



**BDO Simpson Xavier**  
Recruitment



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## Salary Survey Overview

An online national survey of accountants was conducted in July 2004 by BDO Recruitment addressing a range of issues from salary levels to employee benefits. The survey was pilot tested with a number of practitioners to identify key salary / benefit issues that were of particular interest to the accountancy sector. A total of 509 valid responses were received to the survey.

### Survey Respondents Details

- A total of 35% of responses came from Chartered Accountants while Certified Accountants generated 33% of all the responses received.
- 65% of respondents were qualified for more than five years.
- 66% of respondents were male while 34% were female.
- Dublin based accountants accounted for 45.5% of replies with a further 34.7% originating from Munster.
- 41% of accountants were employed in indigenous Irish companies while 38% worked with multi-national companies.
- 50% of respondents classified the sector they worked in the services sector while 23% indicated they worked in the manufacturing sector.

### Salary Results

- 25% of respondents earn between €51k and €70k.
- 15% earn between €71k and €90k.
- 18% currently earn between €91k and €175k while 1% stated they earn over €175k.
- 85% of respondents who are qualified less than 5 years earn less than €40k.
- 100% of respondents who earn €175k are qualified more than eleven years while 89% of those earning over €121k are qualified more than eleven years.

### Bonus & Benefit Details

- 70% of respondents indicated they are paid a bonus. 59% of those who receive a bonus receive it as a percentage of their salary, while 13% receive it as a percentage of profits generated.
- Over one quarter of respondents who receive a bonus (26.7%) stated their bonus is between 6% and 10%. A further 21.8% receive between 11% and 15% while 10.7% of respondents receive between 21% and 25%.
- A total of 40% of respondents indicated that they receive either a car allowance or company car.
- 20% of respondents stated they have a company car while a further 20% indicated that they receive a car allowance.
- 30% of surveyed participants who receive a car allowance receive between €9,000 and €12,000 gross while 41% receive a car allowance of less than €5,000.
- Less than half of the respondent's employers make a contribution to their health insurance payments (48%).

### Pensions / Share Options

- 69.1% of respondents receive a pension contribution from their employer as part of their salary package.
- 29% of respondents who receive a company contribution to their pension receive 10% or greater while 39% receive a contribution between 3% and 5% of their salary.
- 26% of respondents receive share options as part of their remuneration package.
- A total of 55% of respondents receive between 20 and 23 days annual leave while 29% indicated they receive between 24 and 26 days per annum.
- 25.6% of those surveyed indicated that their employers have considered benefit in kind saving mechanisms. 46.3% said that their companies have not considered such mechanisms while 20% indicated that they did not know.

**SUMMARY OF SALARY SURVEY RESULTS****1****Qualification:**

CPA	22 %
ACCA	33 %
ACA	35 %
CIMA	10 %

**5****Type of Company you are Employed in:**

Indigenous Irish Company	41 %
Multi-National	38 %
Practice	21 %

**2****Number of Years Qualified:**

Less than 5	35 %
5 – 10	30 %
11 – 15	20 %
16 – 20	8 %
Over 20	7 %

**6****What sector are respondents employed in?**

Manufacturing	23 %
Services	50 %
Other	27 %

**3****Gender**

Female	34 %
Male	66 %

**7****Salary Range:**

Less than €40k	27 %
€41k - €50k	15 %
€51k - €60k	13 %
€61k - €70k	12 %
€71k - €80k	7 %
€81k - €90k	8 %
€91k - €120k	11 %
€121k - €175k	7 %
Over €175k	1 %

**4****Location of Employment:**

Dublin	45.5 %
Rest of Leinster	8.9 %
Munster	34.7 %
Connaught	8.9 %
Ulster	2 %

**8**

**Are you paid a bonus?**

Yes	70 %
No	30 %

**12**

**Do you receive a car allowance?**

Yes	20 %
No	80 %

**9**

**How is your bonus paid to you?**

As a % of profit	13 %
As a % of salary	59 %
Other	28 %

**13**

**What car allowance do you receive (Gross Value)?**

Under €5k gross	41%
€5 - €8k gross	13%
€9 - €12k gross	30%
Over €12k gross	16%

**10**

**Can you specify what percentage of your salary is a bonus?**

0% - 5%	12.6 %
6% - 10%	26.7 %
11% - 15%	21.8 %
16% - 20%	15 %
21% - 25%	10.7 %
Greater than 25%	13.1 %

