

ON Q RECRUITMENT
Scientific Technical Medical

2014 Salary & Job Satisfaction Survey

General Management 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



General Management Sector (n = 61)

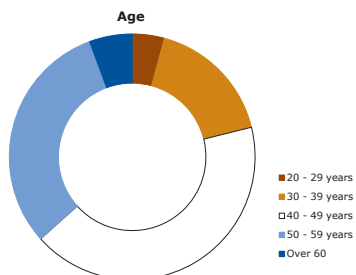
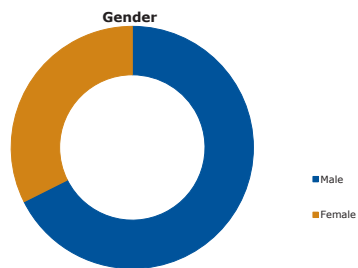
Summary of Total Remuneration by Industry

	All Industry 2014	All Industry 2013	Research Institute/NFP/Hospital/Academia	Pharmaceuticals Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	Consulting Services	Laboratory Services	Pharmaceuticals OTC & Consumer Health	FMCG, Food & Beverage	Animal Health	Manufacturing	Clinical Research Organisation
Operations Manager	n	4	5	1	1						1		1	
	1st Quartile	\$111,375	\$69,750											
	Median	\$187,500	\$138,000	\$270,000	\$93,500						\$165,000		\$210,000	
	3rd Quartile	\$255,000	\$170,500											
Business Development Director	n	4	5			2		1				1		
	1st Quartile	\$133,750	\$99,100											
	Median	\$163,500	\$179,000			\$163,500		\$130,000				\$220,000		
	3rd Quartile	\$210,500	\$240,000											
Business Unit Manager	n	15	11	6	2	1	1	1	2	1		1		
	1st Quartile	\$102,000	\$110,000	\$107,250										
	Median	\$145,000	\$139,000	\$140,000	\$152,500	\$200,000		\$160,000	\$165,000	\$115,500	\$82,000	\$176,000		
	3rd Quartile	\$176,000	\$180,000	\$148,000										
General Manager	n	11	16	2	1	1	2		1		2		2	
	1st Quartile	\$130,000	\$134,000											
	Median	\$167,000	\$174,500	\$137,500	\$150,000	\$111,000		\$183,500	\$175,000		\$230,000		\$175,000	
	3rd Quartile	\$210,000	\$270,000											
Managing Director	n	9	18		2	2		1		2				
	1st Quartile	\$310,000	\$180,000											
	Median	\$390,000	\$235,000		\$405,000	\$420,000	\$400,000	\$270,000		\$430,000				
	3rd Quartile	\$495,000	\$348,000											
CEO	n	12	18	1	2	2	2	1				1		1
	1st Quartile	\$193,750	\$180,000											
	Median	\$225,000	\$235,000	\$220,000	\$167,000	\$247,500	\$225,000	\$230,000	\$250,000			\$350,000		\$170,000
	3rd Quartile	\$265,000	\$348,000											
Regional Director/Vice President	n	6			3		2							1
	1st Quartile	\$307,500			\$405,000									
	Median	\$405,000			\$480,000		\$440,000							\$300,000
	3rd Quartile	\$525,000			\$510,000									

- 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

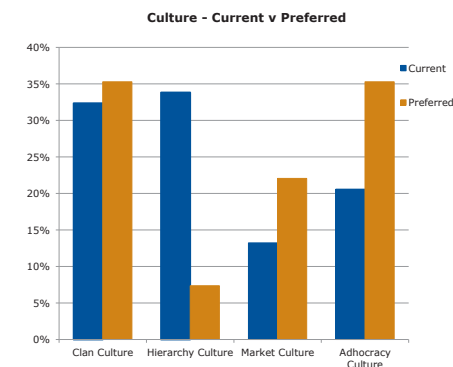
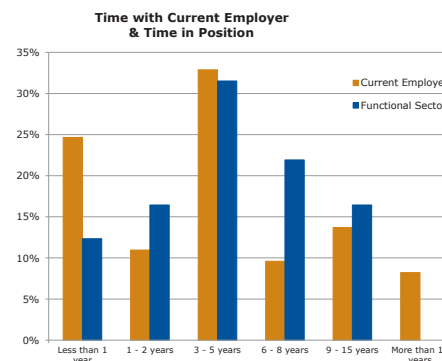
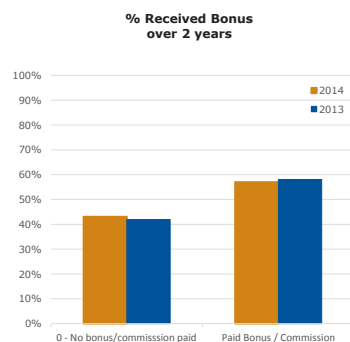
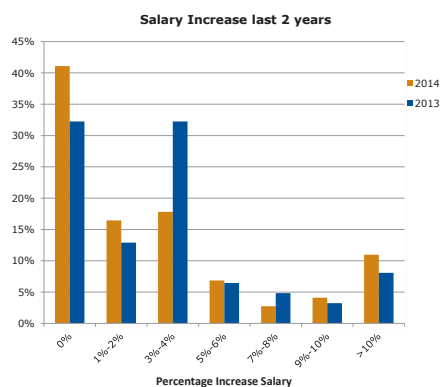
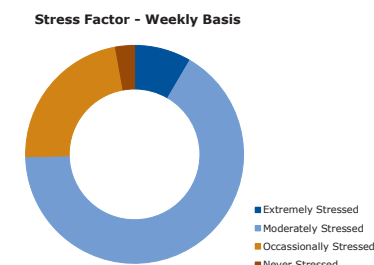
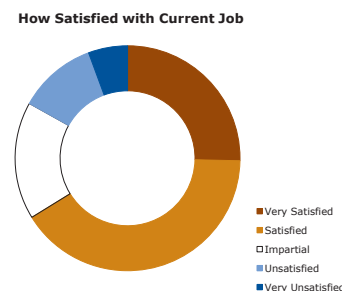
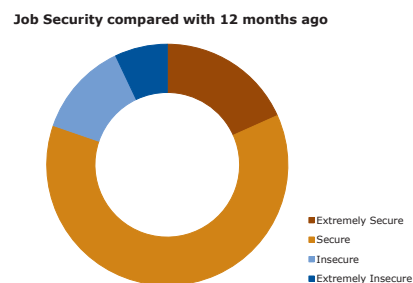
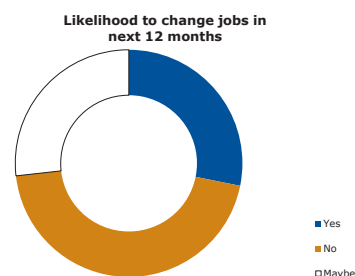
Functional Overview - General Management Sector (n = 72)



