the entire population. For this survey, Qualtrics applied a 95% confidence level, which is market industry practice, meaning there is a probability of 95% that the survey reflects our 128,000 CA ANZ membership base.

This year's survey response rate far exceeded the minimum sample size required, which is 598 members, demonstrating this was a statistically representative sample size.

### Demographics



**2,622**  
members



**1,895**  
members



**2,471**  
male



**2,040**  
female

6 members preferred not to choose a gender

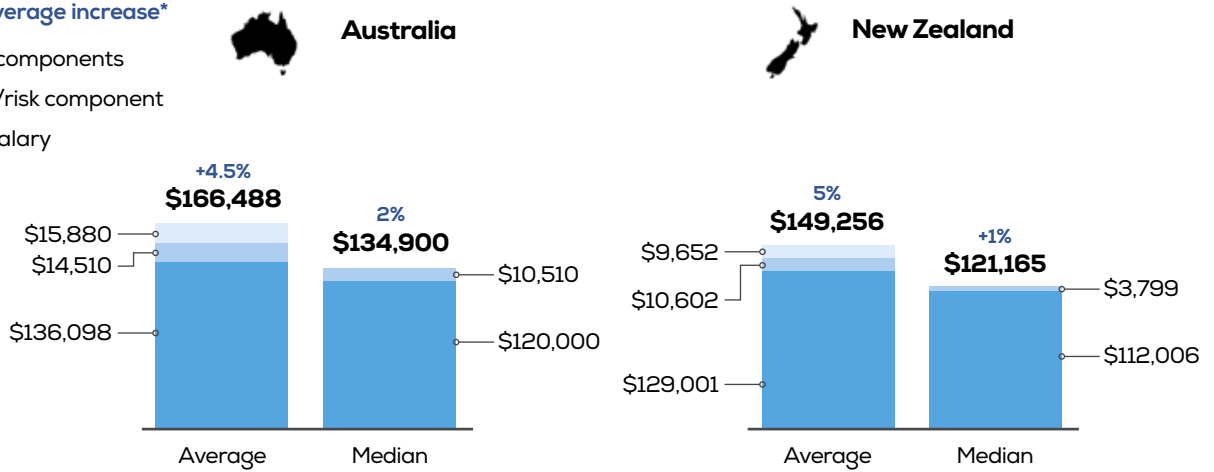
Qualtrics methodically reflected the gender and age range of the survey respondents to match CA ANZ's membership demographics.

	Survey (%)	CA ANZ distribution
Male	55%	56%
Female	45%	44%
18-29	19%	21%
30-39	31%	31%
40-49	24%	24%
50-59	18%	16%
60+	6%	8%

## REMUNERATION BY COUNTRY

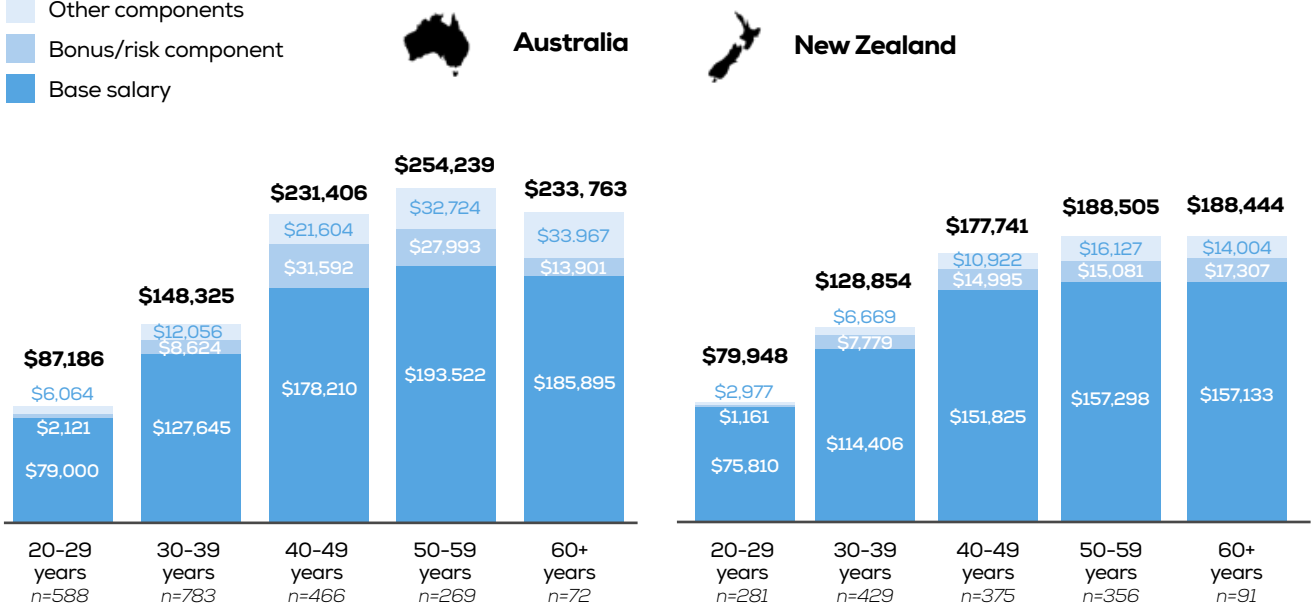
### Claimed average increase\*

- Other components
- Bonus/risk component
- Base salary



## AVERAGE REMUNERATION BY AGE

- Other components
- Bonus/risk component
- Base salary



Monetary figures are in local currency.

