

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

2014 Salary & Job Satisfaction Survey

Medical Affairs Sector



# 2014 Salary and Job Satisfaction Survey



## Index

- 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



## Medical Affairs Sector (n = 125)

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### Summary of Total Remuneration by Industry

	All Industry 2014	All Industry 2013	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
Medical Information Associate	n	9	17	6	1				2	
	1st Quartile	\$64,000	\$75,500	\$80,375						
	Median	\$81,500	\$84,000	\$86,000		\$58,000			\$63,250	
	3rd Quartile	\$93,500	\$92,000	\$101,500						
Senior Medical Information Associate	n	7	6	7						
	1st Quartile	\$92,000	\$106,500	\$92,000						
	Median	\$115,000	\$110,000	\$115,000						
	3rd Quartile	\$147,000	\$118,750	\$147,000						
Medical Information Manager	n	3	5	2	1					
	1st Quartile	\$90,000	\$120,500							
	Median	\$129,000	\$139,000	\$133,500		\$90,000				
	3rd Quartile	\$138,000	\$149,500							
Drug Safety Associate	n	11	12	8	2			1		
	1st Quartile	\$60,000	\$78,625	\$57,375						
	Median	\$90,000	\$94,000	\$79,750	\$97,500			\$90,000		
	3rd Quartile	\$99,500	\$99,625	\$99,875						
Senior Drug Safety Associate	n	10	12	8			2			
	1st Quartile	\$94,000	\$93,250	\$102,000						
	Median	\$105,500	\$103,500	\$107,500			\$83,500			
	3rd Quartile	\$109,750	\$113,750	\$111,250						
Drug Safety Manager	n	8	10	8						
	1st Quartile	\$116,250	\$140,250	\$116,250						
	Median	\$145,500	\$152,500	\$145,500						
	3rd Quartile	\$168,750	\$168,750	\$168,750						
Scientific / Medical Affairs Associate	n	9	9	4	2	2				1
	1st Quartile	\$77,500	\$68,500	\$78,250						
	Median	\$83,000	\$98,000	\$82,500	\$76,500		\$87,000			\$110,000
	3rd Quartile	\$95,000	\$118,500	\$95,750						
Senior Scientific / Medical Affairs Associate	n	11	5	10	1					
	1st Quartile	\$110,000	\$96,250	\$110,000						
	Median	\$130,000	\$139,000	\$122,500	\$180,000					
	3rd Quartile	\$180,000	\$157,000	\$156,500						
Scientific / Medical Affairs Manager	n	12	16	11	1					
	1st Quartile	\$153,500	\$142,750	\$161,000						
	Median	\$170,000	\$159,500	\$175,000		\$150,000				
	3rd Quartile	\$183,750	\$182,250	\$185,000						

- 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.

# 2014 Salary and Job Satisfaction Survey



## Medical Affairs Sector (n = 125)

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### Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	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
Medical Marketing Manager	n	4		3		1					
	1st Quartile	\$82,875		\$150,000							
	Median	\$167,000		\$184,000		\$60,500					
	3rd Quartile	\$211,000		\$220,000							
Medical Writer / Editor	n	3	5	2		1					
	1st Quartile	\$112,000	\$71,500	\$114,250							
	Median	\$121,000	\$88,000	\$116,500		\$130,000					
	3rd Quartile	\$130,000	\$90,500	\$118,750							
Medical Scientific Liaison / Medical Product Specialist	n	8	20	8							
	1st Quartile	\$109,500	\$133,250	\$109,500							
	Median	\$131,500	\$145,000	\$131,500							
	3rd Quartile	\$159,750	\$166,500	\$159,750							
Medical Advisor / Associate Medical Director	n	3	9	2		1					
	1st Quartile	\$100,000	\$152,500								
	Median	\$160,000	\$165,000	\$180,000		\$100,000					
	3rd Quartile	\$200,000	\$196,500								
Senior Medical Advisor / Associate Medical Director	n	9	11	9							
	1st Quartile	\$186,500	\$198,000	\$186,500							
	Median	\$220,000	\$220,000	\$220,000							
	3rd Quartile	\$240,000	\$250,000	\$240,000							
Medical Director	n	5	5	3					2		
	1st Quartile	\$225,000	\$285,000	\$210,000							
	Median	\$280,000	\$310,000	\$280,000					\$270,000		
	3rd Quartile	\$365,000	\$325,000	\$430,000							
Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	n	8	7	5	1	1	1				
	1st Quartile	\$75,875	\$75,000	\$96,750							
	Median	\$96,750	\$82,500	\$130,000	\$74,500	\$80,000	\$64,500				
	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

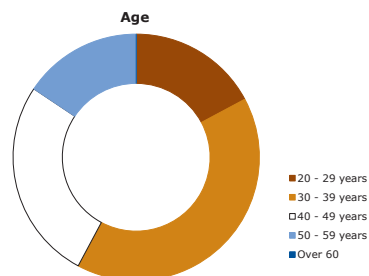
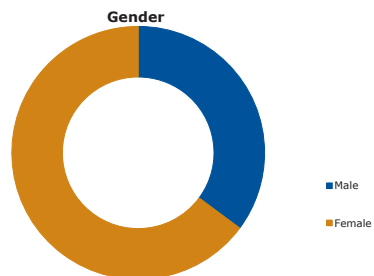
- Medical Advisor/ Associate Medical Director - Has no direct reports. Senior Medical Advisor/ Associate Medical Director Has direct reports, usually MSLS or Medical Advisors.

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

# 2014 Salary and Job Satisfaction Survey



## Functional Overview - Medical Affairs Sector (n = 125)

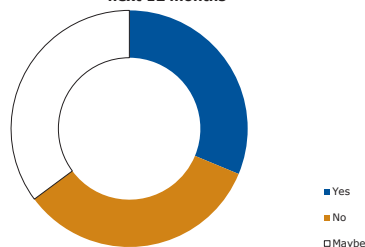


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	79.8%
Research Institute/NFP/ Hospital/ Academia	6.2%
Pharmaceuticals - OTC & Consumer Health	4.7%
Medical Devices	2.3%
Consulting Services	2.3%
Animal Health	1.6%
Diagnostics, Life Sciences & Biotechnology	1.6%
Clinical Research Organisation	1.6%

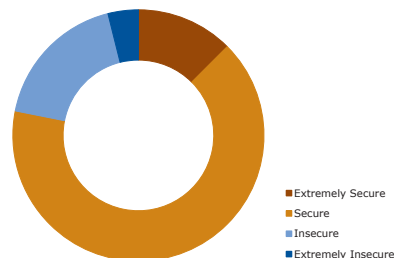
Average Department turnover %	18.47
Average Overtime hours per week	6.86

Flexibility	Percentage
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%

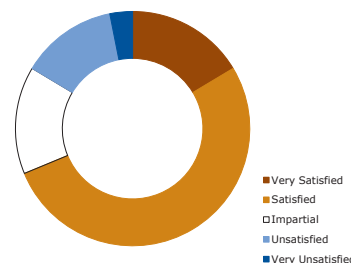
Likelihood to change jobs in next 12 months



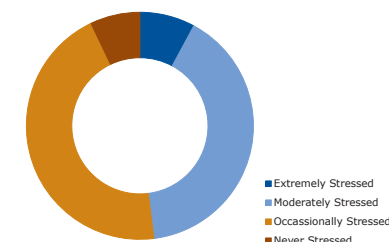
Job Security compared with 12 months ago



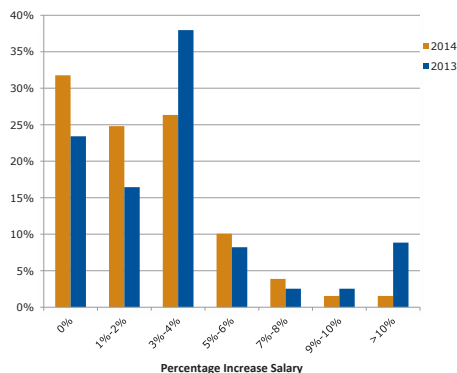
How Satisfied with Current Job



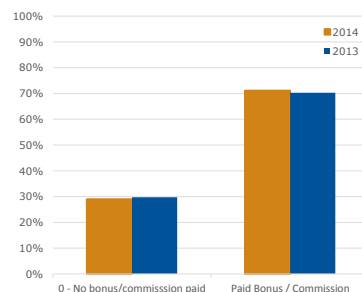
Stress Factor - Weekly Basis



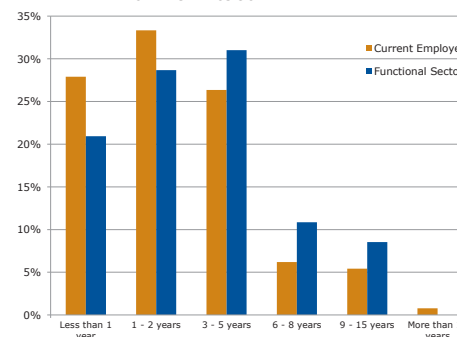
Salary Increase last 2 years



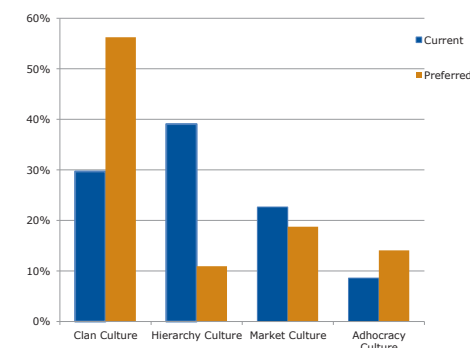
% Received Bonus over 2 years



Time with Current Employer & Time in Position



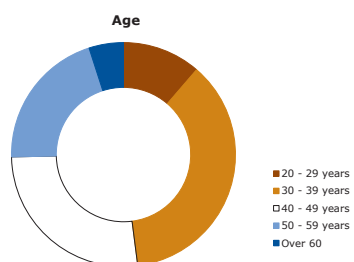
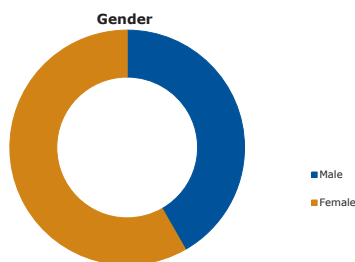
Culture - Current v Preferred



# 2014 Salary and Job Satisfaction Survey



## Functional Overview - All Sectors (n = 1671)

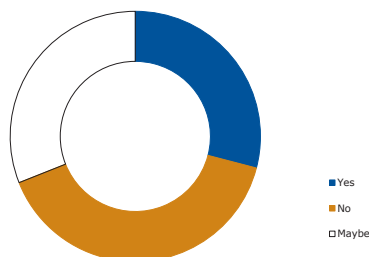


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

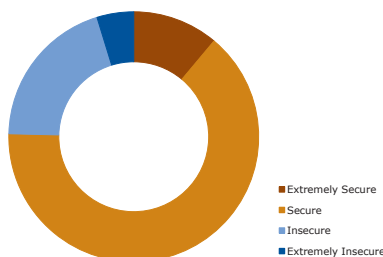
**Average Department turnover %** 15.44  
**Average Overtime hours per week** 7.34

