

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

2014 Salary & Job Satisfaction Survey

Laboratory 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



Laboratory Sector (n = 178)

Summary of Total Remuneration by Industry

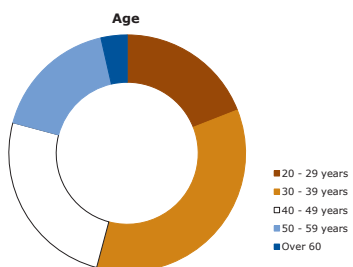
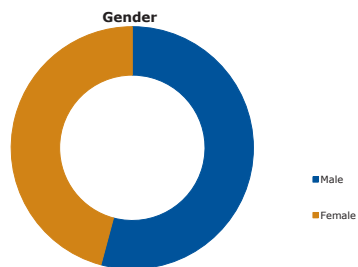
		All Industry 2014	All Industry 2013	Laboratory Services	Research Institute/NFP/Hospital/Academia	Manufacturing	FMCG, Food & Beverage	Pharmaceuticals OTC & Consumer Health	Pharmaceuticals Ethical (prescription)	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	Animal Health	Medical Devices	Consulting Services
Laboratory Assistant	n	26	12	9	11	2	1			1		1	1	
	1st Quartile	\$55,000	\$60,125	\$55,000	\$58,500									
	Median	\$55,000	\$62,250	\$55,000	\$60,500	\$55,000	\$55,000			\$57,000		\$55,000	\$55,000	
	3rd Quartile	\$61,125	\$72,500	\$56,250	\$70,500									
Chemist	n	25	19	11	4	5		3	1	1				
	1st Quartile	\$55,750	\$63,000	\$55,000	\$56,875	\$60,750		\$56,500						
	Median	\$61,000	\$66,000	\$56,500	\$66,000	\$76,500		\$58,000	\$74,500	\$70,000				
	3rd Quartile	\$75,250	\$77,000	\$61,500	\$96,875	\$83,500		\$76,000						
Microbiologist	n	10		3	1	2		2		1				1
	1st Quartile	\$57,250		\$55,000										
	Median	\$66,750		\$60,000	\$65,000	\$68,500		\$69,250		\$70,000				\$55,000
	3rd Quartile	\$72,250		\$86,500										
Food Technologist	n	10	8	1		1	7							1
	1st Quartile	\$60,000	\$60,000				\$57,000							
	Median	\$82,000	\$64,000	\$61,000		\$99,500	\$80,000							\$86,000
	3rd Quartile	\$87,000	\$79,875				\$86,000							
Senior Food Technologist	n	8	5			3	5							
	1st Quartile	\$85,125	\$92,000			\$96,000	\$76,500							
	Median	\$110,500	\$105,000			\$114,000	\$107,000							
	3rd Quartile	\$117,750	\$107,500			\$118,000	\$120,500							
Laboratory Team Leader/Supervisor	n	24	19	8	2	3	3	5	1			2		
	1st Quartile	\$75,000	\$68,000	\$75,500		\$72,000	\$55,000	\$73,000						
	Median	\$85,000	\$78,500	\$82,500	\$69,000	\$87,000	\$80,000	\$85,000	\$95,000			\$147,500		
	3rd Quartile	\$95,000	\$107,000	\$88,500		\$90,000	\$95,000	\$95,000						
Laboratory Manager	n	13	16	3	2	2		2	3		1			
	1st Quartile	\$85,750	\$81,250	\$82,500					\$99,000					
	Median	\$110,000	\$104,000	\$89,000	\$70,000	\$99,500		\$140,500	\$122,000		\$132,000			
	3rd Quartile	\$136,000	\$115,250	\$117,000					\$140,000					
Laboratory Director	n	5	3		3		1			1				
	1st Quartile	\$190,000	\$160,000		\$250,000		\$160,000			\$220,000				
	Median	\$250,000	\$160,000		\$260,000		\$160,000			\$220,000				
	3rd Quartile	\$315,000	\$188,000		\$370,000		\$160,000			\$220,000				
R&D / Product Development Scientist	n	30	30	1	11	5	5		2	3	1	1	1	
	1st Quartile	\$70,000	\$77,875	\$70,000	\$70,000	\$65,750	\$65,750			\$55,500				
	Median	\$80,750	\$81,250	\$70,000	\$84,000	\$83,000	\$79,500		\$71,000	\$80,000	\$75,000	\$91,000	\$65,000	
	3rd Quartile	\$90,625	\$90,750	\$70,000	\$99,000	\$96,500	\$110,750			\$103,000				
R&D / Product Development Manager	n	21	29			9		3	1	1	5		1	
	1st Quartile	\$106,500	\$103,750			\$116,000		\$97,000			\$84,250			
	Median	\$136,000	\$125,000			\$143,000	\$145,000	\$110,000	\$165,000	\$100,000	\$112,000		\$150,000	
	3rd Quartile	\$155,000	\$140,500			\$180,000		\$136,000			\$143,000			
R&D / Product Development Director / GM	n	6				1	1		1			2	1	
	1st Quartile	\$160,750										\$197,000	\$220,000	
	Median	\$192,000				\$210,000	\$160,000		\$161,000					
	3rd Quartile	\$220,000												

- 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 - Laboratory Sector (n = 178)

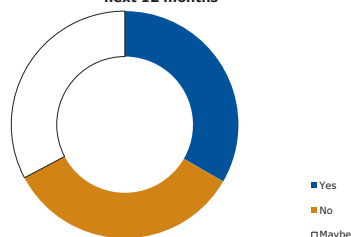


Industry Segment	Percentage
Laboratory Services	19.8%
Manufacturing	19.2%
Research Institute/NFP/ Hospital/ Academia	18.7%
FMCG, Food & Beverage	13.7%
Pharmaceuticals - OTC & Consumer Health	8.2%
Pharmaceuticals - Ethical (prescription)	4.9%
Diagnostics, Life Sciences & Biotechnology	4.4%
Complementary Medicines	3.8%
Animal Health	3.8%
Medical Devices	2.2%
Consulting Services	1.1%

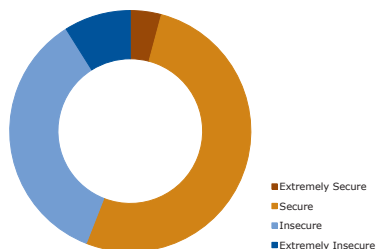
Average Department turnover %	18.55
Average Overtime hours per week	6.37

Policy	Percentage
Work from home	1.6%
Not permitted to work from home	40.7%
No policy, on Manager's approval / discretion	25.8%
No policy, on an ad-hoc, as needed basis	19.8%
Up to 0.5 day per week (1 day per fortnight)	3.3%
Up to 1 day per week	5.5%
2 days or more a week	3.3%

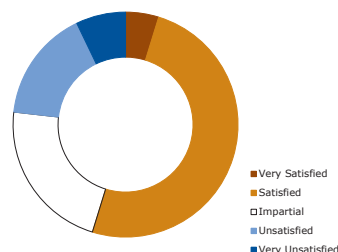
Likelihood to change jobs in next 12 months



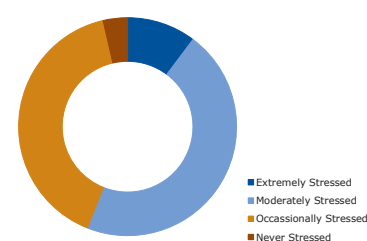
Job Security compared with 12 months ago



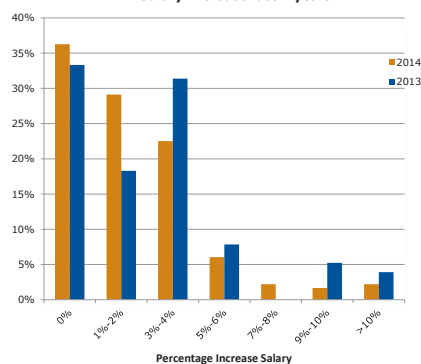
How Satisfied with Current Job



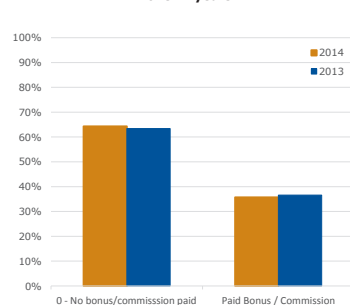
Stress Factor - Weekly Basis



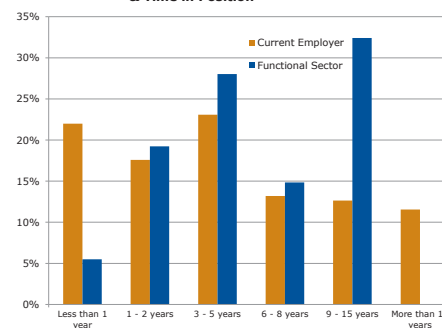
Salary Increase last 2 years



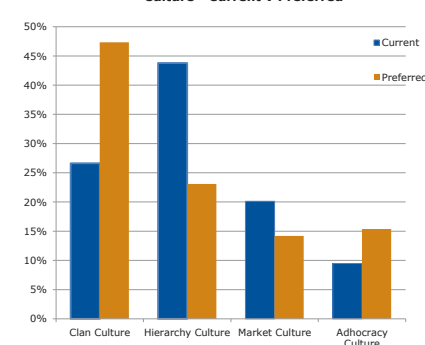
% Received Bonus over 2 years



Time with Current Employer & Time in Position



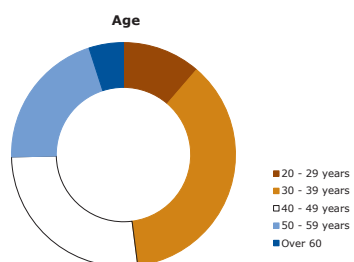
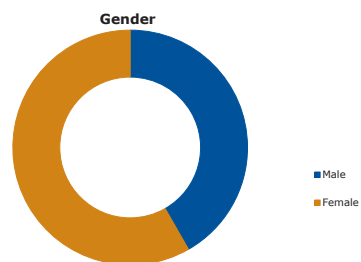
Culture - Current v Preferred



