

2014 Salary & Job Satisfaction Survey Medical Affairs Sector





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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.



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 Clinical Research Organisations Complementary Medicines Consulting Services Diagnostics, Life Sciences & Biotechnology
- FMCG, Food & Beverage Laboratory Services Manufacturing Medical Devices; Pharmaceuticals – Ethical (prescription) Pharmaceuticals – OTC & Health Research / NFP/ Hospital / Academia

Functional Sectors:

Clinical Research Engineering General Business Management Health Economics & Corporate Affairs Human Resources Laboratory

- Medical Affairs Operations & Manufacturing Quality Assurance Regulatory Affairs 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, continuingly 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



Medical Affairs Sector (n = 125) Page 1

Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013		Pharmaceuticals - OTC & Consumer Health	Research Institute/NFP/ Hospital/ Academia	Consulting Services	Clinical Research Organisation	Medical Devices	Animal Health	Diagnostics, Life Sciences & Biotechnology
	n	9	17	6		1				2	
Medical Information Associate	1st Quartile	\$64,000	\$75,500	\$80,375							
Associate	Median	\$81,500	\$84,000	\$86,000		\$58,000				\$63,250	
	3rd Quartile	\$93,500	\$92,000	\$101,500							
	n	7	6	7							
Senior Medical	1st Quartile	\$92,000	\$106,500	\$92,000							
Information Associate	Median	\$115,000	\$110,000	\$115,000							
	3rd Quartile	\$147,000	\$118,750	\$147,000							
	n	3	5	2		1		Ī			1
Medical Information	1st Quartile	\$90,000	\$120,500								1
Manager	Median	\$129,000	\$139,000	\$133,500		\$90,000					
	3rd Quartile	\$138,000	\$149,500								
	n	11	12	8	2				1		
	1st Quartile	\$60,000	\$78,625	\$57,375							
Drug Safety Associate	Median	\$90,000	\$94,000	\$79,750	\$97,500				\$90,000		
	3rd Quartile	\$99,500	\$99,625	\$99,875							
	n	10	12	8				2			
Senior Drug Safety	1st Quartile	\$94,000	\$93,250	\$102,000							
Associate	Median	\$105,500	\$103,500	\$107,500				\$83,500			
	3rd Quartile	\$109,750	\$113,750	\$111,250							
	n	8	10	8							
	1st Quartile	\$116,250	\$140,250	\$116,250							
Drug Safety Manager	Median	\$145,500	\$152,500	\$145,500							
	3rd Quartile	\$168,750	\$168,750	\$168,750							
	n	9	9	4	2		2				1
Scientific / Medical	1st Quartile	\$77,500	\$68,500	\$78,250							
Affairs Associate	Median	\$83,000	\$98,000	\$82,500	\$76,500		\$87,000				\$110,000
	3rd Quartile	\$95,000	\$118,500	\$95,750			1				
	n	11	5	10	1						
Senior Scientific /	1st Quartile	\$110,000	\$96,250	\$110,000							
Medical Affairs	Median	\$130,000	\$139,000	\$122,500	\$180,000						1
Associate	3rd Quartile	\$180,000	\$157,000	\$156,500	,,						1
	n	12	16	11		1					
Scientific / Medical	1st Quartile	\$153,500	\$142,750	\$161,000	1	_					1
Affairs Manager	Median	\$170,000	\$159,500	\$175,000	1	\$150,000					1
	3rd Quartile	\$183,750	\$182,250	\$185,000		+100,000					1
- n = The number of o				#100,000	I						I

- 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

- Medical Advisor/ Associate Medical Director - Has no direct reports. Senior Medical Advisor/ Associate Medical Director Has direct reports, usually MSLs or Medical Advisors.

- Medical Director - Has direct reports, usually MSLs or Medical Advisors.

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Medical Affairs Sector (n = 125) Page 2

Summary of Total Remuneration by Industry

		All Industry 2014		Pharmaceuticals Ethical (prescription)	Pharmaceuticals - OTC & Consumer Health	Research Institute/NFP/ Hospital/ Academia	Consulting Services	Clinical Research Organisation	Medical Devices	Animal Health	Diagnostics, Life Sciences & Biotechnology
	n	4		3		1					
Medical Marketing	1st Quartile	\$82,875		\$150,000							
Manager	Median	\$167,000		\$184,000		\$60,500					
	3rd Quartile	\$211,000		\$220,000							
	n	3	5	2		1					
Medical Writer /	1st Quartile	\$112,000	\$71,500	\$114,250							
Editor	Median	\$121,000	\$88,000	\$116,500		\$130,000					
	3rd Quartile	\$130,000	\$90,500	\$118,750							
	n	8	20	8							
Medical Scientific	1st Quartile	\$109,500	\$133,250	\$109,500							
Liaison / Medical Product Specialist	Median	\$131,500	\$145,000	\$131,500							
Froduct Specialist	3rd Quartile	\$159,750	\$166,500	\$159,750							
	n	3	9	2		1					
Medical Advisor / Associate Medical	1st Quartile	\$100,000	\$152,500								
Director	Median	\$160,000	\$165,000	\$180,000		\$100,000					
	3rd Quartile	\$200,000	\$196,500								
Contan Madinal	n	9	11	9							
Senior Medical Advisor / Associate	1st Quartile	\$186,500	\$198,000	\$186,500							
Medical Director	Median	\$220,000	\$220,000	\$220,000							
	3rd Quartile	\$240,000	\$250,000	\$240,000							
	n	5	5	3					2		
Medical Director	1st Quartile	\$225,000	\$285,000	\$210,000							
Fiedlear Director	Median	\$280,000	\$310,000	\$280,000					\$270,000		
	3rd Quartile	\$365,000	\$325,000	\$430,000							
Departmental Support	n	8	7	5	1	1	1				
/ Business Function	1st Quartile	\$75,875	\$75,000	\$96,750							
Role (eg. Compliance, quality, audit, training, administrative or	Median	\$96,750	\$82,500	\$130,000	\$74,500	\$80,000	\$64,500				
audit, training, administrative or other specialist support function)	3rd Quartile	\$170,500	\$100,000	\$191,000							

- 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)

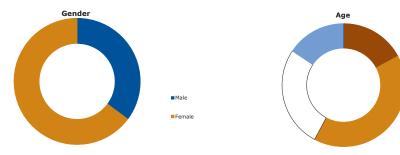
- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

- Medical Advisor/ Associate Medical Director - Has no direct reports. Senior Medical Advisor/ Associate Medical Director Has direct reports, usually MSLs or Medical Advisors.

