

ON ***Q*** ***RECRUITMENT***
Scientific Technical Medical

2014 Salary & Job Satisfaction Survey

Clinical Research Sector



2014 Salary and Job Satisfaction Survey



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- Foreword by On Q Recruitment's Director
- Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.
- Functional Overview – by Sector: a snapshot of the contributors profile by individual sector. It indicates salary increases and percentage of those who received bonus across the whole sector in addition to other analysis, including job satisfaction and the likelihood to change jobs.
- Functional Overview – All Sectors: as above, but across all sectors. Facilitates a comparison against Functional Overview by Sector.
- Job Satisfaction – by Sector: highlights the benefits contributors currently receive, the benefits most valued, the top reasons for staying with a current employer and the most frustrating aspects of the job. 2013 data is provided for comparative purposes.
- Job Satisfaction – All Sectors: as above, but across All Sectors. Facilitates a comparison against Job Satisfaction by Sector.
- Job Title pages: specific data on base salary, bonus, car allowances and demographics for each individual job title. These pages also illustrate the likelihood to change jobs, job satisfaction, security and stress level. They also provide an indication of the top 5 most valuable benefits for each job.
- Remarks: accompanying notes on calculations and clarification of remuneration terms.

2014 Salary and Job Satisfaction Survey



Foreword by On Q Recruitment's Director

Welcome to On Q Recruitment's 2014 Salary and Job Satisfaction Report. Thank you for your participation and for taking an interest in the results. The aim of the annual survey is to support our clients – talent acquisition, line managers and HR teams with a comprehensive overview of remuneration data, salary movements, job satisfaction and people trends across our key industry sectors. In 2014 we have reported on nearly 1700 professionals across 11 functional sectors and 12 industries in Australia, as follows:



Industries:

Animal Health	FMCG, Food & Beverage
Clinical Research Organisations	Laboratory Services
Complementary Medicines	Manufacturing
Consulting Services	Medical Devices;
Diagnostics, Life Sciences &	Pharmaceuticals – Ethical (prescription)
Biotechnology	Pharmaceuticals – OTC & Health
	Research / NFP/ Hospital / Academia

Functional Sectors:

Clinical Research	Medical Affairs
Engineering	Operations &
General Business Management	Manufacturing
Health Economics & Corporate Affairs	Quality Assurance
Human Resources	Regulatory Affairs
Laboratory	Sales & Marketing

The contributors in 2014 represent 58.6% females and 41.4% males, with an age range from 20 years to over 60 years, with the highest demographic, 35%, in the 30-39 age bracket. 84% are engaged in full time employment and 70% are based in Sydney. Although we received survey data from New Zealand and various Asian countries, we chose not to include this data in the report.

On Q is very appreciative to all its survey contributors and ensures complete confidentiality of all participants. On Q has conducted its salary survey for 8 years, continually improving and deepening our analysis and reporting to help our clients be informed, benchmark and identify trends or areas of concern. As always, we welcome your feedback and suggestions for improvements, either in representation of data or new questions to survey. Please don't hesitate to contact myself or your On Q Recruitment Consultant with feedback or requests for further information.

Kind Regards

Catherine O'Mahony
Director, On Q Recruitment
August 2014

2014 Salary and Job Satisfaction Survey



Clinical Research Sector (n = 353)

Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Research Institute / NFP / Hospital / Academia	Pharmaceuticals - OTC & Consumer Health	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	Animal Health	Consulting Services	Complementary Medicines
Clinical Trials Associate / Administrator	n	14	8	8	1		1		2		2		
	1st quartile	\$55,000	\$62,500	\$55,000									
	Median	\$56,000	\$66,750	\$56,000	\$65,500		\$55,000		\$63,250		\$60,000		
	3rd quartile	\$65,125	\$70,000	\$65,000									
Study Start Up Associate	n	6		5	1								
	1st quartile	\$92,625		\$91,250									
	Median	\$100,000		\$100,000	\$109,000								
	3rd quartile	\$109,250		\$105,000									
Clinical Trial / Study / Clinical Research Coordinator (At Site)	n	22	25	7	1	14							
	1st quartile	\$65,000	\$63,250	\$65,000		\$69,500							
	Median	\$75,000	\$75,500	\$72,000	\$62,000	\$78,000							
	3rd quartile	\$81,125	\$87,500	\$77,000		\$85,750							
In House CRA / Entry CRA (no monitoring)	n	7	9	3	1	2	1						
	1st quartile	\$55,000	\$61,500	\$55,000									
	Median	\$63,500	\$72,000	\$58,500	\$94,000	\$59,250	\$79,000						
	3rd quartile	\$94,000	\$84,750	\$105,000									
Clinical Research Associate	n	46	54	27	5	5	2	5		1			1
	1st quartile	\$83,750	\$75,000	\$82,500	\$92,500	\$66,500		\$98,500					
	Median	\$92,000	\$87,750	\$90,000	\$96,000	\$85,000	\$96,500	\$102,000		\$55,000			\$83,000
	3rd quartile	\$100,000	\$99,625	\$100,000	\$113,500	\$94,750		\$103,500					
Senior Clinical Research Associate	n	65	66	41	17	2	5						
	1st quartile	\$101,500	\$101,750	\$96,000	\$110,000		\$108,500						
	Median	\$110,000	\$107,500	\$107,000	\$117,000	\$100,000	\$115,000						
	3rd quartile	\$120,000	\$118,250	\$120,000	\$121,500		\$122,500						
Clinical Research Team Leader	n	11	15	6	2	3							
	1st quartile	\$100,000	\$102,000	\$107,500		\$95,000							
	Median	\$112,000	\$135,000	\$114,000	\$157,500	\$98,500							
	3rd quartile	\$145,000	\$145,000	\$126,250		\$100,000							
Clinical Project Manager	n	65	65	28	18	13	1	2	2	1			
	1st quartile	\$103,000	\$106,500	\$109,250	\$118,000	\$88,250							
	Median	\$115,000	\$120,000	\$121,500	\$132,000	\$107,000	\$99,500	\$97,000	\$107,000	\$65,500			
	3rd quartile	\$139,000	\$134,000	\$149,500	\$141,250	\$115,000							
Clinical Research Manager	n	32	38	7	11	10			3				1
	1st quartile	\$107,000	\$107,000	\$120,000	\$145,000	\$88,125			\$99,500				
	Median	\$140,000	\$127,000	\$147,000	\$150,000	\$115,000			\$106,000				\$71,000
	3rd quartile	\$159,750	\$156,750	\$175,000	\$170,000	\$139,750			\$140,000				
Clinical Operations Manager	n	25	35	11	6	3	1	2	1		1		
	1st quartile	\$116,000	\$118,000	\$125,000	\$152,000	\$87,500							
	Median	\$148,000	\$147,000	\$148,000	\$172,500	\$120,000	\$230,000	\$138,000	\$104,000		\$62,000		
	3rd quartile	\$171,500	\$164,000	\$167,000	\$191,000	\$139,000							
Director / Head of Clinical Research	n	31	11	10	13	5	1	1	1				
	1st quartile	\$175,000	\$180,000	\$168,000	\$200,000	\$84,500							
	Median	\$200,000	\$186,000	\$190,000	\$220,000	\$134,000	\$190,000	\$250,000	\$260,000				
	3rd quartile	\$250,000	\$220,000	\$212,500	\$270,000	\$157,500							
Regional Manager / Director / Vice President	n	12	8	7	2				1			2	
	1st quartile	\$162,500	\$195,000	\$150,000	\$177,500								
	Median	\$191,500	\$270,000	\$200,000	\$195,000				\$290,000			\$176,500	
	3rd quartile	\$272,500	\$320,000	\$280,000	\$212,500								
Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	n	17	23	7	7	2		1					
	1st quartile	\$78,750	\$77,500	\$60,000	\$100,000								
	Median	\$100,000	\$110,000	\$90,000	\$130,000	\$89,500		\$100,000					
	3rd quartile	\$132,500	\$145,000	\$110,000	\$155,000								

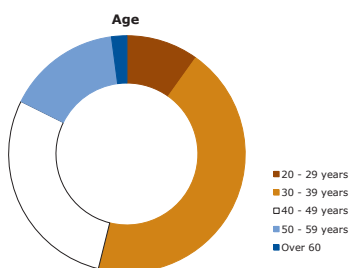
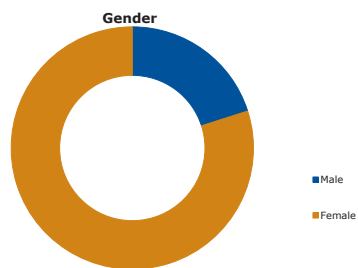
- n = The number of observations recorded for each category

- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)

- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

2014 Salary and Job Satisfaction Survey

Functional Overview - Clinical Research Sector (n = 353)

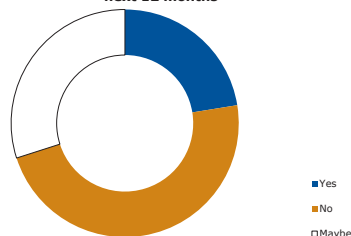


Industry Segment	Percentage
Clinical Research Organisation	47.2%
Pharmaceuticals - Ethical (prescription)	24.0%
Research Institute/NFP/ Hospital/ Academia	16.7%
Pharmaceuticals - OTC & Consumer Health	3.4%
Medical Devices	3.1%
Diagnostics, Life Sciences & Biotechnology	2.8%
Animal Health	0.8%
Laboratory Services	0.8%
Consulting Services	0.6%
Complementary Medicines	0.6%

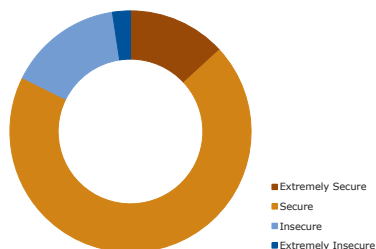
Average Department turnover %	14.31
Average Overtime hours per week	7.23

Flexibility	Percentage
Work from home	12.5%
Not permitted to work from home	11.3%
No policy, on Manager's approval / discretion	20.7%
No policy, on an ad-hoc, as needed basis	19.8%
Up to 0.5 day per week (1 day per fortnight)	3.1%
Up to 1 day per week	17.3%
2 days or more a week	15.6%

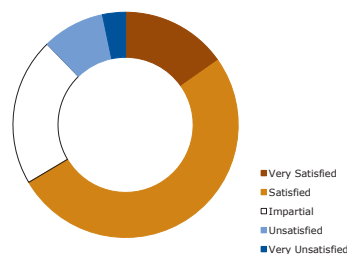
Likelihood to change jobs in next 12 months



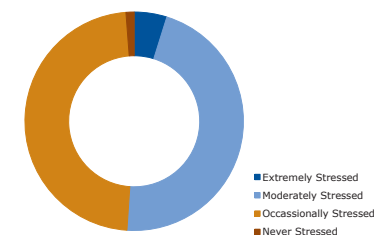
Job Security compared with 12 months ago



