

2022 Member Remuneration Survey

The survey aims to measure remuneration among Chartered Accountants ANZ (CA ANZ) members across different demographics, experiences, sectors and positions.

Methodology

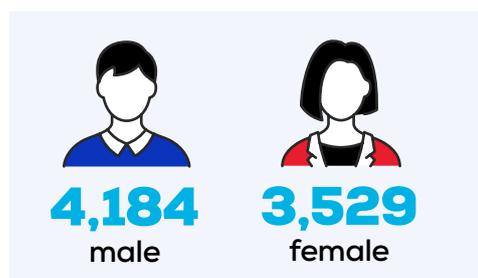
The 2022 Remuneration Survey was conducted and analysed by third party research company Qualtrics. They are owned by SAP and more than 12,000 organisations around the world use Qualtrics, including 85% of the Fortune 100.

This survey was in the field from 19 July to 10 August 2022. More than 82,000 members of Chartered Accountants Australia and New Zealand were invited to undertake the survey through direct email in addition to our social media channels. 7,718 members responded to this survey.

In survey research, the confidence level indicates how confident one can be that the sample data is representative of the entire population. For this survey, Qualtrics applied a 95% confidence level, which is market industry practice, meaning there is a probability of 95% that the survey reflects our membership base.

This year's survey response rate of 7,718 members far exceeded the minimum sample size required, which is 598 members, demonstrating this was a statistically representative sample size.

