

SALARY SURVEY

FINANCE AND INFORMATION TECHNOLOGY

RECENTLY COMPLETED ARTICLES

B.Com + Articles	R360k - R450k
B.Com (Hons) + Articles	R400k - R550k
Qualifying Exam Part 1 Complete	R400k - R550k
Newly Qualified CA (SA)	R550k - R650k
CA (SA) - 2 years	R600k - R700k
CA (SA) - 2-4 years	R700k - 950k
CA (SA) - 5-7 years	R900k - R1.2m

	Partially Completed	Bcom (Hons) /	CA (SA)	CA (SA)	CA (SA)		
	No Degree (2-8 years exp)	Degree (2-5 years exp)	BCom/BCompt (3-9 years exp)	ACCA / CIMA (2-9 years exp)	CA (SA) (1-2 years exp)	CA (SA) (3-4 years exp)	CA (SA) (5 years+ exp)

SENIOR ACCOUNTING AND FINANCE

CFO (Blue Chip)							R1.9m - R3.5m
Financial Director / CFO (SME)			N/A	N/A	N/A	R800k - R900k	R1.2m - R1.5m
Group Financial Manager			R550k - R800k	R650k - R1.2m	R600k - R700k	R700k - R900k	R900k - R1.2m
Financial Manager	R360k - R550k	R360k - R550k	R400k - R750k	R450k - R850k	R600k - R700k	R700k - R850k	R850k - R1.1m
Group Financial Accountant	R320k - R420k	R320k - R420k	R360k - R550k	R480k - R800k	R600k - R700k	R700k - R850k	R850k - R1m
Financial Accountant	R300k - R450k	R300k - R450k	R360k - R550k	R450k - R650k	R600k - R700k	R700k - R850k	R850k - R950k
Management Accountant	R300k - R450k	R300k - R450k	R360k - R550k	R450k - R600k	R650k - R750k	R700k - R850k	R850k - R950k
Cost Accountant	R300k - R450k	R300k - R450k	R360k - R550k	R450k - R600k	R650k - R750k	R700k - R850k	R850k - R1.1m
Tax Accountant	R300k - R350k	R300k - R400k	R480k - R700k	R550k - R950k	R650k - R750k	R700k - R850k	R800k - R1.4m

JUNIOR ACCOUNTING AND FINANCE

Treasury Accountant	R600k - R700k	R600k - R700k	R750k - R900k	R900k - R1.5m			
Internal Auditor	R480k - R700k	R600k - R700k	R700k - R900k	R900k - R1.2m			
Corporate Finance	R500k - R600k	R600k - R650k	R600k - R750k	R750k - R900k	R900k - R1.5m		
Product Controller	R500k - R700k	R550k - R800k	R650k - R750k	R750k - R900k	R900k - R1.2m		
Equity Analyst		R600k - R800k	R650k - R750k	R750k - R1m	R1m - R2m		

INFORMATION TECHNOLOGY**YEARS OF EXPERIENCE**

1 - 3 years

3 - 5 years

5 years +

	1 - 3 years	3 - 5 years	5 years +				
Programme Manager	R1m - R1.3m	R1.3m - R1.5m	R1.5m +				
Senior Project Manager	R800k - R1m	R1m - R1.2m	R1.2m +				
Project Manager	R450k - R650k	R650k - R800k	R800k +				
Technical Architect	R800k - R1m	R1m - R1.4m	R1.4m +				
Development Manager	R750k - R950k	R950k - R1.2m	R1.2m +				
Service Delivery Manager	R650k - R800k	R800k - R1m	R1m +				
IT Manager	R400k - R600k	R600k - R800k	R800k +				
IT Risk, Governance, Compliance	R300k - R450k	R450k - R650k	R650k +				
Business Analyst	R300k - R480k	R480k - R600k	R600k +				
Senior Business Analyst	R600k - R800k	R800k - R1m	R1m +				
System Analyst	R350k - R450k	R450k - R650k	R650k +				
Business Process Analyst	R300k - R450k	R450k - R650k	R650k +				
System Administrator	R180k - R350k	R350k - R450k	R450k - R650k				
MS Database Administrator	R240k - R360k	R360k - R480k	R480k - R600k				
DB2 Database Administrator	R180k - R350k	R350k - R450k	R450k - R650k				
Application Support	R180k - R350k	R350k - R450k	R450k - R650k				
Data / MI Analyst	R180k - R350k	R350k - R450k	R450k +				
BI Developer	R240k - R450k	R450k - R650k	R650k - R850k				
BI Manager	R650k - R750k	R750k - R950k	R950k +				
Data Scientist / Engineer	R480k - R600k	R600k - R800k	R800k +				
SQL Developer	R180k - R350k	R350k - R450k	R450k - R650k				
Java Developer	R240k - R480k	R480k - R750k	R750k +				
C# .Net Developer	R240k - R480k	R480k - R600k	R600k +				
C++ Developer	R300k - R450k	R450k - R650k	R650k +				
Python Developer	R300k - R450k	R450k - R650k	R650k +				
PHP Developer	R240k - R480k	R480k - R600k	R600k +				
Oracle Developer	R300k - R450k	R450k - R650k	R650k +				
Mobile Developer	R300k - R500k	R500k - R700k	R700k +				
Test / QA Manager	R650k - R750k	R750k - R850k	R850k +				
Automation Tester	R360k - R450k	R450k - R650k	R650k +				
Manual test Analyst	R120k - R360k	R360k - R500k	R500k +				
IT Security	R360k - R450k	R450k - R650k	R650k +				
UX / UI Specialist	R360k - R480k	R480k - R650k	R650k+				