



CHARTERED  
ACCOUNTANTS  
IRELAND  
LEINSTER SOCIETY

**SALARY SURVEY**

**2020**



**BARDEN**

# KEY FINDINGS



CHARTERED  
ACCOUNTANTS  
IRELAND  
LEINSTER SOCIETY



BARDEN

## SALARY PACKAGE IN LEINSTER SOCIETY

€109,989

## SALARY PACKAGE FOR NEWLY QUALIFIED ACCOUNTANT IN INDUSTRY

(EXCLUDING FINANCIAL SERVICES, THOSE QUALIFIED IN 2019-2020)

€62,479

## SALARY PACKAGE FOR 5 YEARS POST QUALIFIED IN INDUSTRY\*

(EXCLUDING FINANCIAL SERVICES, THOSE QUALIFIED IN 2019-2020)

€91,761

## SALARY PACKAGE FOR NEWLY QUALIFIED ACCOUNTANT IN ALL SECTORS\*

(THOSE QUALIFIED IN 2019-2020)

€69,836

## AVERAGE BASIC SALARY FOR NEWLY QUALIFIED ACCOUNTANT IN ALL SECTORS\*

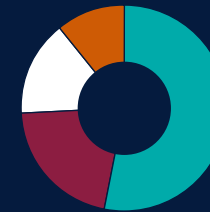
(THOSE QUALIFIED IN 2019-2020)

€62,656

## SALARY PACKAGE FOR 5 YEARS POST QUALIFIED IN ALL SECTORS

(THOSE QUALIFIED IN 2015)

€86,035



53% INDUSTRY

21% FINANCIAL SERVICES

15% PRACTICE

11% NOT-FOR-PROFIT, PUBLIC SERVICE/GOVT



51%

RECEIVED PROMOTIONS  
IN THE LAST 3 YEARS



22%

MOVED JOBS TO A NEW  
ORGANISATION IN THE  
PAST 12 MONTHS



82%

HAVE HAD A SIGNIFICANT  
PAY RISE IN THE LAST 3 YEARS



95%

EMPLOYED FULL-TIME  
PERMANENTLY

\*Please note these figures are based on a small pool of respondents and the number presented is an average.

# INTRODUCTION

On behalf of Chartered Accountants Ireland Leinster Society I would like to sincerely thank the over 1,000 members who took the time to respond to our questionnaire and without whom we would have no information to collate and report to you. We greatly appreciate and welcome this strong engagement from our members.

Also I would like to acknowledge the support of Chartered Accountants Ireland staff, particularly Stephen Molloy, Coyne Research and our sponsor Barden for all the effort in producing this survey and its findings.

The 2020 Leinster Society salary survey shows that pay remains consistent for Chartered Accountants in this unprecedented and challenging time. It is reassuring to see that many members are satisfied in how their employers shifted to remote working and flexible working arrangements, which is key as we head into the future and deal with the realities of COVID-19.

This survey gives employer firms, recruiters and those who may be considering a career in Chartered Accountancy a reliable insight into the profession. Chartered Accountants Ireland offers a range of flexible entry-routes into the profession so that students can work and learn in a way that best meets their individual needs, which is increasingly important in the current environment.

A word of caution-while we invited all our members to participate in the survey, those who do respond do so on a voluntary basis and are therefore “self-selecting”. Members who responded last year may or may not have responded once again this year. Furthermore, there is no guarantee that the respondents reflect the overall profile or position of Leinster based Chartered accountants albeit that it is reasonable to assume, at least at a total level, that responses from over 1,000 members is of statistical value.

I hope you find the survey results interesting and beneficial.

## **Áine Crotty**

Chairman 2020/2021

Chartered Accountants Ireland Leinster Society



## KEY FINDINGS INCLUDE:

### SALARY

- The average salary package (including base salary, car or car allowance, plus bonus) for a Chartered Accountant in Leinster is €109,989, only a marginal decrease on last year's average salary package of €112,582.
- Only 13% of respondents have had a salary reduction as a result of Covid-19 and the average salary reduction was less than 20%.
- 91% of respondents were not in receipt of any Government Covid-19 supports.

### ADDITIONAL BENEFITS

- 85% of members report having a pension scheme and, of those, employers contribute to 91% of them.
- Just over half of members receive health insurance as an employment benefit.
- Just over half of the respondents (57%) also receive support towards ongoing personal development, while the average annual leave is 25 days.
- 84% of respondents place value on work / life balance or flexible working arrangements, and would sacrifice between 5% and 10% of their wages for a better work life balance or to have flexible working arrangements (86% in 2019).

### PROMOTION/CAREER IMPACTS

- 51% of respondents have been promoted in the last three years. (2019: 50%)
- 22% reported moving to a new job in the last 12 months. (2019: 22%) Showing that despite the impacts of the current Pandemic there has been no significant impact on market opportunities and movement within the profession.

### OTHER OBSERVATIONS

- Almost 4 in 5 say that their employers have been “good” or “very good” in adapting to working from home arrangements. At the same time, many employees working from home have felt an increase in workload, with almost 1 in 2 report working longer hours than when they were office-based and there was a 6% decrease on last year in the number of respondents who said they are satisfied or very satisfied with their work / life balance.
- Overall, the resilience of the profession comes across reasonably strong among respondents, demonstrating the importance of a strong accountancy function in organisations at a time of such uncertainty. Only 18% of members are “quite” or “very” concerned about job security at the moment.

# WELCOME FROM BARDEN



**BARDEN**

**Dear Leinster Society Members,**

It's a privilege for myself and the team in Barden, Ireland's leading recruitment firm, to have partnered for the 3rd year with the Leinster Society on this key publication for Chartered Accountants Ireland and its members.

Expert advice is the foundation on which Barden has been built, it's at the heart of what we do every day. A partnership like this is a natural fit for us, and one that we're extremely proud to contribute to.

In Barden it's absolutely critical for us to be able to provide our clients with cutting edge insights on reward so that they in turn can make informed strategic decisions on talent attraction and retention.

2020 has been a challenging year for lots of people and companies across the whole of Ireland. Now, more than ever, employment prospects and financial stability are at the core of Leinster Society members priorities.

Chartered Accountants, at all levels, remain one of the most in-demand professions in Ireland.

Working from home has gone from being one of peoples key intrinsic rewards in 2019's findings, to being mandatory in most cases in 2020. It is looking unlikely that this will change until well into 2021.

But what does that mean for the majority of the chartered accounting profession? How has Covid-19 actually changed how people work?

Where they work, how much they work, and what they get paid for that work?

And will we ever go back to how we used to work?

We hope the following pages assist you in planning for your professional future and equally as importantly, that of your team around you, wherever you may be currently working from.

Thank you to all of the over 1,000 members who completed this survey to allow us to collate these interesting findings, and of course, to Aine Crotty and the Leinster Society of Chartered Accountants for all of their help and support in the creation of this publication.

**Elaine Brady**

Managing Partner | Barden Dublin



# KEY INSIGHTS | 2020



BARDEN

## SOME KEY INSIGHTS ON NEW WORK PRACTICES, FROM YOUR MEMBERSHIP, INCLUDE:

- The 2020 Salary Survey demonstrates that Chartered Accountants in Leinster continue to enjoy exceptional levels of employment opportunities, with 95% of members being in full time, permanent employment.
- Pre-Covid, only 51% of companies gave their employees an option to work from home.
- Only 14% have taken pay cuts over the last 6 months, and only 17% of respondents' companies have implemented pay freezes.
- Of the 14% who took pay cuts, they averaged out at just under 20%.
- Over 91% of people were not in receipt of any type of subsidy payment, either directly, or through their employer.
- 81% of people said they were either not really, or not at all concerned about their job security.
- 49% of people said they were working more hours than they had done pre-covid.

