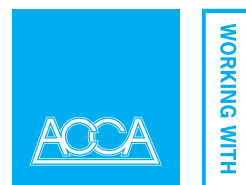


## ACCA Salary Survey 2006/07



# Foreword

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2006 marks the third year of ACCA's annual salary survey. The aim of the survey is to provide a snapshot of the current employment market, salary scales and other benefits ACCA's stakeholders are receiving in the workplace.

The information contained in the following pages is the result of feedback I received from ACCA students, affiliates and members through our monthly e-zine Swift Review .

I am delighted to report that as usual the response to the survey was excellent. In total some 2116 people (23% of those polled) responded.

But it's not just about financial remuneration. I wanted to capture individual attitudes towards quality of life by incorporating some questions on lifestyle choices and career options as well. For the first time, we have also looked at the type of pension benefits employers are providing, the results of which prove to make interesting reading.

Many thanks to everyone who contributed to this year's salary survey. I hope that you will find it beneficial within your working life.

Kind Regards,

**Carol Grogan FCCA**

Training Manager

ACCA Ireland



I would like to congratulate the team involved in producing this year's Salary Survey. Judging by the responses and feedback received from our previous surveys you view the survey as a valuable tool.

I look forward to continuing our relationship with the ACCA and working with you over the next 12 months.

Kind Regards,

**Pat Fitzgerald**

Managing Director

Premier

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## Key findings

### Open access

This year saw the intake of finance graduates increase to 45% of the respondents. However, ACCA is a qualification open to all.

Analysis of respondents	
School leaver	17%
Accounting Technician	15%
Mature student	13%
Finance graduate	45%
Non relevant degree holder	10%

### Career developments – increase in promotions

Within the next 5 years the respondents are less inclined to take the leap into self employment but instead see themselves more as a CFO or partner within organisations or firms. Half will have gained a promotion of some kind.

	2006	2005
Self Employed	7%	9%
Promoted to CFO/ --Partner	7%	4%
Promoted to a more senior position	42%	44%
New Employer	33%	33%
Working Part Time	5%	4%
Career Change	5%	5%
Retired	1%	1%
Number Responded	1827	1823

### ACCA entrepreneurs – flexibility of qualification

Within Public Practice, one in ten hold, or are eligible to hold an ACCA Practising Certificate. 35% (2005 26%) of these are now women.

5% of respondents will take the plunge to make a career change in the next five years.

### Financial aspects of survey

- Having a practice with a number of partners will increase the range of salaries at partner level (up to €250k), but it doesn't necessarily give rise to an increased average salary. An average partner's salary in a 2-3 partner firm is €111k compared to €94k in 4-6 partner firms. Salaries for this survey exclude bonuses performance incentives.
- Being regionally based as an ACCA student does not make a significant difference to the basic salary, however new members in Dublin practices earn up to €80k during the years following membership.

- With larger corporates moving into regional locations, there appears to have been a move towards financial director salaries been very similar in cities and towns around the country. As per previous years the average salary increases if you are city based.
- The basic remuneration package for financial directors exceeds €260k in the financial services.
- The highest average salary in public sector has increased to €110k (2005 93k).

### It's not just about salary range!

- On average students received 6 study days per paper in practice, 4 in corporate and financial services sectors, and also in 4 the public sector.
- There appears to be a shift back to both parents sharing family commitments and taking time off work.

### Flexible working

- 32% have an option to work flexible hours.
- 15% have an option to work from home; three quarters will do this once a week.
- 47% said they would take a salary reduction for a better quality of life.

Other Leave			
	2006	2005	2004
Force Majeure	24%	25%	25%
Parental Leave	18%	17%	17%
Maternity Leave	38%	51%	36%
Paternity Leave	20%	7%	22%
Number Responded	361	271	99

### Additional responsibility = increased salary + alternative remuneration

55% stated that either additional responsibility or performance was the reason for their salary increase.

Reason for Salary increase	2006	2005
Inflation / Cost of living	31%	35%
Additional Responsibility	23%	23%
Performance	32%	31%
Exam / Training Success	14%	11%
Number Responded	2039	2034

14% of individuals are also seeing an increase in salary due to exam/training success. In line with this more employers are supporting students and members to gain ACCA membership or complete post qualification courses.

	Number Responded	2006	2005	2004
<b>Student Registration fees</b>	1316	62%	59%	55%
<b>Student Exam and exemptions fees</b>	1287	71%	67%	67%
<b>Paid Study Leave</b>	1287	71%	69%	69%
<b>Annual Subscriptions</b>	1663	76%	69%	50%
<b>Post Qualification Training</b>	1432	57%	50%	18%

These packages are further enhanced by increased provision of additional benefits.