**Flexibility, 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) 2.8%  
 Up to 1 day per week 11.1%  
 2 days or more a week 9.8%

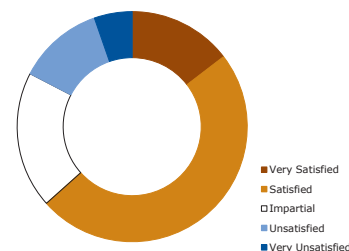
Likelihood to change jobs in next 12 months



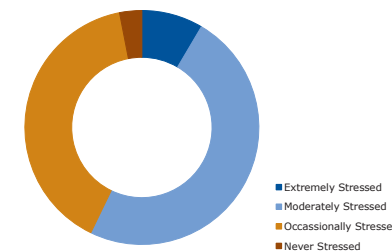
Job Security compared with 12 months ago



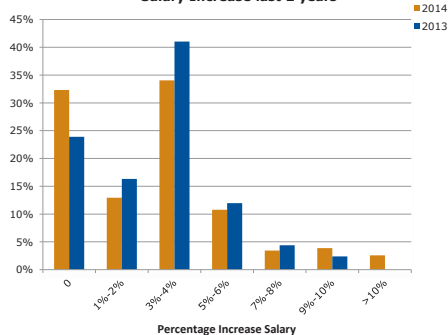
How Satisfied with Current Job



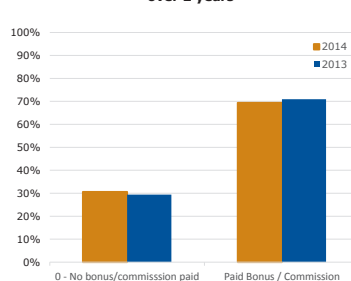
Stress Factor - Weekly Basis



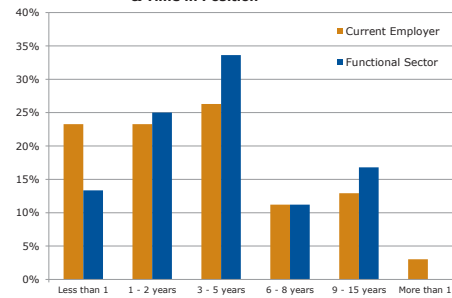
Salary Increase last 2 years



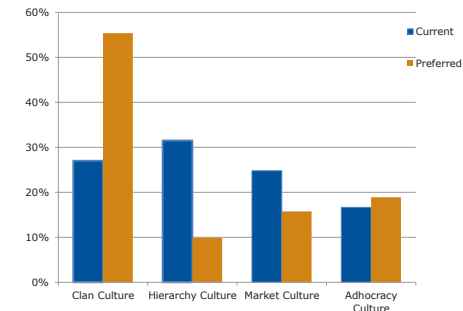
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

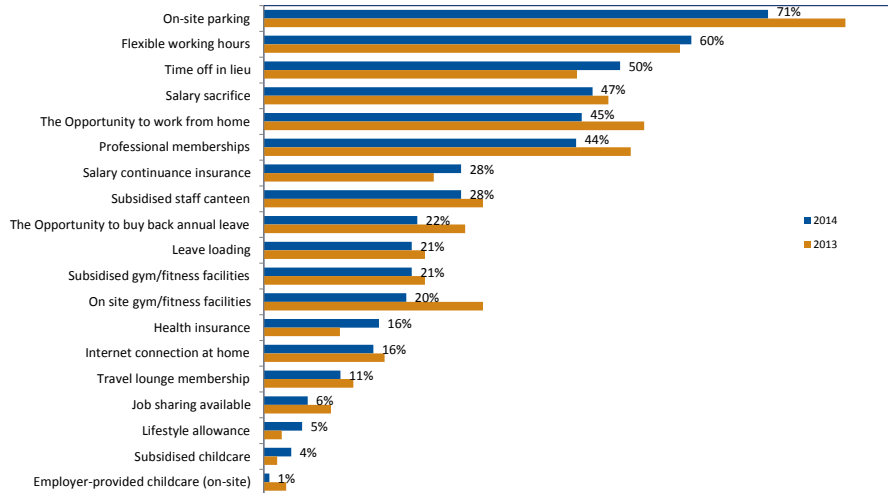


# 2014 Salary and Job Satisfaction Survey



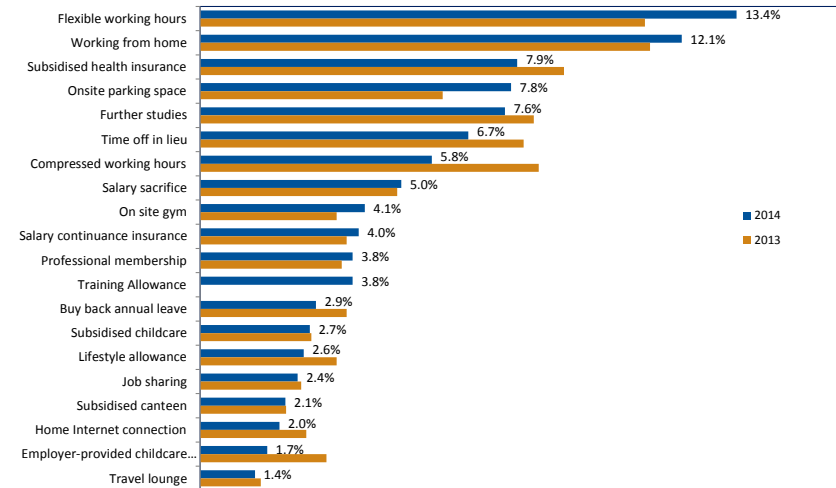
## Job Satisfaction Data - Medical Affairs Sector (n = 125)

Which Benefits Do You Receive



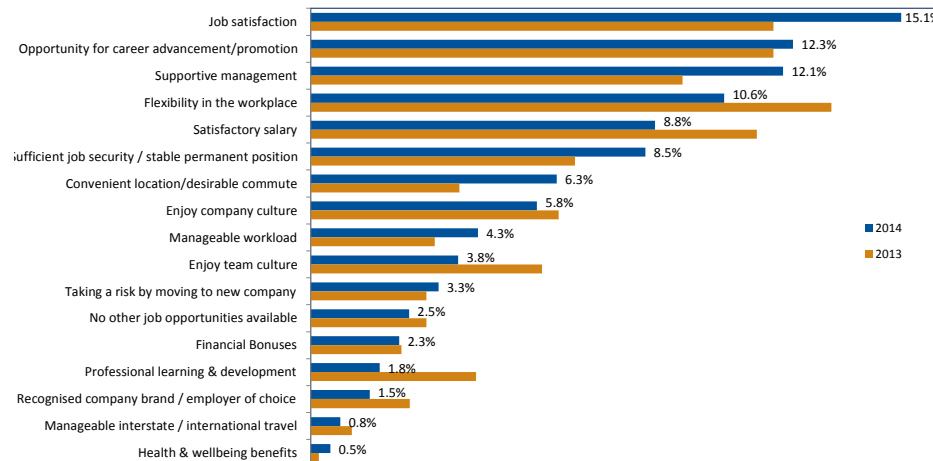
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



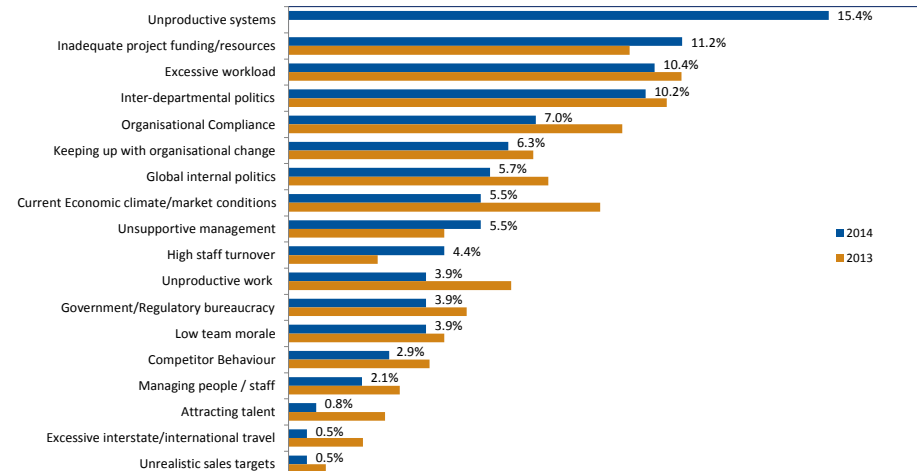
Participants were asked to list their top 5 choices

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

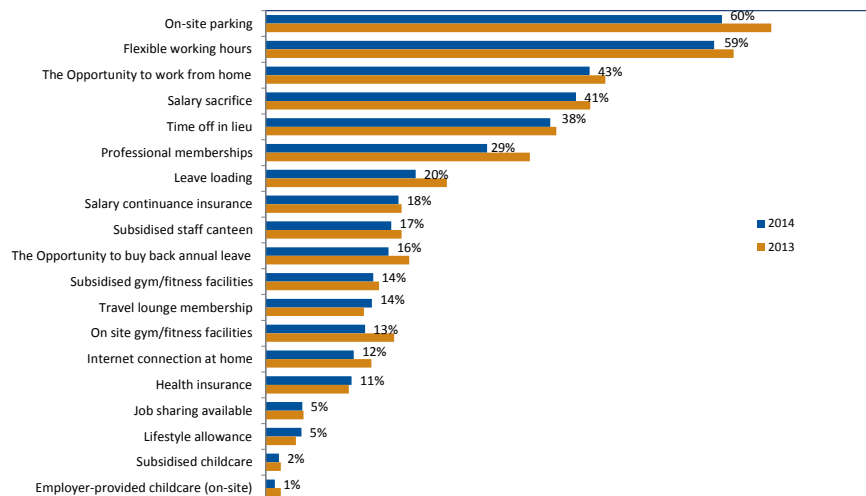


# 2014 Salary and Job Satisfaction Survey



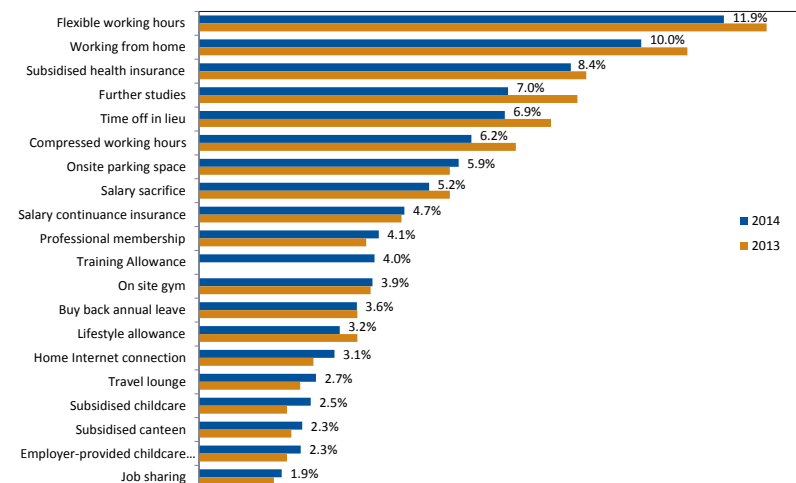
## Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



