

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

2014 Salary & Job Satisfaction Survey

Operations & Manufacturing 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



## Operations and Manufacturing Sector (n = 112)

### Summary of Total Remuneration by Industry

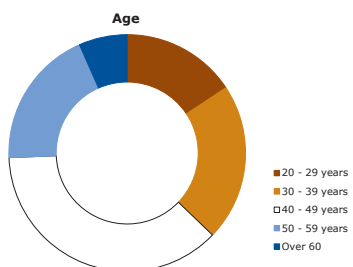
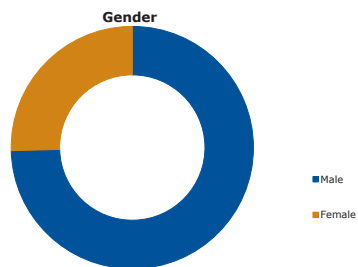
		All Industry 2014	All Industry 2013	Manufacturing	Pharmaceuticals Ethical (prescription)	FMCG, Food & Beverage	Consulting Services	Pharmaceuticals - OTC & Consumer Health	Animal Health	Research Institute/NFP/Hospital/Academia	Medical Devices	Complementary Medicines	Laboratory Services
Production Planner	n	5	3		1	1	1			1			1
	1st Quartile	\$59,500	\$72,000										
	Median	\$75,000	\$90,000		\$90,000	\$75,000	\$59,000			\$114,000			\$60,000
	3rd Quartile	\$102,000	\$103,000										
Production Supervisor	n	11	5	6				1	2	1		1	
	1st Quartile	\$60,000	\$72,000	\$58,500									
	Median	\$67,000	\$105,000	\$62,500				\$71,000	\$71,750	\$61,500		\$72,000	
	3rd Quartile	\$76,500	\$129,500	\$81,125									
Production Manager	n	11	10	5	3			1	2				
	1st Quartile	\$70,500	\$97,750	\$86,750	\$60,000								
	Median	\$121,000	\$115,000	\$125,000	\$65,000			\$135,000	\$104,000				
	3rd Quartile	\$130,000	\$139,250	\$140,000	\$121,000								
WH&S Officer	n	4	3	3		1							
	1st Quartile	\$55,500	\$59,000	\$55,500									
	Median	\$67,250	\$65,000	\$79,000		\$55,500							
	3rd Quartile	\$83,500	\$67,500	\$85,000									
Business Improvement Manager	n	8	4	4		1	3						
	1st Quartile	\$71,875	\$86,875	\$56,875									
	Median	\$109,500	\$119,000	\$85,750		\$110,000	\$110,000						
	3rd Quartile	\$111,500	\$144,750	\$121,000									
Engineering Manager	n	8	5	3	1			1	2		1		
	1st Quartile	\$56,000	\$62,000	\$55,000									
	Median	\$82,750	\$114,000	\$55,000	\$169,000			\$100,000	\$93,500		\$68,000		
	3rd Quartile	\$121,000	\$143,500	\$97,500									
Manufacturing Manager	n	4	3	2		2							
	1st Quartile	\$95,000	\$129,000										
	Median	\$140,500	\$133,000	\$155,500		\$110,000							
	3rd Quartile	\$162,750	\$170,000										
Operations Manager	n	21	24	7	3	1		2	1	2	3	2	
	1st Quartile	\$91,000	\$98,625	\$130,000	\$55,000						\$146,000		
	Median	\$146,000	\$146,000	\$150,000	\$78,500	\$260,000		\$157,500	\$260,000	\$76,000	\$150,000	\$118,500	
	3rd Quartile	\$174,000	\$173,750	\$187,000	\$125,000						\$178,000		
Process / Lean Implementation Manager	n	6	3	3		1	2						
	1st Quartile	\$66,250	\$115,000	\$55,000									
	Median	\$112,500	\$120,000	\$125,000		\$70,000	\$137,500						
	3rd Quartile	\$157,750	\$138,000	\$152,000									
Procurement / Purchasing Manager	n	5	4	2	1		1			1			
	1st Quartile	\$89,250	\$88,375										
	Median	\$98,500	\$99,250	\$142,500	\$98,500		\$91,000			\$87,500			
	3rd Quartile	\$142,500	\$109,750										
Logistics Officer	n	9	3	2	3	1	2	1					
	1st Quartile	\$55,000	\$60,500		\$55,000								
	Median	\$76,000	\$68,000	\$113,750	\$65,000	\$55,000	\$87,500	\$55,000					
	3rd Quartile	\$109,500	\$73,500		\$120,000								
Logistics Manager	n	7		2	1	2		1			1		
	1st Quartile	\$102,500											
	Median	\$105,000		\$124,000	\$140,000	\$101,750		\$100,000			\$105,000		
	3rd Quartile	\$124,000											
Supply Chain Manager	n	10	8	4	2	1		2				1	
	1st Quartile	\$108,250	\$97,750	\$96,750									
	Median	\$144,000	\$157,000	\$167,000	\$145,000	\$144,000		\$116,500				\$220,000	
	3rd Quartile	\$192,500	\$197,500	\$197,500									
General Manager	n	3		2						1			
	1st Quartile	\$115,500											
	Median	\$120,000		\$140,000						\$111,000			
	3rd Quartile	\$140,000											

- n = The number of observations recorded for each category
- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)
- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

# 2014 Salary and Job Satisfaction Survey



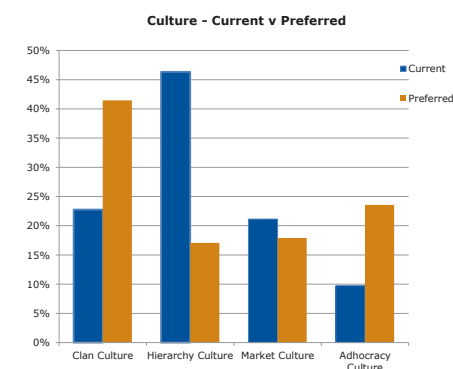
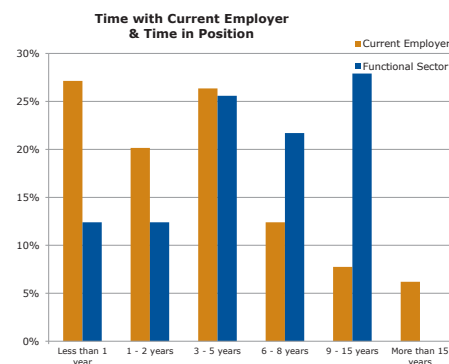
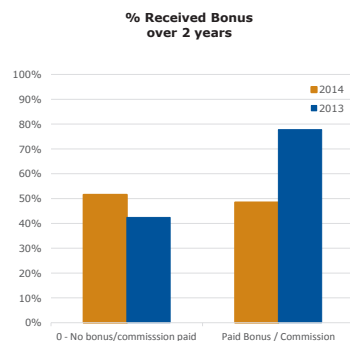
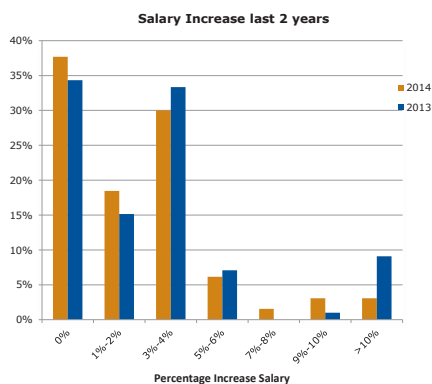
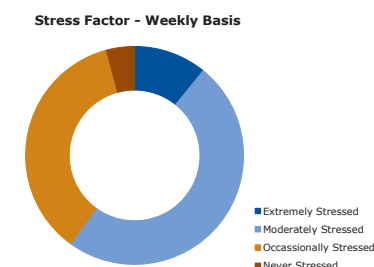
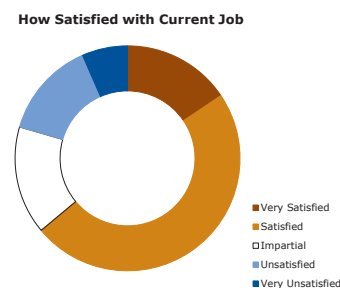
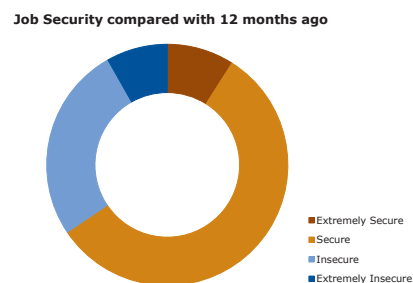
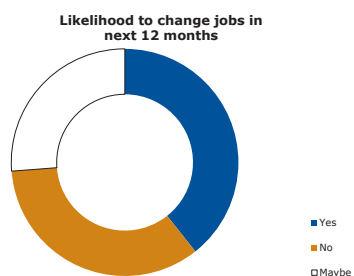
## Functional Overview - Operations & Manufacturing Sector (n = 131)