	Number Responded	2006	2005	2004
<b>Travel Expenses to College</b>	1041	11%	11%	7%
<b>Pension</b>	1825	71%	72%	42%
<b>Company Car</b>	1144	15%	19%	7%
<b>Private Health Insurance</b>	1370	55%	53%	32%
<b>Share Options</b>	1193	32%	34%	13%
<b>Health Checks / Leisure Facilities</b>	1215	38%	40%	9%
<b>Subsidised canteen/restaurant facilities</b>	1292	70%		

## Thinking of Retirement

29 % of our students and members don't have a pension in place at present. 22% have a defined benefit contribution pension plan and the balance are defined contribution.

## 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.
- All €/£ salaries are based on basic salaries **excluding** % bonus.

# Public Practice

## OVERALL

ACCA Status	ROI		NI	
	Overall Range €'000s	Avg. €'000s	Overall Range £'000s	Avg. £'000s
<1 year student	12 - 35	16	10 - 19	13
Year 1 student	12 - 26	17	11 - 26	16
Year 2 student	13 - 34	19	11 - 24	16
Year 3 student	14 - 40	25	13 - 40	21
New member	20 - 70	37	15 - 30	25
3 + qual	24 - 65	40	17 - 29	25
Manager	35 - 120	60	24 - 40	32
Partner	60 - 250	120	65 - 150	n/a

## PRACTICE SIZE

ACCA Status	Sole Practitioner		2 - 3 partners		4 - 6 partners	
	Range €'000s	Avg. €'000s	Range €'000s	Avg. €'000s	Range €'000s	Avg. €'000s
<1 year student	12 - 20	16	12 - 35	16	12 - 17	14
Year 1 student	12 - 26	16	14 - 23	17	12 - 22	16
Year 2 student	14 - 30	19	15 - 28	20	14 - 26	19
Year 3 student	15 - 40	25	15 - 40	24	17 - 30	23
New member	20 - 70	34	20 - 45	33	20 - 50	30
3 + qual	24 - 60	40	27 - 50	36	26 - 65	34
Manager	43 - 100	56	38 - 120	58	35 - 85	56
Partner	60 - 120	n/a	72 - 250	111	80 - 250	94

## TOWN & RURAL

ACCA Status	Town		Rural	
	Range €'000s	Avg. €'000s	Range €'000s	Avg. €'000s
<1 year student	12 - 23	15	13 - 15	n/a
Year 1 student	13 - 26	16	n/a	n/a
Year 2 student	15 - 33	20	14 - 17	n/a
Year 3 student	15 - 40	25	15 - 27	23
New member	18 - 45	32	28 - 35	30
3 + qual	24 - 60	36	35 - 44	39
Manager	30 - 100	52	n/a	n/a
Partner	30 - 123	95	n/a	n/a

## REGIONAL ANALYSIS

	Dublin	Cork	Galway	Limerick	Waterford	Belfast	Athlone	Dundalk
<b>ACCA Status</b>	Range €'000s	Range €'000s	Range €'000s	Range €'000s	Range €'000s	Range £'000s	Range €'000s	Range €'000s
<1 year student	14 - 35	12 - 17	12 - 17	14 - 21	13 - 15	n/a	16 - 20	13 - 19
Year 1 student	16 - 23	12 - 23	12 - 18	14 - 19	15 - 22	11 - 16	16 - 20	13 - 18
Year 2 student	17 - 30	16 - 26	14 - 24	14 - 19	18 - 22	11 - 14	20 - 25	15 - 28
Year 3 student	18 - 40	17 - 35	15 - 25	17 - 22	18 - 30	14 - 20	20 - 40	20 - 28
New member	26 - 80	20 - 70	26 - 41	30 - 38	26 - 33	15 - 21	40+	30 - 35
3 + qual	26 - 65	42 - 45	35 - 45	34 - 46	26 - 44	17 - 27	30 - 45	30 - 45
Manager	42 - 120	44 - 70	35 - 65	40 - 85	45 - 60	24 - 37	52 - 64	30 - 62
Partner	72 - 250	n/a	n/a	70 - 100	n/a	n/a	n/a	65 - 120