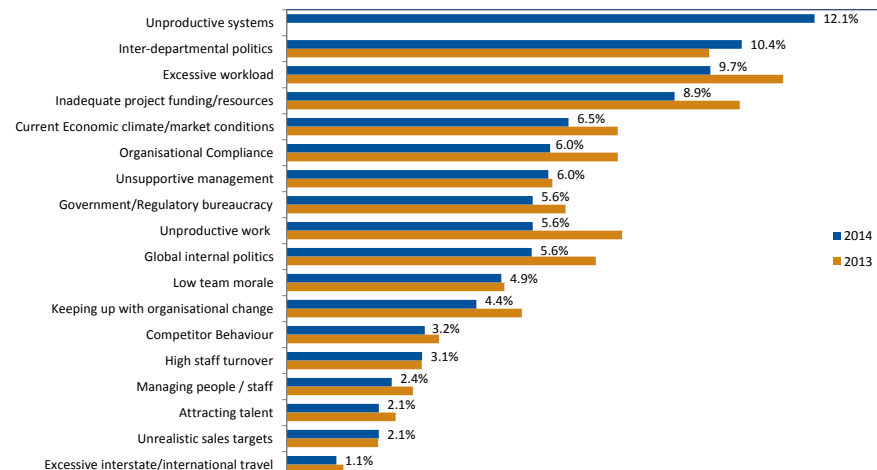
Participants were asked to list their top 5 choices

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



## 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

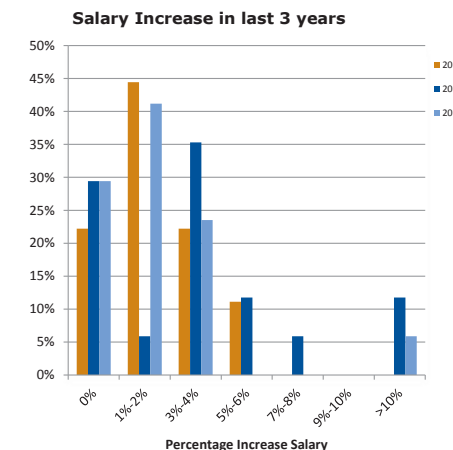
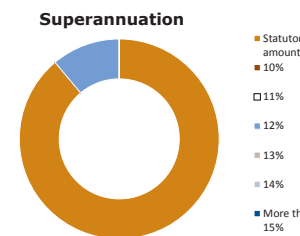
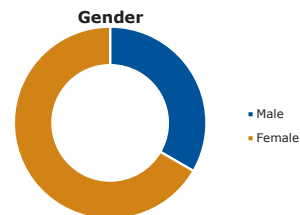
n = The number of observations recorded for each category

### 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

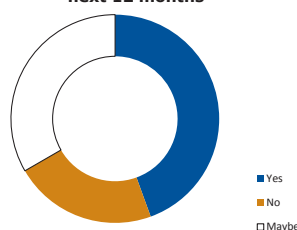
Pharmaceuticals - Ethical (prescription)	66.7%
Animal Health	22.2%
Research Institute/NFP/ Hospital/ Academia	11.1%



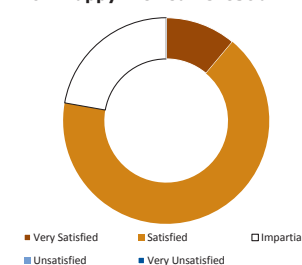
Number of Direct Reports	
0	89%
1-5	11%

Total No. of Staff Reporting	
0	89%
1-5	11%

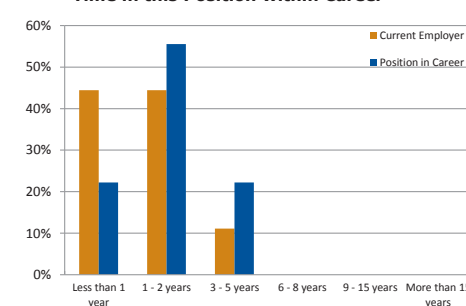
### Likelihood to change jobs in next 12 months



### How Happy with Current Job

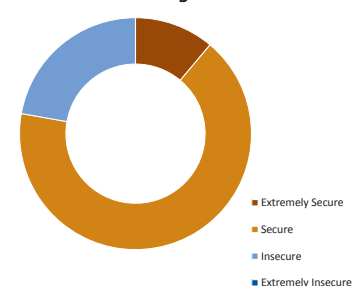


### Time with Current Employer and Time in this Position within Career

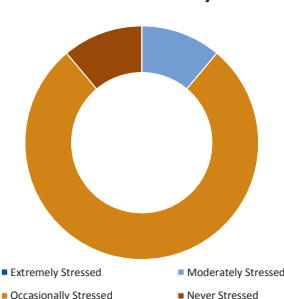


(No. Of Employees)	
Less than 50	0.0%
51-100	22.2%
101-250	22.2%
251-500	0.0%
501-1000	44.4%
More than 1001	11.1%

### Job Security Compared with 12 months ago

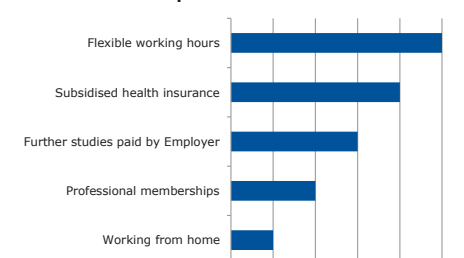


### Stress Factor - Weekly Basis



Average Overtime Hours per Week	
2.50	

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Senior Medical Information Associate

	n	First Quartile	Median	Third Quartile
<b>Base Salary</b>	7	\$88,000	\$98,000	\$122,000
<b>Car/Car Allowance</b>	1			
<b>Bonus/Commission</b>	5	\$4,000	\$5,000	\$14,000

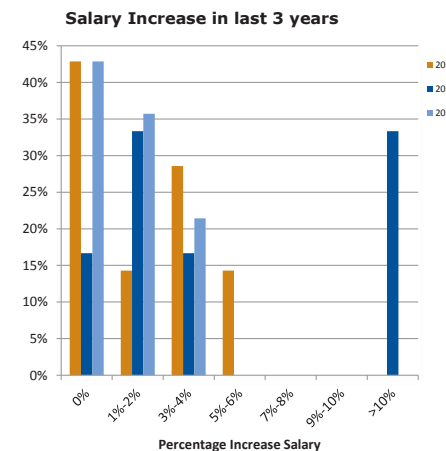
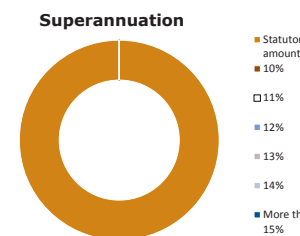
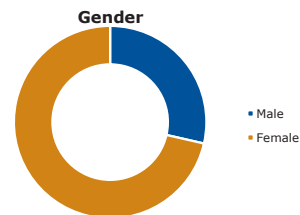
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Medical Information Manager	57.1%
Drug Safety Manager	14.3%
Scientific/Medical Affairs Manager	14.3%
Medical Advisor/ Associate Medical Director	14.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription) 100.0%



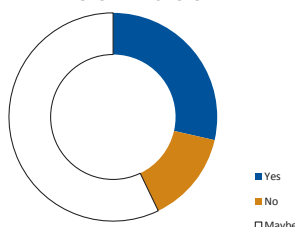
### Number of Direct Reports

0	86%
1-5	14%

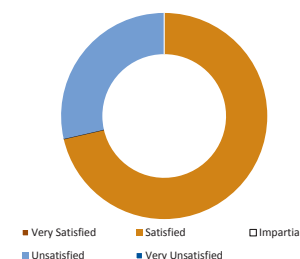
### Total No. of Staff Reporting

0	86%
1-5	14%

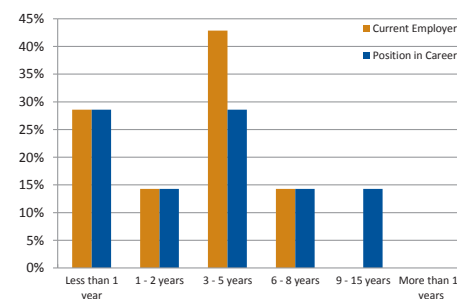
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



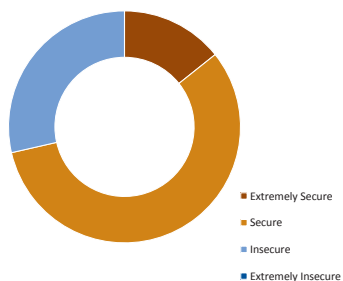
### Time with Current Employer and Time in this Position within Career



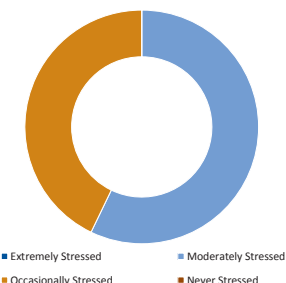
### (No. Of Employees)

Less than 50	0.0%
51-100	14.3%
101-250	42.9%
251-500	28.6%
501-1000	14.3%
More than 1001	0.0%

### Job Security Compared with 12 months ago

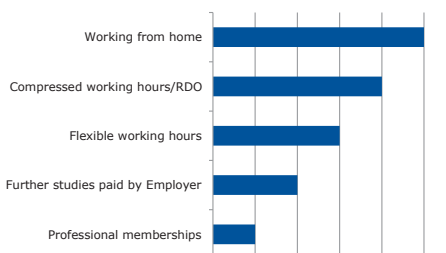


### Stress Factor - Weekly Basis



Average Overtime Hours per Week 5.60

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## 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	

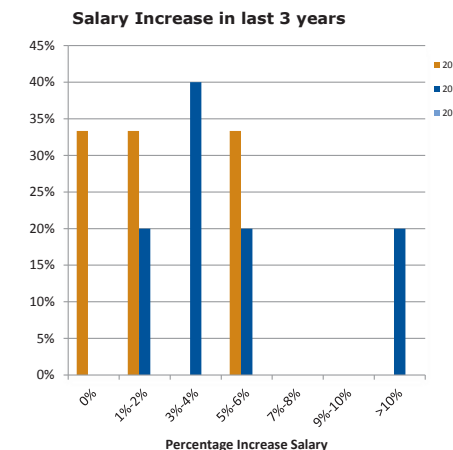
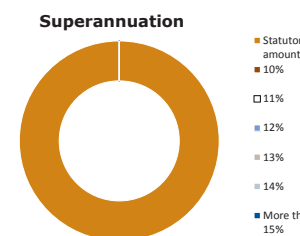
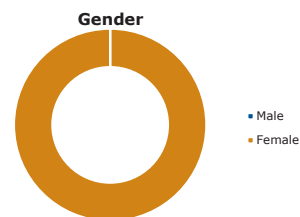
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

