

# ACCA SALARY SURVEY 2007/08



## Foreword



*This year's annual survey provides an overview of the current employment market, salary scales and other benefits which ACCA students, affiliates and members receive in the workplace. This electronic survey was compiled by ACCA Ireland's training department and completed by ACCA's stakeholders during the months of June and July.*

I am delighted to report that as usual the response to the survey was excellent. In total some 2,986 people (22% of those polled) responded.

The survey is not just about financial remuneration. This year we captured some additional information on live vacancies in the employment market, Continuing Professional Development (CPD), additional training that trainees and members are completing and finally some market research on publications read by respondents.

Many thanks to all who contributed to this year's salary survey; I'm sure it will prove useful to you.

Kind regards,

Carol Grogan FCCA  
**Training Manager Ireland**

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Premier are delighted to support the ACCA in the delivery of this year's salary survey which is both interesting and informative. The strong response rate is testament to the value placed on this survey by the ACCA fraternity.

Premier would like to thank all those who took part in the survey, along with the team who put it together. We look forward to continuing our support of the ACCA over the coming 12 months.

Kind Regards,

Brian Murphy  
**Managing Director**  
**Premier Group Ireland**

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2-3	Key Findings
4-5	Public Practice - Tables
5	Corporate Sector - Tables
6	Financial Services & Public Sector - Tables
7-8	Additional Information

#### **Important guidelines for understanding tables**

- The analysis is based on actual figures returned by individuals i.e. scales may not be incremental
- Figures for Ulster are quoted in sterling
- n/a and not available indicates that the sample was not large enough to provide a meaningful figure
- Ran and Avg indicates the Range and the Average
- All €/£ salaries are based on basic salaries excluding % bonus

## Open Access - increase in mature students

During the year we saw a slight increase in the number of mature students studying the professional qualifications:

How did you enter Accountancy	2007	2006
School Leaver	17%	17%
Accounting Technician	15%	15%
Mature Student	15%	13%
Finance Graduate	43%	45%
Non-Relevant Degree Holder	10%	10%

## Career Development - a buoyant market

The number of respondents who have taken leave outside of annual leave has increased by almost 75 percentage points.

Other Leave	2007	2006
Force Majeure	26%	24%
Parental Leave	13%	18%
Maternity Leave	43%	38%
Paternity Leave	18%	20%
Number of responses	623	361

The buoyant employment market has enabled professionals to be more comfortable about taking time out. Some 33% of respondents confirmed that their employer currently had vacancies in the organisation, giving rise to 1,463 live vacancies at the time of carrying out the survey. This provides some comfort to those wishing to return to the market when ready or able to do so.

Indicate how many vacancies under each section?	2007
Trainees	509
Newly qualified	371
Qualified with post qualification experience	416
Executive level	167
Total vacancies at time of survey	1463
Number of responses	2684

## Additional pressure on salaries and flexible working - salaries increase by 6%

Inflation and cost of living were the main reasons for salary increases during the year with nearly half the respondents achieving 6+% salary increases. As a result 57% (2006 - 53%) of respondents will not reduce their salary for a better quality of life.

Would you be willing to reduce your salary for a better quality of life	2007	2006
Yes	43%	47%
No	57%	53%
Number of responses	2714	1844

Reason for salary increase	2007	2006
Inflation / Cost of living	34%	31%
Additional Responsibility	22%	23%
Performance	32%	32%
Exam / Training Success	12%	14%
Number of responses	2986	2039

Employers continue to offer additional incentives such as flexible working arrangements. However, working from home is only allowed once a week for just over 78% of the respondents, highlighting employers' preference for office based employees.

Do you have flexible hours of work	2007	2006
Yes	37%	32%
No	63%	68%
Number of responses	2723	1906

## ACCA Entrepreneurs – rise in practising members

The number of practising members has increased to 13% (2006 - 9%) this year, however there has been a decline in the number of women practising.

Overall Eligibility to hold or hold an ACCA Practising Certificate	2007	13%	2006	9%
Women	28	29%	16	35%
Men	68	71%	30	65%

## Financial Aspects of Survey

Overall salaries in public practice have increased this year. A new member in practice can expect to earn on average €40k (€37k in 2006) while the top salary for a partner in practice is reported as €300k (Dublin based), an increase of 20% on 2006. Similar increases have occurred in Northern Ireland also. The Limerick region also saw the most significant increase in partner salaries, with the potential to earn €130k (€100k in 2006) per annum. Please note these salaries are based on basic packages and exclude any bonuses or additional payments.

A Financial Director can expect to earn €400k (€240k in 2006) in the corporate world (city based) and although the range in towns and rural locations may differ, the average salary is similar in all locations. Northern Ireland based Financial Director's salaries range up to £112k.

