



Accounting Professionals

2024/25 NZCAP REMUNERATION SURVEY REPORT

PREPARED BY:
NZCAP REMUNERATION PROJECT TEAM

OUTLINE

01

SAMPLE INDEX

02

SUMMARY OF KEY FINDINGS

03

GENDER & REMUNERATION

04

QULIFICATION & REMUNERATION

05

TENURE & REMUNERATION

06

COMPANY SIZE & INDUSTRY &
REMUNERATION

07

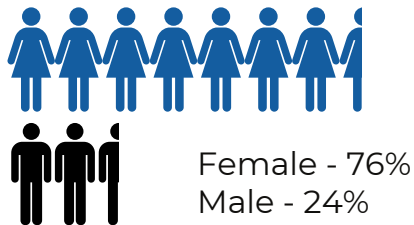
IMPORTANT FACTORS FOR JOB
HUNTING

08

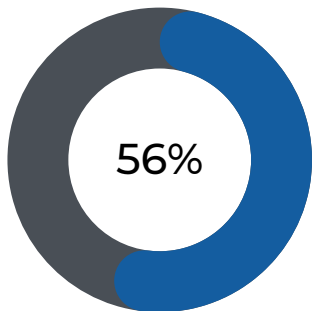
WORK-LIFE BALANCE & FLEXIBLE
WORKING

01 Sample Index N=123

GENDER

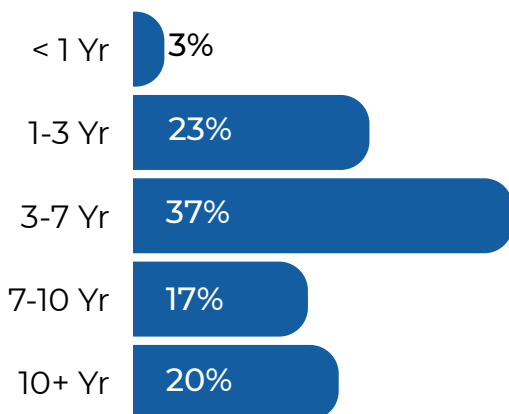


QUALIFICATION

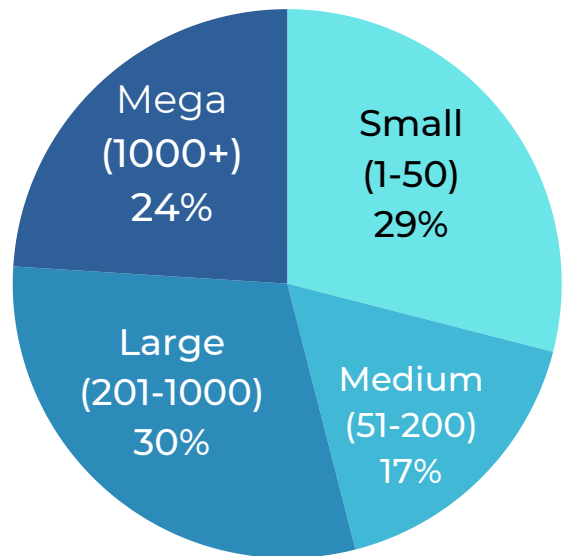


Qualified - 56%
Non-Qualified - 44%

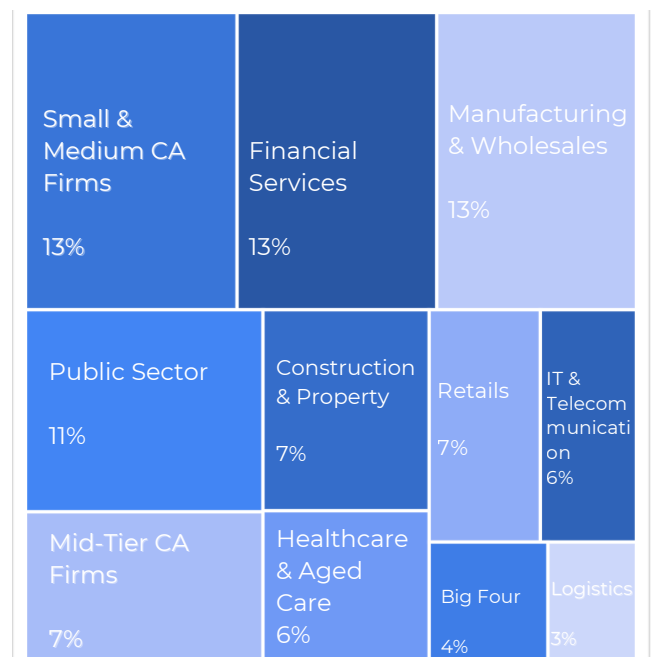
TENURE



SIZE OF EMPLOYER (No. of Employees)