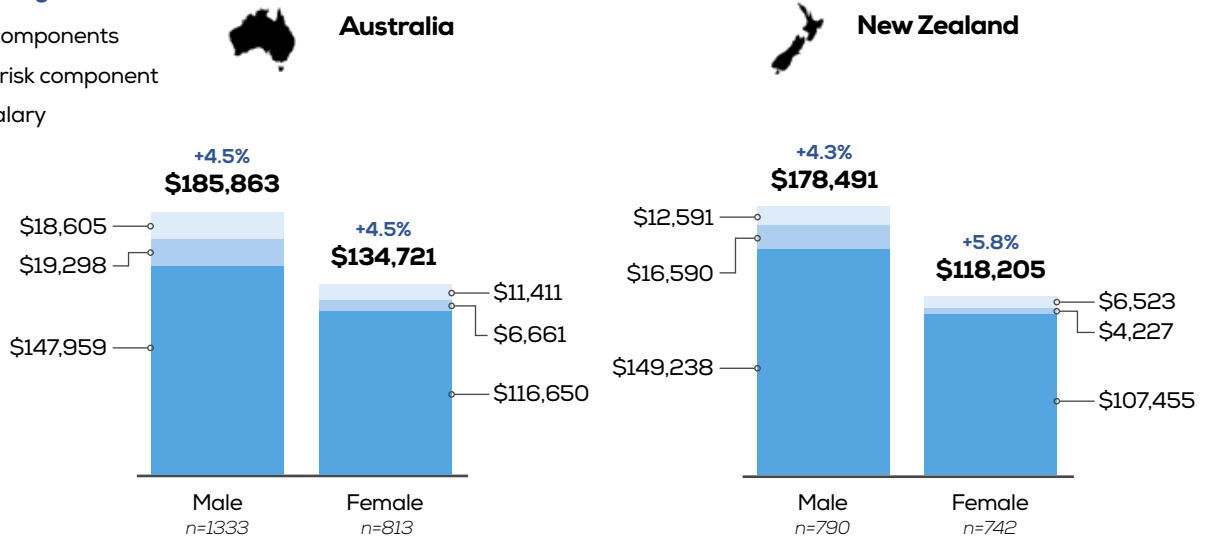
\*Claimed average increase: the increase claimed by respondents from a question, not calculated against previous data. The question asked was "how much has your total gross remuneration (incl base salary and all other components) increased since this time last year?"

## AVERAGE REMUNERATION BY GENDER

With an average gap of around \$50K and \$60K in AU and NZ respectively, men in both countries are getting paid significantly higher than their female counterparts.