Industry Segment	Percentage
Research Institute/NFP/ Hospital/ Academia	17.8%
Pharmaceuticals - Ethical (prescription)	15.1%
Medical Devices	11.0%
Complementary Medicines	9.6%
Diagnostics, Life Sciences & Biotechnology	9.6%
Consulting Services	8.2%
Manufacturing	5.5%
FMCG, Food & Beverage	5.5%
Pharmaceuticals - OTC & Consumer Health	5.5%
Animal Health	5.5%
Laboratory Services	4.1%
Clinical Research Organisation	2.7%

Average Department turnover % **13.56**
 Average Overtime hours per week **11.12**

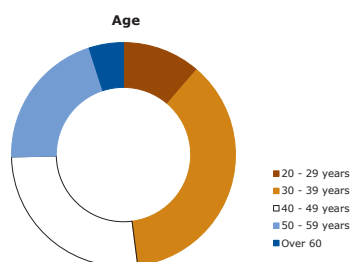
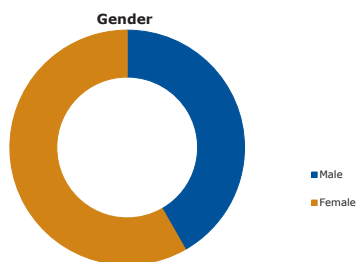
Flexibility, working from Home:	Percentage
Work from home	1.4%
Not permitted to work from home	11.0%
No policy, on Manager's approval / discretion	16.4%
No policy, on an ad-hoc, as needed basis	52.1%
Up to 0.5 day per week (1 day per fortnight)	2.7%
Up to 1 day per week	5.5%
2 days or more a week	11.0%



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

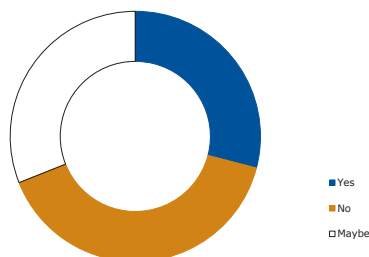


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

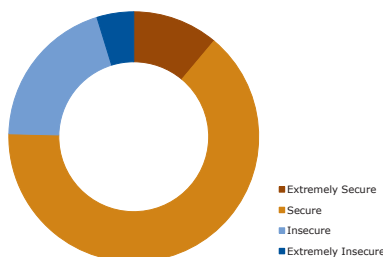
Average Department turnover % **15.44**
 Average Overtime hours per week **7.34**

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%

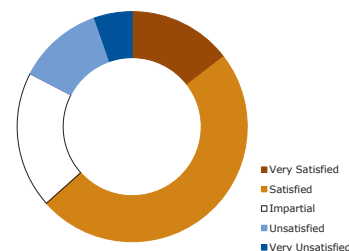
Likelihood to change jobs in next 12 months



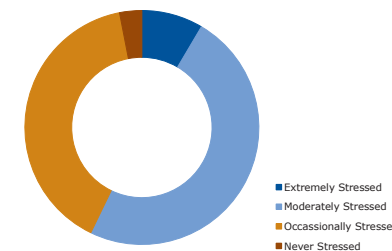
Job Security compared with 12 months ago



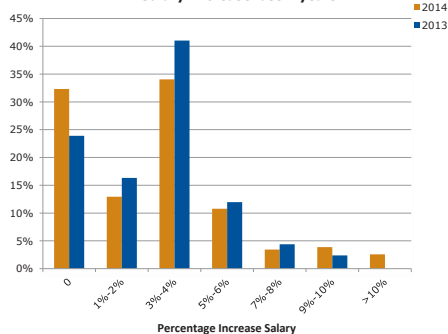
How Satisfied with Current Job



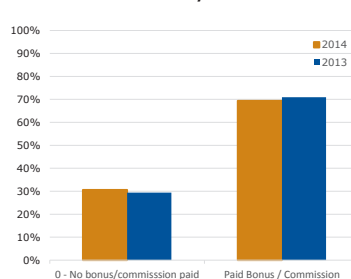
Stress Factor - Weekly Basis



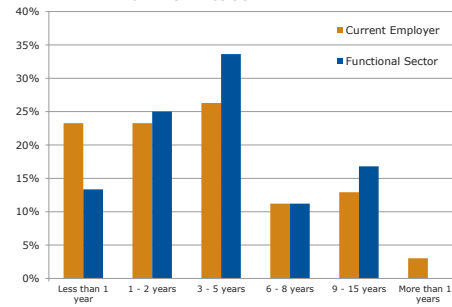
Salary Increase last 2 years



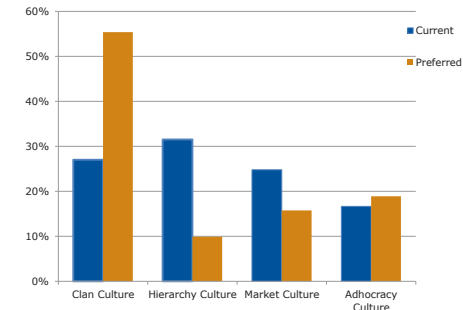
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

