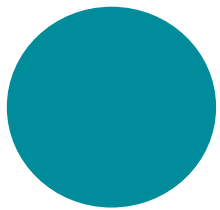


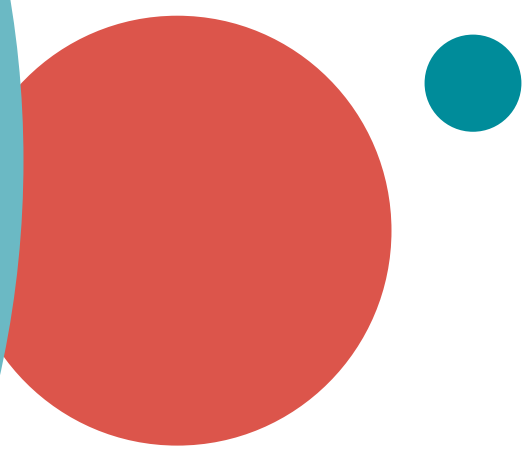
# IRCA SALARY SURVEY 2014

An insight into the salaries of management  
system auditors around the world





The International Register of Certificated Auditors (IRCA) is the leading professional body for management system auditors. We represent 10,000 registered auditors in 150 countries and every year, around 60,000 delegates attend an IRCA approved training course.





# £51,654

*is the average salary  
for an IRCA auditor in  
the UK*

## Introduction

The International Register of Certificated Auditors (IRCA) is the leading professional body for management system auditors. We represent 10,000 registered auditors in 150 countries and every year, around 60,000 delegates attend an IRCA approved training course.

As a professional body we are always asked the same questions - why should I be an IRCA member, what does it do for me? The objective of this survey was to get quantifiable evidence of the benefit of IRCA membership.

### **The survey results are broken down into five sections**

1. Demographics
2. Salary information
3. Other benefits
4. Job Satisfaction
5. Progressing your career

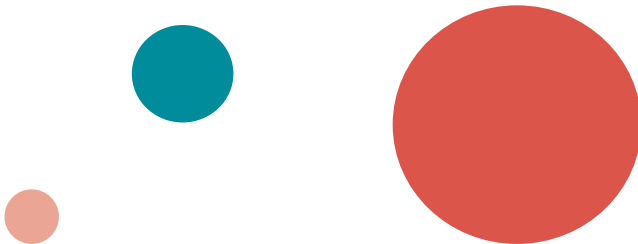


## Key stats from our survey

- 1939 people responded to the survey
- The global average salary for an auditor - £38,031
- Former IRCA auditors earn 6.5% less than current IRCA auditors
- IRCA members earn 23% more than non-IRCA members
- IRCA aerospace auditors on average are paid the most of any IRCA auditors - £53,279
- Female auditors earn 18% less than male auditors
- The highest paid IRCA auditors are in Australia/New Zealand and earn on average £75,200
- The average salary for an IRCA auditor in the UK is £51,654 (a non IRCA auditor earns £41,707)
- Companies with over 10,000 employees pay the highest salaries
- 4% of IRCA auditors earn in excess of £100,000 per year
- IRCA members are 5.5% more likely to get a bonus than non-IRCA members
- The average bonus for auditors is 16.4%
- 50% of IRCA auditors are looking for a new role in 2014

**£38,031**

*is the global  
average salary for  
an auditor*



## Methodology

The survey was carried out from October to December 2013 in both English and Japanese. All responses were anonymous and no comments were traceable to an individual person.

We wanted representation from the whole auditing industry, so the survey was promoted through

- The October edition of Inform that was sent to 10,000 IRCA members and 4,500 non-IRCA members
- The IRCA Twitter and LinkedIn company feeds
- Group communications to all 7,000 members of our LinkedIn Group
- Individual emails to all current members and 4,500 non-IRCA members

### **It resulted in 1939 usable responses which broke down as follows**

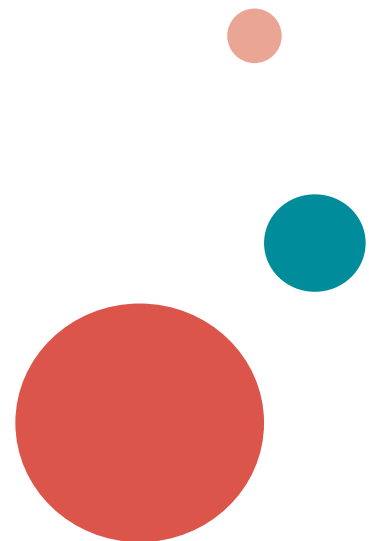
- IRCA members – 1,452
- Non-IRCA members – 290
- Former IRCA members - 197

For most comparisons between IRCA members and non-IRCA members, the non-IRCA members and former members' responses have been combined.

For some of the comparisons, if the comparison response was less than 10% of the total then no comparison was included in the report as one extreme response could alter the integrity of the analysis.

### **Disclaimer**

The results of the survey are for representative purposes only. Many factors contribute to a salary and all these variables need to be taken into account when considering the findings.

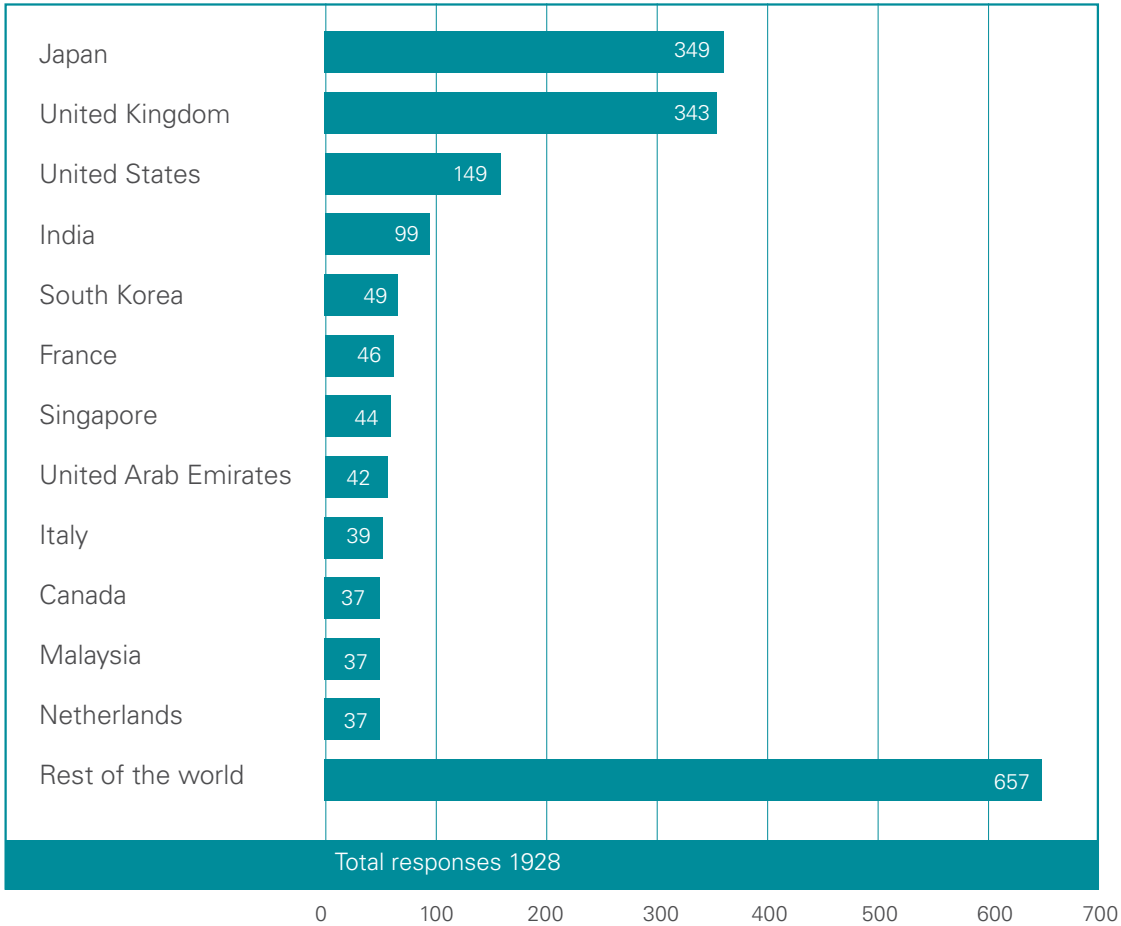


# Demographics

## Country / region breakdown

We received feedback from 118 countries and the table below lists the 12 with the most responses.