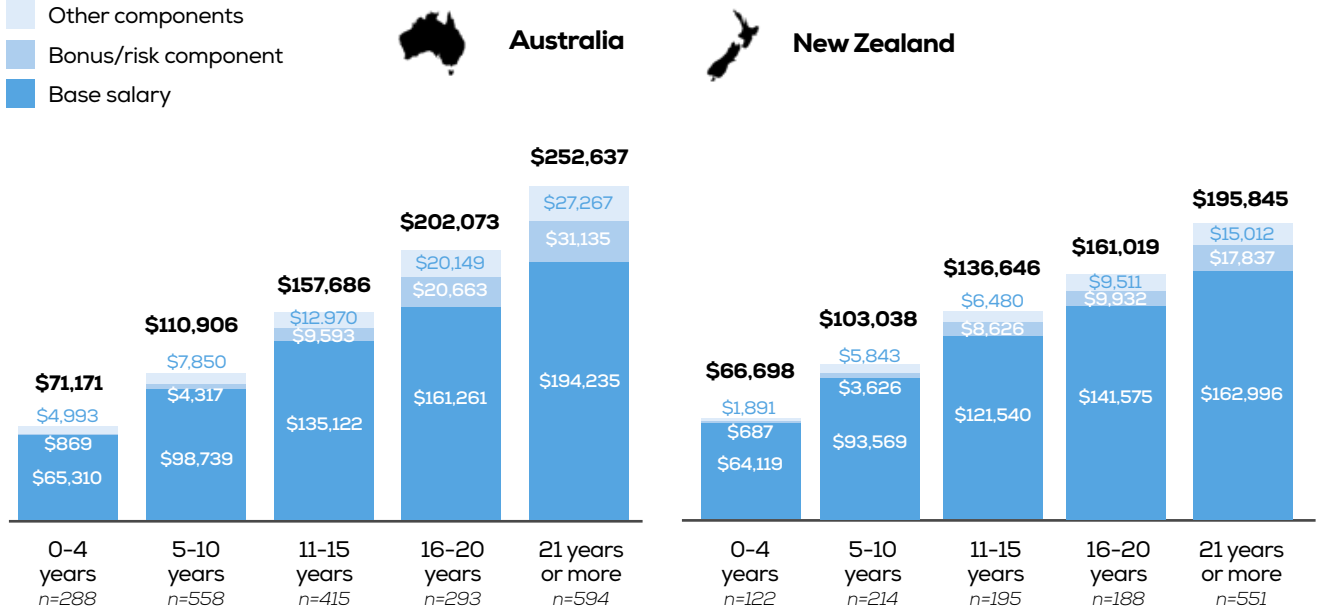
### Claimed average increase\*

- Other components
- Bonus/risk component
- Base salary



## AVERAGE REMUNERATION BY YEARS OF WORKING

- Other components
- Bonus/risk component
- Base salary



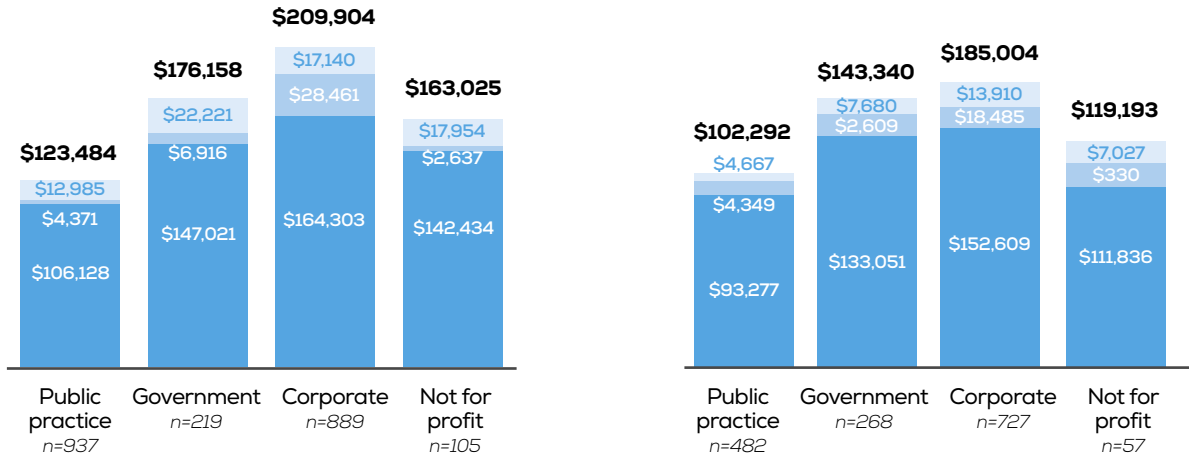
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## AVERAGE REMUNERATION BY ORGANISATION TYPES

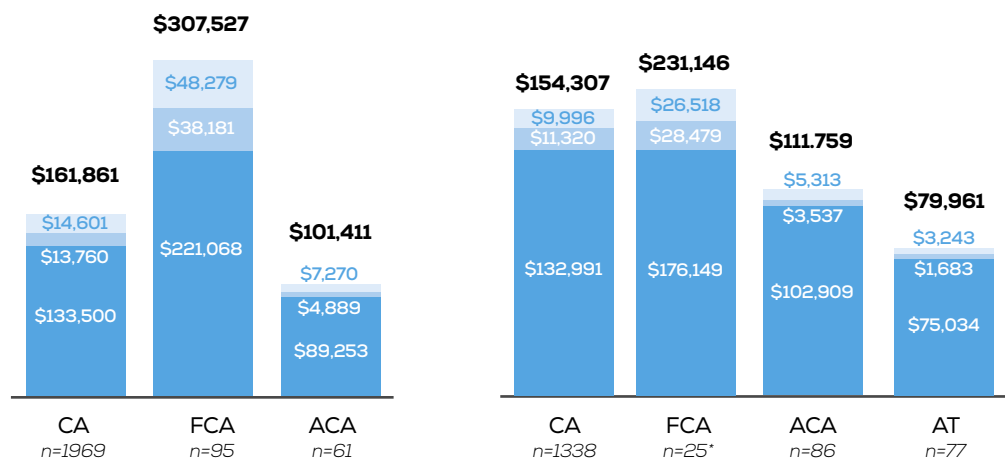
In both Australia and New Zealand, respondents in corporate have the highest remunerations.

- Other components
- Bonus/risk component
- Base salary



## AVERAGE REMUNERATION BY CA ANZ DESIGNATION

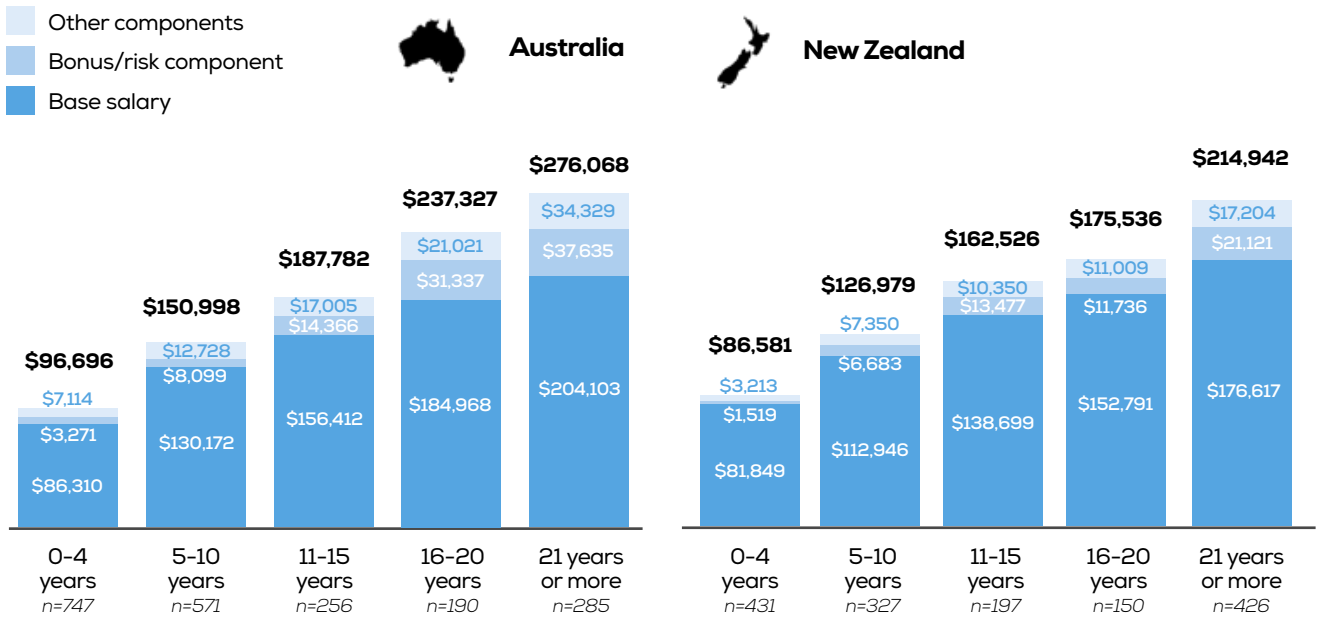
- Other components
- Bonus/risk component
- Base salary



Monetary figures are in local currency.