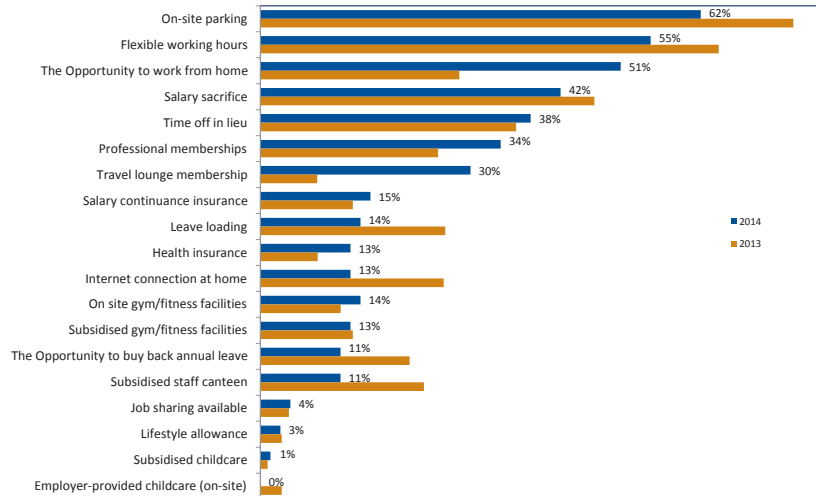


2014 Salary and Job Satisfaction Survey



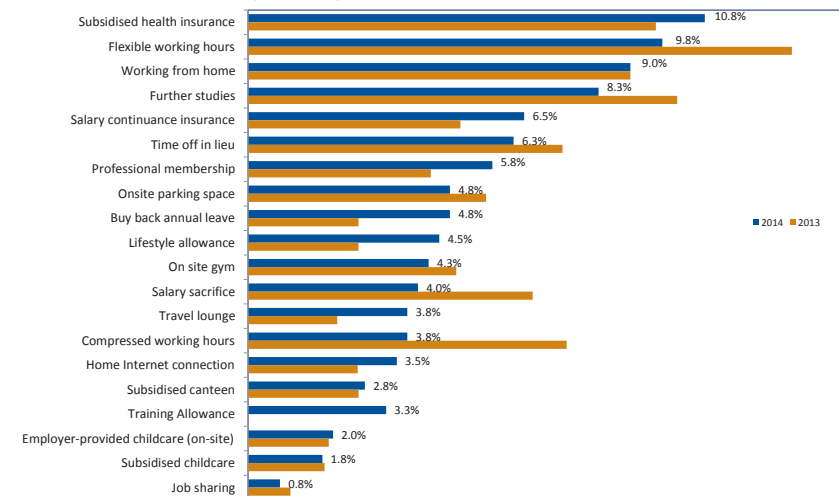
Job Satisfaction Data - General Management Sector (n = 72)

Which Benefits Do You Receive



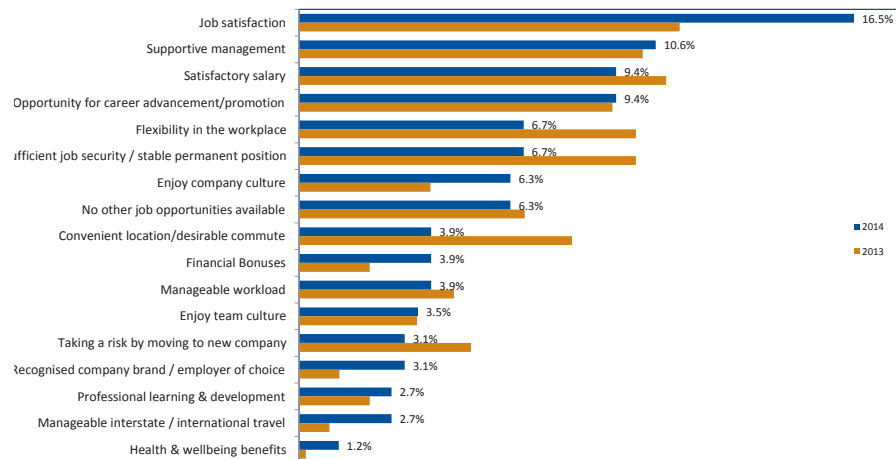
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



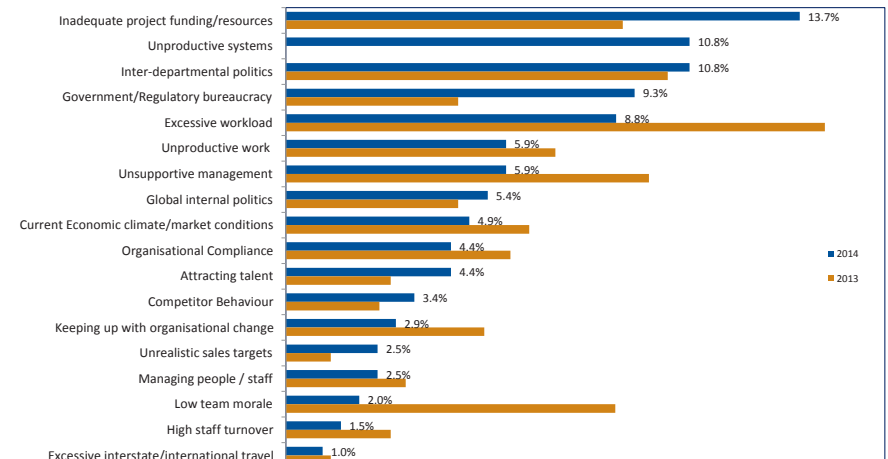
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



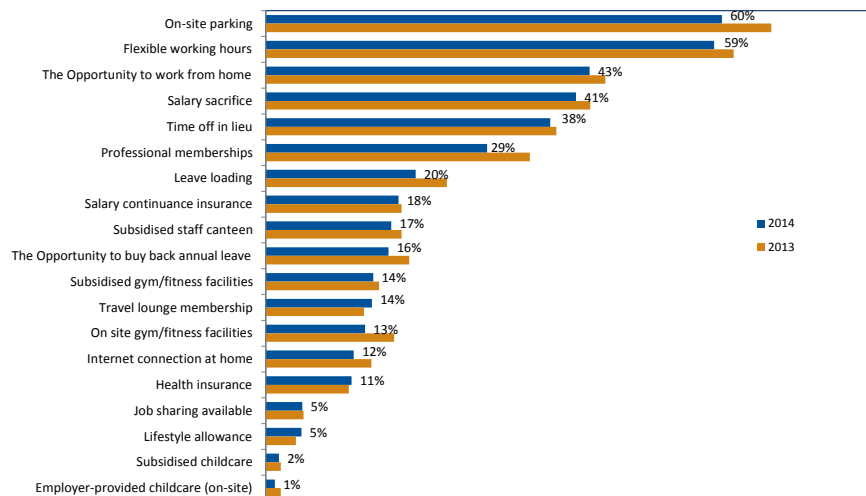
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



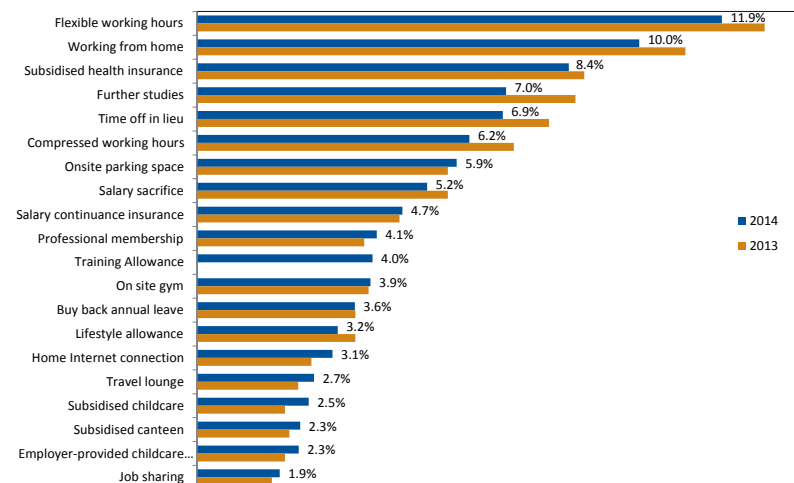
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



