

# ACCA SALARY SURVEY 2007/08



## Foreword



*This year's annual survey provides an overview of the current employment market, salary scales and other benefits which ACCA students, affiliates and members receive in the workplace. This electronic survey was compiled by ACCA Ireland's training department and completed by ACCA's stakeholders during the months of June and July.*

I am delighted to report that as usual the response to the survey was excellent. In total some 2,986 people (22% of those polled) responded.

The survey is not just about financial remuneration. This year we captured some additional information on live vacancies in the employment market, Continuing Professional Development (CPD), additional training that trainees and members are completing and finally some market research on publications read by respondents.

Many thanks to all who contributed to this year's salary survey; I'm sure it will prove useful to you.

Kind regards,

Carol Grogan FCCA  
**Training Manager Ireland**

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Premier are delighted to support the ACCA in the delivery of this year's salary survey which is both interesting and informative. The strong response rate is testament to the value placed on this survey by the ACCA fraternity.

Premier would like to thank all those who took part in the survey, along with the team who put it together. We look forward to continuing our support of the ACCA over the coming 12 months.

Kind Regards,

Brian Murphy  
**Managing Director**  
**Premier Group Ireland**

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|     |   |
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| 2-3 | Key Findings                                |
| 4-5 | Public Practice - Tables                    |
| 5   | Corporate Sector - Tables                   |
| 6   | Financial Services & Public Sector - Tables |
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**Important guidelines for understanding tables**

- The analysis is based on actual figures returned by individuals i.e. scales may not be incremental
- Figures for Ulster are quoted in sterling
- n/a and not available indicates that the sample was not large enough to provide a meaningful figure
- Ran and Avg indicates the Range and the Average
- All €/£ salaries are based on basic salaries excluding % bonus

## Open Access - increase in mature students

During the year we saw a slight increase in the number of mature students studying the professional qualifications:

| How did you enter Accountancy | 2007 | 2006 |
|-------------------------------|------|------|
| School Leaver                 | 17%  | 17%  |
| Accounting Technician         | 15%  | 15%  |
| Mature Student                | 15%  | 13%  |
| Finance Graduate              | 43%  | 45%  |
| Non-Relevant Degree Holder    | 10%  | 10%  |

## Career Development - a buoyant market

The number of respondents who have taken leave outside of annual leave has increased by almost 75 percentage points.

| Other Leave         | 2007 | 2006 |
|---------------------|------|------|
| Force Majeure       | 26%  | 24%  |
| Parental Leave      | 13%  | 18%  |
| Maternity Leave     | 43%  | 38%  |
| Paternity Leave     | 18%  | 20%  |
| Number of responses | 623  | 361  |

The buoyant employment market has enabled professionals to be more comfortable about taking time out. Some 33% of respondents confirmed that their employer currently had vacancies in the organisation, giving rise to 1,463 live vacancies at the time of carrying out the survey. This provides some comfort to those wishing to return to the market when ready or able to do so.

| Indicate how many vacancies under each section? | 2007 |
|---|------|
| Trainees  | 509  |
| Newly qualified                                 | 371  |
| Qualified with post qualification experience    | 416  |
| Executive level                                 | 167  |
| Total vacancies at time of survey               | 1463 |
| Number of responses                             | 2684 |

## Additional pressure on salaries and flexible working - salaries increase by 6%

Inflation and cost of living were the main reasons for salary increases during the year with nearly half the respondents achieving 6+% salary increases. As a result 57% (2006 - 53%) of respondents will not reduce their salary for a better quality of life.

| Would you be willing to reduce your salary for a better quality of life | 2007 | 2006 |
|---|------|------|
| Yes   | 43%  | 47%  |
| No  | 57%  | 53%  |
| Number of responses   | 2714 | 1844 |

| Reason for salary increase | 2007 | 2006 |
|----------------------------|------|------|
| Inflation / Cost of living | 34%  | 31%  |
| Additional Responsibility  | 22%  | 23%  |
| Performance                | 32%  | 32%  |
| Exam / Training Success    | 12%  | 14%  |
| Number of responses        | 2986 | 2039 |

