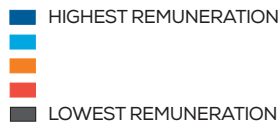


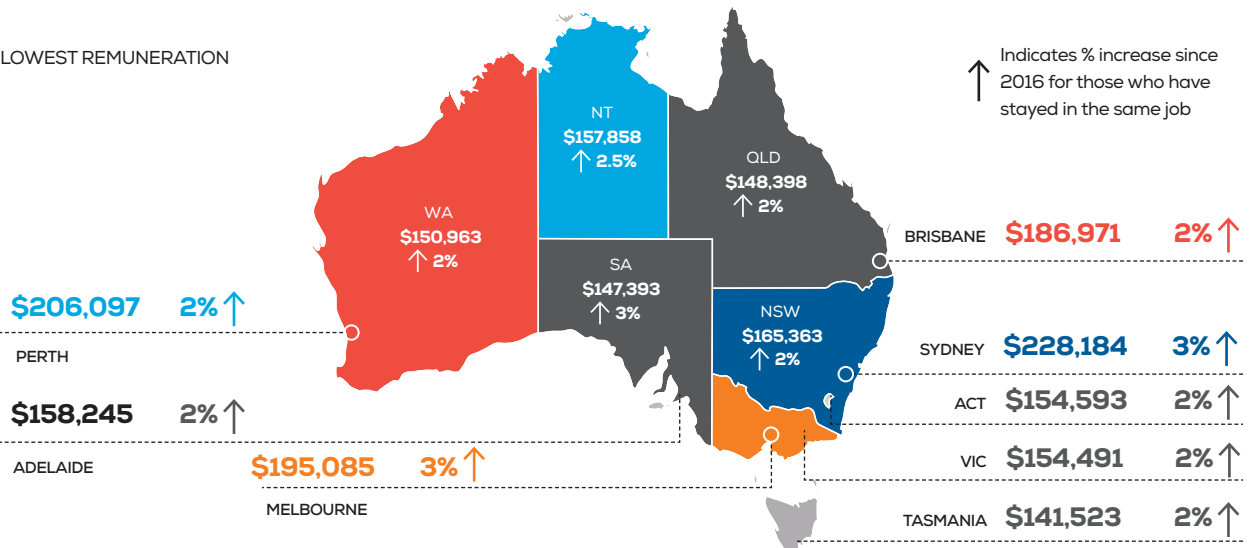
2017 MEMBER REMUNERATION SURVEY

Average remuneration Australia-based Chartered Accountants

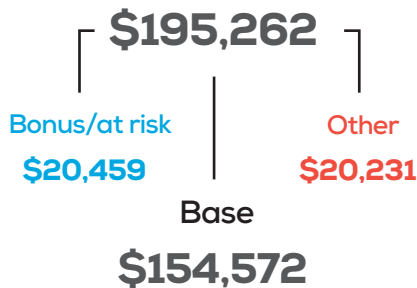
In 2017, total remuneration of Chartered Accountants in all regions of Australia increased by at least 2% (median) since 2016.



Average remuneration by region



Average remuneration



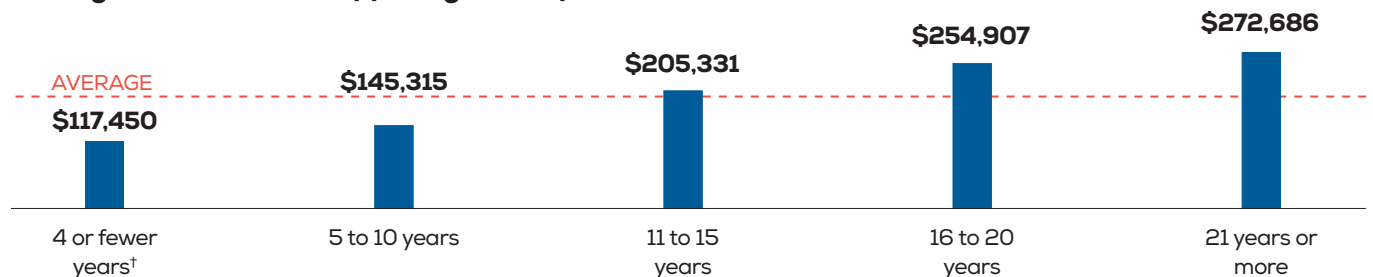
Remuneration by sector

Sector	Average Remuneration	Change since 2016
Financial services	\$239,636	↑ 2%
Industrial and manufacturing	\$227,346	↑ 2%
Public practice (big 4/large)	\$203,704	↑ 4%
Public sector (incl health and education)	\$167,674	↑ 2%
Not-for-profit	\$158,334	↑ 2%
Public practice (other)	\$149,807	↑ 2%
All others	\$214,800	↑ 3%

The five most important things for CAs beyond remuneration

Flexible hours/work arrangements	65%
Workplace culture	40%
Learning, development and recognition	30%
Interesting work	17%
Mental/Physical wellbeing	12%

Average remuneration mapped against experience



Data comes from a survey of 4,445 Australia-based Chartered Accountants conducted in Sep/Oct 2017

^{*}Respondents were able to submit multiple answers to the question.

[†]Updated to combine CAs with less than 4 years of experience into one group as sample sizes obtained in each of the previous categories were relatively small.