**14**

**Does your company contribute to your Health Insurance payments?**

Yes	48 %
No	52 %

**11**

**Do you have a company car?**

Yes	20 %
No	80 %

**15**

**What level does your company contribute?**

Up to 50%	16 %
50% - 100%	84 %

**16**

**Does your company pay pension contributions as part of your salary package?**

Yes	69.1 %
No	30.9 %

**20**

**Has your employer considered Benefit In Kind saving mechanisms?**

Yes	25.6 %
No	46.3 %
Don't Know	28 %

**17**

**What is the company contribution to your pension (% of salary)**

Less than 3%	6%
3% - 5%	39%
6% - 9%	26%
10% or greater	29%

**18**

**Do you receive share options as part of your remuneration?**

Yes	26 %
No	74 %

**19**

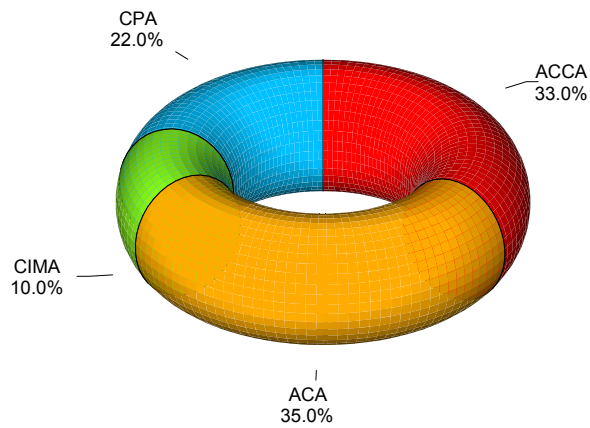
**What number of days annual leave do you receive?**