- Medical Director - Has direct reports, usually MSLs or Medical Advisors.



Functional Overview - Medical Affairs Sector (n = 125)



Yes

No

□Maybe

Industry Segment

20 - 29 years

30 - 39 years

□40 - 49 years

50 - 59 vears Over 60

Pharmaceuticals - Ethical (prescription)
Research Institute/NFP/ Hospital/ Academia
Pharmaceuticals - OTC & Consumer Health
Medical Devices
Consulting Services
Animal Health
Diagnostics, Life Sciences & Biotechnology
Clinical Research Organisation

79.8% 6.2% 4.7% 2.3% 2.3% 1.6%

1.6%

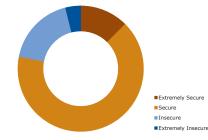
1.6%

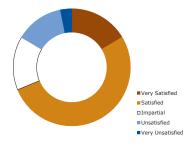
Average Department turnover %	18.47
Average Overtime hours per week	6.86
Flexibility, working from Home:	
Work from home	3.9%
Not permitted to work from home	20.2%
No policy, on Manager's approval / discretion	34.1%
No policy, on an ad-hoc, as needed basis	20.2%
Up to 0.5 day per week (1 day per fortnight)	0.8%
Up to 1 day per week	14.0%
2 days or more a week	7.0%

Stress Factor - Weekly Basis

Likelihood to change jobs in next 12 months

Job Security compared with 12 months ago



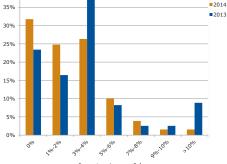


How Satisfied with Current Job

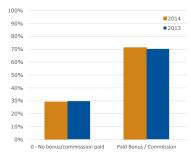
Extremely Stressed Moderately Stressed Occassionally Stressed Never Stressed

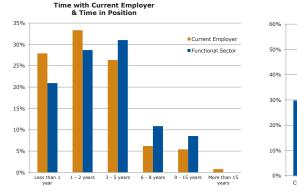
Salary Increase last 2 years

40%

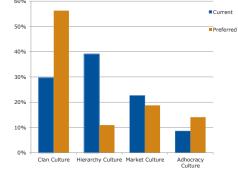










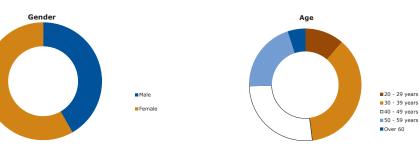


Percentage Increase Salary Suite 406, 69 Christie Street. St Leonards NSW 2065 P: 02 9431 2555 F: 02 9437 0344 W: www.ongrecruitment.com.au

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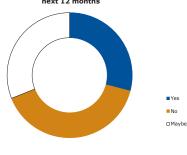
Functional Overview - All Sectors (n = 1671)

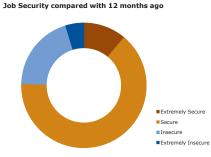


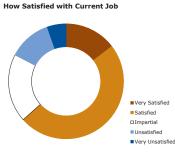
Industry Segment	
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

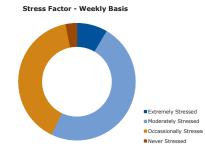
Average Department turnover %	15.4
Average Overtime hours per week	7.34
Flexibility, working from Home:	
Work from home	5.0%
Not permitted to work from home	19.0
No policy, on Manager's approval / discretion	27.2
No policy, on an ad-hoc, as needed basis	25.1
Up to 0.5 day per week (1 day per fortnight)	2.89
Up to 1 day per week	11.1
2 days or more a week	9.89

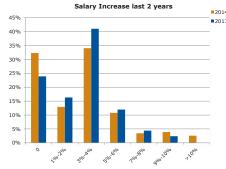
Likelihood to change jobs in next 12 months

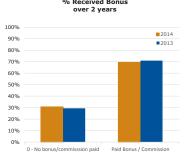


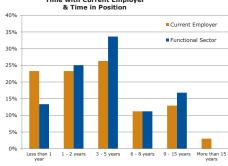




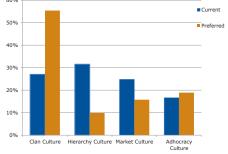








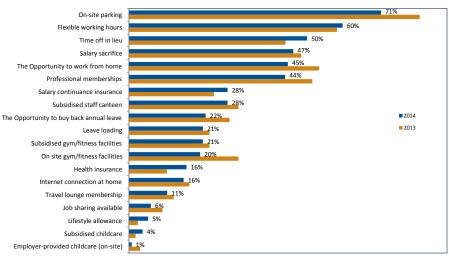




Time with Current Employer % Received Bonus 2014 60% 2013

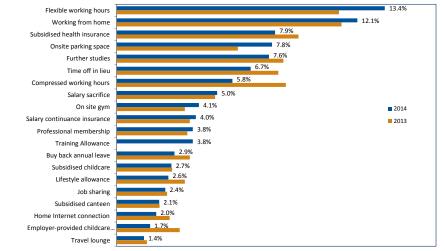


Job Satisfaction Data - Medical Affairs Sector (n = 125)



Participants were asked to list all benefits received

Which Benefits Do You Receive



Top Ranking Most Valuable Benefits

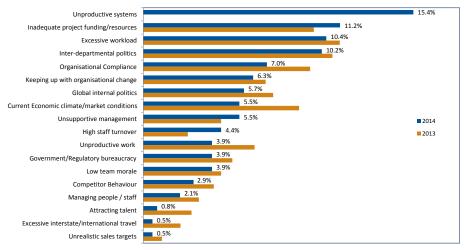
Participants were asked to list their top 5 choices



8 5%

6.3%





Participants were asked to list their top 3 choices

2.3%

1.5%

0.8%

Participants were asked to list their top 3 choices

Opportunity for career advancement/promotion Supportive management Flexibility in the workplace sufficient job security / stable permanent position Convenient location/desirable commute Taking a risk by moving to new company No other job opportunities available Professional learning & development Recognised company brand / employer of choice Manageable interstate / international travel Health & wellbeing benefits 📕 0.5%

