

## **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

Order this report <u>online</u> or alternatively, please contact our customerservice by <u>email</u>, or phone 1800 645 186 if you require further information.

**33,636** incumbents

**18** participants

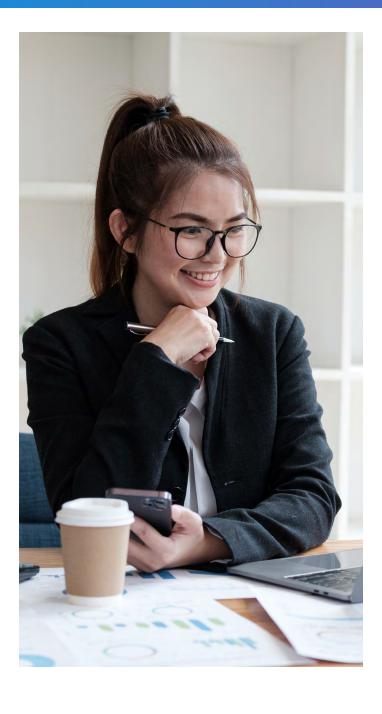
253 reportable roles

## 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.