2014 Salary and Job Satisfaction Survey



Functional Overview - All Sectors (n = 1671)

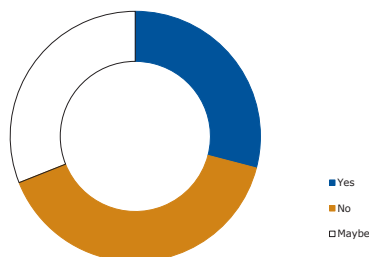


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

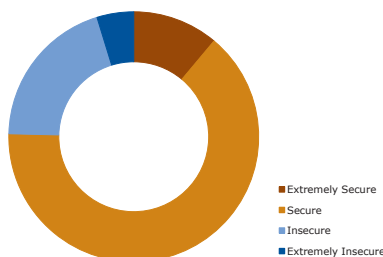
Average Department turnover % **15.44**
 Average Overtime hours per week **7.34**

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%

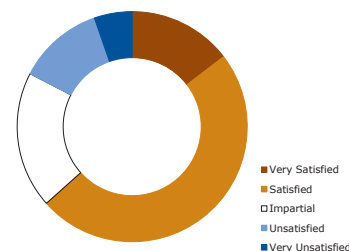
Likelihood to change jobs in next 12 months



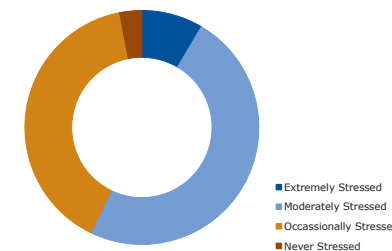
Job Security compared with 12 months ago



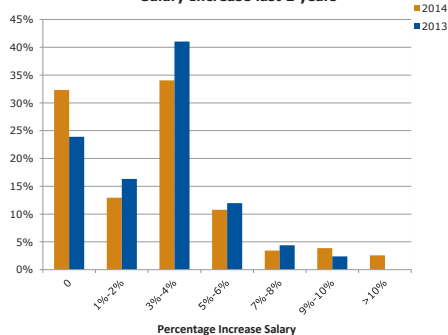
How Satisfied with Current Job



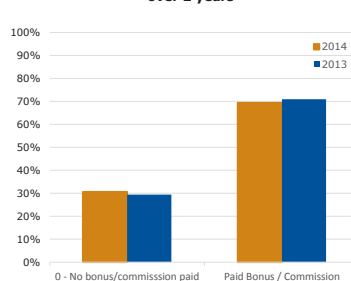
Stress Factor - Weekly Basis



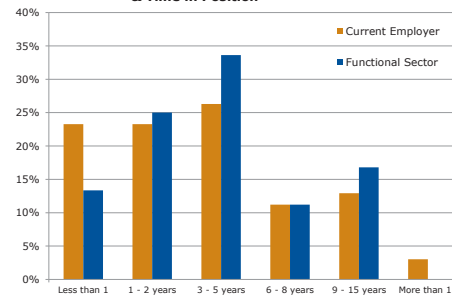
Salary Increase last 2 years



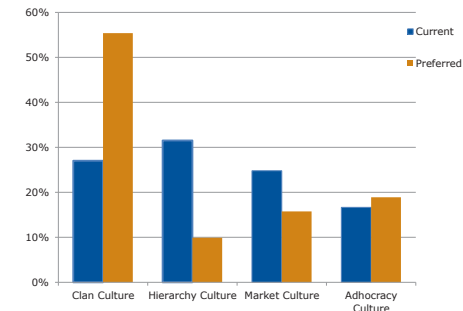
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

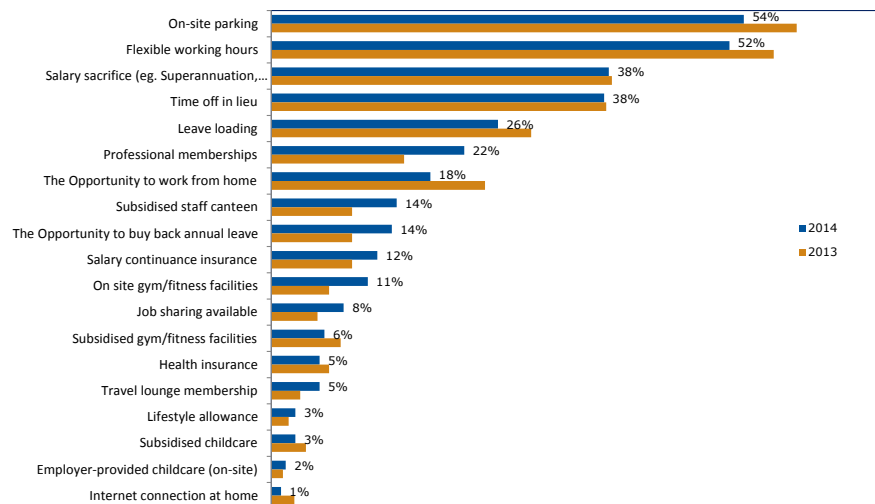


2014 Salary and Job Satisfaction Survey



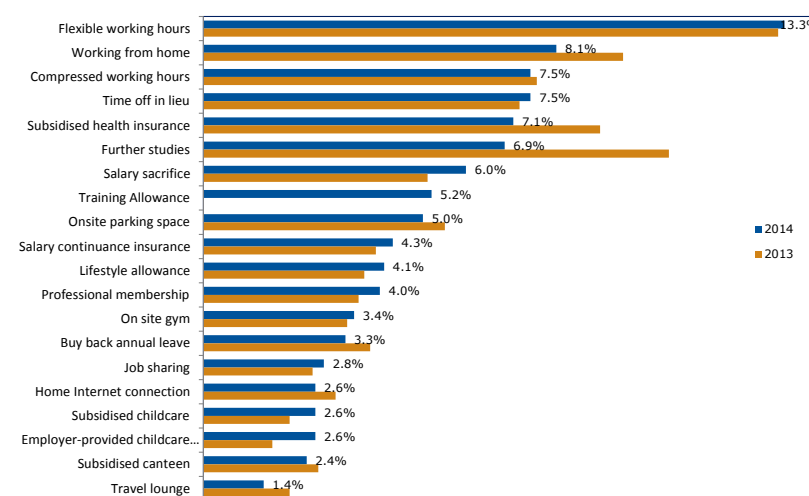
Job Satisfaction Data - Laboratory Sector (n = 178)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



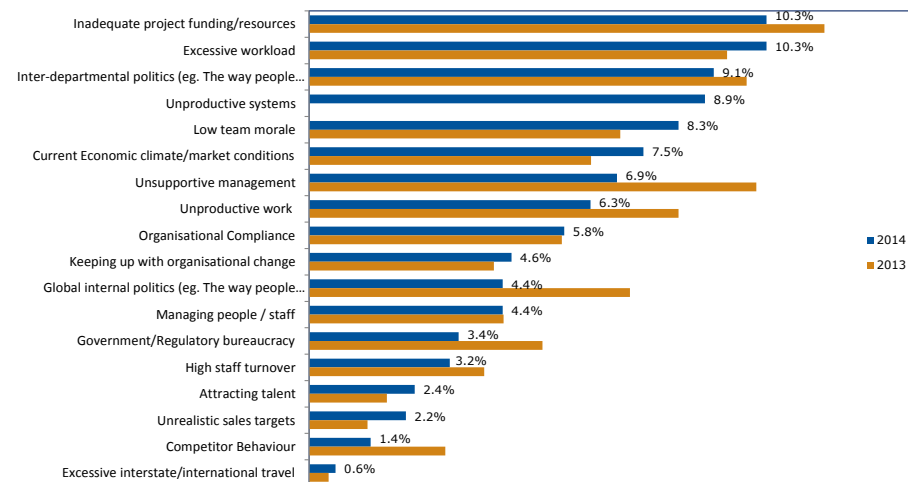
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