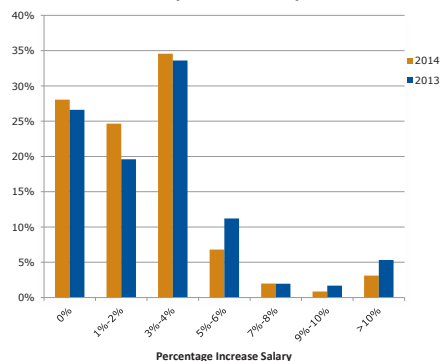
How Satisfied with Current Job



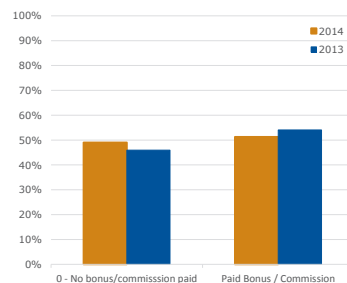
Stress Factor - Weekly Basis



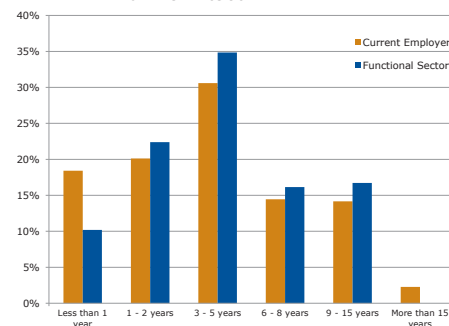
Salary Increase last 2 years



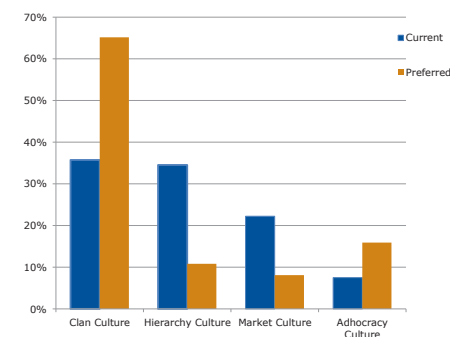
% Received Bonus over 2 years



Time with Current Employer & Time in Position



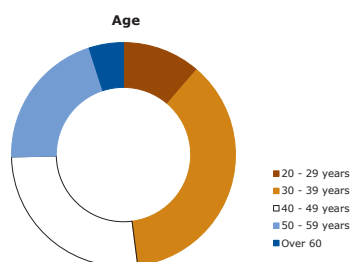
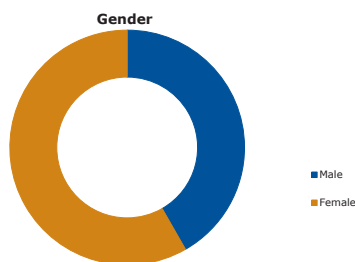
Culture - Current v Preferred



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

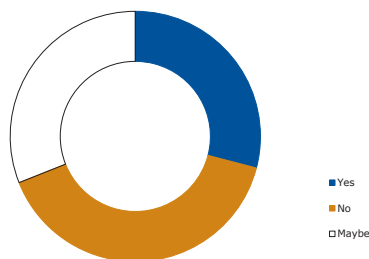


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics, Life Sciences & Biotechnology	4.0%
Laboratory Services	3.4%
Animal Health	2.9%
Complementary Medicines	2.8%

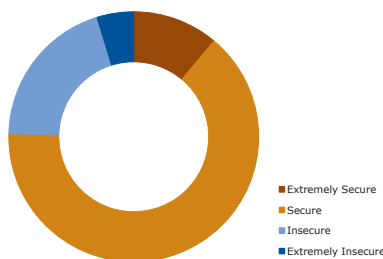
Average Department turnover % **15.44**
 Average Overtime hours per week **7.34**

Flexibility	Percentage
Work from home	5.0%
Not permitted to work from home	19.0%
No policy, on Manager's approval / discretion	27.2%
No policy, on an ad-hoc, as needed basis	25.1%
Up to 0.5 day per week (1 day per fortnight)	2.8%
Up to 1 day per week	11.1%
2 days or more a week	9.8%

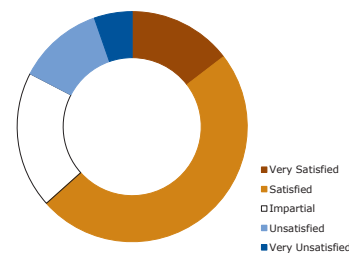
Likelihood to change jobs in next 12 months



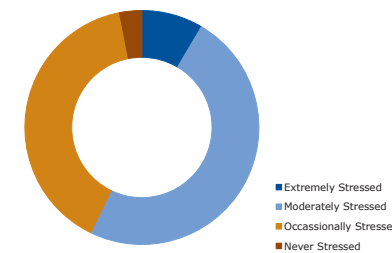
Job Security compared with 12 months ago



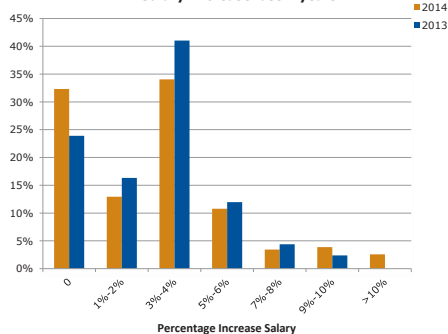
How Satisfied with Current Job



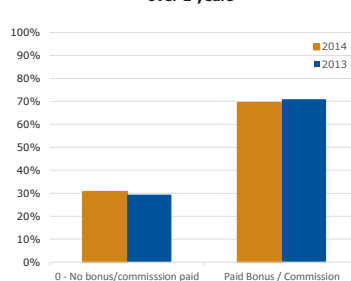
Stress Factor - Weekly Basis



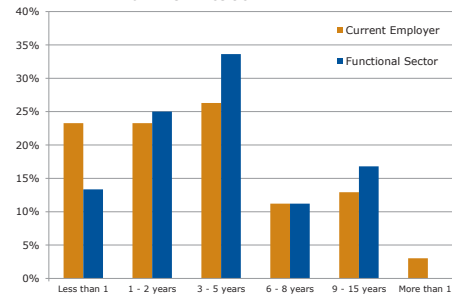
Salary Increase last 2 years



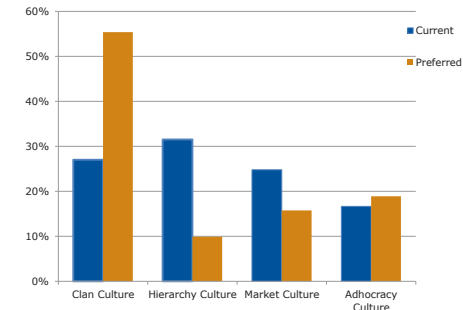
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

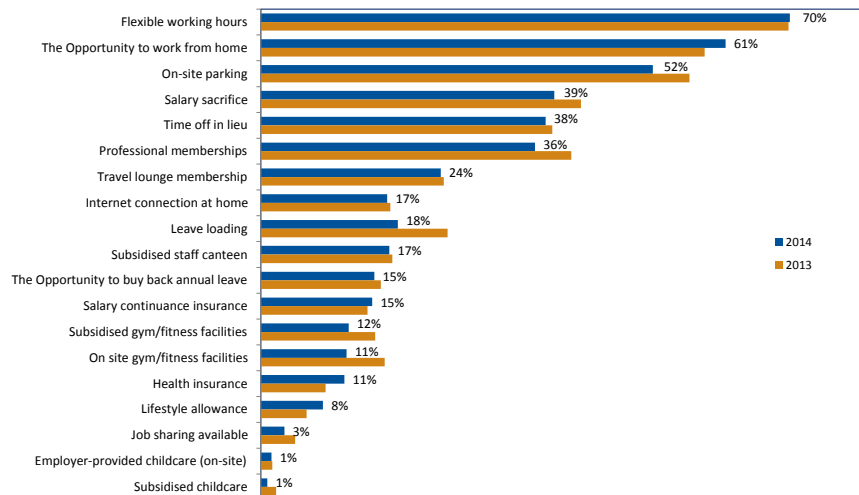


2014 Salary and Job Satisfaction Survey



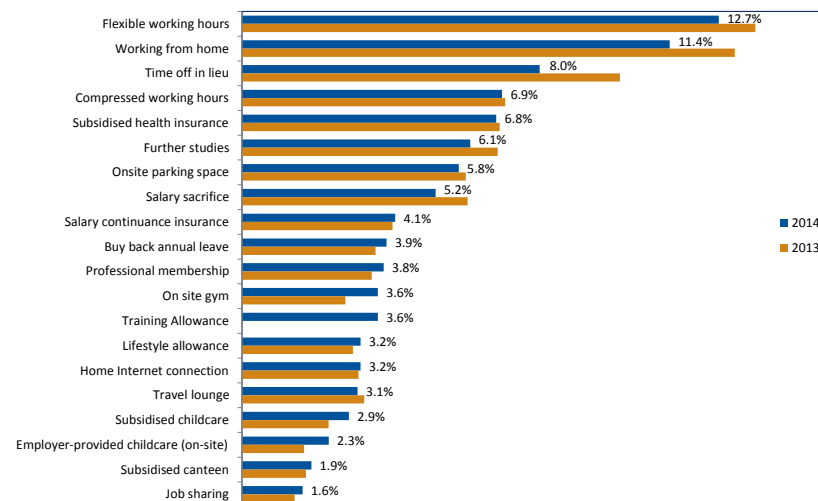
Job Satisfaction Data - Clinical Sector (n = 354)

Which Benefits Do You Receive



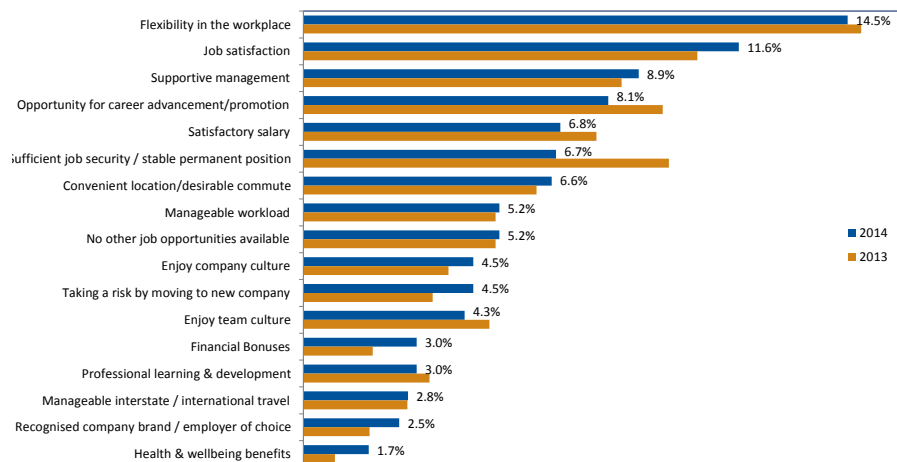
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



