

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

2014 Salary & Job Satisfaction Survey

Engineering 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



Engineering Sector (n = 25)

Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	Medical Devices	Manufacturing	Pharmaceuticals Ethical (prescription)	Diagnostics, Life Sciences & Biotechnology	Research Institute/NFP/Hospital/Academia	Consulting Services	Laboratory Services	Pharmaceuticals OTC & Consumer Health
Biomedical Engineer	n	5	5	4				1			
	1st Quartile	\$55,000	\$62,500	\$55,000							
	Median	\$93,500	\$65,500	\$74,500				\$93,500			
	3rd Quartile	\$104,500	\$88,500	\$109,750							
Electronics Engineer	n	4			2		1			1	
	1st Quartile	\$55,500									
	Median	\$57,000			\$56,000		\$60,000			\$57,000	
	3rd Quartile	\$59,250									
Project Engineer	n	8	3		4	1		1	1		1
	1st Quartile	\$95,000	\$92,500		\$98,750						
	Median	\$105,000	\$95,000		\$112,500	\$110,000		\$100,000	\$95,000		\$89,000
	3rd Quartile	\$113,750	\$136,000		\$148,750						
Validation Officer/Engineer	n	3	3	2		1					
	1st Quartile	\$62,000	\$79,000								
	Median	\$82,000	\$87,500	\$72,000	\$72,000	\$100,000					
	3rd Quartile	\$100,000	\$100,000								
Technical Services Manager	n	5		3	1		1				
	1st Quartile	\$161,000		\$120,000							
	Median	\$169,000		\$169,000	\$210,000		\$161,000				
	3rd Quartile	\$180,000		\$180,000							

- n = The number of observations recorded for each category

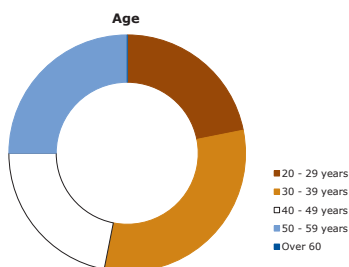
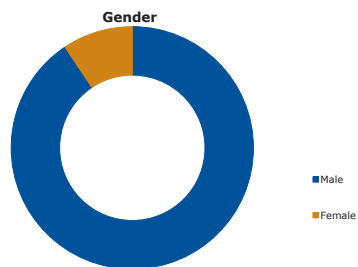
- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)

- 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



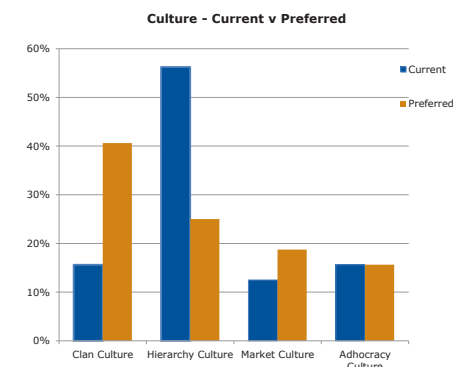
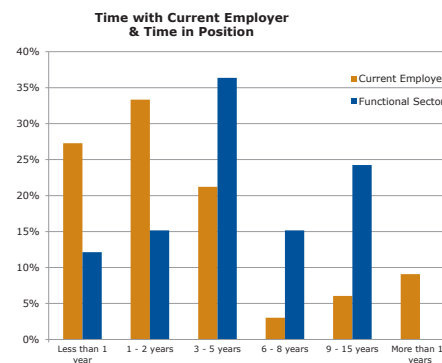
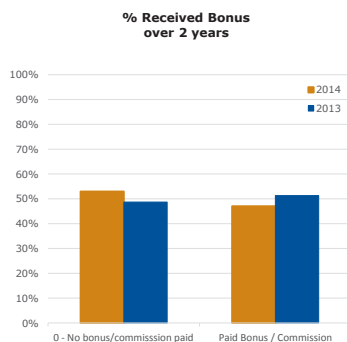
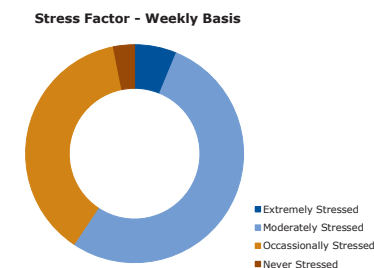
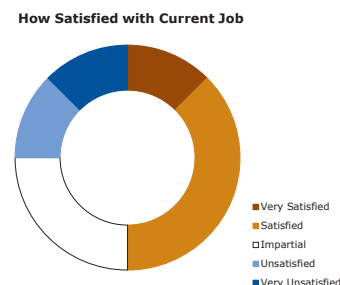
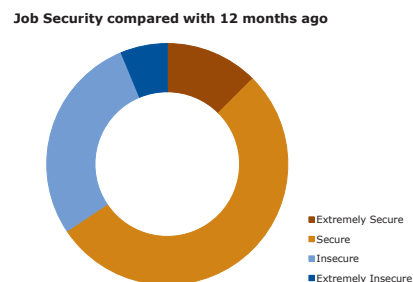
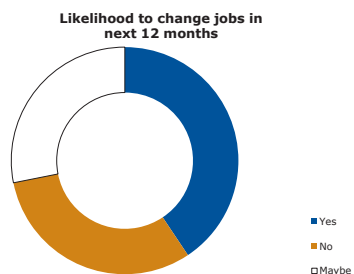
Functional Overview - Engineering Sector (n = 34)