20 – 23 days	55 %
24 – 26 days	29 %
27 – 30 days	11 %
More than 30 days	5 %

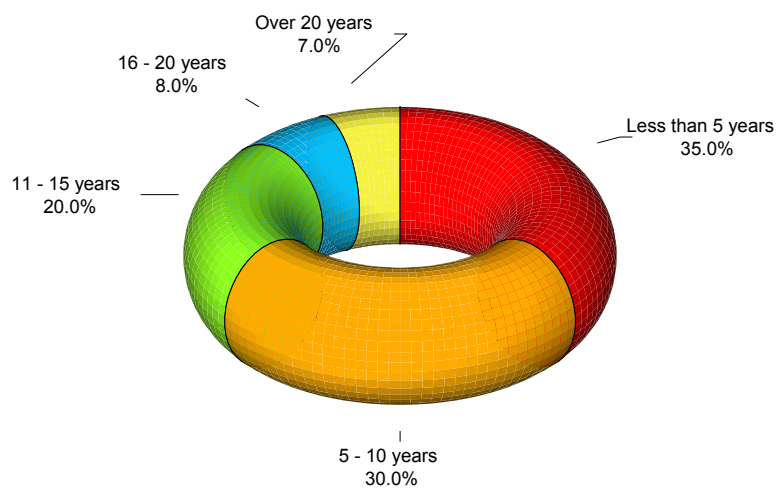
# Survey Results



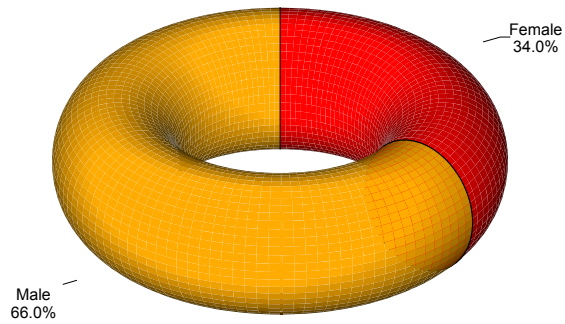
## Qualification of Respondents



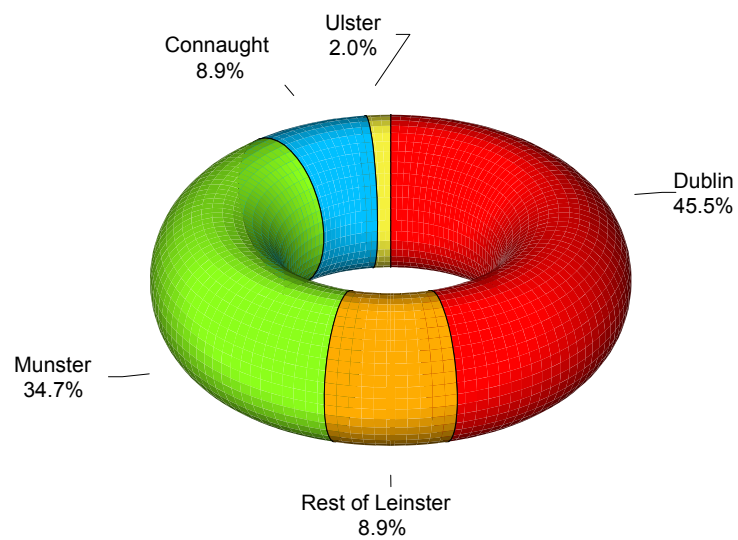
## Number of years qualified



### Gender

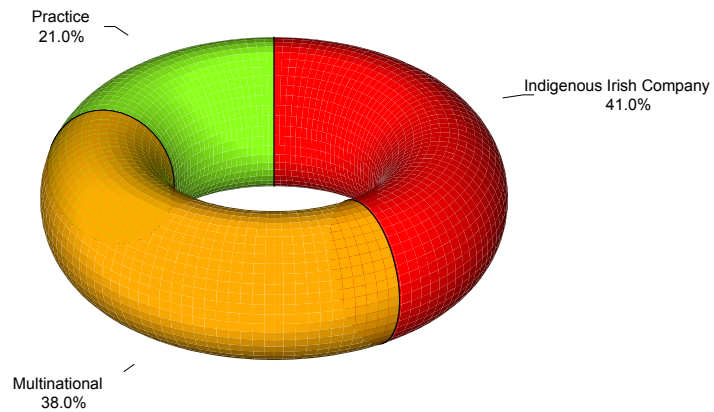


### Location of employment

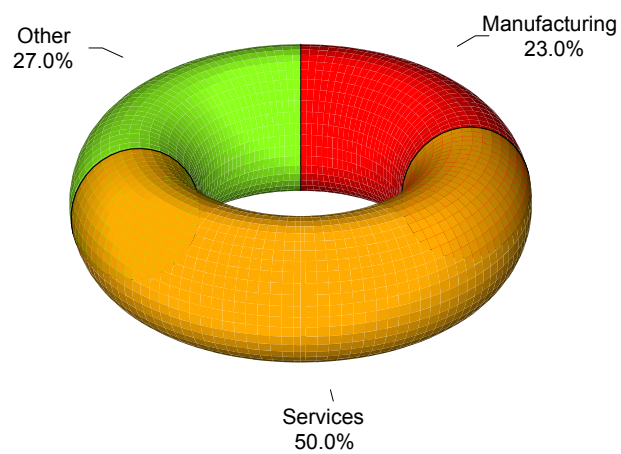




### Type of company respondents are employed in



### What sector are respondents employed in?

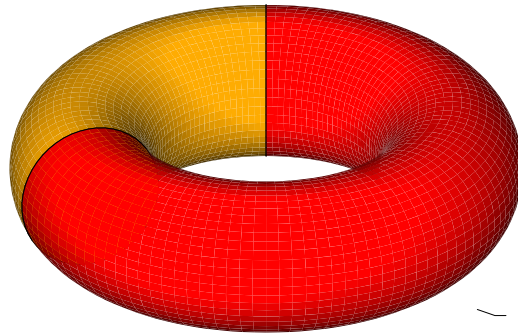


**Salary Range**

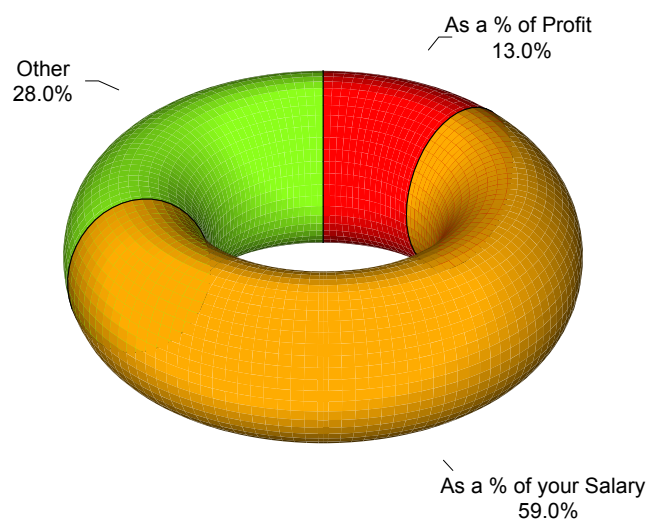
<b>Analysis % Respondents</b>	
<b>Base</b>	<b>100%</b>
<b>Salary Range</b>	
Less than €40k	27%
€41k - €50k	15%
€51k - €60k	13%
€61k - €70k	12%
€71k - €80k	7%
€81k - €90k	8%
€91k - €120k	11%