Industry Segment	Percentage
Manufacturing	39.2%
Pharmaceuticals - Ethical (prescription)	12.3%
FMCG, Food & Beverage	10.0%
Pharmaceuticals - OTC & Consumer Health	8.5%
Consulting Services	8.5%
Research Institute/NFP/ Hospital/ Academia	6.9%
Animal Health	5.4%
Medical Devices	4.6%
Complementary Medicines	3.8%
Laboratory Services	0.8%

**Average Department turnover %** 14.80  
**Average Overtime hours per week** 7.83

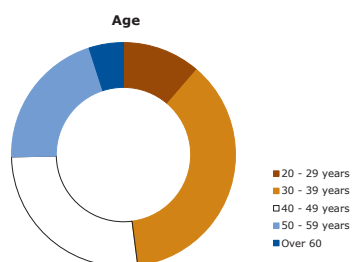
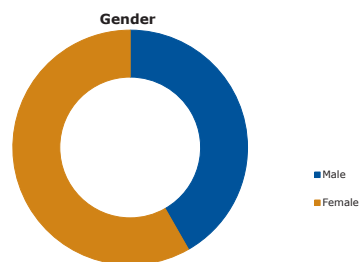
Policy	Percentage
Work from home	0.8%
Not permitted to work from home	28.5%
No policy, on Manager's approval / discretion	26.2%
No policy, on an ad-hoc, as needed basis	28.5%
Up to 0.5 day per week (1 day per fortnight)	4.6%
Up to 1 day per week	6.9%
2 days or more a week	4.6%



# 2014 Salary and Job Satisfaction Survey



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

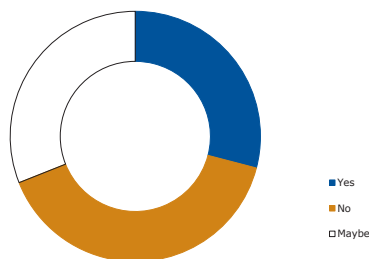


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

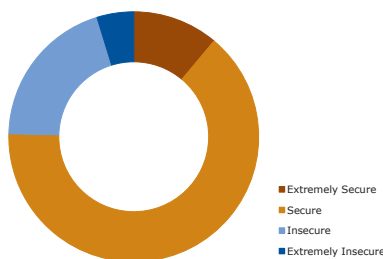
Average Department turnover % **15.44**  
 Average Overtime hours per week **7.34**

**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%

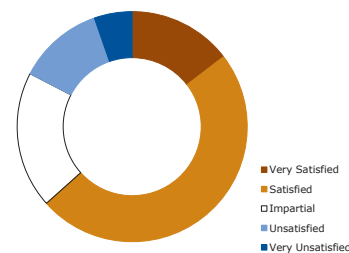
Likelihood to change jobs in next 12 months



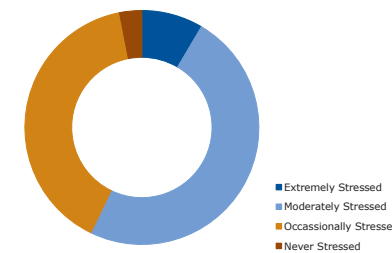
Job Security compared with 12 months ago



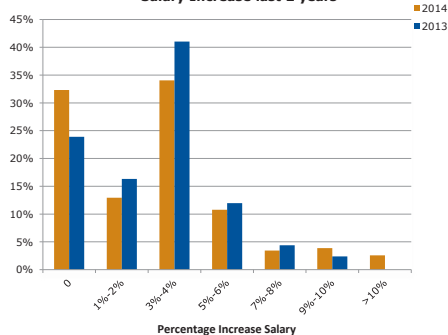
How Satisfied with Current Job



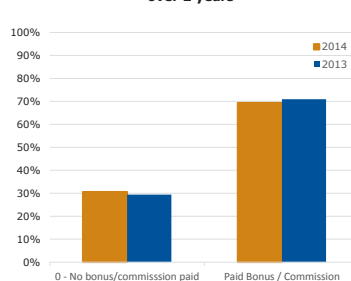
Stress Factor - Weekly Basis



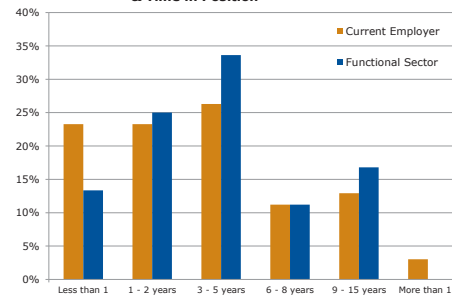
Salary Increase last 2 years



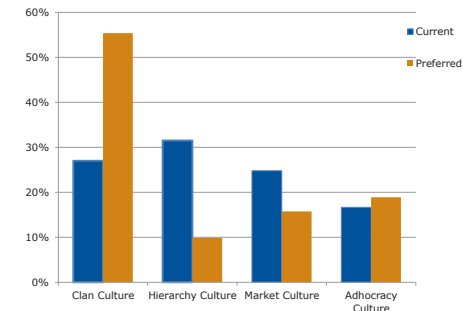
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