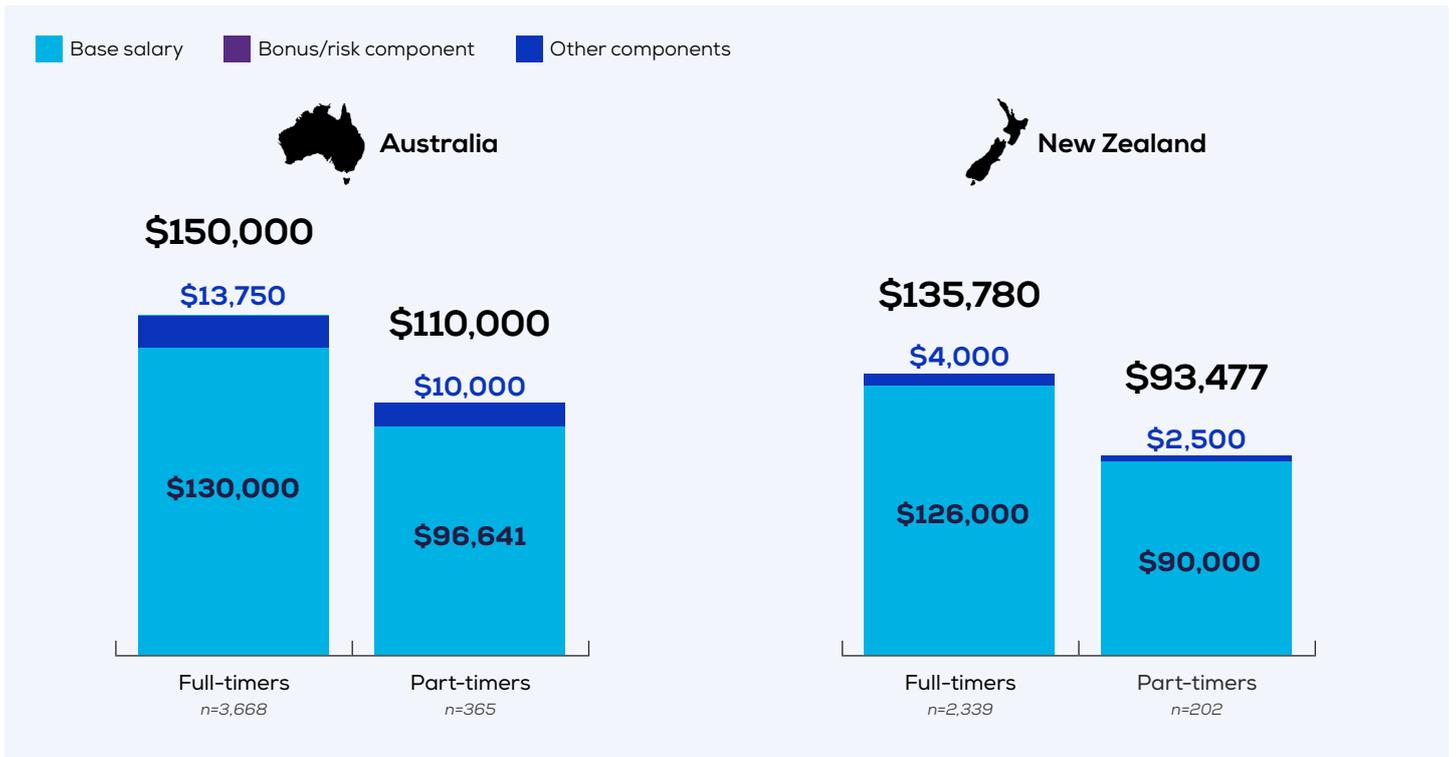
Demographics



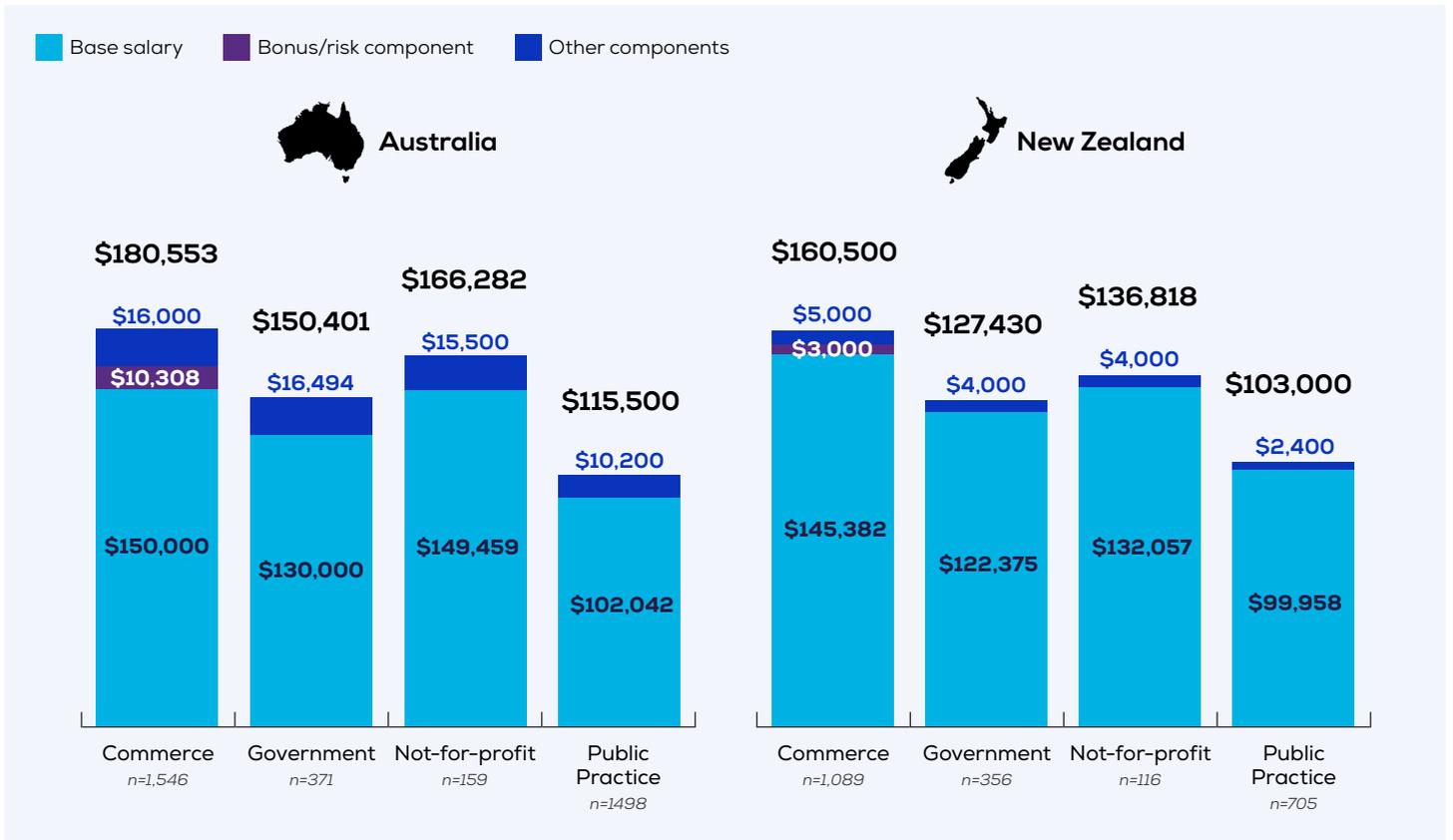
Qualtrics methodically weighted the gender and age range of the survey respondents to reflect CA ANZ's membership demographics.

	Survey (%)	CA ANZ distribution
Men	54%	57%
Women	46%	43%
20-29	15%	17%
30-39	32%	29%
40-49	25%	23%
50-59	20%	17%
60+	9%	14%