Industry Segment	Percentage
Medical Devices	35.3%
Manufacturing	26.5%
Consulting Services	11.8%
Research Institute/NFP/ Hospital/ Academia	8.8%
Pharmaceuticals - Ethical (prescription)	5.9%
Diagnostics, Life Sciences & Biotechnology	5.9%
Pharmaceuticals - OTC & Consumer Health	2.9%
Laboratory Services	2.9%

Average Department turnover % **19.77**
 Average Overtime hours per week **9.40**

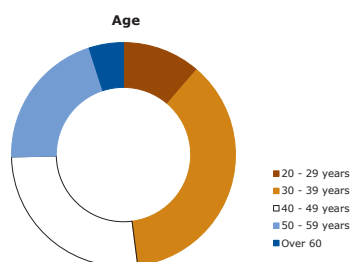
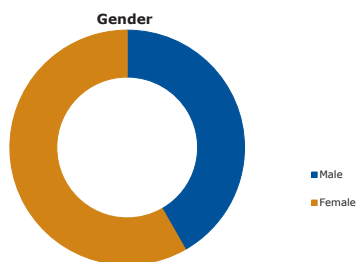
Flexibility, working from Home:	Percentage
Work from home	0.0%
Not permitted to work from home	32.4%
No policy, on Manager's approval / discretion	20.6%
No policy, on an ad-hoc, as needed basis	20.6%
Up to 0.5 day per week (1 day per fortnight)	5.9%
Up to 1 day per week	11.8%
2 days or more a week	8.8%



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

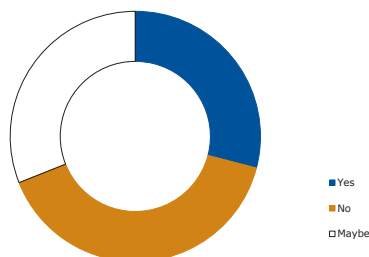


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

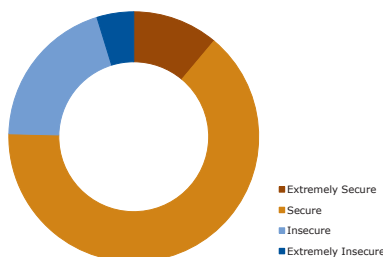
Average Department turnover % **15.44**
 Average Overtime hours per week **7.34**

Flexibility, working from Home:
 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%

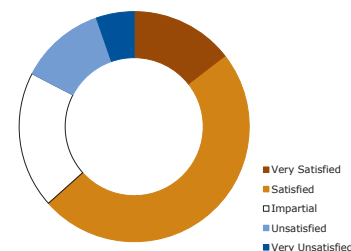
Likelihood to change jobs in next 12 months



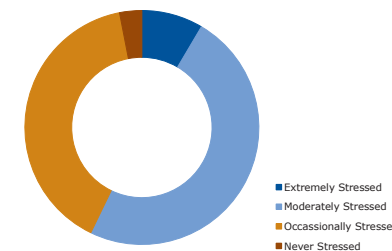
Job Security compared with 12 months ago



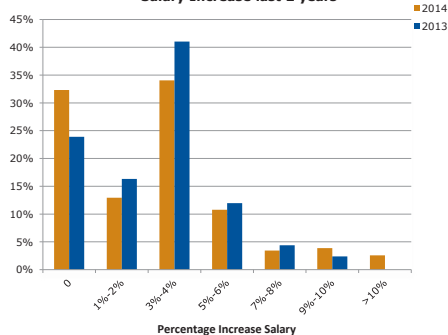
How Satisfied with Current Job



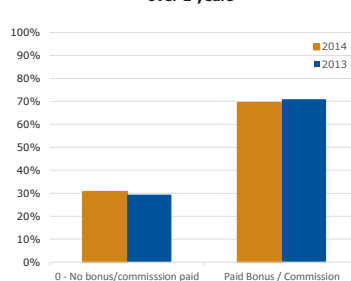
Stress Factor - Weekly Basis



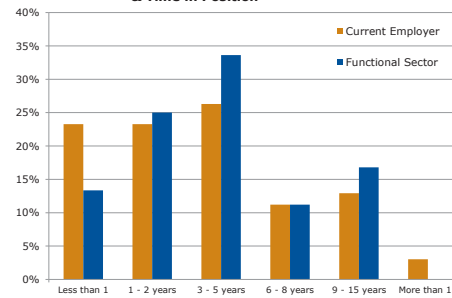
Salary Increase last 2 years



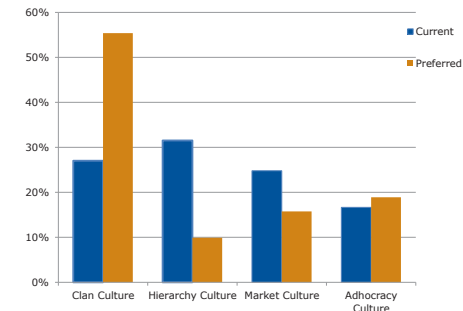
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