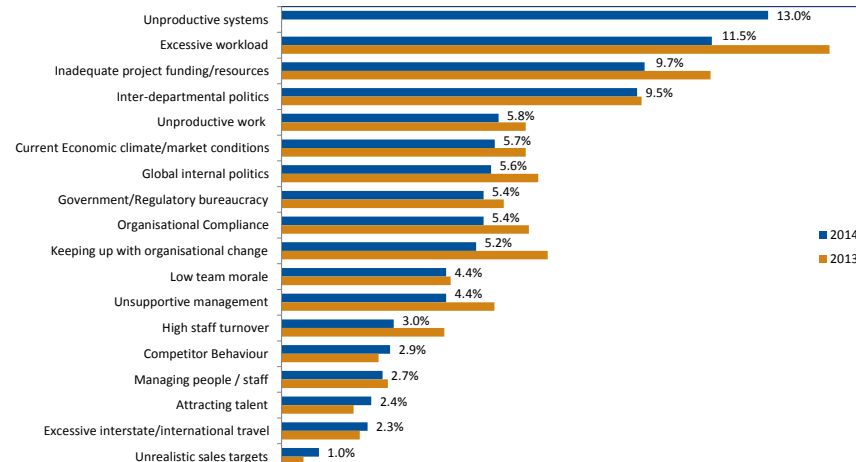
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



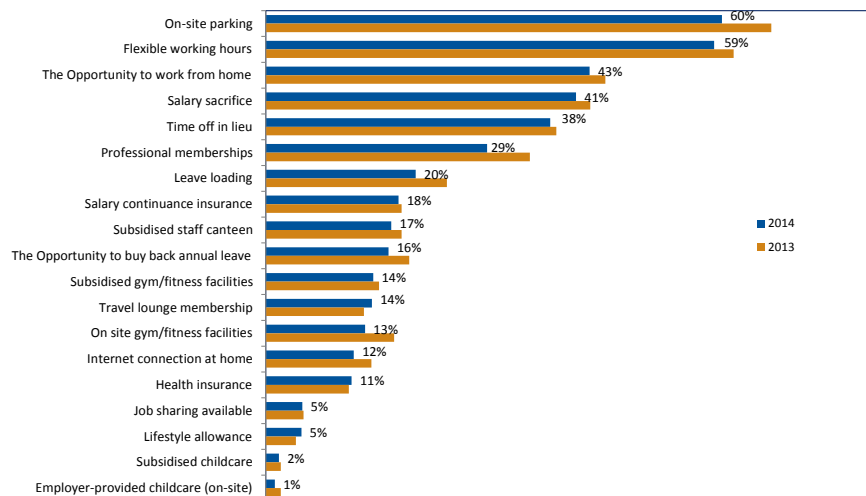
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



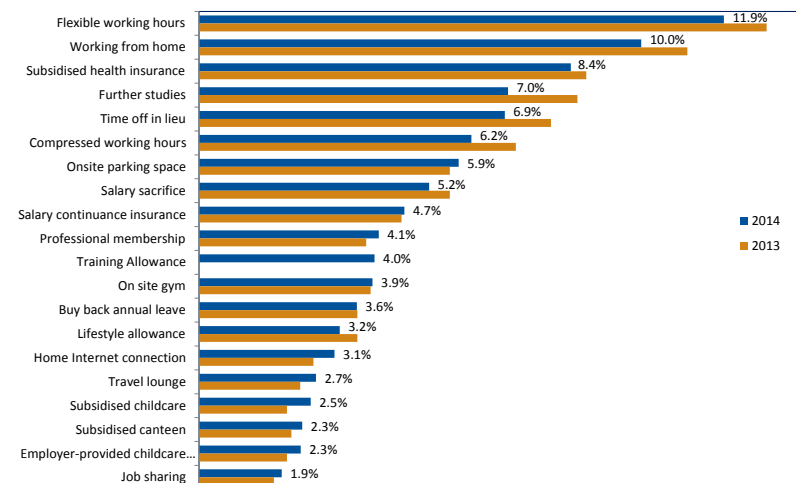
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



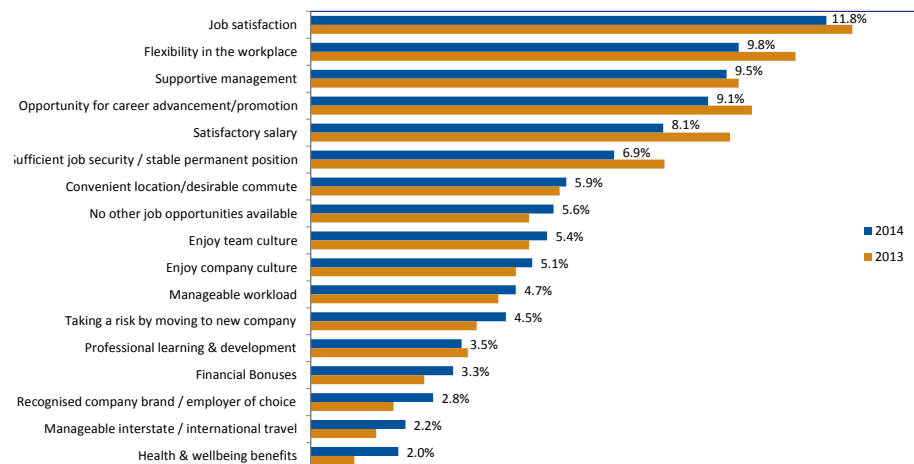
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



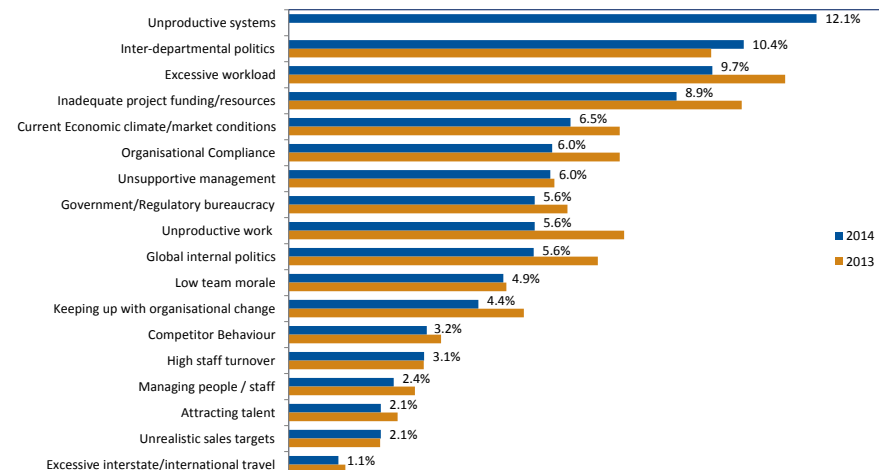
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



Clinical Trials Associate / Administrator

	n	First Quartile	Median	Third Quartile
Base Salary	14	\$55,000	\$55,000	\$63,500
Car/Car Allowance	0			
Bonus/Commission	2		\$3,000	

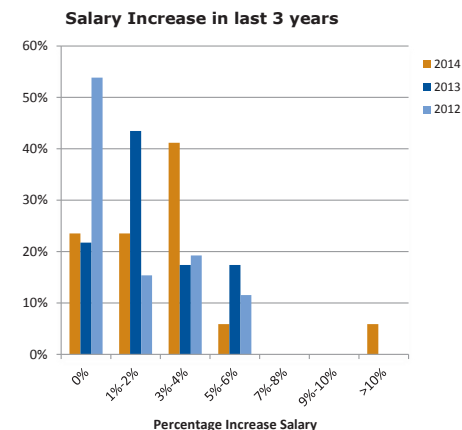
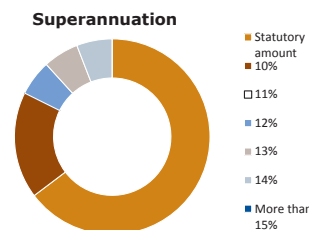
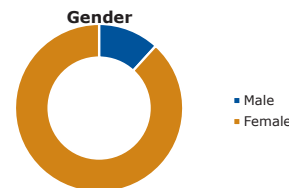
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Head of Clinical Research	7.1%
Clinical Research Manager	35.7%
Clinical Operations Manager	21.4%
Project Manager	7.1%
Clinical Research Team Leader	28.6%

Industry Segment

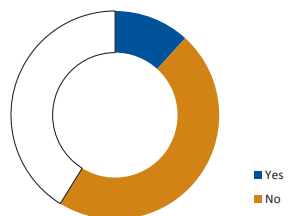
Clinical Research Organisation	57.1%
Animal Health	14.3%
Diagnostics, Life Sciences & Biotechnology	14.3%
Pharmaceuticals - Ethical (prescription)	7.1%
Pharmaceuticals - OTC & Consumer Health	7.1%



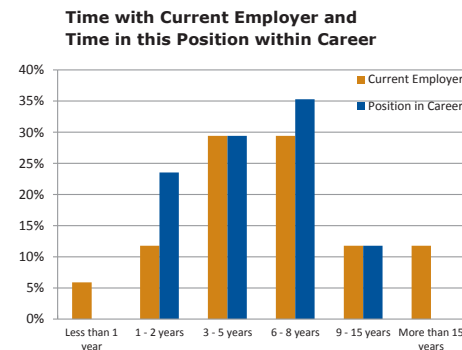
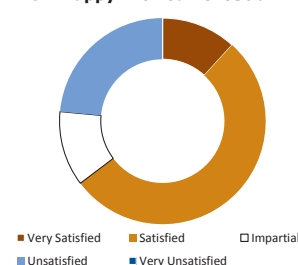
Number of Direct Reports

0	93%
1-5	7%

Likelihood to change jobs in next 12 months



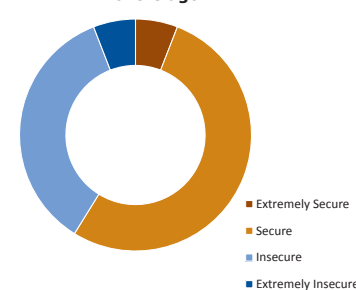
How Happy with Current Job



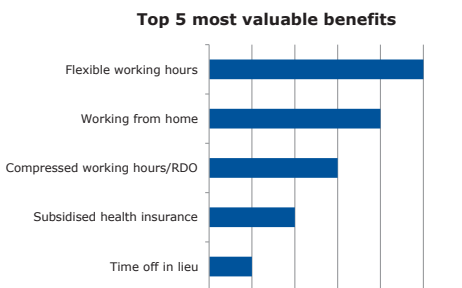
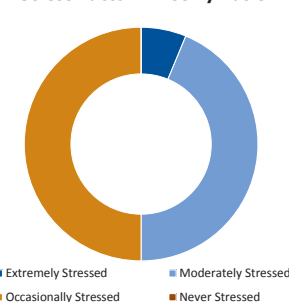
Total No. of Staff Reporting

0	93%
1-5	7%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



(No. Of Employees)

Less than 50	14.3%
51-100	28.6%
101-250	35.7%
251-500	0.0%
501-1000	7.1%
More than 1001	14.3%