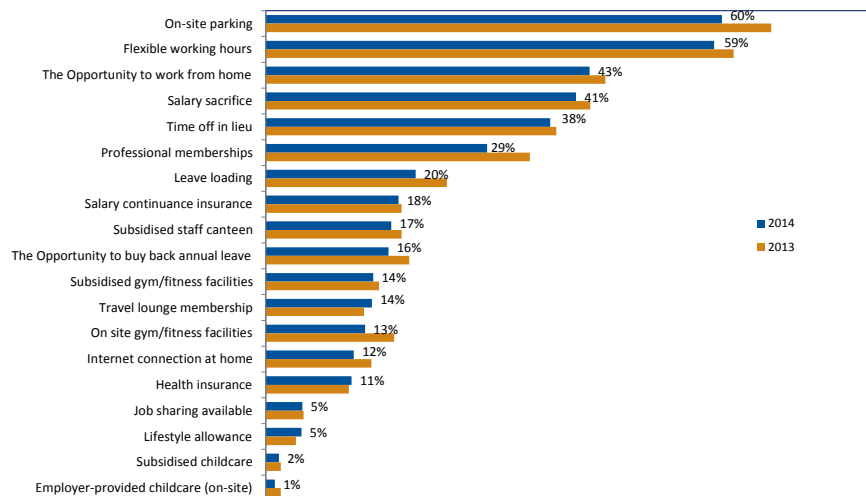
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



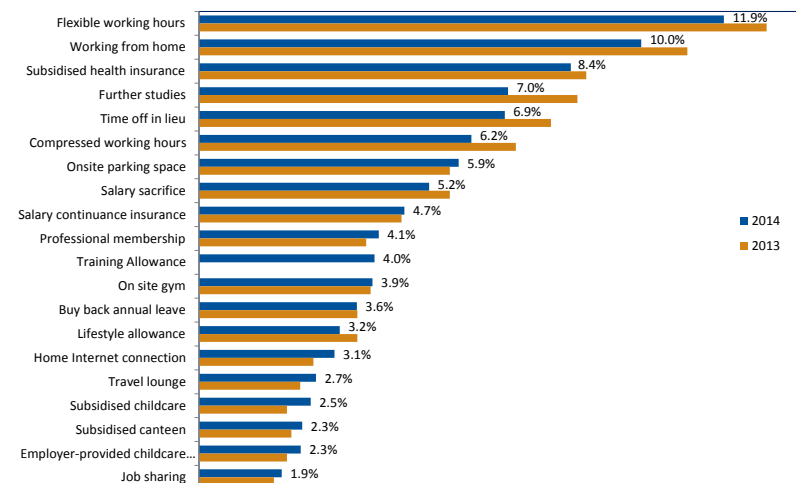
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



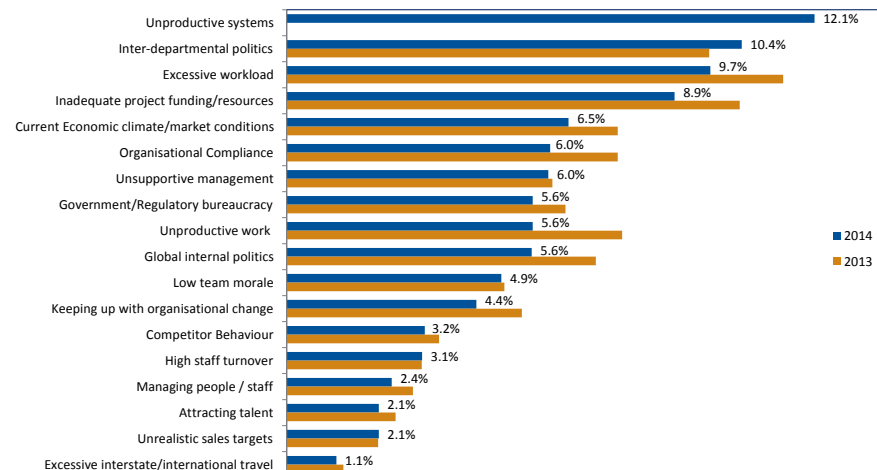
Participants were asked to list their top 5 choices

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



Laboratory Assistant

	n	First Quartile	Median	Third Quartile
Base Salary	26	\$55,000	\$55,000	\$59,625
Car/Car Allowance	0			
Bonus/Commission	5	\$1,000	\$3,000	\$3,000

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Laboratory Manager	42.3%
Laboratory Team Leader / Supervisor	34.6%
Quality Manager	7.7%
General Manager	3.8%
Laboratory Director	3.8%
Research & Development Director/ Country Manager	3.8%
CEO	3.8%

Industry Segment

Research Institute/NFP/ Hospital/ Academia	42.3%
Laboratory Services	34.6%
Manufacturing	7.7%
Medical Devices	3.8%
FMCG, Food & Beverage	3.8%
Animal Health	3.8%
Diagnostics, Life Sciences & Biotechnology	3.8%

Number of Direct Reports

0	92%
1-5	8%

Total No. of Staff Reporting

0	92%
1-5	4%
6-10	4%

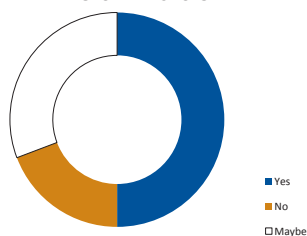
(No. Of Employees)

Less than 50	30.8%
51-100	11.5%
101-250	15.4%
251-500	11.5%
501-1000	11.5%
More than 1001	19.2%

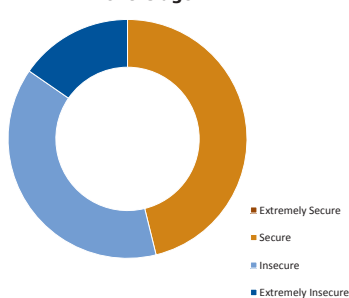
Average Overtime Hours per Week

5.73

Likelihood to change jobs in next 12 months



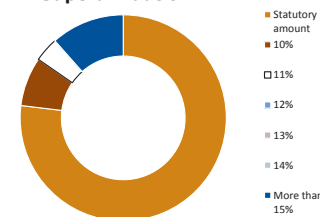
Job Security Compared with 12 months ago



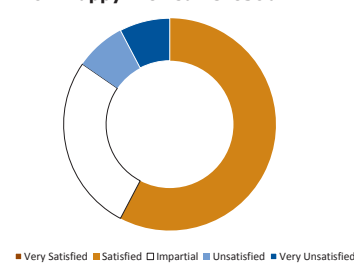
Gender



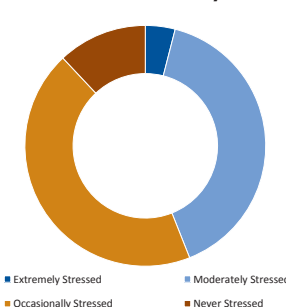
Superannuation



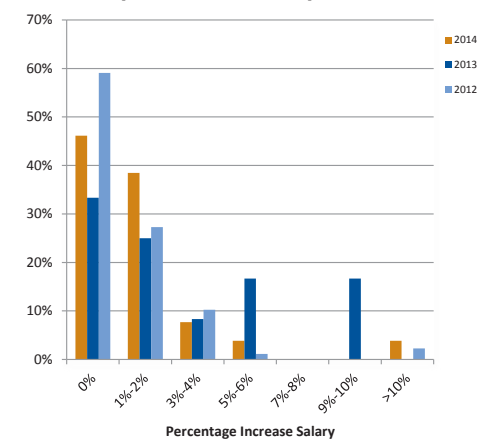
How Happy with Current Job



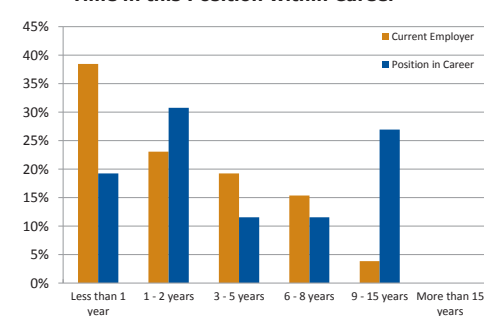
Stress Factor - Weekly Basis



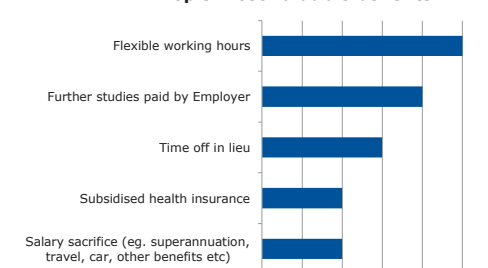
Salary Increase in last 3 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Chemist

	n	First Quartile	Median	Third Quartile
Base Salary	25	\$55,000	\$58,500	\$69,250
Car/Car Allowance	1		\$21,000	
Bonus/Commission	6	\$1,500	\$4,000	\$9,500

n = The number of observations recorded for each category

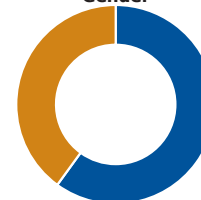
Job Title of Current Manager / Supervisor

