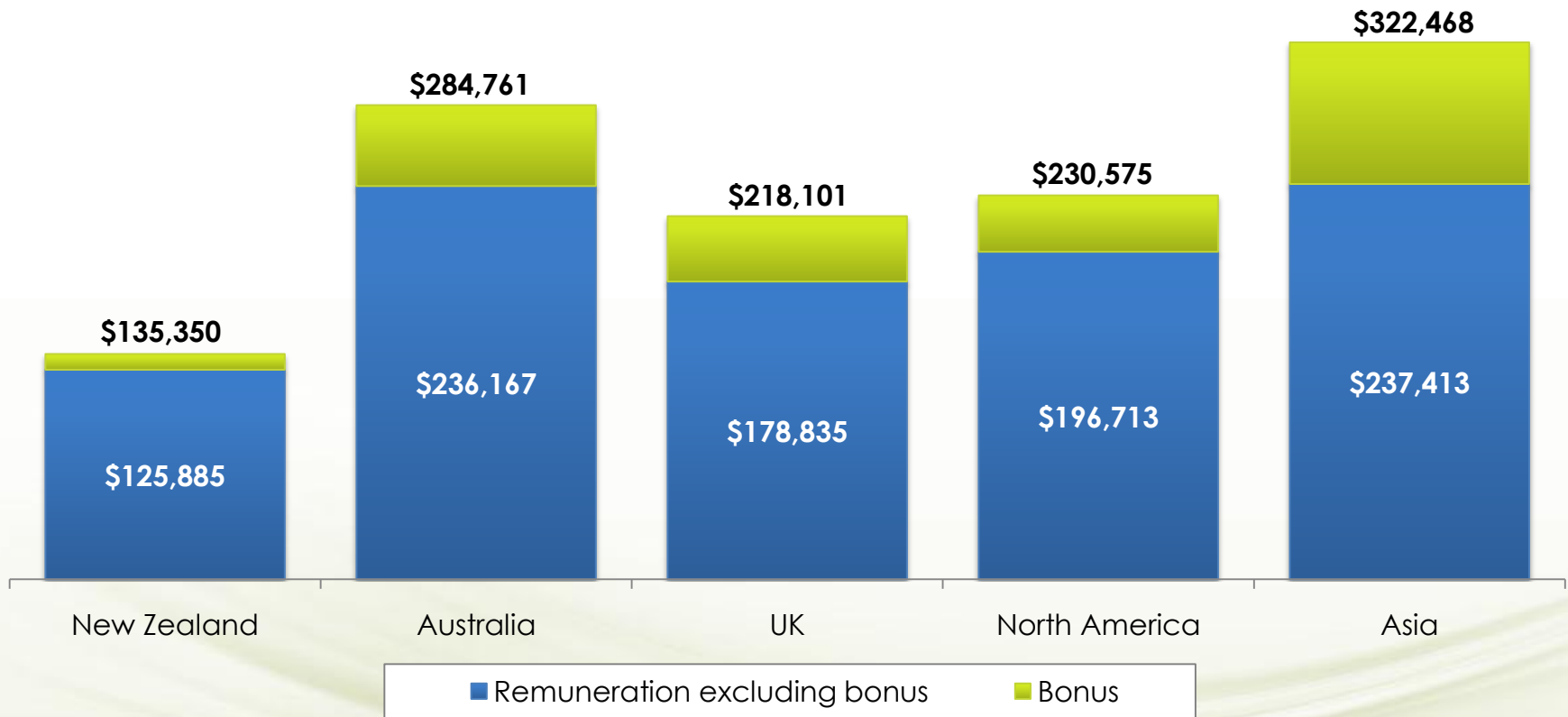


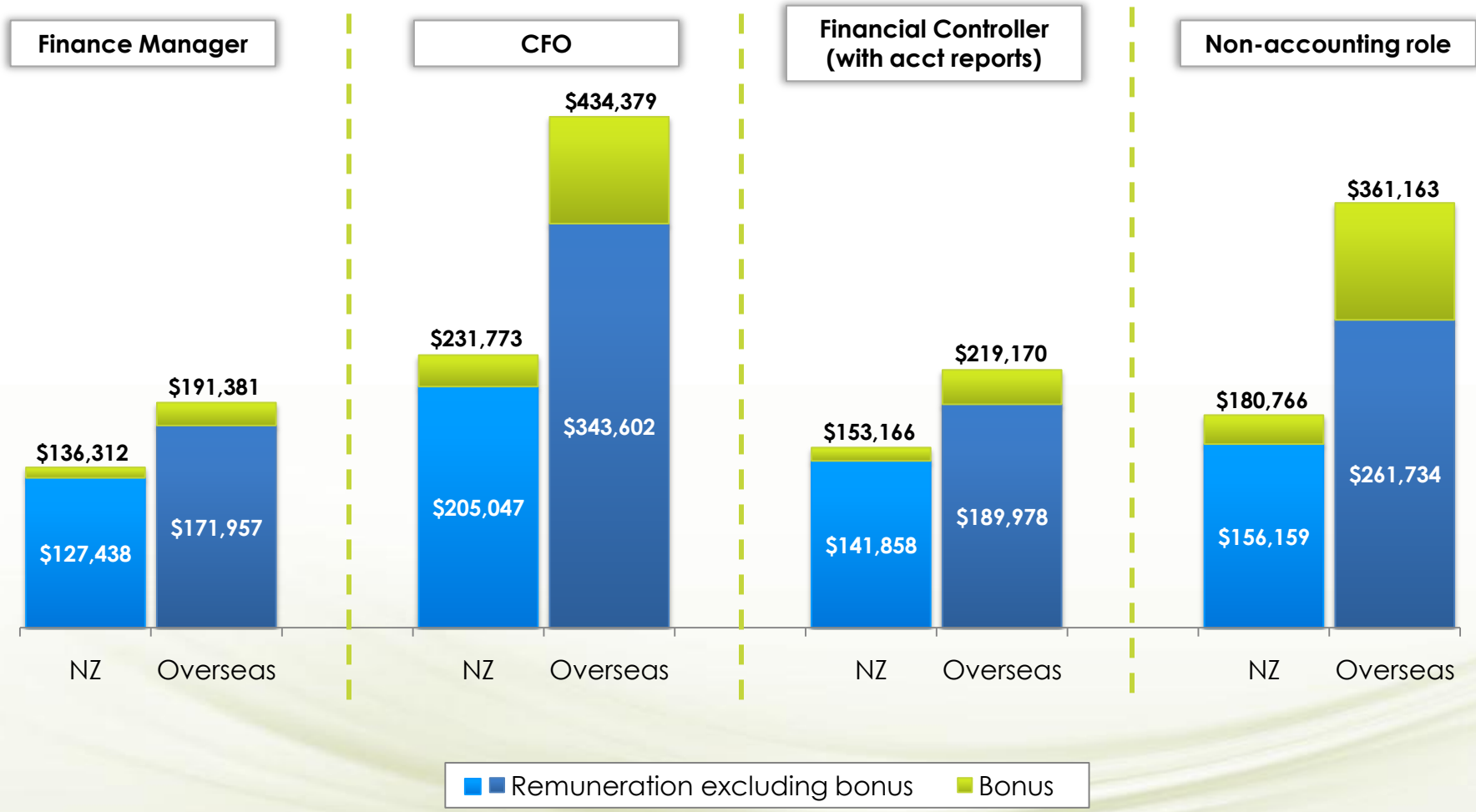
Portability



There is a large pay gap between CAs in New Zealand versus overseas