- As a student there is little difference in salaries between the Republic of Ireland and Northern Ireland (sterling converted) in the financial services sector.
- The highest average salary in public sector has increased to €160k (2006 - €110k) and again student salaries in Northern Ireland and Republic of Ireland bare a similar resemblance.

Overall Euro	Avg	Overall Sterling	Avg
<1 year student	28	<1 year student	20
Year 1 student	28	Year 1 student	24
Year 2 student	33	Year 2 student	n/a
Year 3 student	41	Year 3 student	34
New Member	52	New Member	36

## It's not just about Salary Range!

Employers are still supporting students to get through exams with study leave as follows:

### Average days allowed per paper including the day of the exam (first sittings only)

Business Sector	1	2	3	4	5	>5	none	total
Public practice	1%	3%	6%	5%	33%	37%	15%	481
Non-Public practice	10%	32%	17%	7%	7%	7%	20%	1197
								1678

Post qualification training continues to be an important part of the employment package with 65% of employers supporting their financial staff with organised courses and/or training. 41% of employers are providing in-house training for their staff and 27% of individuals are undertaking post qualification training that will increase their skills in the area of legislation, professionalism and ethics.

	Number Responded	2007	2006
Student registration fees	1807	65%	62%
Student exam and exemption fees	1838	70%	71%
Travel expenses to college	1475	14%	11%
Paid study leave	1822	74%	71%
Annual subscriptions	2332	76%	76%
Company car	1576	17%	15%
Private health insurance	1882	53%	55%
Share options	1193	33%	32%
Post qualification training	1956	65%	57%
Health checks/leisure facilities	1215	42%	38%
Subsidised canteen/restaurant facilities	1809	49%	70%

## Overall

	ROI		NI	
ACCA Status	Overall Range €'000s	Avg €'000s	Overall Range £'000s	Avg £'000s
<1 year student	12 - 30	17	10 - 16	13
Year 1 student	12 - 32	17	10 - 20	14
Year 2 student	13 - 36	20	12 - 29	20
Year 3 student	13 - 55	27	13 - 38	26
New Member	19 - 85	40	16 - 30	27
3 + qual	20 - 65	43	20 - 44	43
Manager	33 - 150	63	21 - 73	40
Partner	40 - 300	110	34 - 210	67

## Practice Size

	Sole Practitioner		2 - 3 Partners		4 - 6 Partners		7 - 10 Partners		11+ Partners	
ACCA Status	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s
<1 year student	13 - 19	16	12 - 30	17	12 - 22	17	13 - 25	19	14 - 26	20
Year 1 student	12 - 26	16	11 - 32	19	14 - 20	17	16 - 28	n/a	n/a	n/a
Year 2 student	13 - 32	20	14 - 31	20	14 - 30	20	14 - 36	20	n/a	n/a
Year 3 student	13 - 36	26	14 - 55	27	14 - 50	27	18 - 43	28	17 - 38	26
New Member	20 - 85	43	21 - 55	38	20 - 50	37	30 - 55	41	25 - 57	41
3 + qual	20 - 60	43	28 - 65	43	24 - 60	43	24 - 52	41	n/a	n/a
Manager	21 - 120	63	26 - 90	58	31 - 100	61	50 - 87	65	n/a	n/a
Partner	25 - 225	68	34 - 300	118	70 - 300	126	130 - 175	150		

## Rural, Town & City

	Rural		Town		City	
ACCA Status	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s
<1 year student	12 - 15	n/a	12 - 25	17	13 - 30	n/a
Year 1 student	13 - 18	16	13 - 24	17	13 - 32	18
Year 2 student	17 - 36	22	14 - 31	21	14 - 32	21
Year 3 student	18 - 38	28	16 - 46	27	17 - 55	28
New Member	24 - 60	n/a	22 - 49	37	20 - 85	40
3 + qual	20 - 50	40	21 - 59	42	24 - 65	43
Manager	35 - 55	46	28 - 120	62	21 - 150	65
Partner	25 - 80	51	34 - 225	89	70 - 300	139

