

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

2014 Salary & Job Satisfaction Survey

Human Resources 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



Human Resources Sector (n = 42)

Summary of Total Remuneration by Industry

	All Industry 2014	All Industry 2013	Consulting Services	Pharmaceuticals Ethical (prescription)	Medical Devices	Research Institute/NFP/Hospital/Academia	Manufacturing	Clinical Research Organisation	Pharmaceuticals OTC & Consumer Health	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Animal Health
Human Resources Administrator /Assistant	n	8	3	4	1	1	1		1			
	1st Quartile	\$55,000	\$57,000	\$55,000								
	Median	\$56,500	\$72,000	\$55,000	\$64,000	\$60,500	\$62,000		\$58,000			
	3rd Quartile	\$61,625	\$73,000	\$55,000								
Human Resources Associate	n	6	8		1		2	1	1			
	1st Quartile	\$58,750	\$84,750									
	Median	\$78,250	\$90,000		\$60,000		\$83,000	\$87,500	\$73,500			
	3rd Quartile	\$87,500	\$110,500									
Internal Recruitment Specialist / Onsite Recruiter	n	3		1			1				1	
	1st Quartile	\$55,000										
	Median	\$65,000		\$65,000			\$82,000				\$55,000	
	3rd Quartile	\$82,000										
Recruitment Manager	n	3	4	1	1	1						
	1st Quartile	\$65,000	\$83,750									
	Median	\$115,000	\$116,000	\$65,000	\$121,000	\$115,000						
	3rd Quartile	\$121,000	\$122,000									
Organisational Development Specialist / Manager	n	3		1			1	1				
	1st Quartile	\$95,000										
	Median	\$175,000		\$95,000			\$175,000	\$200,000				
	3rd Quartile	\$200,000										
Human Resources Manager	n	10	10	2	4		1	1		1		1
	1st Quartile	\$91,375	\$104,250		\$86,250							
	Median	\$142,000	\$112,000	\$116,000	\$160,000		\$71,500	\$150,000		\$110,000		\$180,000
	3rd Quartile	\$172,500	\$147,000		\$177,500							
Senior Human Resources Manager	n	4	3		1	2				1		
	1st Quartile	\$133,500	\$110,000									
	Median	\$151,500	\$160,000		\$168,000	\$134,000				\$190,000		
	3rd Quartile	\$184,500	\$240,000									
Human Resources Director / Head	n	5	9	2	1	2						
	1st Quartile	\$133,000	\$177,500									
	Median	\$200,000	\$200,000	\$150,000	\$250,000	\$183,000						
	3rd Quartile	\$225,000	\$255,000									

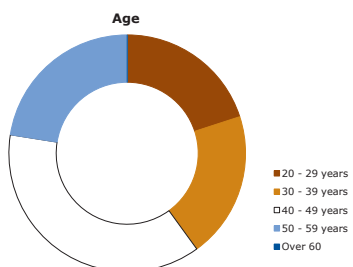
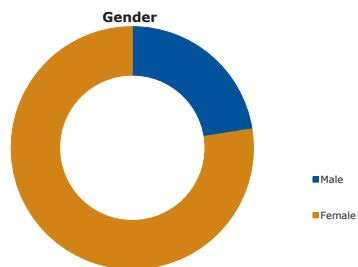
- n = The number of observations recorded for each category

- 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

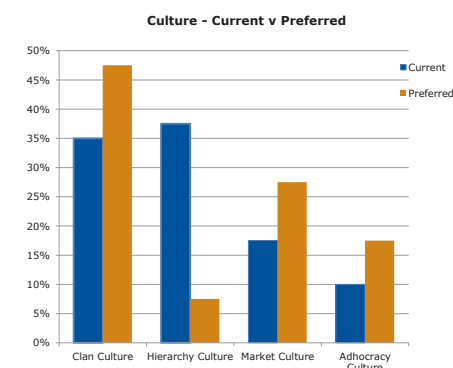
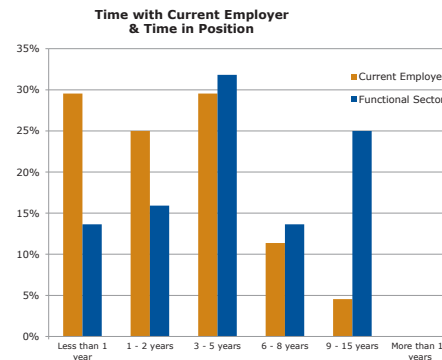
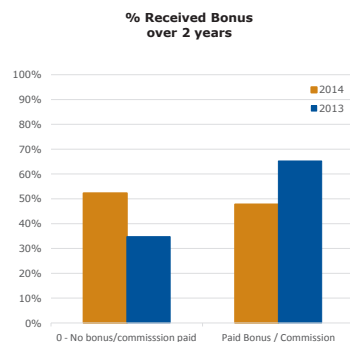
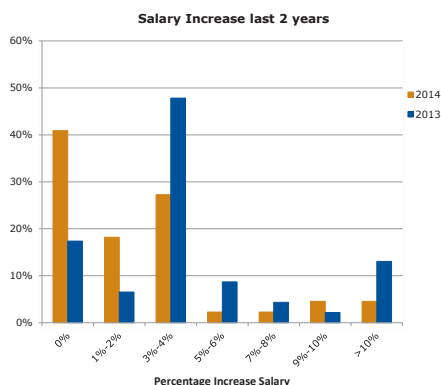
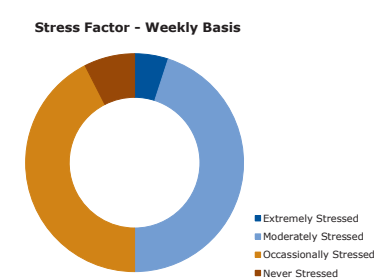
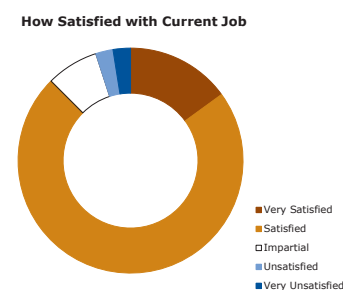
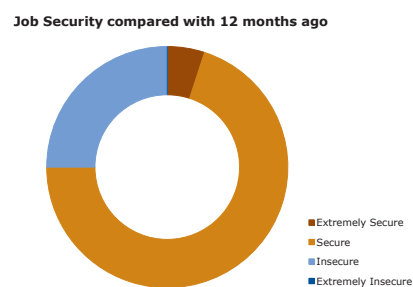
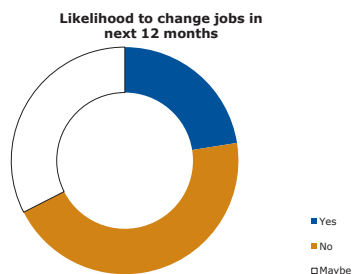
Functional Overview - Human Resources Sector (n = 44)