## SOME ADDITIONAL INSIGHTS ON EXTRINSIC REWARD, FROM YOUR MEMBERSHIP INCLUDE:

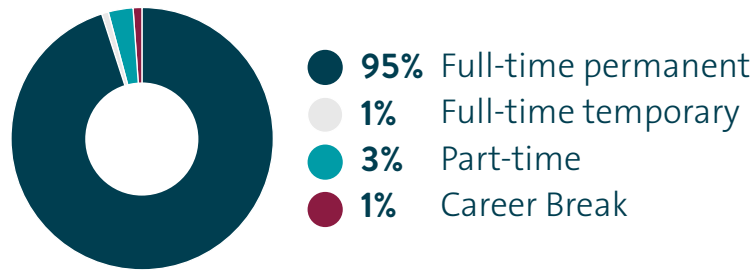
- Average basic salary for newly qualified accountants across all sectors is €62,656.
- Salary package for newly qualified accountants in industry is €62,479.
- Salary package for newly qualified accountants across all sectors is €69,936.
- Salary package for 5 years PQE in Industry is €91,761.
- Salary package for 5 years PQE across all sectors is €86,035.
- Average salary package in Leinster Society is €109,989.



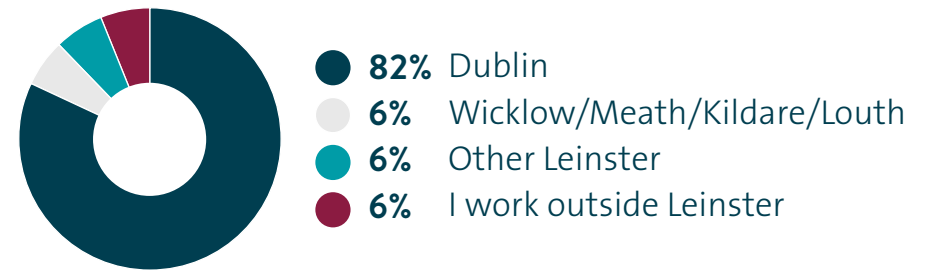
# KEY INSIGHTS



## EMPLOYMENT STATUS



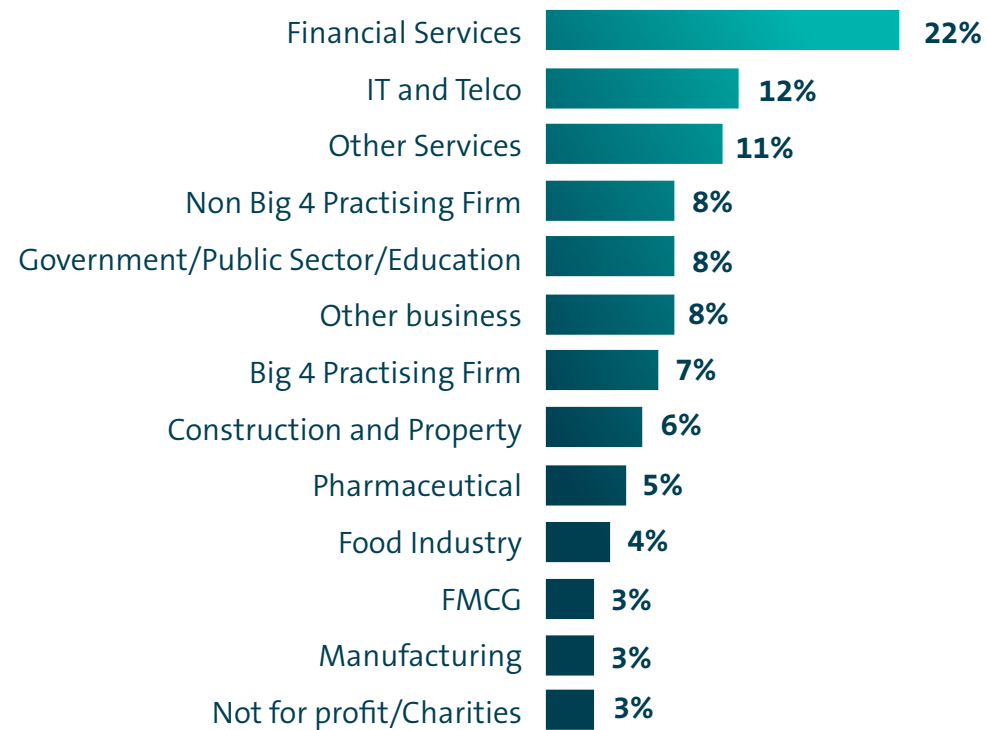
## WHERE IS YOUR WORKPLACE SITUATED?



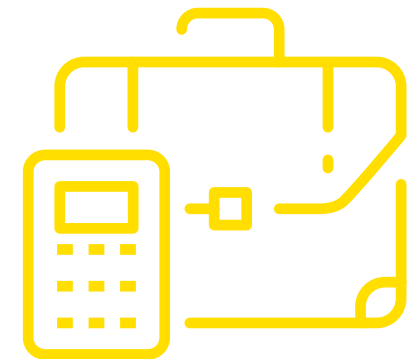
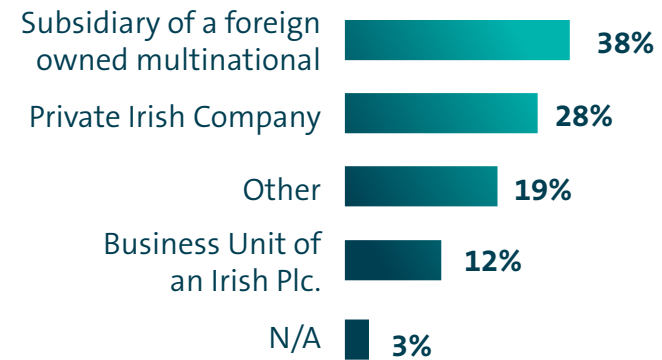
## GENDER



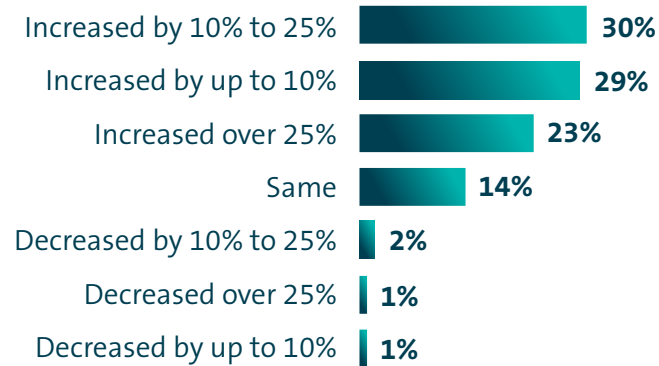
## IN WHAT SECTOR ARE YOU EMPLOYED?



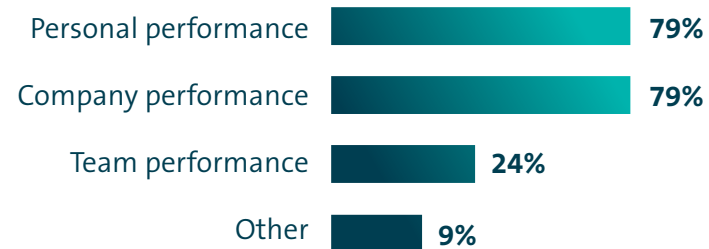
## OWNERSHIP OF COMPANY IF NOT IN PRACTICE



