

ON Q RECRUITMENT
Scientific Technical Medical

2014 Salary & Job Satisfaction Survey

Health Economics 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



Health Economics and Corporate Affairs Sector (n = 35)

Summary of Total Remuneration by Industry

	All Industry 2014	All Industry 2013	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Research Institute/NFP/Hospital/Academia	Clinical Research Organisation	Pharmaceuticals - OTC & Consumer Health	FMCG, Food & Beverage
Health Economics / Market Access Associate / Analyst	n: 10	14	3	2	1	1	1		1	1
	1st Quartile: \$91,625	\$76,375	\$133,000							
	Median: \$102,000	\$103,500	\$140,000	\$102,000	\$81,500	\$142,000	\$95,000		\$75,000	\$99,000
	3rd Quartile: \$140,500	\$131,250	\$144,500							
Senior Health Economics / Market Access Associate	n: 8	9	5	2	1					
	1st Quartile: \$125,000	\$131,500	\$137,500							
	Median: \$158,000	\$136,000	\$166,000	\$133,000	\$125,000					
	3rd Quartile: \$181,000	\$162,000	\$180,000							
Health Economics / Market Access Manager	n: 11	16	6	4				1		
	1st Quartile: \$145,000	\$161,500	\$147,000	\$156,000						
	Median: \$168,000	\$173,500	\$172,500	\$204,000				\$150,000		
	3rd Quartile: \$240,000	\$206,000	\$220,500	\$242,500						
Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement	n: 6	7	6							
	1st Quartile: \$273,750	\$190,000	\$273,750							
	Median: \$315,000	\$240,000	\$315,000							
	3rd Quartile: \$400,000	\$350,000	\$400,000							

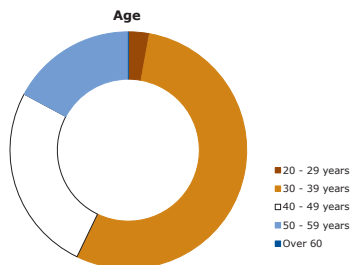
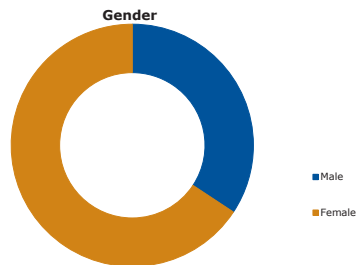
- n = The number of observations recorded for each category

- 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

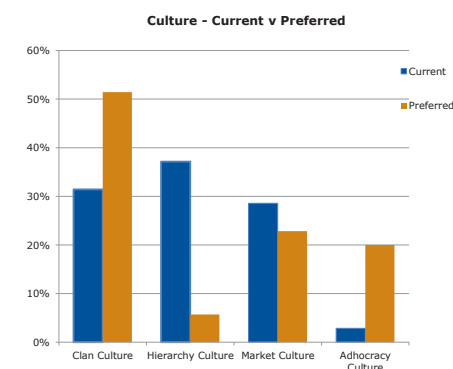
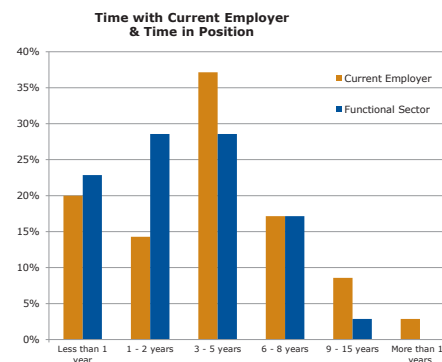
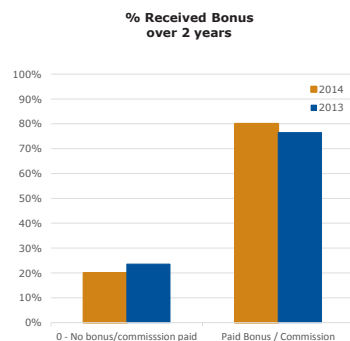
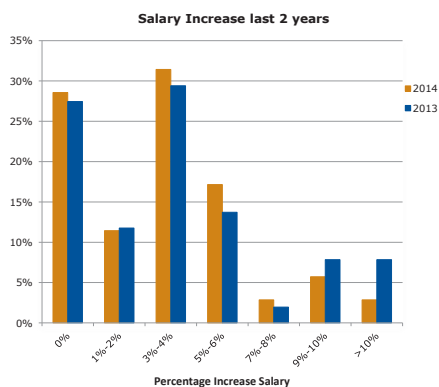
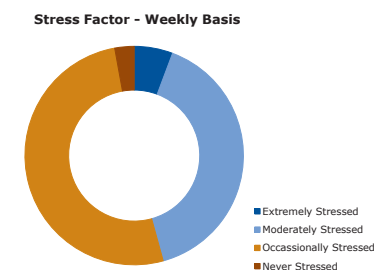
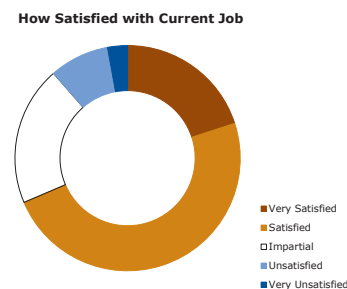
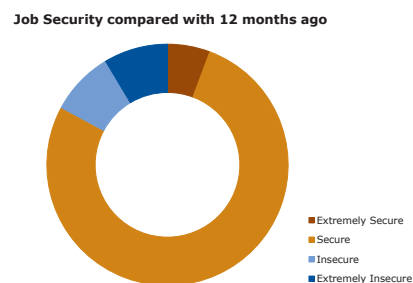
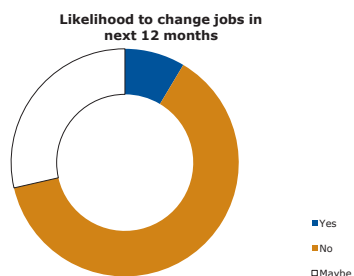
Functional Overview - Health Economics & Corporate Affairs Sector (n = 35)



Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	57.1%
Medical Devices	22.9%
Consulting Services	5.7%
FMCG, Food & Beverage	2.9%
Pharmaceuticals - OTC & Consumer Health	2.9%
Research Institute/NFP/ Hospital/ Academia	2.9%
Diagnostics, Life Sciences & Biotechnology	2.9%
Clinical Research Organisation	2.9%

Average Department turnover %	7.67
Average Overtime hours per week	6.84

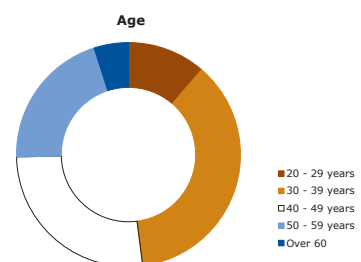
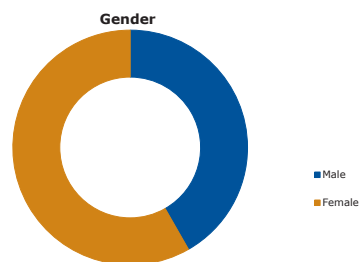
Flexibility	Percentage
Work from home	0.0%
Not permitted to work from home	5.7%
No policy, on Manager's approval / discretion	37.1%
No policy, on an ad-hoc, as needed basis	31.4%
Up to 0.5 day per week (1 day per fortnight)	0.0%
Up to 1 day per week	11.4%
2 days or more a week	14.3%



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

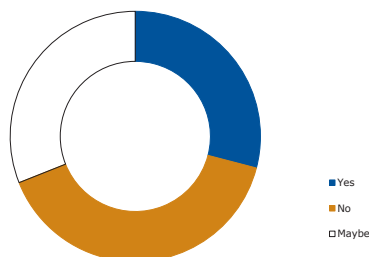


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

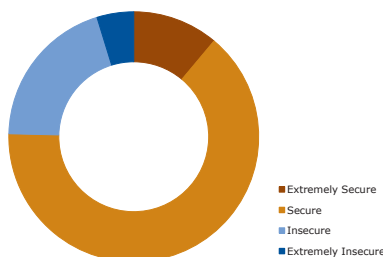
Average Department turnover %	15.44
Average Overtime hours per week	7.34

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%

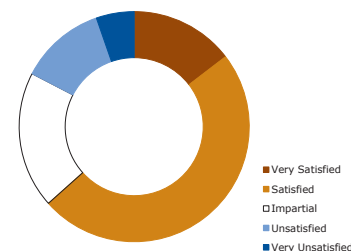
Likelihood to change jobs in next 12 months



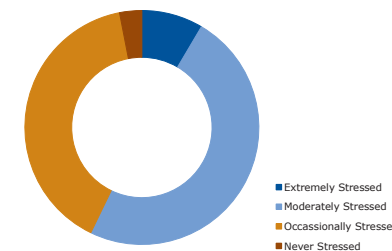
Job Security compared with 12 months ago