Job satisfaction

Satisfactory salary

Enjoy company culture

Manageable workload

Enjoy team culture

Financial Bonuses

Succeed You Deliver. We Listen. Ne

12.3%

12.1%

10.6%

15.1

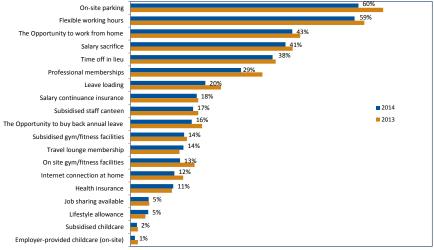
2014

2013

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Participants were asked to list all benefits received

Job satisfaction

Flexibility in the workplace

Opportunity for career advancement/promotion

sufficient job security / stable permanent position

Convenient location/desirable commute

Taking a risk by moving to new company

Recognised company brand / employer of choice

Manageable interstate / international travel

Professional learning & development

No other job opportunities available

Supportive management

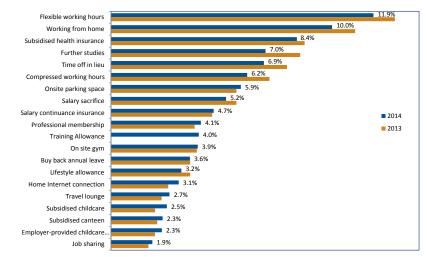
Enjoy team culture

Enjoy company culture

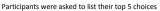
Manageable workload

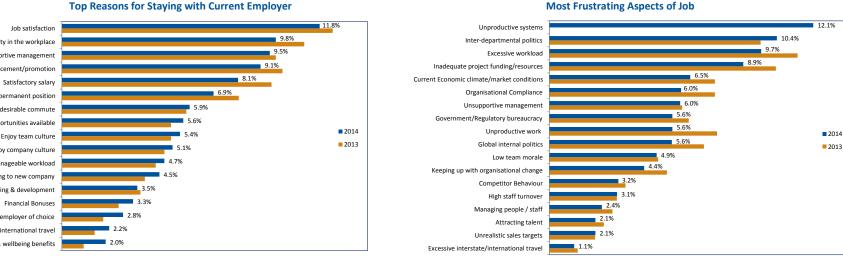
Financial Bonuses

Health & wellbeing benefits



Top Ranking Most Valuable Benefits





Participants were asked to list their top 3 choices

Participants were asked to list their top 3 choices

Succeed You Deliver. We -Listen. Ne

Top Reasons for Staying with Current Employer

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Medical Information Associate

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$64,000	\$72,000	\$85,500
Car/Car Allowance	0			
Bonus/Commission	5	\$2,000	\$3,000	\$4,000

0.0%

22.2%

22.2%

0.0%

44.4%

11.1%

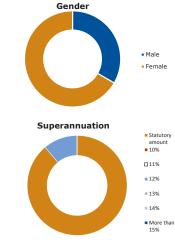
2.50

n = The number of observations recorded for each category

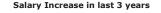
Job Title of Current Manager / Supervisor

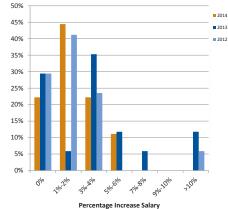
Medical Information Manager	44.4%
Medical Services Manager	22.2%
Medical Affairs Director	22.2%
Drug Safety Manager	11.1%

Industry Segment	
Pharmaceuticals - Ethical (prescription)	
Animal Health	
Research Institute/NFP/ Hospital/ Academia	

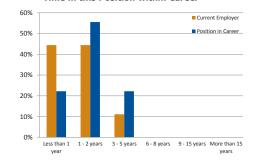


How Happy with Current Job

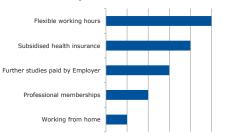




Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



 Number of Direct Reports
 89%

 0
 89%

 1-5
 11%

 Total No. of Staff Reporting
 89%

 0
 89%

 1-5
 11%

(No. Of Employees) Less than 50

51-100

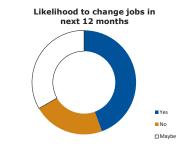
101-250

251-500

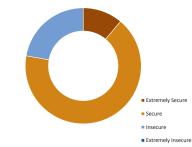
501-1000

More than 1001

Average Overtime Hours per Week



Job Security Compared with 12 months ago



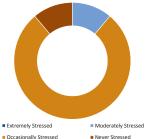
Stress Factor - Weekly Basis

Very Satisfied

Insatisfied

66.7% 22.2%

11.1%



Satisfied

Very Unsatisfied

□ Impartial

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2014

Senior Medical Information Associate

	n	First Quartile	Median	Third Quartile	
Base Salary	7	\$88,000	\$98,000	\$122,000	
Car/Car Allowance	1				
Bonus/Commission	5	\$4,000	\$5,000	\$14,000	
n = The number of observations recorded for ea	ach category				
ob Title of Current Manager / Supe	rvisor		Industry Segment		
Addical Information Manager		57.1%	Pharmaceuticals - Ethio	cal (prescription)	100
Drug Safety Manager		14.3%		,	
Scientific/Medical Affairs Manager		14.3%			
Medical Advisor/ Associate Medical Direct	or	14.3%			
			Likelihood to ch		
Number of Direct Reports			Likelihood to ch next 12 m		
Number of Direct Reports		86%			
		86% 14%			
)					
) I-5				ionths	
-5 otal No. of Staff Reporting		14%		Types	
-5 otal No. of Staff Reporting		14%		ionths	

0.0%

14.3%

42.9%

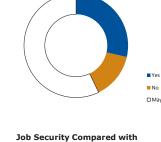
28.6%

14.3%

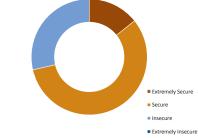
0.0%

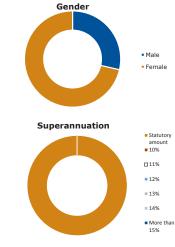
5.60

(No. Of Employees) Less than 50 51-100 101-250 251-500 501-1000 More than 1001 Average Overtime Hours per Week









How Happy with Current Job

Satisfied

Stress Factor - Weekly Basis

Very Unsatisfied

Impartial

Never Stressed

Very Satisfied

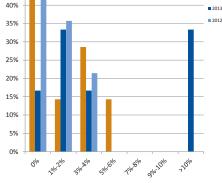
Extremely Stressed

Occasionally Stressed

Unsatisfied

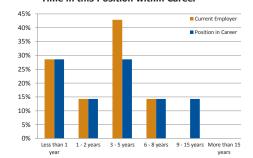


45%



Percentage Increase Salary

Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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Medical Information Manager