Employers continue to offer additional incentives such as flexible working arrangements. However, working from home is only allowed once a week for just over 78% of the respondents, highlighting employers' preference for office based employees.

| Do you have flexible hours of work | 2007 | 2006 |
|------------------------------------|------|------|
| Yes                                | 37%  | 32%  |
| No                                 | 63%  | 68%  |
| Number of responses                | 2723 | 1906 |

## ACCA Entrepreneurs – rise in practising members

The number of practising members has increased to 13% (2006 - 9%) this year, however there has been a decline in the number of women practising.

| Overall Eligibility to hold or hold an ACCA Practising Certificate | 2007 | 13% | 2006 | 9%  |
|--|------|-----|------|-----|
| Women  | 28   | 29% | 16   | 35% |
| Men  | 68   | 71% | 30   | 65% |

## Financial Aspects of Survey

Overall salaries in public practice have increased this year. A new member in practice can expect to earn on average €40k (€37k in 2006) while the top salary for a partner in practice is reported as €300k (Dublin based), an increase of 20% on 2006. Similar increases have occurred in Northern Ireland also. The Limerick region also saw the most significant increase in partner salaries, with the potential to earn €130k (€100k in 2006) per annum. Please note these salaries are based on basic packages and exclude any bonuses or additional payments.

A Financial Director can expect to earn €400k (€240k in 2006) in the corporate world (city based) and although the range in towns and rural locations may differ, the average salary is similar in all locations. Northern Ireland based Financial Director's salaries range up to £112k.

- As a student there is little difference in salaries between the Republic of Ireland and Northern Ireland (sterling converted) in the financial services sector.
- The highest average salary in public sector has increased to €160k (2006 - €110K) and again student salaries in Northern Ireland and Republic of Ireland bare a similar resemblance.

| Overall Euro    | Avg | Overall Sterling | Avg |
|-----------------|-----|------------------|-----|
| <1 year student | 28  | <1 year student  | 20  |
| Year 1 student  | 28  | Year 1 student   | 24  |
| Year 2 student  | 33  | Year 2 student   | n/a |
| Year 3 student  | 41  | Year 3 student   | 34  |
| New Member      | 52  | New Member       | 36  |

## It's not just about Salary Range!

Employers are still supporting students to get through exams with study leave as follows:

### Average days allowed per paper including the day of the exam (first sittings only)

| Business Sector     | 1   | 2   | 3   | 4  | 5   | >5  | none | total |
|---------------------|-----|-----|-----|----|-----|-----|------|-------|
| Public practice     | 1%  | 3%  | 6%  | 5% | 33% | 37% | 15%  | 481   |
| Non-Public practice | 10% | 32% | 17% | 7% | 7%  | 7%  | 20%  | 1197  |
|                     |     |     |     |    |     |     |      | 1678  |

Post qualification training continues to be an important part of the employment package with 65% of employers supporting their financial staff with organised courses and/or training. 41% of employers are providing in-house training for their staff and 27% of individuals are undertaking post qualification training that will increase their skills in the area of legislation, professionalism and ethics.

|  | Number Responded | 2007 | 2006 |
|--|------------------|------|------|
| Student registration fees                | 1807             | 65%  | 62%  |
| Student exam and exemption fees          | 1838             | 70%  | 71%  |
| Travel expenses to college               | 1475             | 14%  | 11%  |
| Paid study leave                         | 1822             | 74%  | 71%  |
| Annual subscriptions                     | 2332             | 76%  | 76%  |
| Company car                              | 1576             | 17%  | 15%  |
| Private health insurance                 | 1882             | 53%  | 55%  |
| Share options                            | 1193             | 33%  | 32%  |
| Post qualification training              | 1956             | 65%  | 57%  |
| Health checks/leisure facilities         | 1215             | 42%  | 38%  |
| Subsidised canteen/restaurant facilities | 1809             | 49%  | 70%  |