Industry Segment	Percentage
Consulting Services	25.0%
Pharmaceuticals - Ethical (prescription)	22.7%
Medical Devices	11.4%
Manufacturing	9.1%
Research Institute/NFP/ Hospital/ Academia	9.1%
Clinical Research Organisation	6.8%
Pharmaceuticals - OTC & Consumer Health	4.5%
Diagnostics, Life Sciences & Biotechnology	4.5%
FMCG, Food & Beverage	4.5%
Animal Health	2.3%

Average Department turnover % 21.93
Average Overtime hours per week 6.56

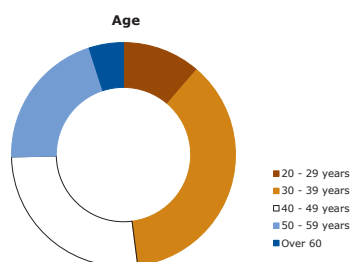
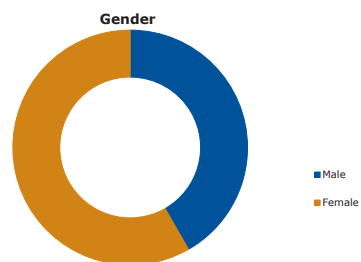
Flexibility, working from Home:	Percentage
Work from home	2.3%
Not permitted to work from home	18.2%
No policy, on Manager's approval / discretion	25.0%
No policy, on an ad-hoc, as needed basis	18.2%
Up to 0.5 day per week (1 day per fortnight)	2.3%
Up to 1 day per week	15.9%
2 days or more a week	18.2%



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

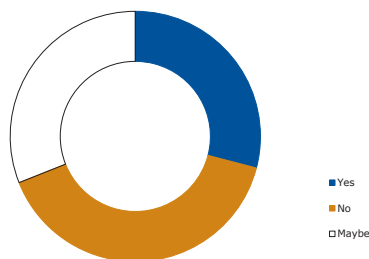


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

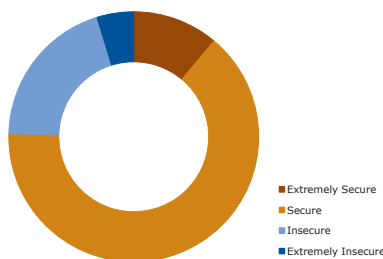
Average Department turnover % **15.44**
 Average Overtime hours per week **7.34**

Flexibility, working from Home:	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%

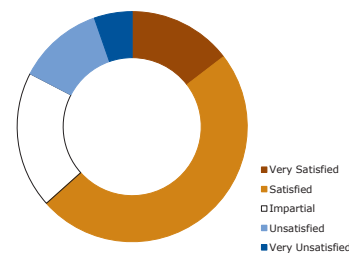
Likelihood to change jobs in next 12 months



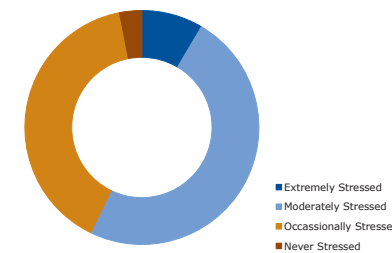
Job Security compared with 12 months ago



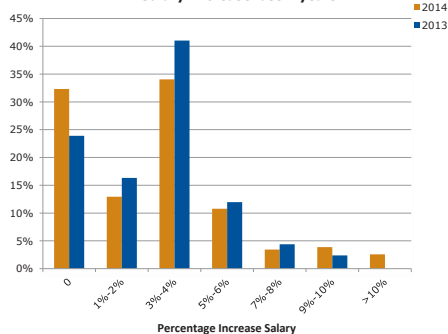
How Satisfied with Current Job



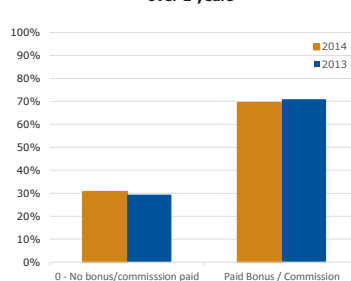
Stress Factor - Weekly Basis



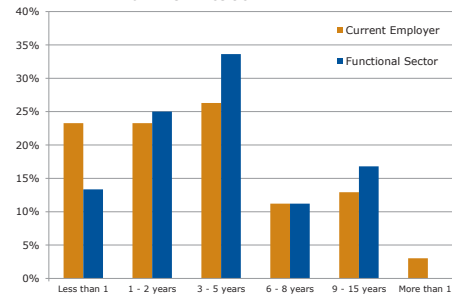
Salary Increase last 2 years



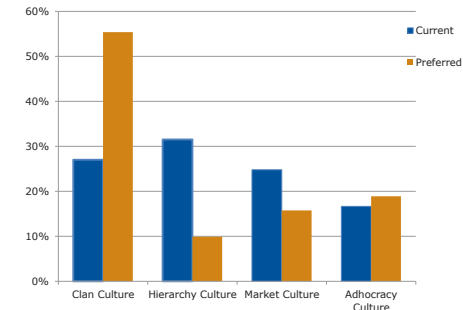
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

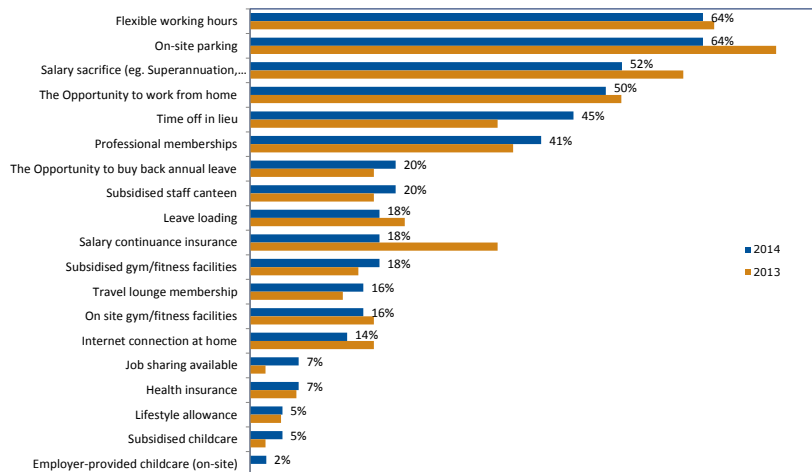


2014 Salary and Job Satisfaction Survey



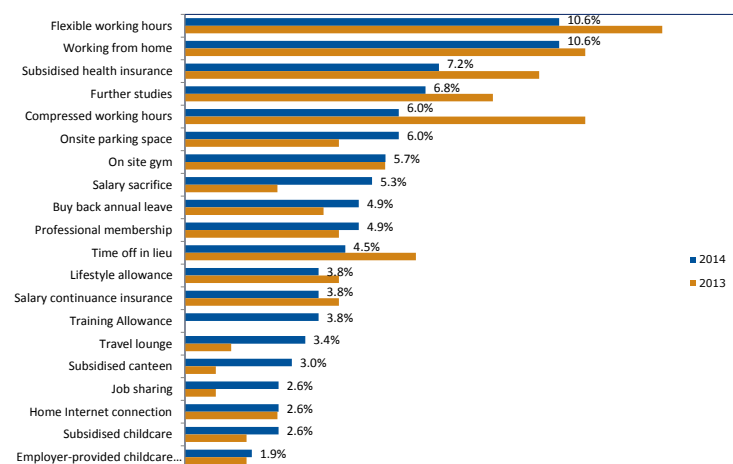
Job Satisfaction Data - Human Resources Sector (n = 44)