### Top 12 countries (all respondents)

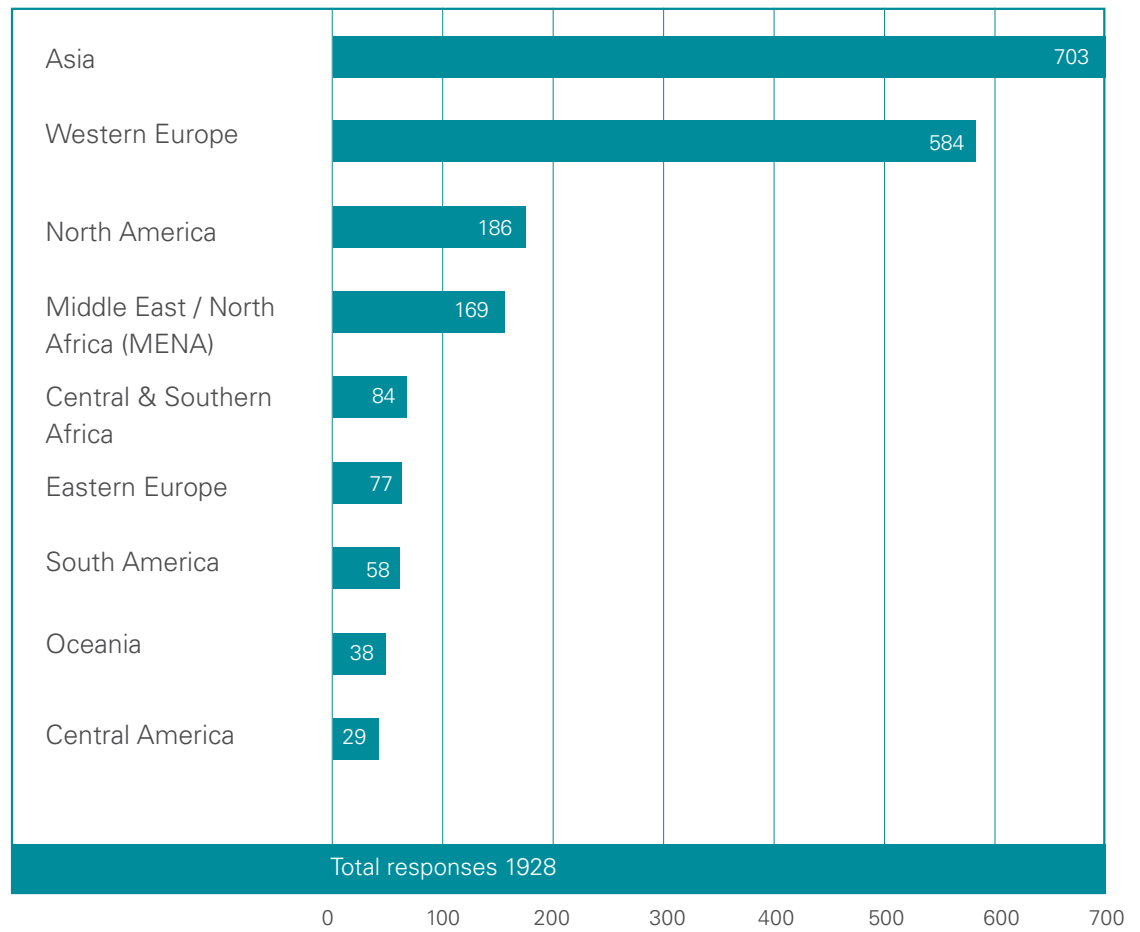


### Analysis

It's no surprise to see Japan, UK and the US at the top of the list as they have the three largest populations of IRCA members. India has recently overtaken the UK as the country that delivers the most IRCA courses, so we would expect to see a large number of Indian auditors respond to the survey.

# Demographics (continued)

## Breakdown by region



### Analysis

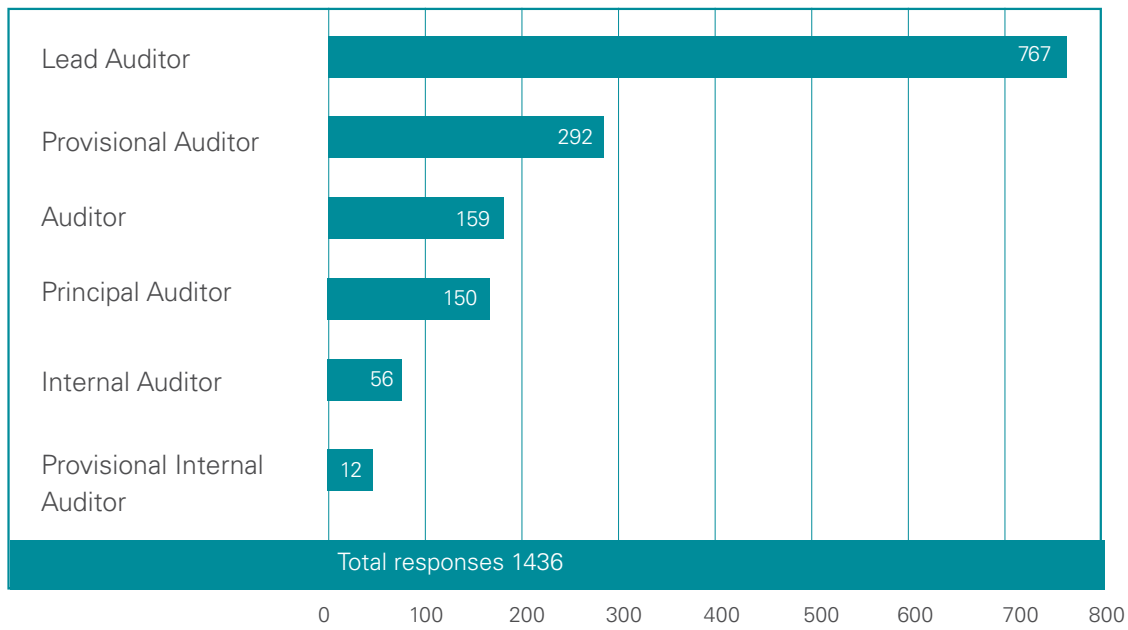
Because of the nature of our membership, we split out the UK from Western Europe and Japan from Asia.

The specific regions used ensured that countries with similar profiles were grouped together.





### Grade breakdown (IRCA members only)



### Analysis

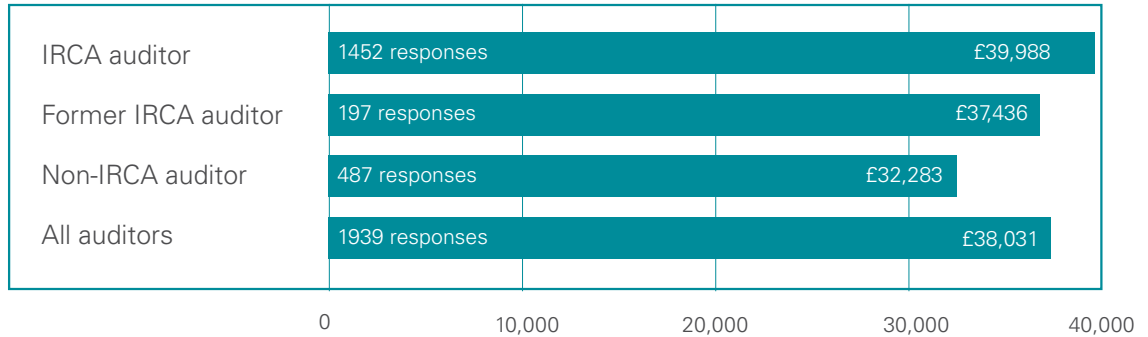
Lead Auditor is our most popular grade around the world and we would expect that to account for over 50% of the responses. In Japan, the most popular grade is provisional auditor and this accounts for their high number in the survey.

*Auditors with IRCA membership, on average, earn 23% more than their non-registered colleagues*

## Salary information

### Average Auditor salary

This represents the average salary of all auditors around the world, broken down into various groups of auditors.