Average Overtime Hours per Week

4.17

2014 Salary and Job Satisfaction Survey



Study Start Up Associate

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$81,375	\$84,500	\$98,500
Car/Car Allowance	2		\$18,000	
Bonus/Commission	2		\$4,500	

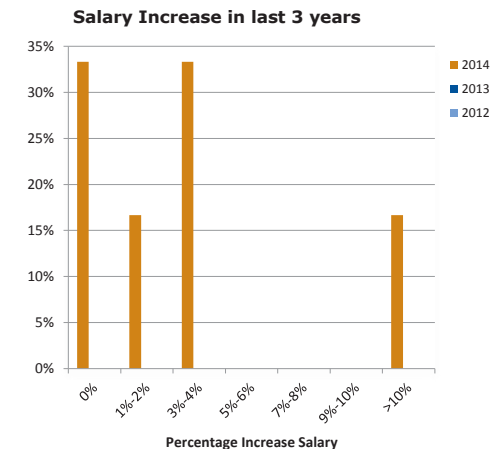
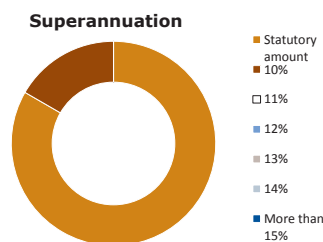
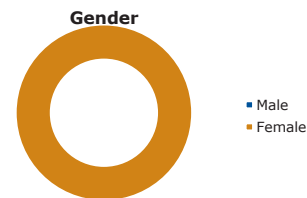
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Research Manager	50.0%
Clinical Research Team Leader	33.3%
Regional Manager / Director / Vice President	16.7%

Industry Segment

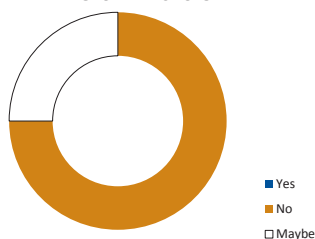
Clinical Research Organisation	83.3%
Pharmaceuticals - Ethical (prescription)	16.7%



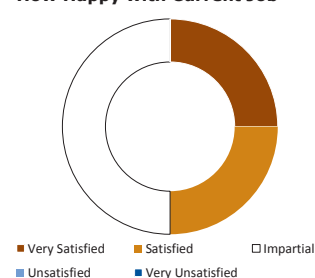
Number of Direct Reports

0	83%
1-5	17%

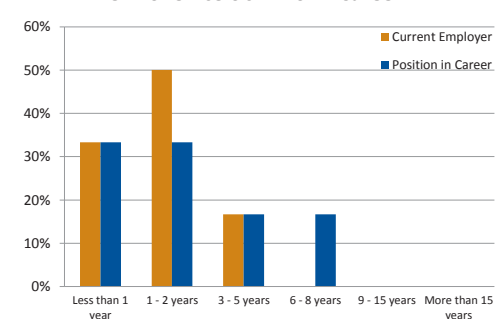
Likelihood to change jobs in next 12 months



How Happy with Current Job



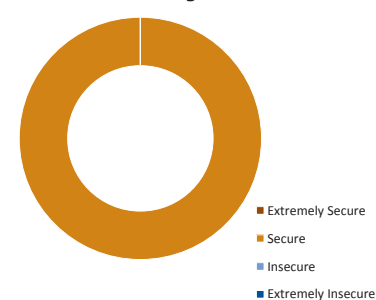
Time with Current Employer and Time in this Position within Career



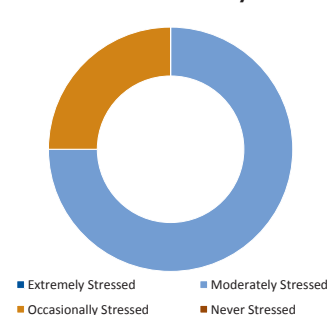
Total No. of Staff Reporting

0	83%
1-5	17%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



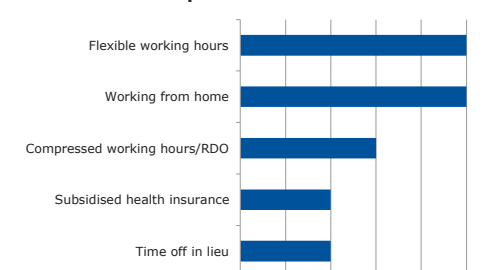
(No. Of Employees)

Less than 50	0.0%
51-100	50.0%
101-250	16.7%
251-500	0.0%
501-1000	0.0%
More than 1001	33.3%

Average Overtime Hours per Week

8.20

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Clinical Trial / Study / Clinical Research Coordinator (At Site)

	n	First Quartile	Median	Third Quartile
Base Salary	22	\$63,875	\$70,250	\$78,250
Car/Car Allowance	0			
Bonus/Commission	2		\$6,000	

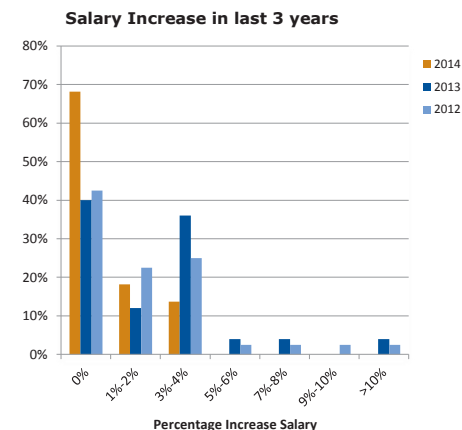
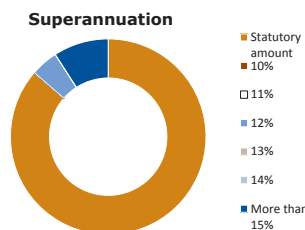
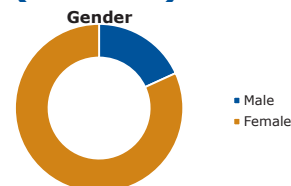
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Head of Clinical Research	22.7%
Clinical Research Manager	36.4%
Project Manager	13.6%
Senior/Group Medical Director	9.1%
Clinical Research Team Leader	9.1%
Chief Scientific Officer	4.5%
Report to Board of Directors	4.5%

Industry Segment

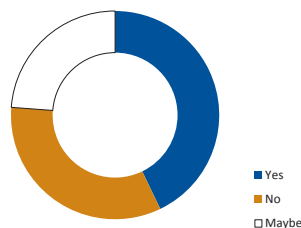
Research Institute/NFP/ Hospital/ Academia	63.6%
Clinical Research Organisation	31.8%



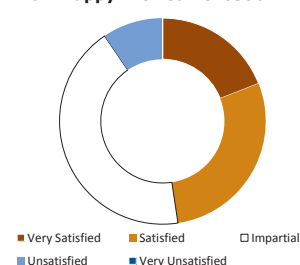
Number of Direct Reports

0	77%
1-5	23%

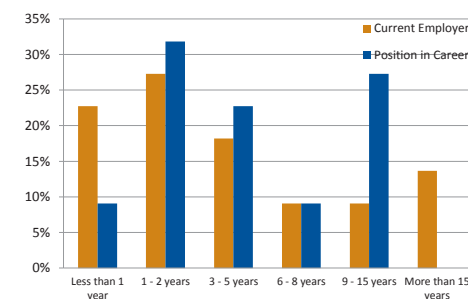
Likelihood to change jobs in next 12 months



How Happy with Current Job



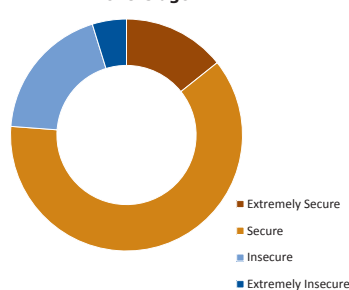
Time with Current Employer and Time in this Position within Career



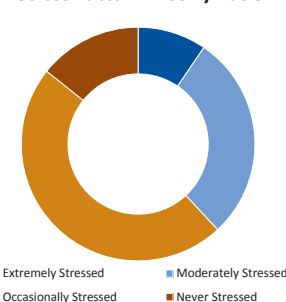
Total No. of Staff Reporting

0	77%
1-5	18%
6-10	0%
11-20	5%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



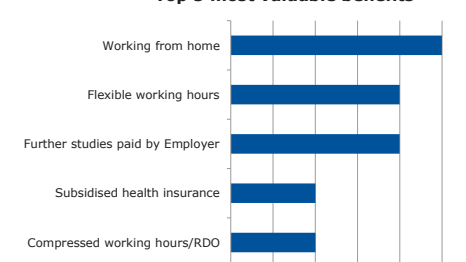
(No. Of Employees)

Less than 50	54.5%
51-100	4.5%
101-250	0.0%
251-500	4.5%
501-1000	9.1%
More than 1001	27.3%

Average Overtime Hours per Week

4.07

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

In House CRA / Entry CRA (no monitoring)

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$55,000	\$63,500	\$76,500
Car/Car Allowance	2		\$19,000	
Bonus/Commission	2		\$6,500	

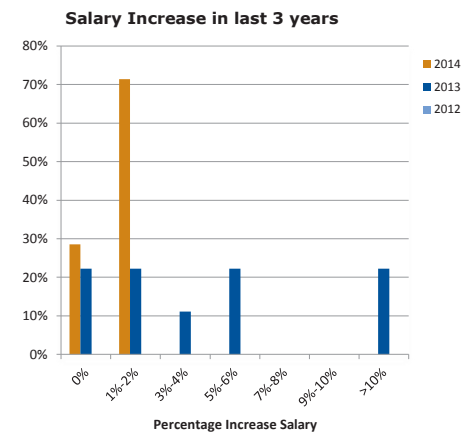
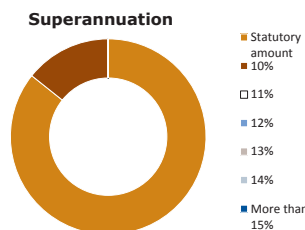
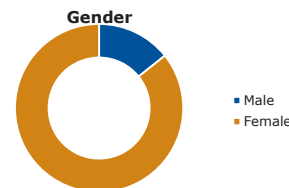
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Research Manager	28.6%
Clinical Operations Manager	42.9%
Project Manager	28.6%

Industry Segment

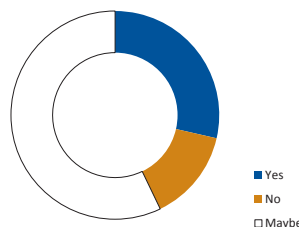
Clinical Research Organisation	42.9%
Research Institute/NFP/ Hospital/ Academia	28.6%
Pharmaceuticals - Ethical (prescription)	14.3%
Pharmaceuticals - OTC & Consumer Health	14.3%