Median remuneration by country

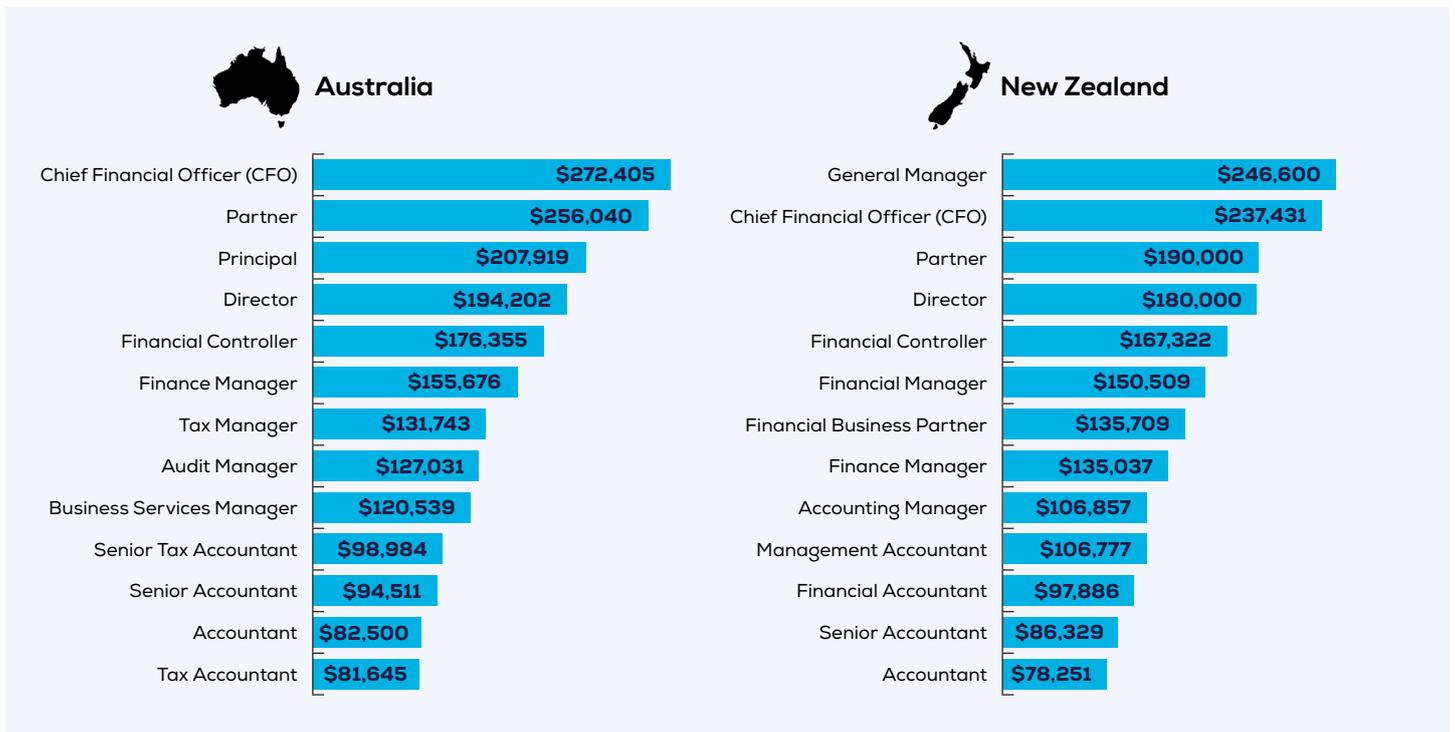


Median remuneration by organisation types



Note: base salary, bonus/risk/other components are each expressed as median values and do not add up to total. Monetary figures are in local currency.

Median total remuneration* by position (full-time)



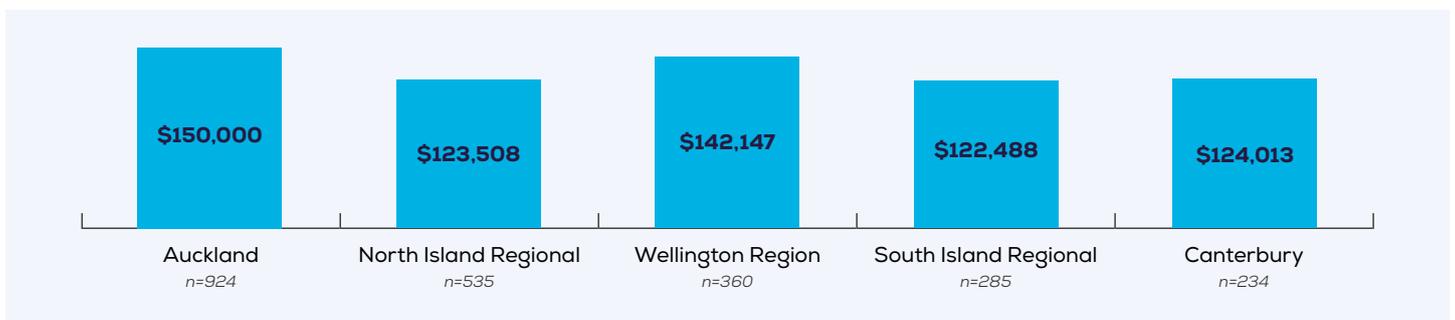
Median total remuneration* by Australian states (full-time)

Members in ACT and NSW reported the highest median total remuneration, significantly more than TAS and NT[^].



Median total remuneration* by NZ region (full-time)

Auckland continues to record the highest median total remuneration package compared to other NZ regions.