Which Benefits Do You Receive



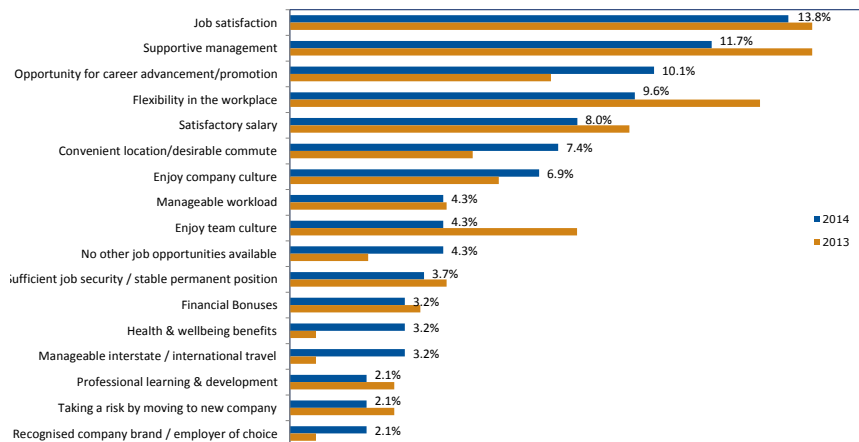
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



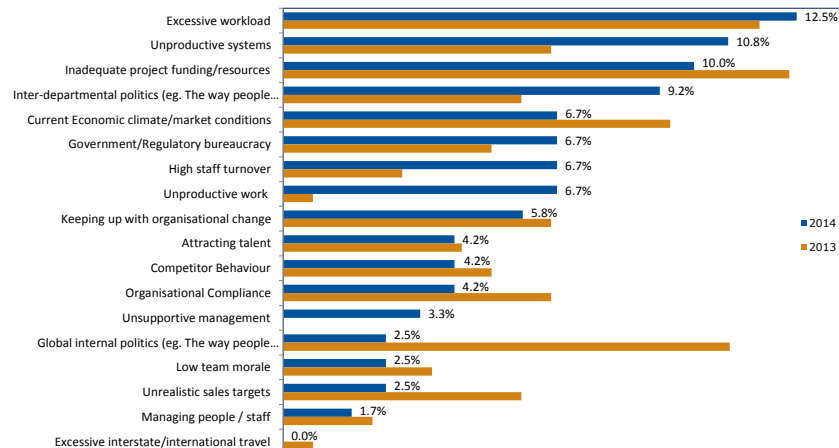
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



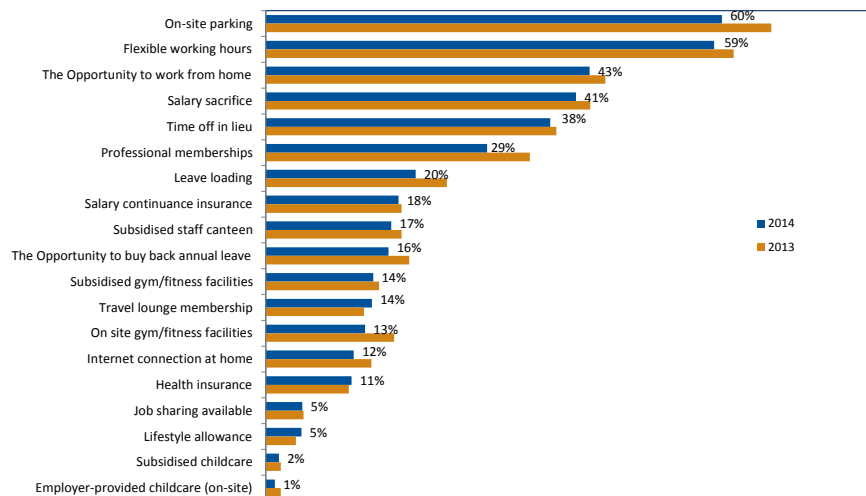
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



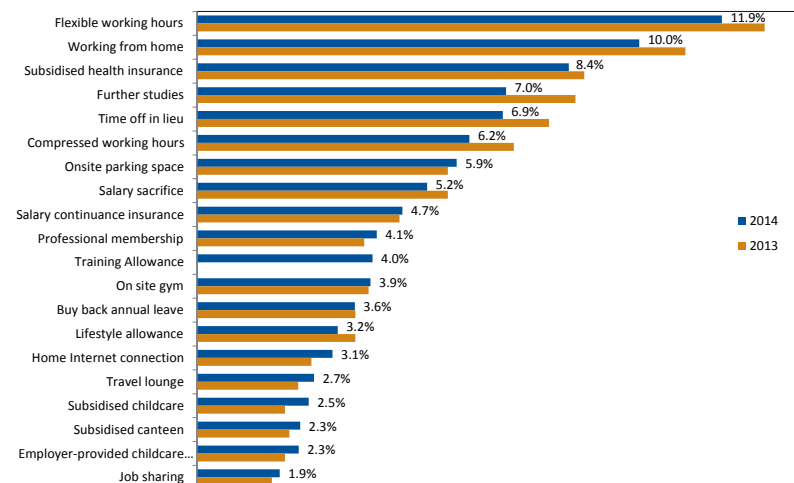
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



