



**LEINSTER SOCIETY OF CHARTERED ACCOUNTANTS
SALARY SURVEY – 2004**

COMPILED BY BRENDAN BURGESS



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**THE LEINSTER SOCIETY OF CHARTERED ACCOUNTANTS – SALARY SURVEY 2004
COMPILED BY BRENDAN BURGESS FCA – THE ACCOUNTANTS PANEL**

Dear Member,

We have pleasure in enclosing herewith a copy of the findings of the 2004 Salary Survey.

Last January those members of the Leinster Society of Chartered Accountants who were in salaried employment (i.e. those other than partners in practice and sole practitioners) were sent a questionnaire asking for details of their salary on 31st January 2004. We received 602 responses from full time employed accountants. In addition we received 22 responses from part-time accountants and one from an unemployed accountant.

Yet again we are indebted to Brendan Burgess of The Accountants Panel for his assistance in compiling the survey. If there are further queries, Brendan has kindly offered to assist members and will deal with same by telephone on 01 6030 891 or email brendan@thepanel.com

Main Findings

We have provided the information in as detailed format as possible. **As a result, sample sizes are small in some categories and caution should be exercised when interpreting these figures.**

- 1) The main factors influencing salaries were the size of the company, the position held within the company and also the year of qualification. This pattern has been very consistent throughout. More experienced chartered accountants invariably are in more senior positions and as a consequence, earn higher salaries.
- 2) Both financial services and industry pay better than practice. However, the self-employed within practice have been excluded from the survey, and we believe that if they were included then the average earnings from practice would be shown to be a higher figure.
- 3) The number of people who had company cars has declined steadily over the last 8 years, probably due to the change in the tax regime. There is also evidence that cars have been replaced to some extent by car allowances. No discernible difference was noted with regard to other fringe benefits.

John Casey

Chairman
Leinster Society of Chartered Accountants
July 2004

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DEFINITIONS USED IN SURVEY

<u>Table 1</u>	Average packages for Chartered Accountants 6 year summary.
<u>Table 2</u>	Fringe Benefits - 6 year summary
<u>Table 3</u>	Average Package by Year of Qualification

INDUSTRY AND COMMERCE

<u>Table 4</u>	Remuneration of Head of Finance
<u>Table 5</u>	Remuneration of No. 2 Position in Finance Department
<u>Table 6</u>	Remuneration of Other Positions
<u>Table 7</u>	Holidays and Fringe Benefits

FINANCIAL SERVICES

<u>Table 8</u>	Remuneration of Head of Finance
<u>Table 9</u>	Remuneration of No. 2 position in Finance Department
<u>Table 10</u>	Remuneration of Other Positions
<u>Table 11</u>	Holidays and Fringe Benefits

PRACTISING FIRMS

<u>Table 12</u>	Salaries in Practising Firms
<u>Table 13</u>	Holidays and Fringe Benefits

FOR FURTHER INFORMATION ON ACCOUNTANTS' SALARIES, PLEASE CONTACT
BRENDAN BURGESS AT THE ACCOUNTANTS PANEL – 01 603 0891

Definitions used in Survey

Average Salary is the total of the basic salary plus overtime plus expected annual bonuses. Where a respondent had a car allowance as distinct from a company car, the car allowance was added to their salary.

Average Package equals average salary plus €10,000 for those with cars. For example, from Table 4, the average salary of head of finance is €106,400 and 41% have cars. The average package in Table 1 is €110,500 (€106,400 +41% of €10,000).

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TABLE 1						
AVERAGE PACKAGE FOR ALL CHARTERED ACCOUNTANTS						
INDUSTRY & COMMERCE	2004 €	2003 €	2002 €	2001 €	2000 €	1999 €
Head of Finance (172)	110,500	117,300	106,400	98,200	83,800	79,800
No.2 in Finance (60)	84,100	81,200	72,400	69,200	61,800	65,300
No.3 in Finance (21)	71,000	67,300	60,300	54,400	53,000	49,600
Managing Directors (16)	177,500	123,900	146,500	182,500	154,900	169,000
FINANCIAL SERVICES	2004	2003	2002	2001	2000	1999
Head of Finance (36)	140,500	160,300*	124,400	123,000	97,700	106,000
No.2 in Finance (31)	102,100	99,100	87,500	83,800	84,400	63,900
TOP 4 FIRMS	2004	2003	2002	2001	2000	1999
Audit Seniors & Supervisors (7)	48,400	46,200	43,600	42,200	34,800	34,000
Audit Managers & Directors (26)	89,500	82,900	79,300	75,200	62,700	57,900
Tax Managers & Directors (12)	101,000	83,400	115,600*	82,800	69,600	63,000
NON TOP 4 FIRMS	2004	2003	2002	2001	2000	1999
Seniors (14)	45,000	39,800	37,500	37,000	33,000	30,800
Managers (20)	70,000	59,500	52,900	54,800	45,500	42,000