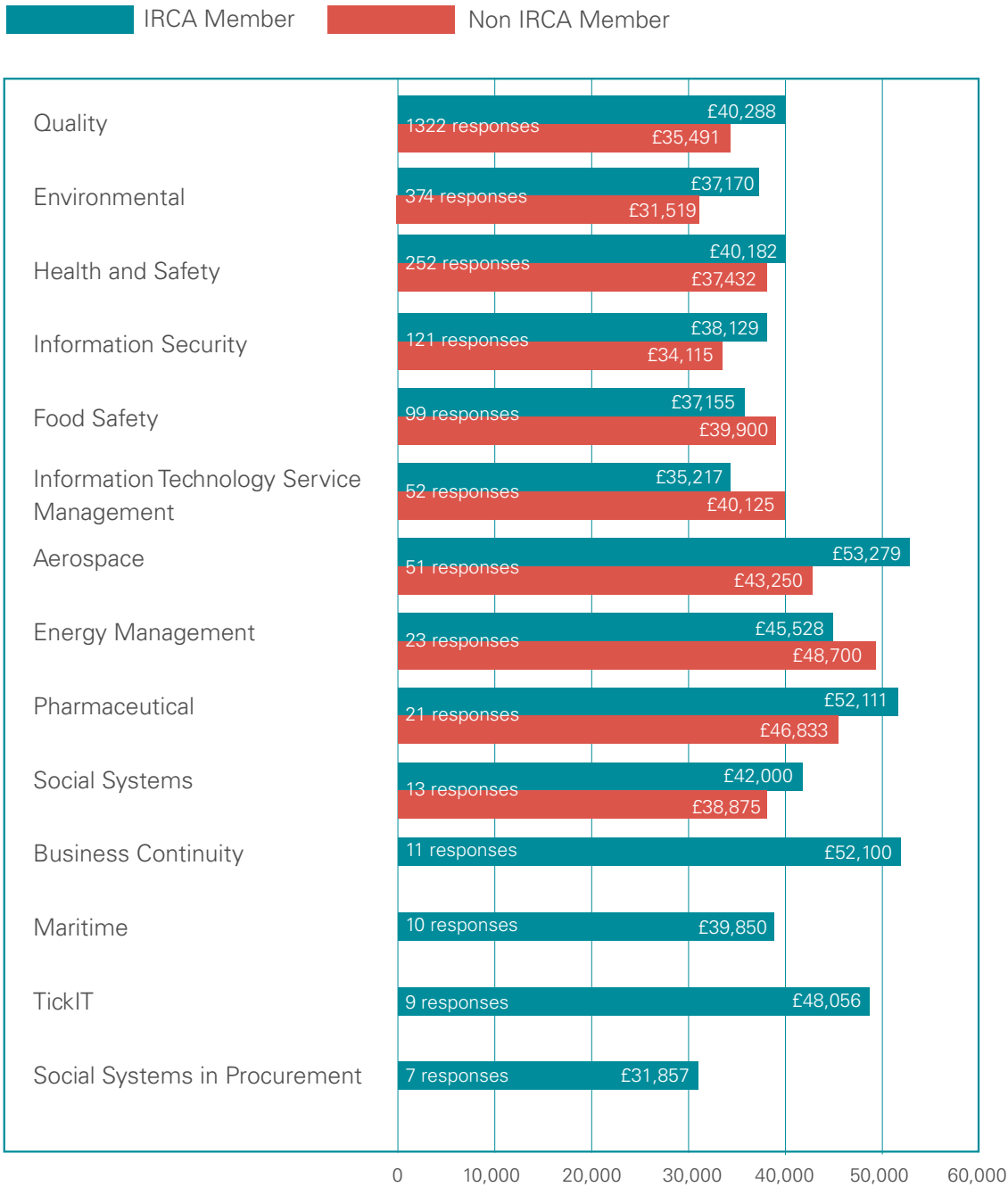
### Analysis

This kind of reporting is useful for high level comparisons but because of the variances in age, geography, employer etc. it is less useful at a micro level. These results show that IRCA members on average earn 6.5% more than their former IRCA colleagues. It also shows that auditors with IRCA membership, on average, earn 23% more than their non-registered colleagues.



## Average salary by scheme

This table outlines the average salaries by IRCA scheme. These averages may be swayed by auditors who operate across multiple schemes.



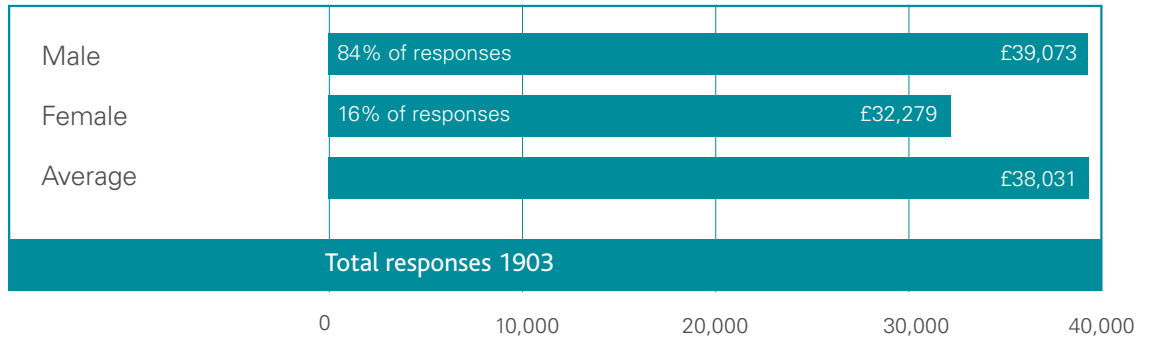
## Analysis

Aerospace and Pharmaceutical auditors are the two highest paid, which may not be surprising for many in the auditing industry. The results indicate in most occasions, IRCA auditors earn more than non-IRCA auditors, the exceptions being Energy management, Food safety and Information Technology Service Management. This shows the areas in which IRCA needs to be more vocal to raise the profile of our members and the value they add to business.

Our figures show that female auditors earn around 18% less than male auditors

## Salary information (continued)

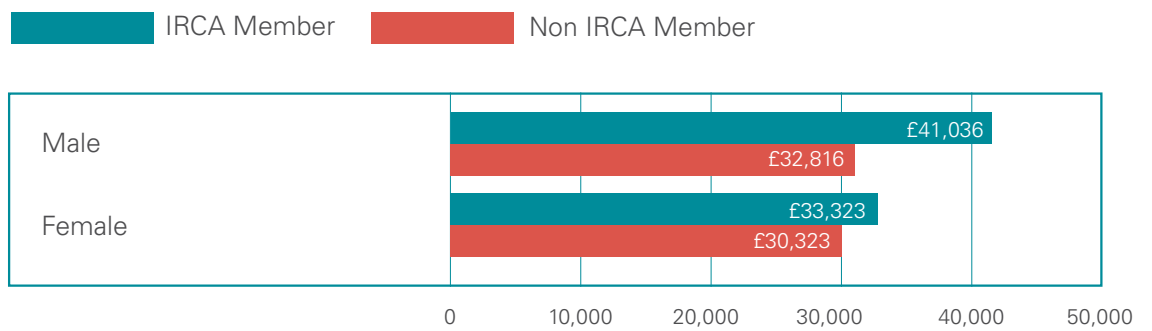
### Average salary by gender



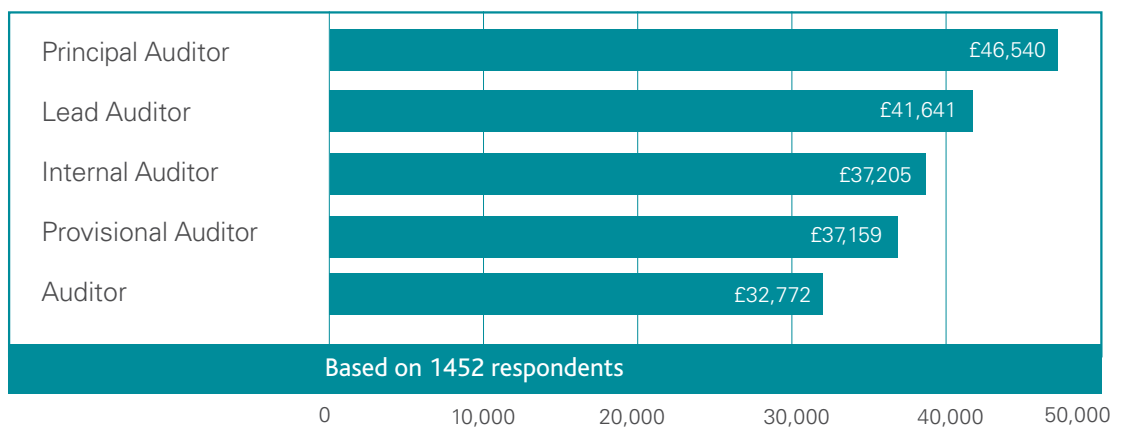
### Analysis

These figures show that female auditors earn around 18% less than male auditors. In a number of countries the gender pay gap is narrowing and there is some more partial good news when we see that IRCA membership can make a difference.