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$80,500	\$95,000	\$126,000
Car/Car Allowance	1		\$22,000	
Bonus/Commission	2		\$12,000	
n = The number of observations recorded for eac	h category		,	
Job Title of Current Manager / Superv	isor		Industry Segment	
General Manager		66.7%	Pharmaceuticals - Ethic	
Scientific/Medical Affairs Manager		33.3%	Research Institute/NFP	/ Hospital/ Academia
Number of Direct Reports			Likelihood to ch next 12 m	
		67%		
1-5		33%		
Total No. of Staff Reporting				
0		67%		
1-5		33%		■ Yes
				No
				□ Maybe
			Job Security Comp 12 months	pared with
(No. Of Employees)			Job Security Comp 12 months	pared with
		0.0%	Job Security Comp 12 months	pared with
Less than 50		0.0% 33.3%	Job Security Comp 12 months	pared with
Less than 50 51-100 101-250			Job Security Comp 12 months	pared with
Less than 50 51-100 101-250 251-500		33.3%	Job Security Comp 12 months	pared with
(No. Of Employees) Less than 50 51-100 101-250 251-500 501-1000		33.3% 0.0%	Job Security Comp 12 months	pared with
Less than 50 51-100 101-250 251-500		33.3% 0.0% 33.3%	Job Security Comp 12 months	pared with
Less than 50 51-100 101-250 251-500 501-1000		33.3% 0.0% 33.3% 0.0%	Job Security Comp 12 months	e Extremely Secure
Less than 50 51-100 101-250 251-500 501-1000 More than 1001		33.3% 0.0% 33.3% 0.0% 33.3%	Job Security Comp 12 months	bared with ago
Less than 50 51-100 101-250 251-500 501-1000		33.3% 0.0% 33.3% 0.0%	Job Security Comp 12 months	e Extremely Secure



How Happy with Current Job

Satisfied

Stress Factor - Weekly Basis

Very Unsatisfied

□ Impartial

Moderately Stressed

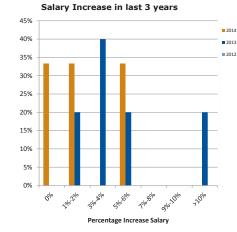
Never Stressed

Very Satisfied

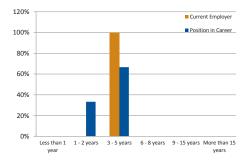
Extremely Stressed

Occasionally Stressed

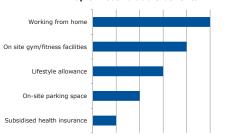
Insatisfied



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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Drug Safety Associate

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$55,000	\$78,000	\$79,000
Car/Car Allowance	3	\$18,000	\$20,000	\$20,000
Bonus/Commission	6	\$2,000	\$3,000	\$6,750

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

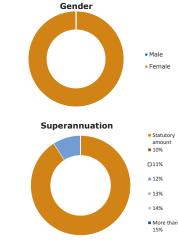
Drug Safety Manager	90.9%
Scientific/Medical Affairs Manager	9.1%

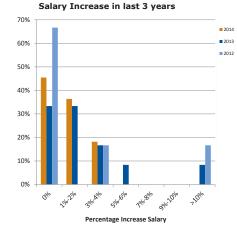
Industry	Segment
----------	---------

 Pharmaceuticals - Ethical (prescription)
 72.7%

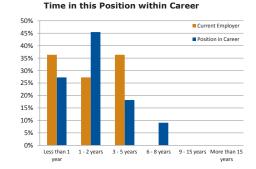
 Pharmaceuticals - OTC & Consumer Health
 18.2%

 Medical Devices
 9.1%





Time with Current Employer and



Top 5 most valuable benefits



Number of Direct Reports100%0100%Total No. of Staff Reporting0100%

9.1%

9.1%

18.2%

36.4%

9.1%

18.2%

4.00

(No. Of Employees) Less than 50

51-100

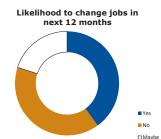
101-250

251-500

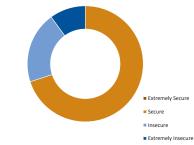
501-1000

More than 1001

Average Overtime Hours per Week



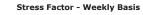
Job Security Compared with 12 months ago





Very Satisfied

Insatisfied

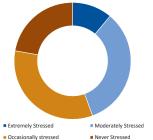


Satisfied

Very Unsatisfied

Impartial

How Happy with Current Job



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Senior Drug Safety Associate

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$81,500	\$91,750	\$100,000
ar/Car Allowance	3		\$18,000	
Bonus/Commission	7	\$5,000	\$7,000	\$12,000

10.0%

10.0%

20.0%

30.0%

30.0%

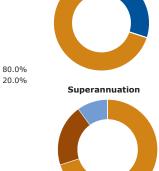
0.0%

7.11

Job Title of Current Manager / Supervicer

Job Title of Current Manager / Supervisor	
Drug Safety Manager	80.0%
Medical Advisor/ Associate Medical Director	10.0%
Senior / Group Medical Director	10.0%

Industry Segment
Pharmaceuticals - Ethical (prescription)
Clinical Research Organisation



Gender

Male

Female

Statutory amount

= 10%

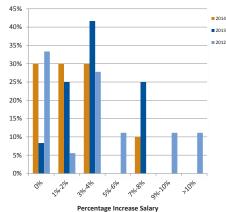
□11%

12%

13%

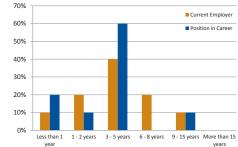
= 14%

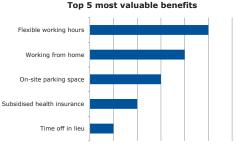
More than 15%



Salary Increase in last 3 years

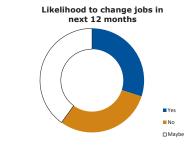
Time with Current Employer and Time in this Position within Career



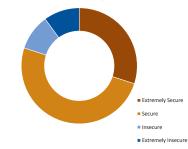


Number of Direct Reports 0 70% 1-5 20% 6-10 10% Total No. of Staff Reporting 70% 0 20% 1-5 6-10 0% 11-20 10%

(No. Of Employees) Less than 50 51-100 101-250 251-500 501-1000 More than 1001 Average Overtime Hours per Week



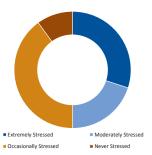
Job Security Compared with 12 months ago