INDUSTRY



02 Key Findings

\$113,113

AVERAGE REMUNERATION
+12.1% V 2023 SURVEY

\$103,495

MEDIAN REMUNERATION
+11.6% V 2023 SURVEY

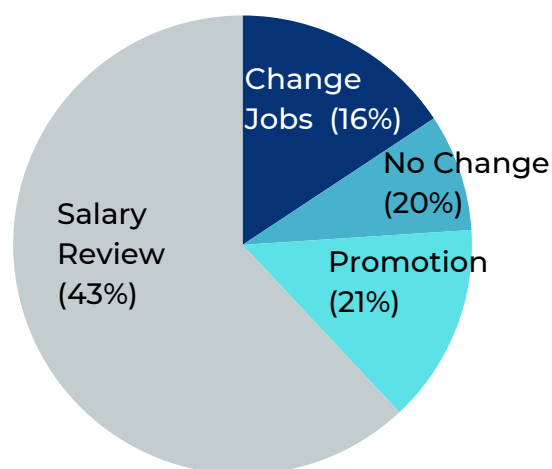
+6.4%

AVERAGE ANNUAL RAISE

TOP 5 REMUNERATION BY INDUSTRY (MEDIAN \$)

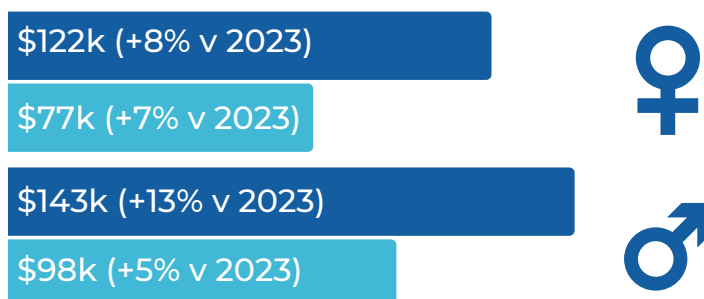
Financial Services	\$123,975
Logistics	\$121,475
Public Sectors	\$120,920
Mid-tier CA Firms	\$112,675
Retails	\$108,491