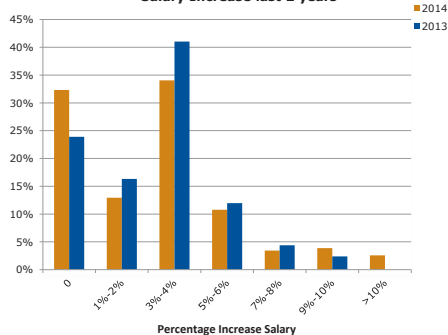
How Satisfied with Current Job



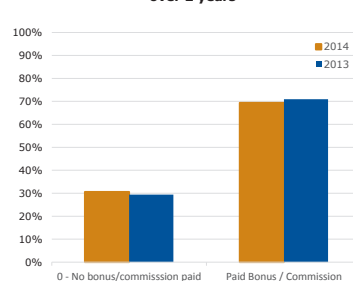
Stress Factor - Weekly Basis



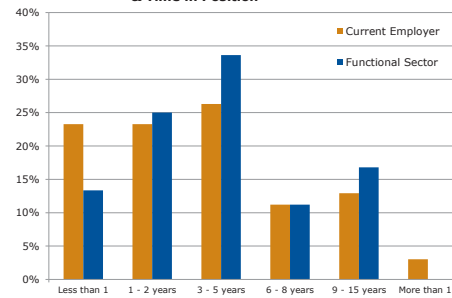
Salary Increase last 2 years



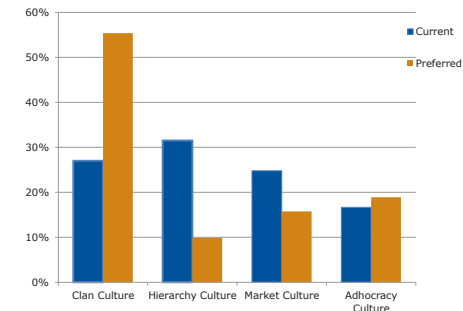
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

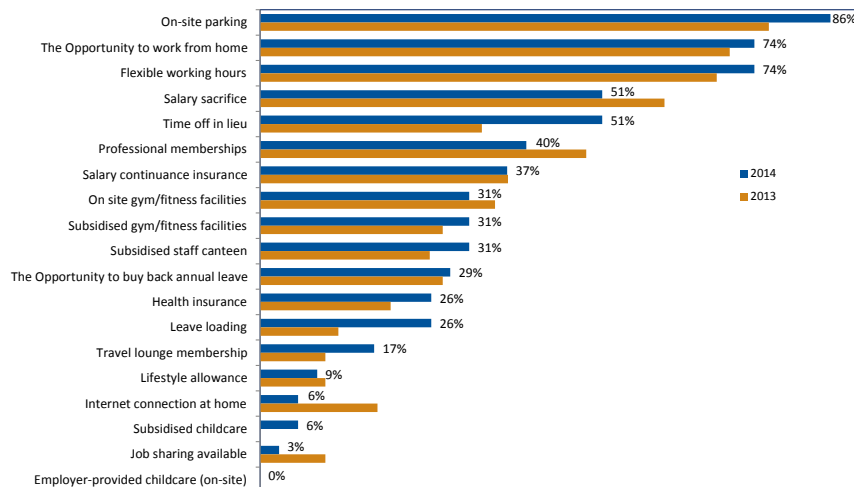


2014 Salary and Job Satisfaction Survey



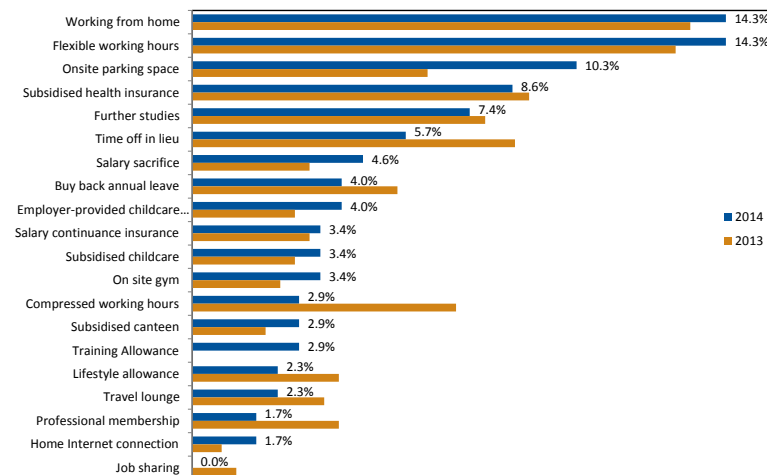
Job Satisfaction Data - Health Economics Sector (n = 35)

Which Benefits Do You Receive



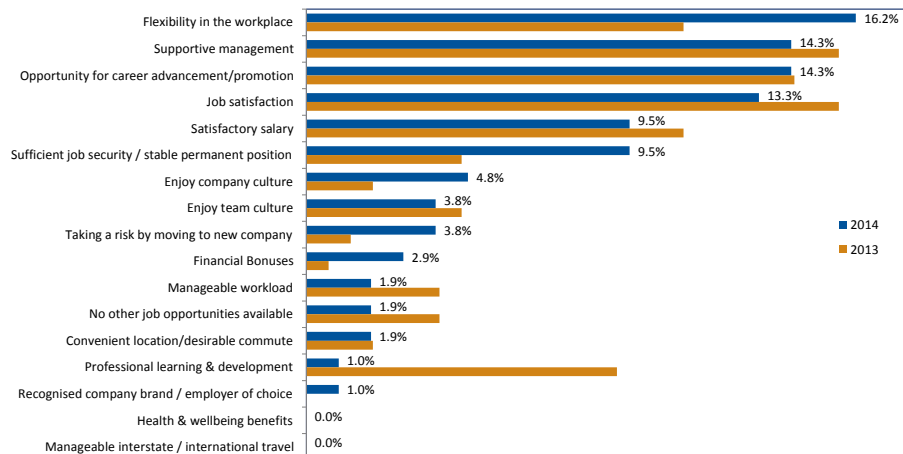
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