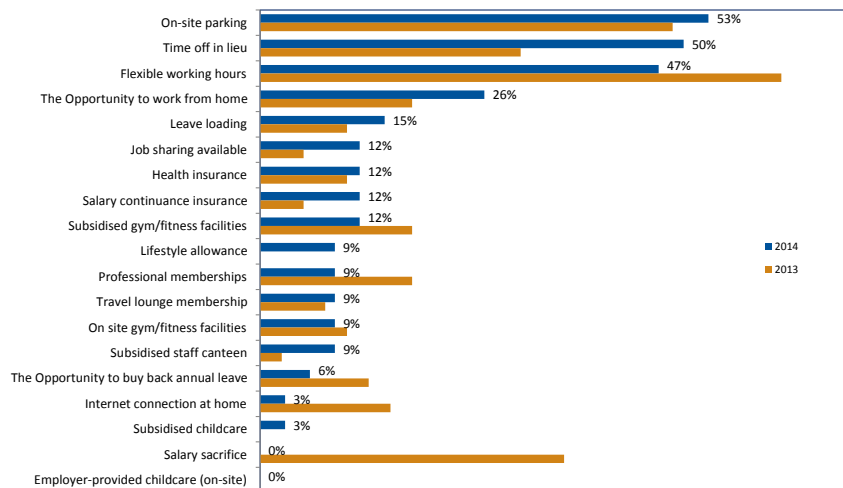


2014 Salary and Job Satisfaction Survey



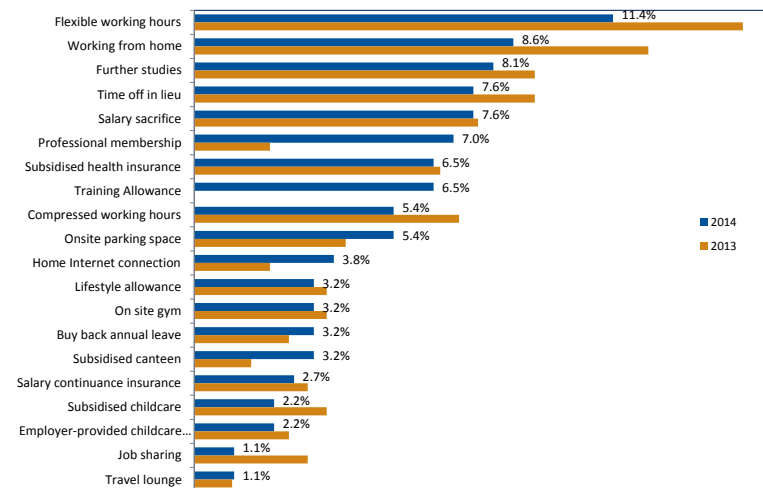
Job Satisfaction Data - Engineering Sector (n = 34)

Which Benefits Do You Receive



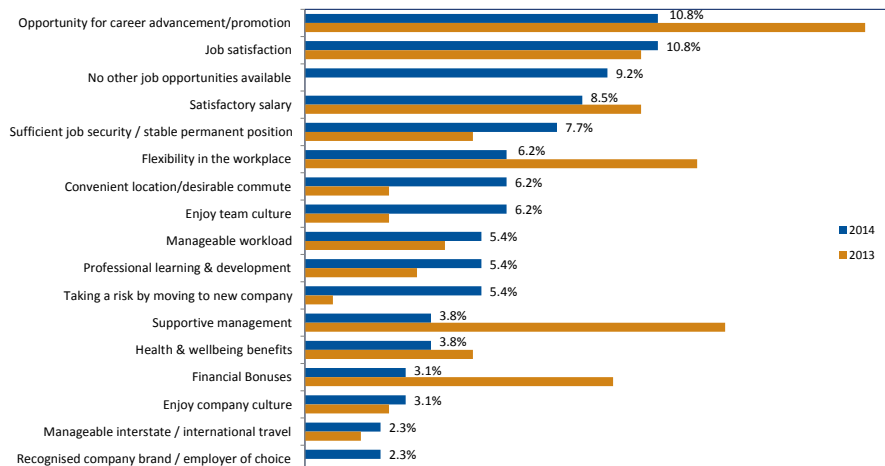
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



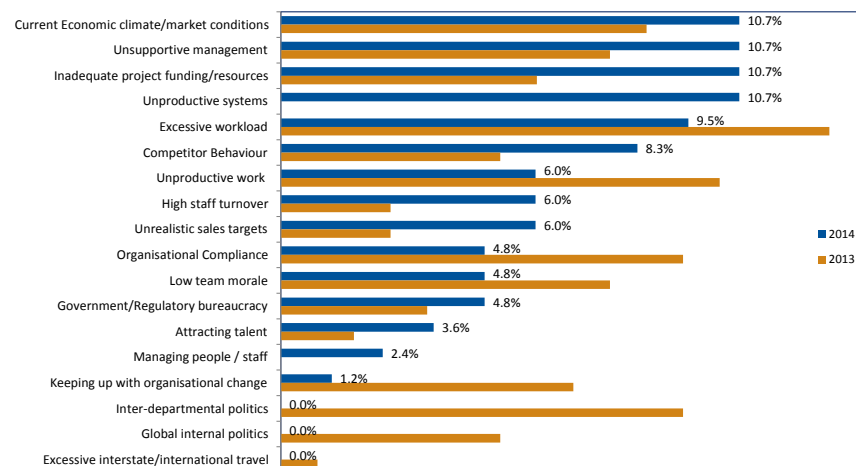
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