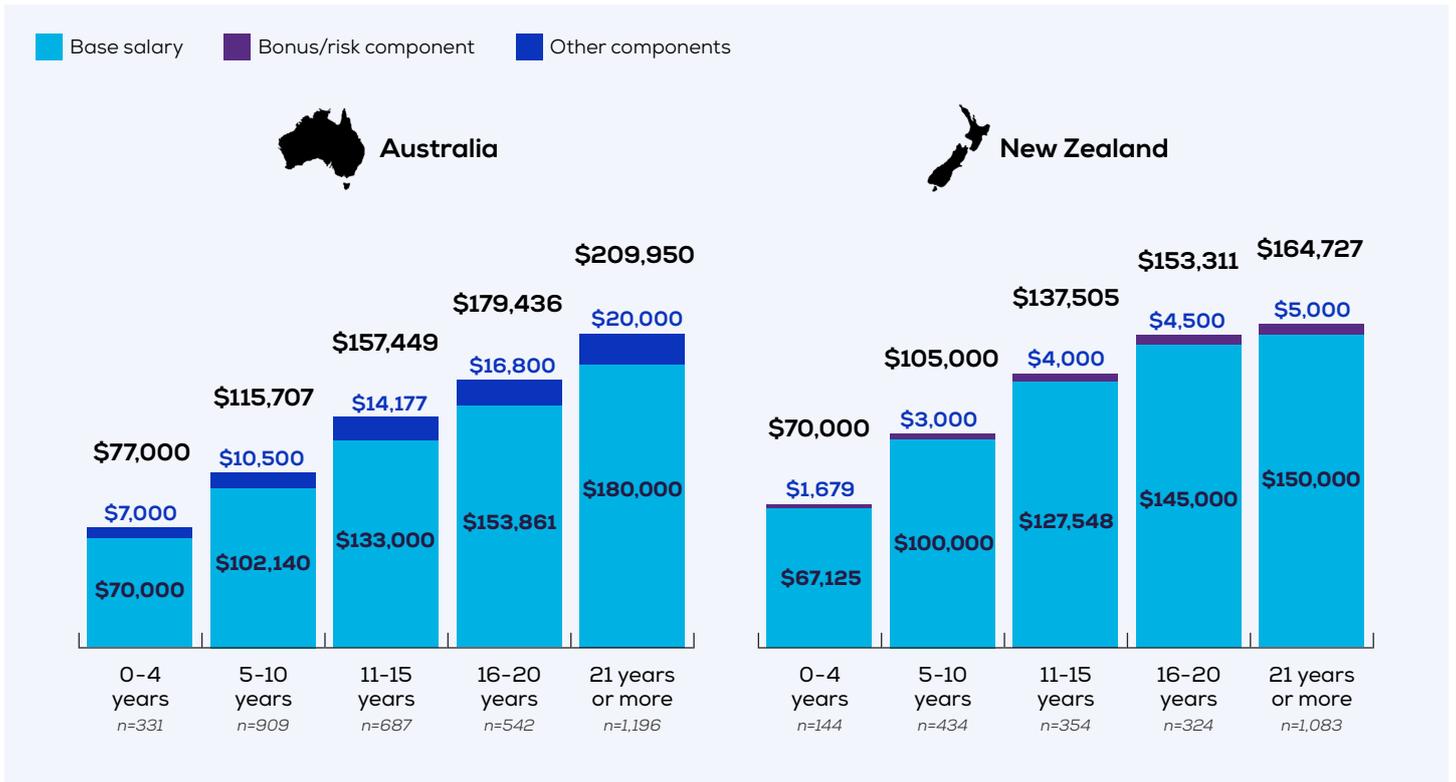


* Median total remuneration of full time respondents

[^] Small sample size, results indicative only

Monetary figures are in local currency.

Median remuneration by years of experience (full time)



Median remuneration by CA membership length (full time)



Note: base salary, bonus/risk/other components are each expressed as median values and do not add up to total. Monetary figures are in local currency.

Gender pay gap at a glance

The gender pay gap (GPG) is the difference between earnings of women and men. The pay gap can be calculated based on the difference between women's and men's pay and expressed as a percentage of men's pay*. This year we have calculated the gender pay gap by average total remuneration of full-timers, and by median hourly pay of all member employment types.^

Gender Pay Gap % calculation

$$\frac{\text{Pay for men} - \text{Pay for women}}{\text{Pay for men}} \times 100$$

Gender pay gap % 2022	Australia	New Zealand
By average total remuneration (full-time members)	24% (2021: 28%)	30% (2021: 34%)
By median hourly pay (full-time, part-time, casual, temporary, self employed)	19%	23%

Median hourly pay^ by gender

Australian members receive higher median hourly pay compared to their New Zealand counterparts.



Believe there is a gender pay gap in accounting profession

Nearly half (49%) of members surveyed believe there is a gender pay gap in the accounting profession, compared with 28% of members don't believe the gap exists. Women (72%) are more likely than men (31%) to believe the gender pay gap exists in the accounting profession.