General Manager	66.7%
Scientific/Medical Affairs Manager	33.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	66.7%
Research Institute/NFP/ Hospital/ Academia	33.3%



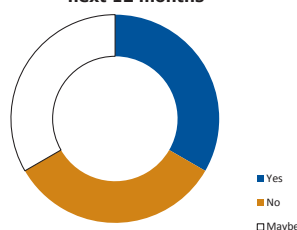
**Number of Direct Reports**

0	67%
1-5	33%

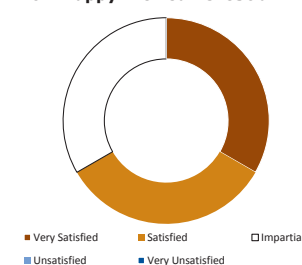
**Total No. of Staff Reporting**

0	67%
1-5	33%

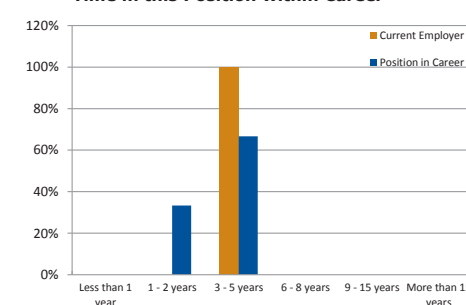
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



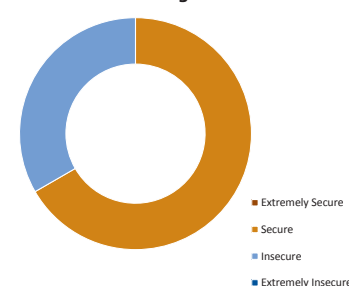
### Time with Current Employer and Time in this Position within Career



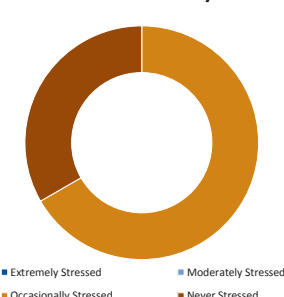
**(No. Of Employees)**

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

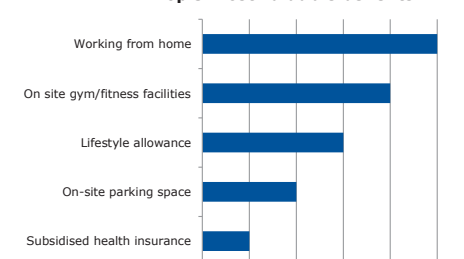
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



**Average Overtime Hours per Week**

4.00
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# 2014 Salary and Job Satisfaction Survey



## 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

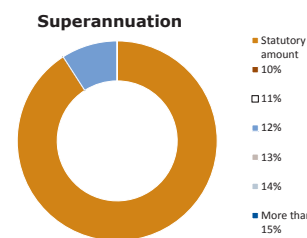
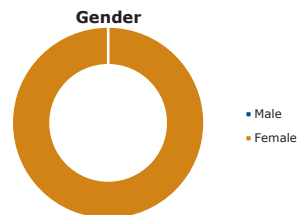
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

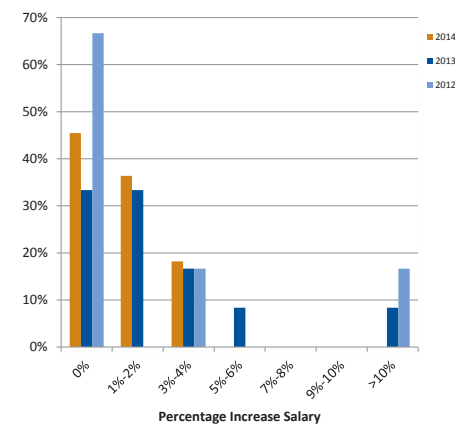
Drug Safety Manager	90.9%
Scientific/Medical Affairs Manager	9.1%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	72.7%
Pharmaceuticals - OTC & Consumer Health	18.2%
Medical Devices	9.1%



### Salary Increase in last 3 years



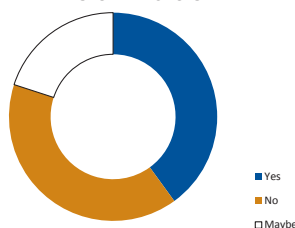
### Number of Direct Reports

0 100%

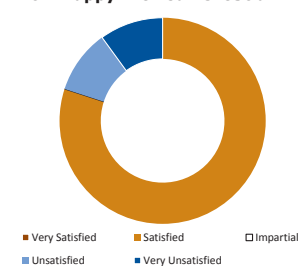
### Total No. of Staff Reporting

0 100%

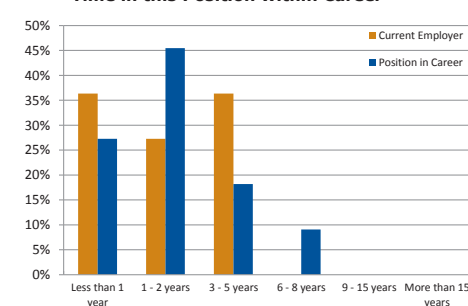
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



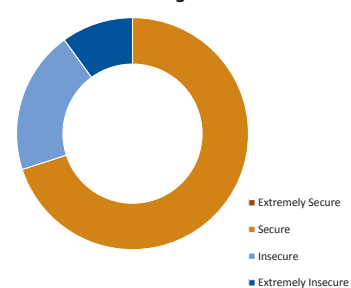
### Time with Current Employer and Time in this Position within Career



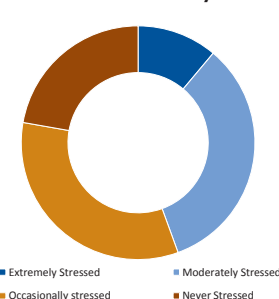
### (No. Of Employees)

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

### Job Security Compared with 12 months ago



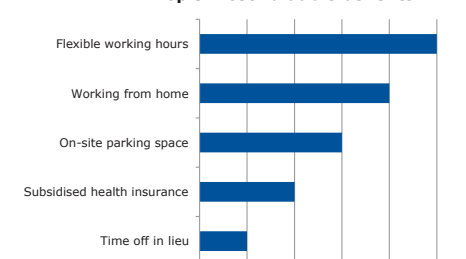
### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

4.00

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Senior Drug Safety Associate

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

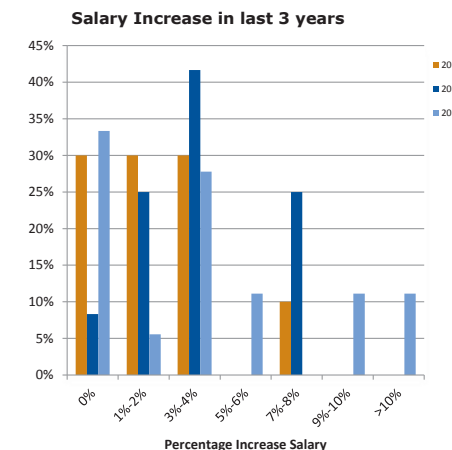
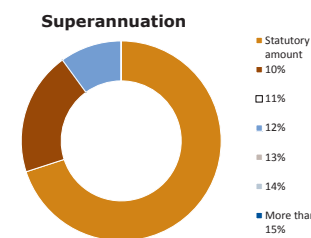
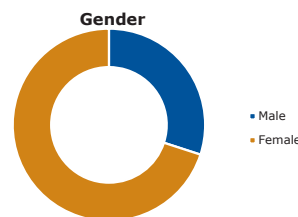
n = The number of observations recorded for each category

### 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)	80.0%
Clinical Research Organisation	20.0%



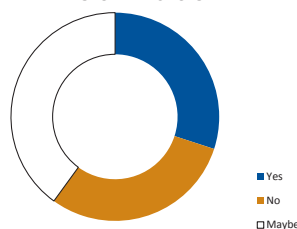
### Number of Direct Reports

0	70%
1-5	20%
6-10	10%

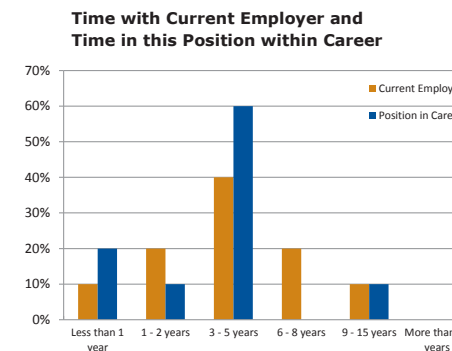
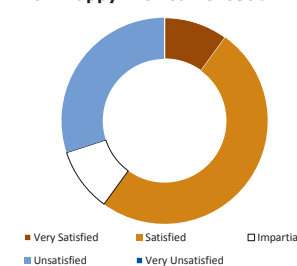
### Total No. of Staff Reporting

0	70%
1-5	20%
6-10	0%
11-20	10%

### Likelihood to change jobs in next 12 months



### How Happy with Current Job



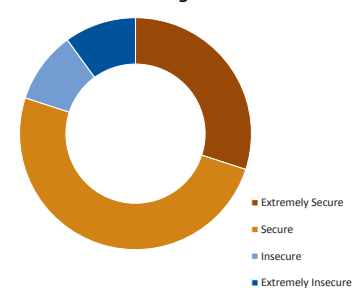
### (No. Of Employees)

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

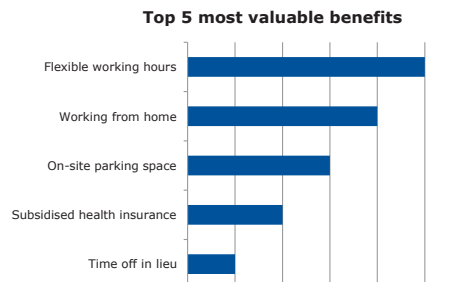
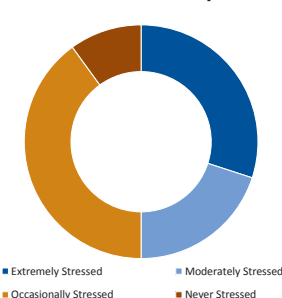
### Average Overtime Hours per Week

7.11
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### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



# 2014 Salary and Job Satisfaction Survey

## Drug Safety Manager

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

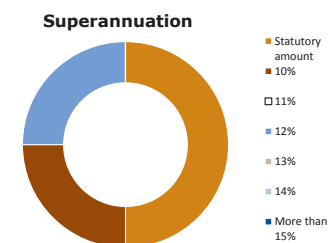
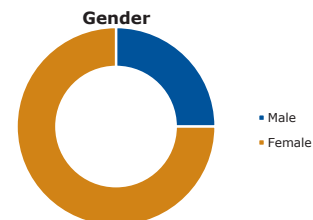
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