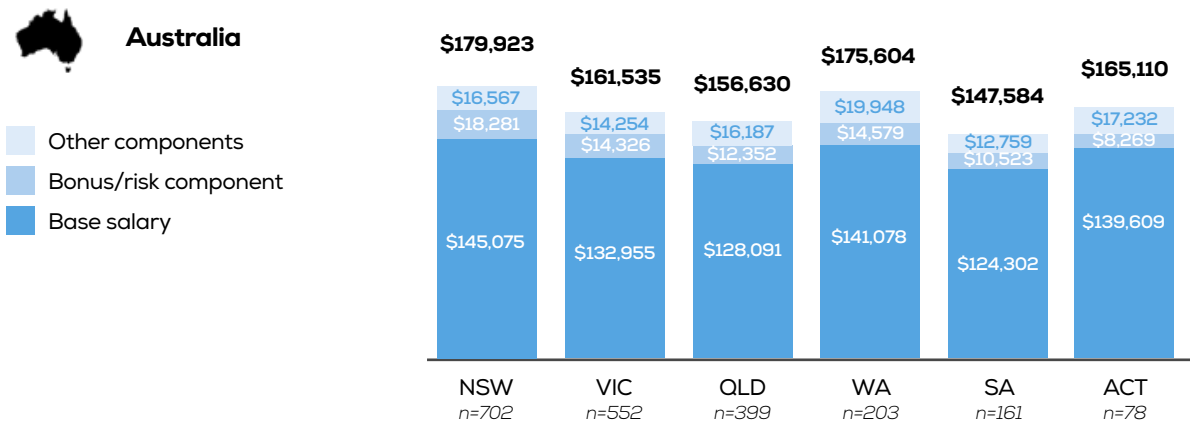
(\*): Small base

## REMUNERATION BY YEARS HOLDING A CA ANZ DESIGNATION



## AVERAGE REMUNERATION BY AUSTRALIAN STATES

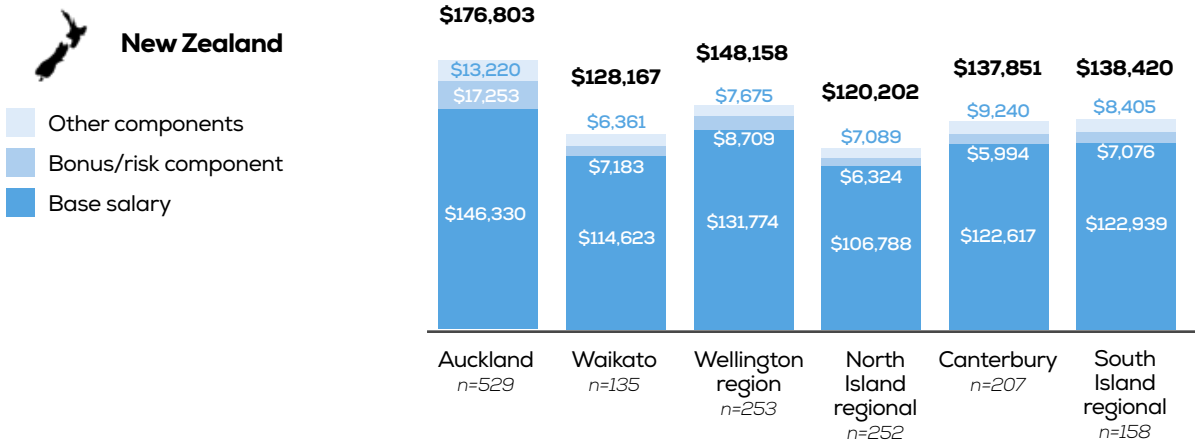
Respondents in NSW reported almost \$180K total salary, significantly higher than VIC, QLD and SA.



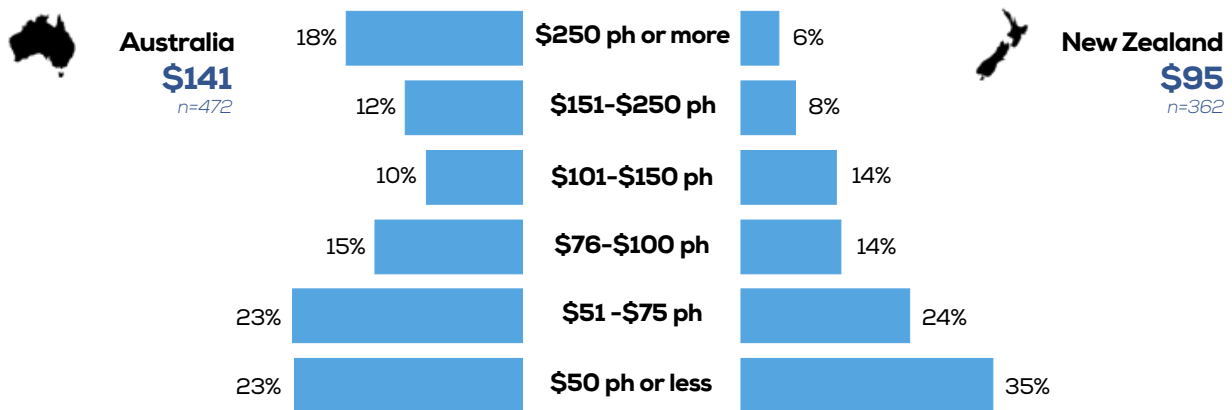
Monetary figures are in local currency.  
NT and TAS are not shown due to small sample size.

