

ACCREATE SALARY SURVEY 2006

All indications to date suggest that this will be a buoyant year in the market. Having worked in the Irish market for the last numbers of years, the close relationships Accreate have built with our clients has provided us with strong recruitment indicators for 2006. Quality candidates in the areas of finance and accounting are in high demand, for both permanent and project assignments and we expect demand to far outweigh supply throughout 2006. This annual survey provides a review of the current employment market, salary scales and other benefits candidates are receiving in the workplace.

<u>Position:</u>	<u>Lower</u> €	<u>Median</u> €	<u>Upper</u> €
Head of Finance / Finance Director	80,000	110,000	180,000
Head of Internal Audit	75,000	90,000	125,000
Financial Controller	60,000	80,000	100,000
Senior Auditor	55,000	60,000	70,000
Finance Manager	55,000	60,000	65,000
Assistant Financial Controller	48,000	55,000	60,000
Group Accountant	48,000	52,000	55,000
Senior Group Accountant	55,000	60,000	65,000
Internal Auditor	48,000	52,000	56,000
Management Accountant	45,000	50,000	55,000
Financial Accountant	45,000	50,000	55,000
Cost Accountant	45,000	50,000	55,000
Big 4 Trained Recently Qualified ACA	48,000	50,000	55,000
Top 20 Trained ACA	45,000	48,000	50,000
Financial Analyst	45,000	48,000	50,000
Tax Accountant	48,000	55,000	60,000
Systems Accountant	45,000	50,000	55,000
Project Accountant	45,000	55,000	60,000

<u>Position:</u>	<u>Lower</u> €	<u>Median</u> €	<u>Upper</u> €
Part-Qualified Accountant	30000	38000	44000
General Ledger Manager	40000	55000	65000
General Ledger Administrator	28000	32000	38000
Accounts Payable Manager	35000	40000	45000
Accounts Payable Administrator	22000	25000	30000
Accounts Receivable Manager	35000	40000	45000
Accounts Receivable Administrator	22000	25000	30000
Credit Control Manager	35000	45000	65000
Credit Control Administrator	22000	25000	35000
Payroll Manager	35000	40000	50000
Payroll Administrator	25000	30000	35000
Accounts Clerk (1 year experience)	22000	23500	25000
Accounts Clerk (1 year + experience)	25000	30000	35000
Finance Graduate	20000	22000	26000

A. Some factors that will influence these figures are the size of company candidates are working in, the context of their position within the organisation and the year of qualification.

B. Figures quoted above are base salary figures only. Packages would include the following in some but not all of the cases:

1. Pension Scheme
2. Health Cover
3. Professional Subscription
4. Car or car Allowance (This has fallen off in recent years)
5. Share Options
6. Club Subscriptions

Average Packages would include Health Cover, Pension entitlement and Bonus (0-10%).