

2014 Salary and Job Satisfaction Survey



Foreword by On Q Recruitment's Director

Welcome to On Q Recruitment's 2014 Salary and Job Satisfaction results. 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
- Clinical Research Organisations
- Complementary Medicines
- Consulting Services
- Diagnostics, Life Sciences & Biotechnology
- FMCG, Food & Beverage
- Laboratory Services
- Manufacturing
- Medical Devices;
- Pharmaceuticals – Ethical (prescription)
- Pharmaceuticals – OTC & Health
- Research / NFP/ Hospital / Academia

Functional Sectors:

- Clinical Research
- Engineering
- General Business Management
- Health Economics & Corporate Affairs
- Human Resources
- Laboratory
- Medical Affairs
- Operations & Manufacturing
- Quality Assurance
- Regulatory Affairs
- 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
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Contributor Numbers per Sector

Sector	Numbers
Clinical Research	353
Regulatory Affairs	232
Sales and Marketing	266
Quality Assurance	192
Laboratory (QC, Validation, R&D, Product Development, etc)	182
Medical Affairs (Drug Safety, Medical Information, Medical Advisor etc)	129
Operations & Manufacturing (Production, Process, Supply Chain, Systems etc)	131
General Business Management (CEO, Managing Director, CSO, VP etc)	72
Human Resources	44
Engineering (Field Service Engineers, Biomedical)	34
Health Economics & Corporate Affairs	35

We Listen. We Deliver. You Succeed.

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Demographics