How Happy with Current Job



Stress Factor - Weekly Basis



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Drug Safety Manager

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$88,500	\$112,500	\$130,000
Car/Car Allowance	6	\$18,750	\$21,000	\$25,250
Bonus/Commission	6	\$7,750	\$9,500	\$24,000

n = The number of observations recorded for each category

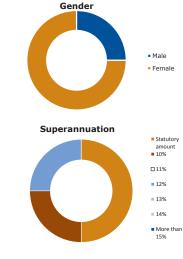
Job Title of Current Manager / Supervisor

Medical Affairs Director	37.5%
Senior / Group Medical Director	25.0%
Drug Safety Manager	12.5%
Scientific/Medical Affairs Manager	12.5%
Medical Advisor/ Associate Medical Dire	ector 12.5%

Industry Segment

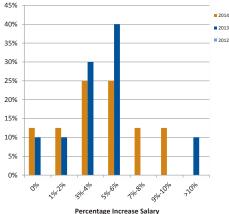
Pharmaceuticals - Ethical (prescription)

100.0%

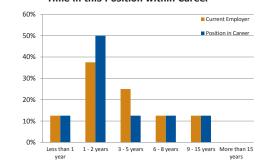


How Happy with Current Job

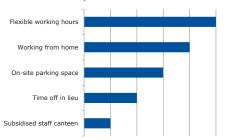
Salary Increase in last 3 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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Yes

No.

□ Maybe

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0	25%
1-5	63%
6-10	13%
Total No. of Staff Reporting	

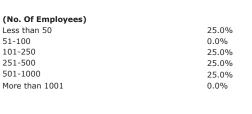
Total No. of Staff Reporting
0
1-5
6-10

51-100

101-250

251-500

501-1000

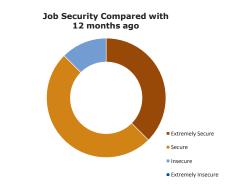


63%

13%

10.00





Likelihood to change jobs in

next 12 months

Stress Factor - Weekly Basis

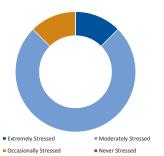
Satisfied

Very Unsatisfied

□ Impartial

Very Satisfied

Insatisfied





Scientific / Medical Affairs Associate

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$70,000	\$77,000	\$87,000
Car/Car Allowance	0			
Bonus/Commission	7	\$1,000	\$2,000	\$6,000

78%

0%

11%

0% 11%

78%

11%

11%

11.1%

0.0% 44.4%

11.1% 33.3% 0.0%

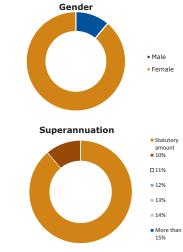
6.17

n = The number of observations recorded for each category

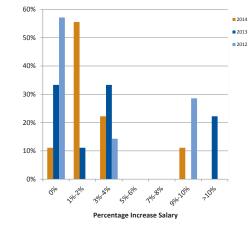
Job Title of Current Manager / Supervisor

Scientific/Medical Affairs Manager	55.6%
Medical Advisor/ Associate Medical Director	22.2%
Medical Affairs Director	11.1%
Senior / Group Medical Director	11.1%

Industry Segment	
Pharmaceuticals - Ethical (prescription)	44.4%
Pharmaceuticals - OTC & Consumer Health	22.2%
Consulting Services	22.2%
Diagnostics, Life Sciences & Biotechnology	11.1%

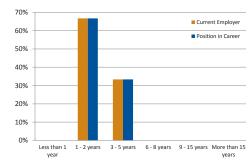






....

Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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U	UII	Y.	Recruitment P	ιγι	Lla	2014. AI	i kignt	s keserveu.

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Succeed

You

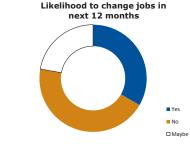
Deliver.

We

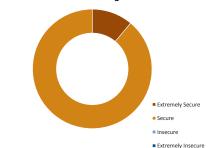
_isten.

Ne

ss than 50	
51-100 101-250	
251-500	
501-1000	
More than 1001	



Job Security Compared with 12 months ago





Satisfied

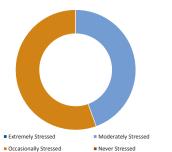
Very Unsatisfied

□ Impartial

Very Satisfied

Unsatisfied

How Happy with Current Job





Senior Scientific / Medical Affairs Associate

100%

100%

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$91,000	\$105,000	\$120,000
Car/Car Allowance	7	\$20,000	\$20,000	\$21,000
Bonus/Commission	9	\$4,750	\$9,500	\$20,500

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Number of Direct Reports

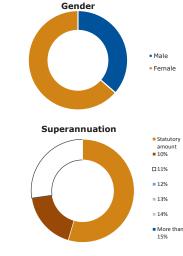
Total No. of Staff Reporting

0

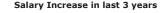
0

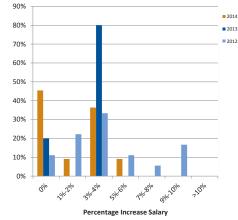
Scientific/Medical Affairs Manager	45.5%
Medical Services Manager	18.2%
Medical Affairs Director	18.2%
Medical Advisor/ Associate Medical Director	9.1%
Senior Medical Advisor/ Medical Director	9.1%

Pharmaceuticals - Ethical (prescription)90.9%Pharmaceuticals - OTC & Consumer Health9.1%



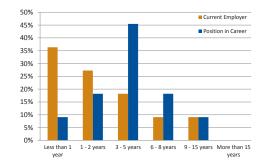
How Happy with Current Job



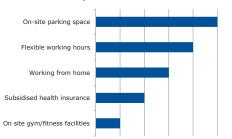


Time with Current Employer and

Time in this Position within Career



Top 5 most valuable benefits



 (No. Of Employees)
 9.1%

 Less than 50
 9.1%

 51-100
 9.1%

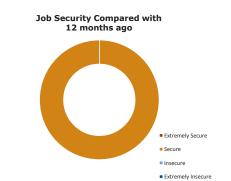
 101-250
 27.3%

 251-500
 27.3%

 501-1000
 18.2%

 More than 1001
 9.1%

 Average Overtime Hours per Week
 4.91



Likelihood to change jobs in

next 12 months



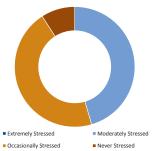
Very Satisfied

Insatisfied

Satisfied

Very Unsatisfied

🗆 Impartia



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Vec

No

□ Maybe

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Scientific / Medical Affairs Manager