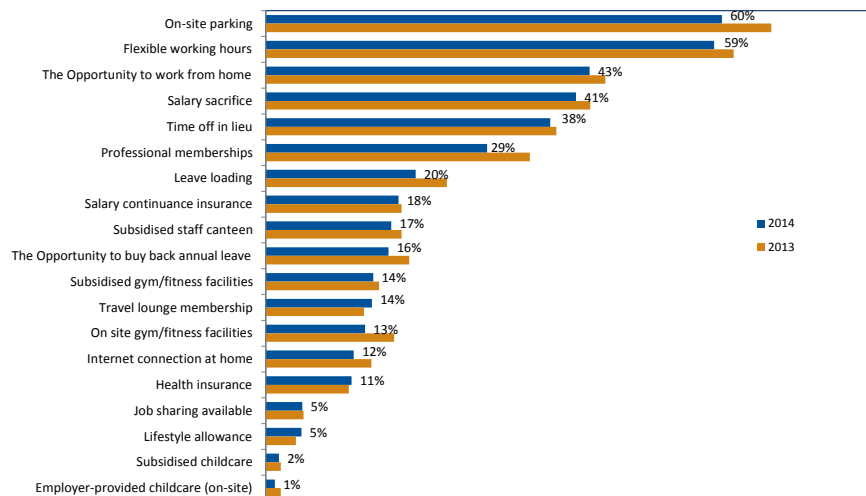
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



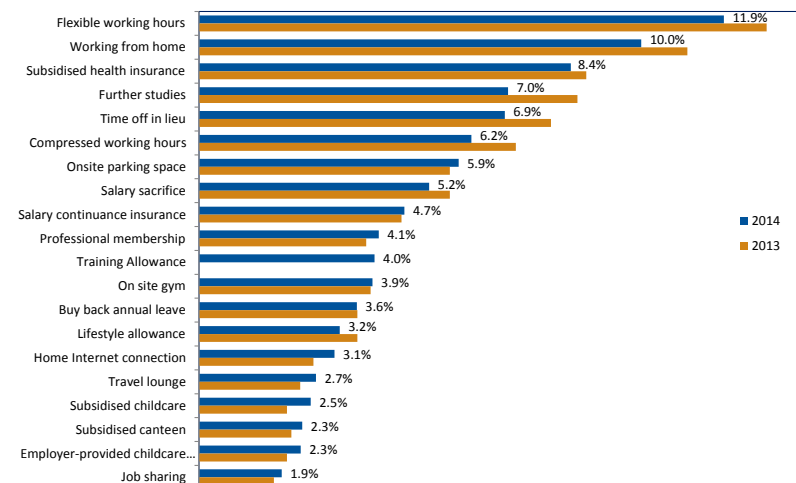
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



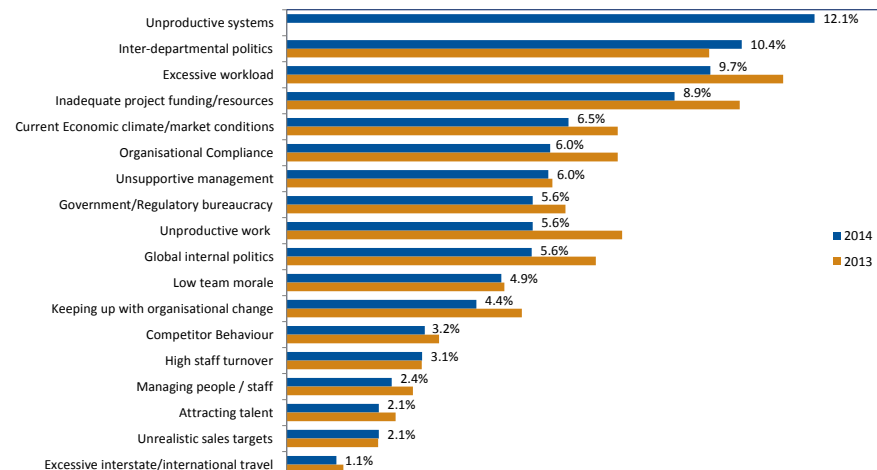
Participants were asked to list their top 5 choices

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

Biomedical Engineer

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$65,000	\$80,000	\$100,500
Car/Car Allowance	0			
Bonus/Commission	0			

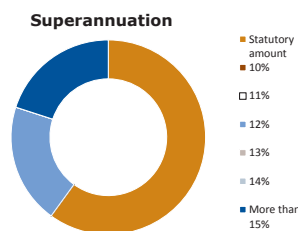
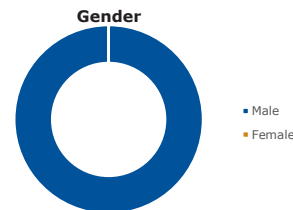
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