€121k - €175k	7%
Over €175k	1%

**Salary of respondents based on number of years qualified**

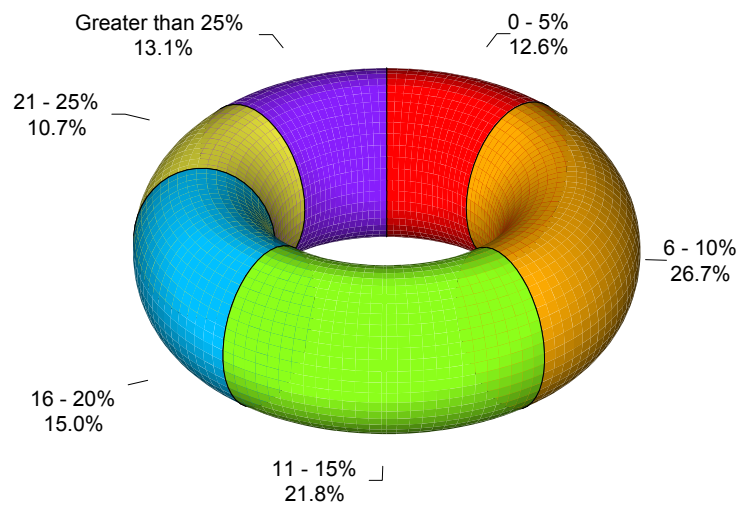
		<b>Number of Years Qualified</b>				
<b>Analysis % Respondents</b>	<b>Base</b>	<b>Less than 5 years</b>	<b>5 – 10 years</b>	<b>11 – 15 years</b>	<b>16 – 20 years</b>	<b>Over 20 years</b>
<b>Base</b>	<b>489</b>	<b>35%</b>	<b>30%</b>	<b>20%</b>	<b>8%</b>	<b>7%</b>
<b>Salary Range</b>						
Less than €40k	124	85%	10%	2%	1%	2%
€41k - €50k	74	59%	27%	11%	3%	-
€51k - €60k	67	18%	57%	21%	1%	3%
€61k - €70k	57	9%	47%	26%	11%	7%
€71k - €80k	34	6%	47%	32%	6%	9%
€81k - €90k	39	5%	41%	36%	13%	5%
€91k - €120k	53	4%	25%	42%	15%	15%
€121k - €175k	35	-	11%	29%	31%	29%
Over €175k	6	-	-	50%	33%	17%



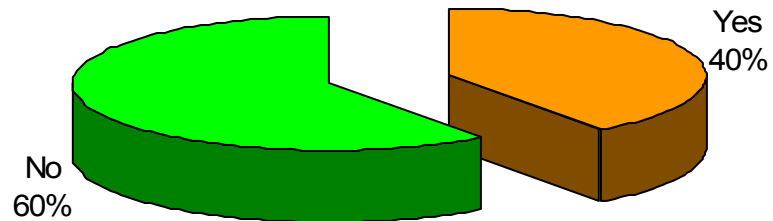
How is your bonus paid to you?