REASONS OF SALARY INCREASE



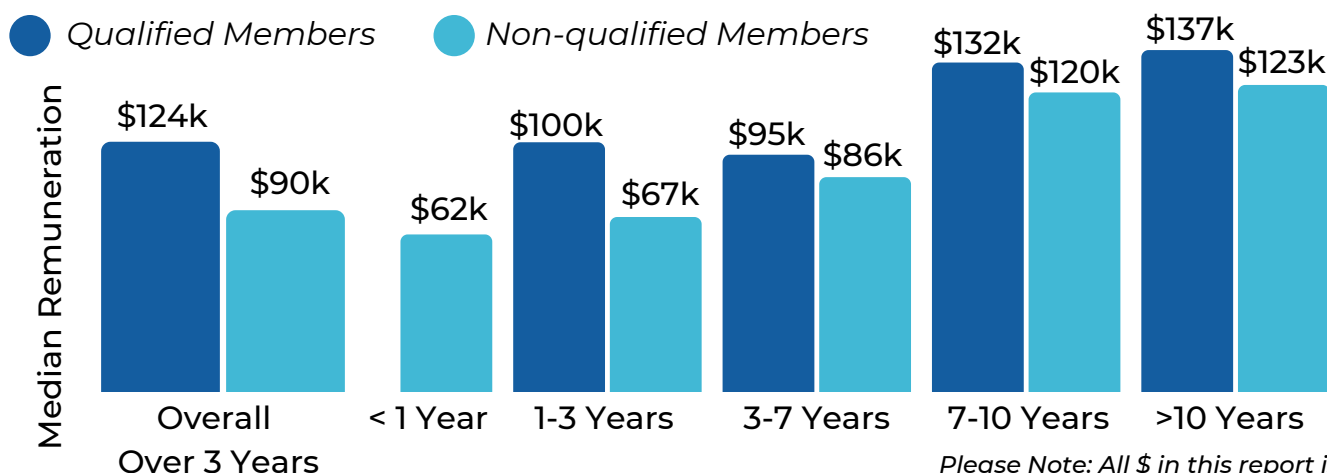
REMUNERATION BY GENDER*

- Qualified Members
- Non-qualified Members



*Median Remuneration

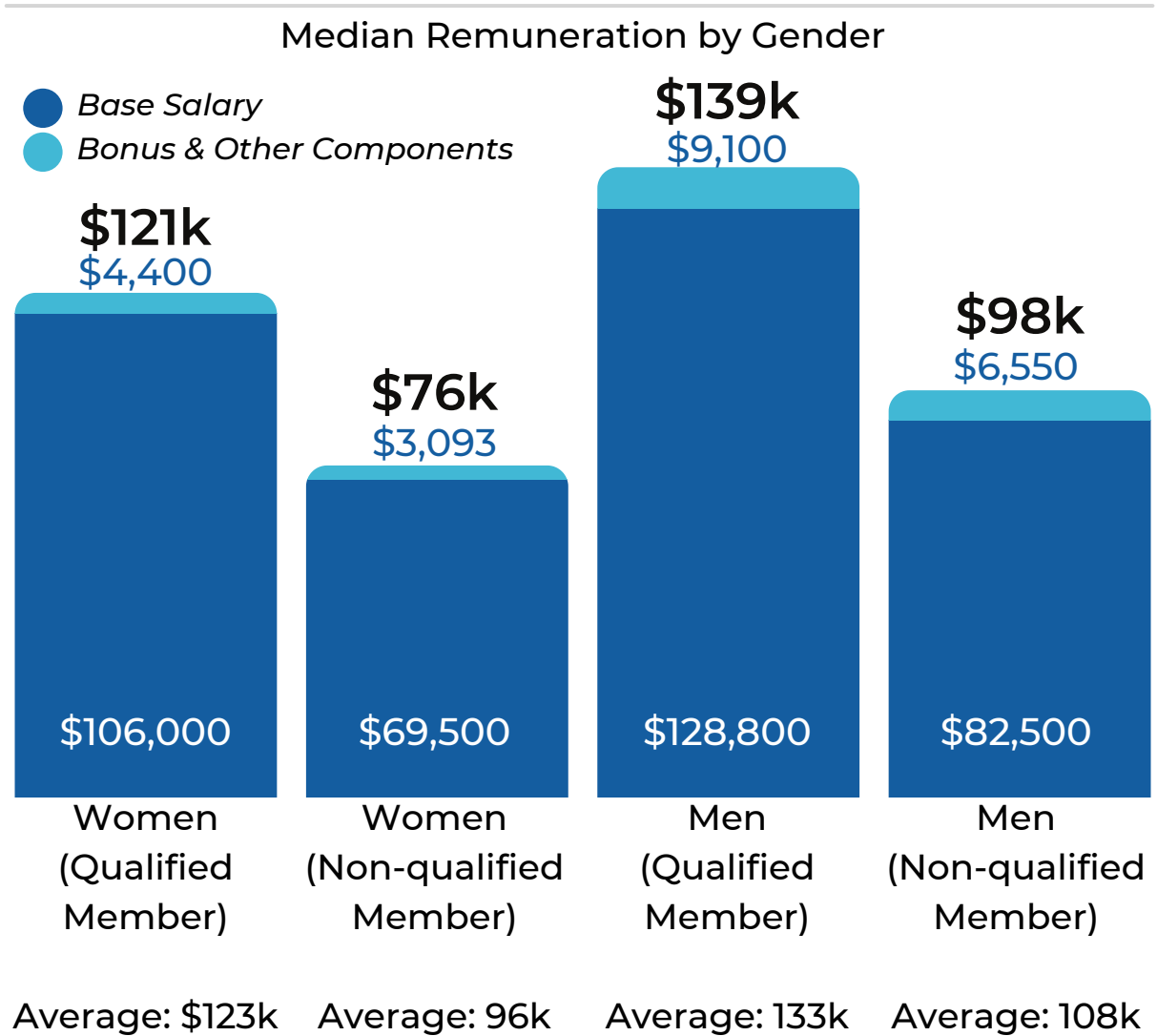