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$133,500	\$140,500	\$148,750
Car/Car Allowance	9	\$18,500	\$20,000	\$22,000
Bonus/Commission	10	\$7,750	\$13,000	\$16,500

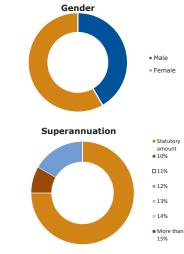
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Medical Affairs Director	50.0%
Medical Advisor/ Associate Medical Director	16.7%
Senior Medical Advisor/ Medical Director	16.7%
Scientific/Medical Affairs Manager	8.3%
CEO	8.3%

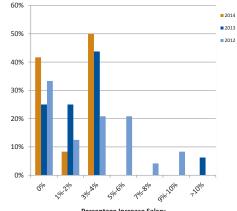
Pharmaceuticals - Ethical (prescription) 91.7% Research Institute/NFP/ Hospital/ Academia 8.3%

Likelihood to change jobs in



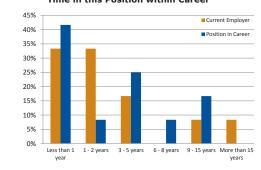
How Happy with Current Job



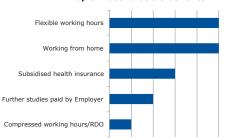


Percentage Increase Salary

Time with Current Employer and Time in this Position within Career



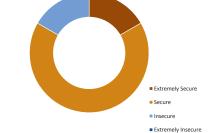




		next 12 months	
Number of Direct Reports			
0	58%		
1-5	42%		
Total No. of Staff Reporting			
0	58%	Yes	
1-5	33%	No.	
6-10	8%		Very Satisfied
		□Maybe	Unsatisfied
		Job Security Compared with 12 months ago	Stress Fa
(No. Of Employees)			
Less than 50	16.7%		
51-100	41.7%		
101-250	16.7%		
251-500	8.3%		
501-1000	16.7%		
More than 1001	0.0%		
		Extremely Secure	

8.75

Average Overtime Hours per Week





Extremely Stressed

Occasionally Stressed

Satisfied



Moderately Stressed

Never Stressed

□ Imnartial

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2014

2013

2012

Medical Marketing Manager

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$69,625	\$128,500	\$148,750
Car/Car Allowance	3	\$15,000	\$20,000	\$23,000
Bonus/Commission	2		\$23,000	

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Number of Direct Reports

Total No. of Staff Reporting

(No. Of Employees) Less than 50

0

0

1-5

51-100

101-250

251-500

501-1000

1-5

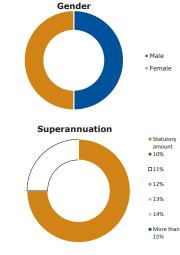
beb inte er eurient intilliger / eupernoer	
Scientific/Medical Affairs Manager	25.0%
Medical Advisor/ Associate Medical Director	25.0%
CEO	25.0%
Report to Board of Directors	25.0%

Industry Segment

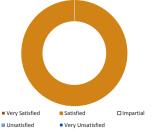
Pharmaceuticals - Ethical (prescription) 75.0% Research Institute/NFP/ Hospital/ Academia 25.0%

Likelihood to change jobs in

next 12 months



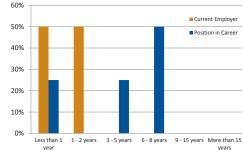
How Happy with Current Job



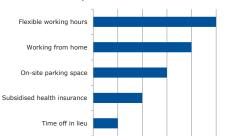


39/0.40/0 59/050/0 7°10'3010 9%:10% 10 Percentage Increase Salary

Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



25.0% 0.0% 0.0% More than 1001 0.0%

75%

25%

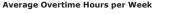
75%

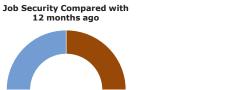
25%

50.0%

25.0%

9.25



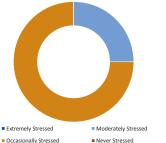


Yes

No.

□ Maybe

Stress Factor - Weekly Basis



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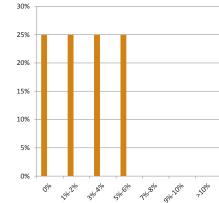
Secure

Insecure

Extremely Secure

Extremely Insecure

Salary Increase in last 3 years

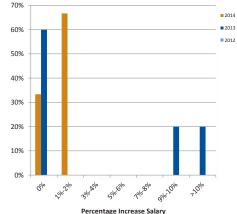




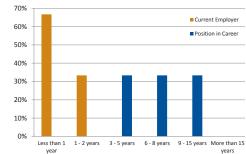
Medical Writer / Editor

	n	First Quartile	Median	Third Quartile	-	Gen	der		
Base Salary	3	\$102,000	\$110,000	\$111,000					709
Car/Car Allowance	0	\$102,000	\$110,000	\$111,000	-				707
Bonus/Commission	1		\$900		-1			 Male 	60%
n = The number of observations recorded for ea			3900					 Female 	50%
Job Title of Current Manager / Superv	visor		Industry Segment						50%
General Manager		66.7%	Pharmaceuticals - Ethio	cal (prescription)	66.7%				40%
Medical Information Team Leader		33.3%	Research Institute/NFF	P/ Hospital/ Academia	33.3%	_			
						Superan	nuation	- Charlo de a	30%
								 Statutory amount 	
								10%	20%
								□11%	
								12%	109
								= 13%	
								13%	09
								= 14%	
								More than 15%	
Number of Direct Reports 0 Total No. of Staff Reporting 0		100%	next 12 m	• Yes • No • Maybe			tisfied Imparry Unsatisfied	rtial	70% 60% 50% 40% 30% 20% 10%
			Job Security Comp 12 months			Stress Factor	- Weekly Basi	5	
(No. Of Employees)									
Less than 50		33.3%							
51-100		33.3%							
101-250		33.3%							
251-500		0.0%							
501-1000		0.0%							
More than 1001		0.0%							
				Extremely Secure					
				Secure					
Average Overtime Hours per Week		4.00		Insecure					Furthe
						Extremely Stressed	Moderately Stress		rarule
				Extremely Insecure	-	Occasionally Stressed	Never Stressed		

Salary Increase in last 3 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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2014