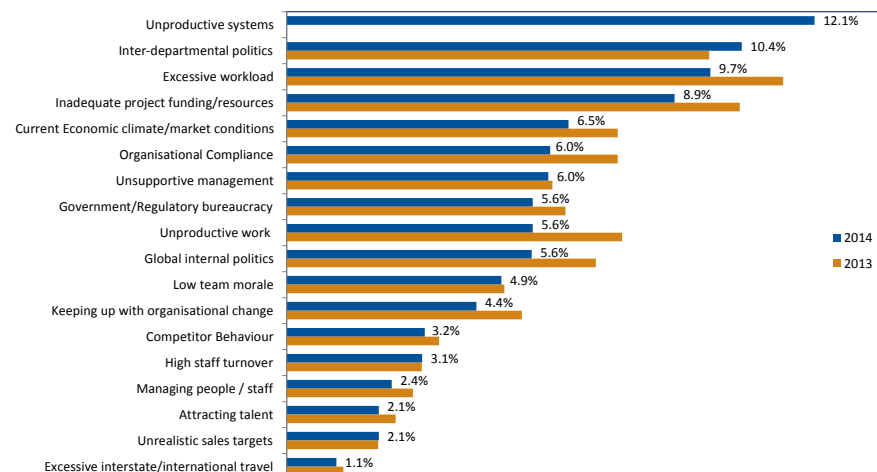
Participants were asked to list their top 5 choices

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



Business Unit Manager

	n	First Quartile	Median	Third Quartile
Base Salary	15	\$102,000	\$124,000	\$140,000
Car/Car Allowance	4	\$17,000	\$25,000	\$30,000
Bonus/Commission	7	\$5,000	\$7,000	\$28,000

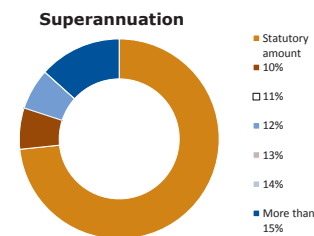
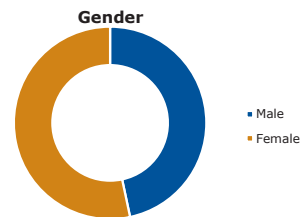
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

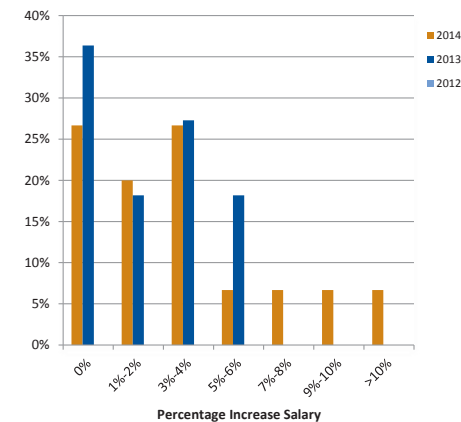
General Manager	46.7%
Managing Director	13.3%
Country Manager	13.3%
CEO	6.7%
Regional Manager	6.7%
Regional Director/Vice President	6.7%
Report to Board of Directors	6.7%

Industry Segment

Research Institute/NFP/ Hospital/ Academia	40.0%
Pharmaceuticals - Ethical (prescription)	13.3%
Laboratory Services	13.3%
Pharmaceuticals - OTC & Consumer Health	6.7%
Consulting Services	6.7%
Medical Devices	6.7%
Complementary Medicines	6.7%
Animal Health	6.7%



Salary Increase in last 3 years



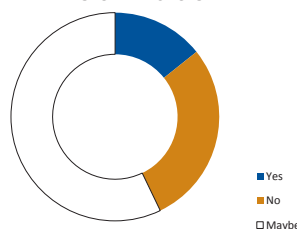
Number of Direct Reports

0	33%
1-5	53%
6-10	0%
11-20	13%

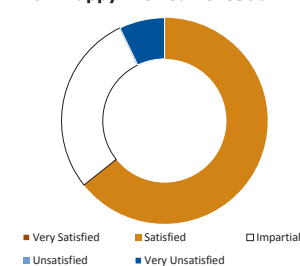
Total No. of Staff Reporting

0	33%
1-5	27%
6-10	13%
11-20	13%
21 - 50	13%
51-75	13%

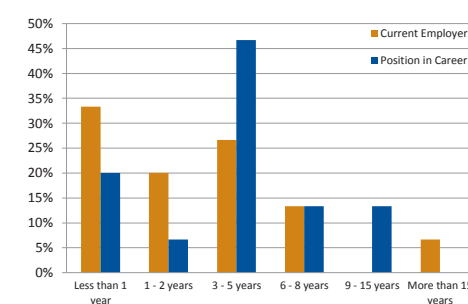
Likelihood to change jobs in next 12 months



How Happy with Current Job



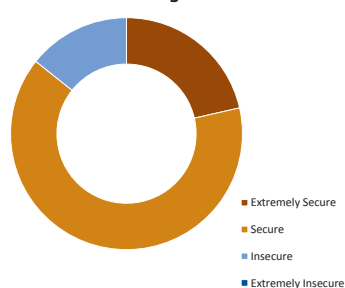
Time with Current Employer and Time in this Position within Career



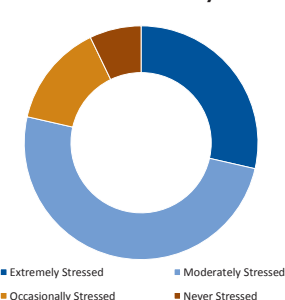
(No. Of Employees)

Less than 50	13.3%
51-100	26.7%
101-250	6.7%
251-500	20.0%
501-1000	13.3%
More than 1001	20.0%

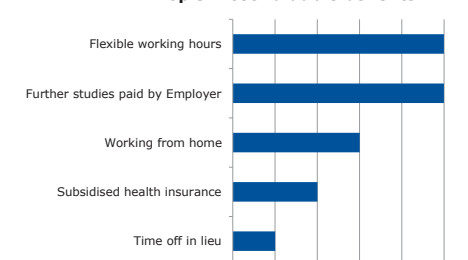
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



Average Overtime Hours per Week

8.46

2014 Salary and Job Satisfaction Survey

Business Development Director

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$111,750	\$157,000	\$194,000
Car/Car Allowance	0			
Bonus/Commission	3	\$7,000	\$8,000	\$32,000