## Corporate Sector

### CITY, TOWN, RURAL

	City		Town		Rural	
<b>ACCA Status</b>	Range €'000s	Avg. €'000s	Range €'000s	Avg. €'000s	Range €'000s	Avg. €'000s
<1 year student	15 - 41	25	12 - 41	25	15 - 31	21
Year 1 student	12 - 50	27	14 - 32	27	21 - 35	26
Year 2 student	20 - 48	34	15 - 43	31	21 - 42	28
Year 3 student	24 - 55	38	18 - 60	37	25 - 55	37
New member	28 - 65	47	24 - 65	45	n/a	n/a
3 + qual	17 - 130	56	30 - 100	53	38 - 100	57
Financial Controller	30 - 130	70	35 - 96	64	40 - 100	72
Financial Director	57 - 240	116	50 - 227	96	58 - 100	82

### NORTHERN IRELAND

	Northern Ireland
<b>ACCA Status</b>	Range £'000s
<1 year student	15 - 22
Year 1 student	17 - 24
Year 2 student	18 - 24
Year 3 student	22 - 28
New member	24+
3 + qual	33 - 48
Financial Controller	30 - 53
Financial Director	n/a

# Financial Services & Public Sectors

## OVERALL € EURO - FINANCIAL SERVICES

ACCA Status	Overall Euro	
	Range €'000s	Avg. €'000s
<1 year student	15 - 43	25
Year 1 student	15 - 50	29
Year 2 student	15 - 50	33
Year 3 student	15 - 70	38
New member	26 - 84	48
3 + qual	30 - 121	68
Financial Controller	48 - 167	88
Financial Director	80 - 260	108

## OVERALL € EURO - PUBLIC SECTOR

ACCA Status	Overall Euro	
	Range €'000s	Avg. €'000s
<1 year student	14 - 43	26
Year 1 student	15 - 43	29
Year 2 student	21 - 52	32
Year 3 student	30 - 50	38
New member	35 - 46	47
3 + qual	41 - 110	55
Financial Controller	65 - 125	58
Financial Director	85 - 120	110

## OVERALL £ STG - PUBLIC SECTOR

ACCA Status	Overall STG
	Range £'000s
<1 year student	10 - 15
Year 1 student	12 - 21
Year 2 student	12 - 25
Year 3 student	13 - 42
New member	22 - 37
3 + qual	25 - 55
Financial Controller	32 - 58
Financial Director	n/a



## Overall Response

✉ Sent to:  
**9206**

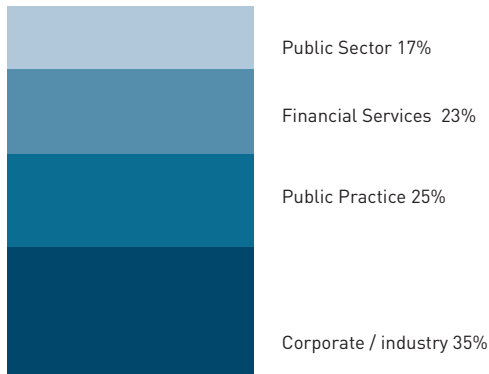
📧 Responses:  
**2116** (23%)