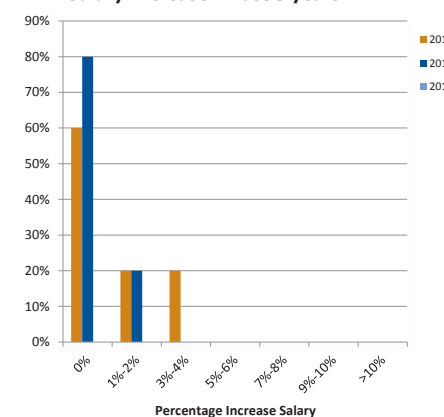
Engineering Manager	60.0%
Operations Manager	20.0%
Director/ Country Manager	20.0%

Industry Segment

Medical Devices	80.0%
Research Institute/NFP/ Hospital/ Academia	20.0%



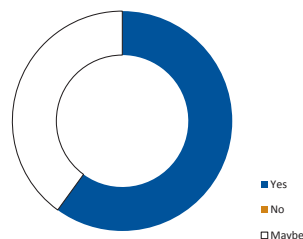
Salary Increase in last 3 years



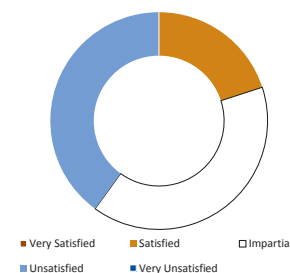
Number of Direct Reports

0	80%
1-5	20%

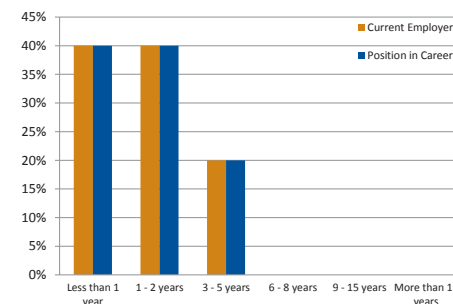
Likelihood to change jobs in next 12 months



How Happy with Current Job



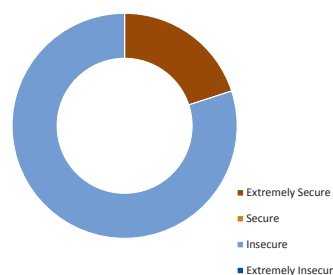
Time with Current Employer and Time in this Position within Career



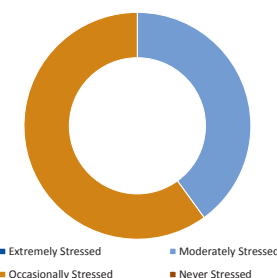
Total No. of Staff Reporting

0	80%
1-5	20%

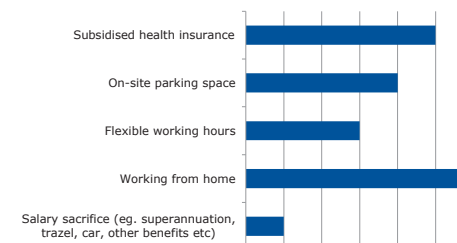
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	20.0%
51-100	20.0%
101-250	0.0%
251-500	0.0%
501-1000	0.0%
More than 1001	60.0%

Average Overtime Hours per Week

10.00

2014 Salary and Job Satisfaction Survey

Electronics Engineer

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$55,000	\$55,000	\$58,750
Car/Car Allowance	1		\$16,000	
Bonus/Commission	4	\$1,250	\$3,500	\$7,250

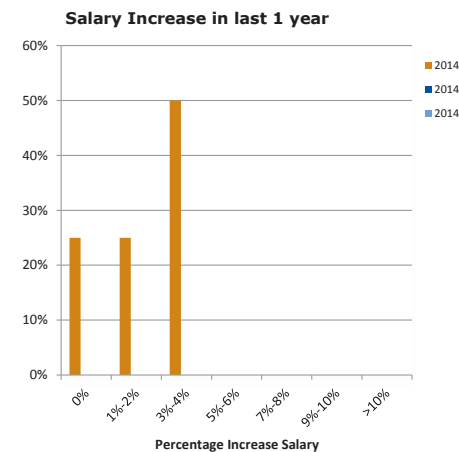
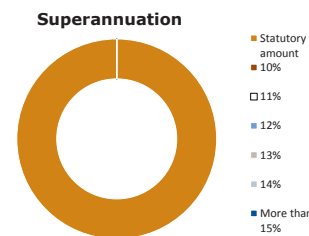
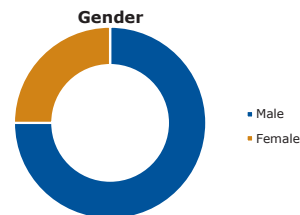
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Operations Manager	50.0%
Engineering Manager	25.0%
Technical Services Manager	25.0%

Industry Segment

Manufacturing	50.0%
Diagnostics, Life Sciences & Biotechnology	25.0%
Laboratory Services	25.0%