REMUNERATION BY TENURE & QUALIFICATION



Please Note: All \$ in this report is in NZ \$

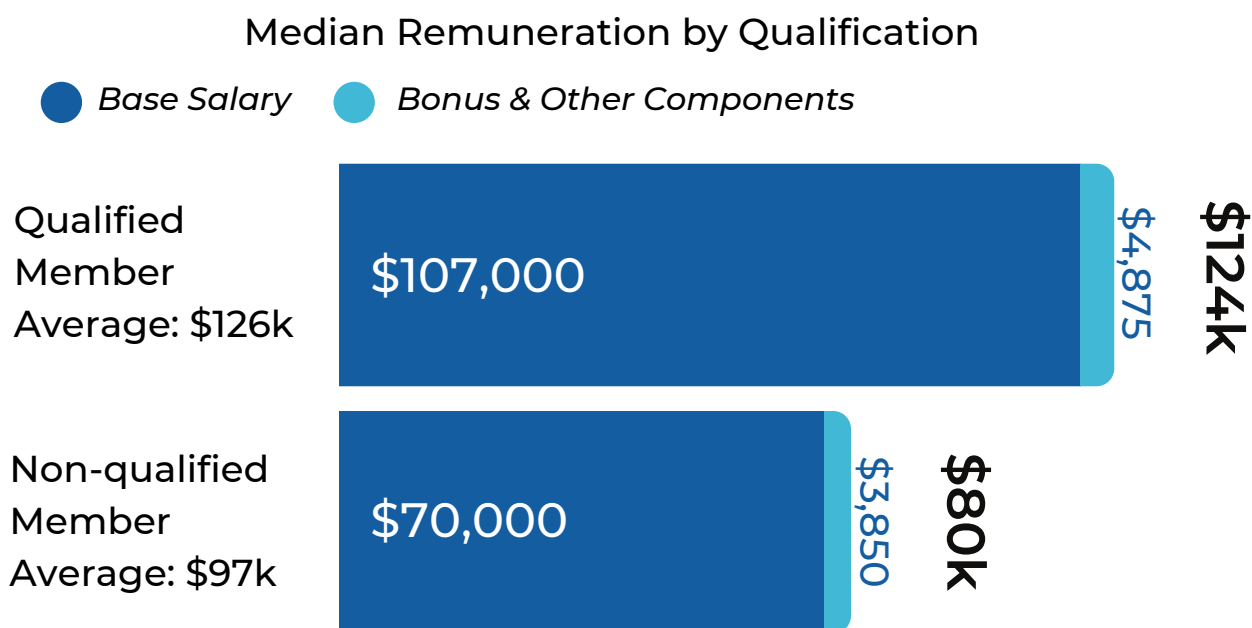
03

Gender & Remuneration

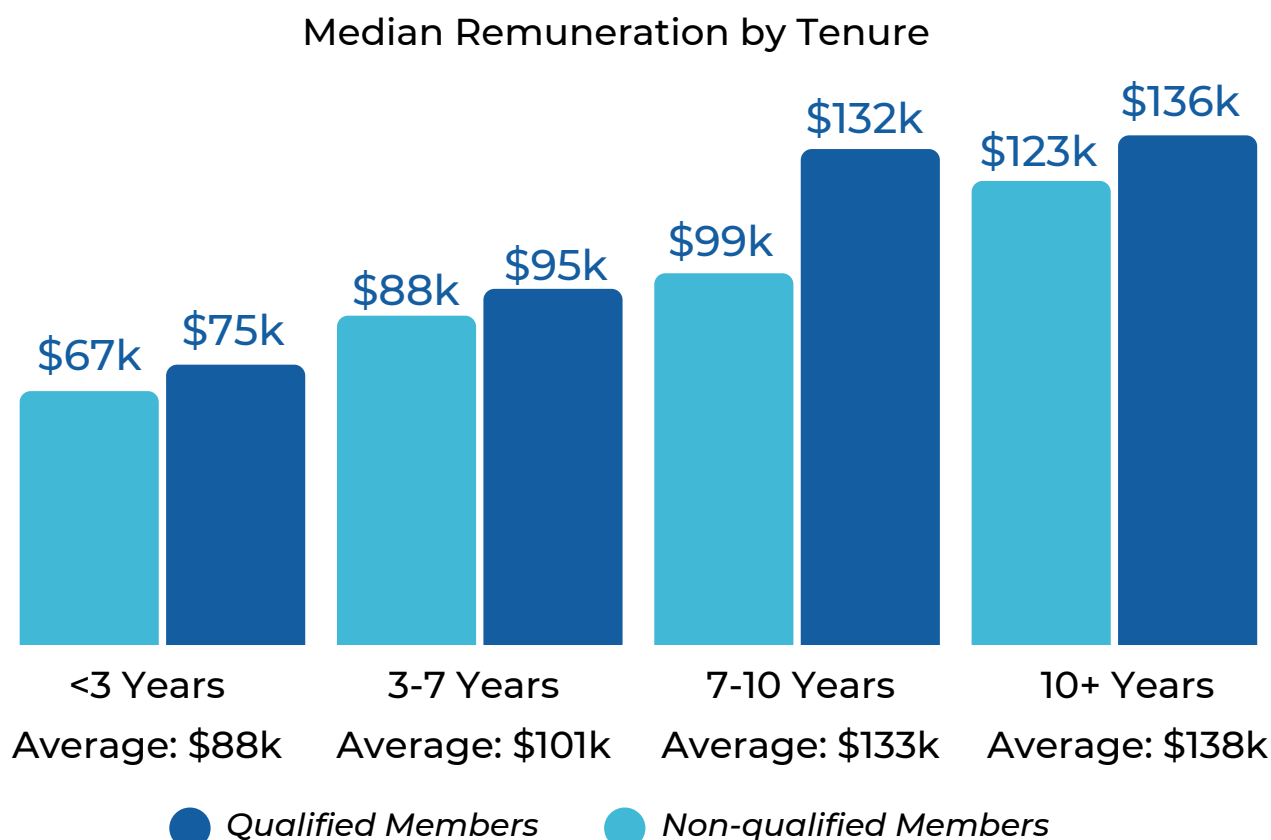


Gender Pay Gap% Calculation		
$\frac{\text{Pay for men} - \text{Pay for women}}{\text{Pay for men}} \times 100$		
Gender Pay Gap%	Qualified Member	Non-qualified Member
By Median Total Remuneration	13%	22%
By Average Total Remuneration	8%	11%