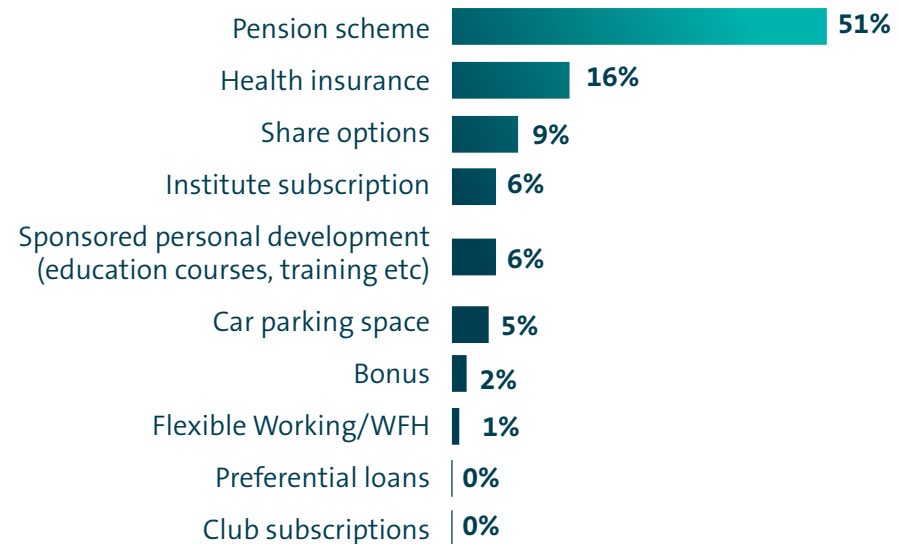
## SALARY CHANGE IN THE LAST 3 YEARS



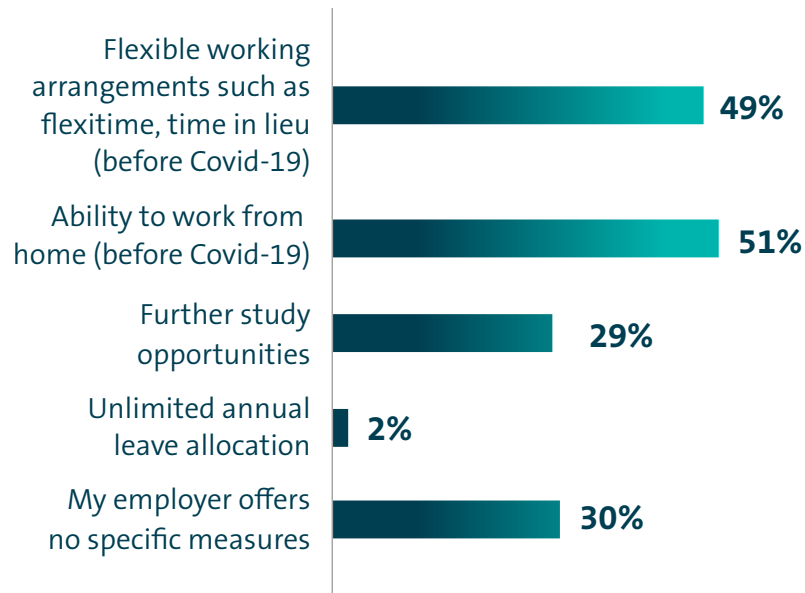
## HOW IS YOUR BONUS CALCULATED?



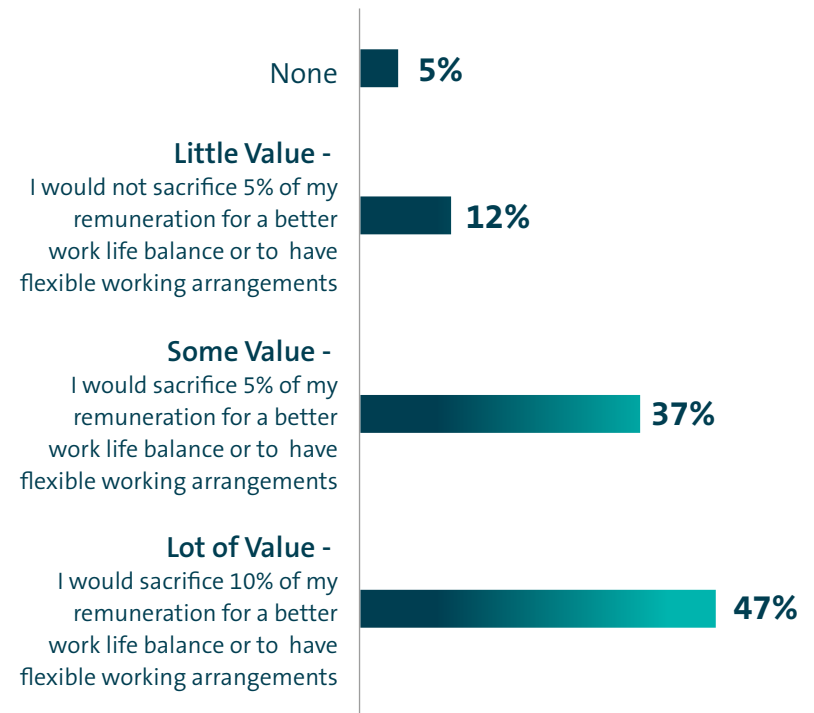
## AFTER YOUR BASIC SALARY, WHAT PART OF REMUNERATION PACKAGE DO YOU VALUE THE MOST?



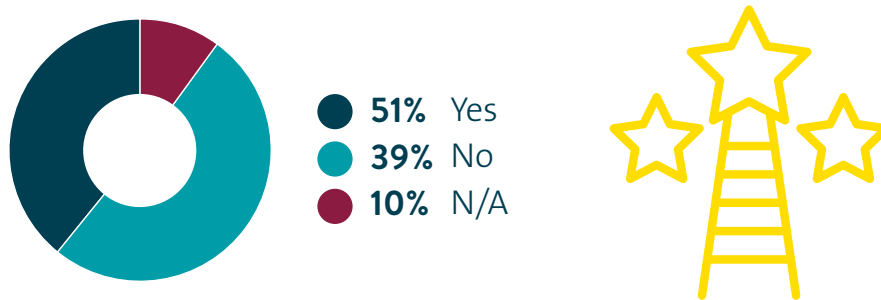
## NON-MONETARY WAYS EMPLOYER TRIES TO FACILITATE A HEALTHY WORK-LIFE BALANCE



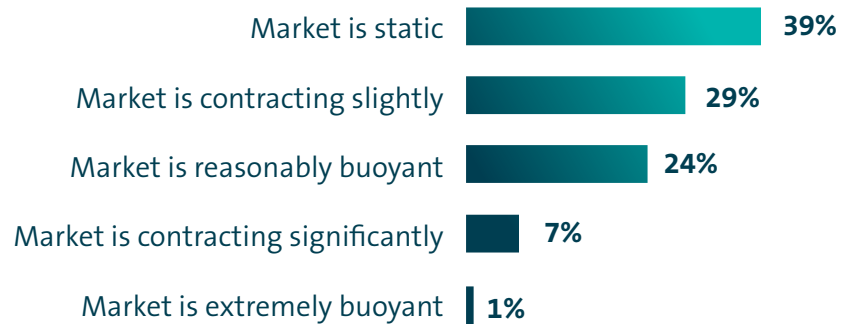
## WHAT VALUE DO YOU PLACE ON WORK LIFE BALANCE/FLEXIBLE WORKING ARRANGEMENTS?



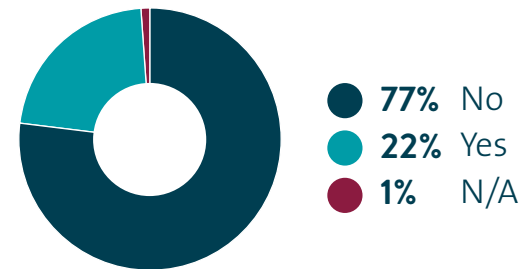
## HAVE YOU BEEN PROMOTED IN THE LAST 3 YEARS?