## By Gender

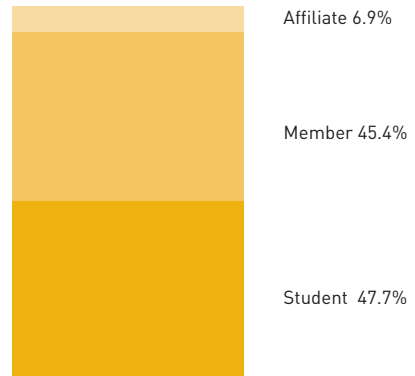
♂ 47%

♀ 53%

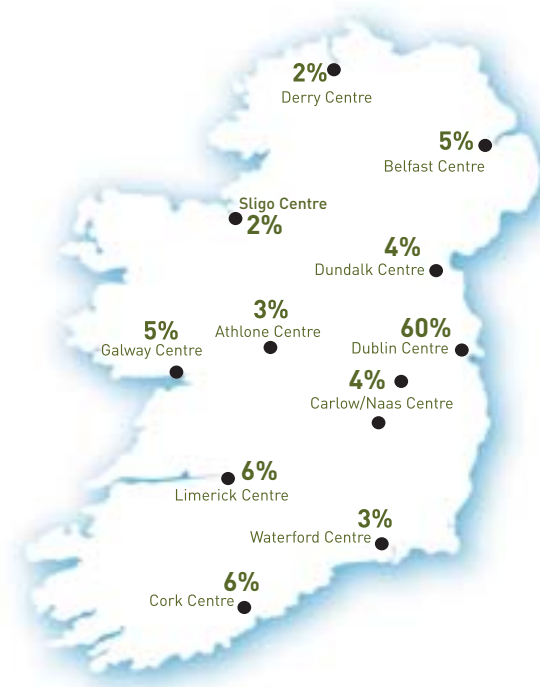
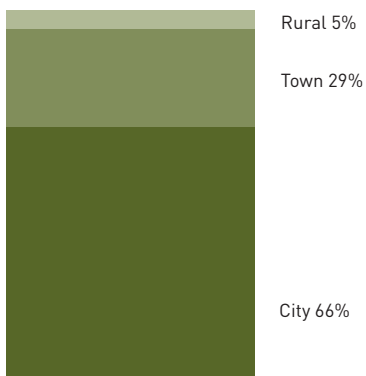
## By Sector



## By ACCA Status

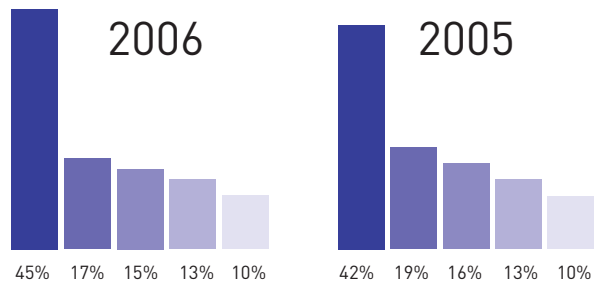
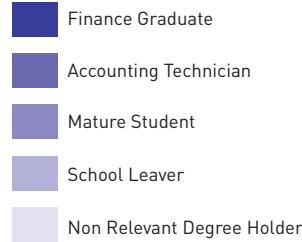


## By Location

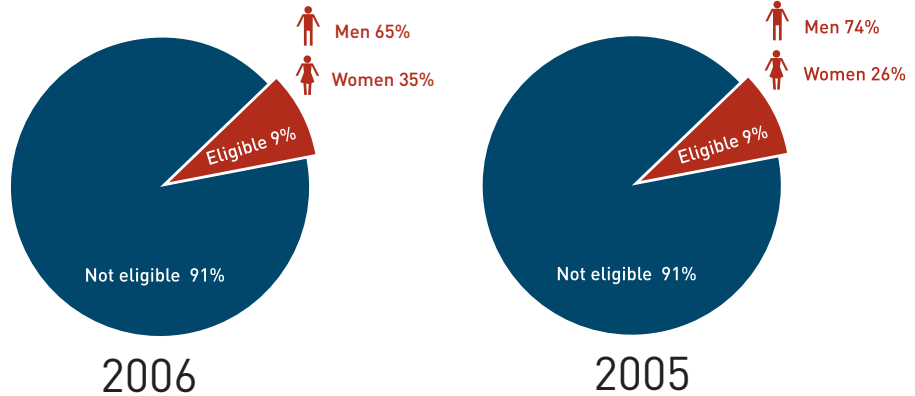


# Additional Information

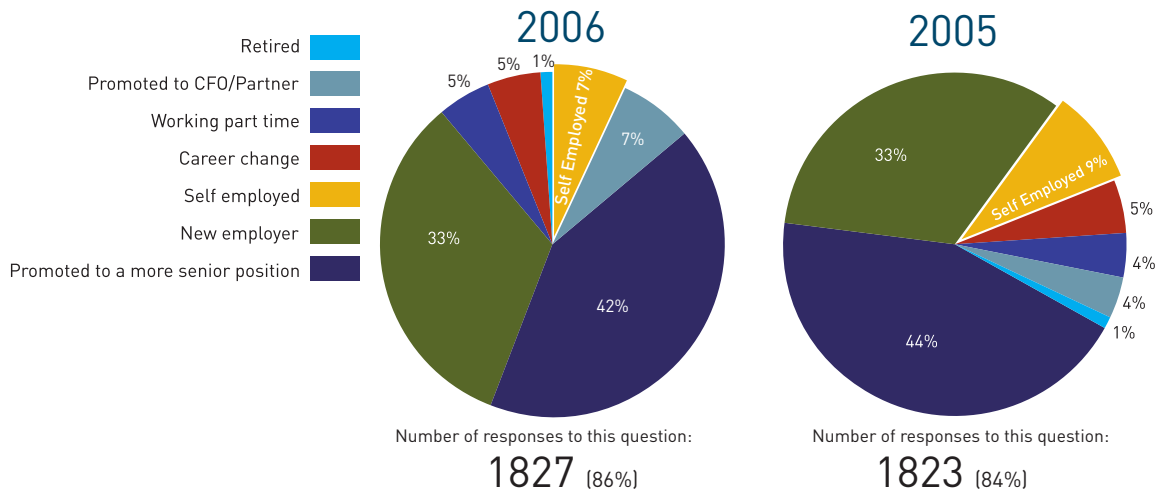
## HOW DID YOU ENTER ACCOUNTANCY?