Laboratory Team Leader / Supervisor	48.0%
Laboratory Manager	32.0%
Research & Development Manager	8.0%
Quality Manager	4.0%
General Manager	4.0%
Laboratory Director	4.0%

Industry Segment

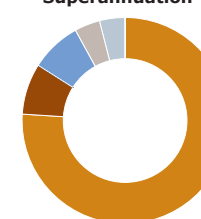
Laboratory Services	44.0%
Manufacturing	20.0%
Research Institute/NFP/ Hospital/ Academia	16.0%
Pharmaceuticals - OTC & Consumer Health	12.0%
Pharmaceuticals - Ethical (prescription)	4.0%
Diagnostics, Life Sciences & Biotechnology	4.0%

Gender



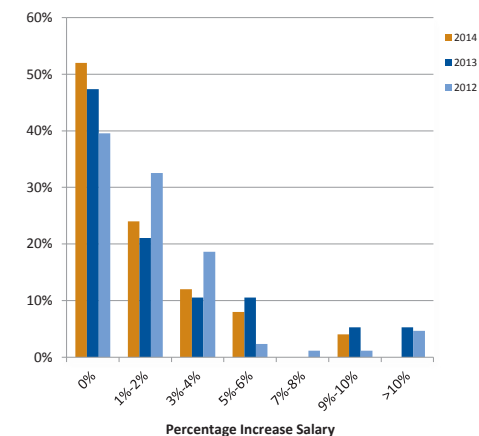
Male
Female

Superannuation



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

Salary Increase in last 3 years



Number of Direct Reports

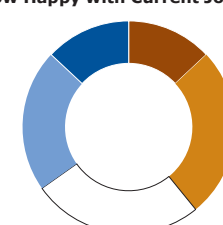
0	80%
1-5	12%
6-10	4%
11-20	0%
More than 20	4%

Likelihood to change jobs in next 12 months



Yes
No
Maybe

How Happy with Current Job

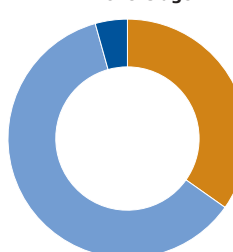


Very Satisfied
Satisfied
Impartial
Unsatisfied
Very Unsatisfied

Total No. of Staff Reporting

0	80%
1-5	12%
6-10	4%
11-20	4%

Job Security Compared with 12 months ago



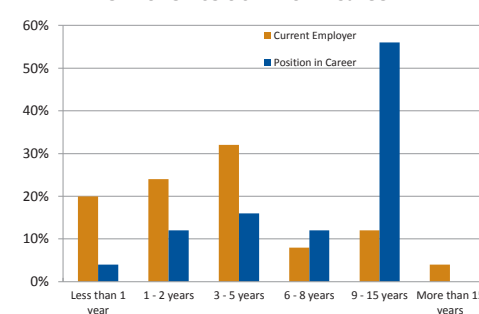
Extremely Secure
Secure
Insecure
Extremely Insecure

Stress Factor - Weekly Basis

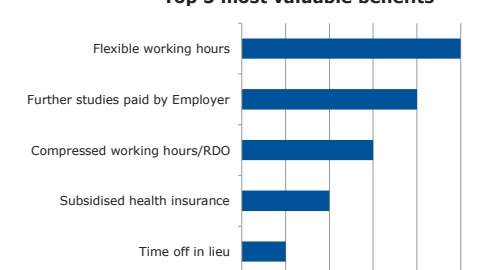


Extremely Stressed
Moderately Stressed
Occasionally Stressed
Never Stressed

Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	4.0%
51-100	20.0%
101-250	12.0%
251-500	24.0%
501-1000	24.0%
More than 1001	16.0%

Average Overtime Hours per Week

5.54

2014 Salary and Job Satisfaction Survey



Microbiologist

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$55,000	\$61,250	\$68,375
Car/Car Allowance	0			
Bonus/Commission	3	\$1,000	\$5,000	\$6,000

n = The number of observations recorded for each category

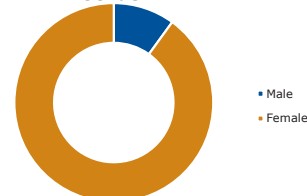
Job Title of Current Manager / Supervisor

Laboratory Team Leader / Supervisor	50.0%
Laboratory Manager	50.0%

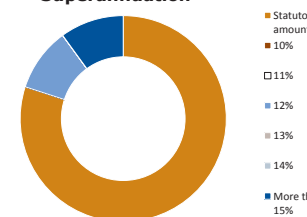
Industry Segment

Laboratory Services	30.0%
Pharmaceuticals - OTC & Consumer Health	20.0%
Manufacturing	20.0%
Consulting Services	10.0%
Research Institute/NFP/ Hospital/ Academia	10.0%
Diagnostics, Life Sciences & Biotechnology	10.0%

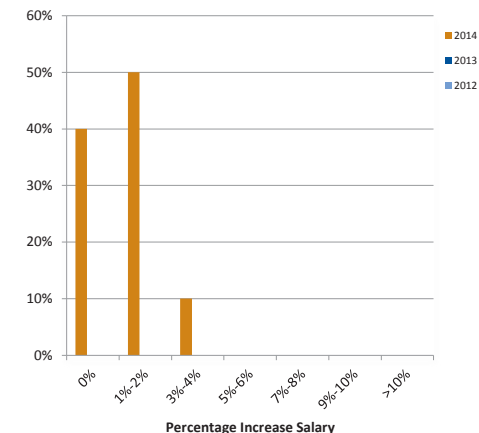
Gender



Superannuation



Salary Increase in last 3 years



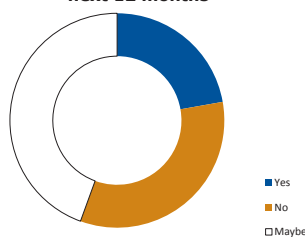
Number of Direct Reports

0	90%
1-5	0%
6-10	0%
11-20	0%
More than 20	10%

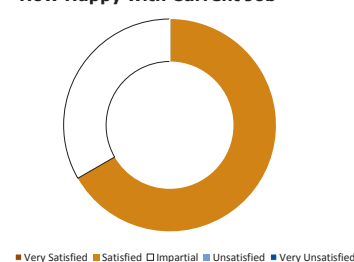
Total No. of Staff Reporting

0	90%
1-5	0%
6-10	10%

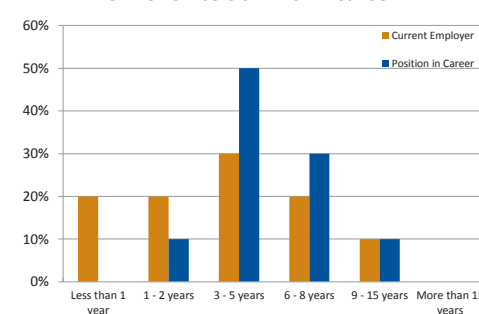
Likelihood to change jobs in next 12 months



How Happy with Current Job



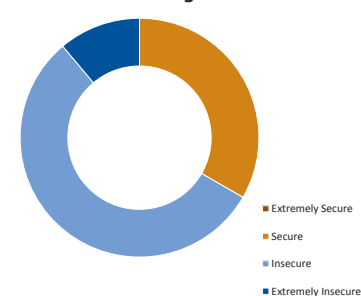
Time with Current Employer and Time in this Position within Career



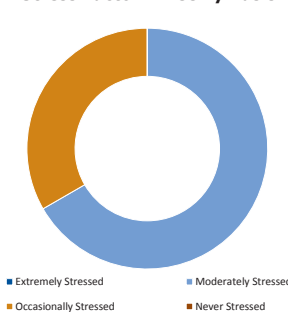
(No. Of Employees)

Less than 50	0.0%
51-100	20.0%
101-250	40.0%
251-500	10.0%
501-1000	10.0%
More than 1001	20.0%

Job Security Compared with 12 months ago



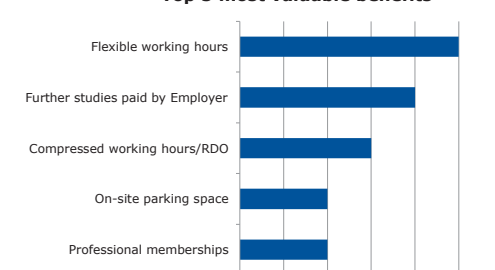
Stress Factor - Weekly Basis



Average Overtime Hours per Week

5.33

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Food Technologist

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$55,750	\$75,250	\$81,250
Car/Car Allowance	0			
Bonus/Commission	1		\$5,000	