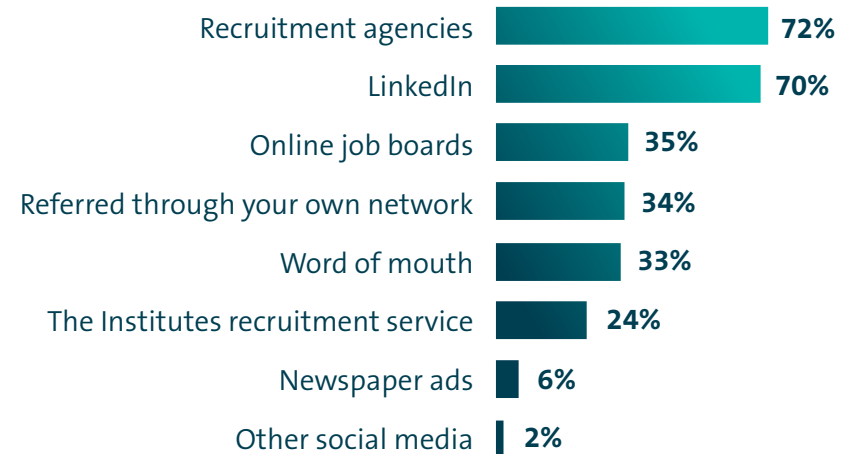
## HOW WOULD YOU DESCRIBE THE STATE OF THE EMPLOYMENT MARKET FOR CHARTERED ACCOUNTANTS IN LEINSTER CURRENTLY?



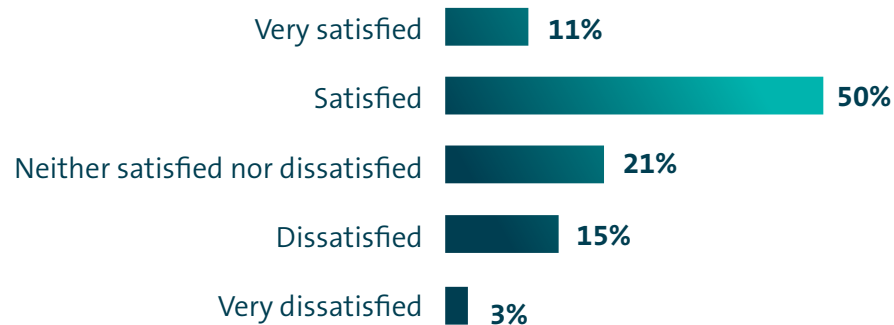
## HAVE YOU MOVED JOB (TO A ROLE IN A NEW ORGANISATION) IN THE PAST 12 MONTHS?



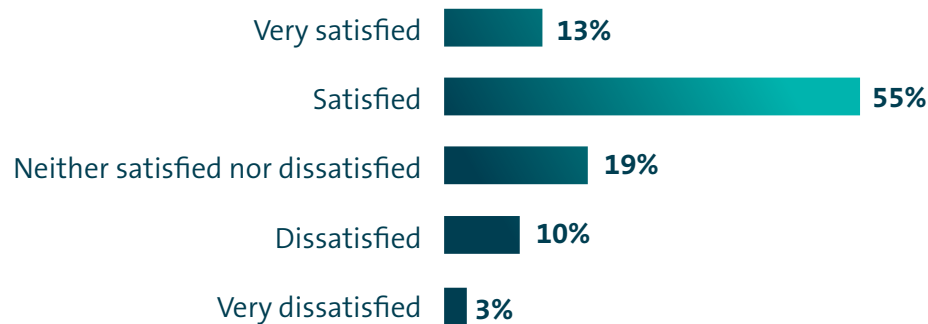
## IF MOVING ROLES, HOW DO YOU SEARCH FOR A NEW JOB?



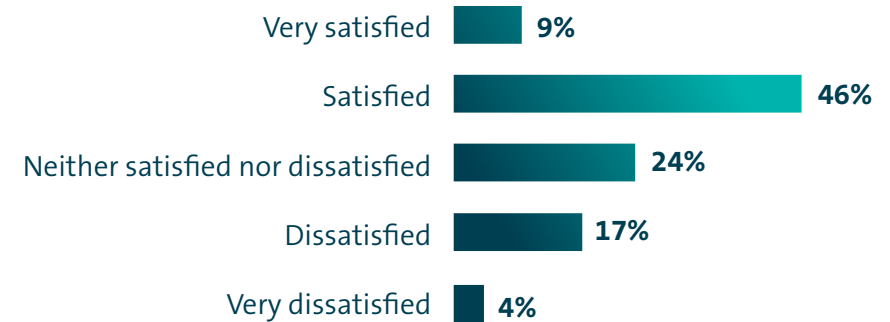
## HOW SATISFIED ARE YOU WITH THE SALARY YOU RECEIVE?



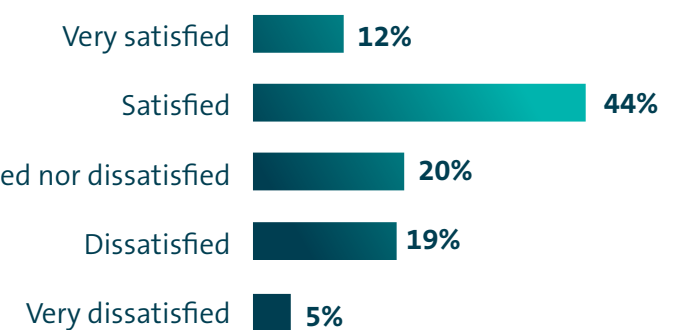
## HOW SATISFIED ARE YOU WITH YOUR WORK ENVIRONMENT?



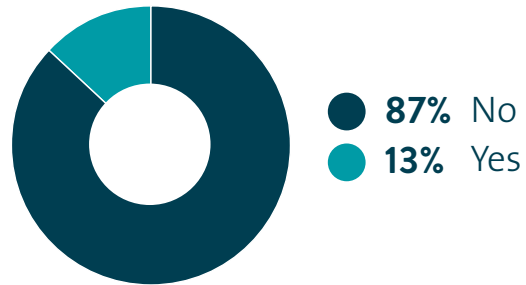
## HOW SATISFIED ARE YOU WITH THE NON-MONETARY ASPECTS OF YOUR JOB?



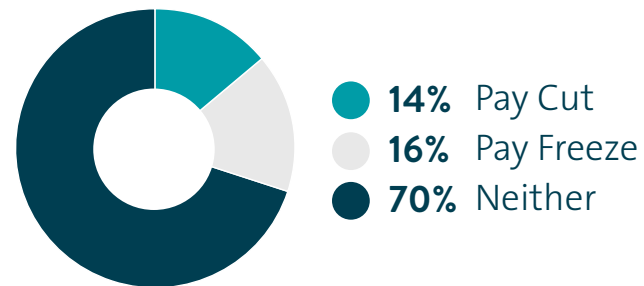
## HOW SATISFIED ARE YOU WITH YOUR WORK/LIFE BALANCE?



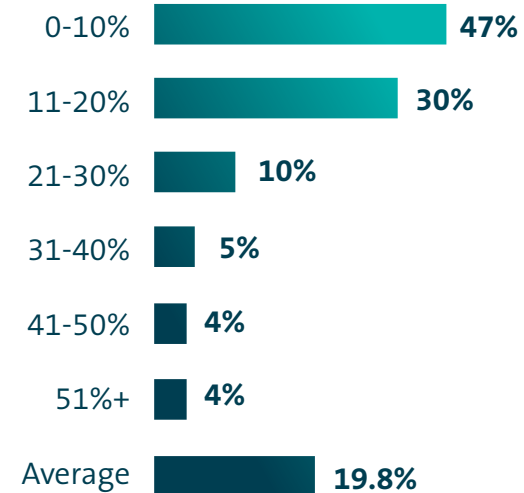
## HAS YOUR SALARY BEEN REDUCED AS A RESULT OF COVID-19?



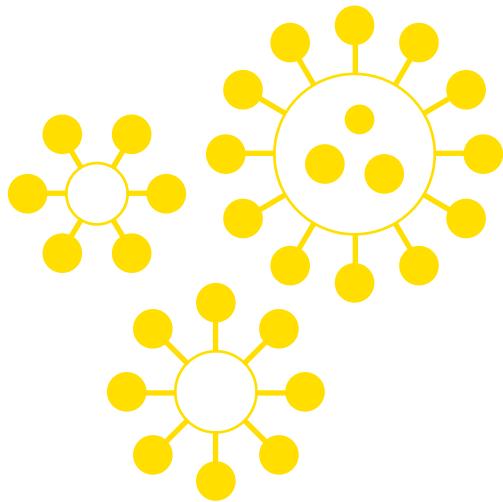
## HAVE YOU RECEIVED A PAY CUT/FREEZE AS A RESULT OF THE CURRENT SITUATION?