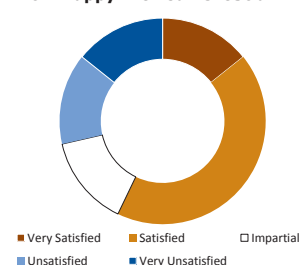
Number of Direct Reports

0	71%
1-5	29%

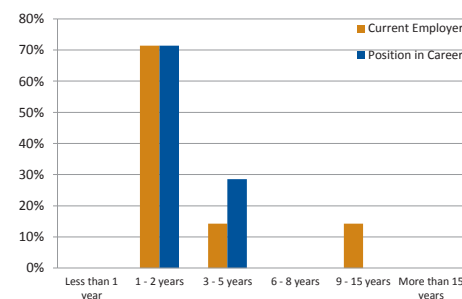
Likelihood to change jobs in next 12 months



How Happy with Current Job



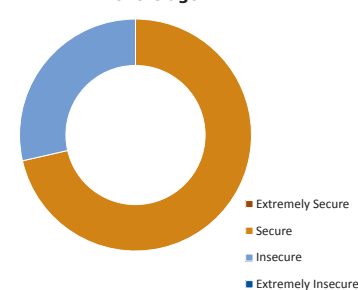
Time with Current Employer and Time in this Position within Career



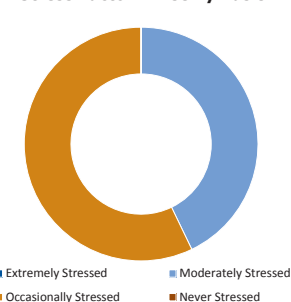
Total No. of Staff Reporting

0	71%
1-5	14%
6-10	14%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



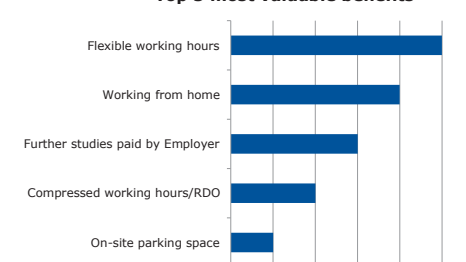
(No. Of Employees)

Less than 50	0.0%
51-100	0.0%
101-250	57.1%
251-500	28.6%
501-1000	0.0%
More than 1001	14.3%

Average Overtime Hours per Week

5.40

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Clinical Research Associate

	n	First Quartile	Median	Third Quartile
Base Salary	46	\$65,000	\$74,500	\$80,625
Car/Car Allowance	23	\$18,000	\$18,000	\$20,000
Bonus/Commission	16	\$3,000	\$4,000	\$7,000

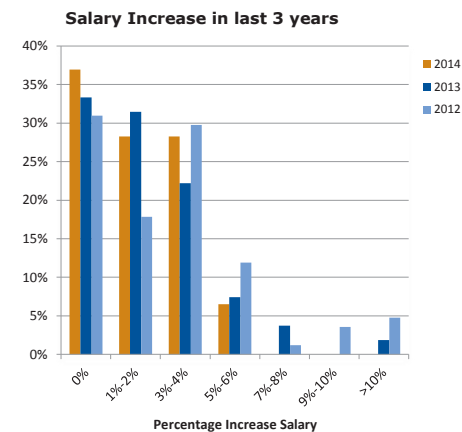
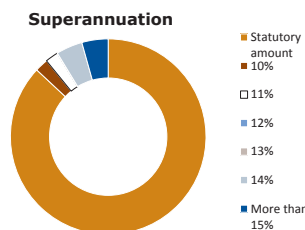
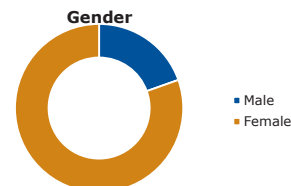
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Operations Manager	43.5%
Clinical Research Team Leader	19.6%
Clinical Research Manager	15.2%
Director / Head of Clinical Research	13.0%
Project Manager	4.3%
Regional Manager / Director / Vice President	2.2%
Managing Director / Country Manager	2.2%

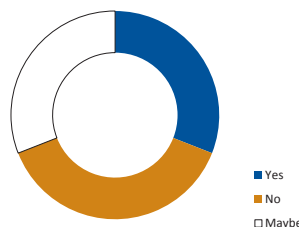
Industry Segment

Clinical Research Organisation	58.7%
Pharmaceuticals - Ethical (prescription)	10.9%
Medical Devices	10.9%
Pharmaceuticals - OTC & Consumer Health	4.3%
Research Institute/NFP/ Hospital/ Academia	10.9%
Complementary Medicines	2.2%
Laboratory Services	2.2%

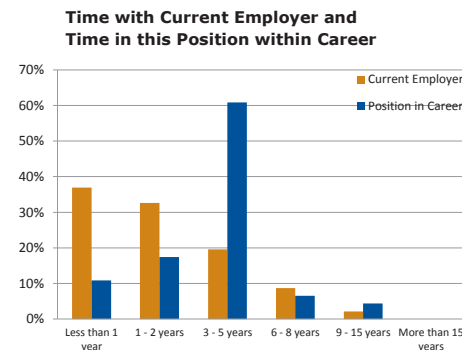
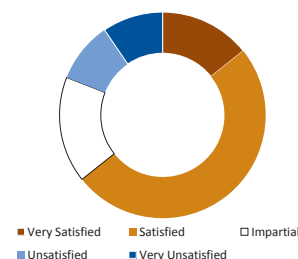


Number of Direct Reports	
0	96%
1-5	4%

Likelihood to change jobs in next 12 months



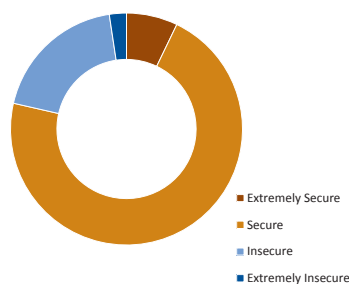
How Happy with Current Job



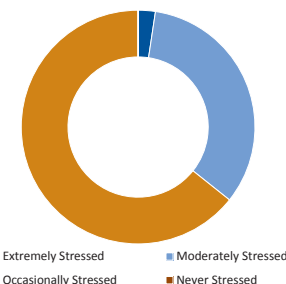
Total No. of Staff Reporting	
0	96%
1-5	4%

(No. Of Employees)	
Less than 50	10.9%
51-100	23.9%
101-250	30.4%
251-500	13.0%
501-1000	13.0%
More than 1001	8.7%

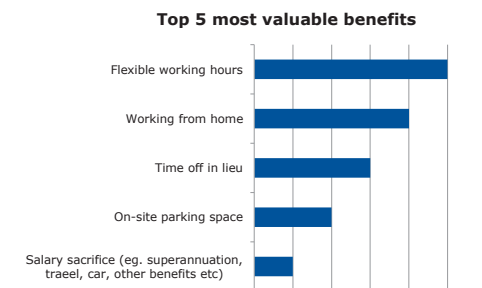
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Average Overtime Hours per Week	5.78
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2014 Salary and Job Satisfaction Survey



Senior Clinical Research Associate

	n	First Quartile	Median	Third Quartile
Base Salary	65	\$78,500	\$87,000	\$98,250
Car/Car Allowance	43	\$16,000	\$19,000	\$21,000
Bonus/Commission	41	\$3,000	\$5,000	\$9,000

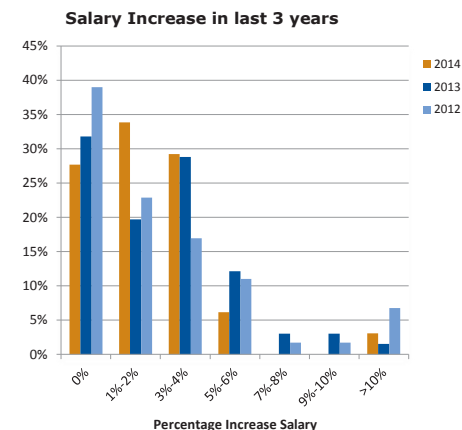
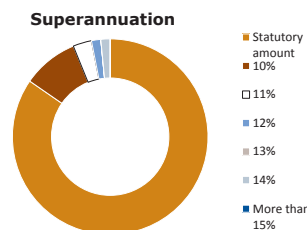
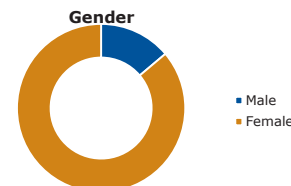
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Research Manager	32.3%
Clinical Research Team Leader	26.2%
Clinical Operations Manager	26.2%
Director / Head of Clinical Research	6.2%
Project Manager	4.6%
Managing Director / Country Manager	3.1%
Regional Manager / Director / Vice President	1.5%

Industry Segment

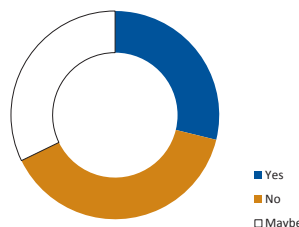
Clinical Research Organisation	63.1%
Pharmaceuticals - Ethical (prescription)	26.2%
Pharmaceuticals - OTC & Consumer Health	7.7%
Research Institute/NFP/ Hospital/ Academia	3.1%



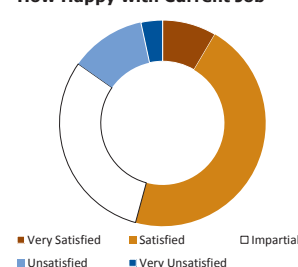
Number of Direct Reports

0	94%
1-5	6%

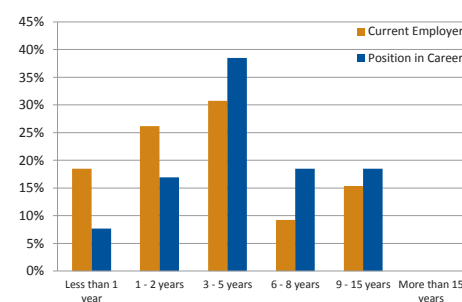
Likelihood to change jobs in next 12 months



How Happy with Current Job



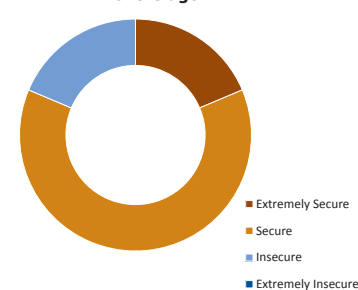
Time with Current Employer and Time in this Position within Career



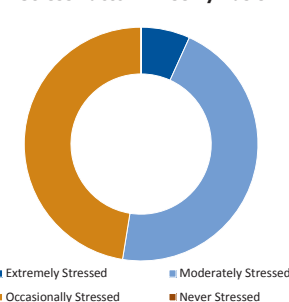
Total No. of Staff Reporting

0	94%
1-5	6%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



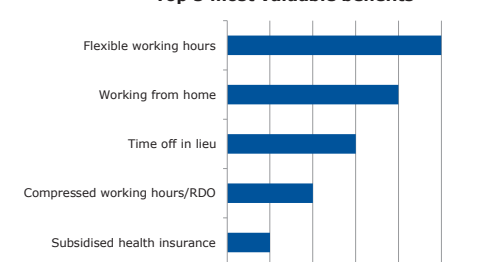
(No. Of Employees)