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Research & Development Manager	40.0%
Quality Manager	20.0%
General Manager	20.0%
Research & Development Director/ Country Manager	20.0%

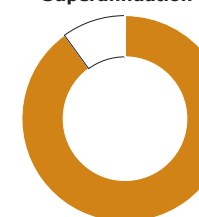
Industry Segment

FMCG, Food & Beverage	70.0%
Manufacturing	10.0%
Consulting Services	10.0%
Laboratory Services	10.0%

Gender



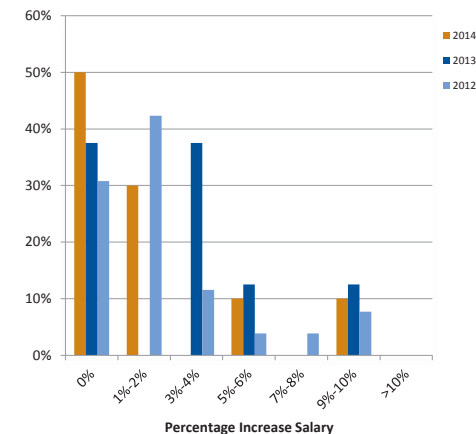
Superannuation



Male
Female

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

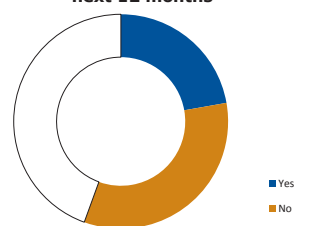
Salary Increase in last 3 years



Number of Direct Reports

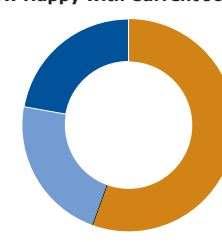
0 100%

Likelihood to change jobs in next 12 months



Yes
No
Maybe

How Happy with Current Job

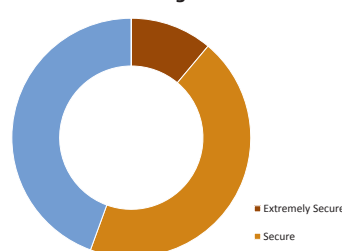


Very Satisfied Satisfied Impartial Unsatisfied Very Unsatisfied

Total No. of Staff Reporting

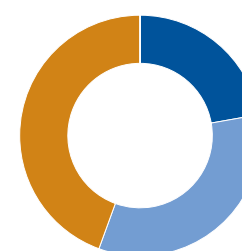
0 100%

Job Security Compared with 12 months ago



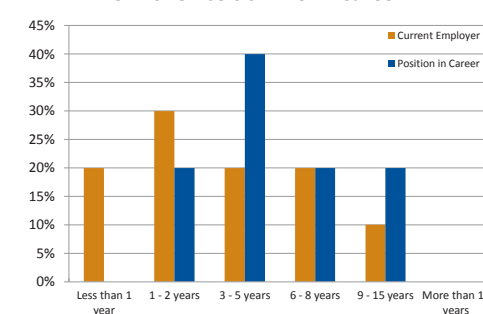
Extremely Secure
Secure
Insecure
Extremely Insecure

Stress Factor - Weekly Basis



Extremely Stressed Moderately Stressed
Occasionally Stressed Never Stressed

Time with Current Employer and Time in this Position within Career



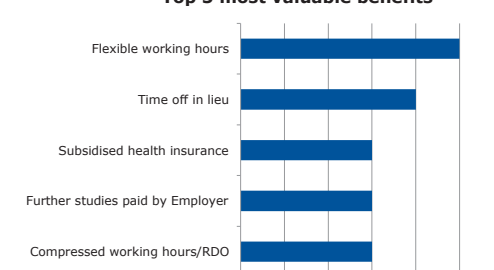
(No. Of Employees)

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

Average Overtime Hours per Week

8.63

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Senior Food Technologist

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$78,250	\$100,250	\$108,500
Car/Car Allowance	0			
Bonus/Commission	3	\$2,000	\$4,000	\$6,000

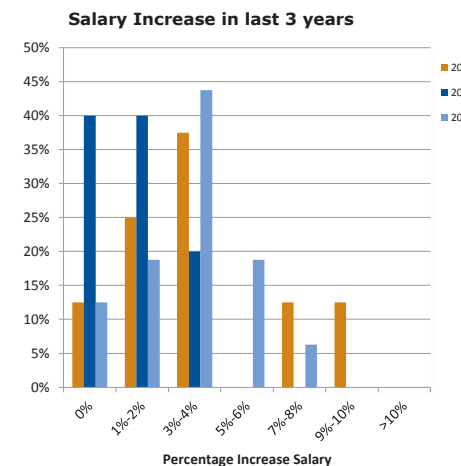
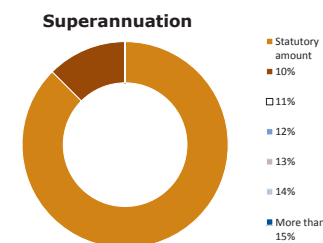
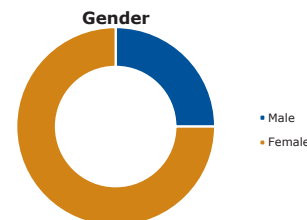
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Research & Development Manager	50.0%
Research & Development Director/ Country Manager	25.0%
Quality Manager	12.5%
Regional Manager/ Director / Vice President	12.5%

Industry Segment

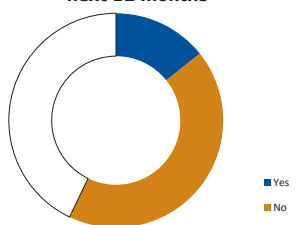
FMCG, Food & Beverage	62.5%
Manufacturing	37.5%



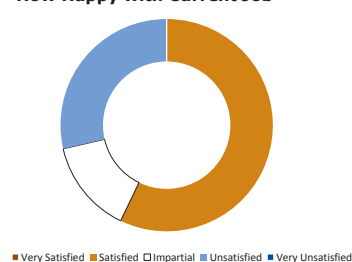
Number of Direct Reports

0 100%

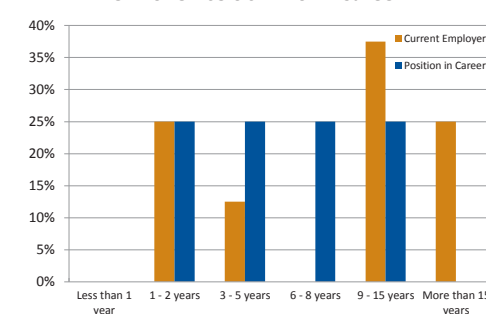
Likelihood to change jobs in next 12 months



How Happy with Current Job



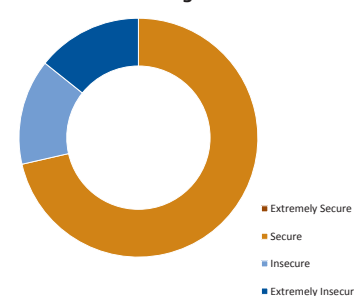
Time with Current Employer and Time in this Position within Career



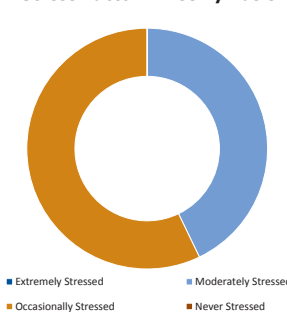
Total No. of Staff Reporting

0 100%

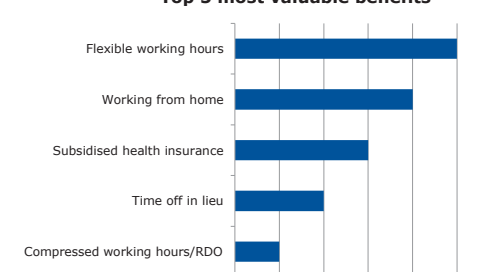
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

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

Average Overtime Hours per Week

3.29

2014 Salary and Job Satisfaction Survey



Laboratory Team Leader/Supervisor

	n	First Quartile	Median	Third Quartile
Base Salary	24	\$67,750	\$80,000	\$86,125
Car/Car Allowance	1		\$10,000	
Bonus/Commission	11	\$2,000	\$4,500	\$10,000

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Laboratory Team Leader / Supervisor	33.3%
Laboratory Manager	29.2%
Quality Manager	25.0%
Research & Development Manager	4.2%
Laboratory Director	4.2%
Regional Manager/ Director / Vice President	4.2%

Industry Segment

Laboratory Services	33.3%
Pharmaceuticals - OTC & Consumer Health	20.8%
FMCG, Food & Beverage	12.5%
Manufacturing	12.5%
Animal Health	8.3%
Research Institute/NFP/ Hospital/ Academia	8.3%
Pharmaceuticals - Ethical (prescription)	4.2%