04 Qualification & Remuneration

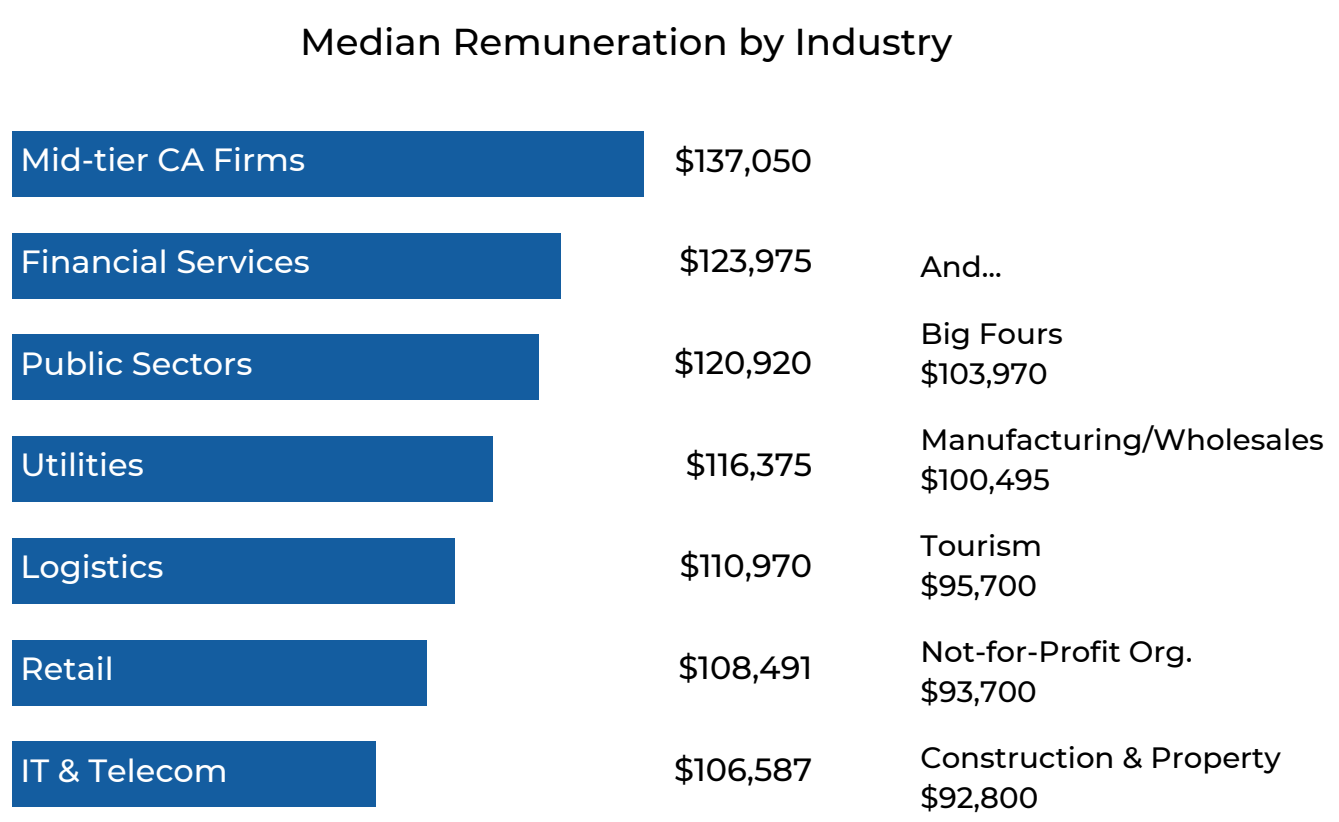
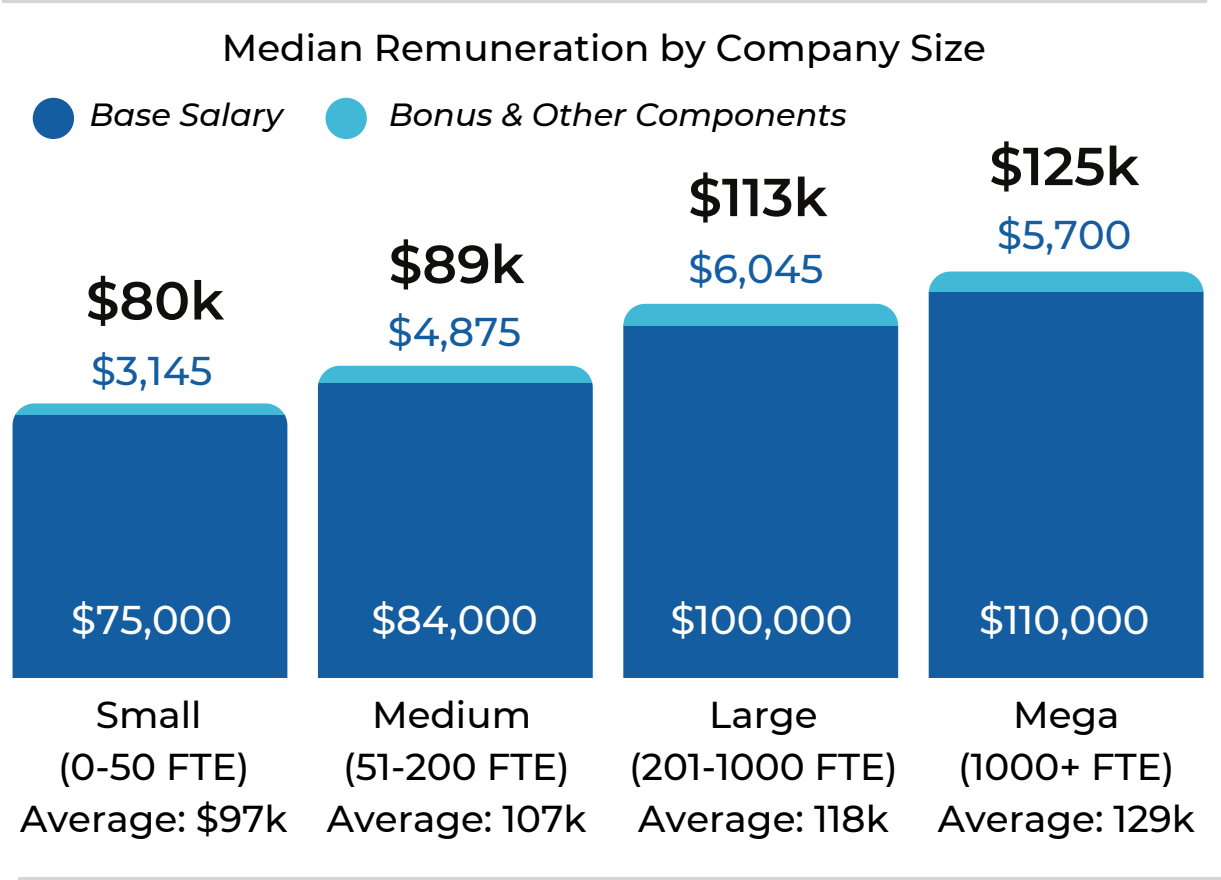