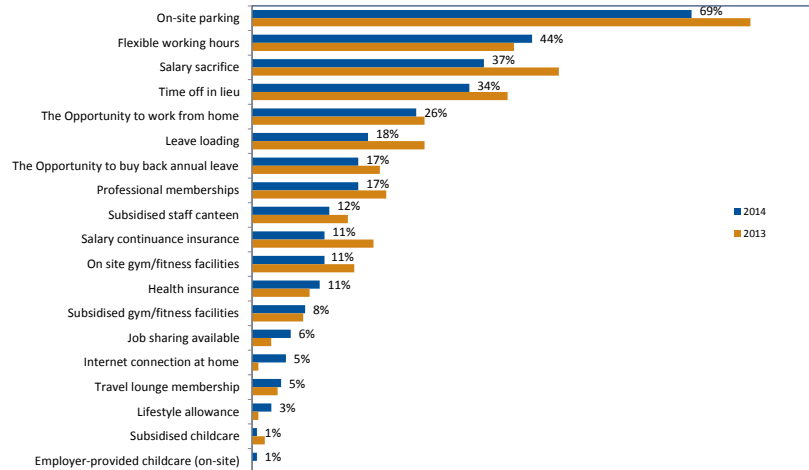


# 2014 Salary and Job Satisfaction Survey



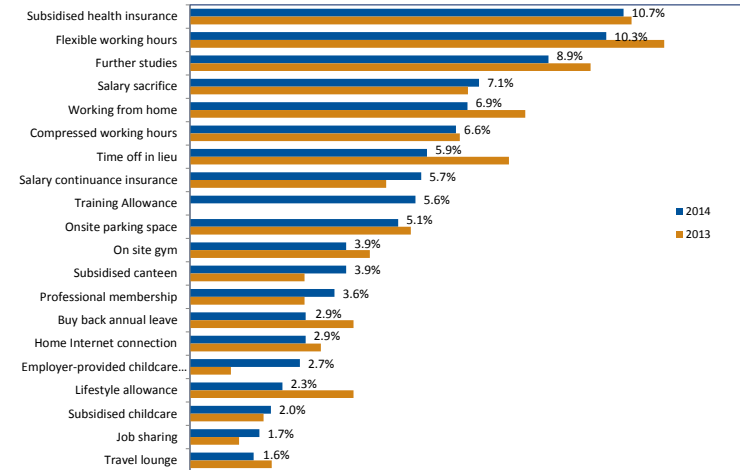
## Job Satisfaction Data - Operations and Manufacturing Sector (n = 131)

Which Benefits Do You Receive



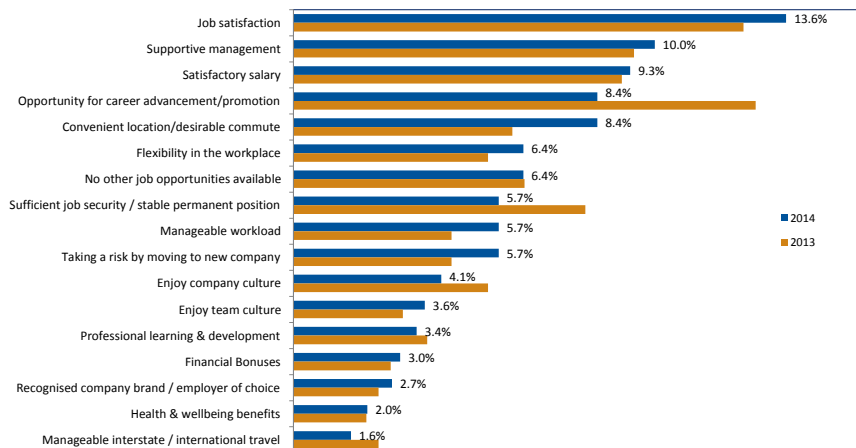
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



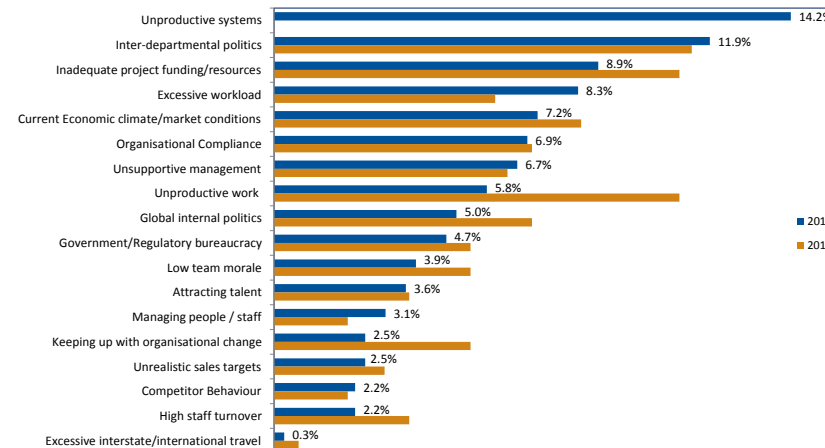
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



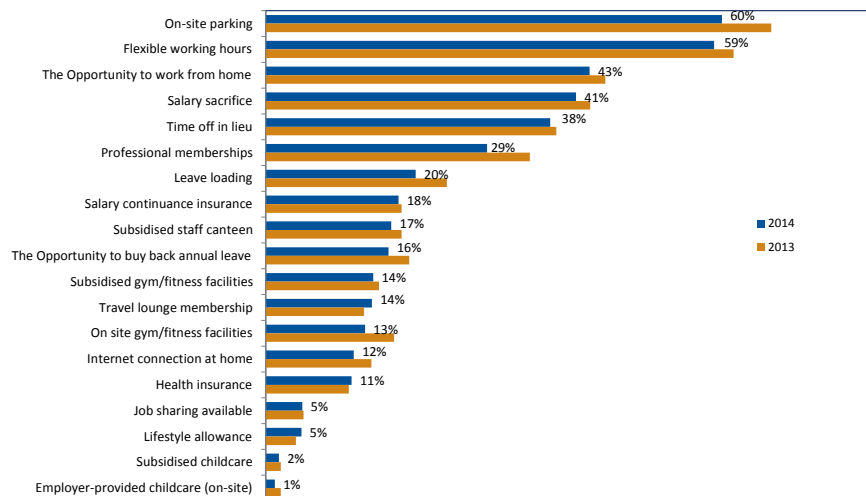
Participants were asked to list their top 3 choices

# 2014 Salary and Job Satisfaction Survey



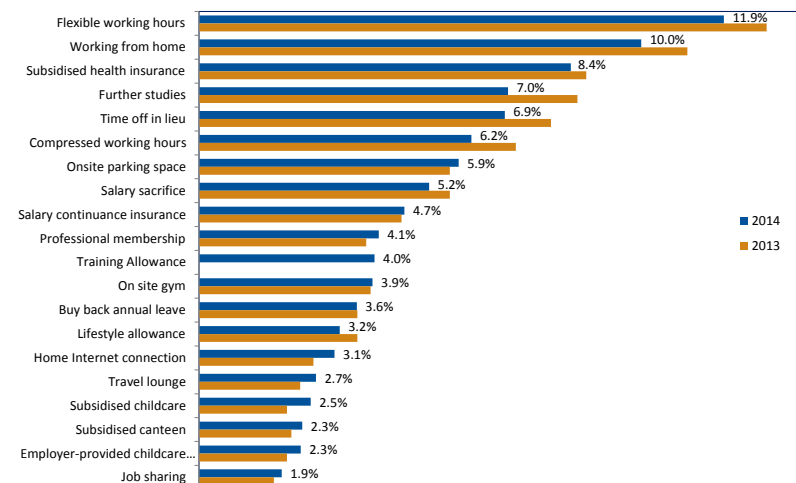
## Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



