

Nationwide Accountant's Salary Report



Taking your accounting firm from Good2Great



Executive Summary

Following the recent success of our Practice Manager Survey, we set our sights a little higher and embarked on a survey of Australian accountant's salaries. We were pleasantly surprised by the response, with hundreds of firms providing us with information to assist in this task.

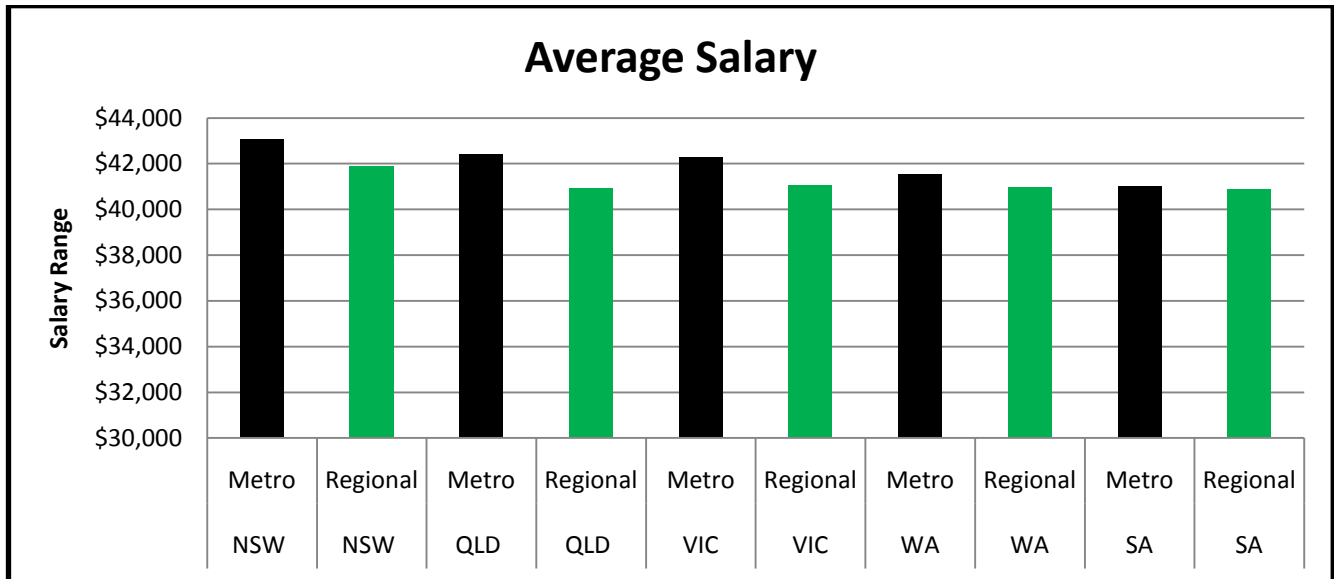
While we have provided national averages for all the positions we surveyed, where possible we have taken it a step further and examined each state from both a regional and metropolitan perspective. We find that the distinction is an important one, as there can be significant difference between the two that broader reports fail to adequately compensate for.....

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Graduate – Salary & Charge Rates

Graduate Accountant salaries vary little across the country – the vast majority falling between \$40,000 and \$43,000 per annum. Once again, metropolitan salaries were, on average, higher across the board, with the eastern states offering the most lucrative rates. Average hourly rates fell quite uniformly in the \$90s – with a national average of \$94. There was some variation in the charge percentages, under 61% in regional NSW and as high as 72% in Perth.



State	Metro/Regional	Salary	\$/Hr	Charge %
NSW	Metro	\$43,044	\$93	62.94%
NSW	Regional	\$41,885	\$92	60.77%
NSW	ALL	\$42,542	\$93	62.00%
QLD	Metro	\$42,406	\$90	63.75%
QLD	Regional	\$40,908	\$99	67.22%
QLD	ALL	\$41,369	\$96	66.15%
VIC	Metro	\$42,267	\$91	69.29%
VIC	Regional	\$41,045	\$95	70.36%
VIC	ALL	\$41,750	\$93	69.76%
WA	Metro	\$41,550	\$94	72.00%
WA	Regional	\$40,938	\$90	70.75%
WA	ALL	\$41,278	\$92	71.44%
SA	Metro	\$41,028	\$94	68.89%
SA	Regional	\$40,875	\$90	62.88%
SA	ALL	\$40,981	\$93	67.04%
Australia	Metro	\$42,259	\$92	66.60%
Australia	Regional	\$41,192	\$95	66.17%
Australia	ALL	\$41,746	\$94	66.39%

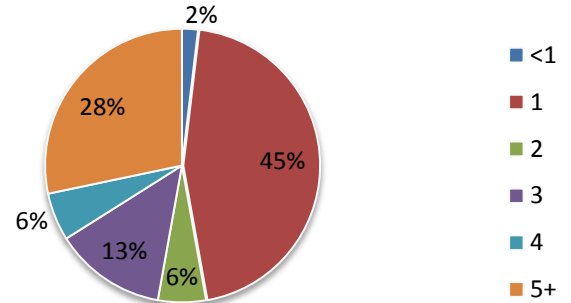
Manager – Experience & Role

Of our Managers surveyed, we found that almost half had been in their current position for just one year. The most notable difference, in terms of experience, was how many have spent 5+ years in their current position – 28% in metropolitan areas, as opposed to just 18% regionally. This variation likely forms part of the reason for the higher average salaries outlined on the previous page.

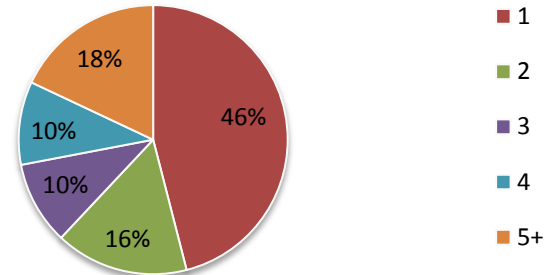
Interestingly, there was no direct correlation between the number of staff managed and salary paid – however broadly speaking those with 6 or more reports earn more than those with 5 or less.

Predictably though, workflow and HR management were the key aspects of the role, and – along with experience – sought after attributes when hiring. Managers are also expected to have an external focus – with client communication and retention also of great importance.

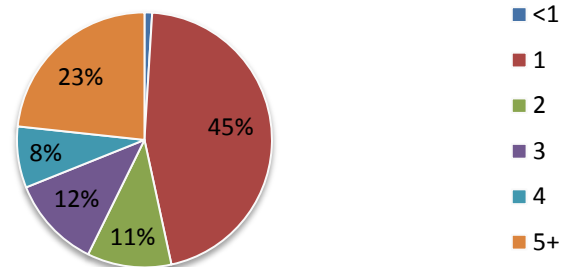
Years in Role - Metro



Years in Role - Regional



1% Years in Role - National



Top 3 Reasons for Hiring

1	3- 5 Years experience
2	Experience in workflow management
3	Strong client communication skills

Top 3 Key Aspects of Role

1	Workflow management
2	Team management and HR
3	Client relations

Top 3 KPIs

1	Billing/Write on/off
2	Productivity
3	Client retention

Salary Based on Staff Managed