## ELIGIBILITY TO HOLD OR HOLD AN ACCA PRACTISING CERTIFICATE

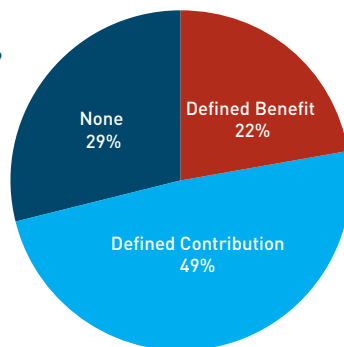


## WHERE DO STUDENTS AND MEMBERS SEE THEMSELVES IN 5 YEARS TIME?



## DO YOU RECEIVE A PENSION BENEFIT?

Number of responses to this question:  
 1825 (86%)





realise

## ACCA Realise – a new scheme for continuing professional development

Since 1 January 2005, ACCA has been phasing in CPD as a requirement for all members.

ACCA Realise has been specifically designed to meet the requirements of members. The new scheme recognises diversity in the roles of members and will facilitate personal and professional development.

ACCA will provide members with increased support through new products and services designed to help them identify learning opportunities, and maintain and develop their skills and knowledge. These include:

- an online knowledge library containing a range of resources such as technical updates, relevant articles, briefings and research materials
- recommended e-learning opportunities
- guidance on identifying appropriate face-to-face learning opportunities
- a professional development matrix, to help identify knowledge and skills required and to facilitate planning of relevant learning and development needs.

There are a number of ways of achieving the CPD requirement including:

- **e-learning** eg learning through multi-media such as the Internet, CD-ROM, video and audio
- **work-based** eg participation in mentoring, coaching and activities which expand members' experience, discussion groups and networks
- **researching/reading/presenting** eg reading and writing technical articles and business material
- **courses/events** eg attendance at courses, conferences, seminars, workshops and briefings, distance and open learning study programmes and further qualifications.

Participation in ACCA Realise is a requirement for all members who are active in the workforce, including those who work part-time or are semi-retired. The requirement excludes those who are fully retired. The phased approach has been adopted based on date of membership. However, practising certificate and insolvency licence holders and AAPA members are required to complete CPD under the new scheme requirements and were included in Phase 1. A schedule of when the ongoing annual requirement for CPD participation begins is set out as follows:

- 2005, Phase 1** – members admitted since 1 January 2001
  - all practising certificate and insolvency licence holders
  - all AAPA members
- 2006, Phase 2** – members admitted between 1 January 1995 and 31 December 2000
- 2007, Phase 3** – all remaining members

Members can complete CPD through one of the following routes outlined below.

### UNIT SCHEME ROUTE

Members will be required to complete and record 40 units of CPD annually. 21 of the 40 CPD units will require verifying, ie where notes or papers confirm relevance and participation. Non-verifiable CPD is where activity has taken place which is difficult to prove, for example, general business reading. One unit of CPD equates to one hour spent on a learning, development or training activity.

Members who achieve more than the minimum CPD requirement can carry forward a maximum of 21 verifiable units to the following year, as a credit.

### ACCA APPROVED CPD EMPLOYER ROUTE

ACCA will recognise members' work-based learning and performance at work. Members who participate in an ACCA Approved CPD Employer development scheme will automatically meet ACCA's CPD requirements. Employers will need to meet ACCA's stated requirements to become an ACCA Approved CPD Employer. For further information on how to apply for ACCA Approved CPD Employer status, please go to our website [www.accaglobal.com/cpdrealise](http://www.accaglobal.com/cpdrealise)

### IFAC ACCOUNTING BODY ROUTE

Members who are also members of another IFAC accounting body which is compliant with IFAC's CPD International Education Standard 7 (IES 7) can choose to follow that body's scheme. Members must confirm with their body that compliance is being met.

For further information please go to our website [www.accaglobal.com/cpdrealise](http://www.accaglobal.com/cpdrealise) or contact ACCA Connect

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