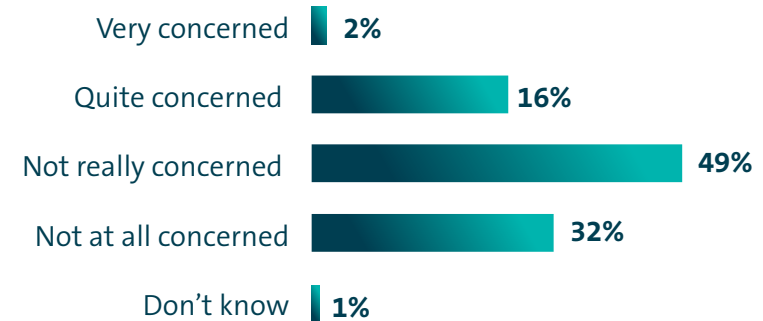
## BY HOW MUCH HAS YOUR SALARY BEEN REDUCED AS A RESULT OF COVID-19?



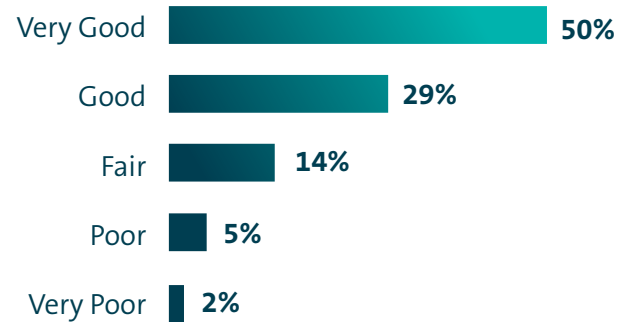
## ARE YOU IN RECEIPT OF ANY OF THE GOVERNMENT COVID-19 SUPPORTS?



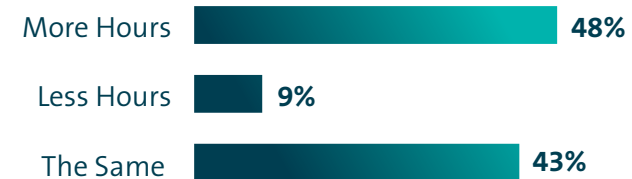
## AT THIS POINT IN THE COVID-19 OUTBREAK, HOW CONCERNED ARE YOU ABOUT YOUR JOB SECURITY?



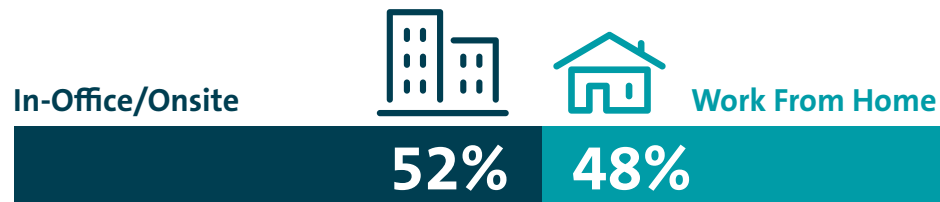
## HOW WOULD YOU RATE YOUR EMPLOYER IN ADAPTING TO WFH (WORKING FROM HOME) ARRANGEMENTS?