05 Tenure & Remuneration

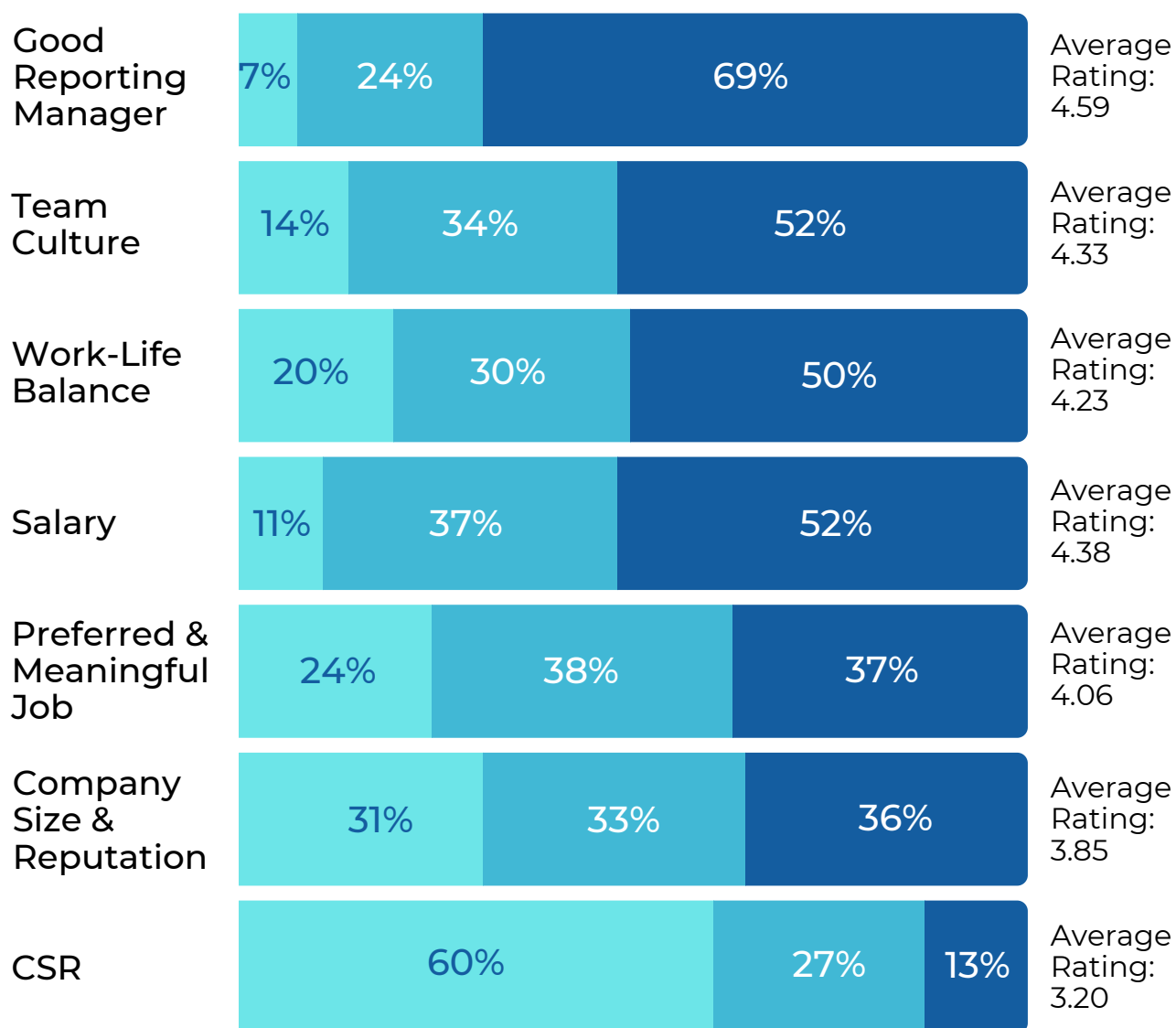


06

Company Size & Industry



07 IMPORTANT FACTORS FOR JOB HUNTING

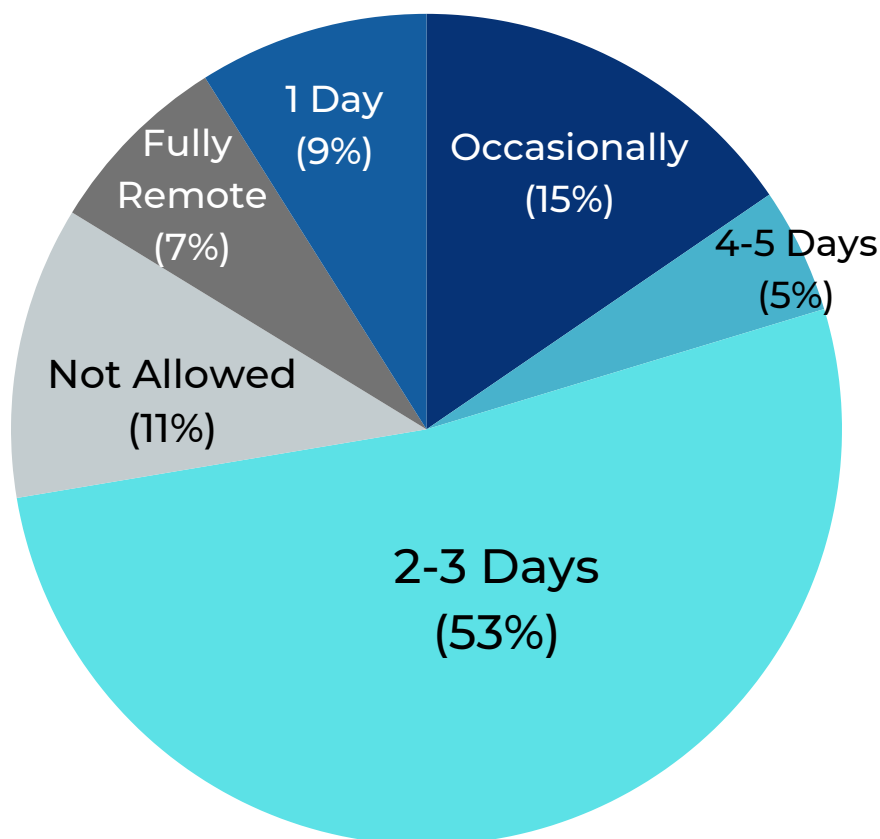


- Very Important (Rating = 5)
- Somehow Important (Rating = 4)
- Less Important (Rating = 1-3)

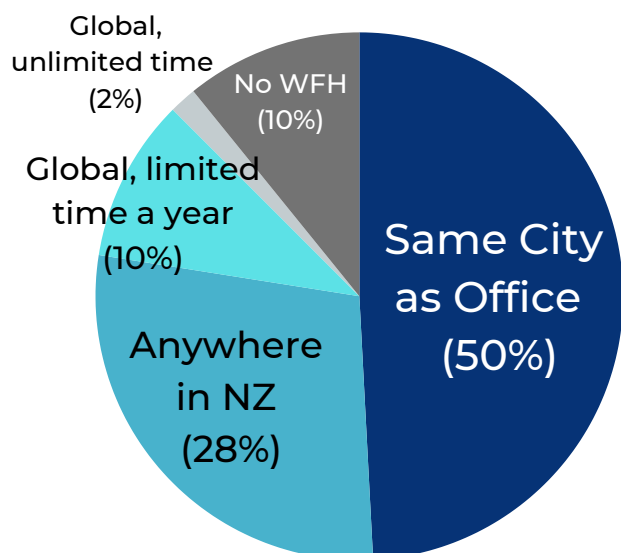
Question: When you're looking for a new role, rate according to importance (N=123)