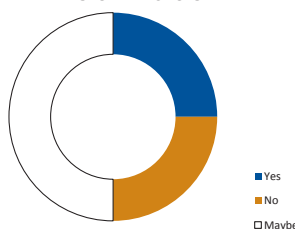
Number of Direct Reports

0	50%
1-5	25%
6-10	0%
11-20	25%

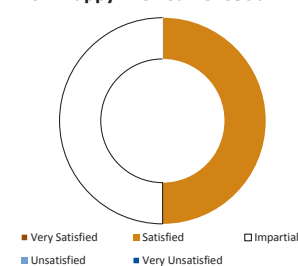
Total No. of Staff Reporting

0	50%
1-5	0%
6-10	50%

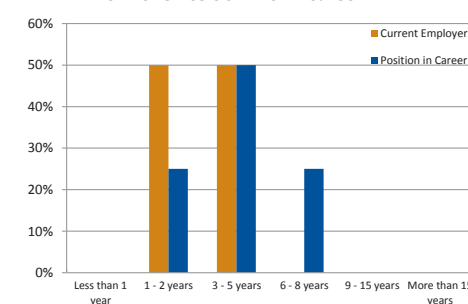
Likelihood to change jobs in next 12 months



How Happy with Current Job



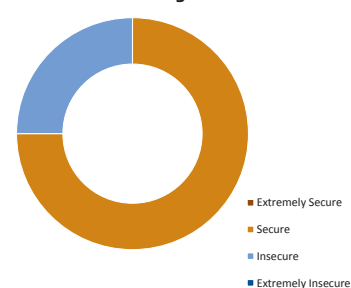
Time with Current Employer and Time in this Position within Career



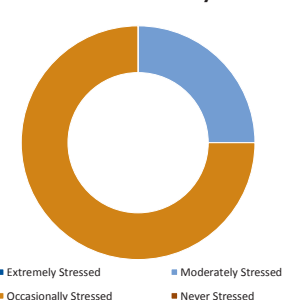
(No. Of Employees)

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

Job Security Compared with 12 months ago



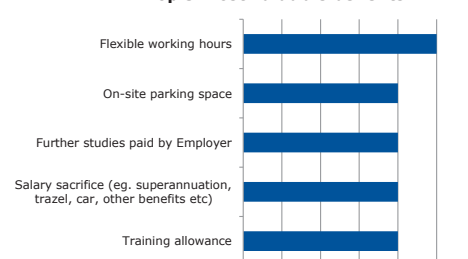
Stress Factor - Weekly Basis



Average Overtime Hours per Week

4.33

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Project Engineer

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$78,125	\$90,500	\$106,250
Car/Car Allowance	2		\$16,500	
Bonus/Commission	4	\$3,500	\$9,000	\$16,000

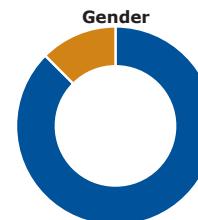
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

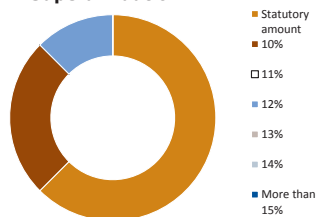
Engineering Manager	37.5%
Operations Manager	12.5%
Technical Services Manager	12.5%
Validation Team Leader / Manager	12.5%
Chief Operating Officer	12.5%
Director/ Country Manager	12.5%

Industry Segment

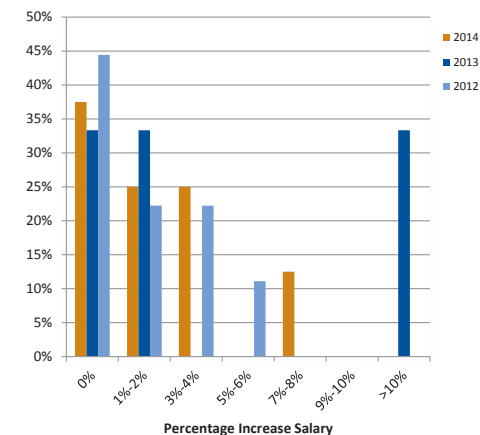
Manufacturing	50.0%
Pharmaceuticals - Ethical (prescription)	12.5%
Pharmaceuticals - OTC & Consumer Health	12.5%
Consulting Services	12.5%
Research Institute/NFP/ Hospital/ Academia	12.5%



Superannuation



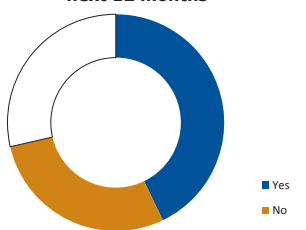
Salary Increase in last 3 years



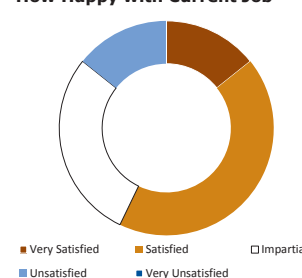
Number of Direct Reports

0	75%
1-5	13%
6-10	13%

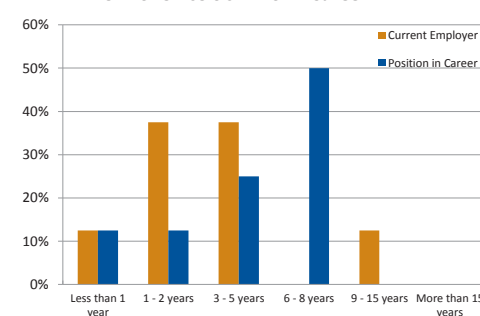
Likelihood to change jobs in next 12 months