## ARE YOU WORKING MORE, LESS OR THE SAME HOURS FROM HOME AS YOU WERE IN THE OFFICE?



## WHAT PROPORTION, IN THE FUTURE WILL YOU BE WORKING FROM HOME VERSUS IN-OFFICE/ONSITE?

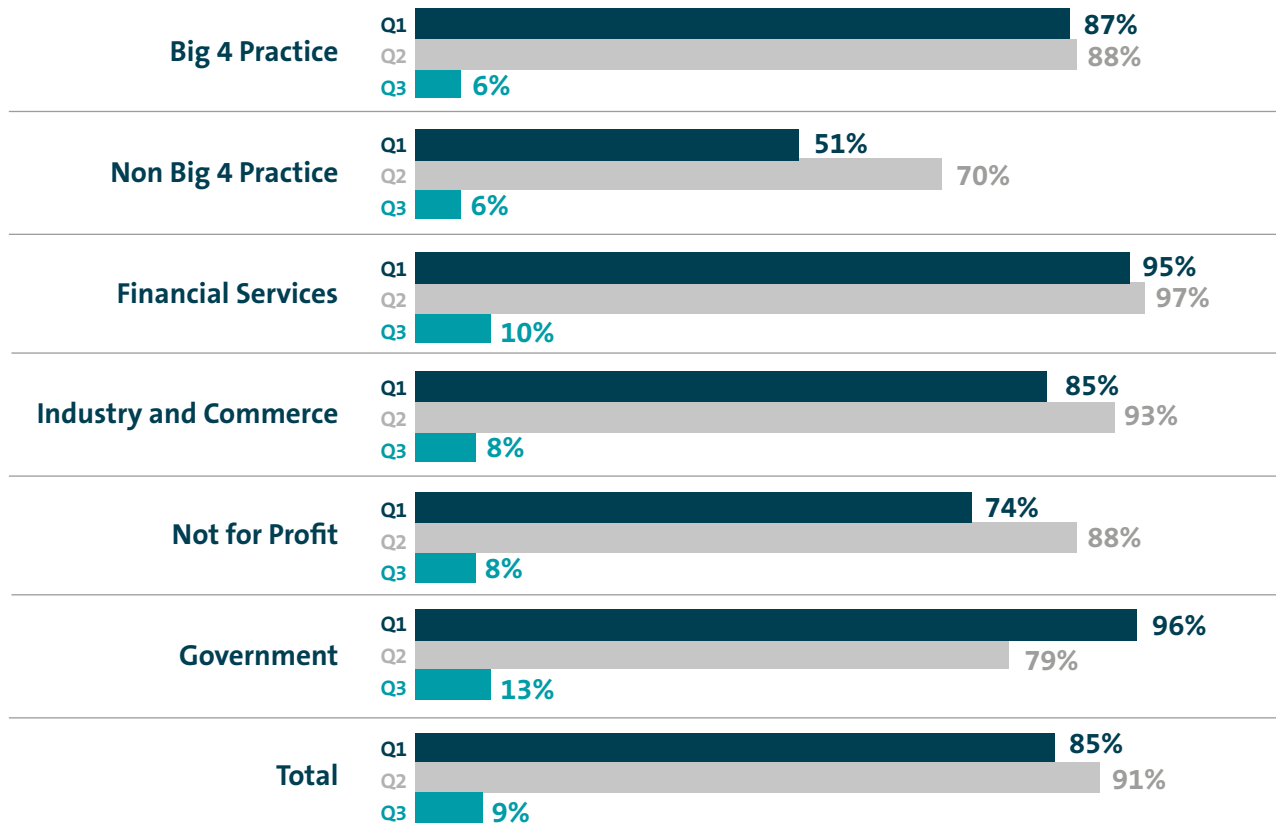


## PENSIONS

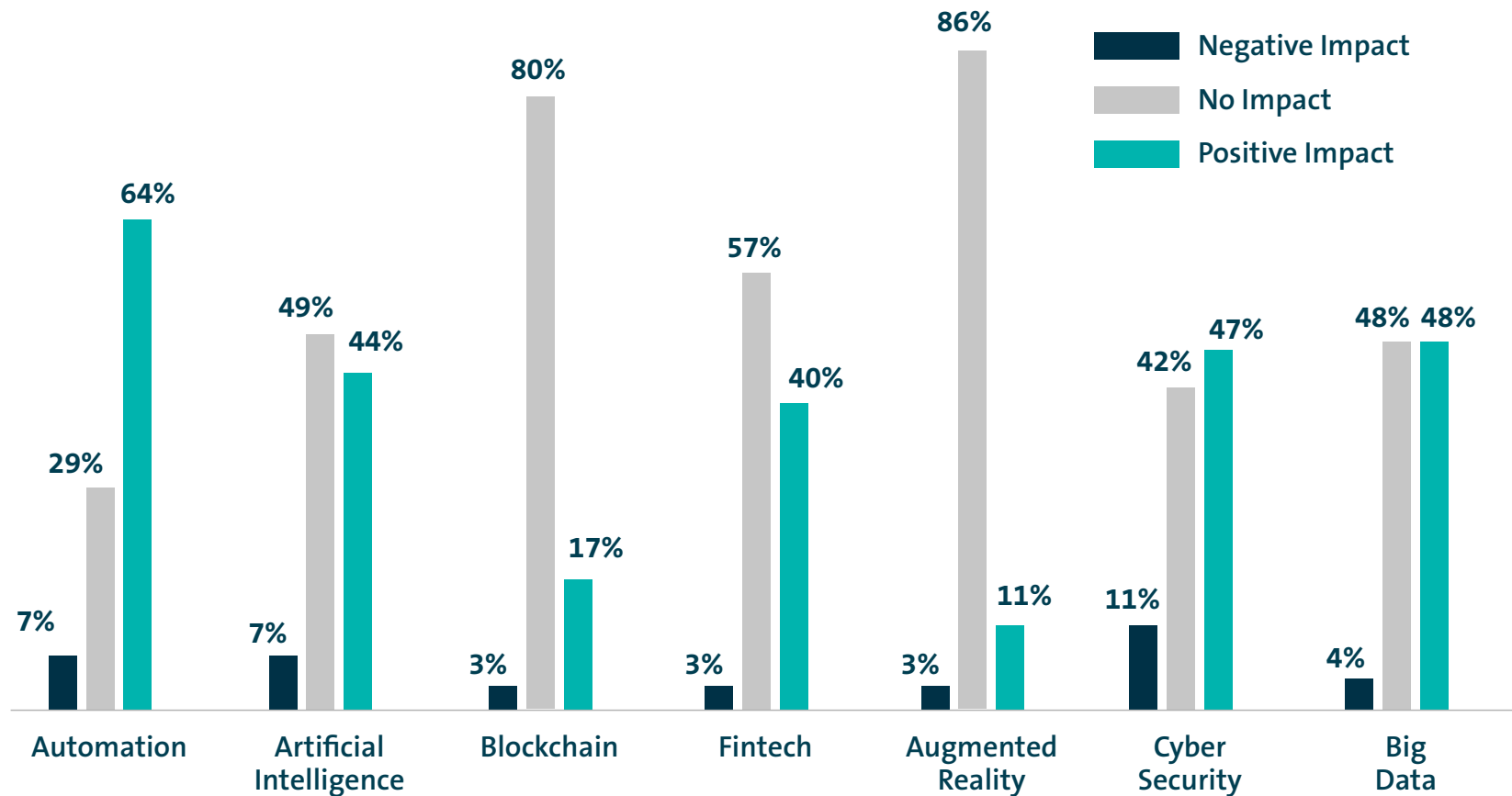
**Q1: Do you have a pension?**

**Q2: Does your employer contribute to this? (Base: Those who have a pension)**

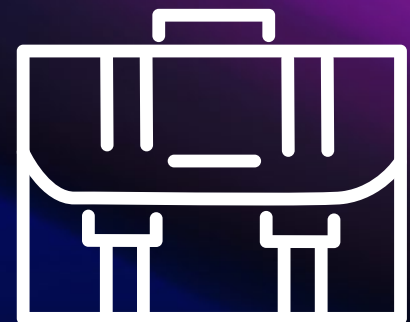
**Q3: Contribution (%) your employer makes to your pension? (Base: Those whose employer contributes to their pension)**



## IN WHAT WAY IF ANY, WILL THE FOLLOWING TECHNOLOGIES POSITIVELY OR NEGATIVELY IMPACT YOUR CAREER?



# APPENDICES - SUPPORTING TABLES



## INTERPRETING THE TABLES

### EXAMPLE TABLE: TABLE 4

#### REMUNERATION OF HEAD OF FINANCE DEPT. - INDUSTRY & COMMERCE (BASE = 46)

Employees	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
1-50	€98,612	35%	€58,511	24%	€9,173	4%	2000	€121,679	€20,000	€570,600	72%

- Employees 1- 50 - 46 people responded who work in companies employing a maximum of 50 people.
- Average Base Salary - €98,612 – total of the 46 respondents’ base salaries in this category, divided by 46.
- % who received bonus - 35% - 16 respondents got a bonus, so percentage is 35%.
- Average bonus received – €58,511 – The average bonus received by the 16 respondents who received a bonus.
- % receiving a car allowance - 24% - Percentage of total number of respondents (11) from the 46 respondents who received a car allowance.
- Average car allowance received - €9,173 – The average car allowance received by the 11 respondents who received a car allowance.
- % with cars – In this example two respondents had a company car (as opposed to receiving a car allowance), so the percentage is 4%.
- Average YOQ – Average year of qualification.
- AVERAGE SALARY PACKAGE - €121,679 – The total compensation (base salary, bonuses, car allowances and cars, allocating a value of €12,000 per company car) of all 46 respondents divided by total number (46) of respondents.

Where someone receives a car as distinct from a car allowance, we have given it a value of €12,000.

For example, someone on a basic salary of €60,000, a bonus of €5,000 and a company car, the total salary package is: €77,000 (€60,000 + €5,000 + €12,000).

**TABLE 1**

**AVERAGE SALARY PACKAGE FOR ALL CHARTERED ACCOUNTANTS – SEVEN YEAR SUMMARY**

	2020	2019	2018	2017	2016	2015	2014	2013	2012
	€	€	€	€	€	€	€	€	€
<b>INDUSTRY &amp; COMMERCE</b>									
Head of Finance	144,277	146,842	138,438	152,550	155,647	139,149	136,318	129,961	132,893
No.2 in Finance	101,531	99,903	105,000	104,852	96,355	96,148	91,445	84,475	100,020
No.3 in Finance	82,040	86,040	80,537	81,593	78,129	73,498	74,099	74,790	65,278
Managing Director	292,469	251,780	261,700	244,330	239,341	196,399	205,340	179,793	173,029
<b>FINANCIAL SERVICES</b>									
Head of Finance	180,850	190,952	182,981	176,410	140,898	140,942	165,890	147,858	161,292
No.2 in Finance	111,030	110,871	123,717	117,817	121,329	104,011	102,060	99,892	114,171
No.3 in Finance	86,258	82,834	85,849	83,496	79,332	78,837	75,729	72,204	90,644
Managing Director	262,639	290,871	275,815	331,987	331,548	252,200	256,210	203,499	288,731
<b>BIG 4 FIRMS</b>									
Seniors/Assistant Managers	50,500	52,500	51,142	48,548	47,989	45,824	46,871	44,602	47,794
Audit Managers and Directors	82,286	83,025	110,446	78,499	87,317	81,629	86,747	77,805	81,793
Tax Managers and Directors	90,610	106,255	99,953	81,223	88,933	83,062	79,034	80,407	75,133
Other Managers and Special	87,318	106,040	86,615	94,402	115,241	90,463	89,596	101,739	98,743
<b>NON BIG 4 FIRMS</b>									
Seniors/Assistant Managers	48,729	50,242	47,762	51,378	46,727	45,094	38,606	44,555	40,786
Managers	77,835	70,852	72,136	77,063	72,958	73,451	73,783	79,757	67,059

**TABLE 2**

**PERCENTAGE OF TOTAL RESPONDENTS RECEIVING FRINGE BENEFITS** (BASE = 1,049)

	2020	2019	2018	2017	2016	2015	2014	2013	2012
	%	%	%	%	%	%	%	%	%
Institute Subscription	82	82	85	84	79	79	79	78	83
Pension Scheme	76	81	76	73	71	70	69	70	76
Health Insurance	52	50	48	47	44	44	47	46	46
Share Options	21	21	18	19	18	17	15	15	19
Club Subscriptions	14	14	14	12	12	10	14	13	12
Subsidised Loans	2	3	3	3	4	4	5	5	3
Company Cars	4	5	3	5	5	5	6	6	7
Car Allowances	15	18	20	19	17	13	19	20	21
Car Parking	46	49	50	48	47	48	50	49	53
Sponsored Personal Development*	57	62	62	54	51	48	48	45	-

