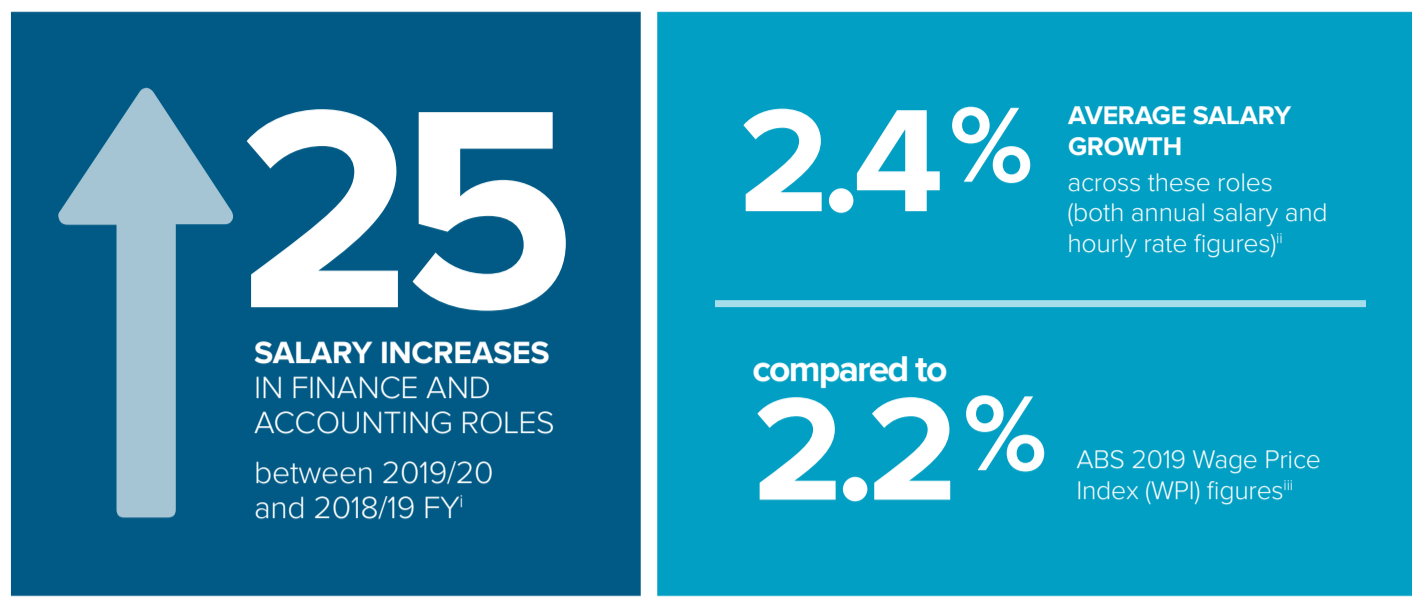


What are you worth?

Finance & Accounting Salary Review 2019/20

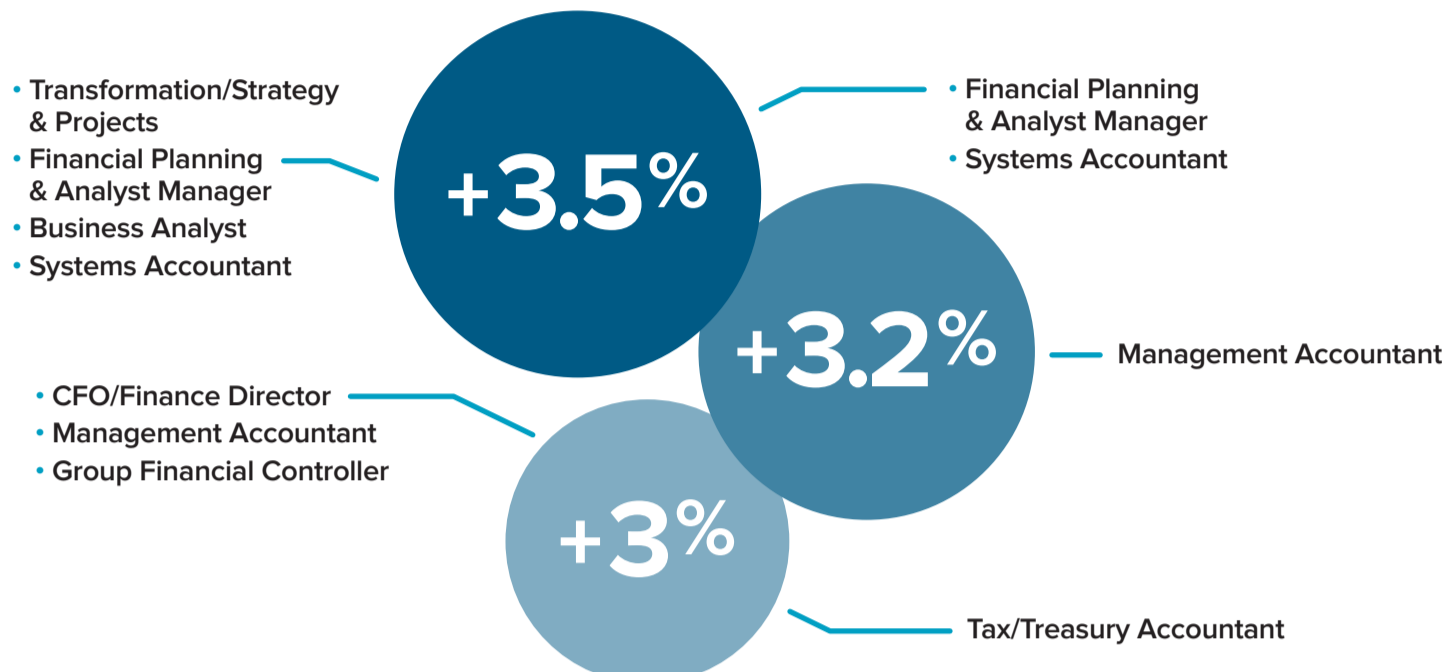
Despite the economic slowdown, finance and accounting jobs are holding steady. We've seen modest growth in wages in 2019 across the roles we recruit for, from the junior level all the way up to the most senior CFO roles.