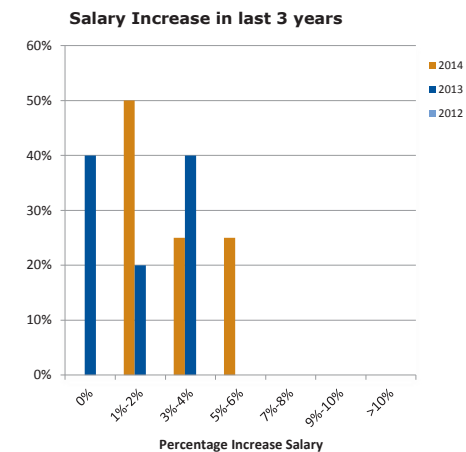
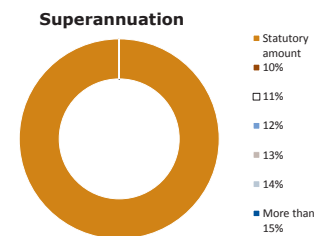
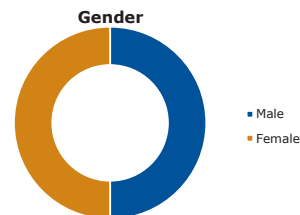
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

CEO	50.0%
Regional Director/Vice President	50.0%

Industry Segment

Diagnostics, Life Sciences & Biotechnology	50.0%
Consulting Services	25.0%
Animal Health	25.0%



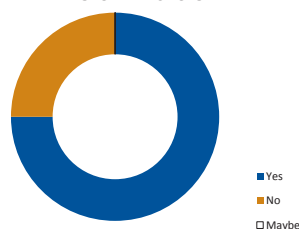
Number of Direct Reports

0	75%
1-5	25%

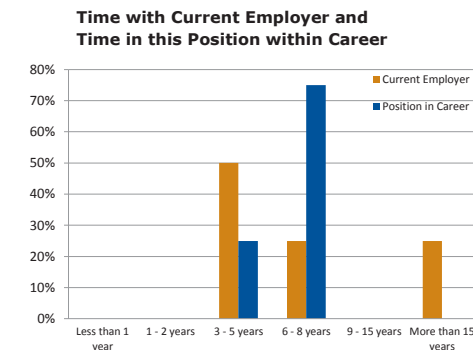
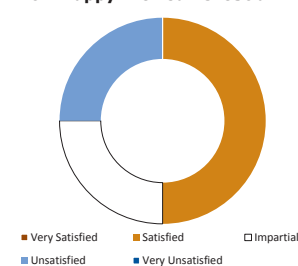
Total No. of Staff Reporting

0	75%
1-5	25%

Likelihood to change jobs in next 12 months



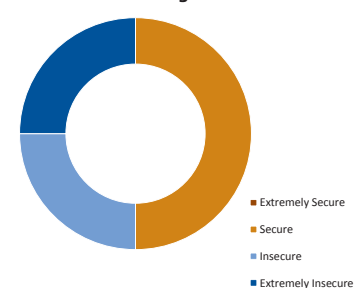
How Happy with Current Job



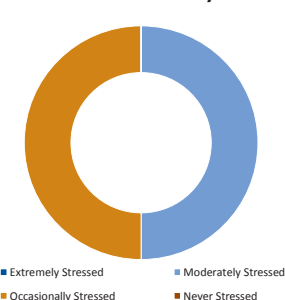
(No. Of Employees)

Less than 50	75.0%
51-100	0.0%
101-250	0.0%
251-500	25.0%
501-1000	0.0%
More than 1001	0.0%

Job Security Compared with 12 months ago

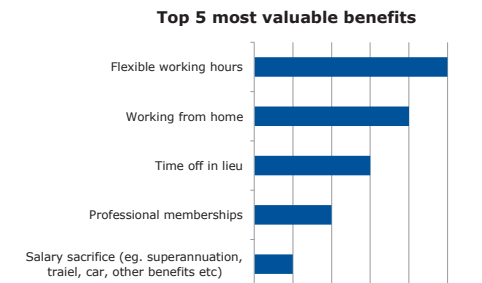


Stress Factor - Weekly Basis



Average Overtime Hours per Week

6.00



2014 Salary and Job Satisfaction Survey

Operations Manager

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$93,750	\$146,500	\$207,500
Car/Car Allowance	2		\$23,500	
Bonus/Commission	2		\$18,000	

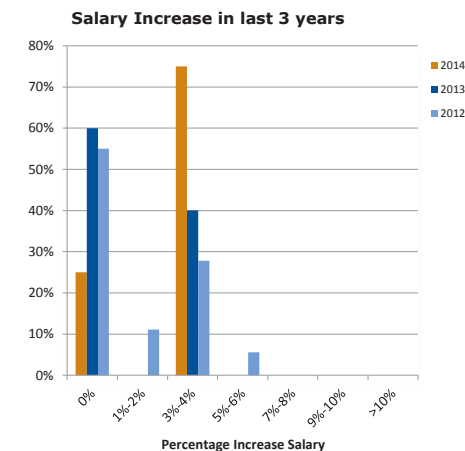
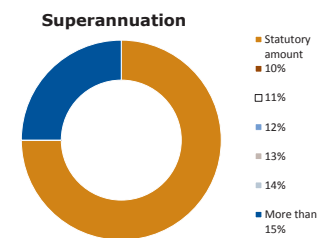
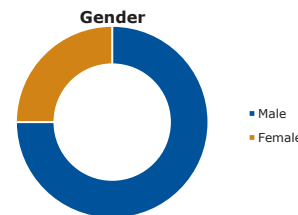
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Managing Director	50.0%
Regional Manager	25.0%
Chief Operating Officer(COO)	25.0%

Industry Segment

Medical Devices	25.0%
FMCG, Food & Beverage	25.0%
Manufacturing	25.0%
Research Institute/NFP/ Hospital/ Academia	25.0%



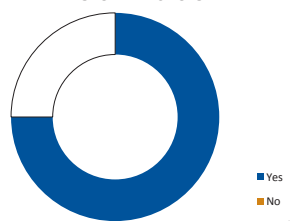
Number of Direct Reports

0	25%
1-5	75%

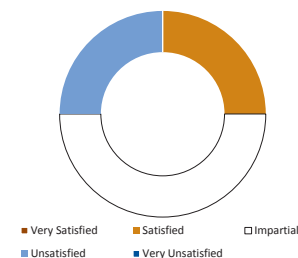
Total No. of Staff Reporting

0	25%
1-5	0%
6-10	0%
11-20	0%
21 - 50	50%

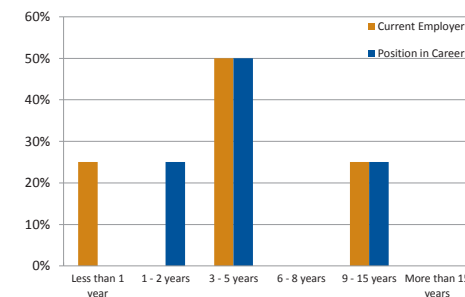
Likelihood to change jobs in next 12 months