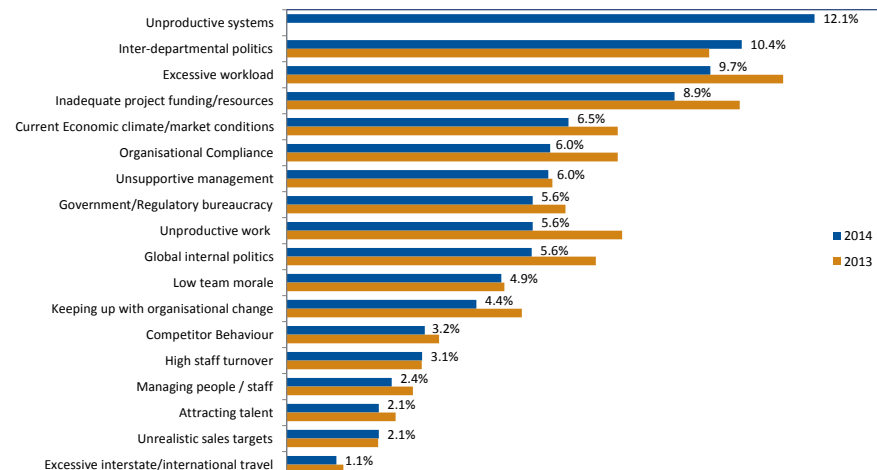
Participants were asked to list their top 5 choices

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

## Production Planner

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$57,750	\$70,000	\$90,500
Car/Car Allowance	0			
Bonus/Commission	4	\$3,000	\$3,000	\$4,000

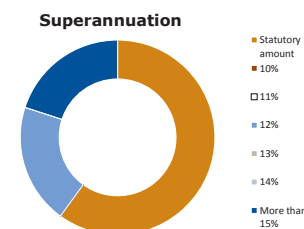
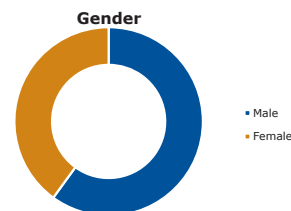
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

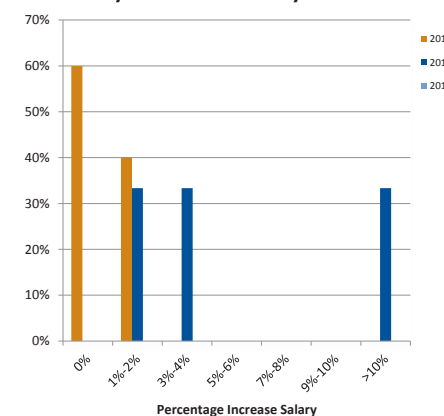
Supply Chain Manager	40.0%
Production Manager	20.0%
Operations Manager	20.0%
Managing Director / Country Manager	20.0%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	20.0%
FMCG, Food & Beverage	20.0%
Consulting Services	20.0%
Research Institute/NFP/ Hospital/ Academia	20.0%
Laboratory Services	20.0%



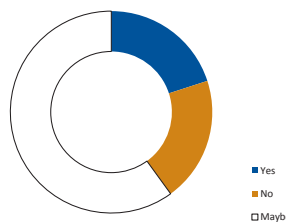
### Salary Increase in last 3 years



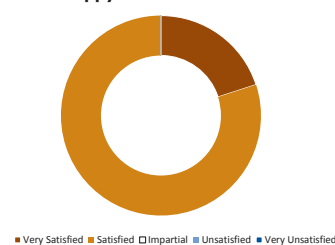
### Number of Direct Reports

0	60%
1-5	20%
6-10	20%
11-20	0%
More than 20	0%

### Likelihood to change jobs in next 12 months



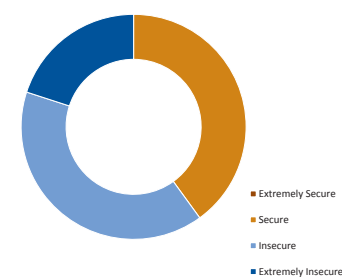
### How Happy with Current Job



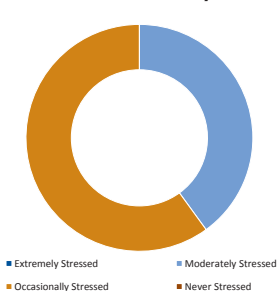
### Total No. of Staff Reporting

0	60%
1-5	20%
6-10	0%
11-20	20%

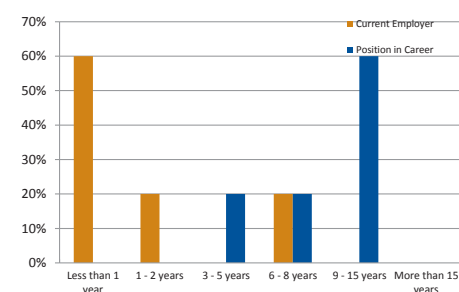
### Job Security Compared with 12 months ago



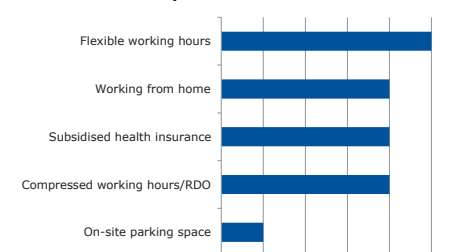
### Stress Factor - Weekly Basis



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



### Top 5 most valuable benefits



### (No. Of Employees)

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

### Average Overtime Hours per Week

3.50

# 2014 Salary and Job Satisfaction Survey



## Production Supervisor

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$55,000	\$65,000	\$70,500
Car/Car Allowance	0			
Bonus/Commission	3		\$2,000	

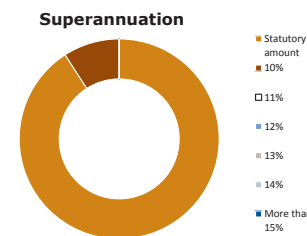
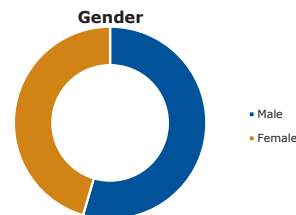
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

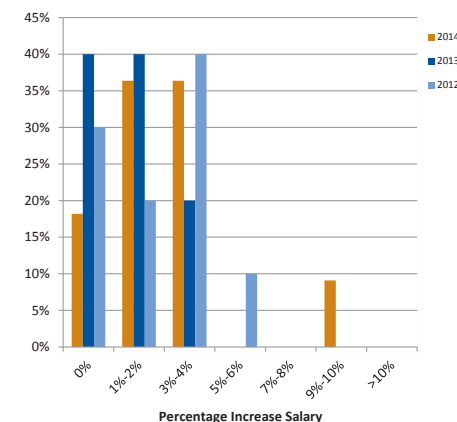
Production Manager	45.5%
Production Supervisor	18.2%
Operations Manager	18.2%
Manufacturing Manager	9.1%
Plant / Site Manager	9.1%

