



Leinster Society of
Chartered Accountants
SALARY SURVEY – 2006



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THE LEINSTER SOCIETY OF CHARTERED ACCOUNTANTS – SALARY SURVEY 2006
In association with: THE ACCOUNTANTS PANEL

Dear Member,

We have pleasure in enclosing a copy of the findings of the 2006 Salary Survey.

Last February, those members of the Leinster Society of Chartered Accountants who were in salaried employment (i.e. excluding self-employed accountants) were sent a questionnaire asking for details of their salary on 31st January 2006. We received 521 responses from full time employed accountants. In addition we received 15 responses from accountants employed on a part-time basis whose returns were excluded from the results.

Yet again we are indebted to Brendan Burgess of The Accountants Panel for his assistance in compiling the survey.

Main Findings

- 1) The main factors influencing salaries were the size of the company, the position held within the company and also the year of qualification. 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, partners in practising firms have been excluded from the survey, and we believe that if they were included then the average earnings from practice would be higher.
- 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.

Gerard Perry

Chairman
Leinster Society of Chartered Accountants
June 2006

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DEFINITIONS USED IN SURVEY

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

INDUSTRY AND COMMERCE

Table 4	Remuneration of Head of Finance
Table 5	Remuneration of No. 2 Position in Finance Department
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Table 7	Remuneration of Other Positions
Table 8	Holidays and Fringe Benefits

FINANCIAL SERVICES

Table 9	Remuneration of Head of Finance
Table 10	Remuneration of No. 2 position in Finance Department
Table 11	Remuneration of Other Positions
Table 12	Holidays and Fringe Benefits

PRACTISING FIRMS

Table 13	Salaries in Practising Firms
Table 14	Holidays and Fringe Benefits

INTERPRETING THESE FIGURES

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 €126,000 and 30% have cars. The average package in Table 1 is €129,000 (€126,000 +30% of €10,000).

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.**

The survey covers members employed throughout the Leinster region, but the majority of the responses would be from the greater Dublin area. There may be regional differences in salaries between Dublin and other areas within Leinster.

If you require clarification of these figures, please contact the compiler of the survey – Brendan Burgess by telephone on 01 603 0891 or email brendan@thepanel.com

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TABLE 1						
AVERAGE PACKAGE FOR ALL CHARTERED ACCOUNTANTS						
INDUSTRY & COMMERCE	2006	2005	2004	2003	2002	2001
	€	€	€	€	€	€
Head of Finance (121)	129,000	120,400	110,500	117,300	106,400	98,200
No.2 in Finance (45)	87,300	84,500	84,100	81,200	72,400	69,200
No.3 in Finance (24)	71,800	66,100	71,000	67,300	60,300	54,400
Managing Directors (22) *	160,600	166,500	177,500	123,900	146,500	182,500
FINANCIAL SERVICES	2006	2005	2004	2003	2002	2001
Head of Finance (28)	171,900	140,500	140,500	160,300	124,400	123,000
No.2 in Finance (14)	106,100	87,900	102,100	99,100	87,500	83,800
TOP 4 FIRMS	2006	2005	2004	2003	2002	2001
Audit Seniors & Supervisors (15)	52,800	48,100	48,400	46,200	43,600	42,200
Audit Managers & Directors (27)	89,600	82,800	89,500	82,900	79,300	75,200
Tax Managers & Directors (19) *	78,700	82,800	101,000	83,400	115,600	82,800
NON TOP 4 FIRMS	2006	2005	2004	2003	2002	2001
Seniors (21)	44,000	47,100	45,000	39,800	37,500	37,000
Managers (39)	77,200	71,000	70,000	59,500	52,900	54,800

[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 packages for Managing Directors and Tax Managers have fluctuated widely.

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TABLE 2						
PERCENTAGE OF TOTAL RESPONDENTS RECEIVING FRINGE BENEFITS						
	2006	2005	2004	2003	2002	2001
	%	%	%	%	%	%
Institute Membership	87	90	93	86	88	88
Pension Scheme	79	82	88	81	86	82
VHI/BUPA	54	56	60	58	58	60
Share Options	29	31	31	29	33	36
Club Subscriptions	23	24	24	25	27	26
Subsidised Loans	7	12	13	13	9	13
Company Cars	14	17	17	26	36	33

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TABLE 3
AVERAGE PACKAGE BY YEAR OF QUALIFICATION

Year of Qualification	Industry & Commerce	Financial Services	Practice	Not for Profit
2005	-	52,000	48,800	-
2004	55,400	50,000	54,800	50,000
2003	58,800	62,000	55,800	82,000
2002	64,400	65,200	60,200	60,000
2001	71,300	77,700	64,800	-
2000	81,600	85,600	77,900	-
95-99	98,600	117,400	97,000	76,400
90 - 94	135,900	171,100	103,200	96,900
85 – 89	137,200	183,700	81,500	124,000
80 – 84	145,300	183,700	95,000	108,700
70 -79	154,500	148,800	-	89,400
Pre 1970	234,500	-	-	-
Number of responses	247	110	121	43

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 (121 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1993	99,500	21%	45,000	250,000 + car
51 to 100	1991	111,400	35%	55,000	270,000 + car
101 to 250	1988	151,800	23%	64,000	500,000
251 to 500	1992	134,400	50%	77,000	187,000 + car
501 to 1000	1991	174,300	25%	110,000	235,000
1001 +	1989	159,100	40%	65,000	290,000
Overall 2006	1991	126,000	30%	45,000	500,000
Overall 2005	1991	117,000	34%	39,000	300,000 + car