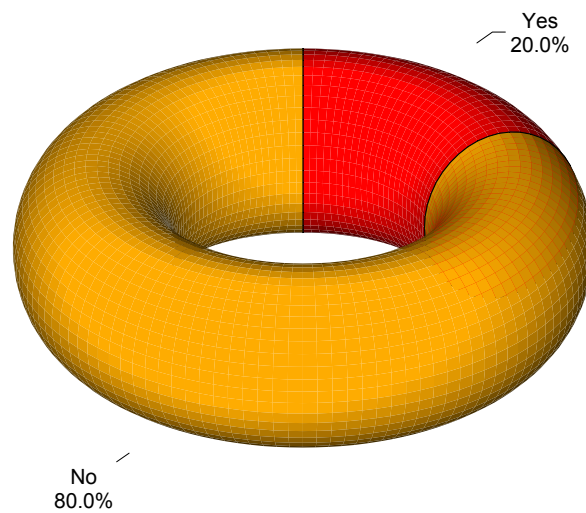
Can you specify what percentage of your salary is bonus?



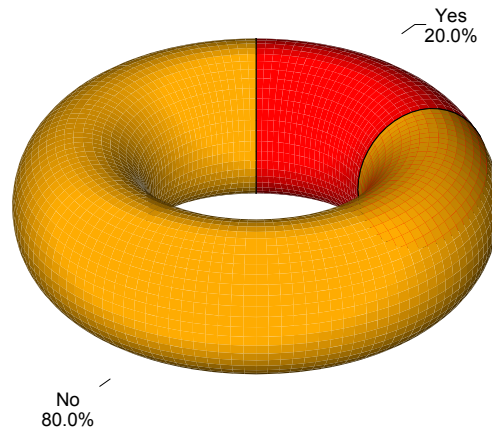
**Do you receive a car allowance or company car as part of your remuneration?**