## Overall

|                 | ROI                  |            | NI                   |            |
|-----------------|----------------------|------------|----------------------|------------|
| ACCA Status     | Overall Range €'000s | Avg €'000s | Overall Range £'000s | Avg £'000s |
| <1 year student | 12 - 30              | 17         | 10 - 16              | 13         |
| Year 1 student  | 12 - 32              | 17         | 10 - 20              | 14         |
| Year 2 student  | 13 - 36              | 20         | 12 - 29              | 20         |
| Year 3 student  | 13 - 55              | 27         | 13 - 38              | 26         |
| New Member      | 19 - 85              | 40         | 16 - 30              | 27         |
| 3 + qual        | 20 - 65              | 43         | 20 - 44              | 43         |
| Manager         | 33 - 150             | 63         | 21 - 73              | 40         |
| Partner         | 40 - 300             | 110        | 34 - 210             | 67         |

## Practice Size

|                 | Sole Practitioner |            | 2 - 3 Partners |            | 4 - 6 Partners |            | 7 - 10 Partners |            | 11+ Partners |            |
|-----------------|-------------------|------------|----------------|------------|----------------|------------|-----------------|------------|--------------|------------|
| ACCA Status     | Ran €'000s        | Avg €'000s | Ran €'000s     | Avg €'000s | Ran €'000s     | Avg €'000s | Ran €'000s      | Avg €'000s | Ran €'000s   | Avg €'000s |
| <1 year student | 13 - 19           | 16         | 12 - 30        | 17         | 12 - 22        | 17         | 13 - 25         | 19         | 14 - 26      | 20         |
| Year 1 student  | 12 - 26           | 16         | 11 - 32        | 19         | 14 - 20        | 17         | 16 - 28         | n/a        | n/a          | n/a        |
| Year 2 student  | 13 - 32           | 20         | 14 - 31        | 20         | 14 - 30        | 20         | 14 - 36         | 20         | n/a          | n/a        |
| Year 3 student  | 13 - 36           | 26         | 14 - 55        | 27         | 14 - 50        | 27         | 18 - 43         | 28         | 17 - 38      | 26         |
| New Member      | 20 - 85           | 43         | 21 - 55        | 38         | 20 - 50        | 37         | 30 - 55         | 41         | 25 - 57      | 41         |
| 3 + qual        | 20 - 60           | 43         | 28 - 65        | 43         | 24 - 60        | 43         | 24 - 52         | 41         | n/a          | n/a        |
| Manager         | 21 - 120          | 63         | 26 - 90        | 58         | 31 - 100       | 61         | 50 - 87         | 65         | n/a          | n/a        |
| Partner         | 25 - 225          | 68         | 34 - 300       | 118        | 70 - 300       | 126        | 130 - 175       | 150        |              |            |

## Rural, Town &amp; City

|                 | Rural      |            | Town       |            | City       |            |
|-----------------|------------|------------|------------|------------|------------|------------|
| ACCA Status     | Ran €'000s | Avg €'000s | Ran €'000s | Avg €'000s | Ran €'000s | Avg €'000s |
| <1 year student | 12 - 15    | n/a        | 12 - 25    | 17         | 13 - 30    | n/a        |
| Year 1 student  | 13 - 18    | 16         | 13 - 24    | 17         | 13 - 32    | 18         |
| Year 2 student  | 17 - 36    | 22         | 14 - 31    | 21         | 14 - 32    | 21         |
| Year 3 student  | 18 - 38    | 28         | 16 - 46    | 27         | 17 - 55    | 28         |
| New Member      | 24 - 60    | n/a        | 22 - 49    | 37         | 20 - 85    | 40         |
| 3 + qual        | 20 - 50    | 40         | 21 - 59    | 42         | 24 - 65    | 43         |
| Manager         | 35 - 55    | 46         | 28 - 120   | 62         | 21 - 150   | 65         |
| Partner         | 25 - 80    | 51         | 34 - 225   | 89         | 70 - 300   | 139        |