## AVERAGE REMUNERATION BY NZ REGIONS

With more than \$175K per annum, Auckland records the highest salary package compared to other regions.



## NON-PERMANENT AVERAGE HOURLY RATE



Monetary figures are in local currency.

North Island Regional includes: Bay of Plenty, Gisborne/East Coast, Hawke's Bay, Manawatu-Wanganui, Northland, Taranaki and Wairarapa.

South Island Regional includes: Blenheim, Nelson/Marlborough, Otago, Southland, West Coast

## NON-PERMANENT AVERAGE HOURLY RATE IN AUSTRALIA

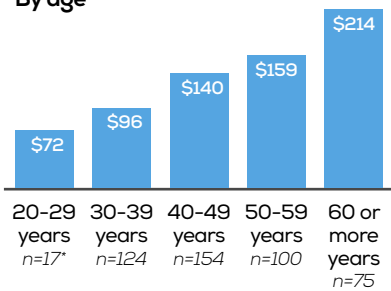
Older respondents with longer working experience and more years holding a CA ANZ designation earn top hourly rate, at least \$175. From titles perspective, CEO, Partner and Senior Tax Manager are 3 top hourly rate earners.



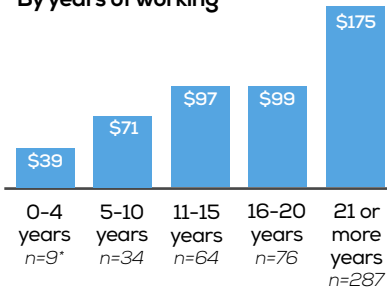
### Australia

Average rate per hour

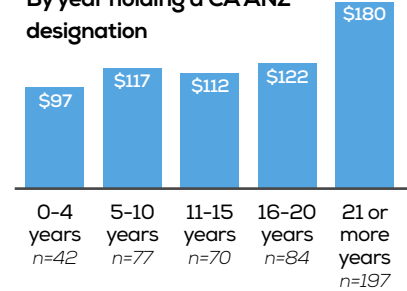
#### By age



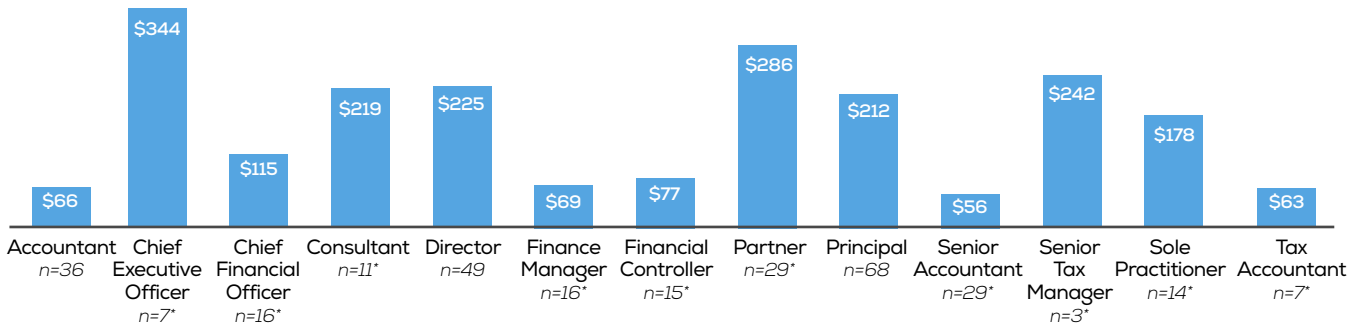
#### By years of working



#### By year holding a CA ANZ designation



#### By position



## NON-PERMANENT AVERAGE HOURLY RATE IN NZ

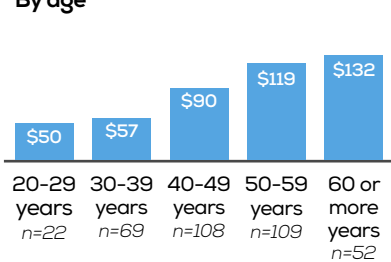
Similarly in NZ, hourly rates increase with age, years of working and years holding a CA ANZ designation. Directors and Principals bring home the highest hourly rate above \$160 per hour.