2013

2012

vears

On-site parking space

Medical Scientific Liaison / Medical Product Specialist Gender **First Quartile** Median **Third Quartile** n Salary Increase in last 3 years **Base Salary** 8 \$100,875 \$111,500 \$136,750 60% Car/Car Allowance \$19,000 \$22,000 4 \$22,750 Male **Bonus/Commission** \$5,000 \$7.500 \$13,500 50% 6 Female n = The number of observations recorded for each category 40% Job Title of Current Manager / Supervisor **Industry Segment** Scientific/Medical Affairs Manager 25.0% Pharmaceuticals - Ethical (prescription) 100.0% Medical Services Manager 25.0% 30% Superannuation Medical Affairs Director 25.0% Medical Advisor/ Associate Medical Director 12.5% Statutory amount 20% Senior Medical Advisor/ Medical Director 12.5% **1**0% □11% 10% 12% = 13% 0% 20/020/0 39/0-40/0 59/05/010 7010-3010 **14%** 9%-10% 09 More than 15% Percentage Increase Salary Time with Current Employer and Likelihood to change jobs in How Happy with Current Job next 12 months Time in this Position within Career Number of Direct Reports 60% 0 100% Current Employer 50% Position in Career 40% Total No. of Staff Reporting 30% 0 100% Vec 20% No Satisfied □ Maybe Very Satisfied 🗆 Impartia 10% Insatisfied Very Unsatisfied 0% Less than 1 1 - 2 years 3 - 5 years 6 - 8 years 9 - 15 years More than 15 Job Security Compared with year Stress Factor - Weekly Basis 12 months ago Top 5 most valuable benefits (No. Of Employees) Less than 50 12.5% Flexible working hours 51-100 0.0% 101-250 25.0% Working from home 251-500 37.5% 501-1000 12.5% More than 1001 12.5% Time off in lieu Extremely Secure Further studies paid by Employer Secure 8.00 Average Overtime Hours per Week

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Insecure

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Extremely Insecure

Extremely Stressed

Occasionally Stressed

Moderately Stressed

Never Stressed



Medical Advisor / Associate Medical Director Gender **First Quartile Third Quartile** n Median 3 \$85,000 \$130,000 \$160,000 70% \$23,000 2 Male 60% 2 \$17.000 Female n = The number of observations recorded for each category 50% Industry Segment 3% Pharmaceuticals - Ethical (prescription) 66.7% 40% 3% Research Institute/NFP/ Hospital/ Academia 33.3% Superannuation 3% 30% Statutory amount **1**0% 20% □11% 10% 12% = 13% 0% = 14% 0% More than 15% Number of Direct Reports Likelihood to change jobs in How Happy with Current Job 67% next 12 months 33% 70% 60% 50% 40% Total No. of Staff Reporting 67% 30% Vec 33% No 20% Satisfied □ Maybe Very Satisfied Impartia 10% UnSatisfied Very UnSatisfied 0% Job Security Compared with year Stress Factor - Weekly Basis 12 months ago (No. Of Employees) Less than 50 0.0% 0.0% 33.3% 0.0% 33.3% More than 1001 33.3% Extremely Secure Secure 4.00 Average Overtime Hours per Week Insecure Extremely Stressed Moderately Stressed Extremely Insecure Occasionally stressed Never Stressed © On Q Recruitment Pty Ltd 2014. All Rights Reserved.

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Succeed	
You	
Deliver.	
We	
Listen.	
We	

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0

0

1-5

51-100

101-250

251-500

501-1000

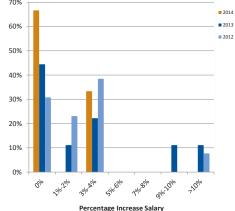
1-5

Base Salary Car/Car Allowance **Bonus/Commission**

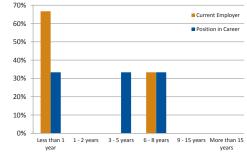
Job Title of Current Manager / Supervisor

Senior Medical Advisor/ Medical Director	33.3
Medical Information Manager	33.3
Medical Affairs Director	33.3

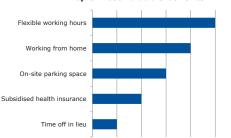
Salary Increase in last 3 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits





Senior Medical Advisor / Associate Medical Director

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$158,500	\$172,000	\$184,000
Car/Car Allowance	7	\$20,000	\$23,000	\$25,000
Bonus/Commission	9	\$24,000	\$28,000	\$34,000

33%

11%

11.1%

11.1%

11.1%

33.3%

33.3%

0.0%

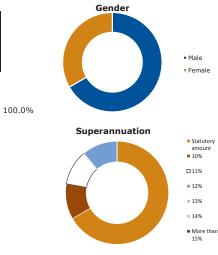
8.43

n = The number of observations recorded for each category

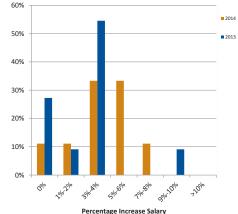
Job Title of Current Manager / Supervisor

Senior Medical Advisor/ Medical Director	44.4%
Scientific/Medical Affairs Manager	11.1%
Medical Affairs Director	11.1%
Senior / Group Medical Director	11.1%
Regional Medical Director / Vice President	11.1%
Managing Director / Country Manager	11.1%

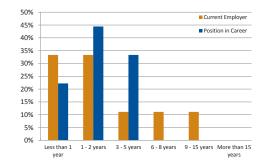
Industry Segment	
Pharmaceuticals - Ethical (prescription)	



Salary Increase in last 2 years



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



Succeed

You

Deliver.

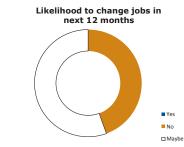
We

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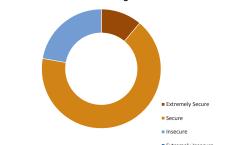
Listen.