The size of the difference is very dependent on role though

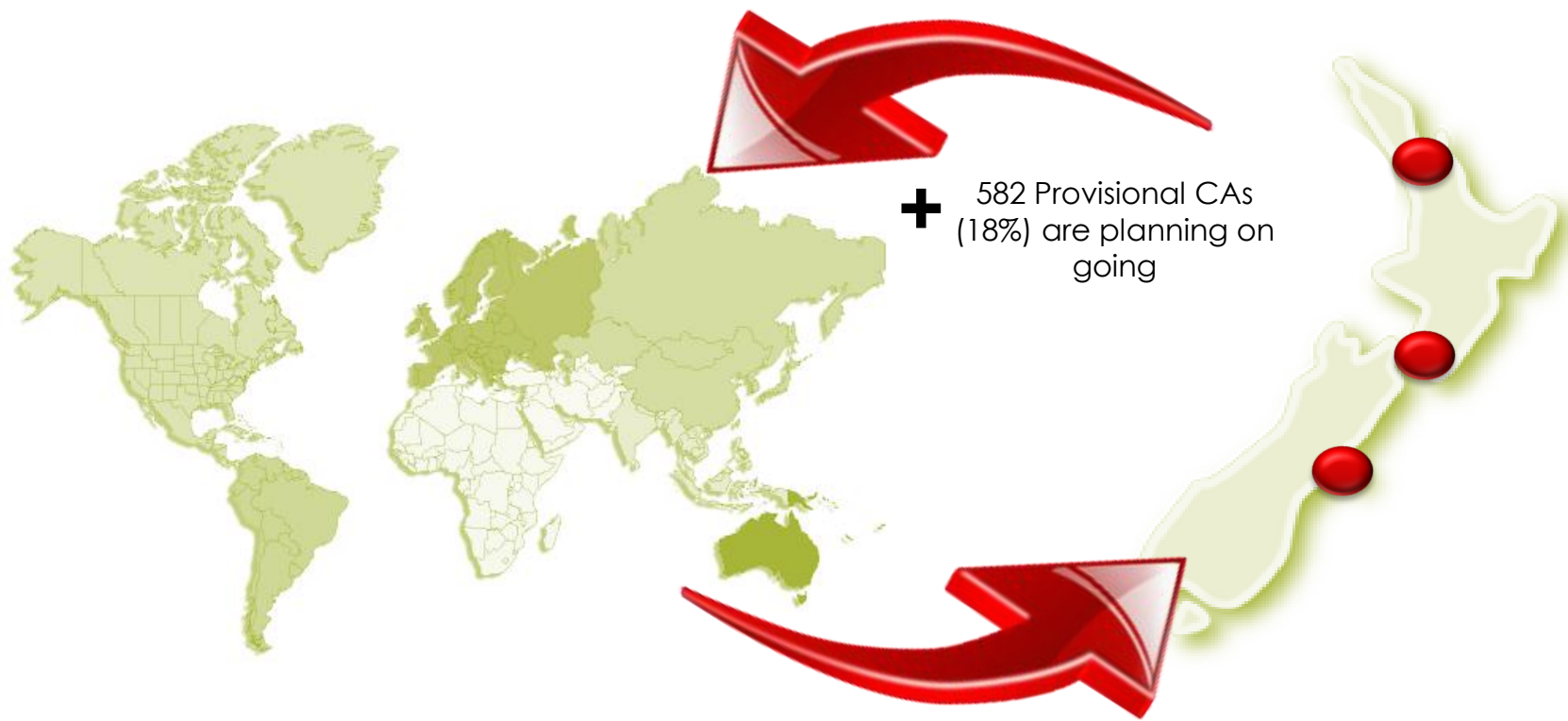


Base: Full-time permanent employees with CA, Finance Manager NZ n=442, Overseas n=81; CFO NZ n=337, Overseas