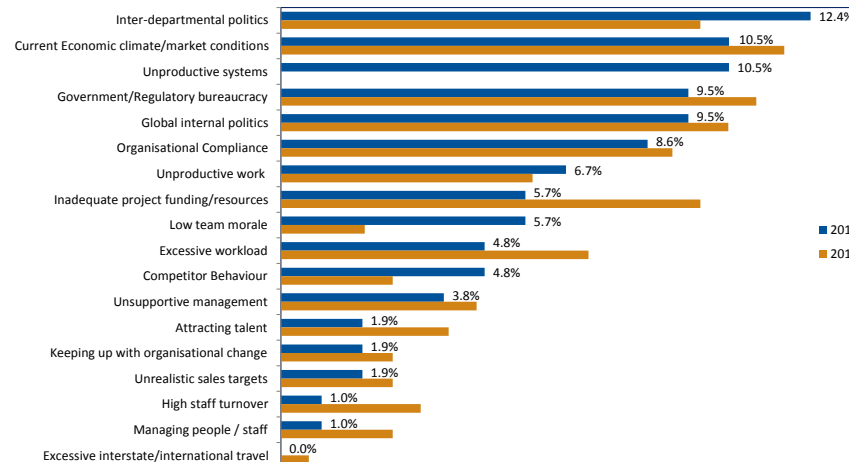
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



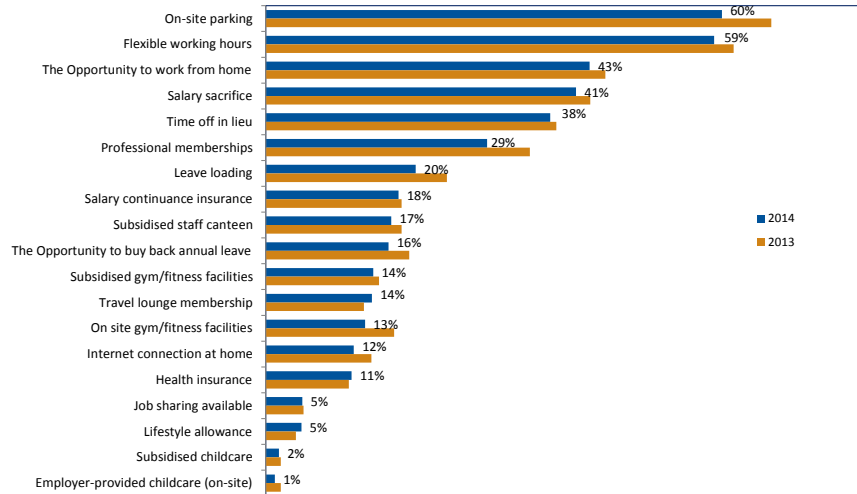
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



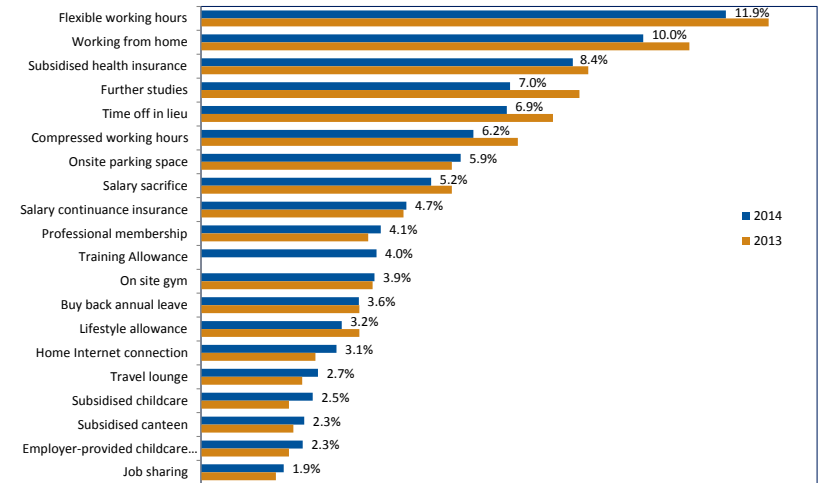
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