### Salary comparison for IRCA members and Non-IRCA members



### Average salary by grade

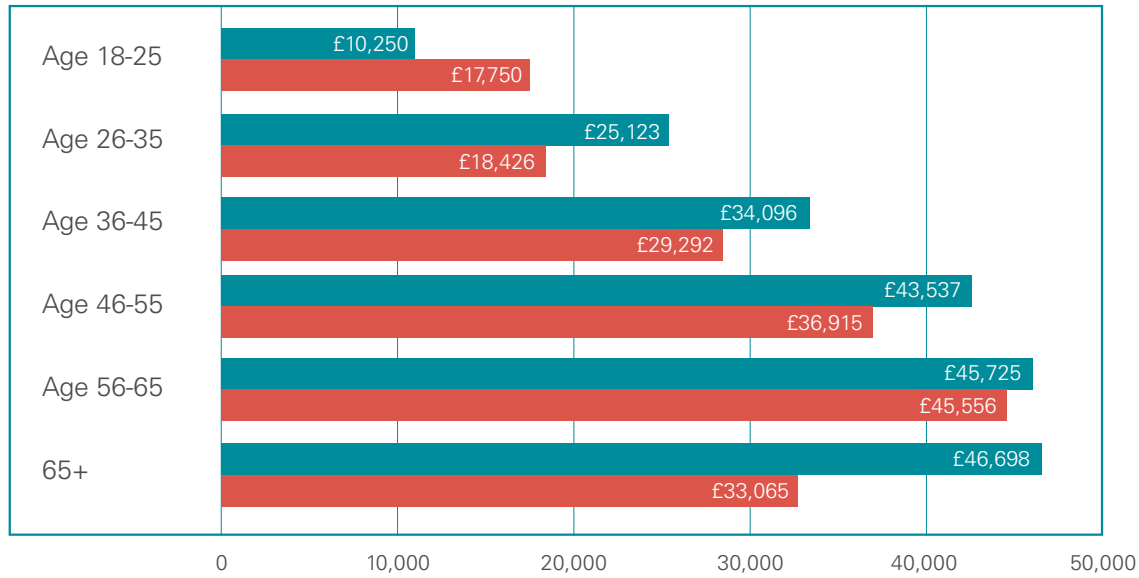


### Analysis

Because of the small number of Provisional Internal Auditors, this grade was combined with Provisional Auditor. The variation in salaries between Provisional Auditor, Internal Auditor and Auditor is producing some interesting results and we are currently reviewing our grades to make sure the grades reflect the skills and competence of our members.

## IRCA member average salary by age

IRCA Member Non IRCA Member



*IRCA members over 65 earn the highest salary*

### Analysis

There are no real surprises in this table, as age and experience increase, so does salary. It is interesting to note that IRCA members over 65 earn the highest salary, which may reinforce the importance of experience in the auditing industry.





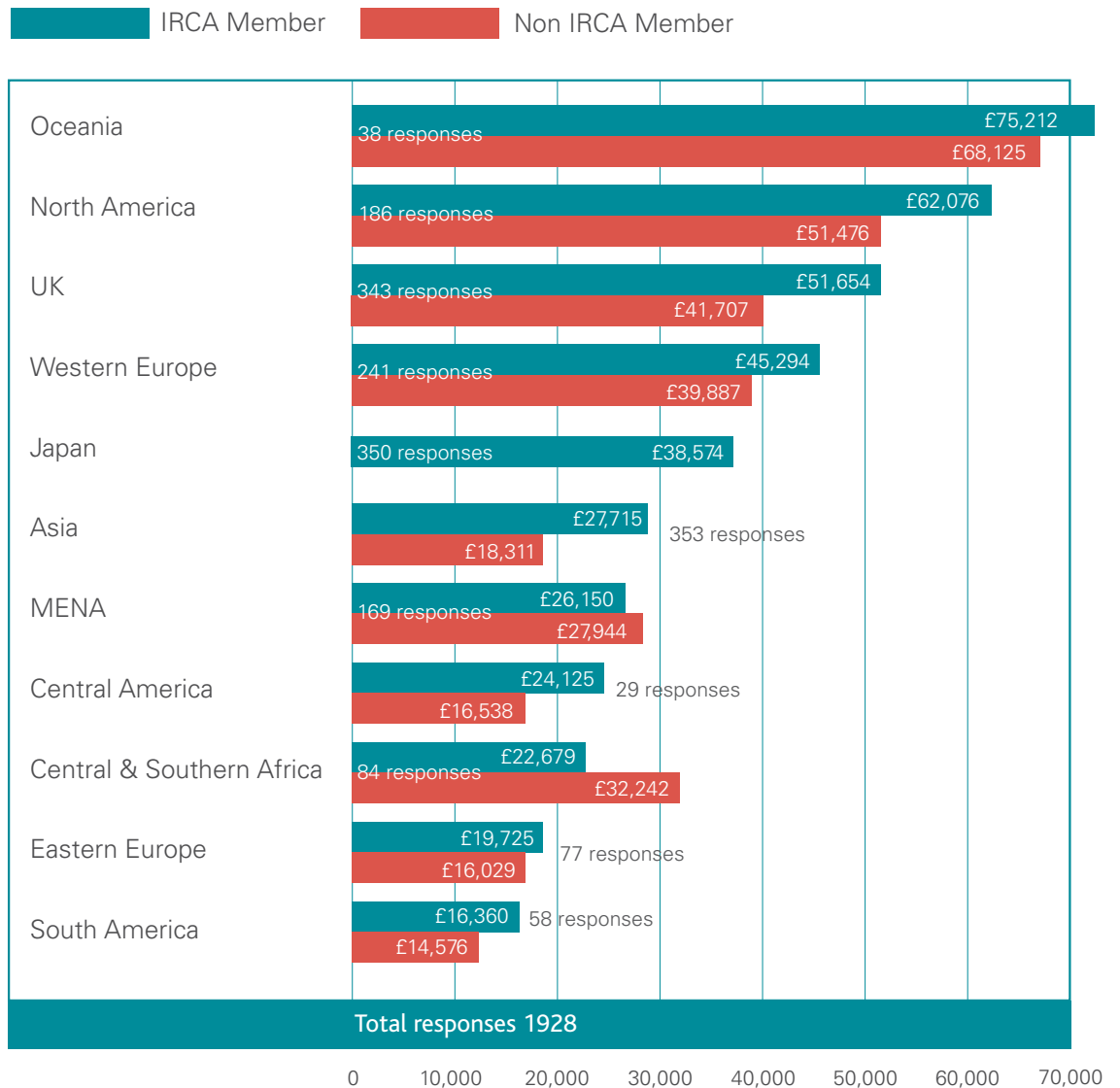
IRCA registration is recognised around the world and helps allow auditors trained in one country to move to a different area.

## Salary information (continued)

### Average salary by region

Due to the small numbers in some countries, we have combined them to form larger regions. Some regions are self-explanatory, others have been chosen based on the profiles of the respondents.

Because we have large populations in the UK and Japan, we split these countries out from their regions. However, the non-IRCA data for Japan only accounted for 4% of the total and so could not be used for a realistic comparison to the IRCA data.