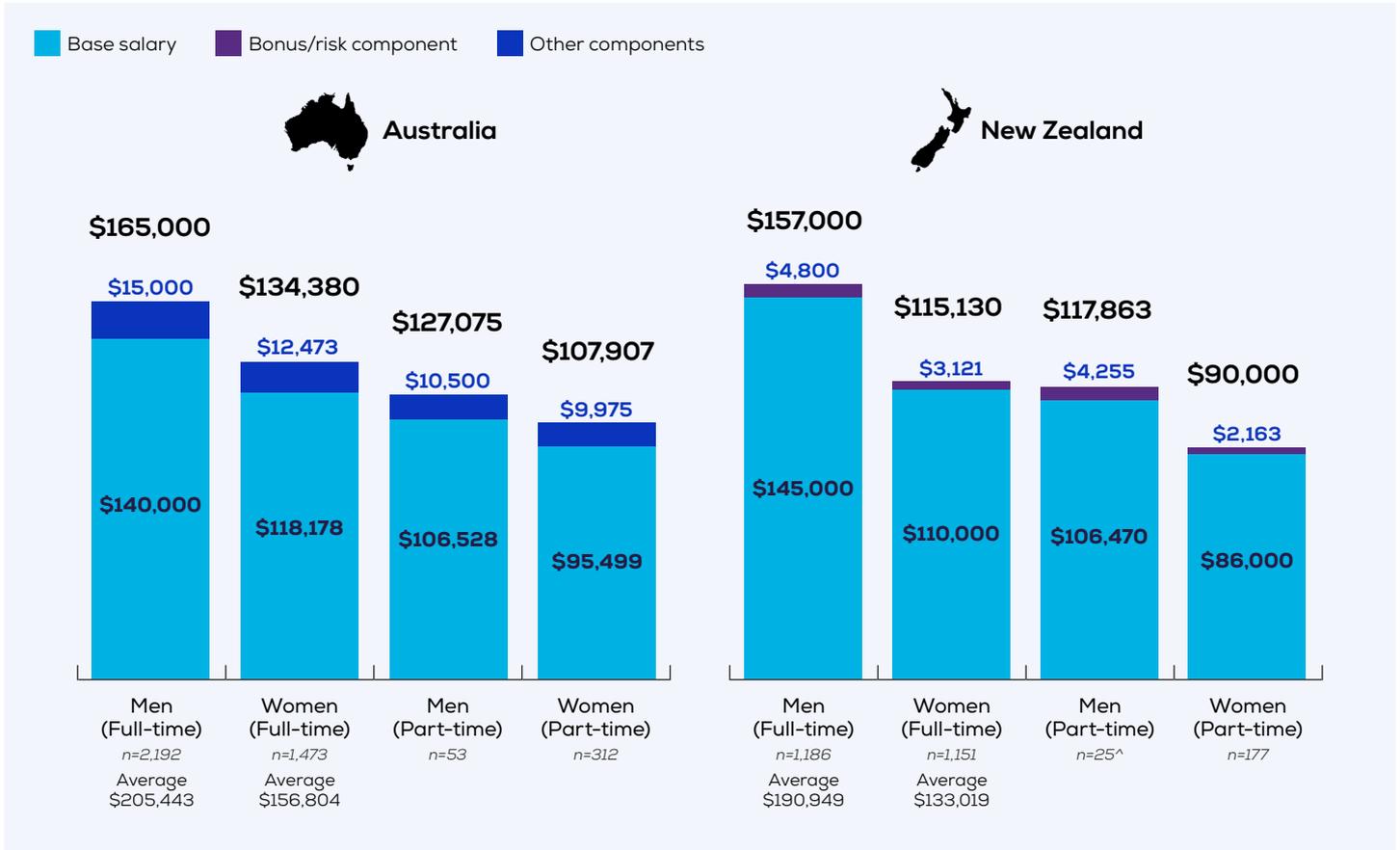


* Gender pay gap formula used by Workplace Gender Equality Agency (WGEA), Statistics New Zealand