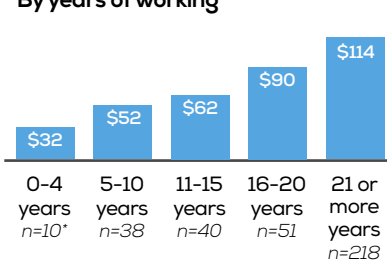
### New Zealand

Average rate per hour

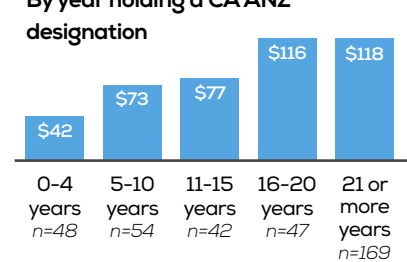
#### By age



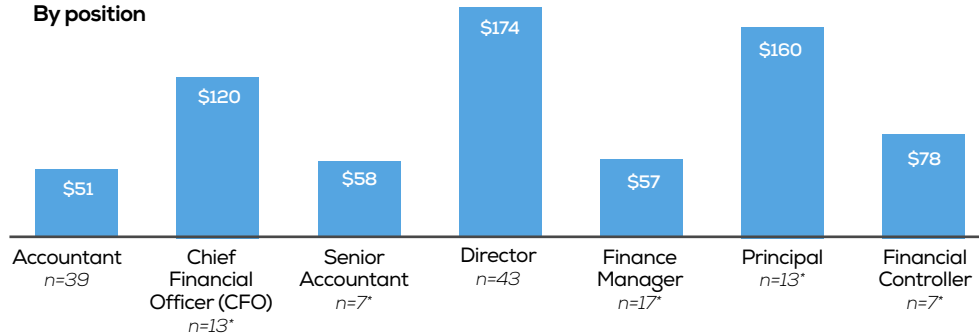
#### By years of working



#### By year holding a CA ANZ designation



#### By position

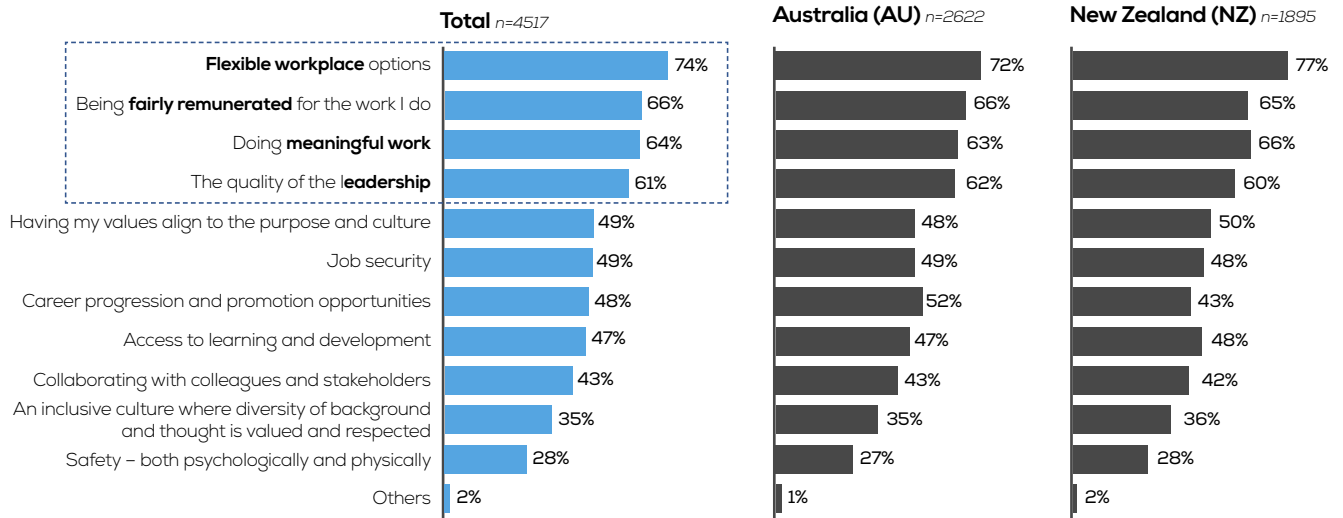


Monetary figures are in local currency.  
(\*): Small base



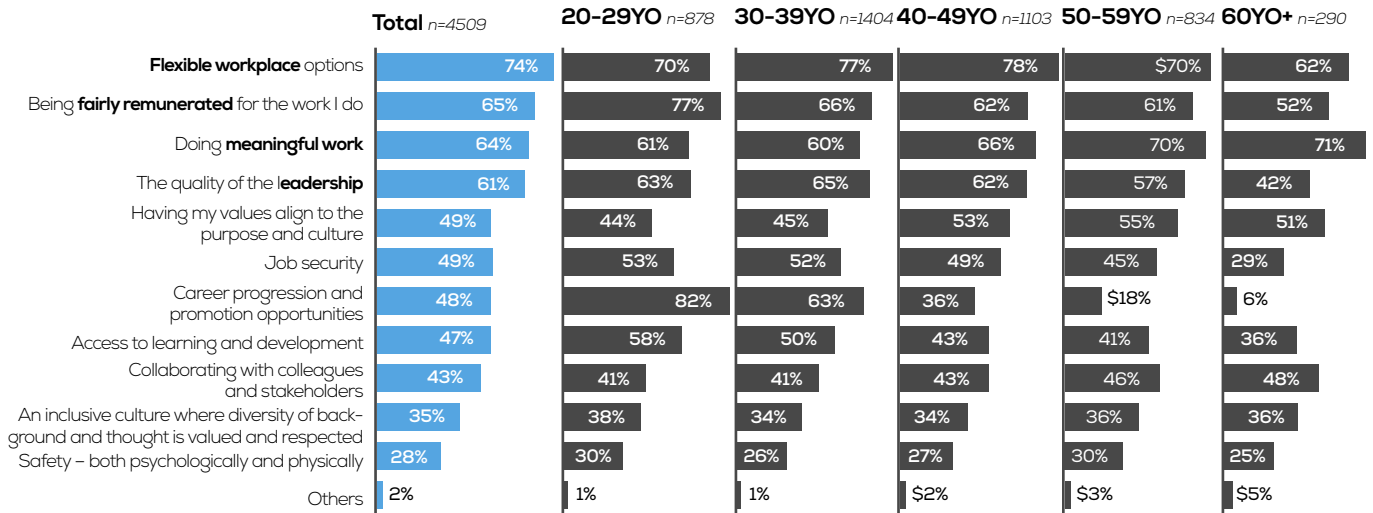
## IMPORTANT FACTORS BEYOND REMUNERATION BY COUNTRY

Besides remuneration, **flexible workplace** is the number one factor in respondent's mind, especially for NZ members. **Fair remuneration, meaningful work and leadership quality** are also important.



## IMPORTANT FACTORS BEYOND REMUNERATION BY AGE

Ensuring a **fair pay environment and learning opportunity** are key to attract younger professionals.