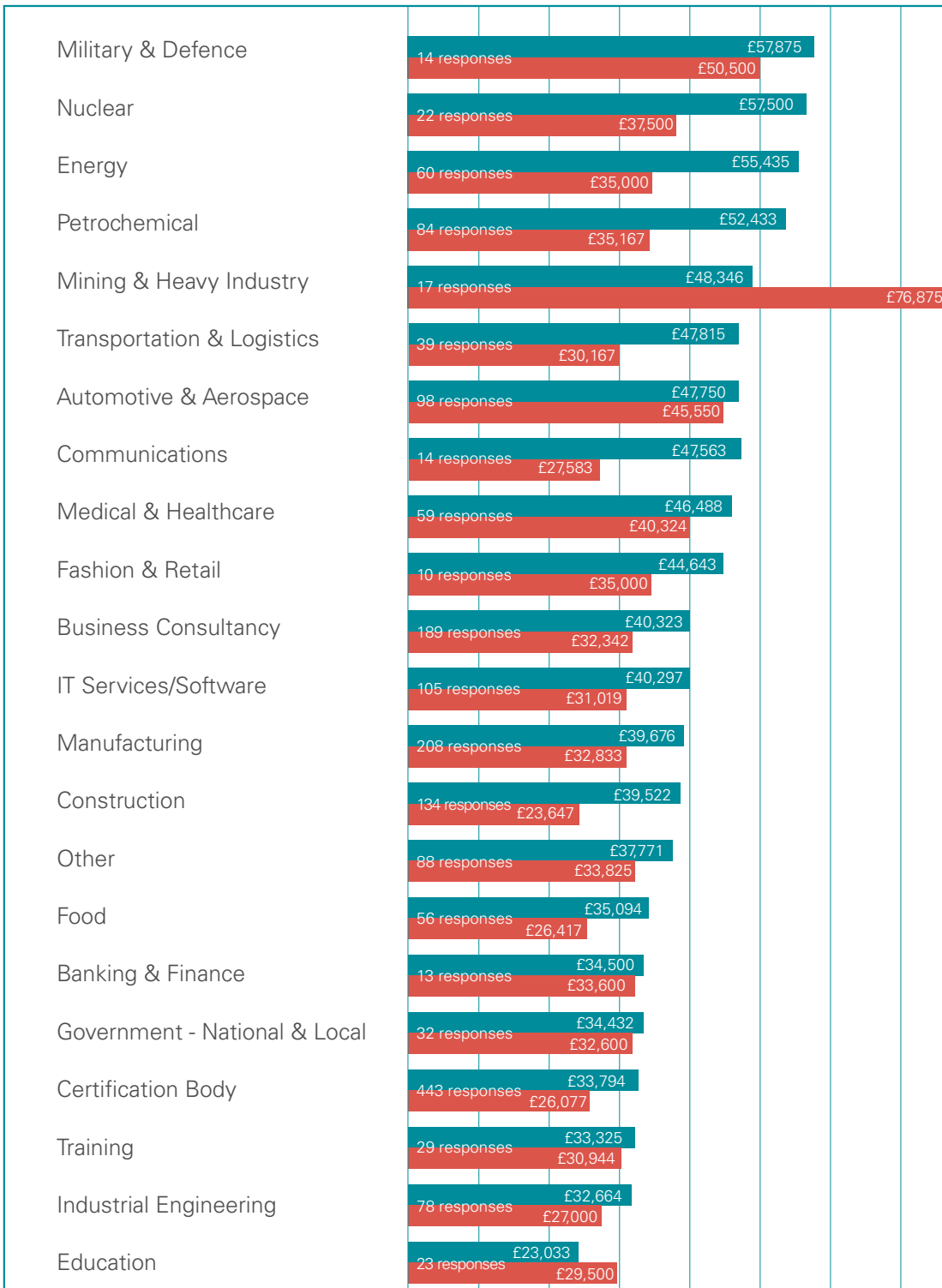
### Analysis

There are significant differences between regions and this shows the value of having a globally recognised qualification. IRCA registration is recognised around the world and helps allow auditors trained in one country to move to a different area.

The Middle East and Africa are trending differently compared to the other regions and this requires more investigation by IRCA.

## Average salary by industry

IRCA Member Non IRCA Member



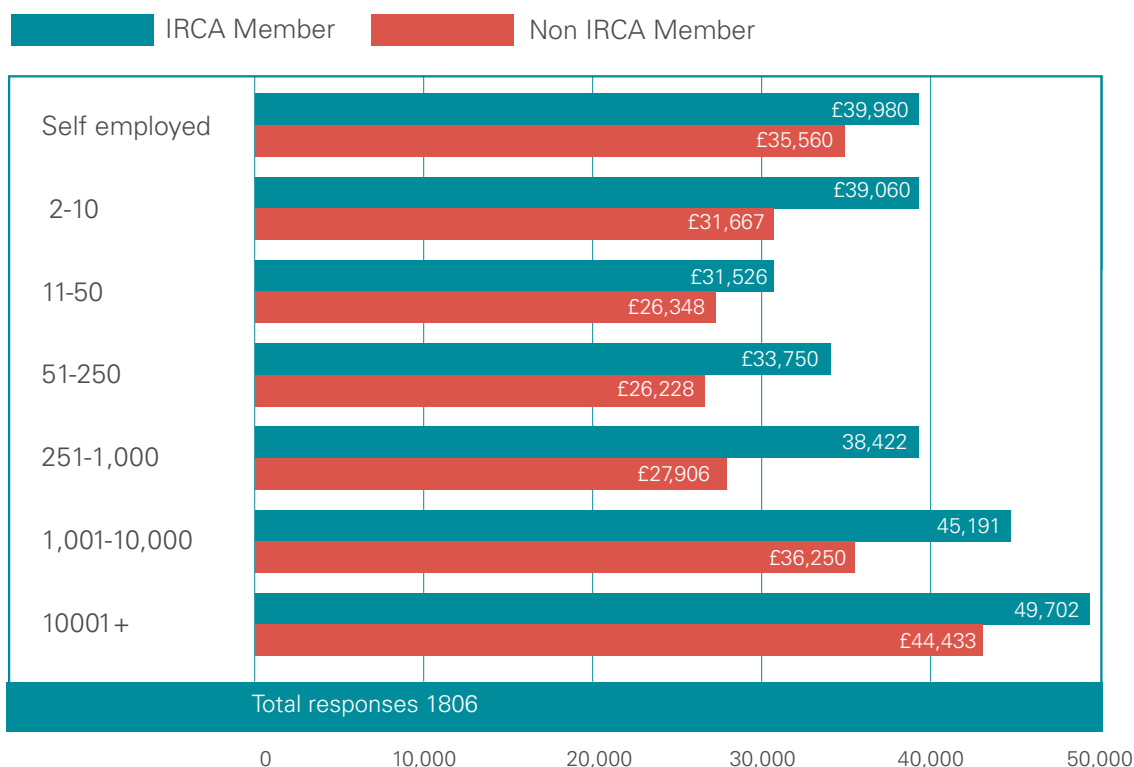
### Analysis

It is no surprise to see certification bodies as the largest industry employer (accounting for around 25% of responses) but it may be a surprise to see them as one of the lowest paid industries. However feedback indicates that there are some certification body auditors who classify their employers as business consultancies, which would increase their average salary. It should also be noted that there are many other benefits/perks that need to be considered, some of which, will be covered later in this report.

IRCA members, on average, earn 23% more than their non-IRCA counterparts.

## Salary information (continued)

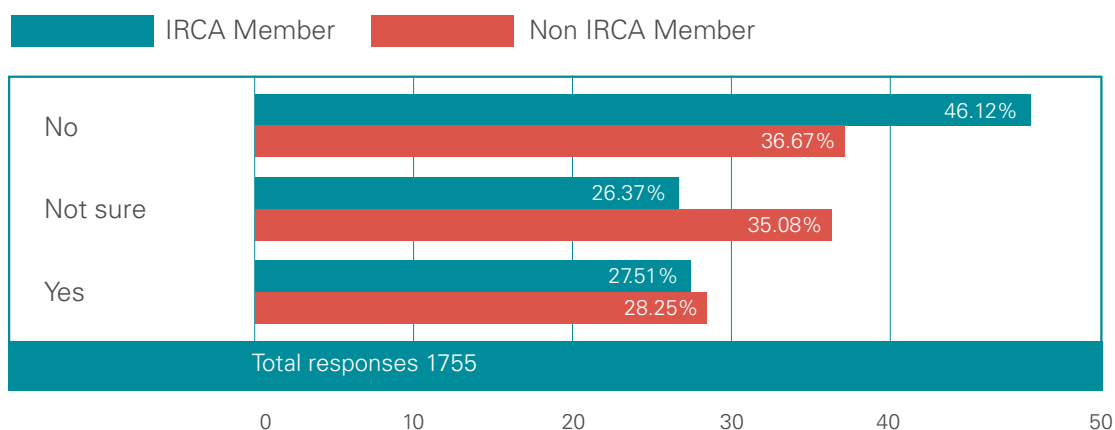
### Average salary by company size



### Analysis

This question generated a lot of comments as a number of our members are consultants / contractors and in the next survey we will ensure that we fully explore this important group of IRCA auditors.