Less than 50	10.8%
51-100	16.9%
101-250	38.5%
251-500	18.5%
501-1000	7.7%
More than 1001	7.7%

Average Overtime Hours per Week

6.82

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Clinical Research Team Leader

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$85,000	\$97,000	\$120,000
Car/Car Allowance	5	\$12,000	\$15,000	\$20,500
Bonus/Commission	9	\$3,250	\$7,000	\$14,500

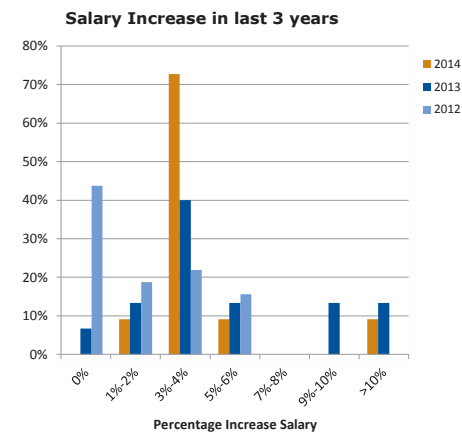
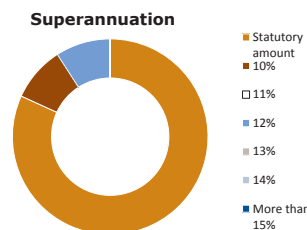
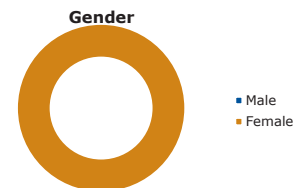
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Operations Manager	27.3%
Clinical Research Manager	18.2%
Director / Head of Clinical Research	18.2%
Clinical Research Team Leader	9.1%
Chief Scientific Officer	9.1%
Project Manager	9.1%
Regional Manager / Director / Vice President	9.1%

Industry Segment

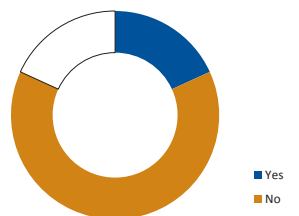
Clinical Research Organisation	54.5%
Pharmaceuticals - Ethical (prescription)	18.2%
Research Institute/NFP/ Hospital/ Academia	27.3%



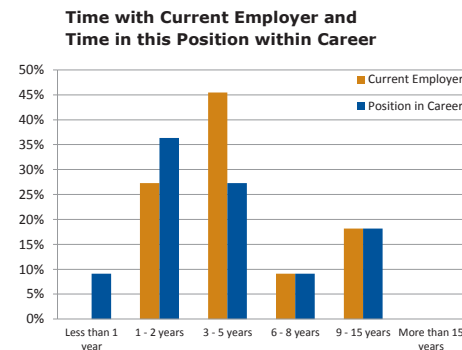
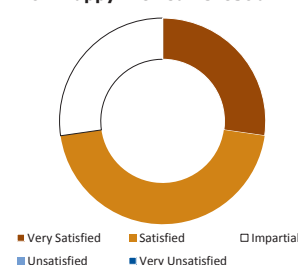
Number of Direct Reports

0	27%
1-5	27%
6-10	45%

Likelihood to change jobs in next 12 months



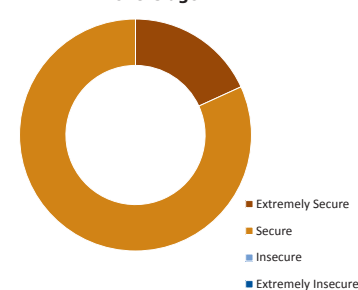
How Happy with Current Job



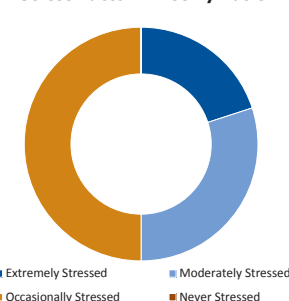
Total No. of Staff Reporting

0	27%
1-5	18%
6-10	55%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis

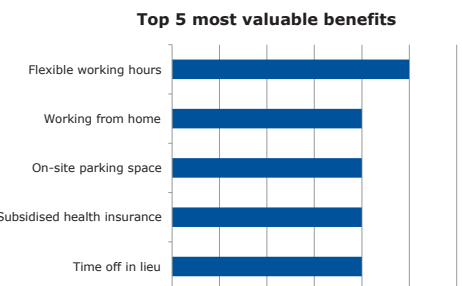


(No. Of Employees)

Less than 50	18.2%
51-100	9.1%
101-250	27.3%
251-500	18.2%
501-1000	0.0%
More than 1001	27.3%

Average Overtime Hours per Week

5.78



2014 Salary and Job Satisfaction Survey



Clinical Project Manager

	n	First Quartile	Median	Third Quartile
Base Salary	65	\$89,500	\$97,000	\$114,000
Car/Car Allowance	25	\$17,250	\$19,500	\$22,000
Bonus/Commission	33	\$5,000	\$10,000	\$18,000

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Head of Clinical Research	40.0%
Clinical Research Manager	18.5%
Clinical Operations Manager	15.4%
Regional Manager / Director / Vice President	13.8%
CEO	4.6%
Project Manager	1.5%
Clinical Research Team Leader	1.5%
General Manager	1.5%
Managing Director / Country Manager	1.5%
Senior/Group Medical Director	1.5%

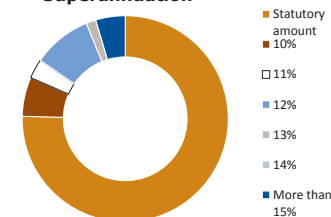
Industry Segment

Clinical Research Organisation	43.1%
Pharmaceuticals - Ethical (prescription)	27.7%
Research Institute/NFP/ Hospital/ Academia	20.0%
Medical Devices	3.1%
Diagnostics, Life Sciences & Biotechnology	3.1%
Pharmaceuticals - OTC & Consumer Health	1.5%
Laboratory Services	1.5%

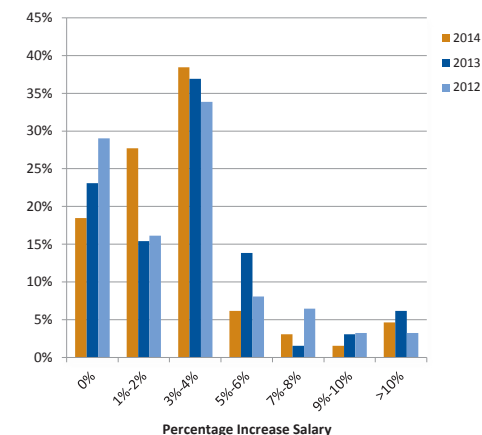
Gender



Superannuation



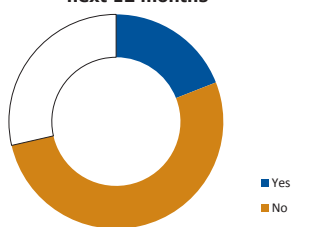
Salary Increase in last 3 years



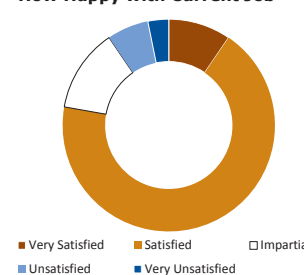
Number of Direct Reports

0	72%
1-5	23%
6-10	5%

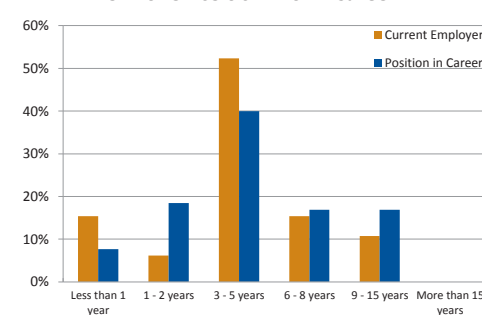
Likelihood to change jobs in next 12 months



How Happy with Current Job



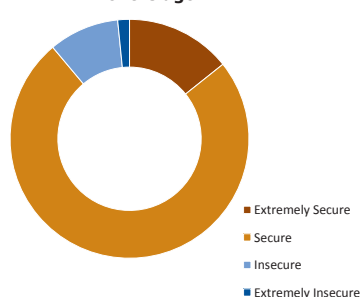
Time with Current Employer and Time in this Position within Career



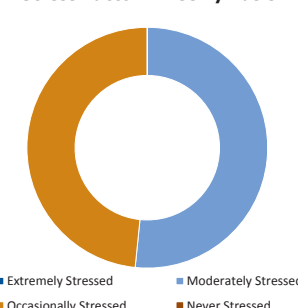
Total No. of Staff Reporting

0	72%
1-5	14%
6-10	9%
11-20	3%
21-50	2%

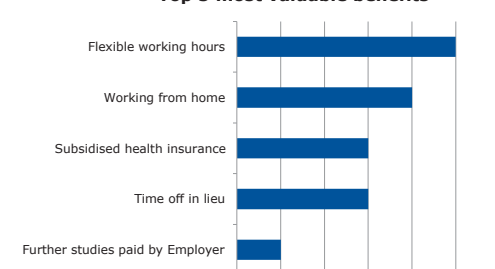
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	16.9%
51-100	15.4%
101-250	27.7%
251-500	20.0%
501-1000	9.2%
More than 1001	10.8%

Average Overtime Hours per Week

6.76

2014 Salary and Job Satisfaction Survey

Clinical Research Manager

	n	First Quartile	Median	Third Quartile
Base Salary	32	\$91,500	\$115,000	\$134,500
Car/Car Allowance	11	\$20,000	\$23,000	\$25,000
Bonus/Commission	14	\$10,000	\$15,000	\$18,500

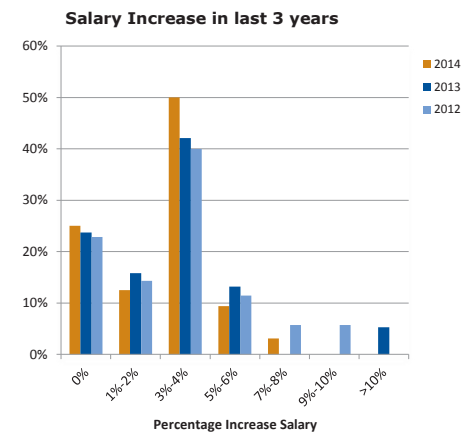
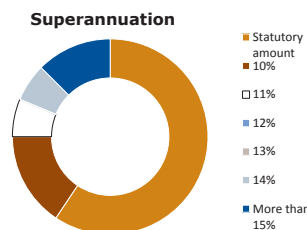
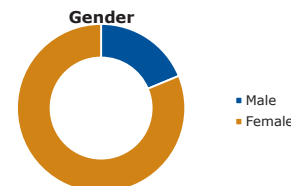
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Head of Clinical Research	46.9%
Regional Manager / Director / Vice President	9.4%
Clinical Operations Manager	9.4%
Chief Scientific Officer	6.3%
Senior/Group Medical Director	6.3%
Clinical Research Manager	3.1%
Clinical Research Team Leader	6.3%
CEO	3.1%
Managing Director / Country Manager	6.3%
Regional Medical Director	3.1%