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TABLE 5 REMUNERATION OF NO.2 POSITION IN FINANCE DEPARTMENT IN INDUSTRY AND COMMERCE (45 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	2000	74,800	0%	45,000	150,000
51 to 100	1997	77,700	17%	53,000	97,000
101 to 250	2000	69,600	0%	46,000	90,000
251 to 500	1998	77,800	0%	57,000	104,000
501 to 1000	1993	103,500	0%	58,000	165,000
1001 +	1994	103,200	15%	73,000	215,000
Overall 2006	1997	86,600	7%	45,000	215,000
Overall 2005	1994	82,700	18%	40,000	300,000

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TABLE 6
REMUNERATION OF NO.3 POSITION IN FINANCE DEPARTMENT IN
INDUSTRY AND COMMERCE
(24 RESPONSES)

EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
101 to 250	2001	55,000	0%	53,000	57,000
251 to 1000	1995	69,400	12.5%	38,000	110,000
1001 +	1998	74,900	0%	55,000	110,000
Overall 2006	1998	71,400	4%	53,000	110,000
Overall 2005	1997	65,900	2%	40,000	143,000+car

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TABLE 7
REMUNERATION OF OTHER POSITIONS IN INDUSTRY AND COMMERCE

		AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
Managing Directors	2006	1985	157,000	36%	96,000	360,000
	2005	1985	163,200	33%	92,000	315,000 + car
Other Categories	2006	1992	114,400	17%	61,000	315,000
	2005	1993	115,300	22%	48,000	493,000

Number of Responses - Managing Directors: 22 , Other Categories: 35
 Other Categories include: Internal Auditors, Consultants, Treasurer etc.

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TABLE 8
HOLIDAYS AND FRINGE BENEFITS - INDUSTRY AND COMMERCE

	INSTITUTE SUBS	PENSION SCHEME	VHI/ BUPA	SHARE OPTIONS	CLUB SUBS	LOANS	HOLIDAYS
	%	%	%	%	%	%	days
Head of Finance	88	84	58	37	15	3	24
No.2 – Finance	96	89	58	33	20	4	24
No.3 – Finance	88	96	50	50	13	0	23
Managing Directors	82	77	59	27	18	0	26
Other	94	91	63	46	17	0	24

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TABLE 9 REMUNERATION OF HEAD OF FINANCE DEPARTMENT IN FINANCIAL SERVICES (28 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	1993	144,700	17%	64,000	370,000
51 to 100	1990	193,800	28%	124,000	306,000
101 to 250	1987	172,300	50%	85,000 + car	310,000 + car
251+	1986	195,300	100%	137,000 + car	230,000 + car
Overall 2006	1990	168,300	36%	64,000	370,000
Overall 2005	1991	135,300	28%	57,000	434,000

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TABLE 10 REMUNERATION OF NO. 2 POSITION IN FINANCE DEPARTMENT IN FINANCIAL SERVICES (14 RESPONSES)					
EMPLOYEES	AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
1 to 50	2002	69,000	0%	60,000	78,000
51 to 250	1998	72,300	0%	56,000	89,000
251 to 500	1995	115,200	20%	77,000	188,000
500 +	1991	136,200	0%	88,000	257,000
Overall 2006	1996	105,400	7%	56,000	257,000
Overall 2005	1995	86,700	12%	53,000	138,000

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TABLE 11 REMUNERATION OF OTHER POSITIONS IN FINANCIAL SERVICES (68 responses)						
		AVERAGE YEAR OF QUALIFICATION	<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST PACKAGE €	HIGHEST PACKAGE €
Other Categories	2006	1995	121,700	10%	44,000	430,000
	2005	1995	110,700	12%	37,000	560,000 + car
Other Categories include: Sales Manager, Consultants, Treasurers, MD's and Internal Auditors						
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TABLE 12 HOLIDAYS AND FRINGE BENEFITS - FINANCIAL SERVICES							
	INSTITUTE SUBS	PENSION SCHEME	VHI/ BUPA	SHARE OPTIONS	CLUB SUBS	LOANS	HOLIDAYS
	%	%	%	%	%	%	days
Head of Finance	96	96	86	36	32	4	26
No.2 – Finance	100	100	86	50	50	43	25
Other	97	97	79	56	59	38	25
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TABLE 13 – PRACTISING FIRMS					
		<u>AVERAGE SALARY</u> €	% WITH CARS	LOWEST SALARY €	HIGHEST SALARY €
Top 4 Seniors Audit and Tax	2006	52,800	0%	42,000	75,000
	2005	48,100	0%	41,000	61,000
Top 4 Audit Managers	2006	89,600	0%	55,000	200,000
	2005	82,800	0%	47,000	125,000
Top 4 Tax Managers	2006	78,700	0%	63,000	121,000
	2005	82,000	8%	62,000	117,000
Non Top 4 Seniors	2006	44,000	0%	35,000	56,000
	2005	47,100	0%	34,000	58,000
Non Top 4 Managers	2006	77,000	2%	44,000	200,000
	2005	71,000	0%	37,000	175,000

Number of Responses: Top 4 Seniors:15 , Top 4 Audit Managers 27 , Top 4 Tax Managers:19 , Non Top 4 Seniors:21, Non Top 4 Managers:39.
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TABLE 14 HOLIDAYS AND FRINGE BENEFITS – PRACTISING FIRMS							
	INSTITUTE SUBS	PENSION SCHEME	VHI/ BUPA	SHARE OPTIONS	CLUB SUBS	LOANS	HOLIDAYS
	%	%	%	%	%	%	days
Top 4 Seniors	60	53	40	0	0	0	22
Top 4 Audit Managers	96	81	70	0	52	0	25
Top 4 Tax Managers	95	79	84	0	47	0	25
Non Top 4 Seniors	62	14	5	0	0	0	20
Non Top 4 Managers	74	26	3	0	3	0	22

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