How Happy with Current Job



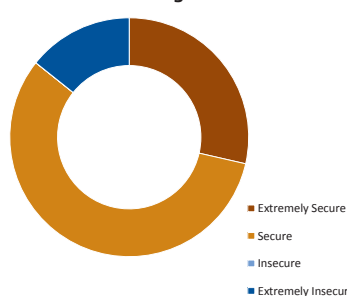
Time with Current Employer and Time in this Position within Career



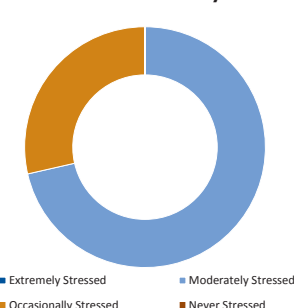
Total No. of Staff Reporting

0	75%
1-5	13%
6-10	0%
11-20	13%

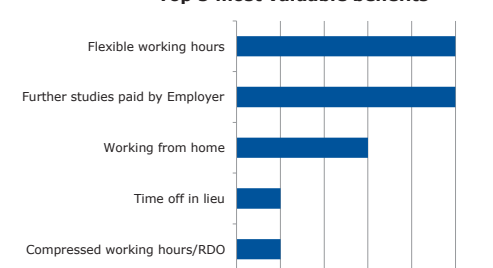
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	12.5%
51-100	12.5%
101-250	0.0%
251-500	0.0%
501-1000	37.5%
More than 1001	37.5%

Average Overtime Hours per Week

8.86

2014 Salary and Job Satisfaction Survey



Validation Officer/Engineer

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$62,000	\$75,500	\$80,000
Car/Car Allowance	0			
Bonus/Commission	1		\$7,000	

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Validation Team Leader / Manager 100.0%

Industry Segment

Medical Devices 66.7%
Pharmaceuticals - Ethical (prescription) 33.3%

Number of Direct Reports

0 100%

Total No. of Staff Reporting

0 100%

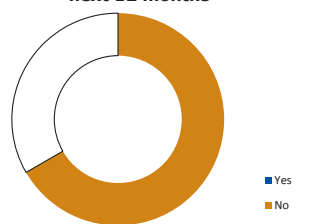
(No. Of Employees)

Less than 50 33.3%
51-100 0.0%
101-250 0.0%
251-500 0.0%
501-1000 66.7%
More than 1001 0.0%

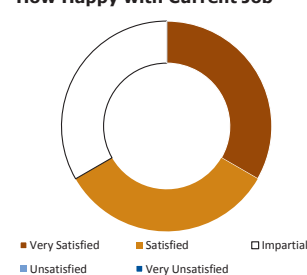
Average Overtime Hours per Week

2.00

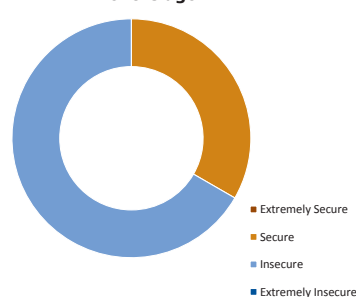
Likelihood to change jobs in next 12 months



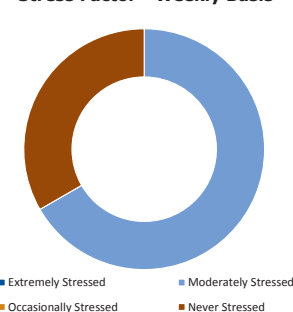
How Happy with Current Job



Job Security Compared with 12 months ago



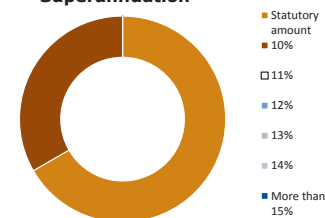
Stress Factor - Weekly Basis



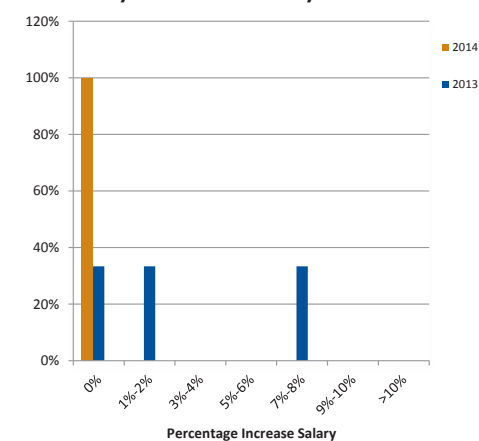
Gender



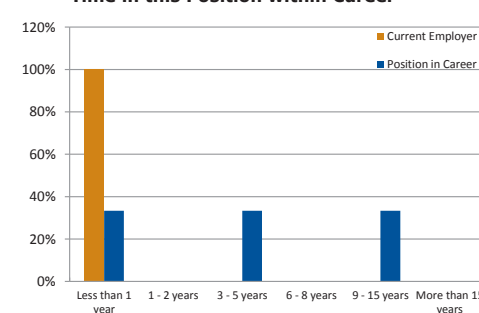
Superannuation



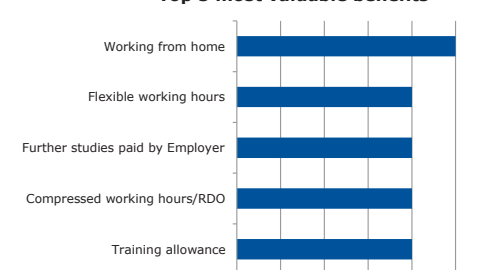
Salary Increase in last 2 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Technical Services Manager