How Happy with Current Job



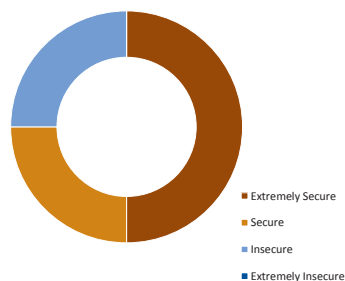
Time with Current Employer and Time in this Position within Career



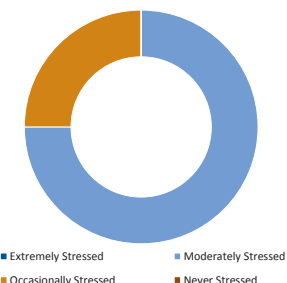
(No. Of Employees)

Less than 50	0.0%
51-100	0.0%
101-250	0.0%
251-500	25.0%
501-1000	50.0%
More than 1001	25.0%

Job Security Compared with 12 months ago



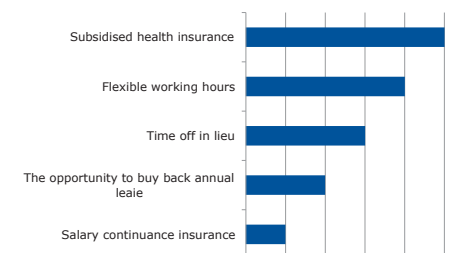
Stress Factor - Weekly Basis



Average Overtime Hours per Week

9.00

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



General Manager

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$105,000	\$150,000	\$200,000
Car/Car Allowance	6	\$14,250	\$15,000	\$20,000
Bonus/Commission	6	\$11,750	\$16,000	\$47,500

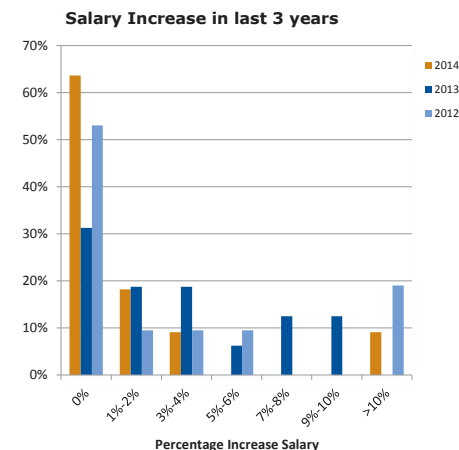
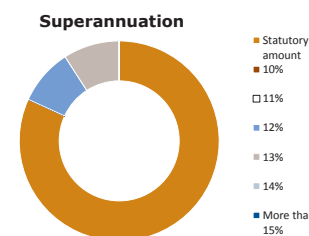
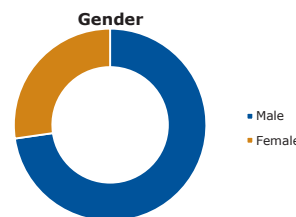
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Managing Director	27.3%
Report to Board of Directors	27.3%
Regional Manager	9.1%
General Manager	9.1%
CEO	9.1%
Regional Director/Vice President	9.1%
Global Vice President	9.1%

Industry Segment

FMCG, Food & Beverage	18.2%
Research Institute/NFP/ Hospital/ Academia	18.2%
Complementary Medicines	18.2%
Manufacturing	18.2%
Pharmaceuticals - Ethical (prescription)	9.1%
Medical Devices	9.1%
Laboratory Services	9.1%



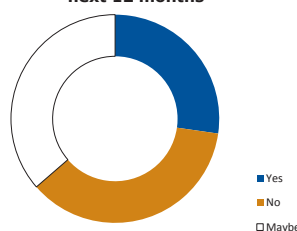
Number of Direct Reports

0	0%
1-5	45%
6-10	36%
11-20	9%
More than 20	9%

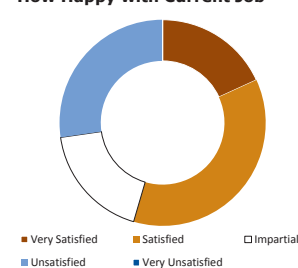
Total No. of Staff Reporting

0	0%
1-5	18%
6-10	0%
11-20	18%
21 - 50	18%
51-75	18%
76 - 100	9%
101-150	9%
More than 150	9%

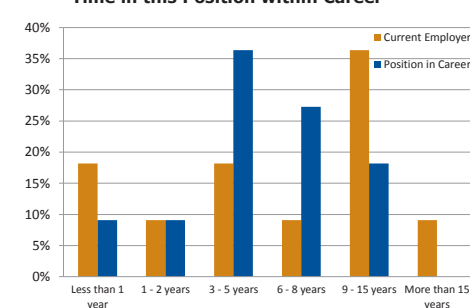
Likelihood to change jobs in next 12 months



How Happy with Current Job



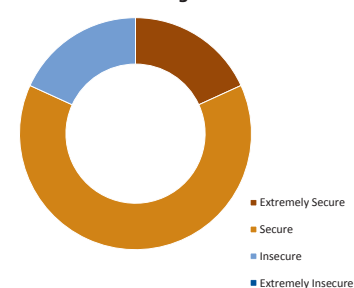
Time with Current Employer and Time in this Position within Career



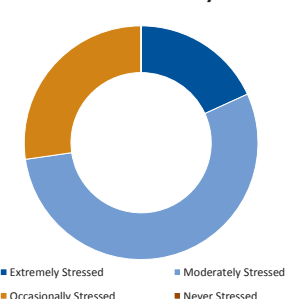
(No. Of Employees)

Less than 50	36.4%
51-100	27.3%
101-250	9.1%
251-500	9.1%
501-1000	0.0%
More than 1001	18.2%

Job Security Compared with 12 months ago



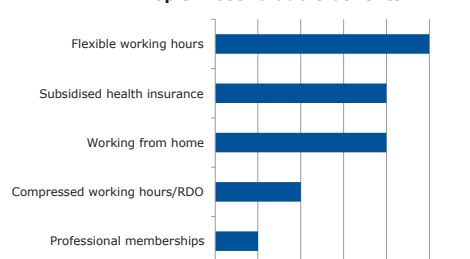
Stress Factor - Weekly Basis



Average Overtime Hours per Week

11.90

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Managing Director

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$240,000	\$290,000	\$350,000
Car/Car Allowance	6	\$23,250	\$27,500	\$30,000
Bonus/Commission	7	\$20,000	\$70,000	\$100,000