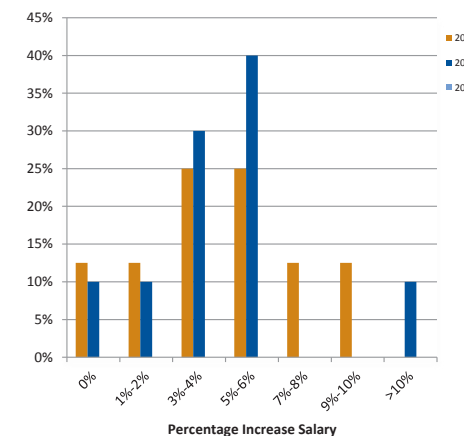
Medical Affairs Director	37.5%
Senior / Group Medical Director	25.0%
Drug Safety Manager	12.5%
Scientific/Medical Affairs Manager	12.5%
Medical Advisor/ Associate Medical Director	12.5%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	100.0%
--	--------



### Salary Increase in last 3 years



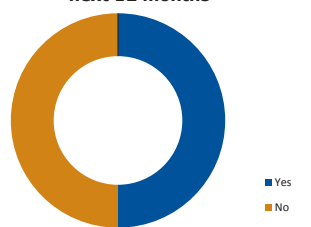
### Number of Direct Reports

0	25%
1-5	63%
6-10	13%

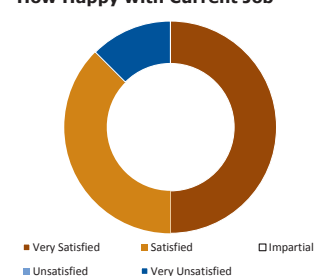
### Total No. of Staff Reporting

0	25%
1-5	63%
6-10	13%

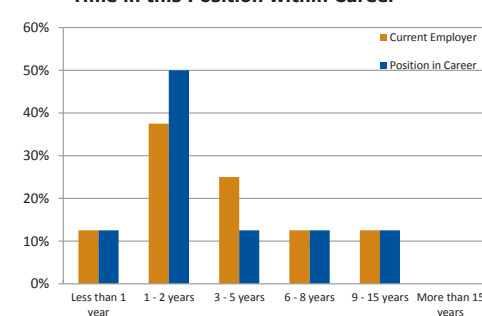
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



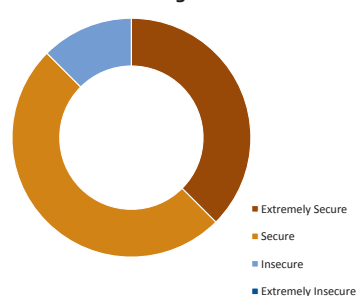
### Time with Current Employer and Time in this Position within Career



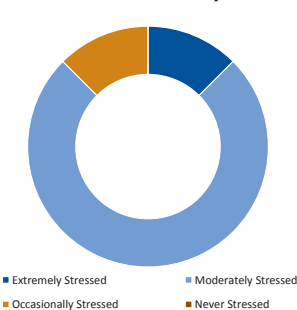
### (No. Of Employees)

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

### Job Security Compared with 12 months ago



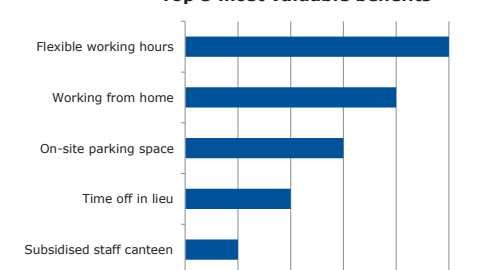
### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

10.00

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Scientific / Medical Affairs Associate

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

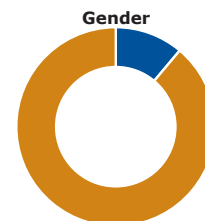
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

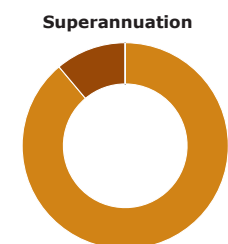
Scientific/Medical Affairs Manager	55.6%
Medical Advisor/ Associate Medical Director	22.2%
Medical Affairs Director	11.1%
Senior / Group Medical Director	11.1%

### Industry Segment

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

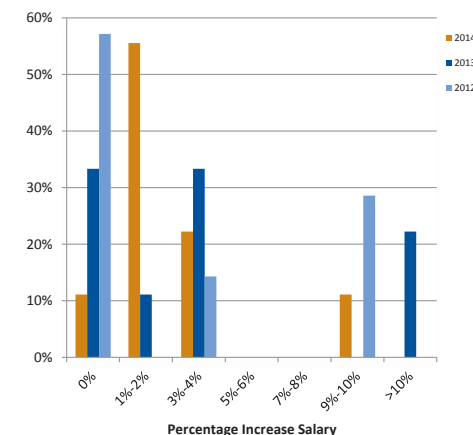


Male  
Female



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

### Salary Increase in last 3 years



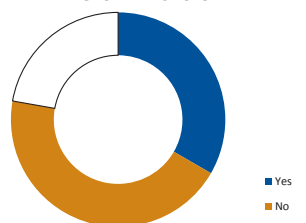
### Number of Direct Reports

0	78%
1-5	0%
6-10	11%
11-20	0%
More than 20	11%

### Total No. of Staff Reporting

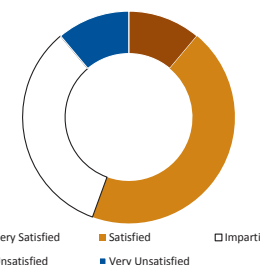
0	78%
1-5	11%
6-10	11%

### Likelihood to change jobs in next 12 months



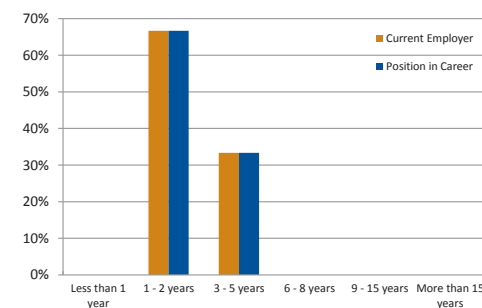
Yes  
No  
Maybe

### How Happy with Current Job



Very Satisfied  
Satisfied  
Impartial  
Unsatisfied  
Very Unsatisfied

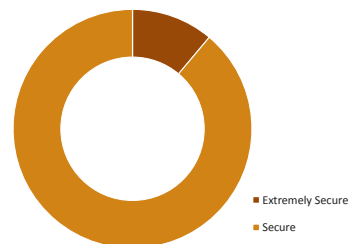
### Time with Current Employer and Time in this Position within Career



### (No. Of Employees)

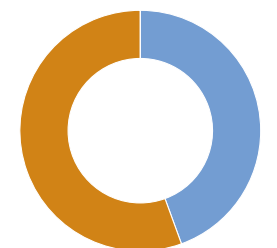
Less than 50	11.1%
51-100	0.0%
101-250	44.4%
251-500	11.1%
501-1000	33.3%
More than 1001	0.0%

### Job Security Compared with 12 months ago



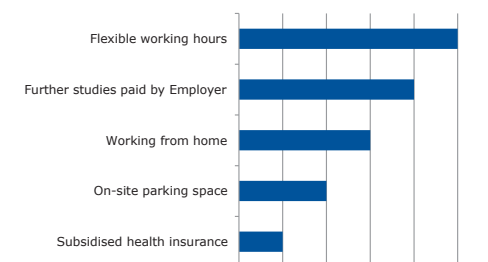
Extremely Secure  
Secure  
Insecure  
Extremely Insecure

### Stress Factor - Weekly Basis



Extremely Stressed  
Moderately Stressed  
Occasionally Stressed  
Never Stressed

### Top 5 most valuable benefits





# 2014 Salary and Job Satisfaction Survey



## Senior Scientific / Medical Affairs Associate

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

n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

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%

### Industry Segment

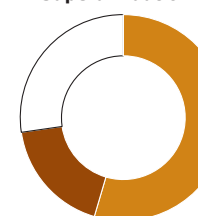
Pharmaceuticals - Ethical (prescription)	90.9%
Pharmaceuticals - OTC & Consumer Health	9.1%

### Gender



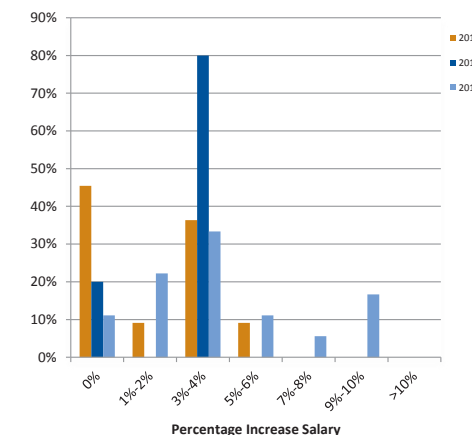
Male  
Female

### Superannuation



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

### Salary Increase in last 3 years



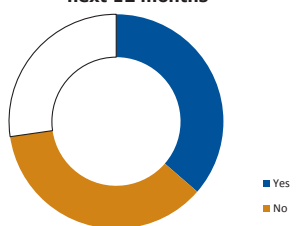
### Number of Direct Reports

0 100%

### Total No. of Staff Reporting

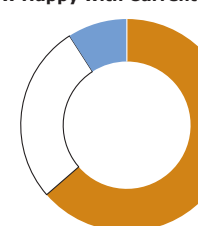
0 100%

### Likelihood to change jobs in next 12 months



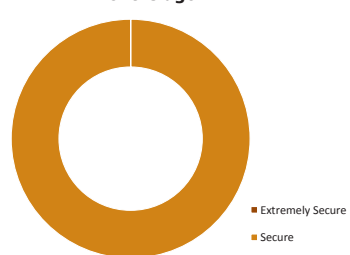
Yes  
No  
Maybe

### How Happy with Current Job



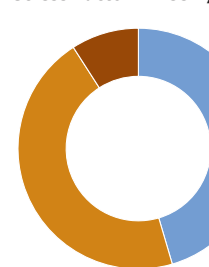
Very Satisfied  
Satisfied  
Impartial  
Unsatisfied  
Very Unsatisfied

### Job Security Compared with 12 months ago



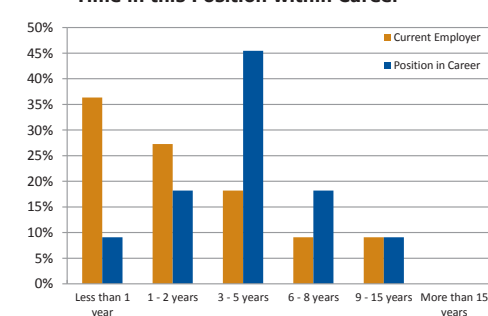
Extremely Secure  
Secure  
Insecure  
Extremely Insecure