\* The percentage of respondents receiving Sponsored Personal Development was measured separately for the first time in 2013

**TABLE 3**  
**AVERAGE SALARY PACKAGE BY YEAR OF QUALIFICATION** (BASE = 1,049)

	Industry & Commerce	Financial Services	Practice	Not for Profit/Government
Year of Qualification	€	€	€	€
<b>2020</b>	<b>(base=0)</b>	<b>(base=0)</b>	<b>(base=0)</b>	<b>(base=0)</b>
2019	€62,479	€106,333	€61,083	€57,000
2018	€65,038	€70,530	€66,293	€63,682
2017	€74,006	€86,005	€67,129	€54,000
2016	€75,309	€96,608	€67,047	€62,350
2015	€91,761	€89,461	€66,375	€62,833
2014	€93,327	€98,189	€73,528	€70,085
2013	€99,317	€100,955	€84,559	€73,160
2012	€122,819	€109,750	€72,000	€61,333
2011	€98,12	€110,600	€88,967	€78,384
2006 - 2010	€111,579	€128,539	€95,860	€80,820
2001 - 2005	€141,89	€166,085	€89,544	€83,706
1996 - 2000	€209,066	€161,535	€103,25	€89,840
1986 – 1995	€158,002	€202,892	€180,000	€96,510
1978 – 1985	€135,935	€191,289	€59,833	€95,225
<b>Total Base per sector</b>	<b>551</b>	<b>218</b>	<b>161</b>	<b>119</b>

“Not for Profit/Government” includes those working in government departments, voluntary bodies, hospitals, colleges and the public service.

TABLE 4

**REMUNERATION OF HEAD OF FINANCE DEPT. - INDUSTRY & COMMERCE** (BASE = 137)

	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
1-50	€98,612	35%	€58,511	24%	€9,173	4%	2000	€121,679	€20,000	€570,600	72%
51-10	€113,950	63%	€21,276	33%	€14,926	11%	2000	€133,654	€73,000	€262,000	81%
101-250	€118,083	33%	€23,667	22%	€12,500	17%	1999	€130,750	€63,000	€220,000	89%
251-500	€135,333	33%	€12,500	0%	€0	50%	1994	€183,417	€75,000	€440,000	83%
501-1000	€155,222	60%	€20,250	10%	€17,000	20%	1996	€180,875	€100,000	€350,000	80%
1000+	€141,865	73%	€30,469	33%	€13,780	13%	2001	€170,403	€73,600	€315,000	97%
Overall	€119,142	50%	€41,720	26%	€13,334	12%	1999	€145,338	€20,000	€570,600	82%

**TABLE 5**

**REMUNERATION OF NO.2 POSITION IN FINANCE DEPT. - INDUSTRY & COMMERCE** (BASE = 128)

	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
<b>1-50</b>	€75,846	62%	€20,563	0%	€0	0%	2009	€88,500	€30,000	€180,000	69%
<b>51-10</b>	€70,881	25%	€8,500	0%	€0	0%	2009	€73,006	€33,000	€106,000	75%
<b>101-250</b>	€86,861	45%	€15,049	10%	€8,750	0%	2008	€94,508	€55,000	€180,000	75%
<b>251-500</b>	€85,235	38%	€13,400	8%	€10,000	0%	2008	€91,158	€65,000	€125,000	100%
<b>501-1000</b>	€78,368	20%	€6,500	10%	€10,900	10%	2008	€81,958	€49,000	€114,767	100%
<b>1000+</b>	€102,580	73%	€18,318	32%	€13,283	7%	2008	€121,118	€45,500	€294,000	89%
<b>Overall</b>	€89,793	54%	€16,884	17%	€12,614	4%	2008	€101,531	€30,000	€294,000	85%

TABLE 6

**REMUNERATION OF NO.3 POSITION IN FINANCE DEPT. - INDUSTRY & COMMERCE** (BASE = 77)

	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
1-50	€82,500	50%	€30,000	0%	€0	0%	2014	€97,500	€95,000	€100,000	100%
51-10	€63,500	50%	€6,100	0%	€0	0%	2014	€66,550	€60,000	€73,200	50%
101-250	€65,580	44%	€4,950	0%	€0	0%	2015	€67,780	€55,000	€100,000	89%
251-500	€80,395	67%	€17,750	0%	€0	0%	2009	€92,228	€52,500	€140,000	67%
501-1000	€74,300	60%	€5,000	20%	€7,500	0%	2014	€78,800	€53,000	€112,000	100%
1000+	€75,647	82%	€8,989	10%	€10,200	2%	2014	€84,285	€55,300	€181,700	90%
Overall	€74,299	73%	€9,385	8%	€9,750	1%	2014	€82,040	€52,500	€181,700	87%

**TABLE 7**

**REMUNERATION OF OTHER POSITIONS - INDUSTRY & COMMERCE** (BASE = 209)

		Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package
		€	%	€	%	€	%	Year	€	€	€
Managing Directors	<b>2020</b>	<b>177,594</b>	<b>69%</b>	<b>47,778</b>	<b>19%</b>	<b>11,333</b>	<b>13%</b>	<b>1992</b>	<b>235,300</b>	<b>48,000</b>	<b>650,000</b>
	2019	183,975	90%	66,583	40%	15,200	15%	1994	251,780	110,000	650,000
	2018	188,077	77%	78,800	69%	14,789	23%	1989	261,700	60,000	750,000
	2017	177,999	78%	73,440	25%	14,825	44%	1994	244,330	50,000	912,000
	2016	166,024	82%	80,643	29%	15,480	24%	1992	239,341	60,000	735,000
	2015	146,164	70%	61,063	30%	15,486	30%	1989	196,399	76,200	444,000
Other Categories	<b>2020</b>	<b>90,208</b>	<b>66%</b>	<b>17,771</b>	<b>14%</b>	<b>11,327</b>	<b>4%</b>	<b>2010</b>	<b>100,372</b>	<b>40,000</b>	<b>454,000</b>
	2019	90,332	87%	21,224	18%	11,609	5%	2009	111,439	37,000	662,000
	2018	86,567	79%	19,895	21%	11,408	2%	2008	105,001	48,000	737,000
	2017	85,357	80%	18,377	24%	11,592	3%	2007	103,137	30,500	649,500
	2016	87,666	83%	17,439	19%	11,078	4%	2006	106,602	45,000	531,000
	2015	77,505	63%	14,262	11%	10,971	6%	2005	88,313	30,000	377,500

Other Categories include: Internal Auditors, Consultants, Treasurers, etc.