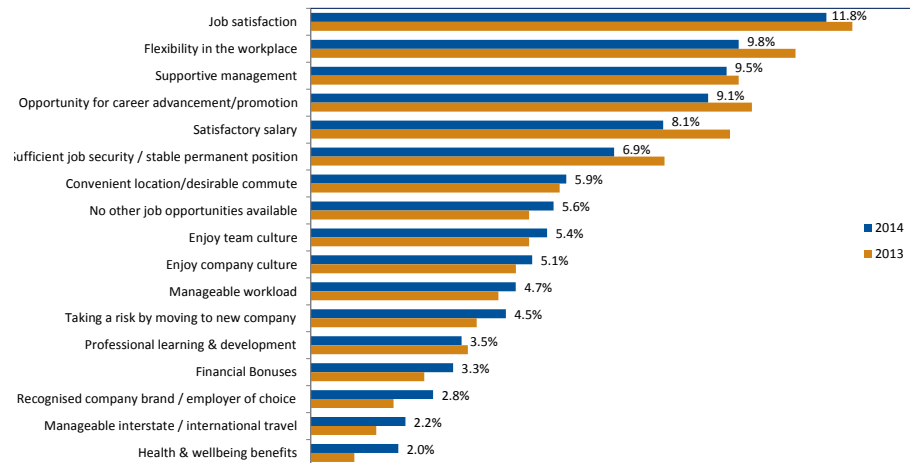
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



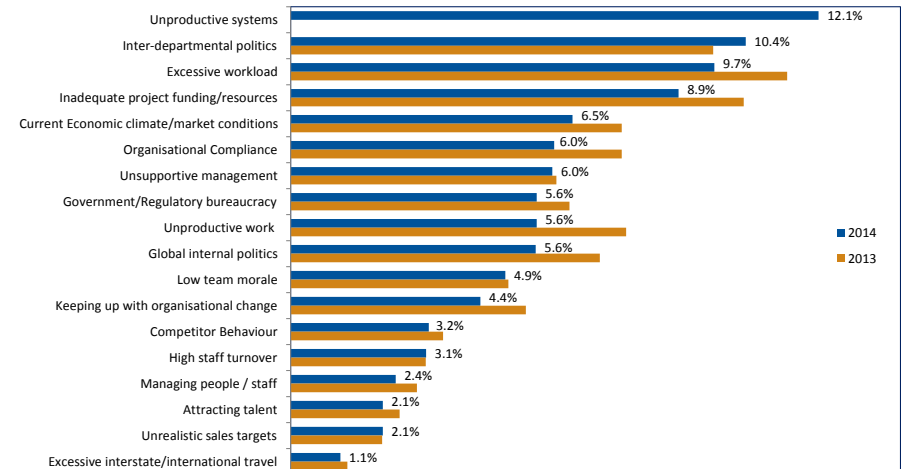
Participants were asked to list their top 5 choices

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



Health Economics / Market Access Associate / Analyst

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$84,125	\$93,000	\$122,000
Car/Car Allowance	0			
Bonus/Commission	6	\$1,725	\$8,500	\$12,500

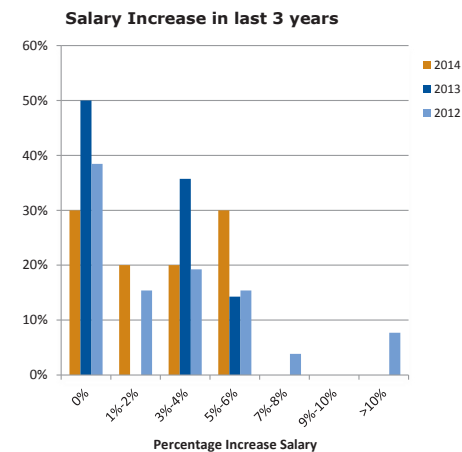
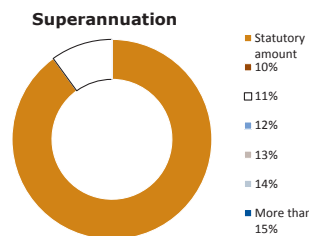
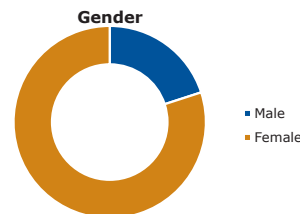
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Health Economics / Market Access Manager	50.0%
Director of Health Economics / Market Access	50.0%

Industry Segment

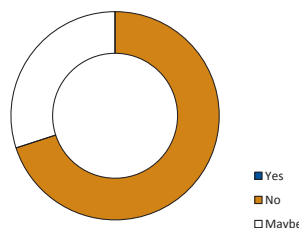
Pharmaceuticals - Ethical (prescription)	30.0%
Medical Devices	20.0%
Pharmaceuticals - OTC & Consumer Health	10.0%
FMCG, Food & Beverage	10.0%
Consulting Services	10.0%
Research Institute/NFP/ Hospital/ Academia	10.0%
Diagnostics, Life Sciences & Biotechnology	10.0%