### Do you think that IRCA registration gets you a higher salary?

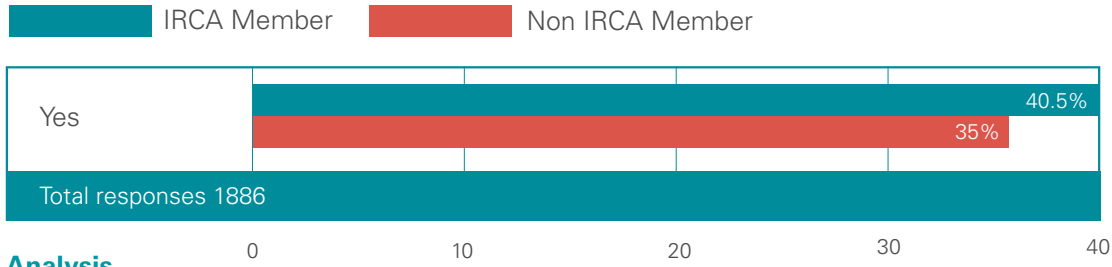


### Analysis

The results are pretty clear – only around 28% of the industry think that IRCA gets you a higher salary. A concern for IRCA is that 46% of IRCA members do not think that IRCA registration improves their earning potential. This shows the importance of surveys like this to highlight the value of IRCA membership because as we stated earlier, this survey shows that IRCA members, on average, earn 23% more than their non-IRCA counterparts.

# Other Benefits

## Do you get a bonus?

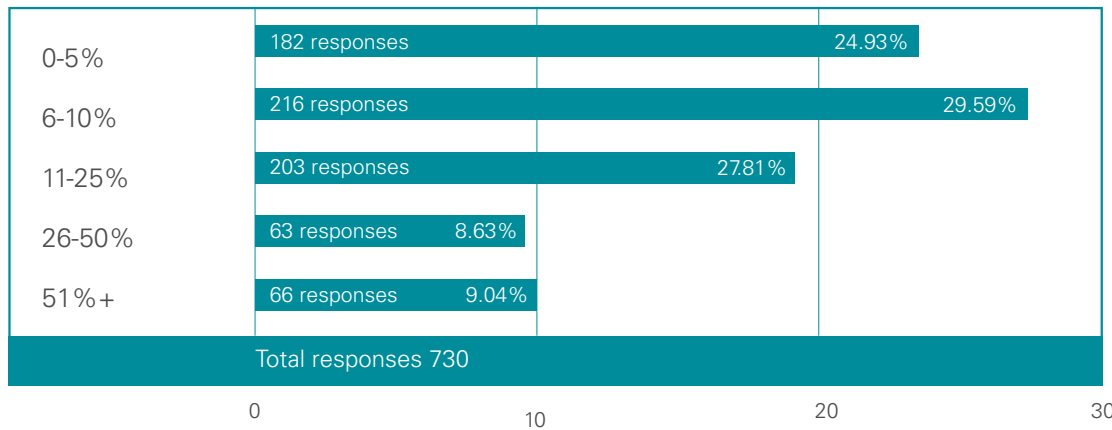


### Analysis

Further investigation would need to be undertaken to fully understand the 5.5% difference between IRCA members and non-IRCA members.

## How much is your bonus (IRCA and Non-IRCA)?

We did not want to separate the groups because the 'rate of bonus' was much more dependent on the industry rather than whether they had IRCA membership



### Analysis

The majority of bonuses are up to around 25% which could easily flatten out some of the variances we have seen in salaries over the previous tables. The average bonus in the auditing industry is 16.4%.

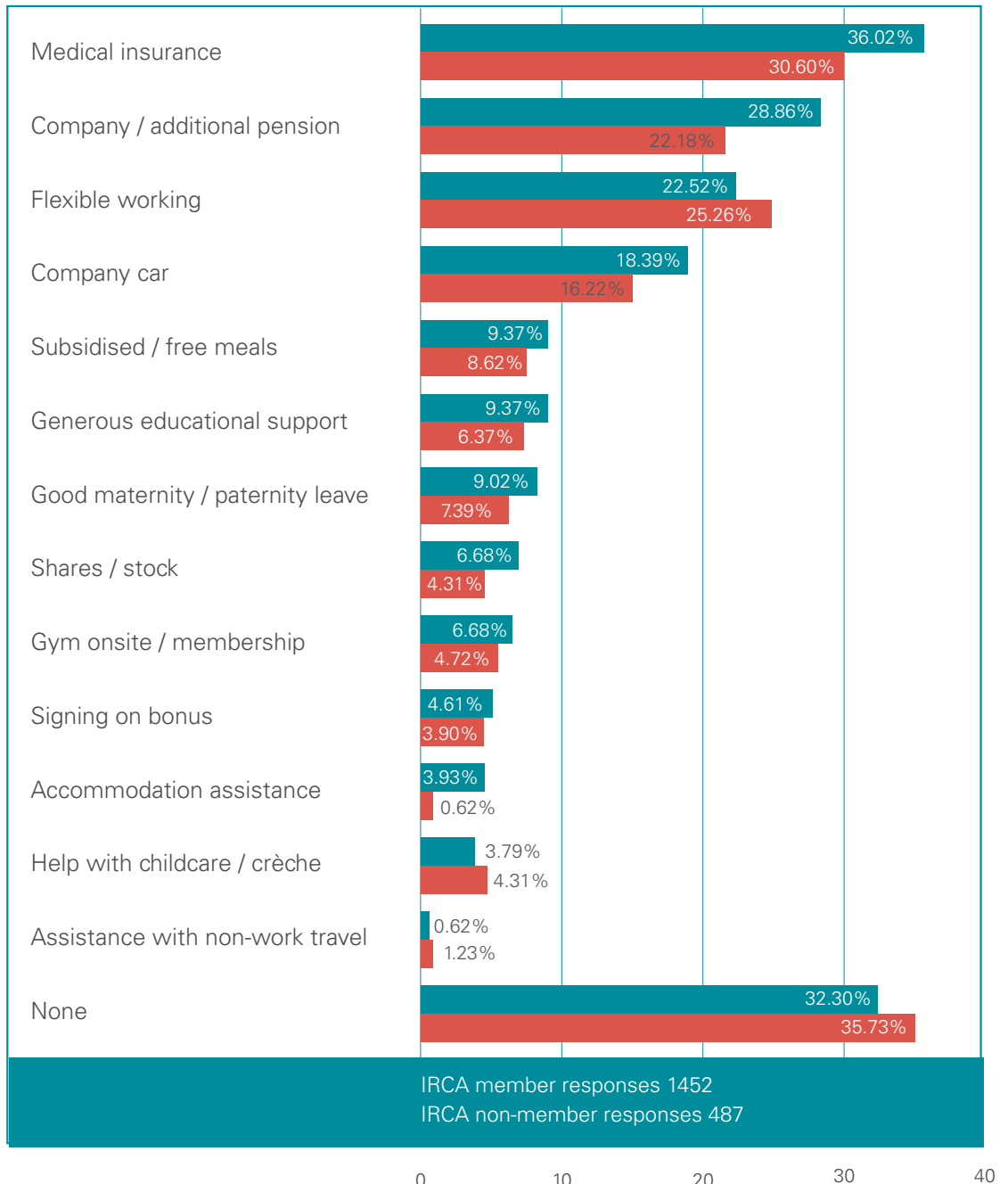
*For auditors who get one, the average bonus in the auditing industry is 16.4%.*

Around a third of all respondents received no additional benefits at all.

## Other benefits (continued)

What other benefits do you receive?