n=68; Financial Controller NZ n=297, Overseas n=82; Non-accounting role NZ n=237, n=97.



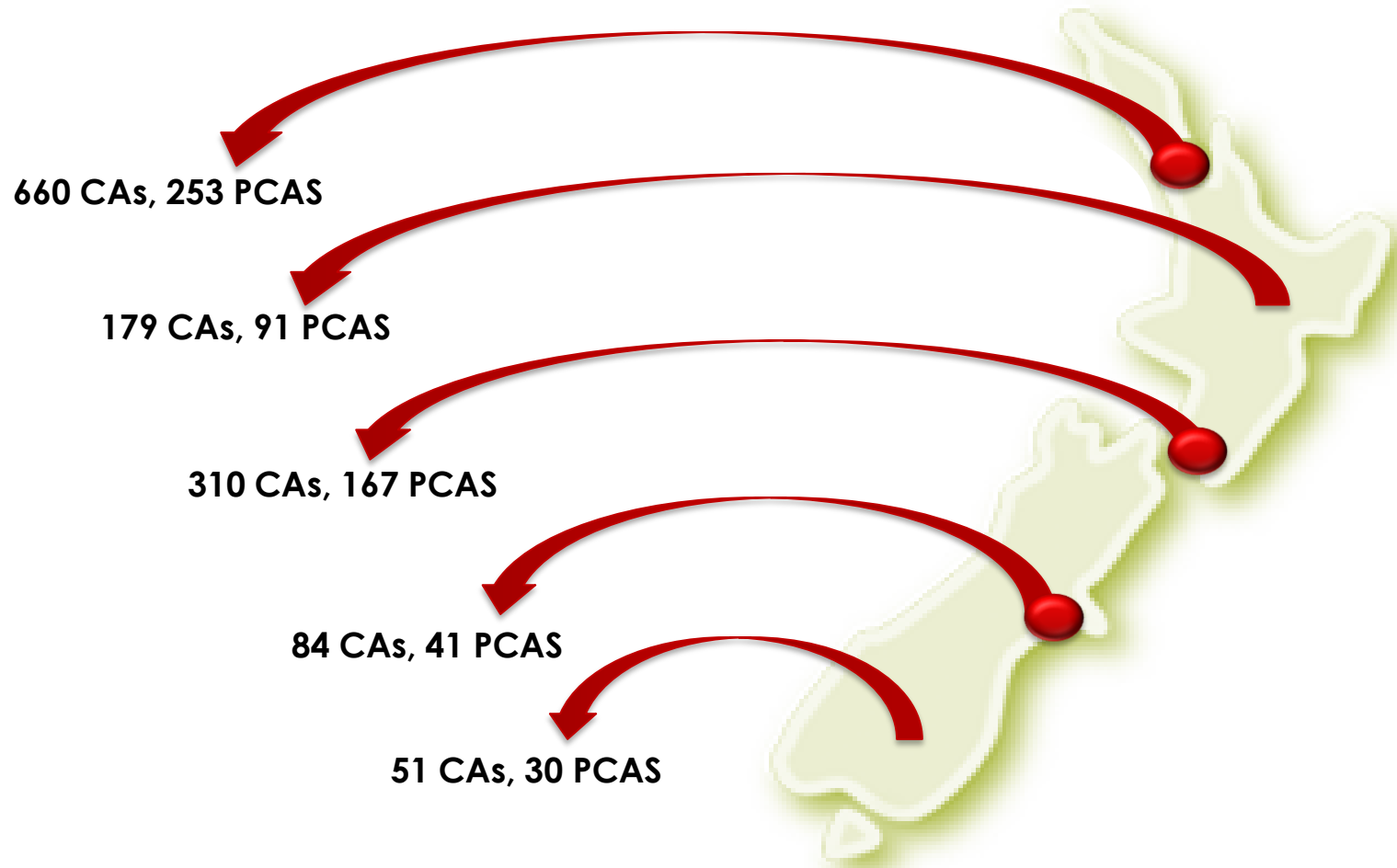
Over the next year there is likely to be a net outflow of CAs