## Regional Analysis

|                 | Dublin     | Cork       | Galway     | Limerick   | Waterford  | Belfast    | Athlone    | Dundalk    | Derry      |
|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| ACCA Status     | Ran €'000s | Ran €'000s | Ran €'000s | Ran €'000s | Ran €'000s | Ran £'000s | Ran €'000s | Ran €'000s | Ran £'000s |
| <1 year student | 12 - 29    | 12 - 17    | 12 - 26    | 13 - 14    | 13 - 15    | 11 - 15    | 15 - 25    | 12 - 16    | n/a        |
| Year 1 student  | 16 - 28    | 13 - 28    | 14 - 24    | 14 - 21    | 16 - 20    | 11 - 15    | n/a        | 13 - 20    | n/a        |
| Year 2 student  | 18 - 32    | 15 - 25    | 18 - 23    | 15 - 26    | 18 - 31    | 14 - 20    | 14 - 27    | 15 - 20    | 14 - 16    |
| Year 3 student  | 21 - 55    | 19 - 33    | 18 - 30    | 18 - 45    | 23 - 37    | 14 - 26    | n/a        | n/a        | n/a        |
| New Member      | 20 - 85    | 22 - 60    | 30 - 42    | 26 - 44    | 33 - 38    | 16 - 40    | n/a        | 34 - 55    | 20 - 35    |
| 3 + qual        | 21 - 65    | 24 - 60    | 35 - 60    | 35 - 50    | 37 - 50    | 17 - 27    | 24 - 47    | 32 - 55    | n/a        |
| Manager         | 50 - 118   | 40 - 70    | 36 - 68    | 26 - 65    | 45 - 65    | 21 - 49    | 40 - 55    | 33 - 65    | 35 - 44    |
| Partner         | 40 - 300   | 55 - 120   | n/a        | 70 - 130   | n/a        | n/a        | 60 - 65    | n/a        | n/a        |

## Corporate Sector

### City, Town, Rural

|                      | City       |            | Town       |            | Rural      |            |
|----------------------|------------|------------|------------|------------|------------|------------|
| ACCA Status          | Ran €'000s | Avg €'000s | Ran €'000s | Avg €'000s | Ran €'000s | Avg €'000s |
| <1 year student      | 14 - 84    | 27         | 12 - 41    | 25         | 12 - 55    | 24         |
| Year 1 student       | 15 - 45    | 29         | 12 - 47    | 27         | 21 - 35    | 26         |
| Year 2 student       | 22 - 50    | 34         | 15 - 42    | 30         | 17 - 70    | 30         |
| Year 3 student       | 24 - 91    | 40         | 26 - 60    | 38         | 22 - 52    | 32         |
| New Member           | 28 - 65    | 47         | 30 - 75    | 45         | 30 - 60    | 38         |
| 3 + qual             | 17 - 130   | 56         | 30 - 110   | 61         | 35 - 95    | 57         |
| Financial Controller | 30 - 130   | 70         | 35 - 96    | 64         | 40 - 100   | 72         |
| Financial Director   | 80 - 400   | 127        | 68 - 190   | 110        | 60 - 260   | 110        |

## Northern Ireland

|                      | Northern Ireland |
|----------------------|------------------|
| ACCA Status          | Ran £'000s       |
| <1 year student      | 10 - 24          |
| Year 1 student       | 12 - 25          |
| Year 2 student       | 14 - 32          |
| Year 3 student       | 16 - 41          |
| New Member           | 21 - 50          |
| 3 + qual             | 20 - 66          |
| Financial Controller | 28 - 98          |
| Financial Director   | 32 - 112         |

## Financial Services

### Overall Euro

| ACCA Status          | Ran €'000s | Avg €'000s |
|----------------------|------------|------------|
| <1 year student      | 13 - 46    | 28         |
| Year 1 student       | 13 - 55    | 28         |
| Year 2 student       | 14 - 65    | 33         |
| Year 3 student       | 16 - 100   | 41         |
| New Member           | 35 - 86    | 52         |
| 3 + qual             | 34 - 150   | 68         |
| Financial Controller | 50 - 175   | 84         |
| Financial Director   | 65 - 250   | 105        |