^ Median hourly pay of full-time, part-time, casual, temporary, self-employed

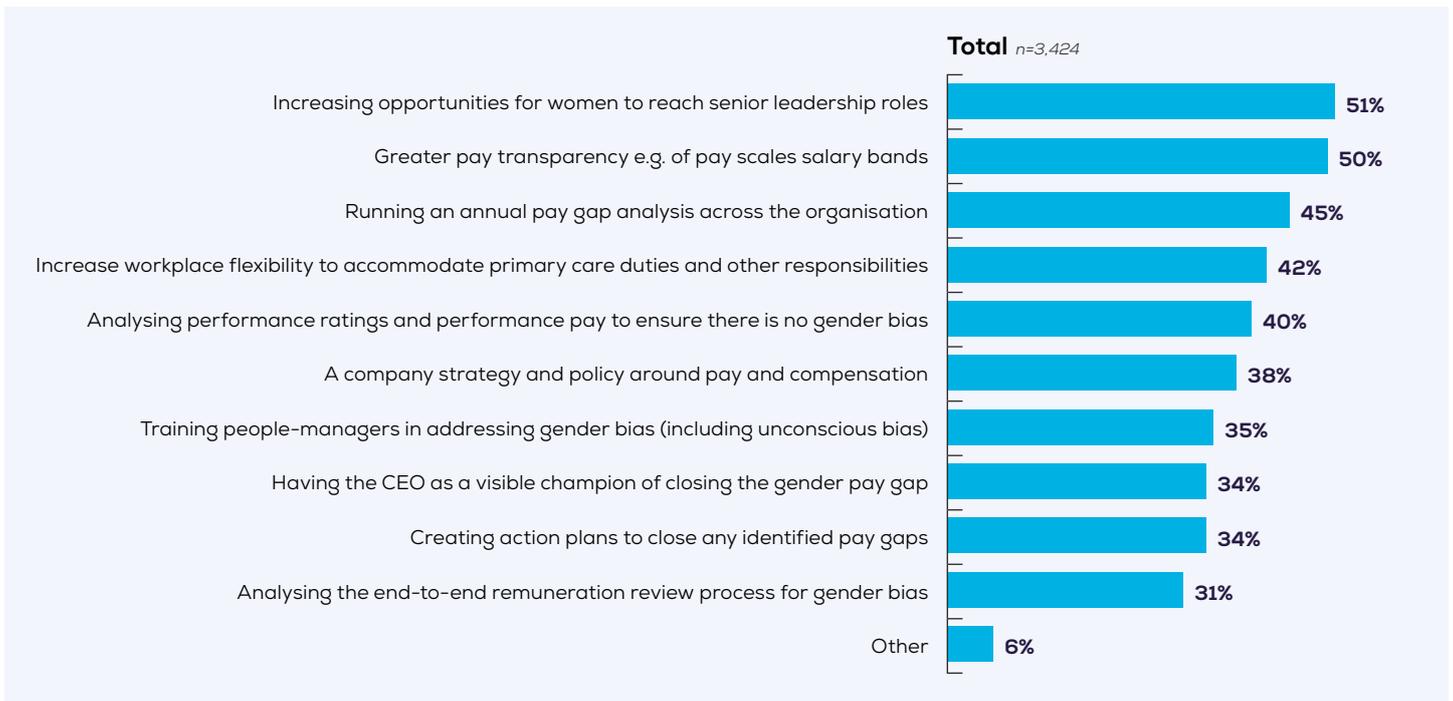
Median remuneration by gender

In Australia and New Zealand, men are paid higher than women across full-time and part-time members.



Members suggestions to improve the gender pay gap

Members believe increasing opportunities for women to reach senior roles and greater pay transparency will help improve the gender pay gap at their current employer.



Note: base salary, bonus/risk/other components are each expressed as median values and do not add up to total.

^ Caution: small sample size, results indicative only

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Median remuneration by years experience (part-time)



Median remuneration by membership tenure (part-time)

Experienced Australian members with 16 or more years membership earn the highest remuneration. Women comprise all respondents in Australia 11-15 years segment, and in New Zealand 16-20 years membership tenure.