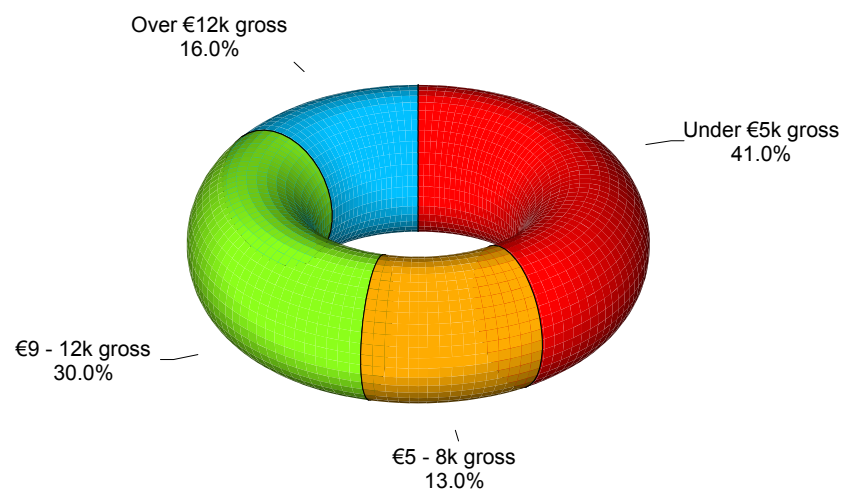
**Do you have a company car?**



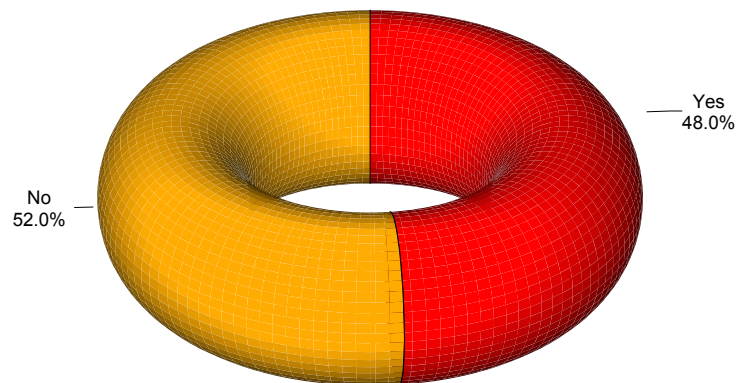
Do you receive a car allowance?



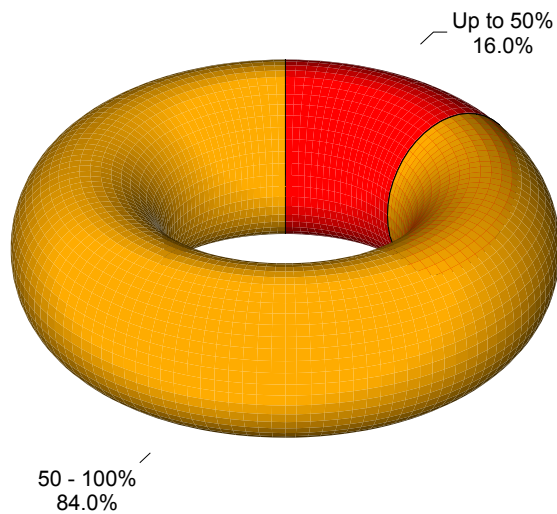
What car allowance do you currently receive? (Gross Value)



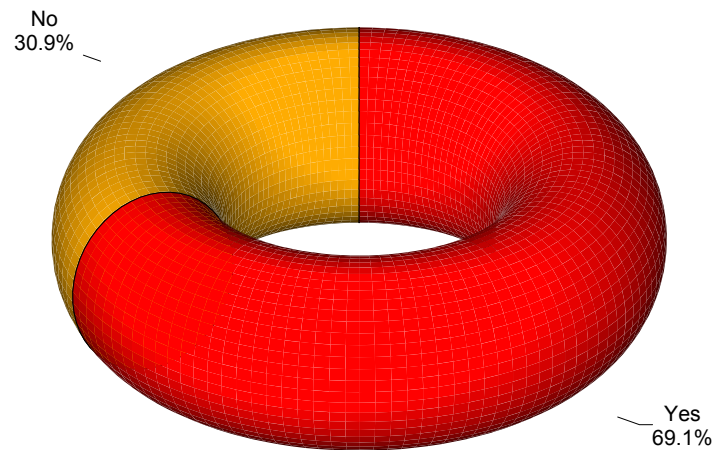
Does your company contribute to your Health Insurance payments