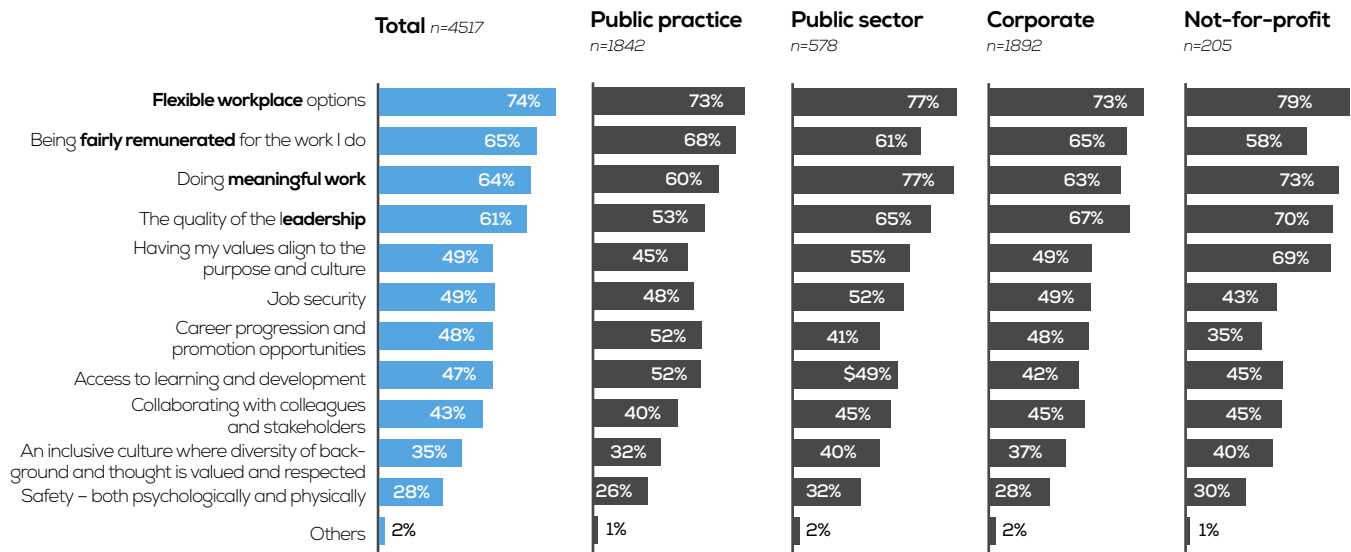


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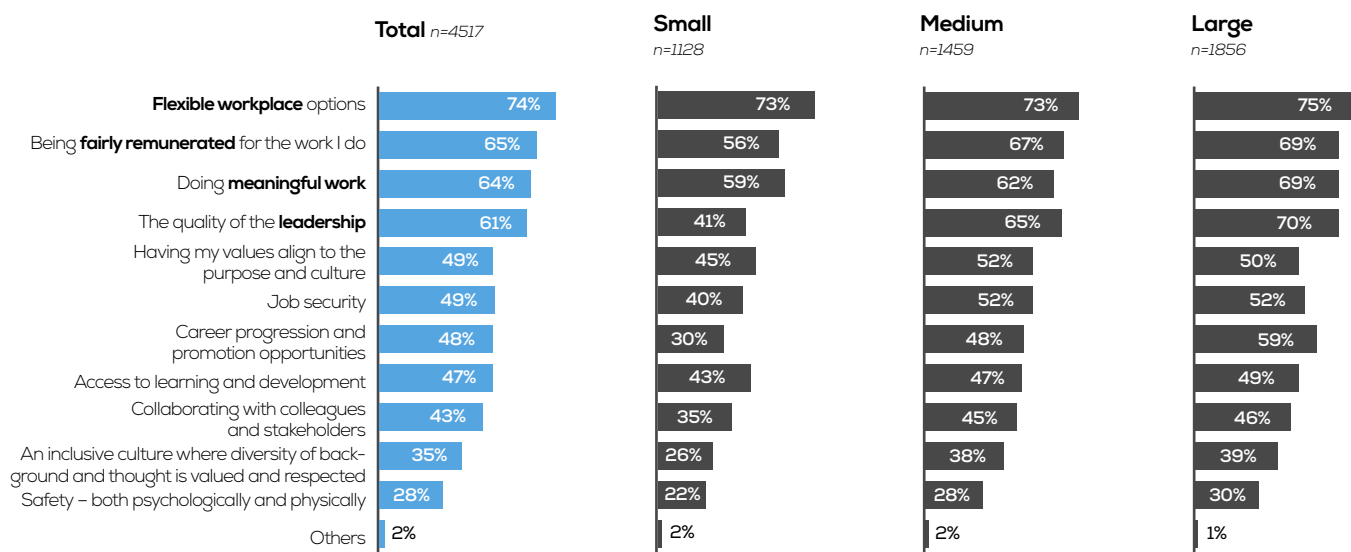
## IMPORTANT FACTORS BEYOND REMUNERATION BY ORGANISATION TYPE

Distinct non-salary drivers were found across different organisations besides sharing similar drivers such as flexible workplace: while **public practice members care more about fair remuneration and career progression, public sector and NFP sector focus on doing meaningful work**



Base excludes "Prefer not to say answer"

## IMPORTANT FACTORS BEYOND REMUNERATION BY ORGANISATION SIZE



Base excludes "Prefer not to say answer"

Monetary figures are in local currency.

Public sector includes: Public sector, Health and Education

Corporate includes: Construction, property; Retail, Financial Services, Industrial and manufacturing, ICT/IT, Farming/fishing and forestry, Professional Services, Transport, Tourism, Media, others.