### Industry Segment

Manufacturing	54.5%
Animal Health	18.2%
Pharmaceuticals - OTC & Consumer Health	9.1%
Complementary Medicines	9.1%
Research Institute/NFP/ Hospital/ Academia	9.1%



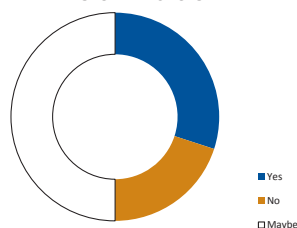
### Salary Increase in last 3 years



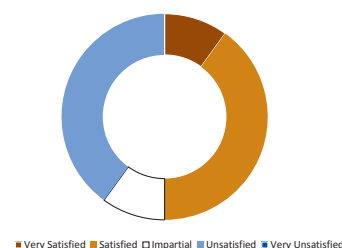
### Number of Direct Reports

0	36%
1-5	27%
6-10	9%
11-20	18%
More than 20	9%

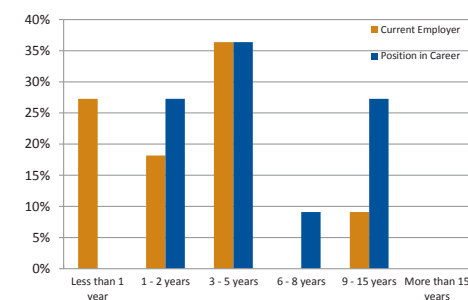
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



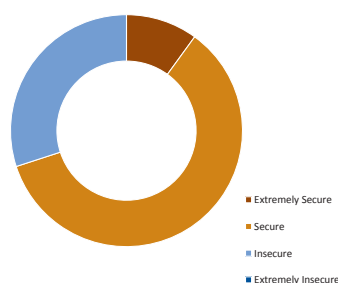
### Time with Current Employer and Time in this Position within Career



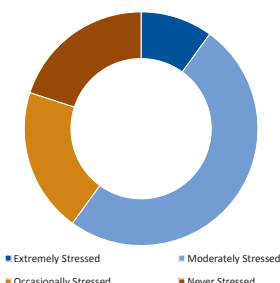
### Total No. of Staff Reporting

0	36%
1-5	27%
6-10	0%
11-20	27%
21-50	9%

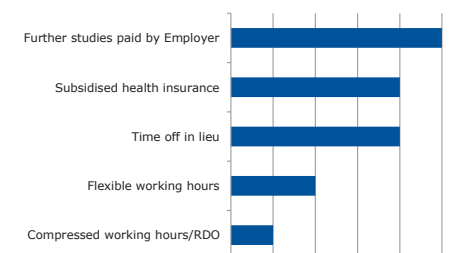
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	36.4%
51-100	9.1%
101-250	36.4%
251-500	0.0%
501-1000	9.1%
More than 1001	0.0%

### Average Overtime Hours per Week

6.20

# 2014 Salary and Job Satisfaction Survey

## Production Manager

	n	First Quartile	Median	Third Quartile
Base Salary	11	\$70,000	\$99,500	\$116,000
Car/Car Allowance	1		\$20,000	
Bonus/Commission	6	\$3,500	\$5,000	\$13,500

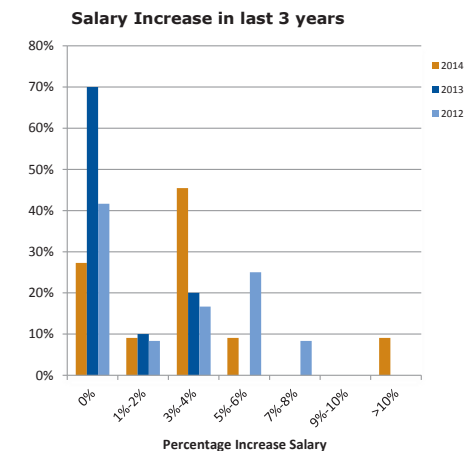
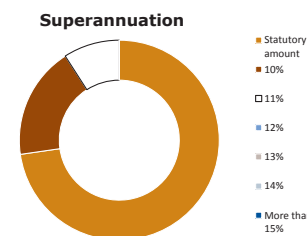
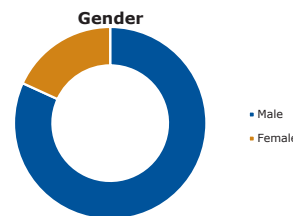
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

General Manager	36.4%
Operations Manager	27.3%
Plant / Site Manager	18.2%
Production Manager	9.1%
Operations Director	9.1%

### Industry Segment

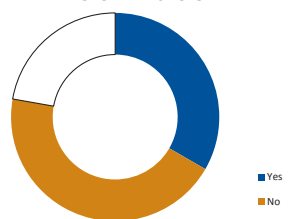
Manufacturing	45.5%
Pharmaceuticals - Ethical (prescription)	27.3%
Animal Health	18.2%
Pharmaceuticals - OTC & Consumer Health	9.1%



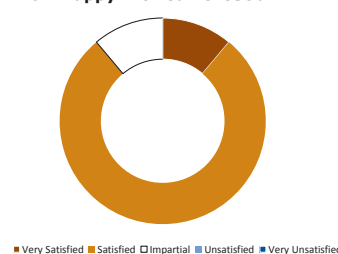
### Number of Direct Reports

0	18%
1-5	36%
6-10	27%
11-20	18%

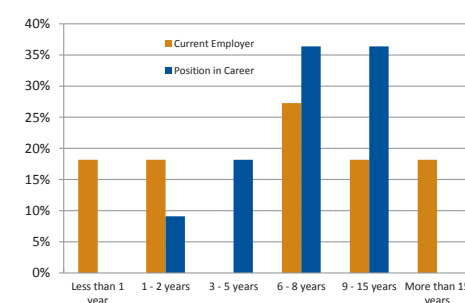
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



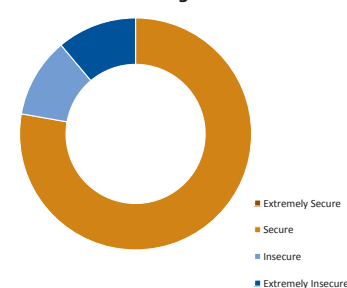
### Time with Current Employer and Time in this Position within Career



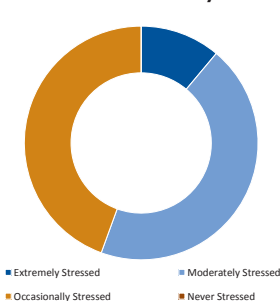
### Total No. of Staff Reporting

0	18%
1-5	0%
6-10	27%
11-20	18%
21-50	27%
51-75	0%
76-100	9%

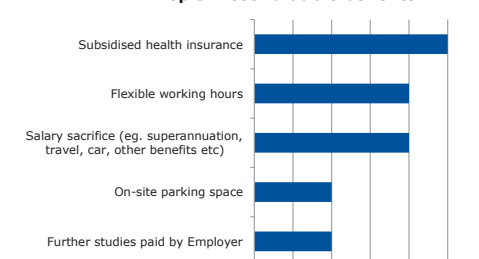
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	36.4%
51-100	36.4%
101-250	9.1%
251-500	18.2%
501-1000	0.0%
More than 1001	0.0%