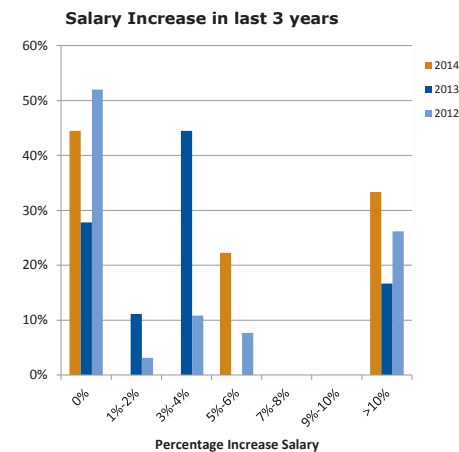
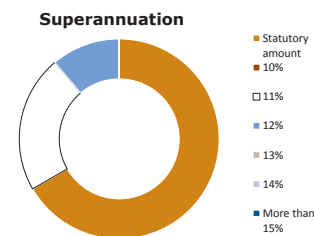
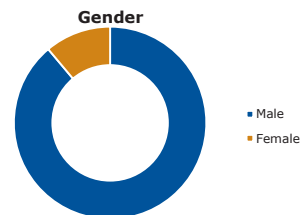
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Report to Board of Directors	44.4%
Regional Director/Vice President	22.2%
CEO	22.2%
Global Vice President	11.1%

Industry Segment

Pharmaceuticals - Ethical (prescription)	22.2%
Pharmaceuticals - OTC & Consumer Health	22.2%
Medical Devices	22.2%
Diagnostics, Life Sciences & Biotechnology	22.2%
Consulting Services	11.1%



Number of Direct Reports

0	0%
1-5	56%
6-10	33%
11-20	11%

Total No. of Staff Reporting

0	0%
1-5	22%
6-10	11%
11-20	11%
21 - 50	11%
51-75	0%
76 - 100	0%
101-150	11%
More than 150	33%

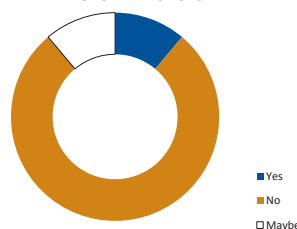
(No. Of Employees)

Less than 50	33.3%
51-100	0.0%
101-250	11.1%
251-500	22.2%
501-1000	0.0%
More than 1001	22.2%

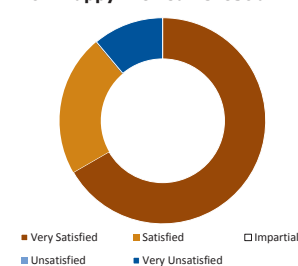
Average Overtime Hours per Week

12.67

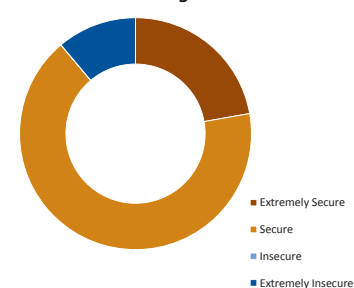
Likelihood to change jobs in next 12 months



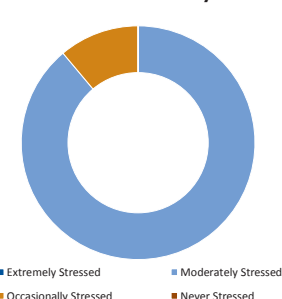
How Happy with Current Job



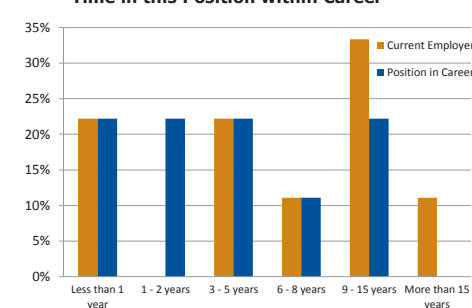
Job Security Compared with 12 months ago



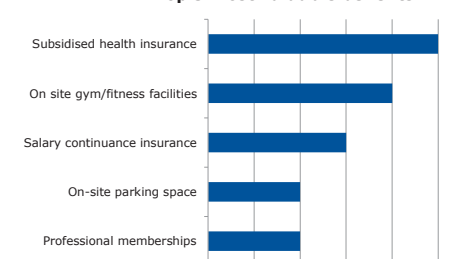
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



CEO

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$172,500	\$197,000	\$225,000
Car/Car Allowance	6	\$14,250	\$17,500	\$21,250
Bonus/Commission	6	\$10,000	\$15,000	\$20,000

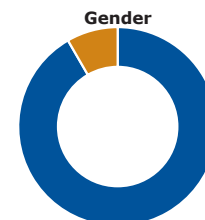
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

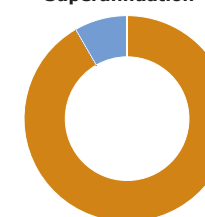
Report to Board of Directors	83.3%
Managing Director	8.3%
CEO	8.3%

Industry Segment

Pharmaceuticals - Ethical (prescription)	16.7%
Medical Devices	16.7%
Complementary Medicines	16.7%
Diagnostics, Life Sciences & Biotechnology	16.7%
Consulting Services	8.3%
Animal Health	8.3%
Clinical Research Organisation	8.3%
Research Institute/NFP/ Hospital/ Academia	8.3%



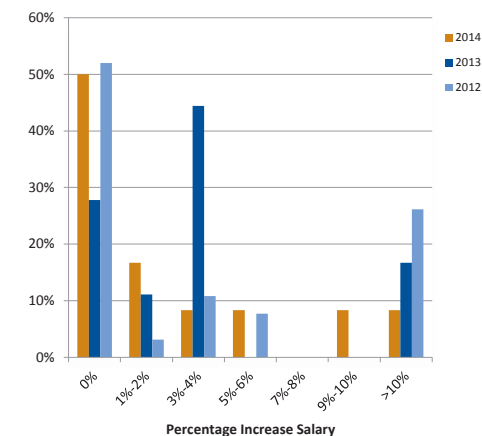
Superannuation



Male
Female

Statutory amount
10%
11%
12%
13%
14%
More than 15%

Salary Increase in last 3 years



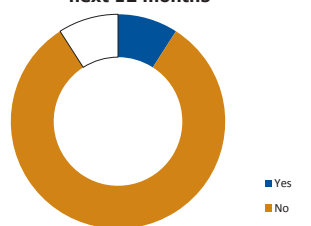
Number of Direct Reports

0	8%
1-5	50%
6-10	25%
11-20	17%

Total No. of Staff Reporting

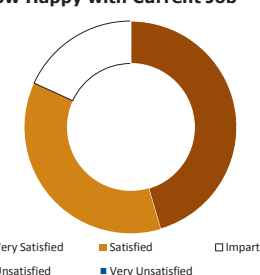
0	8%
1-5	8%
6-10	25%
11-20	25%
21 - 50	33%