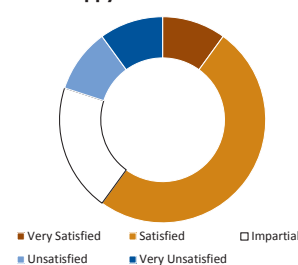
Number of Direct Reports

0 100%

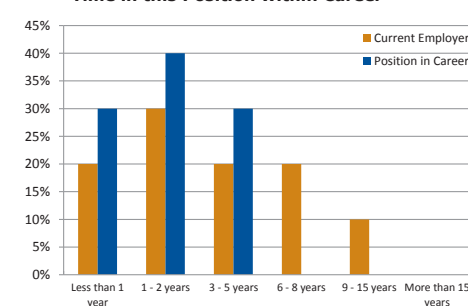
Likelihood to change jobs in next 12 months



How Happy with Current Job



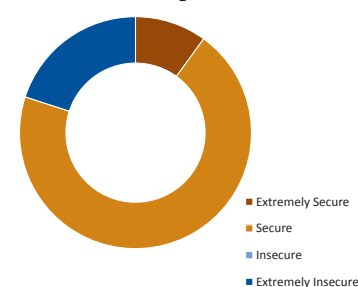
Time with Current Employer and Time in this Position within Career



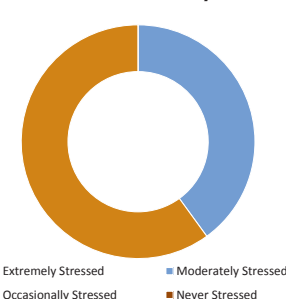
Total No. of Staff Reporting

0 100%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



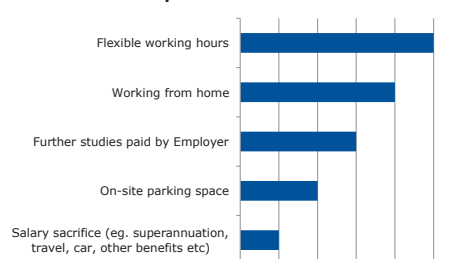
(No. Of Employees)

Less than 50	20.0%
51-100	0.0%
101-250	10.0%
251-500	20.0%
501-1000	30.0%
More than 1001	20.0%

Average Overtime Hours per Week

3.50

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$213,750	\$250,000	\$287,500
Car/Car Allowance	5	\$29,500	\$30,000	\$30,000
Bonus/Commission	6	\$32,500	\$50,000	\$90,000

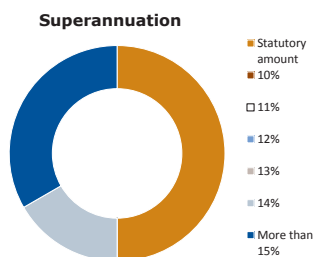
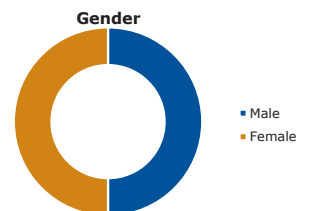
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

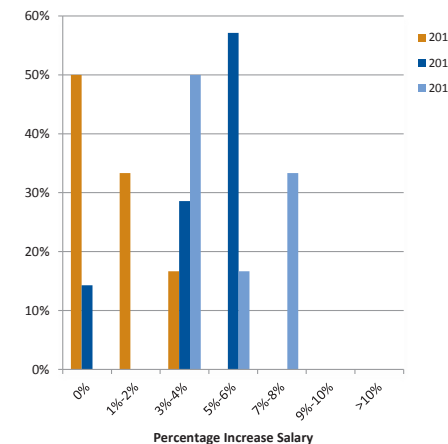
Snr Director / Regional Director / VP - Health Economics / Market Access / Pricing & Reimbursement 100.0%