### Average Overtime Hours per Week

7.27

# 2014 Salary and Job Satisfaction Survey



## WH&S Officer

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$55,000	\$59,000	\$79,875
Car/Car Allowance	1		\$10,000	
Bonus/Commission	1		\$4,000	

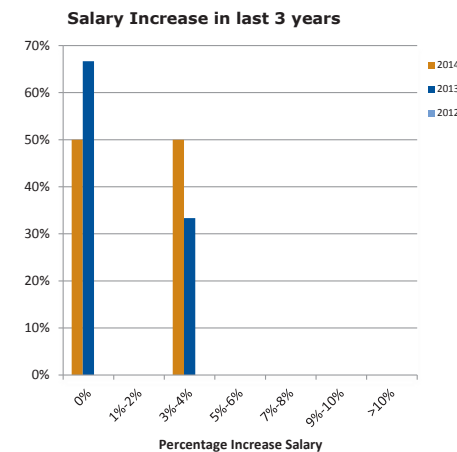
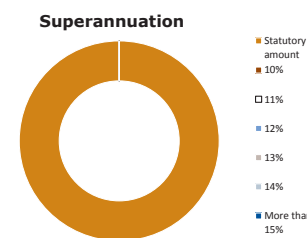
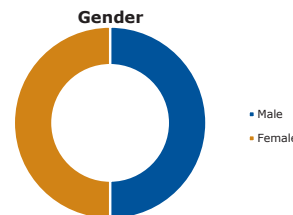
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

WH&S Manager	75.0%
Operations Manager	25.0%

### Industry Segment

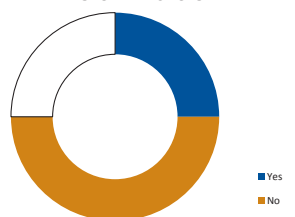
Manufacturing	75.0%
FMCG, Food & Beverage	25.0%



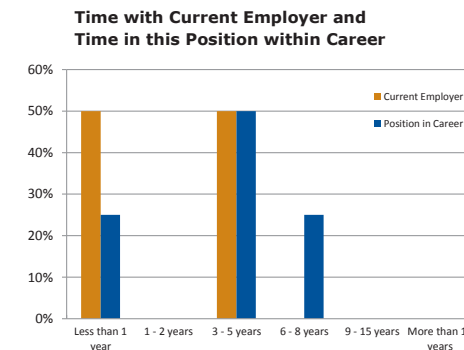
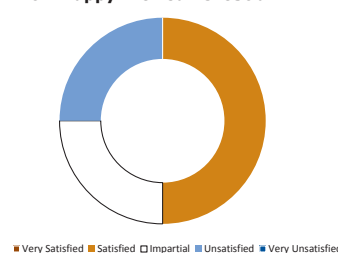
### Number of Direct Reports

0	25%
1-5	50%
6-10	0%
11-20	0%
More than 20	25%

### Likelihood to change jobs in next 12 months



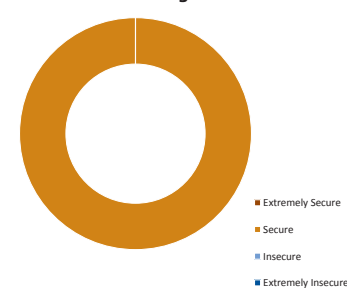
### How Happy with Current Job



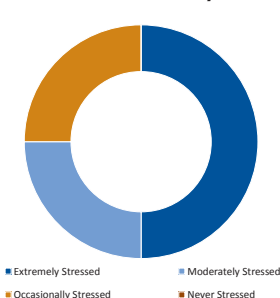
### Total No. of Staff Reporting

0	25%
1-5	50%
6-10	0%
11-20	0%
21-50	25%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis

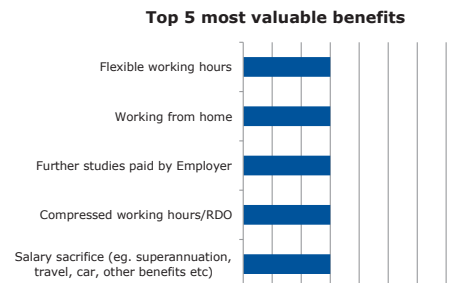


### (No. Of Employees)

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

### Average Overtime Hours per Week

6.00



# 2014 Salary and Job Satisfaction Survey

## Business Improvement Manager

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$69,875	\$98,250	\$100,000
Car/Car Allowance	2		\$16,000	
Bonus/Commission	4	\$1,500	\$6,500	\$10,000

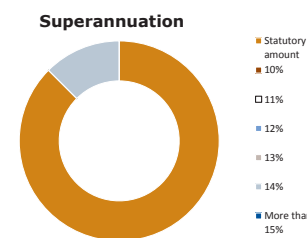
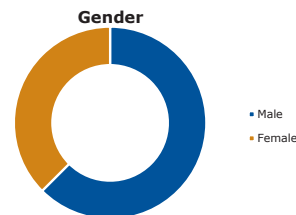
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

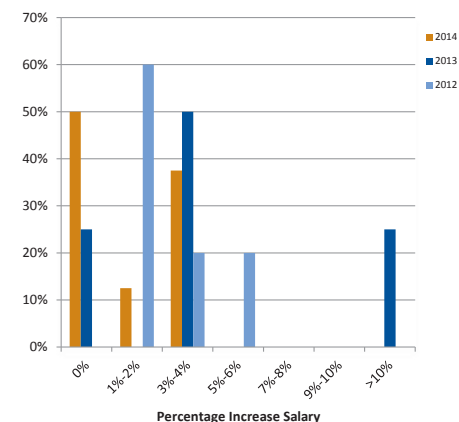
General Manager	25.0%
Engineering Manager	12.5%
Operations Manager	12.5%
Procurement Manager	12.5%
Supply Chain Manager	12.5%
Operations Director	12.5%
Regional Manager / Director / Vice President	12.5%

### Industry Segment

Manufacturing	50.0%
Consulting Services	37.5%
FMCG, Food & Beverage	12.5%



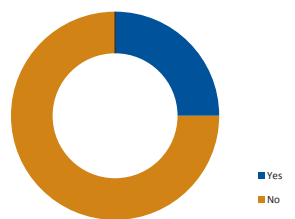
### Salary Increase in last 3 years



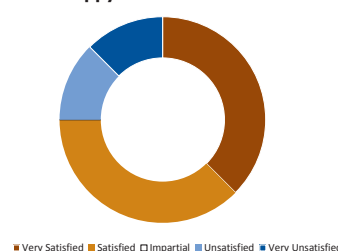
### Number of Direct Reports

0	75%
1-5	25%

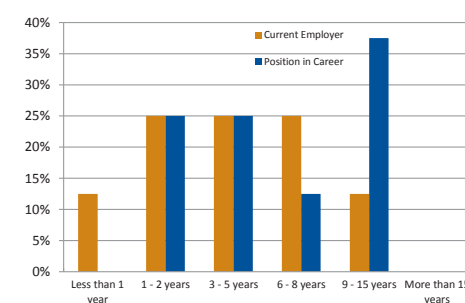
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