### Overall Sterling

| ACCA Status          | Ran £'000s | Avg £'000s |
|----------------------|------------|------------|
| <1 year student      | 14 - 26    | 20         |
| Year 1 student       | 14 - 34    | 24         |
| Year 2 student       | n/a        | n/a        |
| Year 3 student       | 26 - 45    | 34         |
| New Member           | 30 - 46    | 36         |
| 3 + qual             | 32 - 50    | 40         |
| Financial Controller | 44+        |            |
| Financial Director   | 93+        |            |

## Public Sector

### Overall Euro

| ACCA Status          | Ran €'000s | Avg €'000s |
|----------------------|------------|------------|
| <1 year student      | 15 - 50    | 26         |
| Year 1 student       | 16 - 38    | 23         |
| Year 2 student       | 17 - 45    | 29         |
| Year 3 student       | 15 - 40    | 38         |
| New Member           | 24 - 70    | 47         |
| 3 + qual             | 26 - 100   | 63         |
| Financial Controller | 35 - 120   | 76         |
| Financial Director   | 50 - 160   | 97         |

### Overall Sterling

| ACCA Status          | Ran £'000s | Avg £'000s |
|----------------------|------------|------------|
| <1 year student      | 15 - 50    | 26         |
| Year 1 student       | 16 - 38    | 23         |
| Year 2 student       | 17 - 45    | 29         |
| Year 3 student       | 15 - 40    | 38         |
| New Member           | 24 - 70    | 47         |
| 3 + qual             | 26 - 100   | 63         |
| Financial Controller | 35 - 120   | 76         |
| Financial Director   | 50 - 160   | 97         |