IRCA Member Non IRCA Member

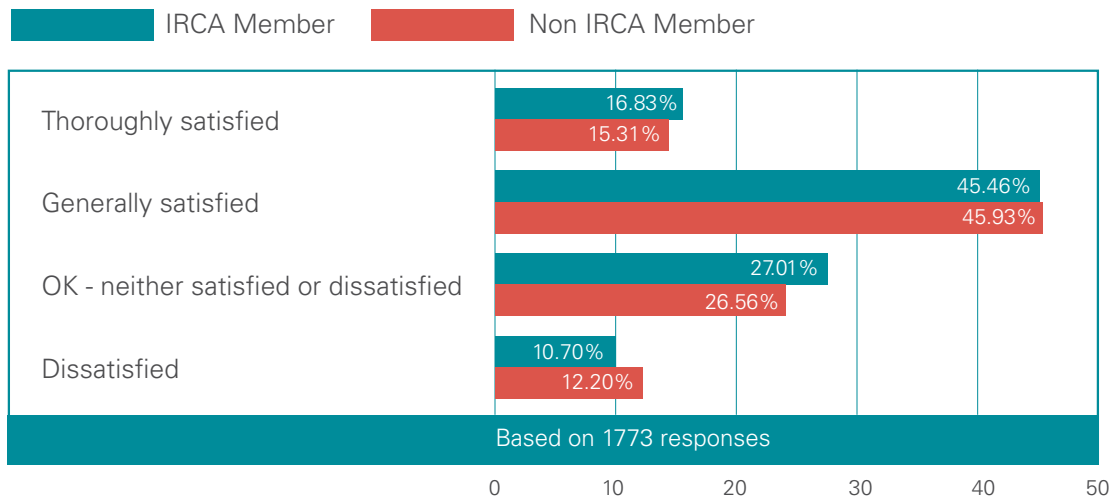


### Analysis

The most common benefit is medical help, which is not surprising, since the cost of healthcare in many countries can be prohibitive and so making it an attractive feature for employees. Around a third or all respondents received no benefits at all, making their salary extremely important when deciding on an employer.



## How satisfied are you in your current role?



*Non-IRCA members are more likely to be dissatisfied in their role.*

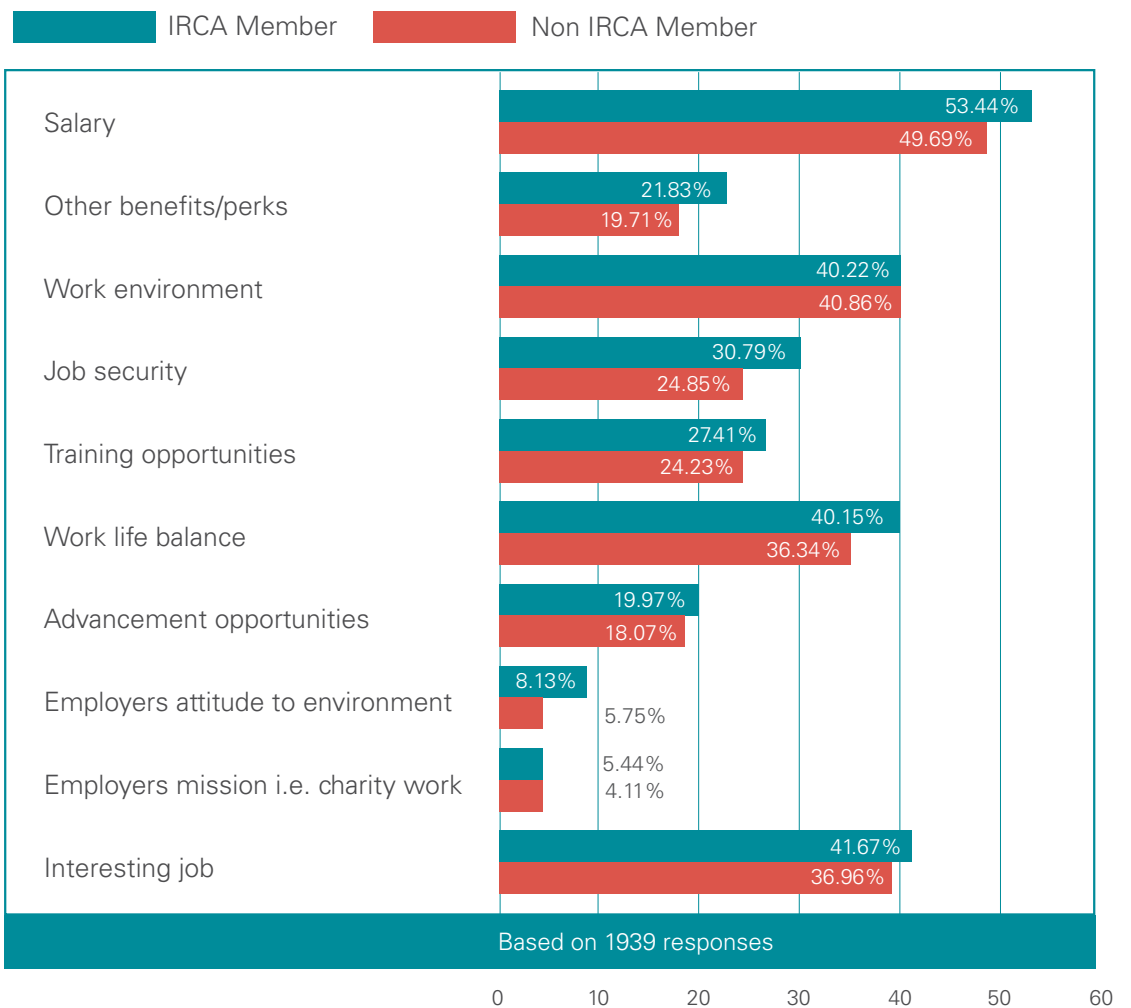
### Analysis

The breakdown is fairly equal between groups although non-IRCA members are slightly more likely to be dissatisfied in their role.



## What factors are important to you in your current role?

Employers know that salary is important to their employees but what are the other factors that are important?

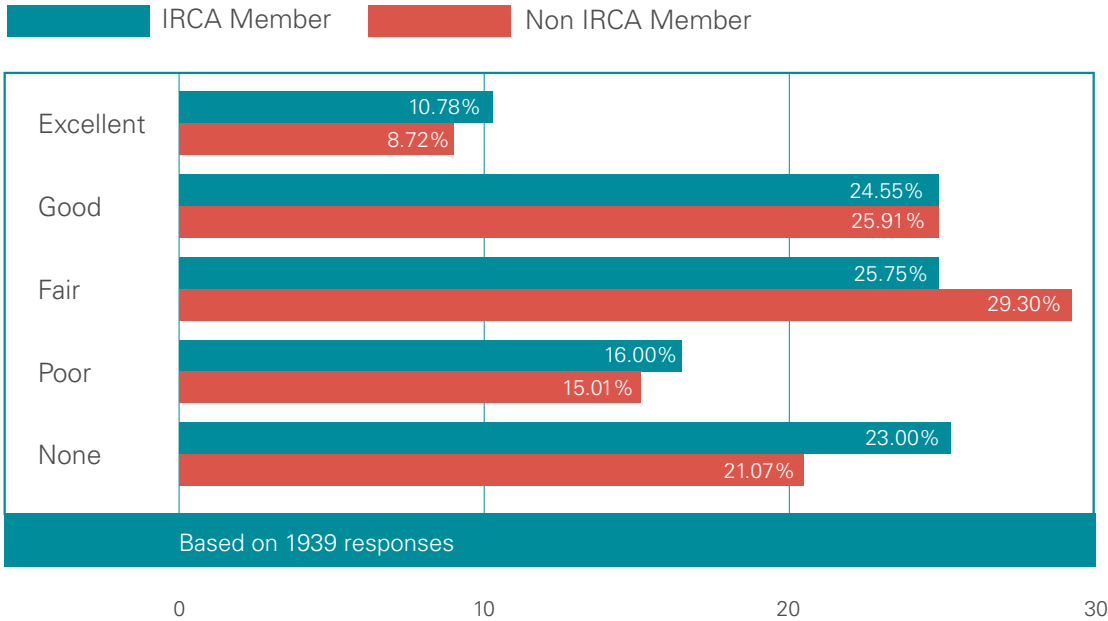


### Analysis

It's no surprise to see salary as the most important factor but there are a few other highly rated areas that employers should take notice of. Work environment, work/life balance and an interesting job all are fairly equal in importance and offer employers' a chance to provide different incentives rather than focusing on salary alone.

# Progressing your career

What are your chances of career progression in your current role?