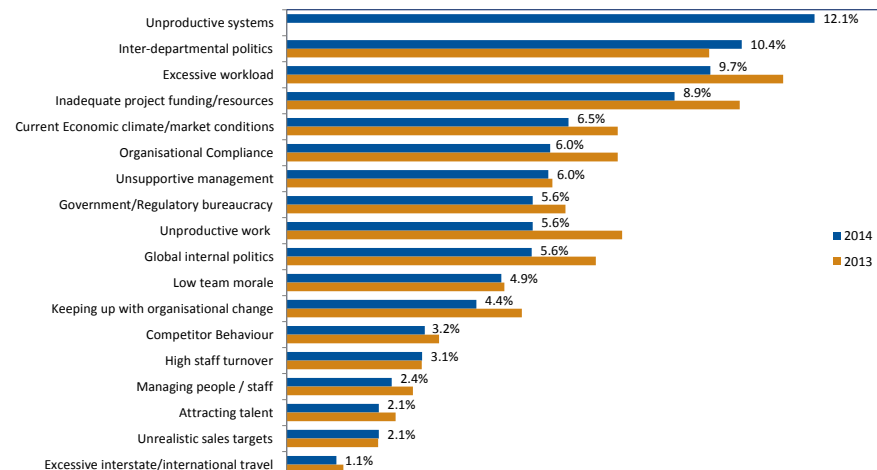
Participants were asked to list their top 5 choices

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



Human Resources Administrator / Assistant

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$55,000	\$55,000	\$57,875
Car/Car Allowance	0			
Bonus/Commission	1		\$3,000	

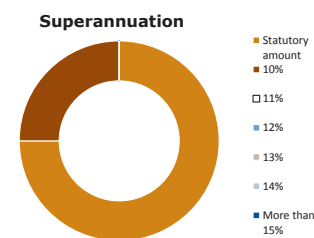
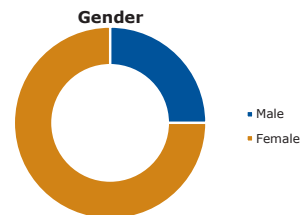
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

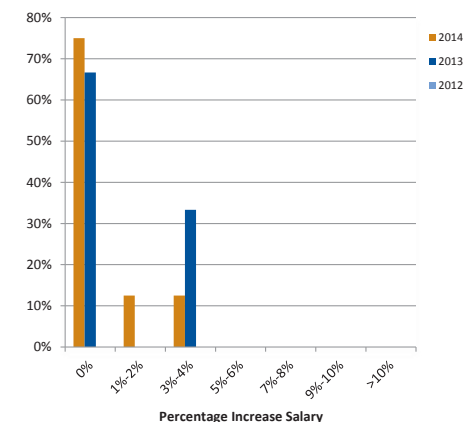
Human Resources Manager	75.0%
Director / Country Manager	25.0%

Industry Segment

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



Salary Increase in last 3 years



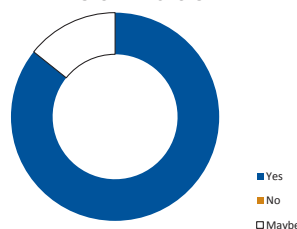
Number of Direct Reports

0	75%
1-5	25%

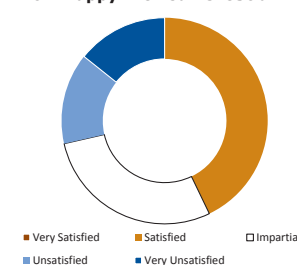
Total No. of Staff Reporting

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

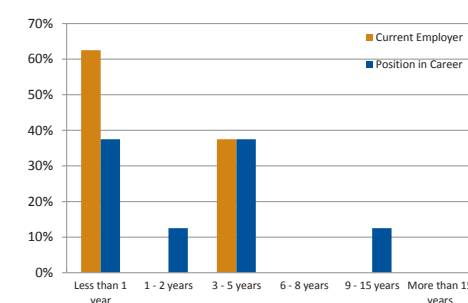
Likelihood to change jobs in next 12 months



How Happy with Current Job



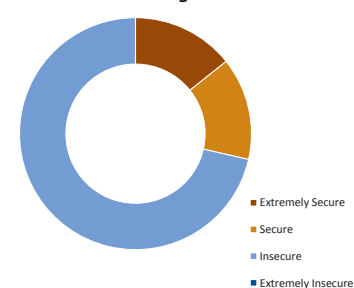
Time with Current Employer and Time in this Position within Career



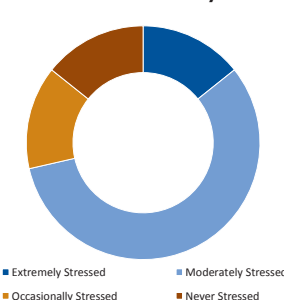
(No. Of Employees)

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

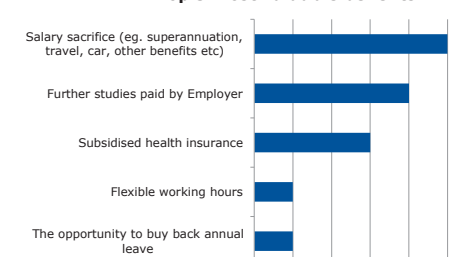
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



Average Overtime Hours per Week

2.67

2014 Salary and Job Satisfaction Survey



Human Resources Associate

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$55,000	\$71,250	\$80,000
Car/Car Allowance	1		\$10,000	
Bonus/Commission	3	\$1,000	\$1,000	\$3,000

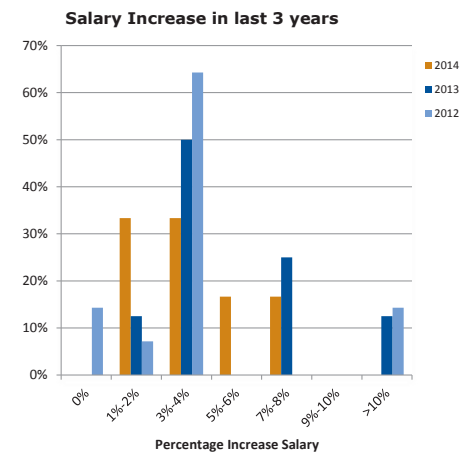
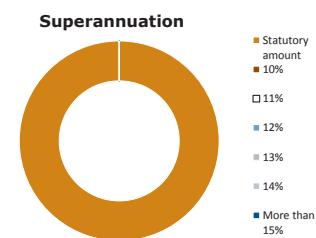
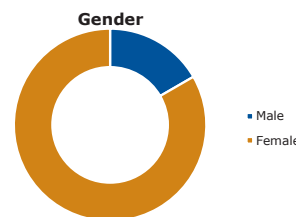
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Director / Head	50.0%
Human Resources Manager	33.3%
CEO	16.7%

Industry Segment

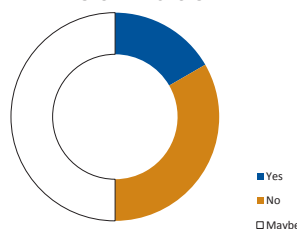
Research Institute/NFP/ Hospital/ Academia	33.3%
Pharmaceuticals - Ethical (prescription)	16.7%
Pharmaceuticals - OTC & Consumer Health	16.7%
Manufacturing	16.7%
Clinical Research Organisation	16.7%