Industry Segment

Pharmaceuticals - Ethical (prescription) 100.0%



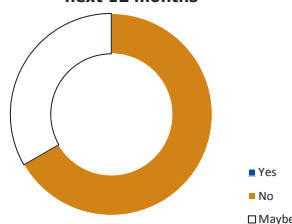
Salary Increase in last 3 years



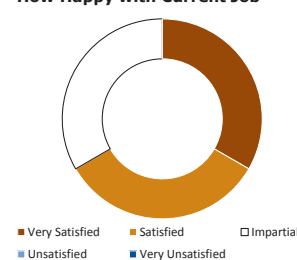
Number of Direct Reports

0 17%
1-5 33%
6-10 50%

Likelihood to change jobs in next 12 months



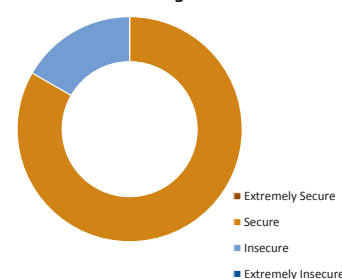
How Happy with Current Job



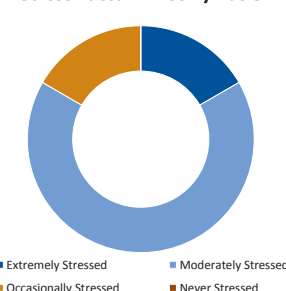
Total No. of Staff Reporting

0 17%
1-5 17%
6-10 50%
11-20 0%
21-50 17%

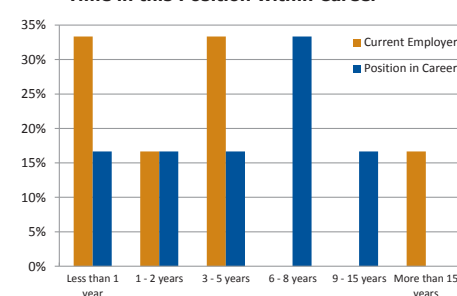
Job Security Compared with 12 months ago



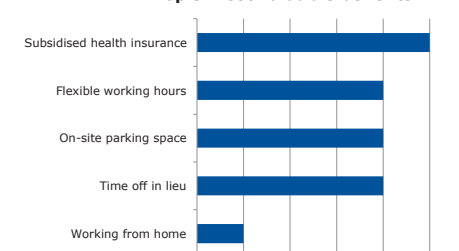
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

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

Average Overtime Hours per Week

11.67

2014 Salary and Job Satisfaction Survey



Senior Health Economics / Market Access Associate

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$105,250	\$130,000	\$149,750
Car/Car Allowance	3	\$19,000	\$22,000	\$25,000
Bonus/Commission	6	\$13,000	\$17,000	\$21,000

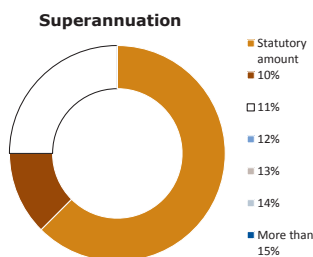
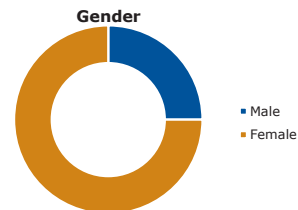
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

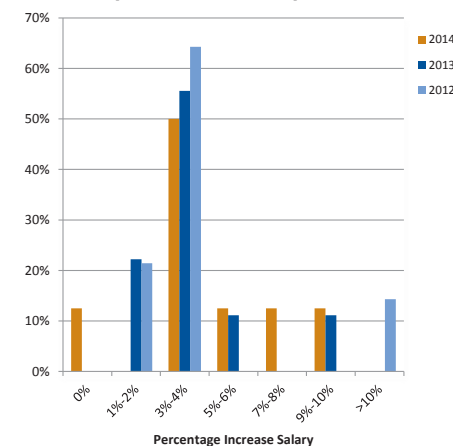
Director of Health Economics / Market Access	62.5%
Health Economics / Market Access Manager	25.0%
Snr Director / Regional Director / VP - Health Economics / Market Access / Pricing & Reimbursement	12.5%

Industry Segment

Pharmaceuticals - Ethical (prescription)	62.5%
Medical Devices	25.0%
Consulting Services	12.5%



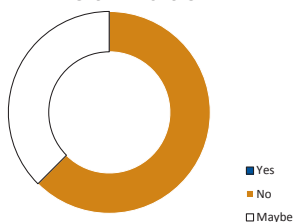
Salary Increase in last 3 years



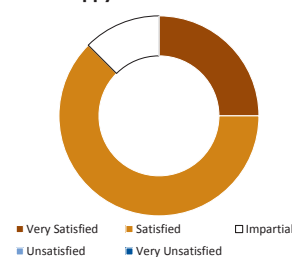
Number of Direct Reports

0	88%
1-5	13%

Likelihood to change jobs in next 12 months



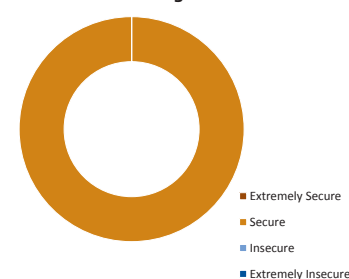
How Happy with Current Job



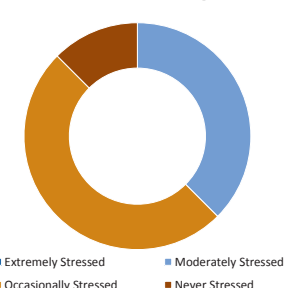
Total No. of Staff Reporting

0	88%
1-5	13%

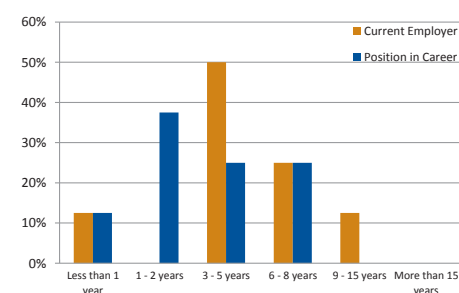
Job Security Compared with 12 months ago