Average package = Average Salary + €10,000 for those with cars.

Figures in brackets represent the number of responses in that category.

*Small sample sizes can give rise to significant sampling error, for example, the salary package for the Head of Finance in 2003 was much higher than would be expected.

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TABLE 2						
PERCENTAGE OF TOTAL RESPONDENTS RECEIVING FRINGE BENEFITS						
	2004	2003	2002	2001	2000	1999
	%	%	%	%	%	%
Institute Membership	93	86	88	88	85	81
Pension Scheme	88	81	86	82	77	78
VHI/BUPA	60	58	58	60	54	53
Share Options	31	29	33	36	29	23
Club Subscriptions	24	25	27	26	26	31
Subsidised Loans	13	13	9	13	16	18
Company Cars	23	26	36	33	37	40

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TABLE 3
AVERAGE PACKAGE BY YEAR OF QUALIFICATION

YEAR OF QUAL.	INDUSTRY AND COMMERCE		FINANCIAL SERVICES		PRACTICE		NOT FOR PROFIT
	Men & Women €	Women €	Men & Women €	Women €	Men & Women €	Women €	Men & Women €
2003	45,000	45,000	-	-	-	-	-
2002	52,700	50,700	-	-	43,000	46,000	51,000
2001	54,400	66,500	54,000	55,800	49,000	47,400	45,000
2000	59,900	59,600	64,300	63,600	54,500	55,300	-
95 - 99	85,500	79,700	87,100	87,000	79,800	75,300	59,200
90 - 94	96,000	85,500	116,500	112,100	98,600	86,800	74,600
85 - 89	135,900	95,700	150,300	123,300	153,000	153,000	68,000
80 - 84	120,000	-	174,700	-	99,500	125,000	84,000
70 - 79	159,600	-	151,600	-	82,000	-	79,000
Pre 1970	172,500	-	-	-	-	-	-
No. of responses	324	66	163	42	79	27	36

The Average Package is the Average Salary + €10,000 for those with cars

“Not for Profit” includes chartered accountants working in voluntary bodies, hospitals, colleges and the public service. It was not meaningful to analyse these responses separately. Chartered accountants working in not for profit organisations earn less than their colleagues in commerce and practice. Their fringe benefits are also insignificant. However, they have better pension schemes and significantly better holidays.

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TABLE 4 REMUNERATION OF HEAD OF FINANCE DEPARTMENT IN INDUSTRY AND COMMERCE (172 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1991	91,400	29%	24,000	170,000
51 to 100	1991	94,400	41%	45,000	200,000
101 to 250	1989	116,100	41%	44,000	250,000
251 to 500	1992	127,800	70%	55,000	250,000
501 to 1000	1984	144,100	55%	95,000	255,000
1001 +	1990	134,900	63%	63,000	225,000 + car
Overall 2004	1990	106,400	41%	24,000	255,000
Overall 2003	1989	113,300	40%	47,000	691,000
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TABLE 5 REMUNERATION OF NO.2 POSITION IN FINANCE DEPARTMENT IN INDUSTRY AND COMMERCE (60 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1996	79,600	10%	45,000	178,000 + car
51 to 100	1997	62,300	0%	40,000	127,000
101 to 250	1990	65,700	28%	52,000	74,000
251 to 500	1997	73,200	11%	40,000	115,000 + car
501 to 1000	1992	96,600	40%	69,000	137,000
1001 +	1991	103,900	41%	64,000	170,000
Overall 2004	1994	81,900	22%	40,000	178,000 + car
Overall 2003	1994	78,500	27%	38,000	168,000 + Car
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TABLE 6
REMUNERATION OF OTHER POSITIONS IN INDUSTRY AND COMMERCE

		AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
Managing Directors	2004	1983	170,600	69%	66,000 + car	480,000 + car
	2003	1986	120,600*	33%	68,000	175,000
No. 3 in Finance Dept.	2004	1996	70,000	10%	45,000	113,000
	2003	1994	65,700	16%	44,000	95,000 + car
Other Categories	2004	1994	92,800	18%	42,000	240,000 + car
	2003	1991	95,100	29%	46,000	310,000

Number of Responses - Managing Directors: 16 , No.3: 21 , Other Categories: 55
Other Categories include: Internal Audit, Consultants, Treasurer etc.