TABLE 8

**ANNUAL LEAVE AND FRINGE BENEFITS - INDUSTRY AND COMMERCE** (BASE = 551)

	Institute Subscription	Sponsored Personal Development	Pension Scheme	Health Insurance	Share Options	Club Subscriptions	Preferential Loans	Cars	Car Allowance	Car Parking	Annual Leave
	%	%	%	%	%	%	%	%	%	%	days
Head of Finance	80%	54%	67%	55%	20%	14%	2%	12%	26%	67%	24 days
No.2 Finance	84%	50%	77%	55%	20%	13%	1%	4%	17%	48%	23 days
No.3 Finance	82%	52%	83%	68%	38%	13%	1%	1%	8%	44%	23 days
Managing Directors	75%	50%	63%	44%	44%	6%	0%	13%	19%	50%	27 days
Other	80%	57%	82%	66%	37%	14%	0%	4%	14%	52%	25 days

TABLE 9

**REMUNERATION OF HEAD OF FINANCE DEPT. - FINANCIAL SERVICES** (BASE = 30)

	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
1-50	€135,189	60%	€54,167	10%	€16,000	0%	1995	€169,289	€75,000	€296,000	90%
51-100	€121,920	40%	€29,500	40%	€16,000	20%	2005	€142,520	€95,000	€181,000	100%
101-250	€125,000	100%	€25,000	0%	€0	0%	2004	€150,000	€150,000	€150,000	100%
251-500	€120,500	0%	€0	50%	€10,000	0%	2012	€125,500	€111,000	€140,000	100%
501-1000	€200,000	100%	€87,333	33%	€15,000	0%	1998	€292,333	€190,000	€407,000	100%
1000+	€153,333	78%	€48,571	22%	€11,000	0%	2001	€193,556	€90,000	€498,000	100%
Overall 2020	€143,583	63%	€53,211	23%	€13,571	3%	2000	€180,850	€75,000	€498,000	97%

TABLE 10

**REMUNERATION OF NO.2 POSITION IN FINANCE DEPT. - FINANCIAL SERVICES** (BASE = 47)

	Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package	% With Pension
	€	%	€	%	€	%	Year	€	€	€	%
1-50	€65,067	67%	€12,500	0%	€0	0%	2015	€73,400	€58,000	€100,000	67%
51-100	€78,500	75%	€27,500	25%	€5,000	0%	2009	€100,375	€72,000	€135,000	75%
101-250	€87,500	50%	€10,000	0%	€0	0%	2013	€92,500	€75,000	€130,000	75%
251-500	€70,313	75%	€6,167	0%	€0	0%	2015	€74,938	€35,500	€92,000	75%
501-1000	€94,083	67%	€48,600	33%	€10,000	0%	2011	€129,817	€79,200	€187,500	100%
1000+	€106,968	72%	€18,565	41%	€12,258	7%	2005	€126,340	€68,097	€365,000	100%
Overall 2020	€96,040	70%	€19,203	30%	€11,579	4%	2008	€113,444	€35,500	€365,000	91%

TABLE 11

REMUNERATION OF OTHER POSITIONS - FINANCIAL SERVICES (BASE = 141)

		Average Base Salary	% Who Expect to Receive Bonus	Average Bonus	% Receiving a Car Allowance	Average Car Allowance	% With Cars	Average YOQ	Average Salary Package	Lowest Package	Highest Package
	Year	€	%	€	%	€	%	Year	€	€	€
No.3 in Finance	2020	78,904	62%	9,265	14%	11,333	0%	2011	86,258	55,000	125,000
	2019	75,887	71%	7,091	18%	11,000	0%	2011	82,834	35,300	128,000
	2018	75,743	62%	12,169	21%	12,333	0%	2010	85,849	52,000	145,000
	2017	72,316	69%	9,917	26%	16,830	0%	2009	83,496	44,500	168,000
	2016	69,582	73%	10,756	19%	7,830	4%	2008	79,332	38,000	171,000
	2015	70,076	77%	8,426	14%	13,167	5%	2006	78,837	41,000	192,000
Managing Directors	2020	191,367	60%	112,222	33%	9,418	7%	1996	262,693	110,000	528,000
	2019	198,819	91%	94,700	45%	10,717	9%	1994	290,871	144,000	550,000
	2018	189,133	87%	78,165	60%	30,231	7%	1993	275,815	100,000	500,000
	2017	214,736	85%	129,705	42%	14,457	12%	1994	331,987	95,500	1,042,500
	2016	193,000	92%	139,175	62%	16,378	0%	1991	331,548	120,000	1,033,000
	2015	187,133	87%	67,962	47%	11,786	7%	1991	252,200	96,000	518,000
Other Categories	2020	104,259	61%	24,206	24%	12,560	2%	2007	122,232	59,000	360,000
	2019	99,659	71%	25,012	28%	11,581	2%	2007	120,728	48,000	405,000
	2018	93,510	65%	24,014	31%	11,836	1%	2005	113,059	47,000	432,000
	2017	90,682	65%	19,234	31%	15,336	2%	2006	108,160	29,500	872,000
	2016	85,791	63%	20,175	35%	11,227	5%	2005	102,816	13,600	293,600
	2015	89,734	64%	21,246	32%	11,341	4%	2004	107,296	45,000	350,000

Other Categories include: Internal Auditors, Consultants, Treasurers, etc.

TABLE 12

**ANNUAL LEAVE AND FRINGE BENEFITS - FINANCIAL SERVICES** (BASE = 218)

	Institute Subscription	Sponsored Personal Development	Pension Scheme	Health Insurance	Share Options	Club Subscriptions	Preferential Loans	Cars	Car Allowance	Car Parking	Annual Leave
	%	%	%	%	%	%	%	%	%	%	days
Head of Finance	87%	43%	90%	73%	43%	30%	0%	3%	23%	70%	26 days
No.2 Finance	89%	66%	89%	70%	28%	23%	9%	4%	30%	34%	26 days
No.3 Finance	81%	62%	86%	57%	19%	10%	14%	0%	14%	10%	25 days
Managing Directors	87%	47%	87%	73%	27%	33%	0%	7%	33%	73%	27 days
Other	81%	60%	86%	68%	24%	12%	5%	2%	24%	30%	26 days

TABLE 13

**SALARIES IN PRACTISING FIRMS** (BASE = 161)

		Average Salary Package	Lowest Salary Package	Highest Salary Package
		€	€	€
Big 4 Seniors & Assistant Managers	<b>2020</b>	<b>50,500</b>	<b>47,000</b>	<b>59,500</b>
	2019	52,500	45,000	75,000
	2018	51,142	42,250	86,000
	2017	48,548	41,000	58,750
Big 4 Audit Managers & Directors	<b>2020</b>	<b>82,286</b>	<b>60,000</b>	<b>152,000</b>
	2019	83,025	63,000	155,000
	2018	110,446	63,600	274,344
	2017	78,499	50,000	142,000
Big 4 Tax Managers & Directors	<b>2020</b>	<b>90,610</b>	<b>63,000</b>	<b>225,500</b>
	2019	106,226	50,000	236,000
	2018	99,953	48,000	209,500
	2017	81,223	55,000	135,000
Big 4 Other Managers, Directors & Specialists	<b>2020</b>	<b>87,318</b>	<b>60,000</b>	<b>157,900</b>
	2019	106,040	66,000	240,000
	2018	86,615	46,000	190,000
	2017	94,402	55,000	195,000
Non Big 4 Seniors & Assistant Managers	<b>2020</b>	<b>48,729</b>	<b>25,000</b>	<b>70,000</b>
	2019	50,242	31,000	77,000
	2018	47,762	30,000	68,000
	2017	51,378	26,200	170,000
Non-Big 4 Managers	<b>2020</b>	<b>77,835</b>	<b>36,000</b>	<b>180,000</b>
	2019	70,852	44,000	140,000
	2018	72,136	35,000	150,000
	2017	77,063	40,000	210,000

Partners in practising firms were not included in the survey as they are employers and not employees, and as such they are not paid a salary.

TABLE 14

**ANNUAL LEAVE AND FRINGE BENEFITS - PRACTISING FIRMS** (BASE = 161)

	Institute Subscription	Sponsored Personal Development	Pension Scheme	Health Insurance	Club Subscriptions	Cars	Car Allowance	Car Parking	Annual Leave
	%	%	%	%	%	%	%	%	days
Big 4 Seniors & Assistant Managers	75%	0%	0%	50%	0%	0%	0%	25%	23 days
Big 4 Audit Managers and Directors	70%	43%	91%	61%	22%	0%	4%	17%	24 days
Big 4 Tax Managers and Directors	90%	45%	60%	60%	40%	0%	0%	30%	26 days
Big 4 Other Managers and Directors	93%	54%	79%	57%	32%	0%	4%	32%	25 days
Non Big 4 Seniors and Assistant Managers	79%	63%	13%	0%	0%	0%	0%	42%	21 days
Non Big 4 Managers	82%	69%	44%	18%	5%	0%	5%	32%	24 days



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