### Stress Factor - Weekly Basis

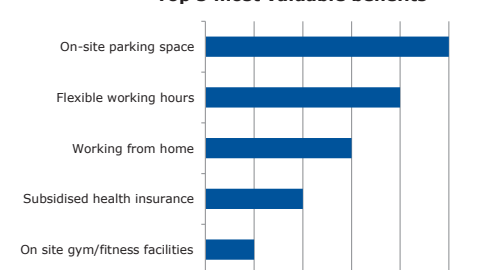


Extremely Stressed  
Moderately Stressed  
Occasionally Stressed  
Never Stressed

### Time with Current Employer and Time in this Position within Career



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	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

# 2014 Salary and Job Satisfaction Survey



## Scientific / Medical Affairs Manager

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

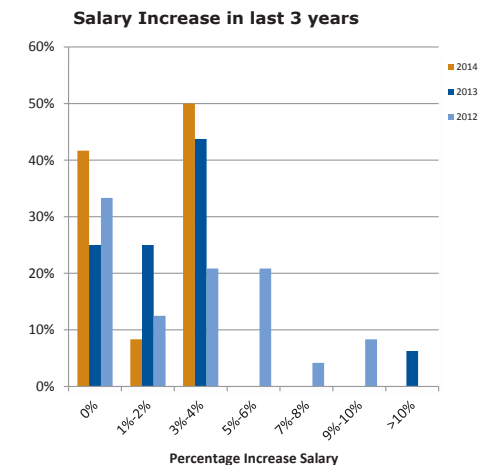
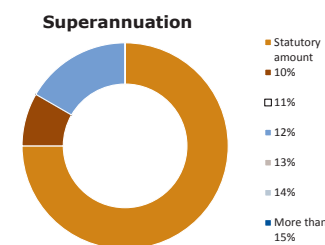
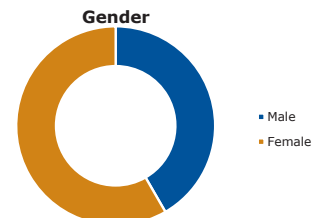
n = The number of observations recorded for each category

### 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%

### Industry Segment

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



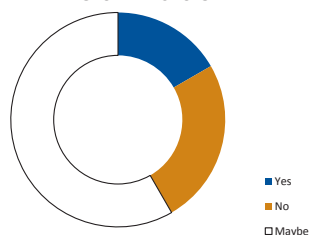
### Number of Direct Reports

0	58%
1-5	42%

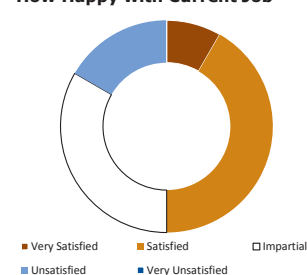
### Total No. of Staff Reporting

0	58%
1-5	33%
6-10	8%

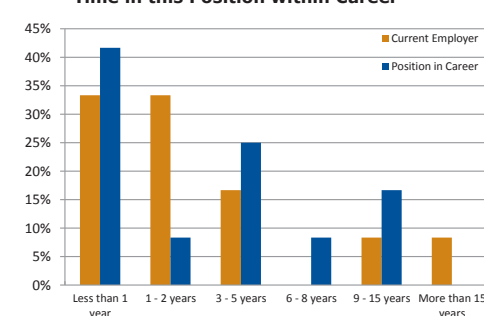
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



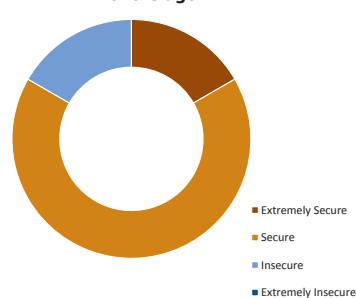
### Time with Current Employer and Time in this Position within Career



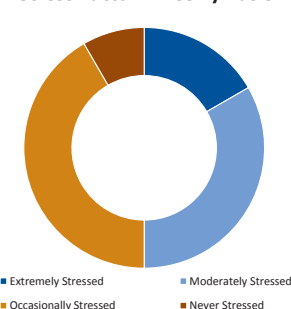
### (No. Of Employees)

Less than 50	16.7%
51-100	41.7%
101-250	16.7%
251-500	8.3%
501-1000	16.7%
More than 1001	0.0%

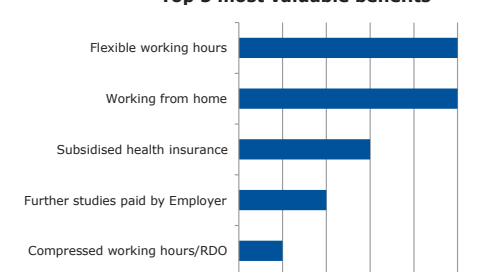
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. We Succeed.

# 2014 Salary and Job Satisfaction Survey



## Medical Marketing Manager

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

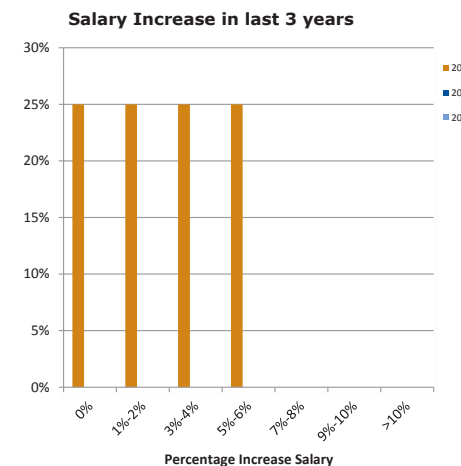
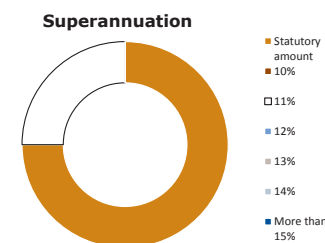
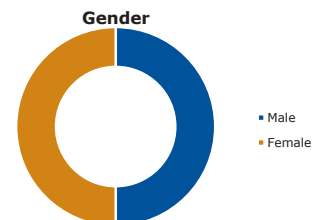
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

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%



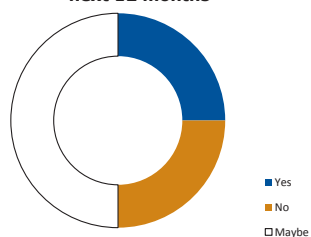
### Number of Direct Reports

0	75%
1-5	25%

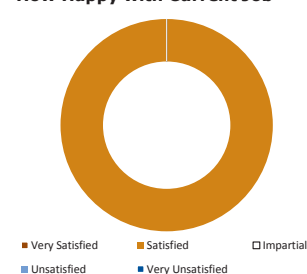
### Total No. of Staff Reporting

0	75%
1-5	25%

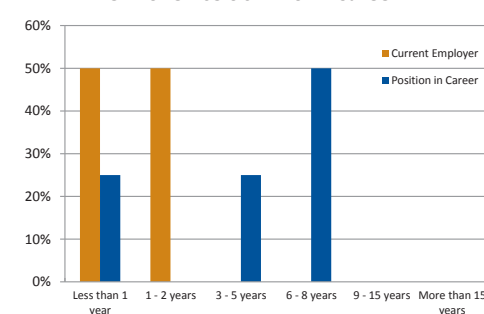
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



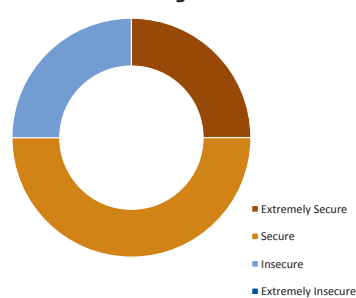
### Time with Current Employer and Time in this Position within Career



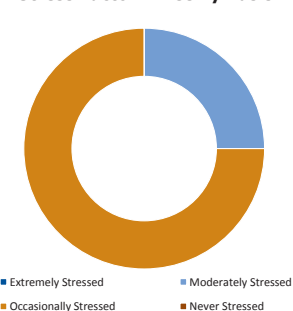
### (No. Of Employees)

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

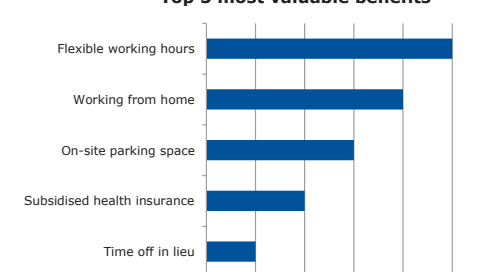
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### Average Overtime Hours per Week

9.25

# 2014 Salary and Job Satisfaction Survey



## Medical Writer / Editor

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$102,000	\$110,000	\$111,000
Car/Car Allowance	0			
Bonus/Commission	1		\$900	

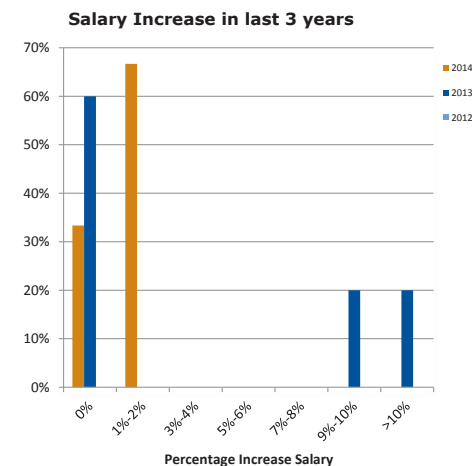
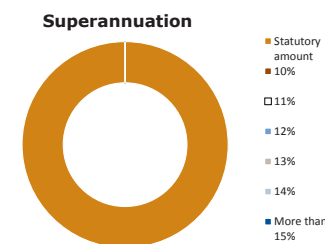
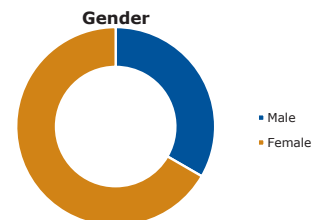
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

General Manager	66.7%
Medical Information Team Leader	33.3%

### Industry Segment

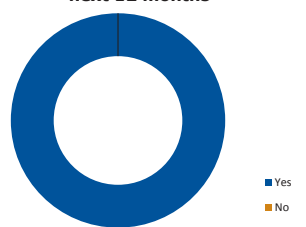
Pharmaceuticals - Ethical (prescription)	66.7%
Research Institute/NFP/ Hospital/ Academia	33.3%



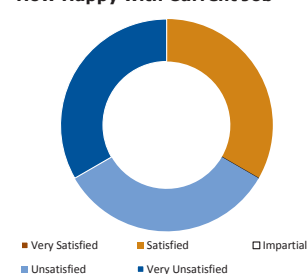
Number of Direct Reports  
0

Total No. of Staff Reporting  
0

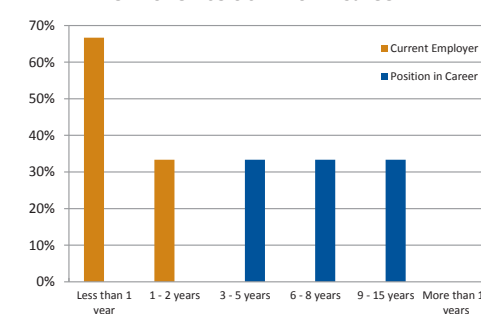
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



