

Accounting and Advisory Firms Remuneration Review

What do you need?

How do you ensure you are benchmarking salaries and benefits using up-to-date market data?

Is your pay strategy consistent – ensuring external competitiveness whilst maintaining internal equity?

Are you currently able to generate instant, automated and fully customised reports to compare your organisation against the market?

Mercer's Accounting and Advisory Firms Remuneration Review has over a 30,000 incumbent count, with the focus on the Audit, Tax and Advisory consulting roles. It provides market data from large, medium and boutique accounting and advisory firms, with niche roles in the middle market, covering an emergence of growing advisory roles. Results are presented annually, analysed trends and insights, highlighting hot spots. Group discussions and networking opportunities are available to all survey participants.

Key observations from the latest review



Overall, the median same-incumbent movement in employment cost for the AAF group has decreased to 3.5% from 5.1% last year, falling below the general market (4.3%) for the first time in the past four years.



By career stream, median employment cost same-incumbent movements are 3.0% for management and 4.3% for professional employees.



By job family, LCA (Legal, Compliance & Audit) and FIN (Finance) posted the highest median same-incumbent movements at 4.7% and 4.5% respectively.



The roles with the highest median same-incumbent movements are External Audit (Professional Services) – Experienced Professional (P2) with 11.9% and Tax Consulting (Professional Services) – Entry Professional (P1) at 11.6%.

Pricing (excl. GST)

Participant – \$A9,200

Price quoted requires annual participation

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33,636
incumbents

18
participants

253
reportable roles

Data is analysed by:

- Organisation size (annual revenue, number of employees)
- Organisation characteristics (industry sector, organisation type, ownership)
- Employee characteristics (location, gender, geographic scope of role, incentive eligibility).

Job family specialisations

- Finance
 - Finance Consulting
 - Accounting
 - Tax
 - Finance Control
 - Management Accounting
- Legal, Compliance and Audit
 - External audit/ Audit Consulting
 - Internal Audit
 - Compliance
 - Legal
- Sales, Marketing & Product Management
 - Account & Client management
 - Sales & Marketing
 - Product Marketing & Management
- General Management
 - Business Strategy & Planning
 - Risk Management
 - Business Strategy Consulting



Take advantage of our published reports

Unleash the power of our published reports. Each one is designed to focus on specific valuable information:

- An **overview** with organisations analysed by various parameters.
- Survey methodology and definitions** which includes a glossary of terms and a section titled 'Interpreting the Data' included to assist you in understanding how to use the information in the survey report.
- Survey trends**, which includes analysis of salary movements and market commentary.
- Remuneration policy and practices**, which includes workforce trends, salary movements, market issues snapshot, salary movements and graduate salaries.
- A **dedicated Product Manager** to be your primary point of contact for all remuneration enquiries.

Australia Accounting and Advisory Firms Remuneration Review – Survey trends

Overall remuneration movements

Table 3.6 Overall same-incumbent movements

	% increase			
	Q1	Median	Q3	Average
Employment cost	x	x	x	x

Table 3.7 Employment cost movements by career stream

	% increase			
	Q1	Median	Q3	Average
Executive	x	x	x	x
Management	x	x	x	x
Professional	x	x	x	x
Para-Professional	x	x	x	x

Table 3.8 Employment cost movements by job family

	% increase			
	Q1	Median	Q3	Average
AFS – Administration, Facilities & Secretarial	x	x	x	x
CCB – Consumer & Commercial Banking	x	x	x	x
CMB – Capital Markets/Investment Banking	x	x	x	x
CRT – Creative & Design	–	–	–	x
DAW – Data Analytics/Warehousing, & Business Intelligence	x	x	x	x
FIN – Finance	x	x	x	x
GMA – General Management	x	x	x	x
HRM – Human Resources	x	x	x	x
ITC – IT, Telecom & Internet	x	x	x	x
LCA – Legal, Compliance & Audit	x	x	x	x
SCN – Supply Chain	–	–	–	x
SMP – Sales, Marketing & Product Management	x	x	x	x

** Note Only job families where a movement is calculated (based on the masking criteria) are reported in the table.*

Australia Accounting and Advisory Firms Remuneration Review – Remuneration policies and practices

Workforce trends

Hiring intentions

Table 4.1 Organisation hiring intentions for 2024

	Percentage of organisations
Add staff	x
Reduce staff	x
No change	x
Not decided	–

Based on responses from x organisations.

Table 4.2 Organisations hiring intentions for 2025

	Percentage of organisations
Add staff	x
Reduce staff	x
No change	x
Not decided	–

Based on responses from x organisations.

Hot jobs

Figure 4.1 Proportion of organisations with difficulty hiring or retaining employees in certain roles

Based on responses from x organisations.

Figure 4.2 Hiring and retention focus by job family

Based on responses from x organisations.

Hiring focus for 2024 to achieve organisation business goals

Based on responses from x organisations

Finance (n=x)
Legal, Compliance & Audit (n=x)

Note: Only the most prevalent choices are shown.

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