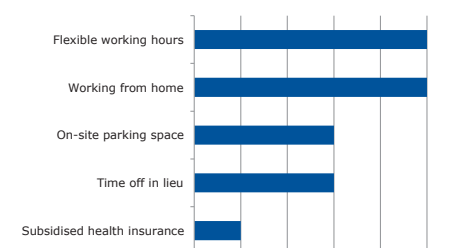
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	0.0%
51-100	12.5%
101-250	12.5%
251-500	37.5%
501-1000	12.5%
More than 1001	25.0%

Average Overtime Hours per Week

5.33

2014 Salary and Job Satisfaction Survey



Health Economics / Market Access Manager

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$117,000	\$135,000	\$189,000
Car/Car Allowance	6	\$18,000	\$22,500	\$25,000
Bonus/Commission	10	\$5,250	\$17,000	\$26,000

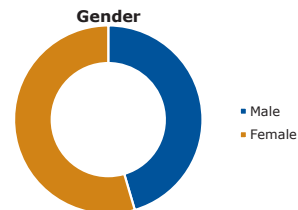
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

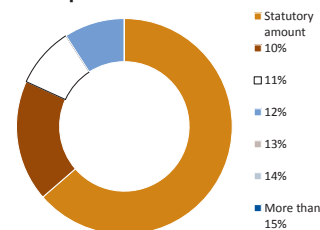
Director of Health Economics / Market Access	72.7%
Snr Director / Regional Director / VP - Health Economics / Market Access / Pricing & Reimbursement	18.2%
Health Economics / Market Access Manager	9.1%

Industry Segment

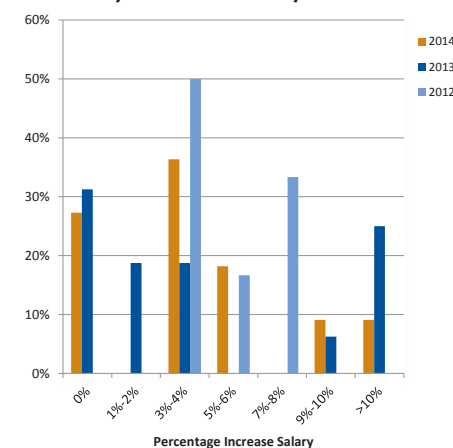
Pharmaceuticals - Ethical (prescription)	54.5%
Medical Devices	36.4%
Clinical Research Organisation	9.1%



Superannuation



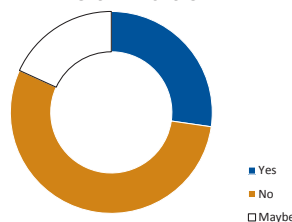
Salary Increase in last 3 years



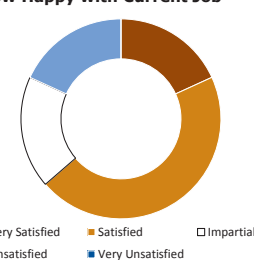
Number of Direct Reports

0	45%
1-5	45%
6-10	9%

Likelihood to change jobs in next 12 months



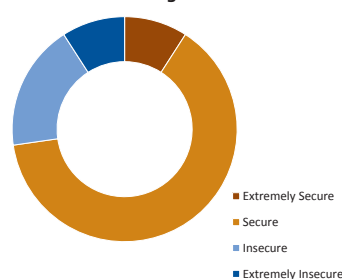
How Happy with Current Job



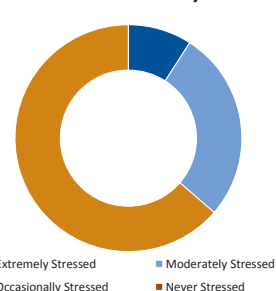
Total No. of Staff Reporting

0	45%
1-5	45%
6-10	9%

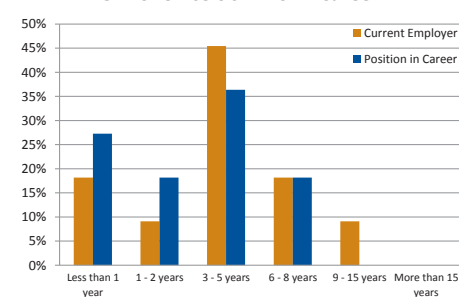
Job Security Compared with 12 months ago



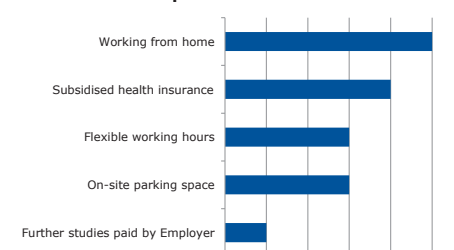
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	0.0%
51-100	0.0%
101-250	54.5%
251-500	27.3%
501-1000	18.2%
More than 1001	0.0%

Average Overtime Hours per Week

7.45

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.