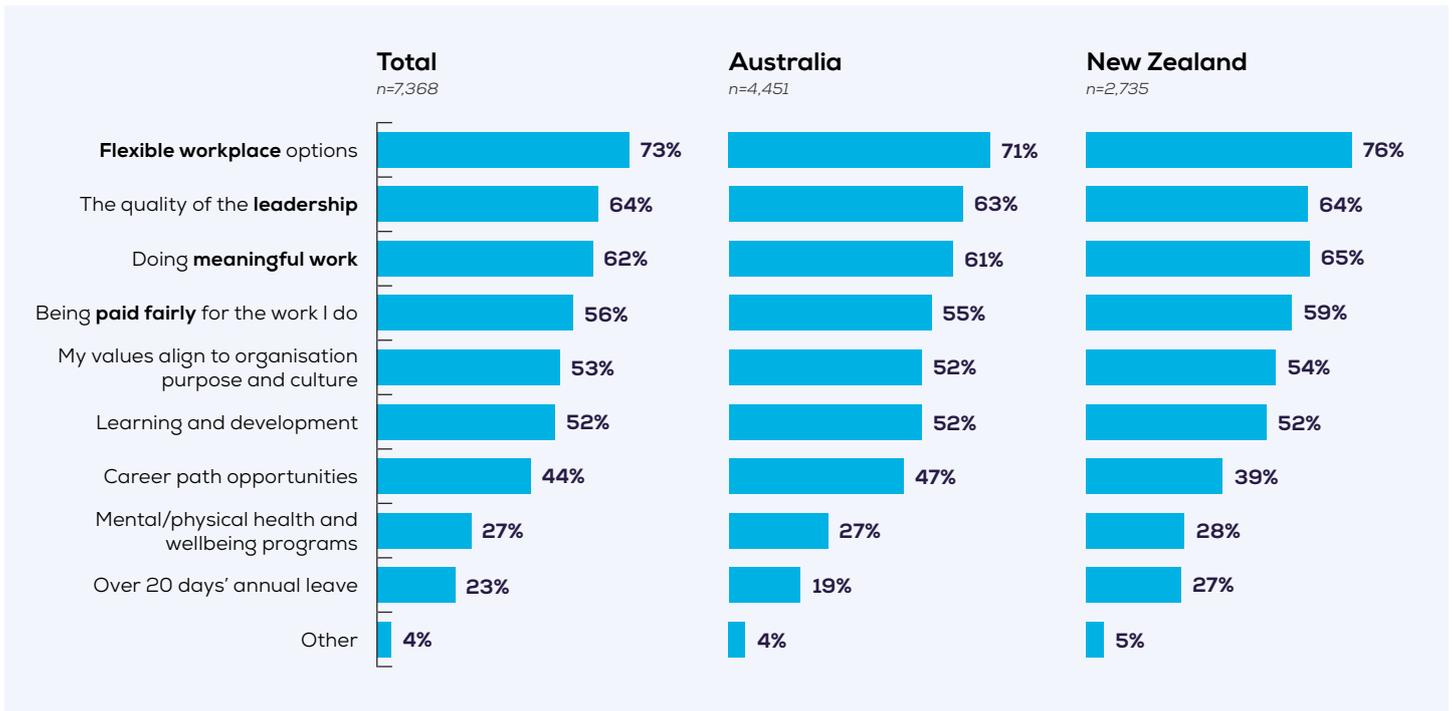


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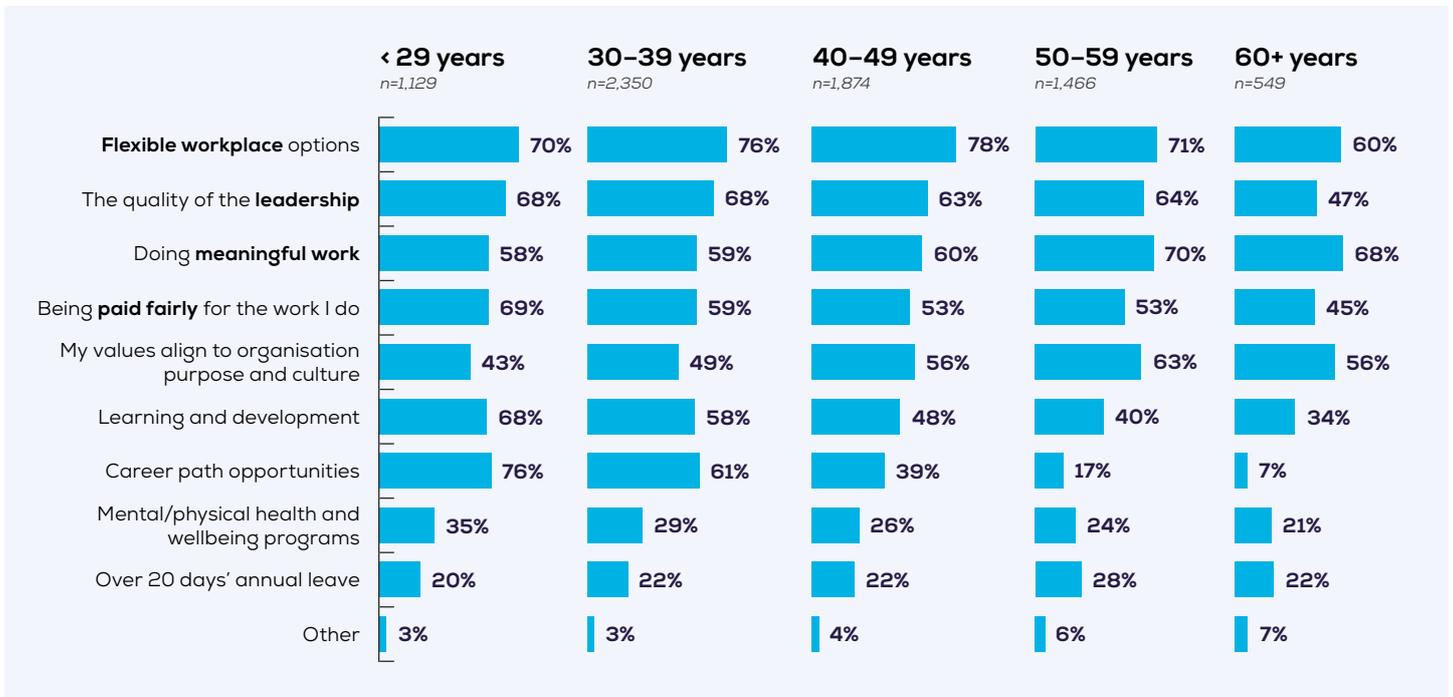
Important factors beyond remuneration by country

Flexible workplace, leadership and meaningful work are the top important factors aside from remuneration that respondents say they value. Fair remuneration is also crucial for individuals, more so for New Zealanders.