## Regional Analysis

	Dublin	Cork	Galway	Limerick	Waterford	Belfast	Athlone	Dundalk	Derry
ACCA Status	Ran €'000s	Ran €'000s	Ran €'000s	Ran €'000s	Ran €'000s	Ran £'000s	Ran €'000s	Ran €'000s	Ran £'000s
<1 year student	12 - 29	12 - 17	12 - 26	13 - 14	13 - 15	11 - 15	15 - 25	12 - 16	n/a
Year 1 student	16 - 28	13 - 28	14 - 24	14 - 21	16 - 20	11 - 15	n/a	13 - 20	n/a
Year 2 student	18 - 32	15 - 25	18 - 23	15 - 26	18 - 31	14 - 20	14 - 27	15 - 20	14 - 16
Year 3 student	21 - 55	19 - 33	18 - 30	18 - 45	23 - 37	14 - 26	n/a	n/a	n/a
New Member	20 - 85	22 - 60	30 - 42	26 - 44	33 - 38	16 - 40	n/a	34 - 55	20 - 35
3 + qual	21 - 65	24 - 60	35 - 60	35 - 50	37 - 50	17 - 27	24 - 47	32 - 55	n/a
Manager	50 - 118	40 - 70	36 - 68	26 - 65	45 - 65	21 - 49	40 - 55	33 - 65	35 - 44
Partner	40 - 300	55 - 120	n/a	70 - 130	n/a	n/a	60 - 65	n/a	n/a

## Corporate Sector

### City, Town, Rural

	City		Town		Rural	
ACCA Status	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s	Ran €'000s	Avg €'000s
<1 year student	14 - 84	27	12 - 41	25	12 - 55	24
Year 1 student	15 - 45	29	12 - 47	27	21 - 35	26
Year 2 student	22 - 50	34	15 - 42	30	17 - 70	30
Year 3 student	24 - 91	40	26 - 60	38	22 - 52	32
New Member	28 - 65	47	30 - 75	45	30 - 60	38
3 + qual	17 - 130	56	30 - 110	61	35 - 95	57
Financial Controller	30 - 130	70	35 - 96	64	40 - 100	72
Financial Director	80 - 400	127	68 - 190	110	60 - 260	110

## Northern Ireland

### Northern Ireland

ACCA Status	Ran £'000s
<1 year student	10 - 24
Year 1 student	12 - 25
Year 2 student	14 - 32
Year 3 student	16 - 41
New Member	21 - 50
3 + qual	20 - 66
Financial Controller	28 - 98
Financial Director	32 - 112

## Financial Services

### Overall Euro

ACCA Status	Ran €'000s	Avg €'000s
<1 year student	13 - 46	28
Year 1 student	13 - 55	28
Year 2 student	14 - 65	33
Year 3 student	16 - 100	41
New Member	35 - 86	52
3 + qual	34 - 150	68
Financial Controller	50 - 175	84
Financial Director	65 - 250	105

### Overall Sterling

ACCA Status	Ran £'000s	Avg £'000s
<1 year student	14 - 26	20
Year 1 student	14 - 34	24
Year 2 student	n/a	n/a
Year 3 student	26 - 45	34
New Member	30 - 46	36
3 + qual	32 - 50	40
Financial Controller	44+	
Financial Director	93+	

## Public Sector

### Overall Euro

ACCA Status	Ran €'000s	Avg €'000s
<1 year student	15 - 50	26
Year 1 student	16 - 38	23
Year 2 student	17 - 45	29
Year 3 student	15 - 40	38
New Member	24 - 70	47
3 + qual	26 - 100	63
Financial Controller	35 - 120	76
Financial Director	50 - 160	97

### Overall Sterling

ACCA Status	Ran £'000s	Avg £'000s
<1 year student	15 - 50	26
Year 1 student	16 - 38	23
Year 2 student	17 - 45	29
Year 3 student	15 - 40	38
New Member	24 - 70	47
3 + qual	26 - 100	63
Financial Controller	35 - 120	76
Financial Director	50 - 160	97