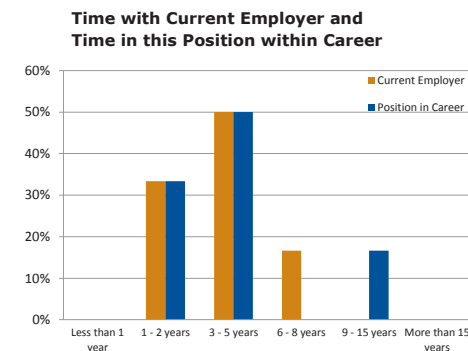
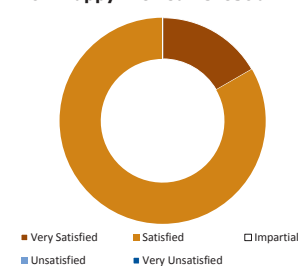
Number of Direct Reports
0 100%

Total No. of Staff Reporting
0 100%

Likelihood to change jobs in next 12 months



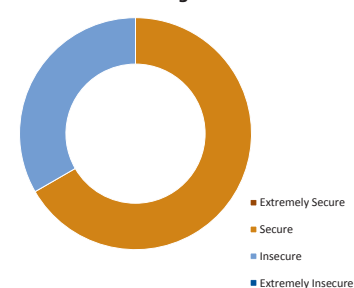
How Happy with Current Job



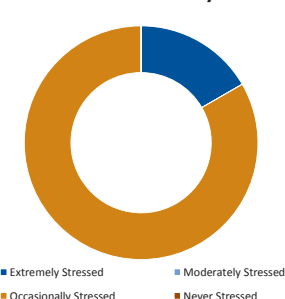
(No. Of Employees)

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

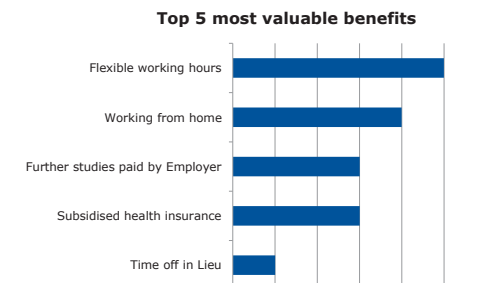
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Average Overtime Hours per Week 5.75



2014 Salary and Job Satisfaction Survey

Internal Recruitment Specialist / Onsite Recruiter

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$55,000	\$65,000	\$75,000
Car/Car Allowance	1		\$10,000	
Bonus/Commission	1		\$10,000	

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Manager 100.0%

Industry Segment

Manufacturing 33.3%
 Consulting Services 33.3%
 Diagnostics, Life Sciences & Biotechnology 33.3%

Number of Direct Reports

0 100%

Total No. of Staff Reporting

0 100%

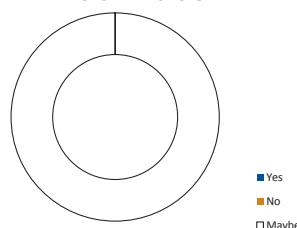
(No. Of Employees)

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

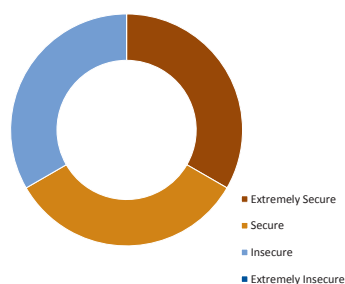
Average Overtime Hours per Week

5.50

Likelihood to change jobs in next 12 months



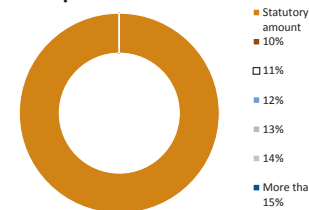
Job Security Compared with 12 months ago



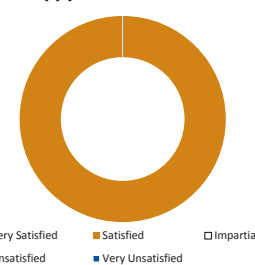
Gender



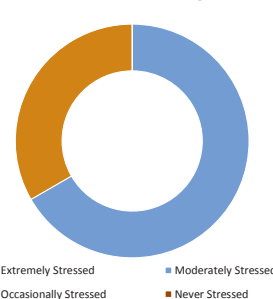
Superannuation



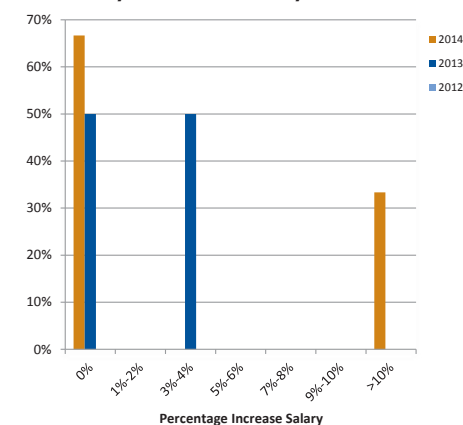
How Happy with Current Job



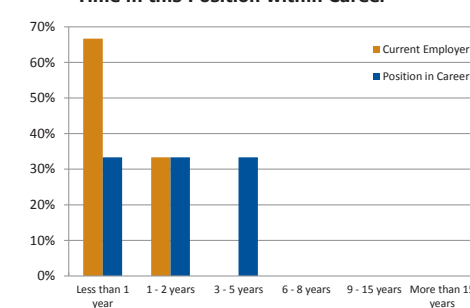
Stress Factor - Weekly Basis



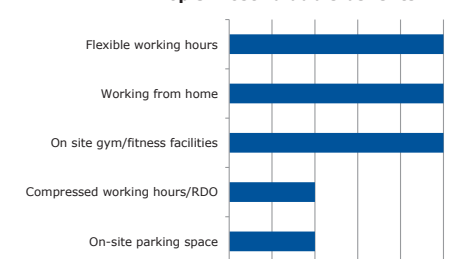
Salary Increase in last 3 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Recruitment Manager

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$60,000	\$99,000	\$110,000
Car/Car Allowance	0			
Bonus/Commission	1		\$14,000	

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Director / Head 100.0%

Industry Segment

Research Institute/NFP/ Hospital/ Academia 33.3%
 Pharmaceuticals - Ethical (prescription) 33.3%
 Consulting Services 33.3%

Number of Direct Reports

0 33%
 1-5 67%

Total No. of Staff Reporting

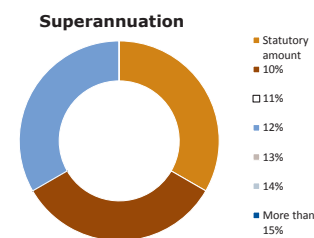
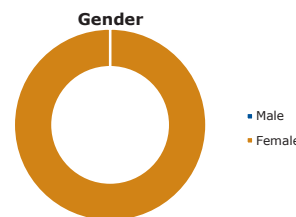
0 33%
 1-5 67%