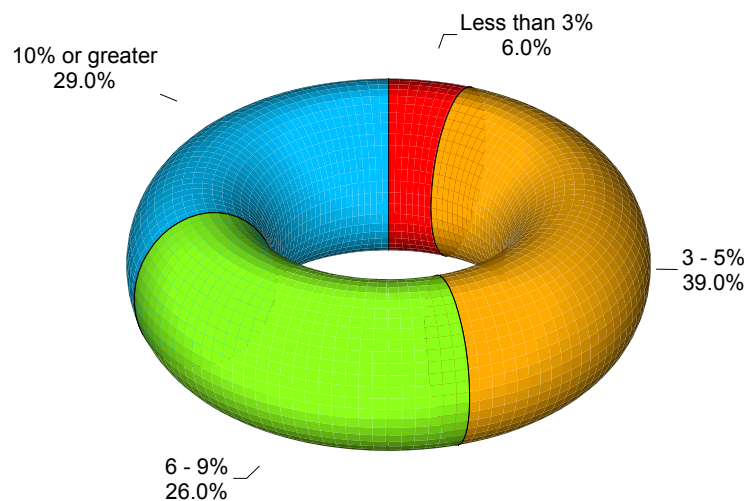
What level does your company contribute



Does your company pay pension contributions as part of your salary package

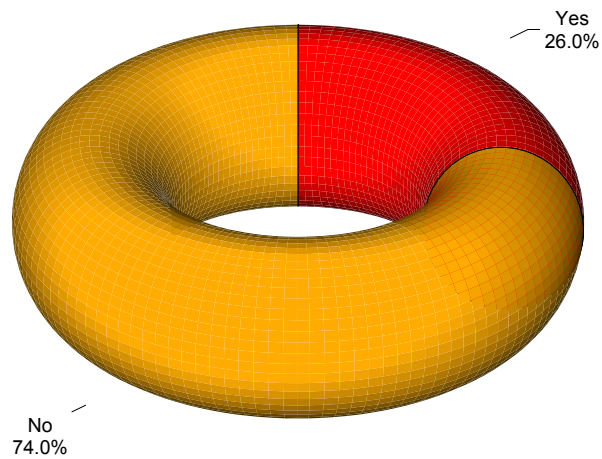


What is the company contribution to your pension (% of salary)

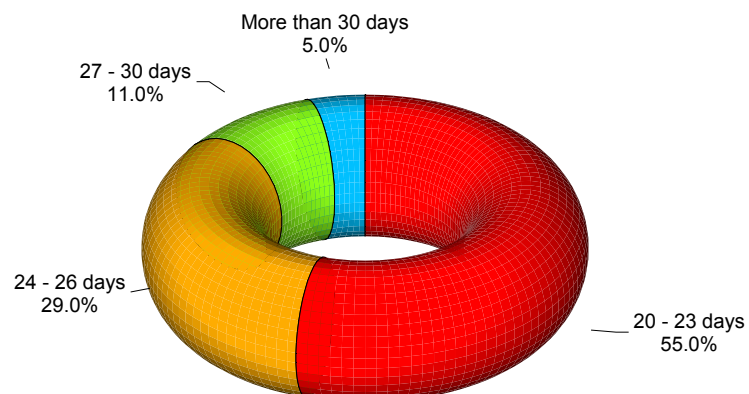




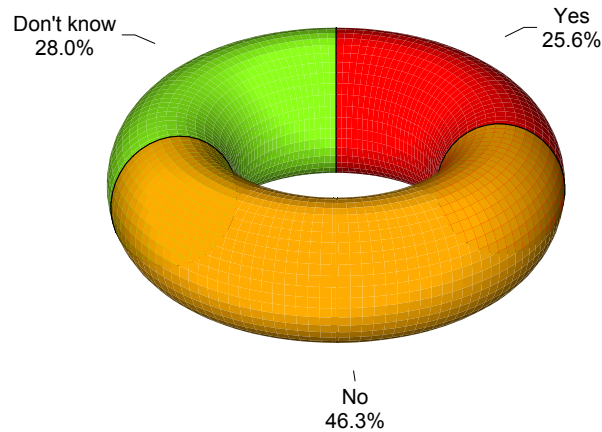
Do you receive Share Options as part of your remuneration package?



What number of days annual leave you you receive?



Has your employer considered any Benefit In Kind saving mechanisms?



**Has your employer considered Benefit in Kind saving mechanisms?**

Analysis % Respondents	Has your employer considered Benefit in Kind saving mechanisms			
	Base	Yes	No	Don't Know
<b>Base</b>	<b>496</b>	<b>26%</b>	<b>46%</b>	<b>28%</b>
<b>Type of Company you are engaged in</b>				
Indigenous Irish Company	202	28%	53%	18%
Multinational	190	30%	40%	30%
Practice	104	14%	42%	43%

**Does your company pay a pension contribution (Female versus Male responses)**

<b>Analysis % Respondents</b>	<b>Does your company pay a pension contribution as part of your salary package</b>		
	<b>Base</b>	<b>Yes</b>	<b>No</b>
<b>Base</b>	<b>500</b>	<b>69%</b>	<b>31%</b>
<b>Gender</b>			
Female	170	58%	42%
Male	330	75%	25%