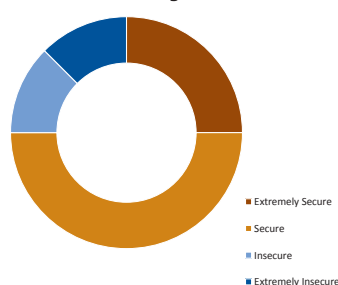
### Time with Current Employer and Time in this Position within Career



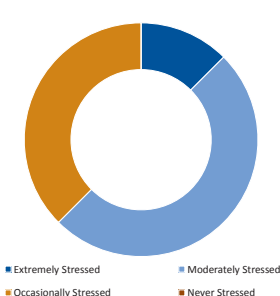
### Total No. of Staff Reporting

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

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



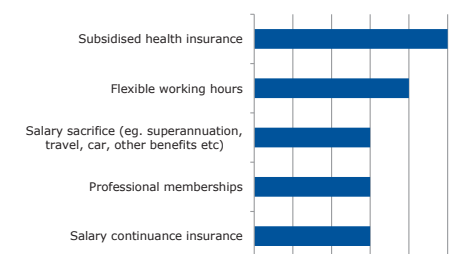
### (No. Of Employees)

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

### Average Overtime Hours per Week

7.80

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Engineering Manager

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$56,000	\$74,750	\$94,875
Car/Car Allowance	4	\$11,250	\$18,500	\$25,000
Bonus/Commission	3		\$6,500	

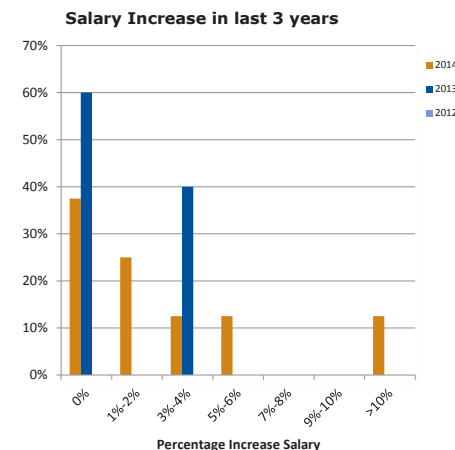
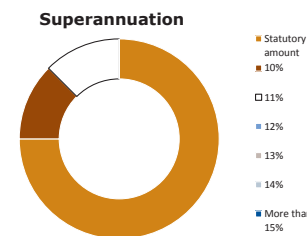
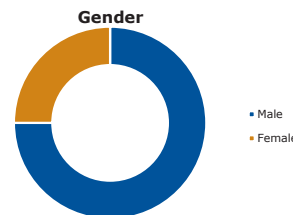
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Engineering Manager	37.5%
Production Manager	25.0%
Operations Manager	12.5%
General Manager	12.5%
Operations Director	12.5%

### Industry Segment

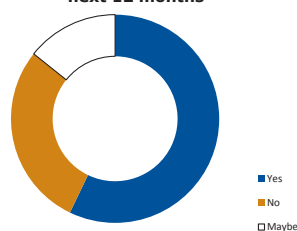
Manufacturing	37.5%
Animal Health	25.0%
Pharmaceuticals - Ethical (prescription)	12.5%
Pharmaceuticals - OTC & Consumer Health	12.5%
Medical Devices	12.5%



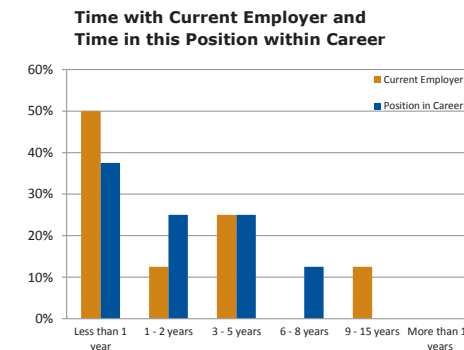
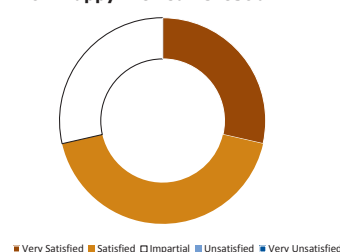
### Number of Direct Reports

0	63%
1-5	38%

### Likelihood to change jobs in next 12 months



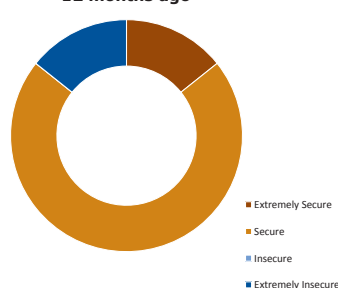
### How Happy with Current Job



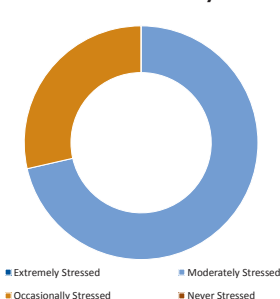
### Total No. of Staff Reporting

0	63%
1-5	0%
6-10	25%
11-20	13%

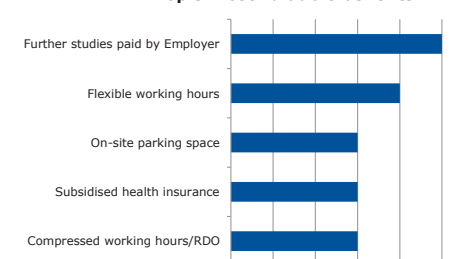
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	50.0%
51-100	0.0%
101-250	12.5%
251-500	37.5%
501-1000	0.0%
More than 1001	0.0%

### Average Overtime Hours per Week

5.00

# 2014 Salary and Job Satisfaction Survey



## Manufacturing Manager

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$72,500	\$127,500	\$133,000
Car/Car Allowance	1		\$30,000	
Bonus/Commission	4	\$10,000	\$12,000	\$16,000

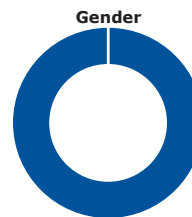
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

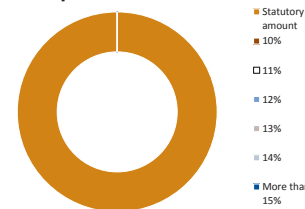
CEO	25.0%
Manufacturing Manager	25.0%
Operations Manager	25.0%
Operations Director	25.0%

### Industry Segment

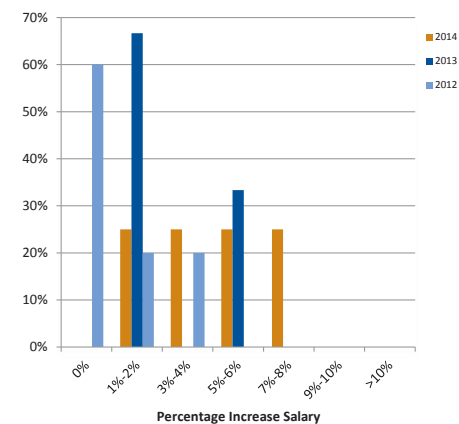
FMCG, Food & Beverage	50.0%
Manufacturing	50.0%