## Overall Response

✉ Sent to:  
**13500**

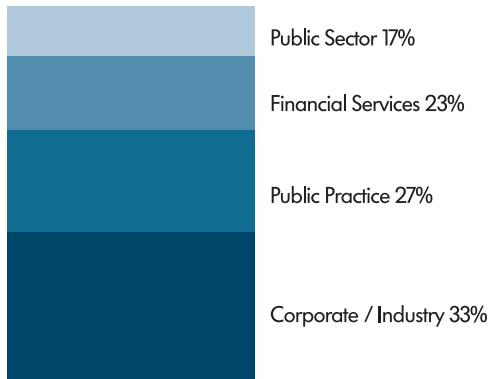
📄 Responses:  
**2986**

## By Gender

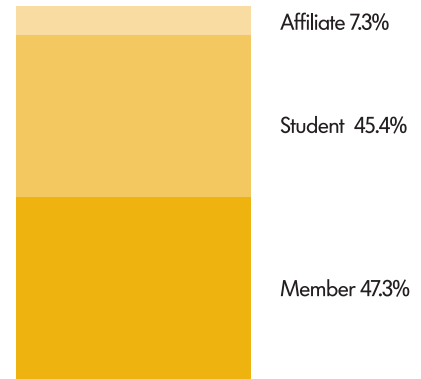
♂ 46%

♀ 54%

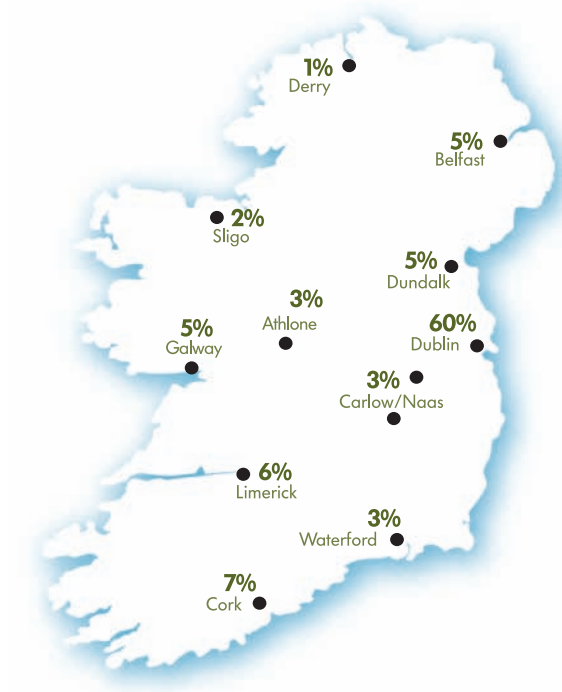
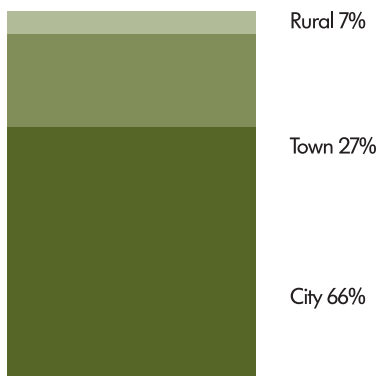
## By Sector



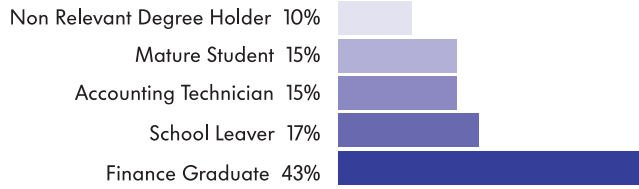
## By ACCA Status



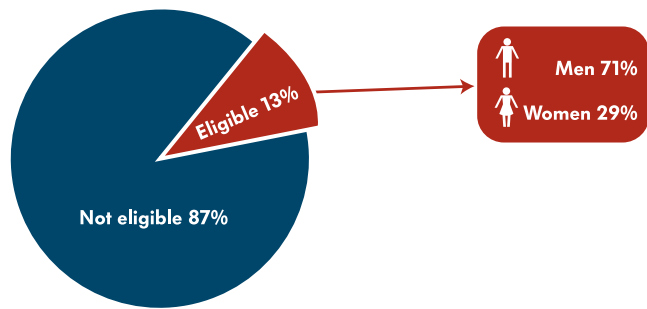
## By Location (Regional/Centre Analysis)



## HOW DID YOU ENTER ACCOUNTANCY

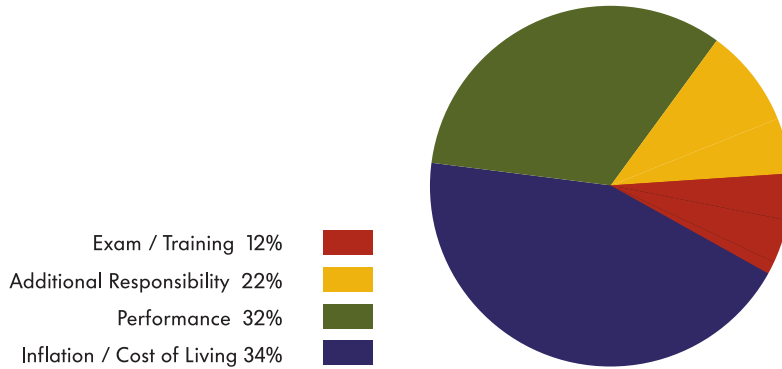


## ELIGIBILITY TO HOLD OR HOLD AN ACCA PRACTISING CERTIFICATE



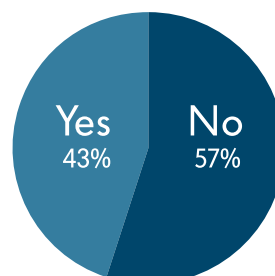
## REASONS FOR SALARY INCREASE

Number of responses to this question:  
**2986**



## WOULD YOU BE WILLING TO REDUCE YOUR SALARY FOR A BETTER QUALITY OF LIFE

Number of responses to this question:  
**2714**



# EEN BLOG

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