Industry Segment

Pharmaceuticals - Ethical (prescription)	34.4%
Research Institute/NFP/ Hospital/ Academia	31.3%
Clinical Research Organisation	21.9%
Diagnostics, Life Sciences & Biotechnology	9.4%
Complementary Medicines	3.1%



Number of Direct Reports

0	34%
1-5	41%
6-10	16%
11-20	9%

Total No. of Staff Reporting

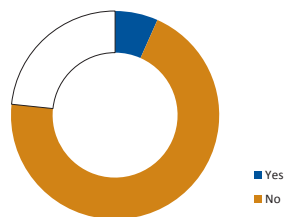
0	34%
1-5	25%
6-10	13%
11-20	19%
21-50	9%

(No. Of Employees)

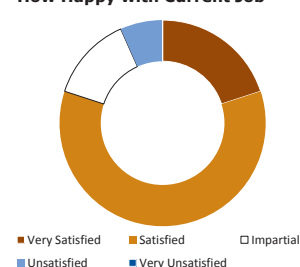
Less than 50	25.0%
51-100	6.3%
101-250	18.8%
251-500	18.8%
501-1000	6.3%
More than 1001	21.9%

Average Overtime Hours per Week: 8.29

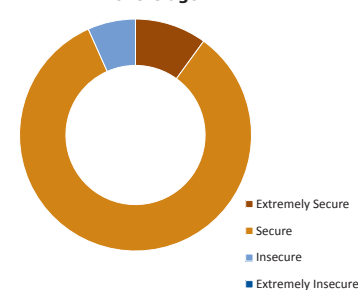
Likelihood to change jobs in next 12 months



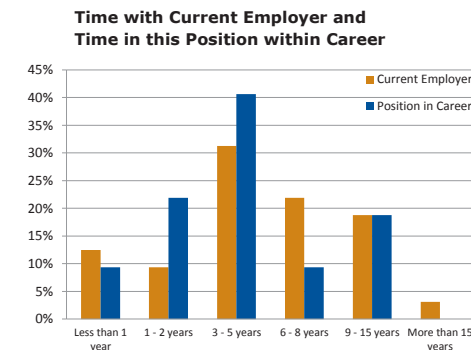
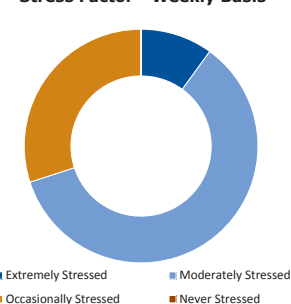
How Happy with Current Job



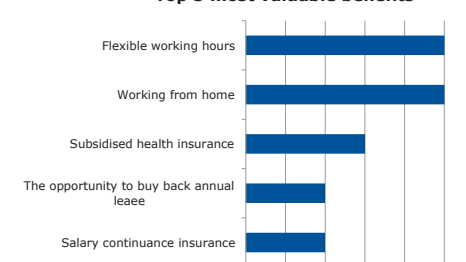
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Clinical Operations Manager

	n	First Quartile	Median	Third Quartile
Base Salary	25	\$100,000	\$120,000	\$137,500
Car/Car Allowance	15	\$17,750	\$19,000	\$23,250
Bonus/Commission	15	\$9,000	\$14,000	\$20,000

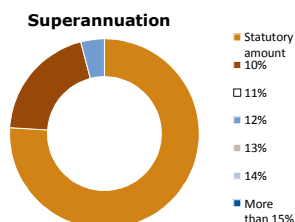
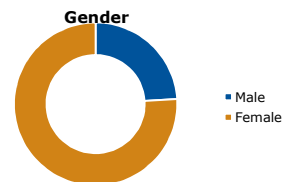
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

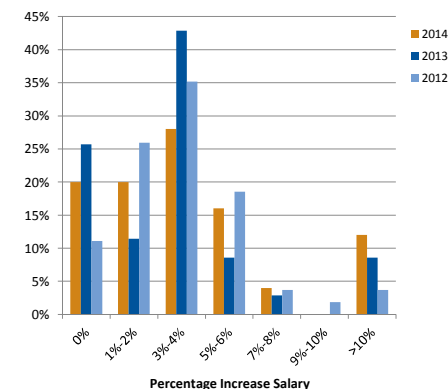
Director / Head of Clinical Research	48.0%
Clinical Research Manager	4.0%
Clinical Operations Manager	0.0%
Regional Manager / Director / Vice President	8.0%
CEO	8.0%
Project Manager	0.0%
Clinical Research Team Leader	0.0%
General Manager	4.0%
Managing Director / Country Manager	12.0%
Senior/Group Medical Director	0.0%

Industry Segment

Clinical Research Organisation	44.0%
Pharmaceuticals - Ethical (prescription)	24.0%
Research Institute/NFP/ Hospital/ Academia	12.0%
Medical Devices	8.0%
Diagnostics, Life Sciences & Biotechnology	4.0%
Pharmaceuticals - OTC & Consumer Health	4.0%
Laboratory Services	0.0%



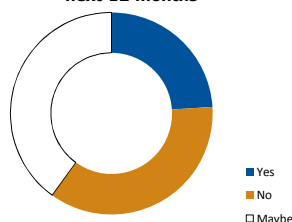
Salary Increase in last 3 years



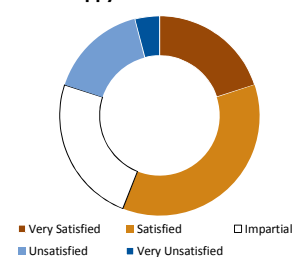
Number of Direct Reports

0	24%
1-5	24%
6-10	16%

Likelihood to change jobs in next 12 months



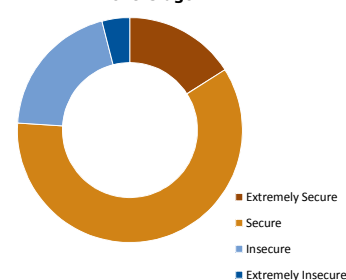
How Happy with Current Job



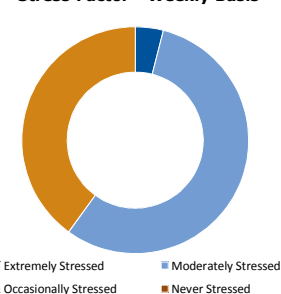
Total No. of Staff Reporting

0	24%
1-5	16%
6-10	20%
11-20	20%
21-50	16%

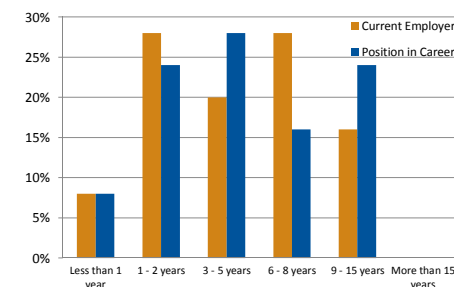
Job Security Compared with 12 months ago



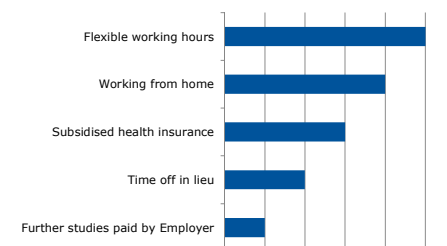
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	28.0%
51-100	24.0%
101-250	16.0%
251-500	20.0%
501-1000	4.0%
More than 1001	8.0%

Average Overtime Hours per Week

8.72

2014 Salary and Job Satisfaction Survey



Director / Head of Clinical Research

	n	First Quartile	Median	Third Quartile
Base Salary	31	\$146,000	\$161,000	\$190,000
Car/Car Allowance	15	\$19,000	\$22,000	\$24,500
Bonus/Commission	25	\$10,000	\$20,000	\$50,000

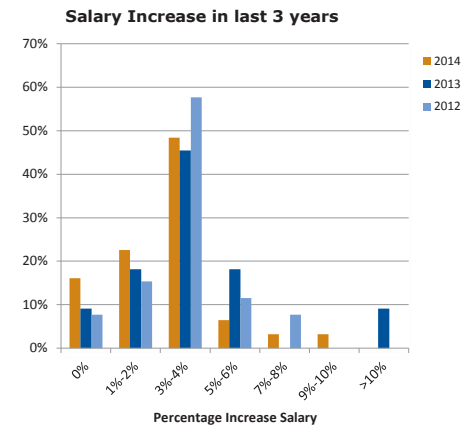
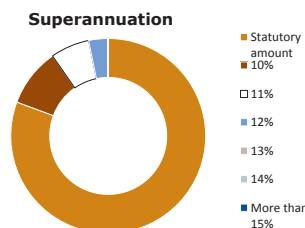
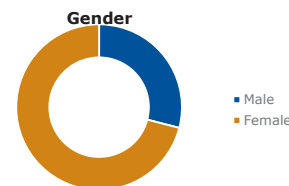
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Regional Manager / Director / Vice President	48.4%
CEO	16.1%
Report to Board of Directors	12.9%
Director / Head of Clinical Research	9.7%
Managing Director / Country Manager	3.2%
Chief Scientific Officer	3.2%
Regional Medical Director	3.2%
Senior/Group Medical Director	3.2%

Industry Segment

Pharmaceuticals - Ethical (prescription)	41.9%
Clinical Research Organisation	32.3%
Research Institute/NFP/ Hospital/ Academia	16.1%
Pharmaceuticals - OTC & Consumer Health	3.2%
Medical Devices	3.2%
Diagnostics, Life Sciences & Biotechnology	3.2%



Number of Direct Reports

0	6%
1-5	39%
6-10	39%
11-20	16%

Total No. of Staff Reporting

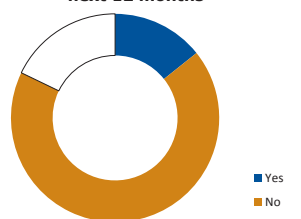
0	6%
1-5	13%
6-10	19%
11-20	19%
21-50	23%
51-75	13%
76-100	3%

(No. Of Employees)

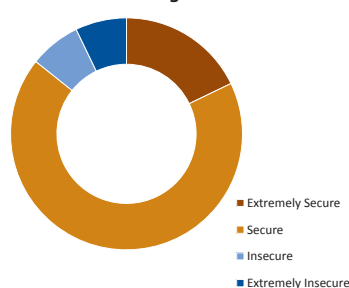
Less than 50	9.7%
51-100	22.6%
101-250	25.8%
251-500	12.9%
501-1000	12.9%
More than 1001	16.1%

Average Overtime Hours per Week: 10.23

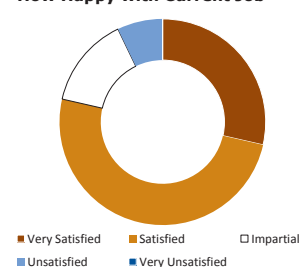
Likelihood to change jobs in next 12 months