Number of Direct Reports

0	29%
1-5	54%
6-10	8%
11-20	8%

Total No. of Staff Reporting

0	29%
1-5	38%
6-10	21%
11-20	8%
21-50	4%

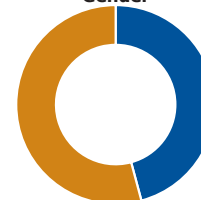
(No. Of Employees)

Less than 50	25.0%
51-100	20.8%
101-250	12.5%
251-500	12.5%
501-1000	8.3%
More than 1001	20.8%

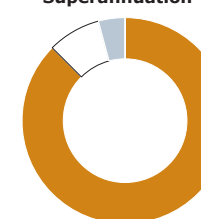
Average Overtime Hours per Week

5.65

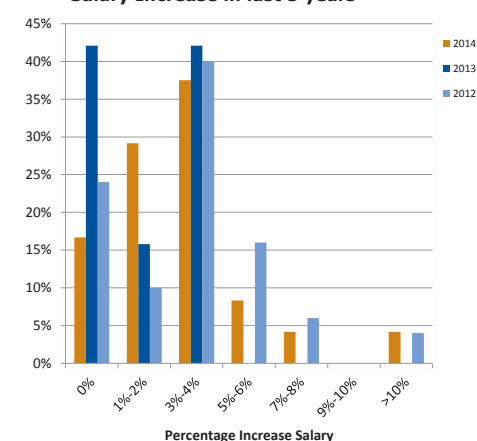
Gender



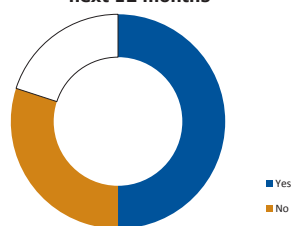
Superannuation



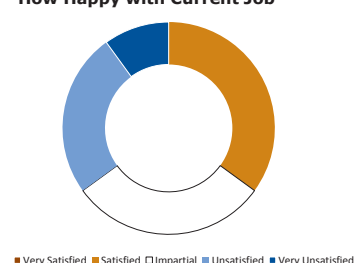
Salary Increase in last 3 years



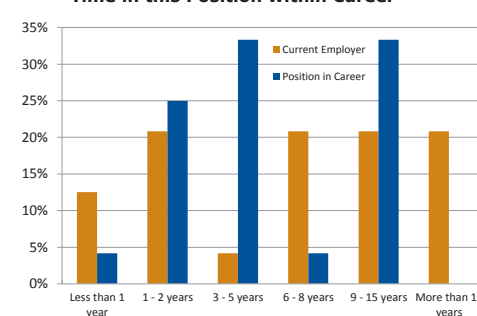
Likelihood to change jobs in next 12 months



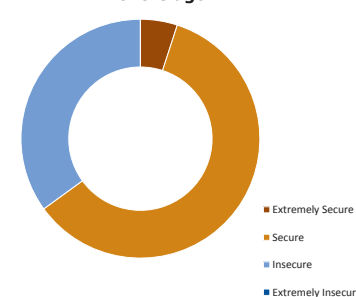
How Happy with Current Job



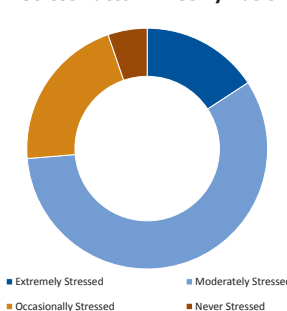
Time with Current Employer and Time in this Position within Career



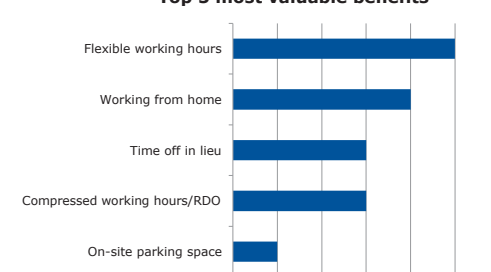
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Laboratory Manager

	n	First Quartile	Median	Third Quartile
Base Salary	13	\$78,500	\$91,000	\$101,500
Car/Car Allowance	3	\$10,000	\$28,000	\$28,000
Bonus/Commission	5	\$5,000	\$5,500	\$10,500

n = The number of observations recorded for each category

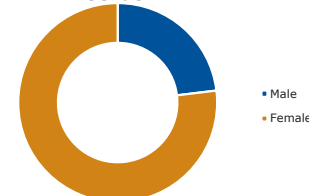
Job Title of Current Manager / Supervisor

Quality Manager	30.8%
Laboratory Manager	23.1%
Regional Manager/ Director / Vice President	15.4%
General Manager	7.7%
Laboratory Director	7.7%
Research & Development Director/ Country Manager	7.7%
CEO	7.7%

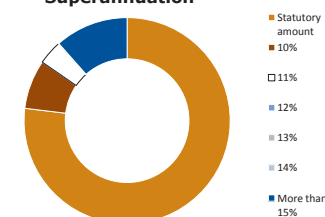
Industry Segment

Pharmaceuticals - Ethical (prescription)	23.1%
Laboratory Services	23.1%
Pharmaceuticals - OTC & Consumer Health	15.4%
Manufacturing	15.4%
Research Institute/NFP/ Hospital/ Academia	15.4%
Complementary Medicines	7.7%

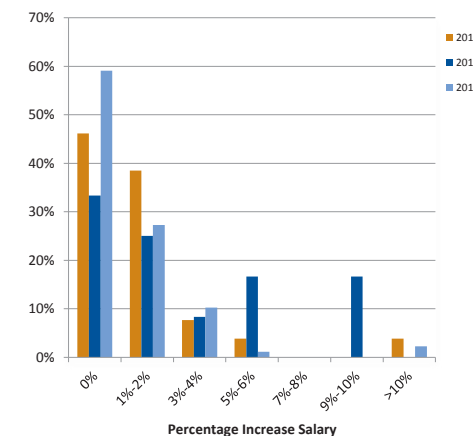
Gender



Superannuation



Salary Increase in last 3 years



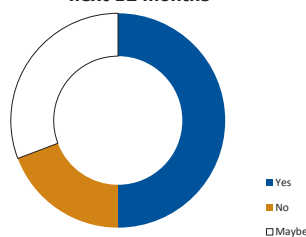
Number of Direct Reports

0	15%
1-5	31%
6-10	15%
11-20	38%

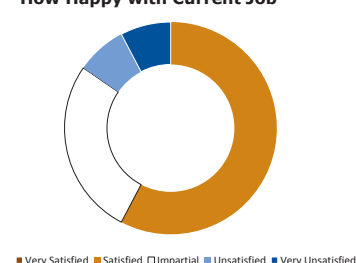
Total No. of Staff Reporting

0	15%
1-5	8%
6-10	15%
11-20	46%
21-50	15%

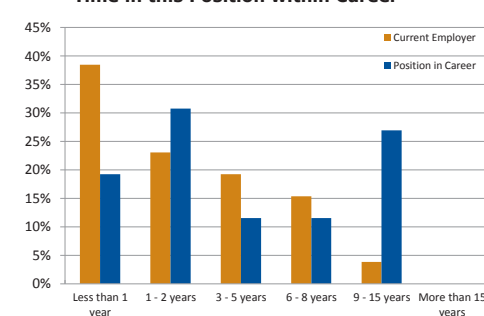
Likelihood to change jobs in next 12 months



How Happy with Current Job



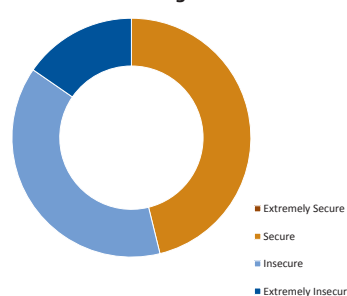
Time with Current Employer and Time in this Position within Career



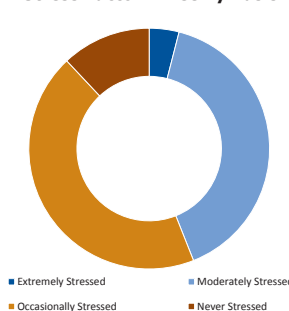
(No. Of Employees)

Less than 50	15.4%
51-100	7.7%
101-250	15.4%
251-500	30.8%
501-1000	0.0%
More than 1001	30.8%

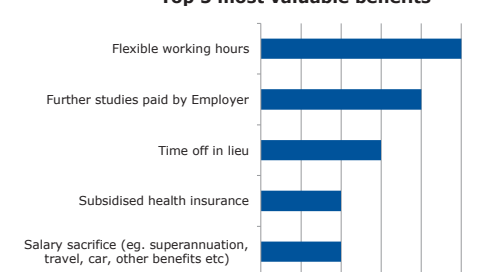
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Laboratory Director