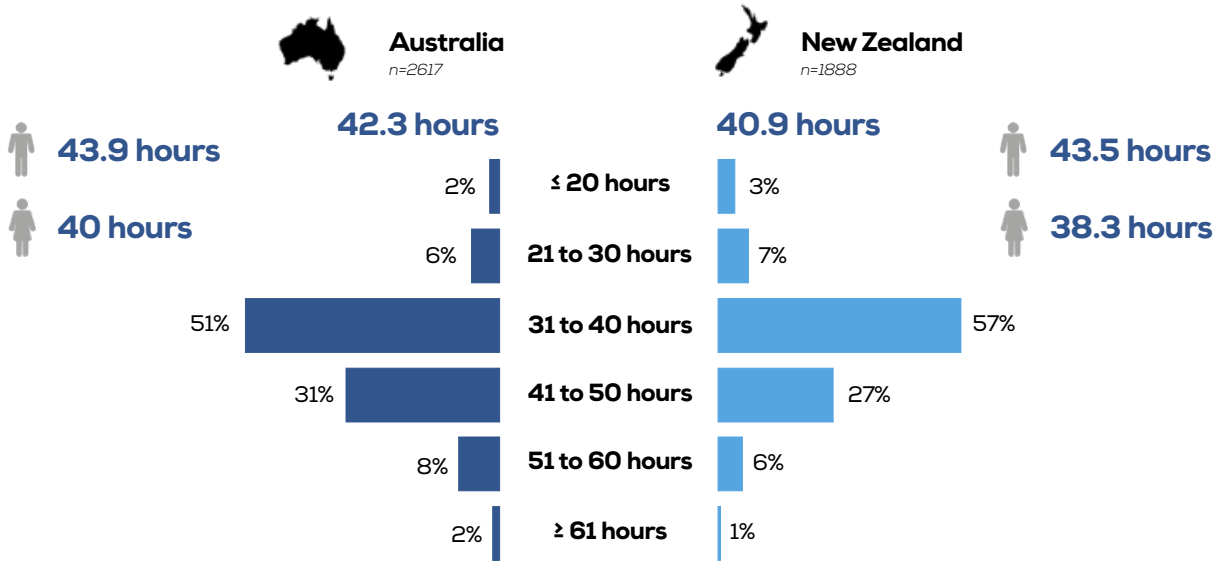
Small: 1 to 20 employees

Medium: 50 to 200 employees

Large: More than 200 employees

## AVERAGE NUMBER OF HOURS WORKED PER WEEK BY COUNTRY

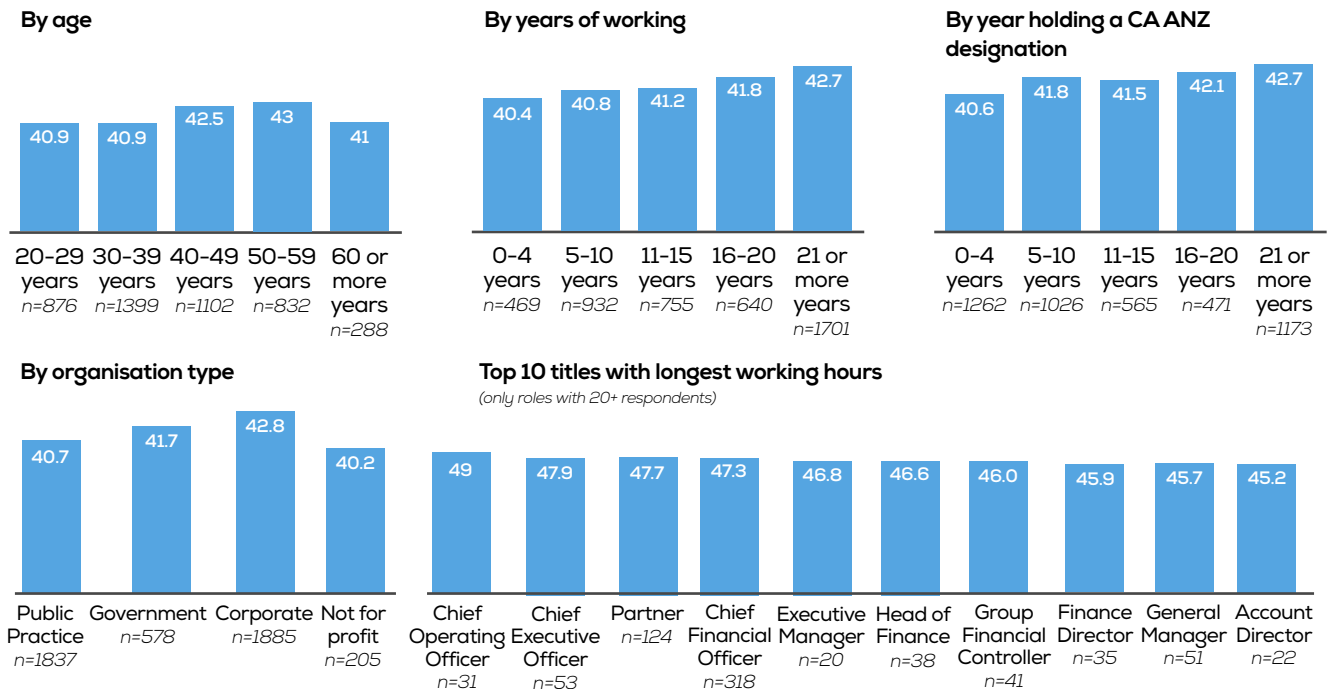
NZ members strike a better work-life balance compared to their Australian counterparts, with lower hours worked per week and less people working more than 40 hours/week.



## NUMBER OF HOURS WORKED PER WEEK

Members in their 50s, with over 20 years of working, or Corporate members clock the longest hour. The top 10 longest hours all belong to senior positions: Managers, Director, Partner or C levels.

Average hours



Monetary figures are in local currency.

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