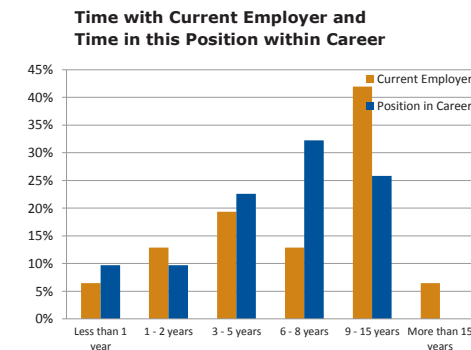
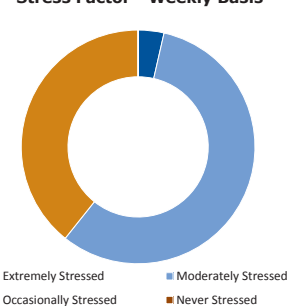
Job Security Compared with 12 months ago



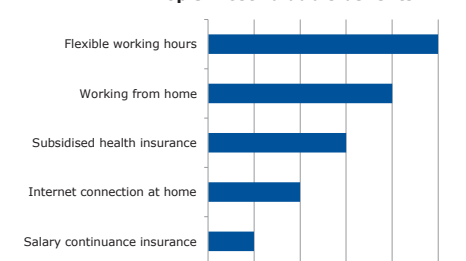
How Happy with Current Job



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Regional Manager / Director / Vice President

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$133,750	\$172,000	\$207,000
Car/Car Allowance	9	\$18,000	\$21,000	\$22,750
Bonus/Commission	9	\$14,000	\$40,000	\$55,000

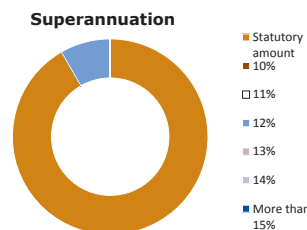
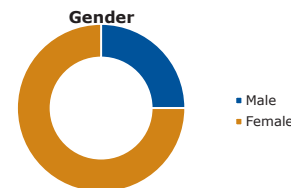
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

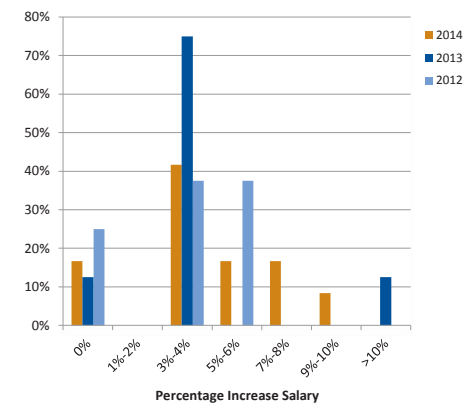
Regional Manager / Director / Vice President	41.7%
Director / Head of Clinical Research	16.7%
CEO	8.3%
General Manager	8.3%
Managing Director / Country Manager	8.3%
Senior/Group Medical Director	8.3%
Report to Board of Directors	8.3%

Industry Segment

Clinical Research Organisation	58.3%
Pharmaceuticals - Ethical (prescription)	16.7%
Consulting Services	16.7%
Diagnostics, Life Sciences & Biotechnology	8.3%



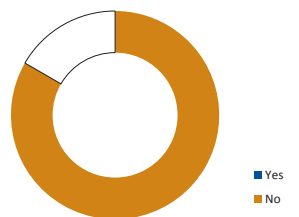
Salary Increase in last 3 years



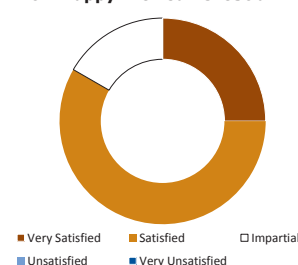
Number of Direct Reports

0	17%
1-5	8%
6-10	42%
11-20	25%
More than 20	8%

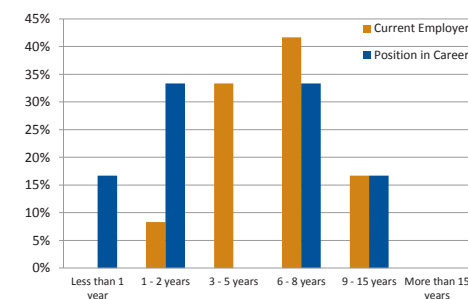
Likelihood to change jobs in next 12 months



How Happy with Current Job



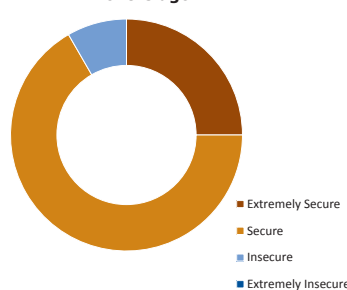
Time with Current Employer and Time in this Position within Career



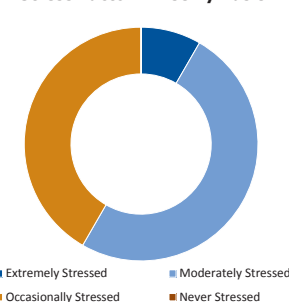
Total No. of Staff Reporting

0	17%
1-5	0%
6-10	8%
11-20	17%
21-50	25%
51-75	17%
76-100	8%

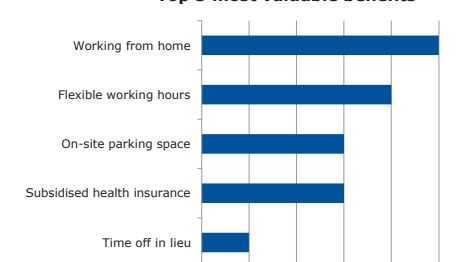
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	25.0%
51-100	25.0%
101-250	33.3%
251-500	8.3%
501-1000	8.3%
More than 1001	0.0%

Average Overtime Hours per Week

11.64

2014 Salary and Job Satisfaction Survey



Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)

	n	First Quartile	Median	Third Quartile
Base Salary	17	\$71,500	\$85,000	\$118,500
Car/Car Allowance	5	\$17,500	\$20,000	\$24,000
Bonus/Commission	10	\$6,000	\$14,000	\$19,000

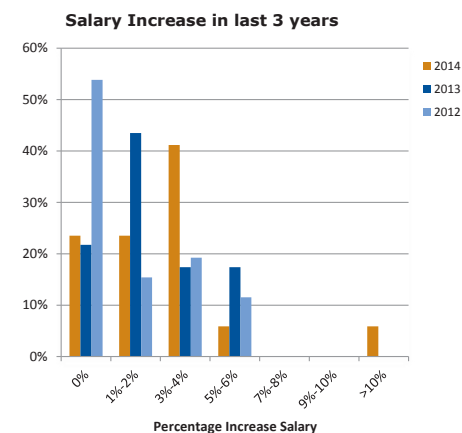
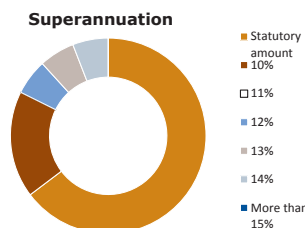
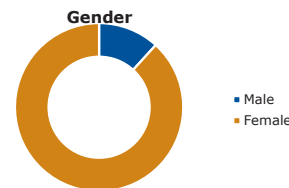
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Clinical Research Manager	29.4%
Director / Head of Clinical Research	23.5%
Clinical Operations Manager	23.5%
Project Manager	5.9%
General Manager	5.9%
Managing Director / Country Manager	5.9%
Regional Medical Director	5.9%

Industry Segment

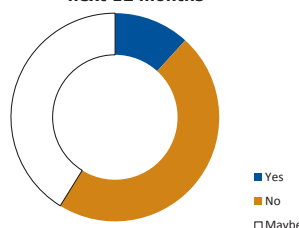
Pharmaceuticals - Ethical (prescription)	41.2%
Clinical Research Organisation	41.2%
Research Institute/NFP/ Hospital/ Academia	11.8%
Medical Devices	5.9%



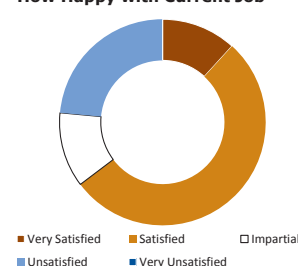
Number of Direct Reports

0	88%
1-5	6%
6-10	6%

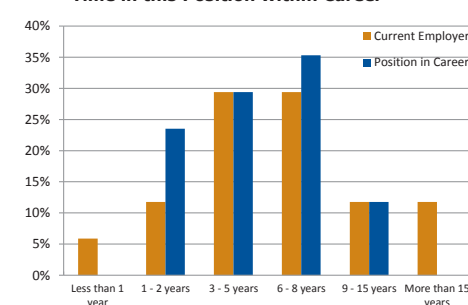
Likelihood to change jobs in next 12 months



How Happy with Current Job



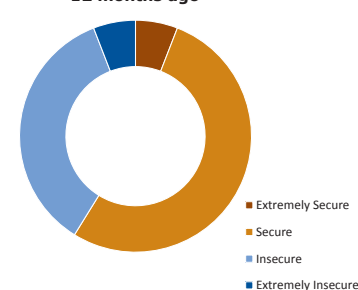
Time with Current Employer and Time in this Position within Career



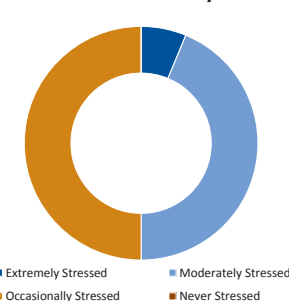
Total No. of Staff Reporting

0	88%
1-5	6%
6-10	0%
11-20	0%
21-50	6%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



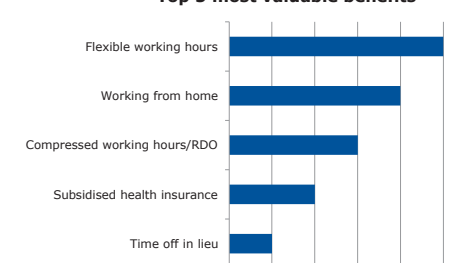
(No. Of Employees)

Less than 50	0.0%
51-100	23.5%
101-250	17.6%
251-500	11.8%
501-1000	17.6%
More than 1001	29.4%

Average Overtime Hours per Week

7.15

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Remarks

Remuneration

- **Total remuneration** – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.
- **Base Salary** – excludes superannuation, bonus / commission and allowances, eg. Car/car allowance. It is not expected to add up to the total on the Summary of Remuneration by Industry page.
- **Car allowance** of "\$30,000+" – has been adjusted to \$30,000 for quartile calculations.
- **Bonus** of "less than \$1000" – has been adjusted to \$900 for quartile calculations.
- **Bonus** of "more than \$100,000" – has been adjusted to \$100,000 for quartile calculations.
- **Median** – In instances where there are less than 3 data points, only the median has been used.

Calculations

- The data has been presented 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

Job Title pages

- Graph presenting Salary Increase in last 3 years – in some instances data is only available for 1 or 2 years.