Likelihood to change jobs in next 12 months



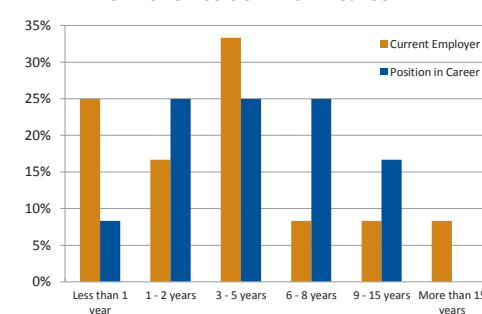
Yes
No
Maybe

How Happy with Current Job



Very Satisfied
Satisfied
Impartial
Unsatisfied
Very Unsatisfied

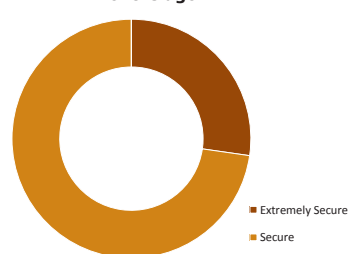
Time with Current Employer and Time in this Position within Career



(No. Of Employees)

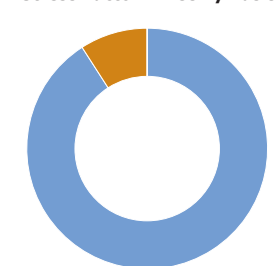
Less than 50	91.7%
51-100	8.3%
101-250	0.0%
251-500	0.0%
501-1000	0.0%
More than 1001	0.0%

Job Security Compared with 12 months ago



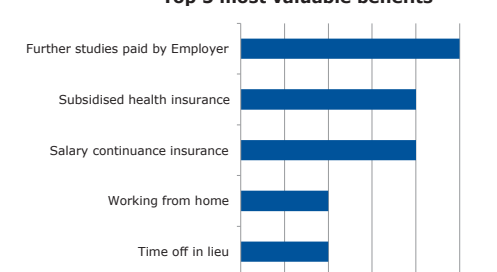
Extremely Secure
Secure
Insecure
Extremely Insecure

Stress Factor - Weekly Basis



Extremely Stressed
Moderately Stressed
Occasionally Stressed
Never Stressed

Top 5 most valuable benefits



Average Overtime Hours per Week

14.73

2014 Salary and Job Satisfaction Survey



Regional Director/Vice President

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$222,500	\$305,000	\$495,000
Car/Car Allowance	3	\$25,000	\$28,000	\$30,000
Bonus/Commission	6	\$34,500	\$85,000	\$100,000

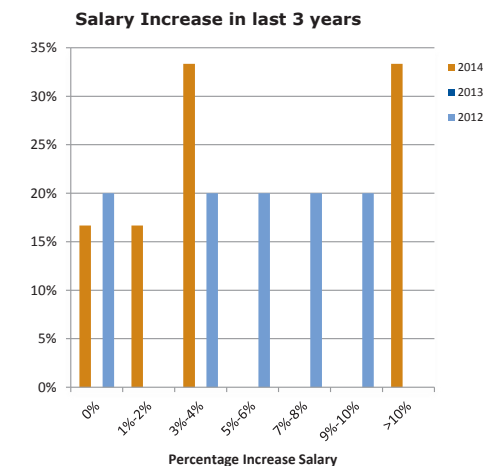
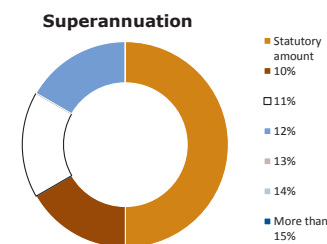
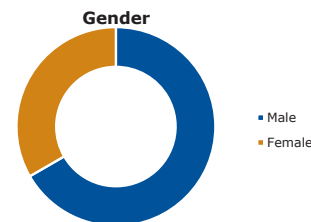
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

CEO	50.0%
Global Vice President	50.0%

Industry Segment

Pharmaceuticals - Ethical (prescription)	50.0%
Complementary Medicines	33.3%
Clinical Research Organisation	16.7%



Number of Direct Reports

0	0%
1-5	50%
6-10	33%
11-20	0%
More than 20	17%

Total No. of Staff Reporting

0	0%
1-5	33%
6-10	0%
11-20	17%
21 - 50	0%
51 - 75	0%
76 - 100	17%
101-150	0%
More than 150	33%

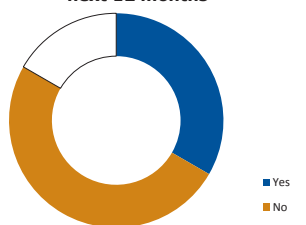
(No. Of Employees)

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

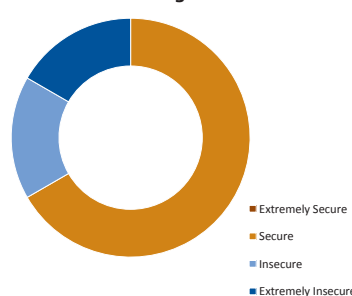
Average Overtime Hours per Week

10.00

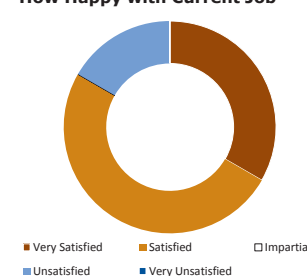
Likelihood to change jobs in next 12 months



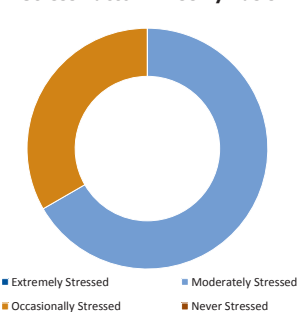
Job Security Compared with 12 months ago



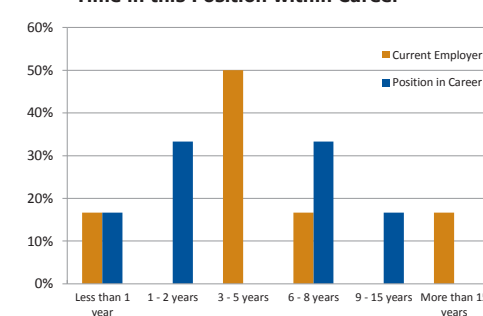
How Happy with Current Job



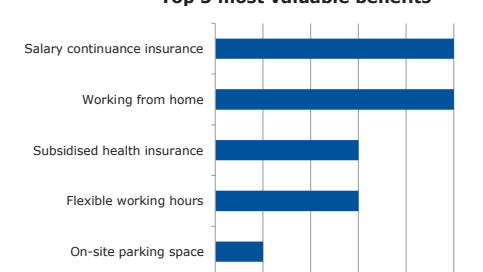
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



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.