(No. Of Employees)

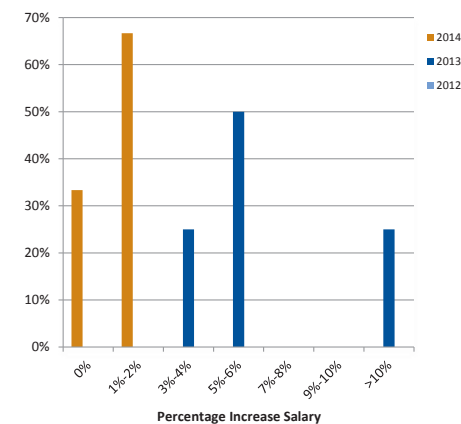
Less than 50 0.0%
 51-100 0.0%
 101-250 0.0%
 251-500 66.7%
 501-1000 33.3%
 More than 1001 0.0%

Average Overtime Hours per Week

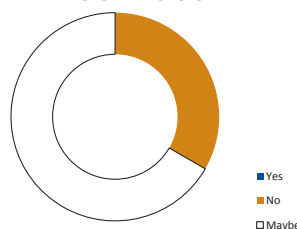
4.00



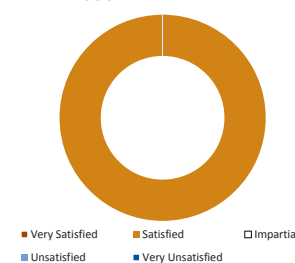
Salary Increase in last 3 years



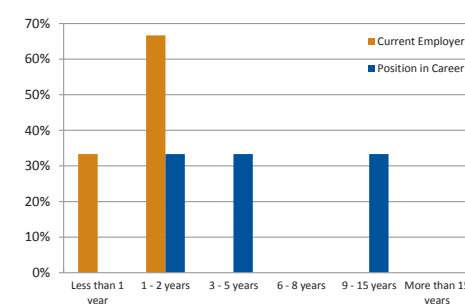
Likelihood to change jobs in next 12 months



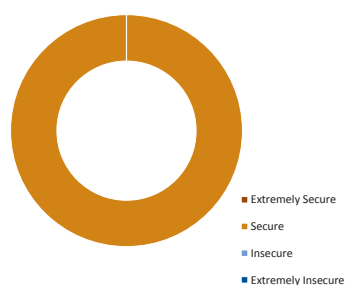
How Happy with Current Job



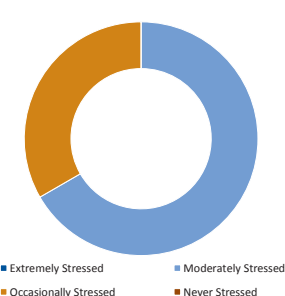
Time with Current Employer and Time in this Position within Career



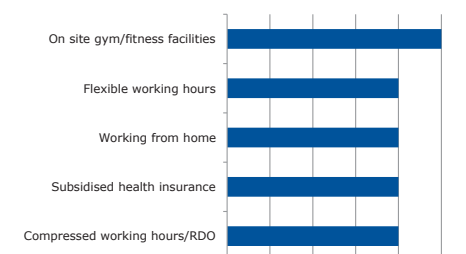
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Organisational Development Specialist / Manager

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$95,000	\$130,000	\$158,000
Car/Car Allowance	2		\$25,000	
Bonus/Commission	2		\$17,000	

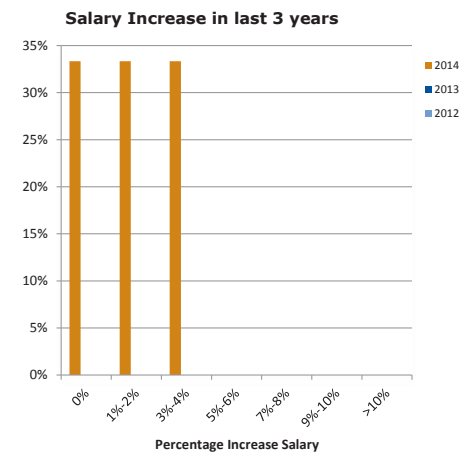
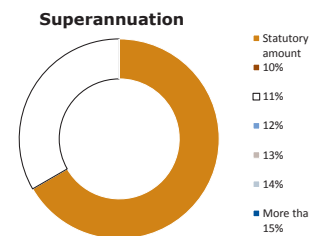
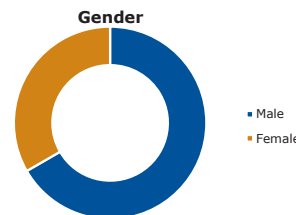
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Director / Head	66.7%
VP / Regional Human Resources Director	33.3%

Industry Segment

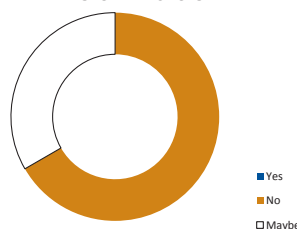
Manufacturing	33.3%
Consulting Services	33.3%
Clinical Research Organisation	33.3%



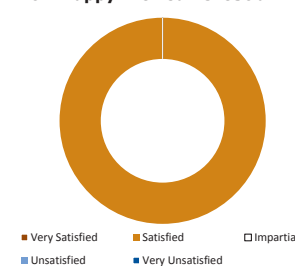
Number of Direct Reports

0	33%
1-5	67%

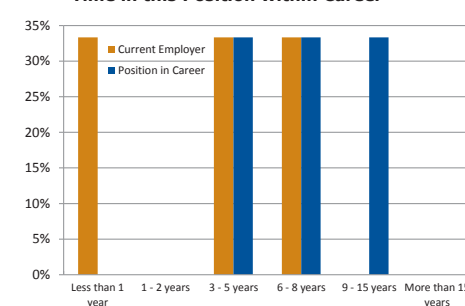
Likelihood to change jobs in next 12 months



How Happy with Current Job



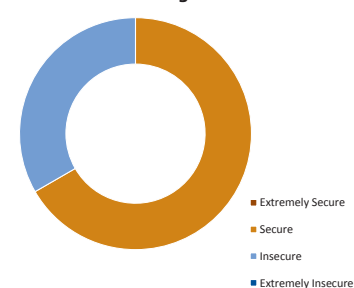
Time with Current Employer and Time in this Position within Career