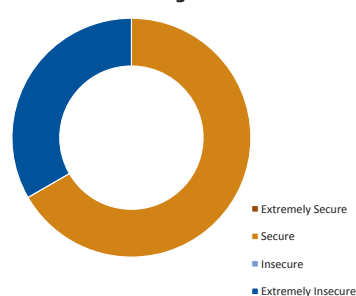
### Time with Current Employer and Time in this Position within Career



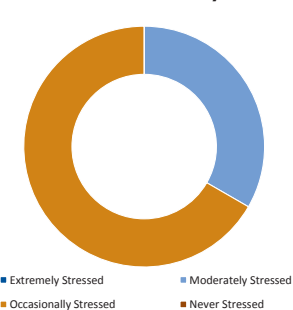
### (No. Of Employees)

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

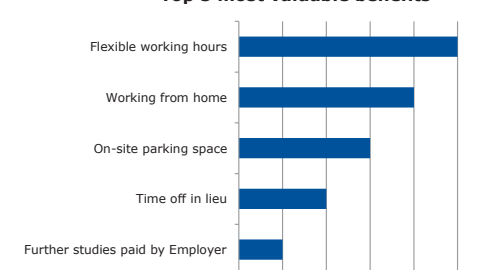
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



Average Overtime Hours per Week  
4.00

# 2014 Salary and Job Satisfaction Survey



## Medical Scientific Liaison / Medical Product Specialist

	n	First Quartile	Median	Third Quartile
<b>Base Salary</b>	8	\$100,875	\$111,500	\$136,750
<b>Car/Car Allowance</b>	4	\$19,000	\$22,000	\$22,750
<b>Bonus/Commission</b>	6	\$5,000	\$7,500	\$13,500

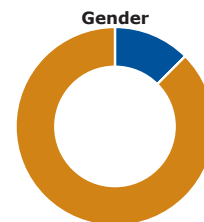
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

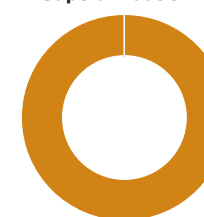
Scientific/Medical Affairs Manager	25.0%
Medical Services Manager	25.0%
Medical Affairs Director	25.0%
Medical Advisor/ Associate Medical Director	12.5%
Senior Medical Advisor/ Medical Director	12.5%

### Industry Segment

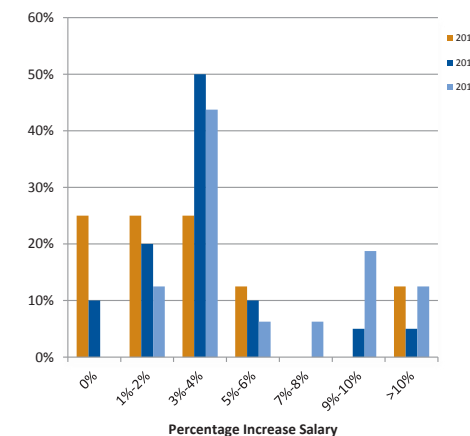
Pharmaceuticals - Ethical (prescription)	100.0%
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### Superannuation



### Salary Increase in last 3 years



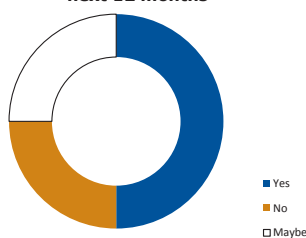
### Number of Direct Reports

0	100%
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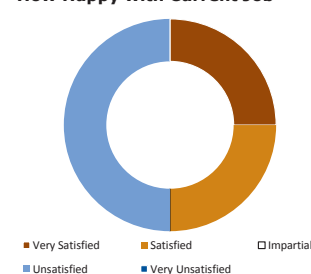
### Total No. of Staff Reporting

0	100%
---	------

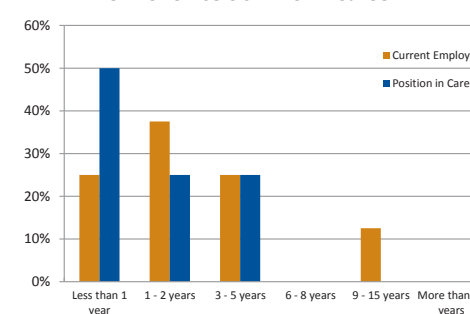
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



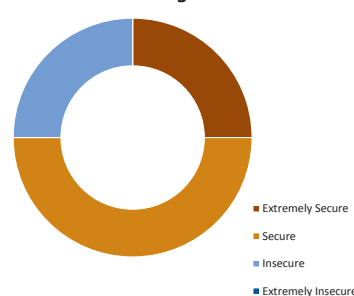
### Time with Current Employer and Time in this Position within Career



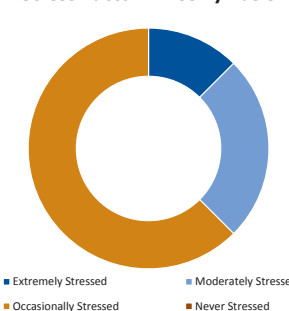
### (No. Of Employees)

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

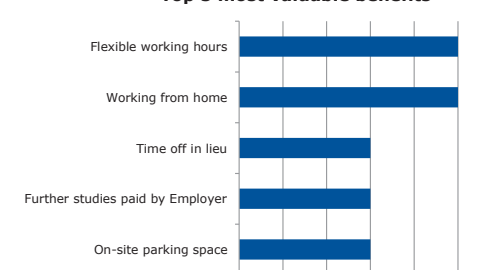
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. You Succeed.

# 2014 Salary and Job Satisfaction Survey



## Medical Advisor / Associate Medical Director

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$85,000	\$130,000	\$160,000
Car/Car Allowance	2		\$23,000	
Bonus/Commission	2		\$17,000	

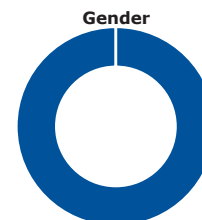
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

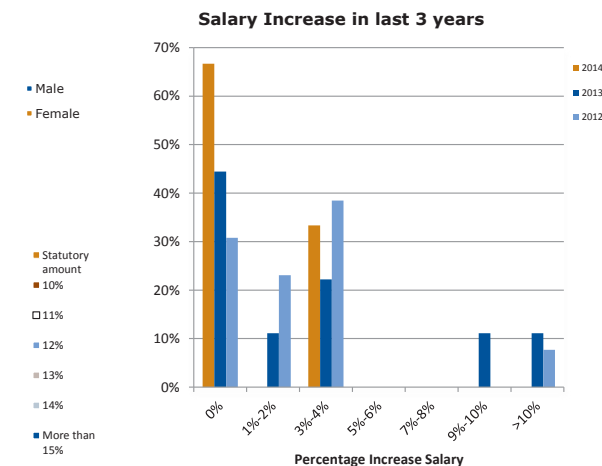
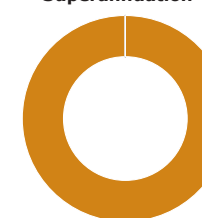
Senior Medical Advisor/ Medical Director	33.3%
Medical Information Manager	33.3%
Medical Affairs Director	33.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	66.7%
Research Institute/NFP/ Hospital/ Academia	33.3%



### Superannuation



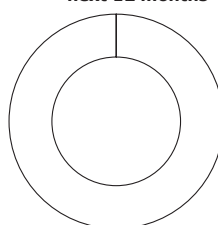
### Number of Direct Reports

0	67%
1-5	33%

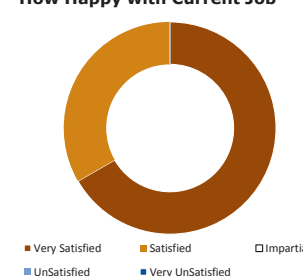
### Total No. of Staff Reporting

0	67%
1-5	33%

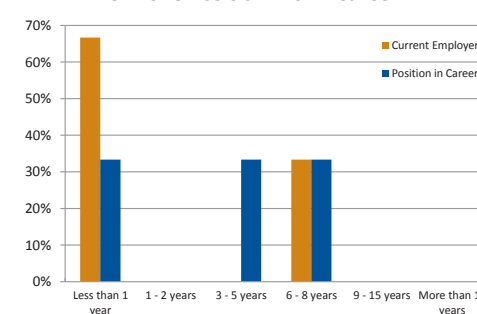
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



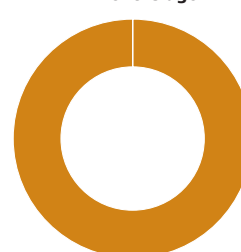
### Time with Current Employer and Time in this Position within Career



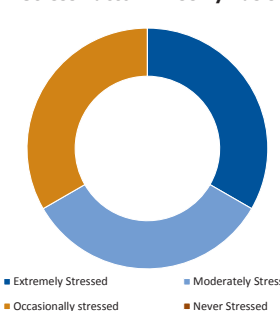
### (No. Of Employees)

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

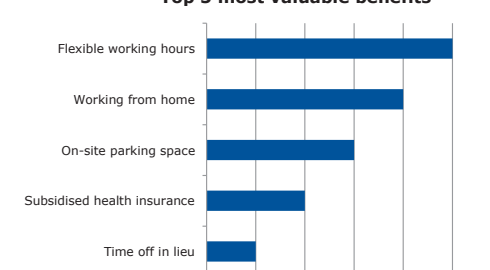
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. You Succeed.

