



**LANNICK**  
ASSOCIATES



## Chartered Accountant Salary Survey

In this survey we only report on the salaries and bonuses of CAs that would be considered **above average** performers or alternatively, CAs working in **high demand** areas such as accounting policy/IFRS and financial reporting, to name a few. In addition, the numbers reported here are primarily reflective of central Toronto extending from the downtown core up to North York. Remuneration tends to drop according to how far out of the core one goes. Someone in Mississauga or Ajax may make 3% to 8% less than their counterpart in the same job in downtown Toronto.

As usual, please keep in mind the following when using this survey:

- 1) Year of designation denotes year of qualification as a Chartered Accountant, not the year of passing the UFE.
- 2) Salaries also vary widely as a function of industry sector, company risk/reward factors, etc.

Users of this survey are encouraged to contact us directly if they have any questions on how to apply this information.

Lannick Associates specializes in the recruitment of financial professionals and executives with a particular emphasis on Chartered Accountants. The most current CA salary survey can be found on our web site at [www.lannick.com](http://www.lannick.com). For more information please contact us directly.

### Spring 2008 Remuneration:

Year of Designation	Average Salary	High Salary	Average Bonus
2008	\$76,500.00	\$81,000.00	up to 10%
2007	\$80,000.00	\$96,000.00	up to 15%
2006	\$85,000.00	\$106,000.00	up to 15%
2005	\$93,000.00	\$112,500.00	up to 20%
2004	\$98,500.00	\$123,000.00	up to 20%
2003	\$106,000.00	\$127,500.00	up to 25%
2002	\$111,500.00	\$131,000.00	up to 25%
2001	\$116,000.00	\$145,000.00	up to 25%
2000	\$121,250.00	\$152,000.00	*Variable
1999	\$125,000.00	\$165,000.00	*Variable

*\* At these levels, the variable compensation component often includes car allowances, RSP contributions and/or stock options as well as a performance bonus.*

## Contact Us

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