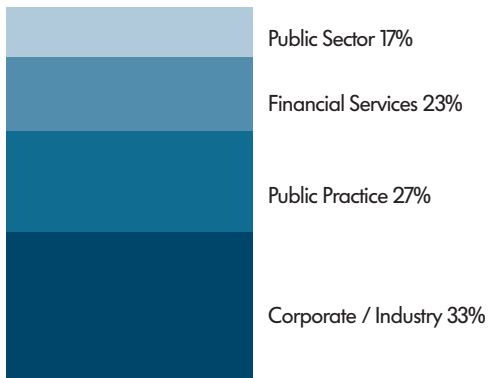
## Overall Response

✉ Sent to: **13500**  
 📄 Responses: **2986**

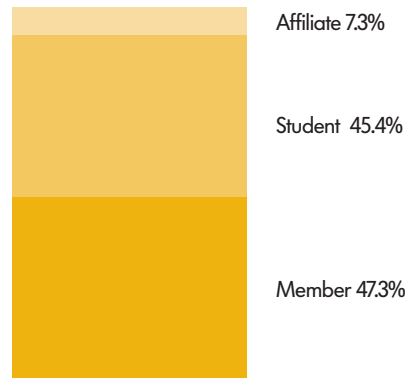
## By Gender

♂ 46%    ♀ 54%

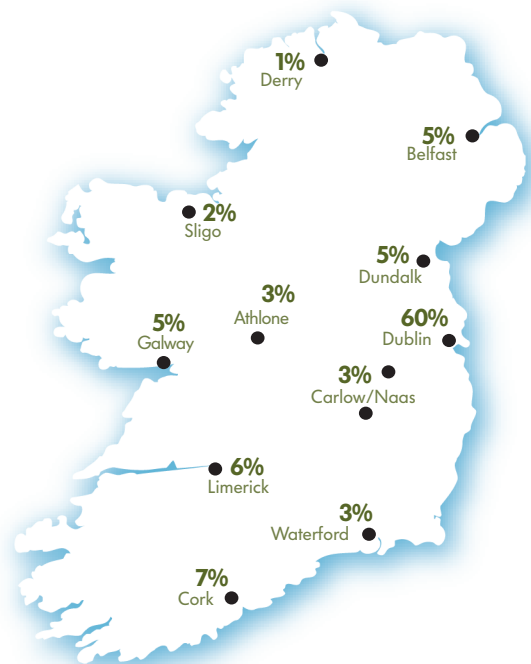
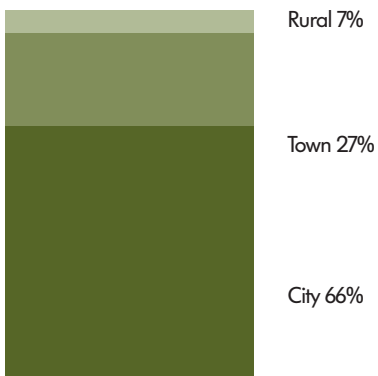
## By Sector



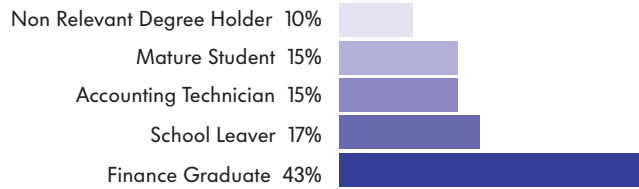
## By ACCA Status



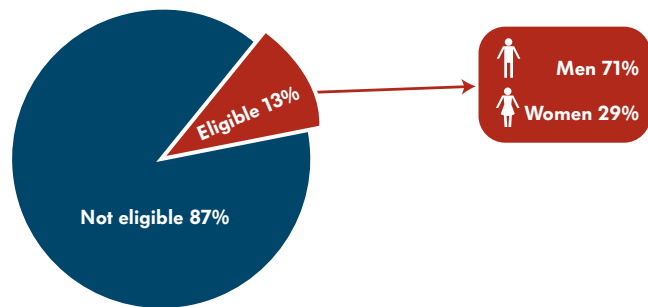
## By Location (Regional/Centre Analysis)



## ? HOW DID YOU ENTER ACCOUNTANCY

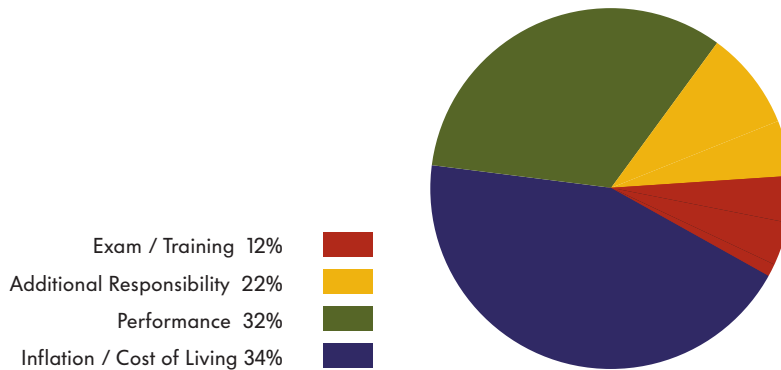


## ? ELIGIBILITY TO HOLD OR HOLD AN ACCA PRACTISING CERTIFICATE



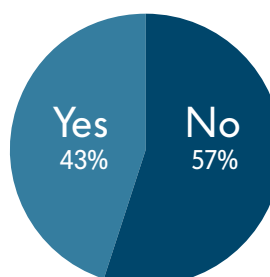
## ? REASONS FOR SALARY INCREASE

Number of responses to this question:  
2986



## ? WOULD YOU BE WILLING TO REDUCE YOUR SALARY FOR A BETTER QUALITY OF LIFE

Number of responses to this question:  
2714



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