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$118,000	\$130,000	\$158,500
Car/Car Allowance	4	\$19,000	\$23,500	\$25,750
Bonus/Commission	5	\$6,000	\$10,000	\$32,000

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director/ Country Manager	40.0%
Regional Manager / Director / Vice President	40.0%
Chief Operating Officer	20.0%

Industry Segment

Medical Devices	60.0%
Manufacturing	20.0%
Diagnostics, Life Sciences & Biotechnology	20.0%

Number of Direct Reports

0	0%
1-5	60%
6-10	20%
11-20	20%

Total No. of Staff Reporting

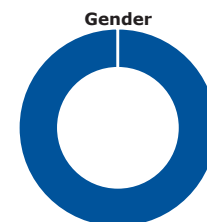
0	0%
1-5	60%
6-10	20%
11-20	20%

(No. Of Employees)

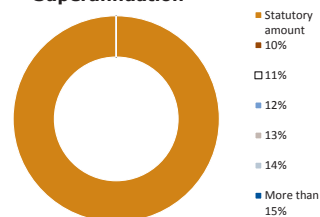
Less than 50	40.0%
51-100	0.0%
101-250	40.0%
251-500	0.0%
501-1000	0.0%
More than 1001	20.0%

Average Overtime Hours per Week

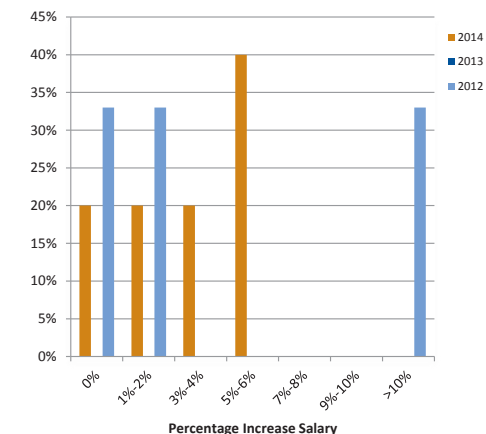
8.60



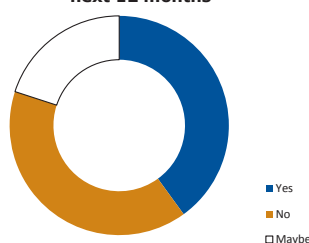
Superannuation



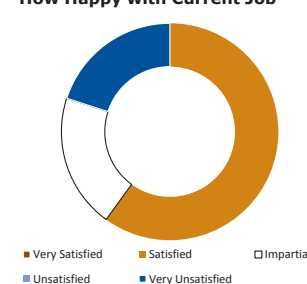
Salary Increase in last 3 years



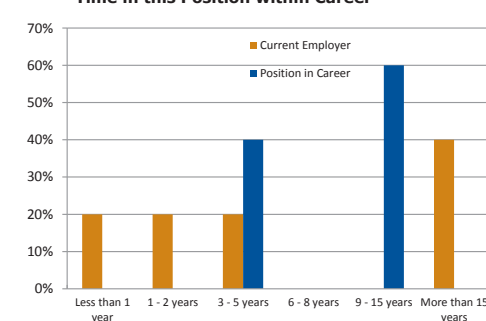
Likelihood to change jobs in next 12 months



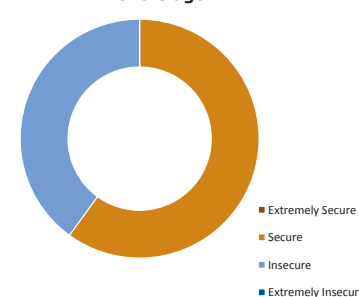
How Happy with Current Job



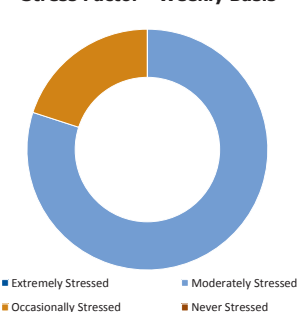
Time with Current Employer and Time in this Position within Career



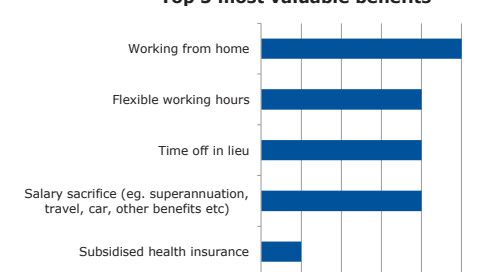
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



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.