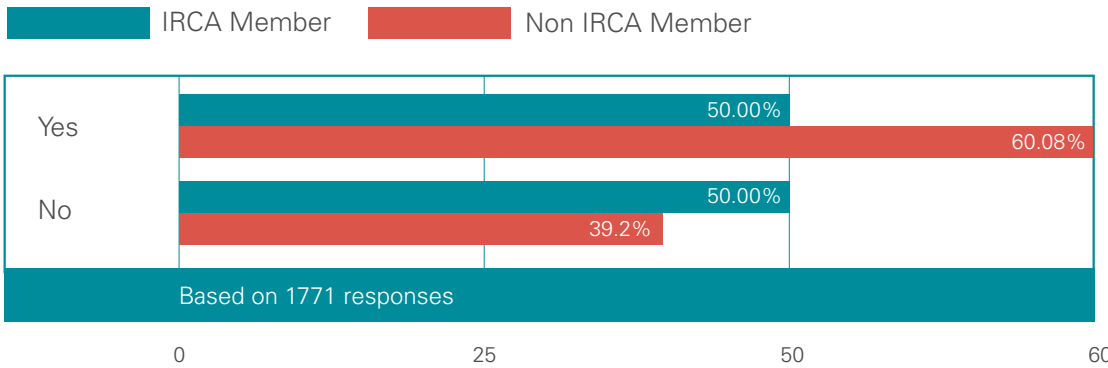


*IRCA members are slightly more confident about their chances of developing their career in their current role.*

## Analysis

Fairly equal split amongst IRCA and non-IRCA members although IRCA members are slightly more confident about their chances of developing their career in their current role.

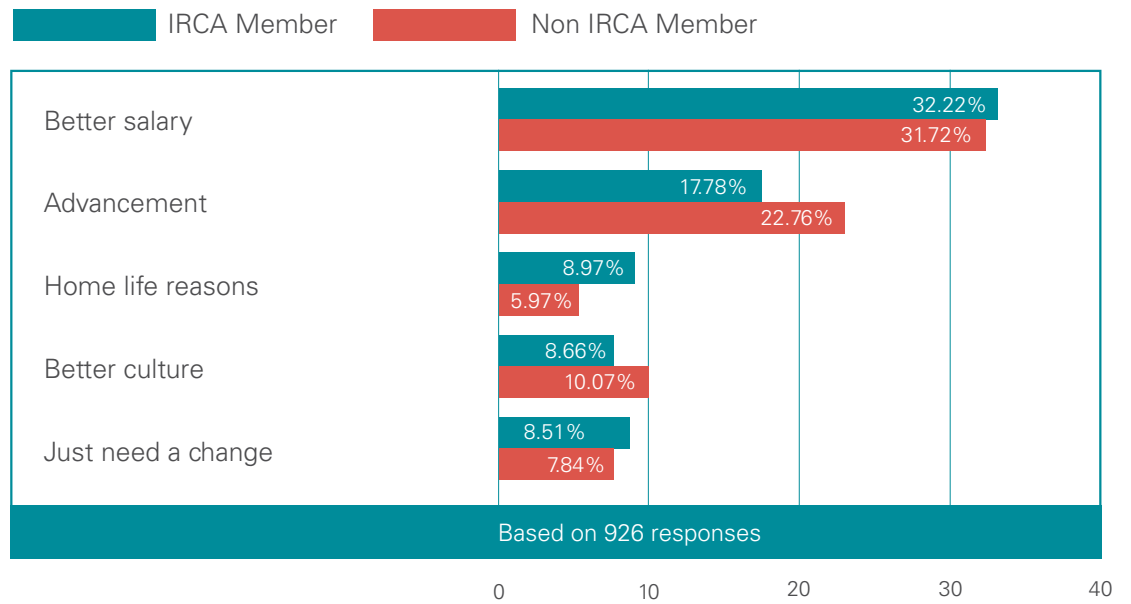
Are you looking for a new role in the next 12 months?



## Analysis

We have previously seen that job satisfaction is fairly evenly split between IRCA and non-IRCA members but non-IRCA auditors are much more likely to be looking for a new role. This might be because they seem to they earn less than their IRCA counterparts.

## Top 5 reasons for looking for a new role

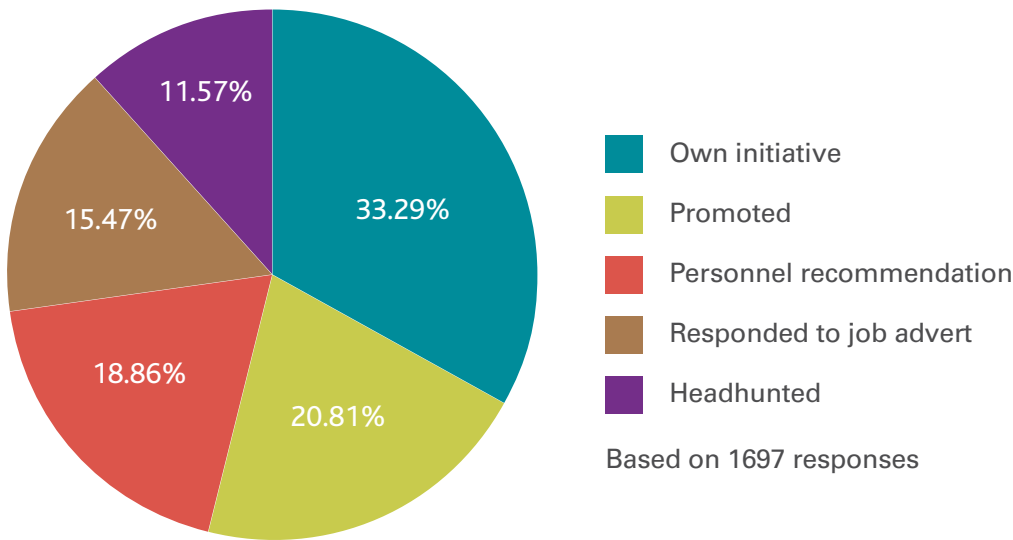


### Analysis

Once again fairly evenly split between IRCA and Non-IRCA, with salary being the most important factor. The interesting discrepancy was the fact that non-IRCA auditors were much more likely to be moving to advance their career and one way to advance their career in their current employer, may be to gain IRCA registration.

## How did you get your current role?

The top 5 ways (not split by group)

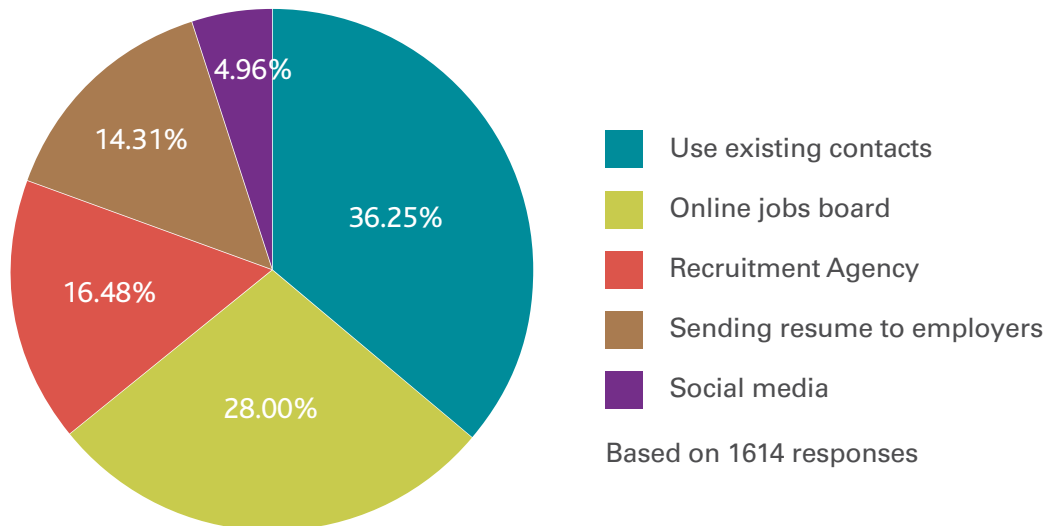


*A third of auditors would rely on their reputation and get work through their network of contacts.*

### Analysis

This question shows the recruitment dynamics of the auditing industry and if it is any different to other industries. The interesting points seem to be that personnel recommendation and headhunted account for 30% of hires, showing how important reputation and experience are in the auditing industry.

## Top 5 methods you would use to get a job



### Analysis

The previous question showed the importance of reputation and this is carried through on this question as over a third of auditors would get a job through their network of contacts. Only 5% of auditors would use social media but we would expect this figure to rise dramatically over the next 5 years.



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