Where did we see the most growth in wages?^{iv}

BY ANNUAL SALARY

BY HOURLY RATE (for contractors)



What does this tell us?



BUSINESS ANALYSTS

There is a growing demand for business analysts and advisors who can interpret vast arrays of data to improve efficiencies and cost savings in the business.



AI AND AUTOMATION

AI and automation are impacting the way finance professionals add value to the business.

Where do you sit?

HOURLY RATES FOR FINANCE & ACCOUNTING CONTRACTORS 2019/20

Financial Planning & Analyst Manager	\$80 – 115
Shared Services Manager	\$80 – 110
Financial Controller/Financial Manager	\$70 – 120
Audit/Risk/Compliance Manager	\$68 – 100
Tax/Treasury Manager	\$65 – 100
Systems Accountant	\$40 – 70
Payroll Manager	\$43 – 67
Tax/Treasury Accountant	\$45 – 63
Financial Accountant	\$40 – 60
Management Accountant	\$40 – 60
Accounts Payable Manager	\$40 – 60
Credit Manager	\$40 – 60
Bookkeeper/Company Accountant	\$35 – 55
Payroll Officer	\$30 – 40
Assistant Accountant	\$30 – 40
A/R Collections	\$26 – 34
Accounts Payable	\$26 – 34

Hourly rates are a guide only and based on Moir Group recruitment figures for the above listed finance and accounting roles.

AVERAGE SALARIES FOR FINANCE & ACCOUNTING PROFESSIONALS 2019/20

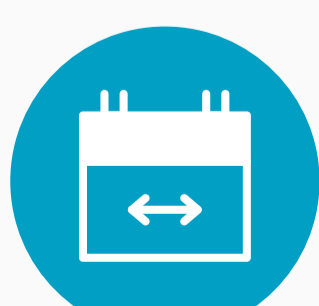
Chief Financial Officer/Financial Director	\$250k+
Group Financial Controller	\$200k – 300k
Head of Tax/Treasury	\$180k – 280k
Transformation Strategy/Project	\$180k+
Project Manager	\$150k – 300k
Head of Audit	\$180k – 250k
Head of Financial Planning & Analysis	\$180k – 250k
Financial Planning & Analyst Manager	\$160k – 240k
Financial Controller/Financial Manager	\$140k – 250k
Shared Services Manager	\$160k – 200k
Audit/Risk/Compliance Manager	\$140k – 200k
Tax/Treasury Manager	\$130k – 200k
Business Analyst	\$90k – 150k
Payroll Manager	\$90k – 140k
Systems Accountant	\$80k – 140k
Tax/Treasury Accountant	\$90k – 120k
Financial Accountant	\$80k – 120k
Management Accountant	\$80k – 120k
Accounts Payable Manager	\$80k – 120k
Credit Manager	\$80k – 110k
Bookkeeper/Company ACCT	\$70k – 110k
Payroll Officer	\$60k – 80k
Assistant Accountant	\$60k – 80k
A/R Collections	\$55k – 70k
Accounts Payable	\$55k – 70k

What else are we seeing?

AN INCREASING TREND TOWARDS NON-SALARY BENEFITS



BONUSES
Including STI & LTI



FLEXIBLE WORK ARRANGEMENTS



LEARNING & DEVELOPMENT OPPORTUNITIES

To learn more, head to moirgroup.com.au

ⁱ Figures based on Moir Group recruitment data. Period compares 2019/20 financial year to 2018/19 financial year. All 25 roles reviewed increased in salary between the 2018/19 financial year to 2019/20 FY. ⁱⁱ Figures based on Moir Group recruitment data. Period compares 2019/20 financial year to 2018/19 financial year. ⁱⁱⁱ Wage Price Index, Australia, September, 2019 <https://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/6345.0Media%20Release1Sep%202019> ^{iv} Figures based on Moir Group recruitment data. Period compares 2019/20 financial year to 2018/19 financial year.