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$157,500	\$180,000	\$275,000
Car/Car Allowance	2		\$15,000	
Bonus/Commission	3	\$1,000	\$32,000	\$40,000

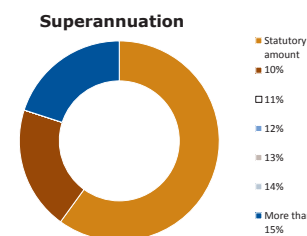
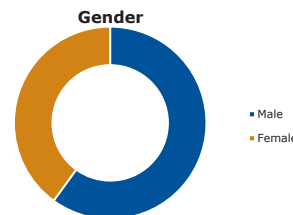
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

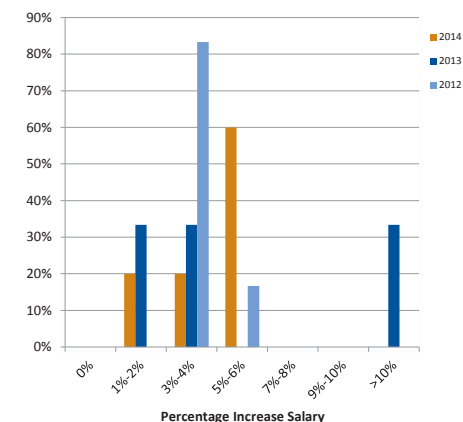
General Manager	60.0%
Laboratory Director	20.0%
CEO	20.0%

Industry Segment

Research Institute/NFP/ Hospital/ Academia	60.0%
FMCG, Food & Beverage	20.0%
Diagnostics, Life Sciences & Biotechnology	20.0%



Salary Increase in last 3 years



Number of Direct Reports

0	0%
1-5	20%
6-10	20%
11-20	40%
More than 20	20%

Total No. of Staff Reporting

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

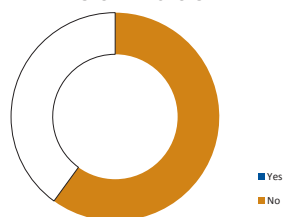
(No. Of Employees)

Less than 50	0.0%
51-100	20.0%
101-250	0.0%
251-500	0.0%
501-1000	0.0%
More than 1001	80.0%

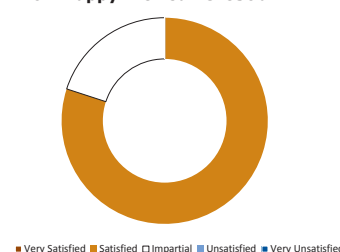
Average Overtime Hours per Week

11.80

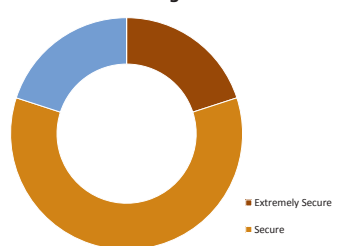
Likelihood to change jobs in next 12 months



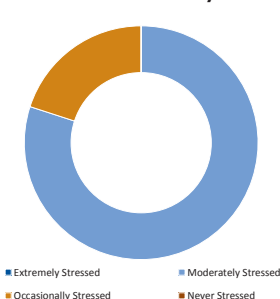
How Happy with Current Job



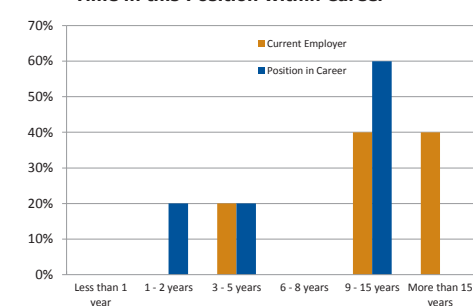
Job Security Compared with 12 months ago



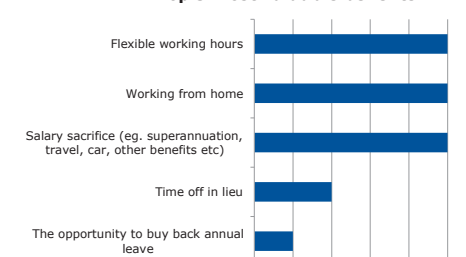
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

R&D / Product Development Scientist

	n	First Quartile	Median	Third Quartile
Base Salary	30	\$62,625	\$75,000	\$84,625
Car/Car Allowance	1		\$22,000	
Bonus/Commission	6	\$5,250	\$9,500	\$11,500

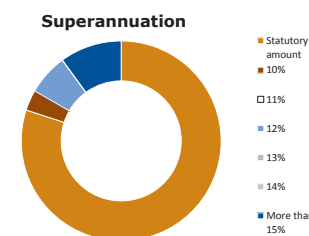
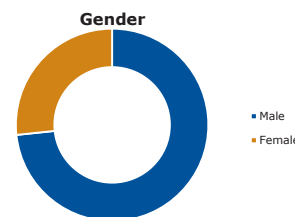
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

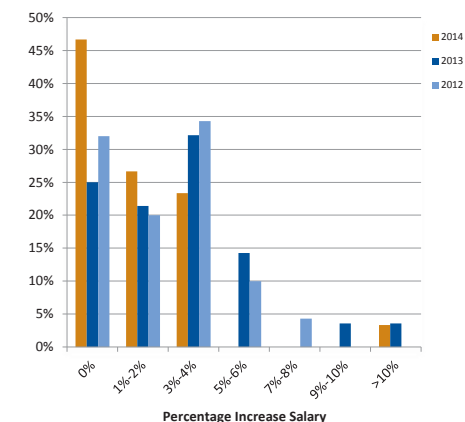
Research & Development Manager	46.7%
Laboratory Team Leader / Supervisor	16.7%
General Manager	10.0%
Laboratory Director	10.0%
Research & Development Director/ Country Manager	10.0%
Quality Manager	3.3%
CEO	3.3%

Industry Segment

Research Institute/NFP/ Hospital/ Academia	36.7%
FMCG, Food & Beverage	16.7%
Manufacturing	16.7%
Diagnostics, Life Sciences & Biotechnology	10.0%
Pharmaceuticals - Ethical (prescription)	6.7%
Medical Devices	3.3%
Complementary Medicines	3.3%
Animal Health	3.3%
Laboratory Services	3.3%



Salary Increase in last 3 years



Number of Direct Reports

0	83%
1-5	10%
6-10	0%
11-20	3%
More than 20	3%

Total No. of Staff Reporting

0	83%
1-5	10%
6-10	0%
11-20	3%
21-50	3%

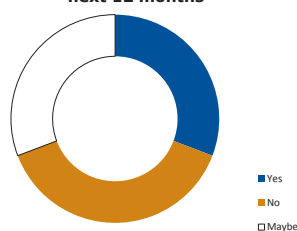
(No. Of Employees)

Less than 50	20.0%
51-100	6.7%
101-250	6.7%
251-500	23.3%
501-1000	16.7%
More than 1001	26.7%

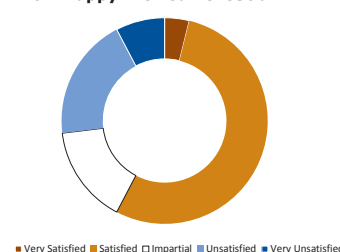
Average Overtime Hours per Week

6.00

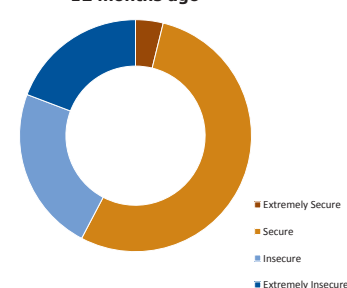
Likelihood to change jobs in next 12 months



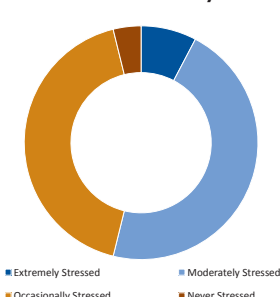
How Happy with Current Job



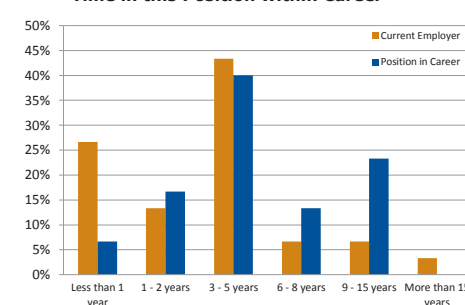
Job Security Compared with 12 months ago



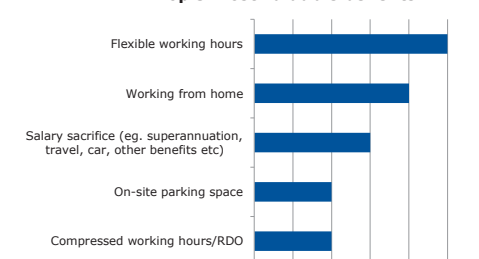
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