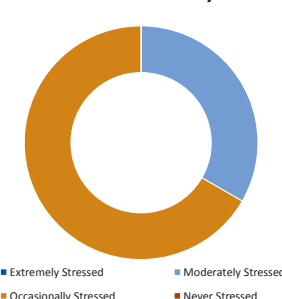
Total No. of Staff Reporting

0	33%
1-5	33%

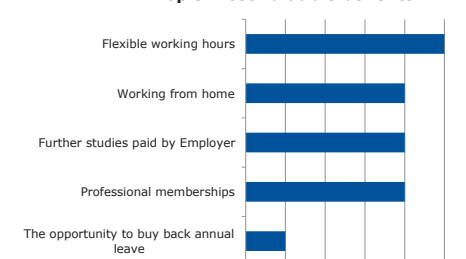
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

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

Average Overtime Hours per Week

7.00

2014 Salary and Job Satisfaction Survey



Human Resources Manager

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$85,375	\$120,500	\$139,000
Car/Car Allowance	4	\$18,250	\$22,500	\$24,500
Bonus/Commission	6	\$3,250	\$13,000	\$22,000

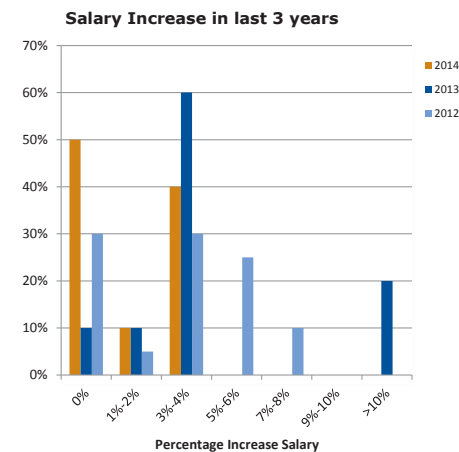
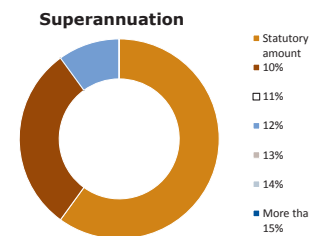
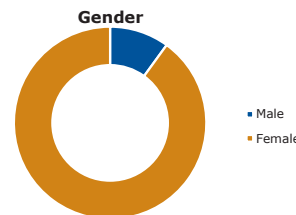
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Director / Head	30.0%
VP / Regional Human Resources Director	20.0%
Director / Country Manager	20.0%
Human Resources Manager	10.0%
Senior Human Resources Manager	10.0%
CEO	10.0%

Industry Segment

Pharmaceuticals - Ethical (prescription)	40.0%
Consulting Services	20.0%
FMCG, Food & Beverage	10.0%
Manufacturing	10.0%
Animal Health	10.0%
Clinical Research Organisation	10.0%



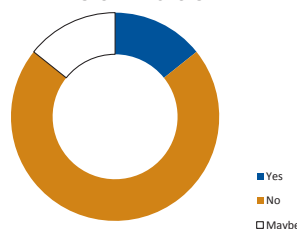
Number of Direct Reports

0	60%
1-5	30%
6-10	10%

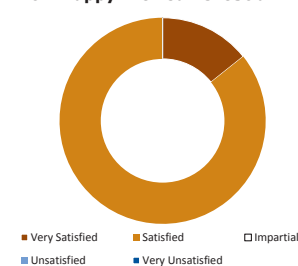
Total No. of Staff Reporting

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

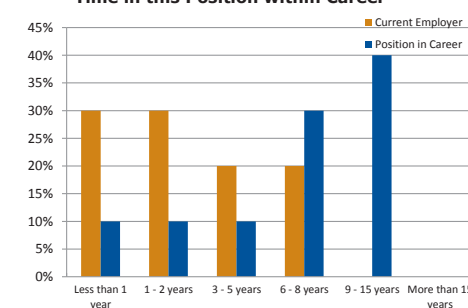
Likelihood to change jobs in next 12 months



How Happy with Current Job



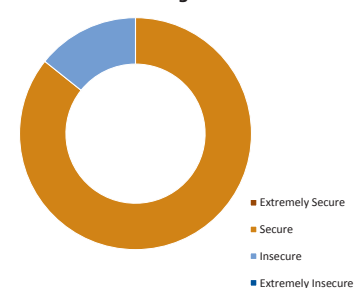
Time with Current Employer and Time in this Position within Career



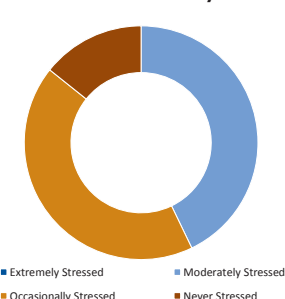
(No. Of Employees)

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

Job Security Compared with 12 months ago



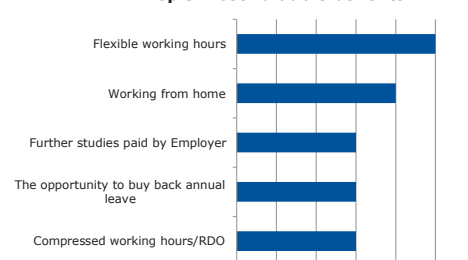
Stress Factor - Weekly Basis



Average Overtime Hours per Week

6.78

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Senior Human Resources Manager

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$110,000	\$127,500	\$151,750
Car/Car Allowance	1		\$24,000	
Bonus/Commission	2		\$15,500	

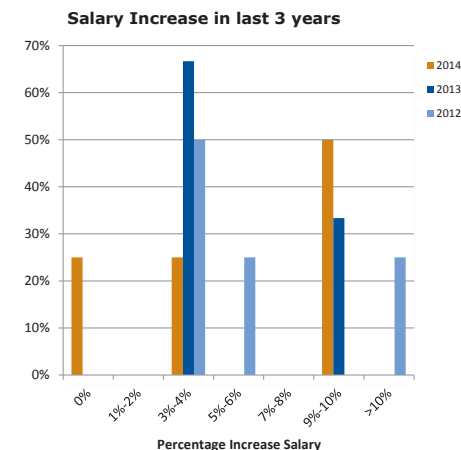
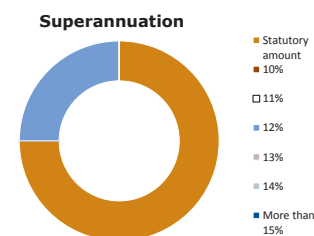
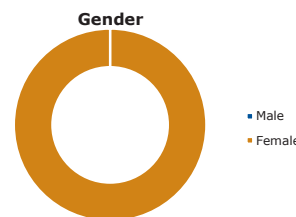
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Human Resources Director / Head	50.0%
Human Resources Manager	25.0%
CEO	25.0%

Industry Segment

Medical Devices	50.0%
Pharmaceuticals - Ethical (prescription)	25.0%
FMCG, Food & Beverage	25.0%