Ve

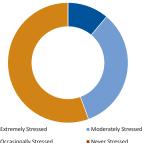
0	56%
1-5	33%
6-10	119
Total No. of Staff Reporting	



Job Security Compared with 12 months ago

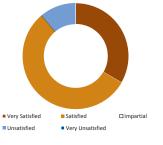






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How Happy with Current Job







Average Overtime Hours per Week



Medical Director

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$184,500	\$200,000	\$270,000
Car/Car Allowance	4	\$21,750	\$28,500	\$30,000
Bonus/Commission	4	\$19,000	\$39,000	\$72,500

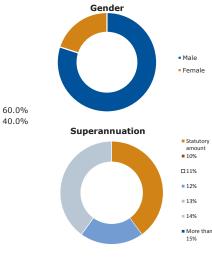
n = The number of observations recorded for each category

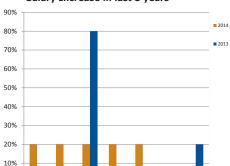
Job Title of Current Manager / Supervisor

Regional Medical Director / Vice Presiden	t 40.0%
Senior / Group Medical Director	20.0%
General Manager	20.0%
Managing Director / Country Manager	20.0%

Industry Segment	
------------------	--

Pharmaceuticals - Ethical (prescription) Medical Devices





0% 40% 60%

0%

0%

40%

20%

20% 20%

Total No. of Staff Reporting

Number of Direct Reports

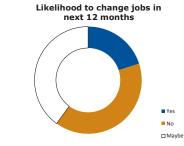
0

1-5

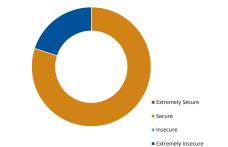
6-10

1-5		
6-10		
11-20		
21-50		
51-75		

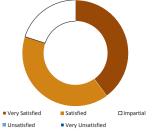
(No. Of Employees)	
Less than 50	0.0%
51-100	40.0%
101-250	20.0%
251-500	20.0%
501-1000	20.0%
More than 1001	0.0%
Average Overtime Hours per Week	12.60



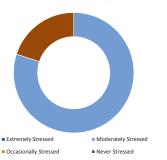




How Happy with Current Job



Stress Factor - Weekly Basis





59/0-50/0

Percentage Increase Salary

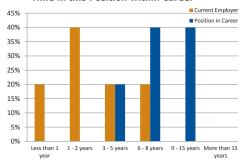
2010-3010 -1.2010

-10%

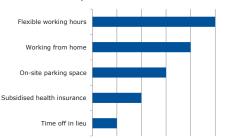
20/02010 30/02010

0%

01



Top 5 most valuable benefits



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Salary Increase in last 3 years

ON RECRUITMENT Scientific Technical Medical

Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)

	n	First Quartile	Median	Third Quartile		Gender		Salary Increase in last 3 years	
Base Salary	8	\$63,625	\$77,500	\$144,250	-			60%	
ar/Car Allowance	2	<i>\$00,020</i>	\$20,000	<i> </i>	-				-
Bonus/Commission	5	\$7,000	\$12,000	\$28,000	-		 Male 	50%	
= The number of observations recorded for each	-	\$7,000	\$12,000	\$28,000			 Female 	30%	
ob Title of Current Manager / Superv	visor		Industry Segment					40%	
eneral Manager		25.0%	Pharmaceuticals - Ethica	al (prescription)	62.5%				
cientific/Medical Affairs Manager		12.5%	Pharmaceuticals - OTC 8		12.5%			30%	
ledical Services Manager	1	12.5%	Consulting Services		12.5%	Superannuation			
enior Medical Advisor/ Medical Director	1	12.5%	Research Institute/NFP/	Hospital/ Academia	12.5%		 Statutory amount 		
edical Affairs Director	1	12.5%					 10% 	20%	
enior / Group Medical Director	1	12.5%							
egional Medical Director / Vice President	1	12.5%					□11%	10%	
<u> </u>							12%	10,0	
							= 13%		
								0%	
							= 14%	0% 30°2°°° 50°×°°° 50°5°°° 70°2°°° 60°2°°	720%
							 More than 	0% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2%	78
							15%	Percentage Increase Salary	
			Likelihood to cha			How Happy with Current Job		Time with Current Employer and	
umber of Direct Reports			next 12 mo	onths				Time in this Position within Care	er
	8	38%						40%	Current Empl
-5		13%						35%	Position in C
5	-	13 /0							Position in Ca
								30%	
								25%	
otal No. of Staff Reporting								2001	
otal No. of Stan Reporting	8	38%						20%	
		00 /0		Yes					
-5	1	3%		-103				15%	
-5	1	13%		No					
-5	1	13%		No		■ Very Satisfied ■ Satisfied □ Impa	rtial		
-5	1	13%				Very Satisfied Satisfied Impa Unsatisfied Very Unsatisfied	rtial		
-5	1	13%		No			rtial	10%	
-5	1	13%		■ No □ Maybe			rtial	10%	
-5	1	13%	Job Security Compa 12 months a	■No □Maybe				10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 year	yea
	1	13%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15	yea
No. Of Employees)				■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 year Top 5 most valuable bene	yea
No. Of Employees) ess than 50	1	12.5%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 year	yea
No. Of Employees) ess than 50 1-100	1	12.5% 12.5%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 year Top 5 most valuable bene	yea
No. Of Employees) ess than 50 1-100 01-250	1 1 0	12.5% 12.5%).0%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 year Top 5 most valuable bene	yea
No. Of Employees) ess than 50 1-100 01-250 51-500	1 1 0 6	12.5% 12.5% 0.0% 52.5%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bene Working from home	yea
No. Of Employees) ess than 50 1-100 01-250 51-500 01-1000	1 1 0 6 0	12.5% 12.5% 0.0% 52.5% 0.0%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bend Working from home Flexible working hours	yea
No. Of Employees) ess than 50 1-100 01-250 51-500 01-1000	1 1 0 6 0	12.5% 12.5% 0.0% 52.5%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bene Working from home	yea
No. Of Employees) ess than 50 1-100 01-250 51-500 01-1000	1 1 0 6 0	12.5% 12.5% 0.0% 52.5% 0.0%		■N0 ☐Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bend Working from home Flexible working hours Subsidised health insurance	yea
No. Of Employees) ess than 50 1-100 01-250 51-500 01-1000	1 1 0 6 0	12.5% 12.5% 0.0% 52.5% 0.0%		■No □Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bend Working from home Flexible working hours	yea
No. Of Employees) ess than 50 1-100 01-250 51-500 01-1000 lore than 1001	1 1 0 6 0 1	12.5% 12.5% 50.0% 52.5% 50.0% 12.5%		■N0 ☐Maybe		Unsatisfied Very Unsatisfied		10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bend Working from home Flexible working hours Subsidised health insurance	yea
No. Of Employees) ess than 50 1-100 01-250	1 1 0 6 0 1	12.5% 12.5% 0.0% 52.5% 0.0%		■N0 □Maybe		Unsatisfied Very Unsatisfied	S	10% 5% 0% Less than 1 1-2 years 3-5 years 6-8 years 9-15 Top 5 most valuable bend Working from home Flexible working hours Subsidised health insurance	yea

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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.