R&D / Product Development Manager

	n	First Quartile	Median	Third Quartile
Base Salary	21	\$93,500	\$120,000	\$128,500
Car/Car Allowance	6	\$17,250	\$20,000	\$24,750
Bonus/Commission	12	\$5,750	\$10,000	\$17,500

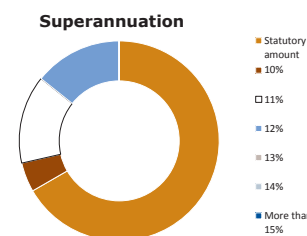
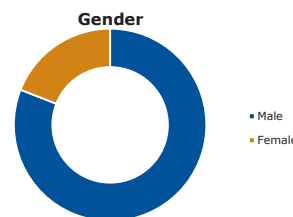
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

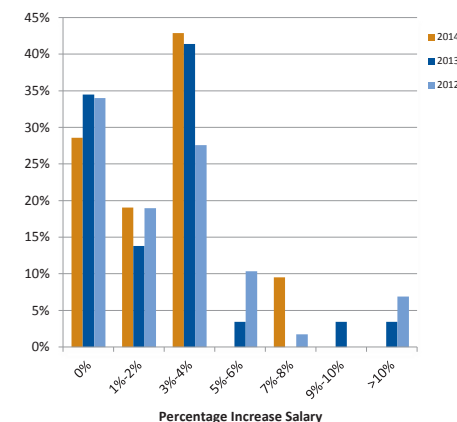
General Manager	33.3%
Research & Development Manager	19.0%
Regional Manager/ Director / Vice President	19.0%
Research & Development Director/ Country Manager	14.3%
CEO	4.8%

Industry Segment

Manufacturing	42.9%
Complementary Medicines	23.8%
Pharmaceuticals - OTC & Consumer Health	14.3%
Pharmaceuticals - Ethical (prescription)	4.8%
Medical Devices	4.8%
FMCG, Food & Beverage	4.8%
Diagnostics, Life Sciences & Biotechnology	4.8%



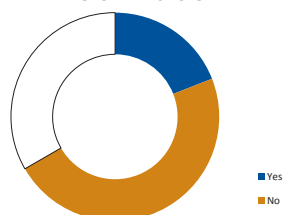
Salary Increase in last 3 years



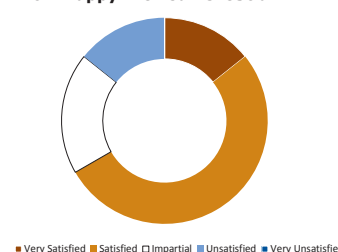
Number of Direct Reports

0	38%
1-5	38%
6-10	24%

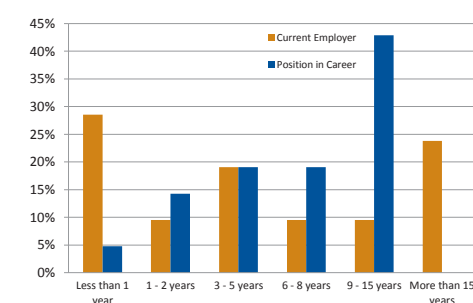
Likelihood to change jobs in next 12 months



How Happy with Current Job



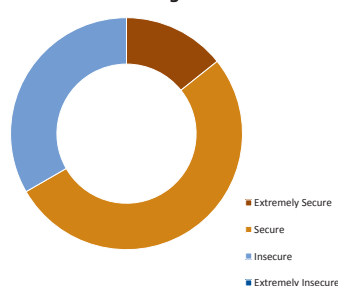
Time with Current Employer and Time in this Position within Career



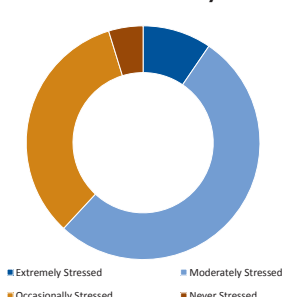
Total No. of Staff Reporting

0	38%
1-5	24%
6-10	14%
11-20	10%
21-50	14%

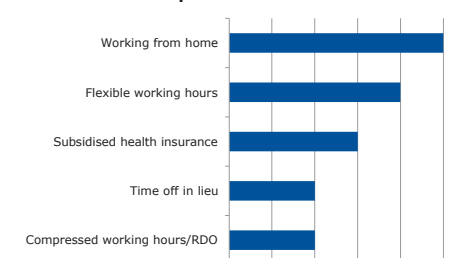
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	14.3%
51-100	19.0%
101-250	19.0%
251-500	19.0%
501-1000	14.3%
More than 1001	14.3%

Average Overtime Hours per Week

6.62

2014 Salary and Job Satisfaction Survey



R&D / Product Development Director / GM

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$139,500	\$165,500	\$194,750
Car/Car Allowance	1		\$25,000	
Bonus/Commission	6	\$13,500	\$19,000	\$30,000

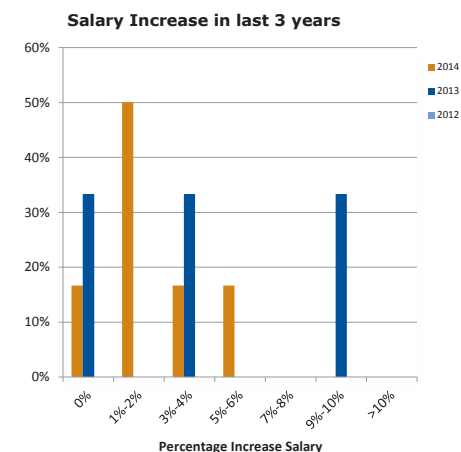
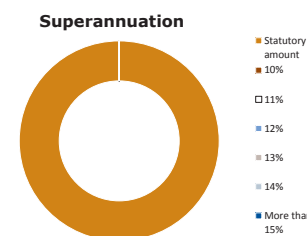
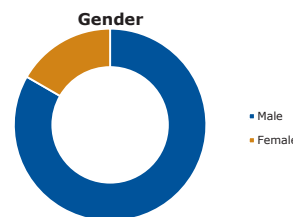
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Global Vice President	33.3%
Research & Development Manager	16.7%
General Manager	16.7%
Research & Development Director/ Country Manager	16.7%
CEO	16.7%

Industry Segment

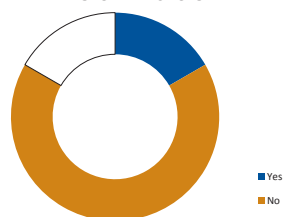
Animal Health	33.3%
Pharmaceuticals - Ethical (prescription)	16.7%
Medical Devices	16.7%
FMCG, Food & Beverage	16.7%
Manufacturing	16.7%



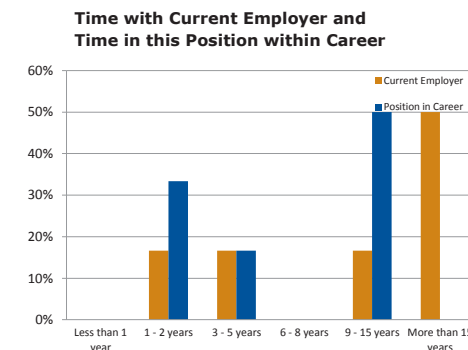
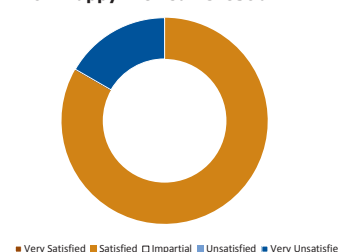
Number of Direct Reports

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

Likelihood to change jobs in next 12 months



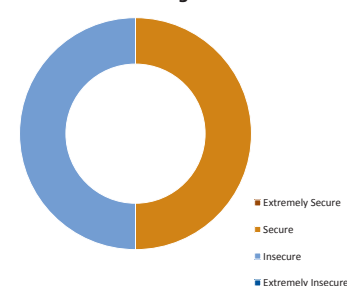
How Happy with Current Job



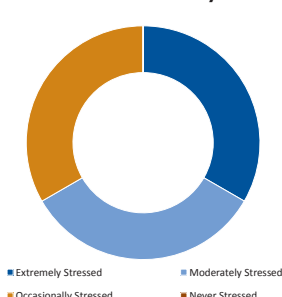
Total No. of Staff Reporting

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

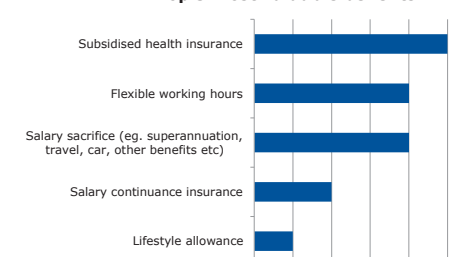
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	33.3%
51-100	0.0%
101-250	16.7%
251-500	0.0%
501-1000	0.0%
More than 1001	50.0%

Average Overtime Hours per Week

8.83

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.