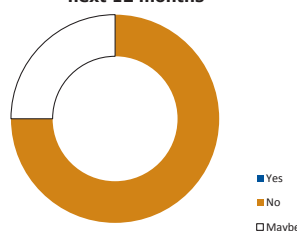
Number of Direct Reports

0	25%
1-5	75%

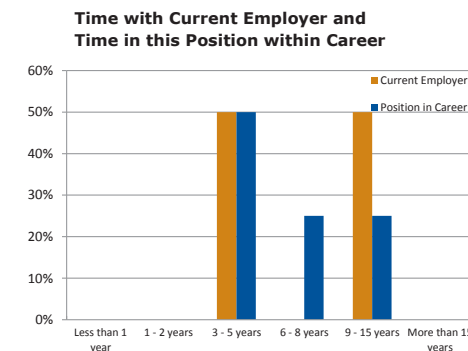
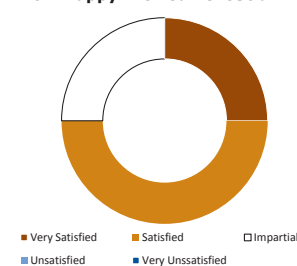
Total No. of Staff Reporting

0	25%
1-5	50%

Likelihood to change jobs in next 12 months



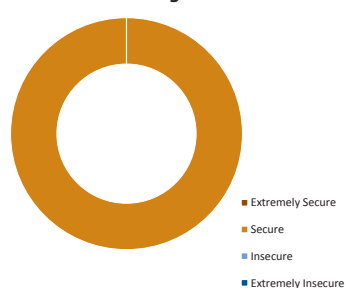
How Happy with Current Job



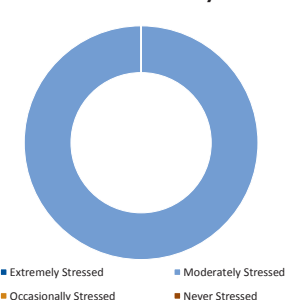
(No. Of Employees)

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

Job Security Compared with 12 months ago

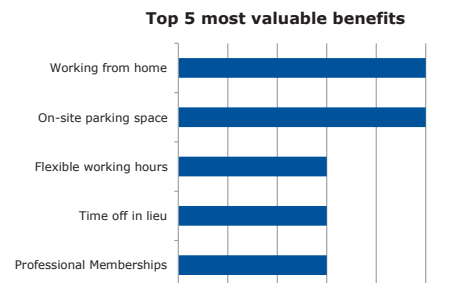


Stress Factor - Weekly Basis



Average Overtime Hours per Week

9.50



2014 Salary and Job Satisfaction Survey



Human Resources Director / Head

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$110,000	\$148,000	\$191,500
Car/Car Allowance	3	\$10,000	\$18,000	\$30,000
Bonus/Commission	4	\$17,000	\$22,000	\$43,500

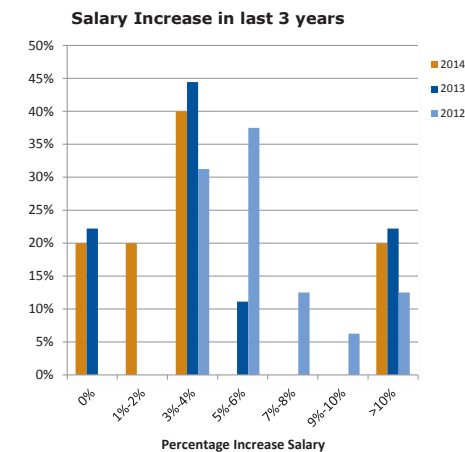
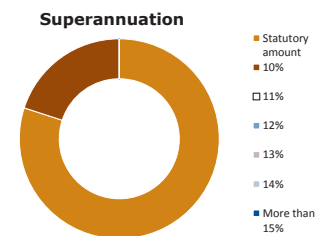
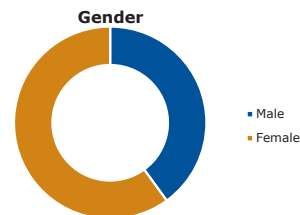
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Country Manager	40.0%
Human Resources Director / Head	20.0%
VP / Regional Human Resources Director	20.0%
CEO	20.0%

Industry Segment

Consulting Services	40.0%
Medical Devices	40.0%
Pharmaceuticals - Ethical (prescription)	20.0%



Number of Direct Reports

0	20%
1-5	80%

Total No. of Staff Reporting

0	20%
1-5	40%
6-10	0%
11-20	0%
21 - 50	0%
51 - 75	0%
76 - 100	0%
101-150	0%
More than 150	40%

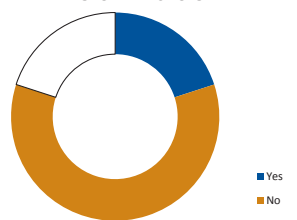
(No. Of Employees)

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

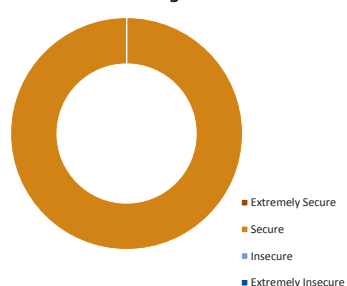
Average Overtime Hours per Week

10.60

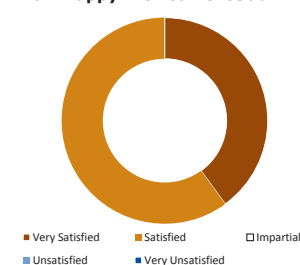
Likelihood to change jobs in next 12 months



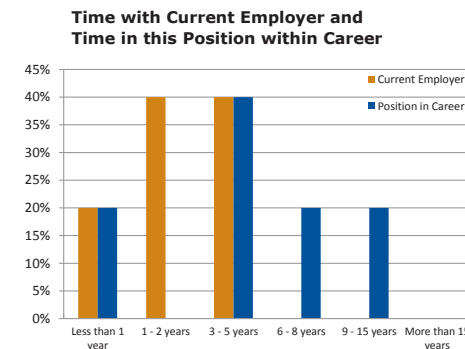
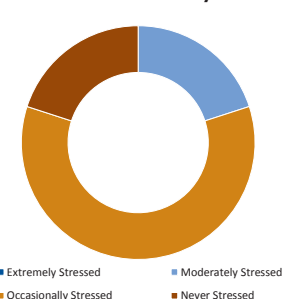
Job Security Compared with 12 months ago



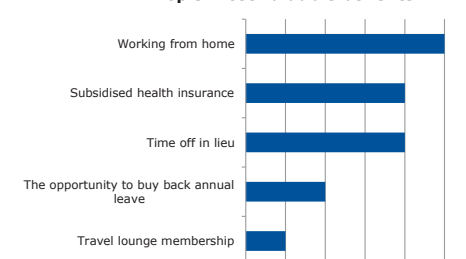
How Happy with Current Job



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



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.