08 WORK-LIFE BALANCE & FLEXIBLE WORKING

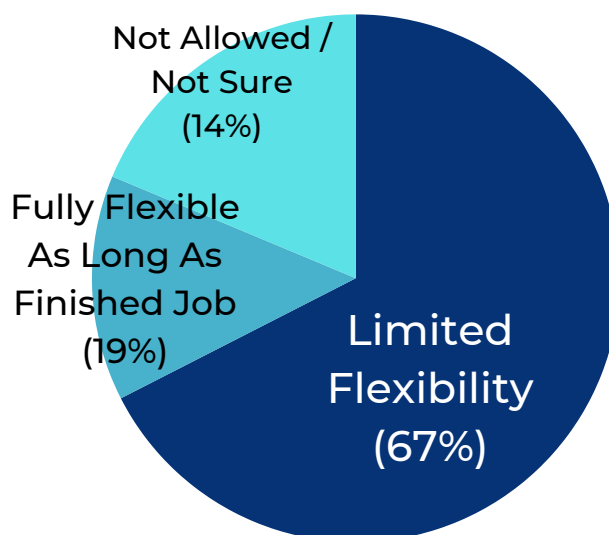
Question: How many days in a week are you allowed to work outside of your office? (N=123)



Question: When working remotely, where are you allowed to work in? (N=120)



Question: Are you allowed to work under flexi-hours? (N=123)





Accounting Professionals

**CONTACT US TO BE A
MEMBER OF NZCAP
TODAY!**