*It can be seen from the average year of qualification that last year's respondents were more recently qualified and, presumably, less senior than this year's respondents. This increase in the average salary is more a feature of the sample selected than the actual market conditions.

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TABLE 7
HOLIDAYS AND FRINGE BENEFITS - INDUSTRY AND COMMERCE

	INSTITUTE SUBS	PENSION SCHEME	VHI/ BUPA	SHARE OPTIONS	CLUB SUBS	LOANS	HOLIDAYS
	%	%	%	%	%	%	days
Head of Finance	90	85	62	26	16	2	23
No.2 – Finance	97	88	60	32	3	0	24
No.3 – Finance	86	86	57	57	0	0	23
Managing Directors	94	81	56	19	25	6	25
Other	98	98	53	47	18	4	26

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TABLE 8 REMUNERATION OF HEAD OF FINANCE DEPARTMENT IN FINANCIAL SERVICES (36 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1990	127,000	22%	65,000	240,000 + car
51 to 500	1990	146,400	45%	80,000	244,000
501+	1989	148,900	43%	94,000	208,000
Overall 2004	1990	137,200	33%	65,000	240,000 + car
Overall 2003	1988	155,800	45%	53,000	400,000
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TABLE 9 REMUNERATION OF NO. 2 POSITION IN FINANCE DEPARTMENT IN FINANCIAL SERVICES (31 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1997	72,600	0%	50,000	130,000
51 to 500	1990	107,600	14%	66,000	174,000
500 +	1987	127,400	14%	90,000	191,000
Overall 2004	1992	100,800	13%	50,000	191,000
Overall 2003	1992	98,600	5%	46,000	170,000
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TABLE 10
REMUNERATION OF OTHER POSITIONS IN FINANCIAL SERVICES
(96 responses)

		AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
Other Categories	2004	1993	103,800	17%	42,000	335,000 + car
	2003	1992	107,000	17%	47,000	390,000
Other Categories include: Sales Manager, Consultants, Treasurer, MD's and Internal Auditors						
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TABLE 11
HOLIDAYS AND FRINGE BENEFITS - FINANCIAL SERVICES

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TABLE 12 - PRACTICE					
		<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST SALARY €	HIGHEST SALARY €
Top 4 Seniors Audit and Tax	2004	48,400	0%	45,000	54,000
	2003	46,200	0%	42,000	52,000
			%		
Top 4 Audit Managers	2004	89,500	0%	56,000	142,000
	2003	81,700	12%	55,000	160,000
Top 4 Tax Managers	2004	101,000	0%	66,000	153,000
	2003	83,400	0%	52,000	116,000
Non Top 4 Seniors	2004	45,000	0%	40,000	53,000
	2003	39,800	0%	32,000	50,000
Non Top 4 Managers	2004	70,000	0%	42,000	142,000
	2003	58,700	8%	38,000	90,000

Number of Responses: Top 4 Seniors:7 , Top 4 Audit Managers:26 , Top 4 Tax Managers:12 , Non Top 4 Seniors:14, Non Top 4 Managers:20.

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TABLE 13 HOLIDAYS AND FRINGE BENEFITS - PRACTICE							
	INSTITUTE SUBS	PENSION SCHEME	VHI/ BUPA	SHARE OPTIONS	CLUB SUBS	LOANS	HOLIDAYS
	%	%	%	%	%	%	days
Top 4 Seniors	100	71	29	0	14	0	21
Top 4 Audit Managers	100	88	96	0	42	0	28
Top 4 Tax Managers	100	83	92	0	33	0	26
Non Top 4 Seniors	79	29	0	0	7	0	21
Non Top 4 Managers	90	40	0	0	5	0	22

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