# 2014 Salary and Job Satisfaction Survey



## Senior Medical Advisor / Associate Medical Director

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

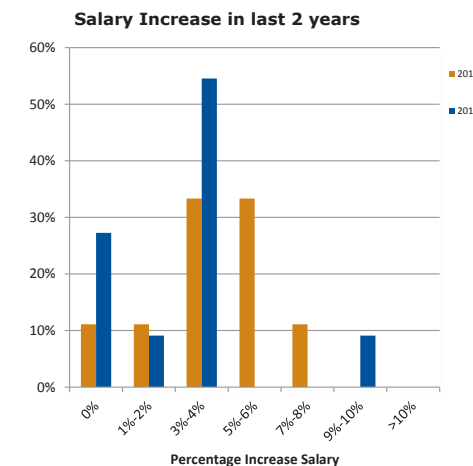
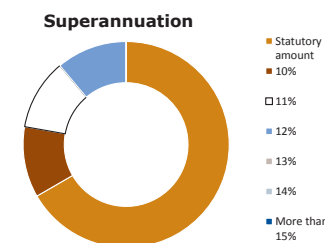
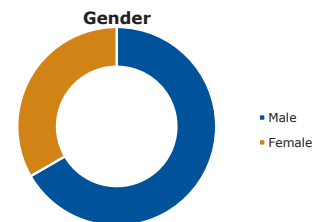
n = The number of observations recorded for each category

### 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)	100.0%
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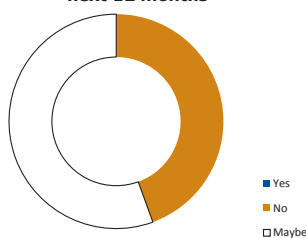
### Number of Direct Reports

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

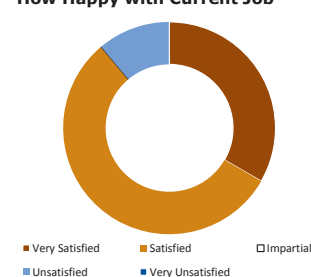
### Total No. of Staff Reporting

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

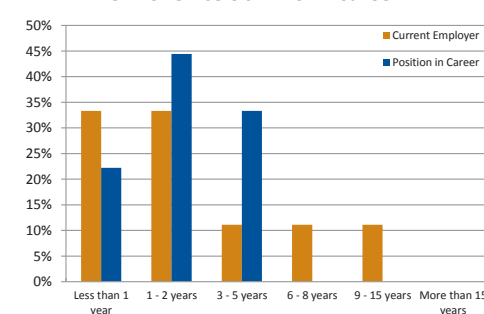
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



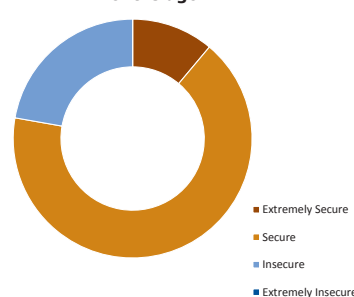
### Time with Current Employer and Time in this Position within Career



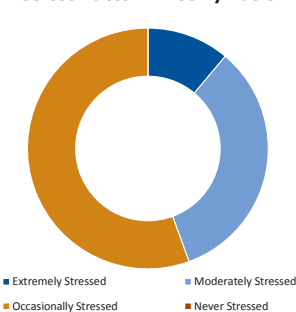
### (No. Of Employees)

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

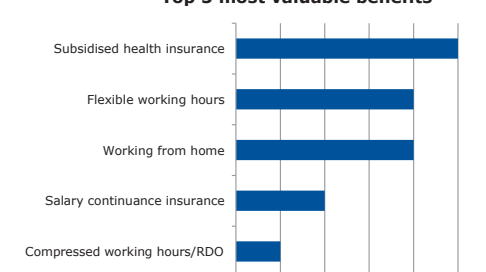
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. You Succeed.

# 2014 Salary and Job Satisfaction Survey



## Medical Director

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

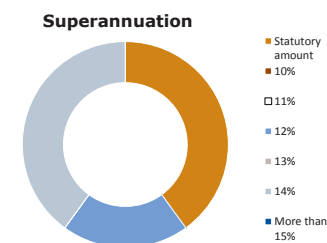
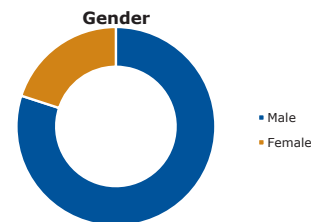
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

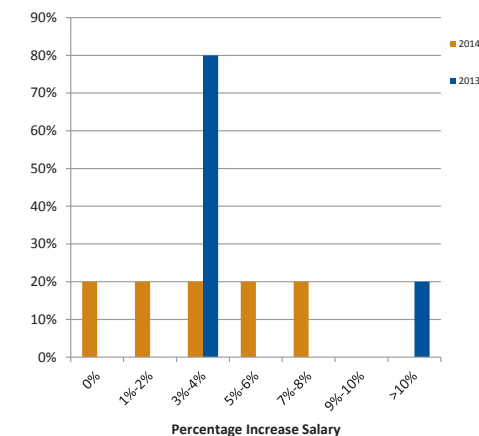
Regional Medical Director / Vice President	40.0%
Senior / Group Medical Director	20.0%
General Manager	20.0%
Managing Director / Country Manager	20.0%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	60.0%
Medical Devices	40.0%



### Salary Increase in last 3 years



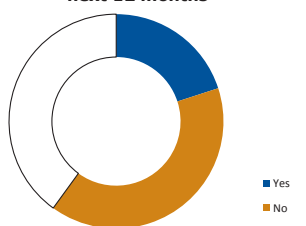
### Number of Direct Reports

0	0%
1-5	40%
6-10	60%

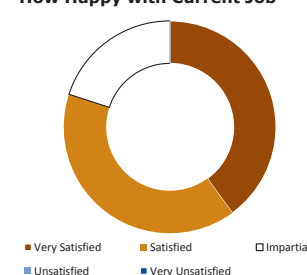
### Total No. of Staff Reporting

0	0%
1-5	0%
6-10	40%
11-20	20%
21-50	20%
51-75	20%

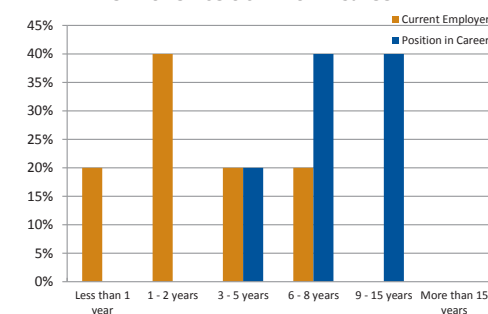
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



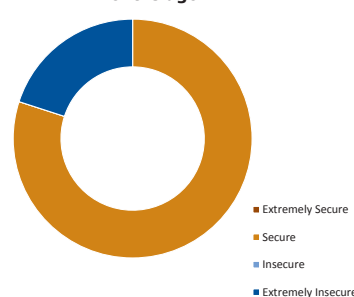
### Time with Current Employer and Time in this Position within Career



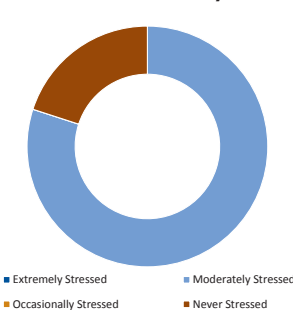
### (No. Of Employees)

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

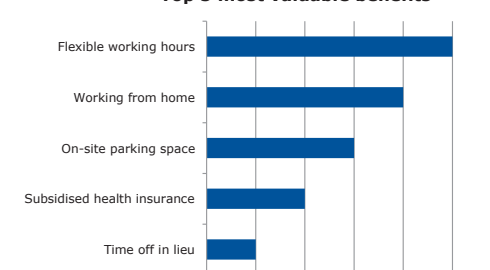
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. We Succeed. You Succeed.



# 2014 Salary and Job Satisfaction Survey

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

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$63,625	\$77,500	\$144,250
Car/Car Allowance	2		\$20,000	
Bonus/Commission	5	\$7,000	\$12,000	\$28,000

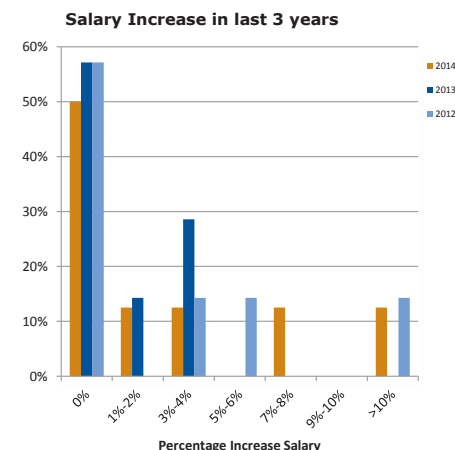
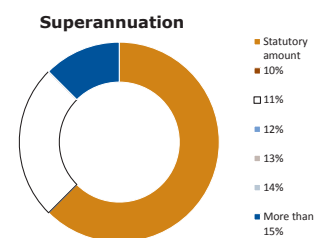
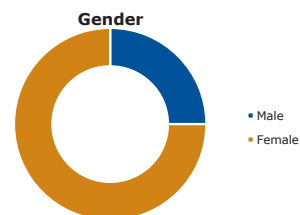
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

General Manager	25.0%
Scientific/Medical Affairs Manager	12.5%
Medical Services Manager	12.5%
Senior Medical Advisor/ Medical Director	12.5%
Medical Affairs Director	12.5%
Senior / Group Medical Director	12.5%
Regional Medical Director / Vice President	12.5%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	62.5%
Pharmaceuticals - OTC & Consumer Health	12.5%
Consulting Services	12.5%
Research Institute/NFP/ Hospital/ Academia	12.5%



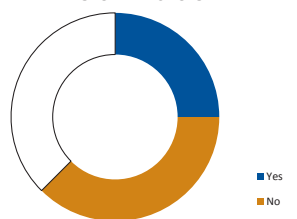
### Number of Direct Reports

0	88%
1-5	13%

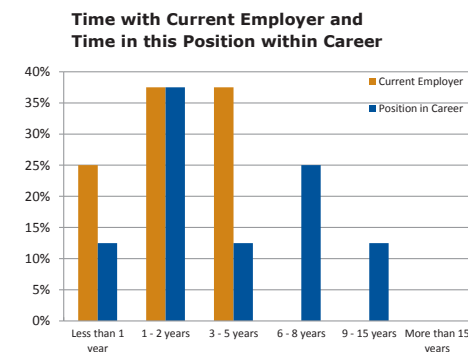
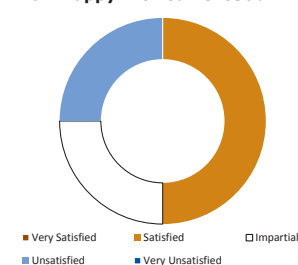
### Total No. of Staff Reporting

0	88%
1-5	13%

### Likelihood to change jobs in next 12 months



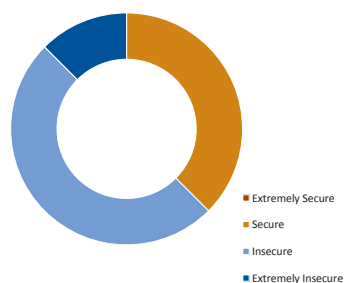
### How Happy with Current Job



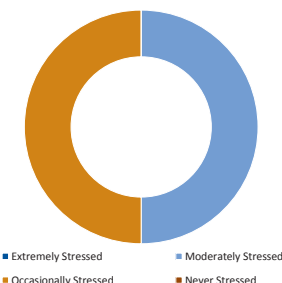
### (No. Of Employees)

Less than 50	12.5%
51-100	12.5%
101-250	0.0%
251-500	62.5%
501-1000	0.0%
More than 1001	12.5%

### Job Security Compared with 12 months ago

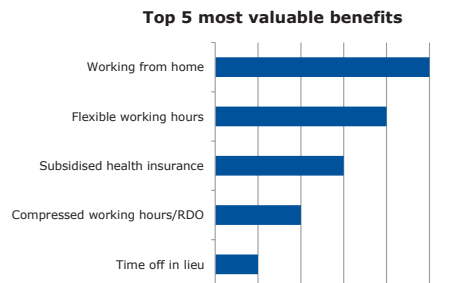


### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

4.80
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# 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 1<sup>st</sup> Quartile, Median and 3<sup>rd</sup> 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.