Important factors beyond remuneration by age

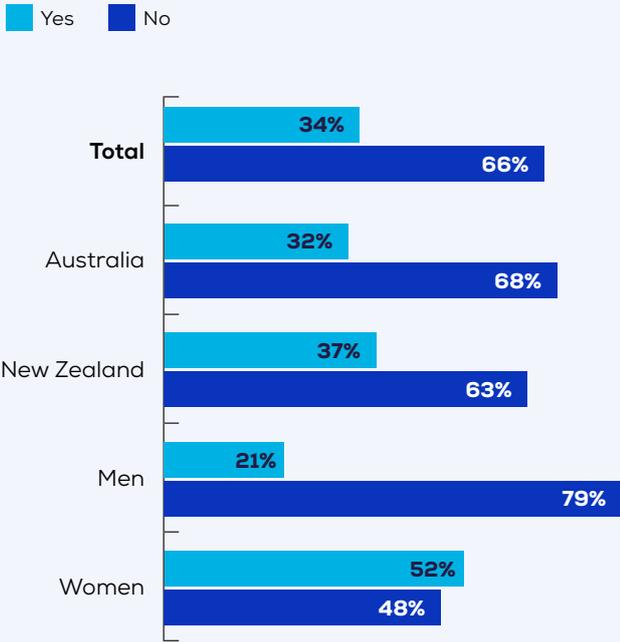
Career path opportunities and flexible workplace options are important to younger members. Work that is meaningful and aligned values are more important for older member groups.



Career break

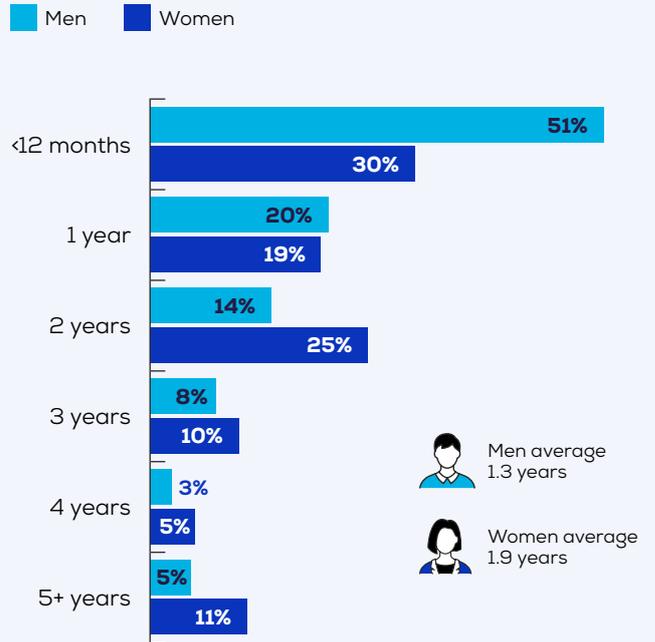
One third of members have taken a career break. Women are more likely than men to take a career break. Women also take a longer career break, and mainly for parental leave. Men mainly take a career break for travel.

Career break



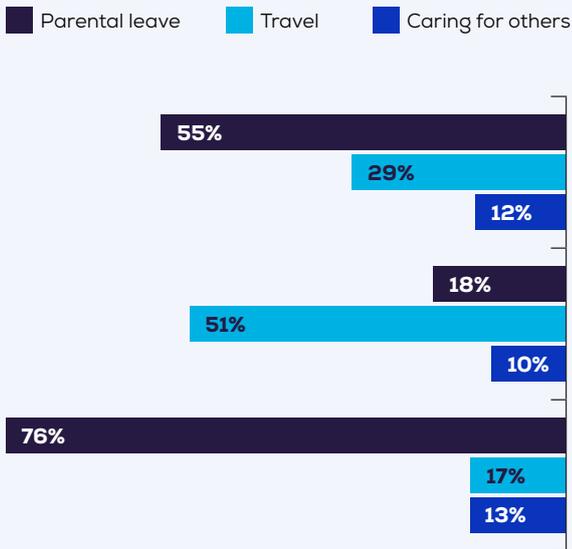
Question: During your career, have you taken a significant break or time away from your role?
Sample size: Total n=7,425 / Australia n= 4,258 / NZ n=2,973

Length of career break



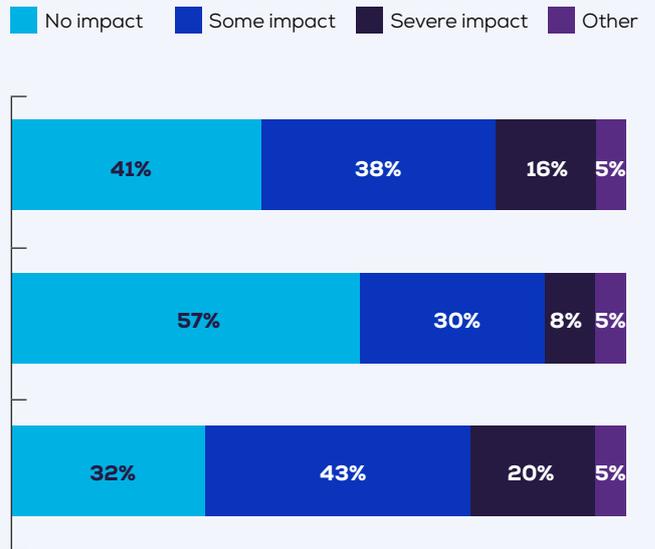
Question: How long was your career break?
Sample size: Women n= 1,804 / Men n=851

Main reasons for career break



Question: What was the main reason for your career break?
Sample size: Women n= 1,805 / Men n=851

Career break impact your career



Question: How did taking your career break impact your career?
Sample size: Total n=2,651 / Women n= 1,801 / Men n=849