1,284 CAs planning on leaving in the next 12 months
(6.5% of all currently in NZ)



394 CAs planning on returning in next 6 months
(9.7% of all currently overseas)

They're more likely to be leaving from Auckland and Wellington



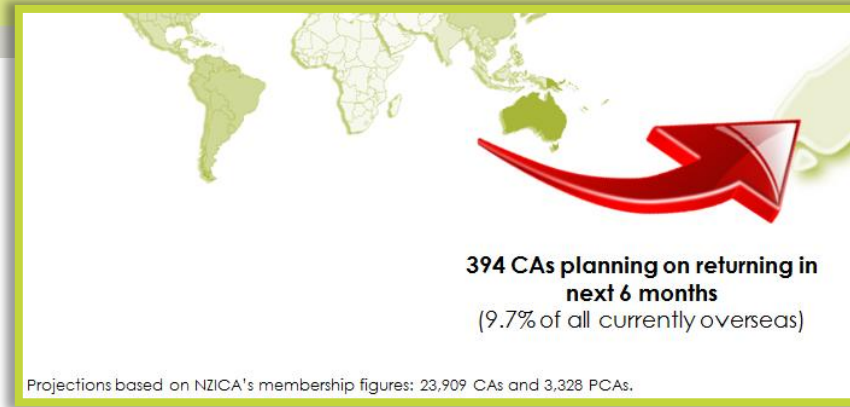
Facts and figures about those returning



67%

have been away for more than 3 years

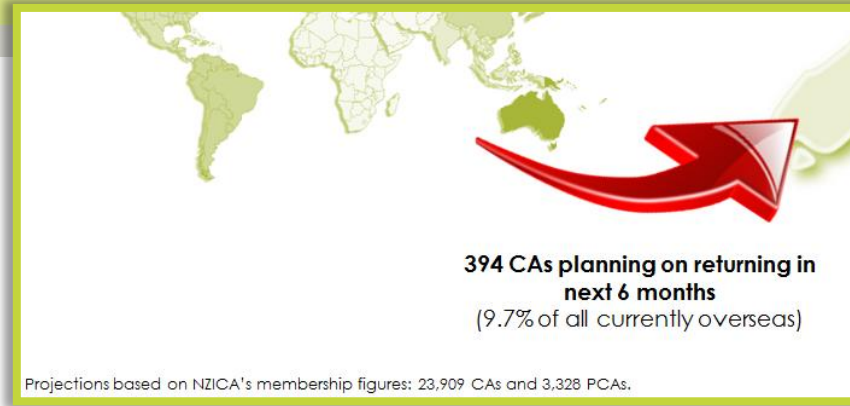
Facts and figures about those returning



They originally went for:



Facts and figures about those returning



They're coming back for:

86%

the lifestyle