### Superannuation



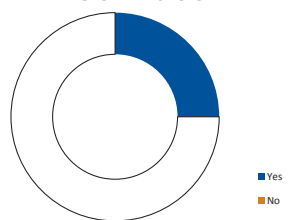
### Salary Increase in last 3 years



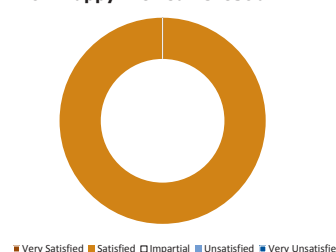
### Number of Direct Reports

0	25%
1-5	0%
6-10	50%
11-20	25%

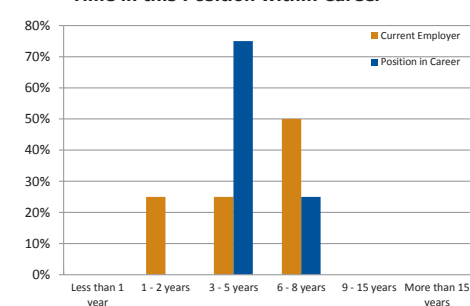
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



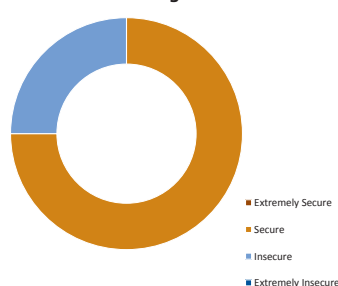
### Time with Current Employer and Time in this Position within Career



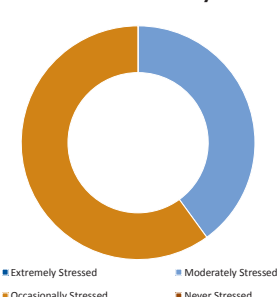
### Total No. of Staff Reporting

0	25%
1-5	0%
6-10	25%
11-20	25%
21-50	0%
51-75	0%
76-100	0%
101-150	0%
More than 150	25%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



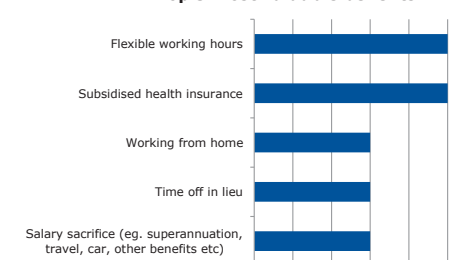
### (No. Of Employees)

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

### Average Overtime Hours per Week

11.75

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Operations Manager

	n	First Quartile	Median	Third Quartile
Base Salary	21	\$86,000	\$125,000	\$142,000
Car/Car Allowance	7	\$13,750	\$17,500	\$22,000
Bonus/Commission	13	\$6,500	\$10,000	\$30,000

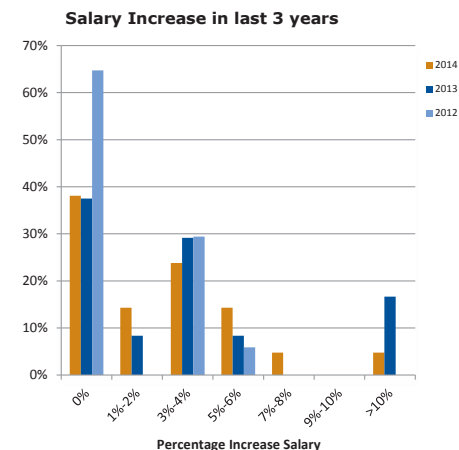
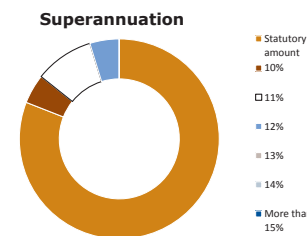
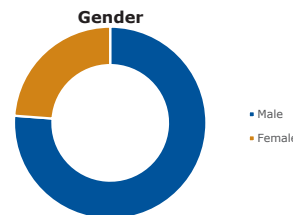
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Operations Manager	28.6%
General Manager	19.0%
CEO	19.0%
Regional Manager / Director / Vice President	9.5%
Managing Director / Country Manager	9.5%
Operations Director	4.8%
Production Supervisor	4.8%
Plant / Site Manager	4.8%

### Industry Segment

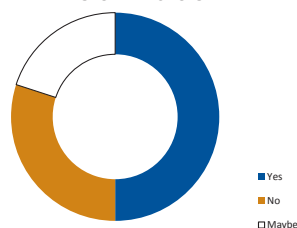
Manufacturing	33.3%
Pharmaceuticals - Ethical (prescription)	14.3%
Medical Devices	14.3%
Research Institute/NFP/ Hospital/ Academia	9.5%
Pharmaceuticals - OTC & Consumer Health	9.5%
Complementary Medicines	9.5%
FMCG, Food & Beverage	4.8%
Animal Health	4.8%



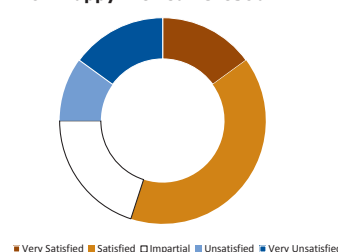
### Number of Direct Reports

0	14%
1-5	24%
6-10	43%
11-20	10%
More than 20	10%

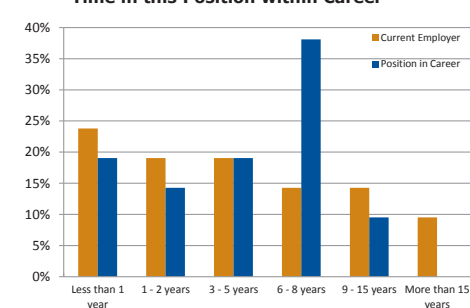
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



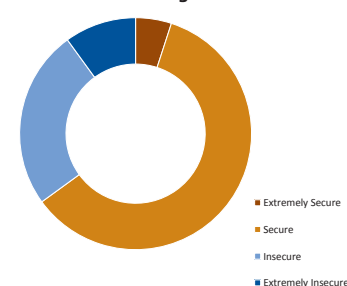
### Time with Current Employer and Time in this Position within Career



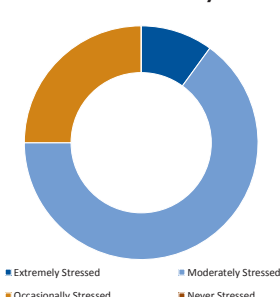
### Total No. of Staff Reporting

0	14%
1-5	19%
6-10	10%
11-20	14%
21-50	29%
51-75	0%
76-100	5%
101 - 150	10%

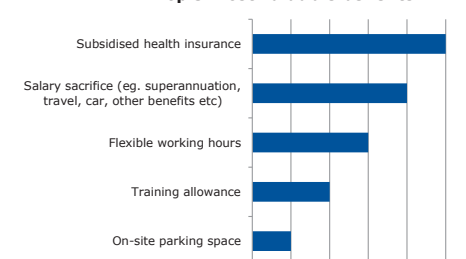
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



We Listen. We Deliver. You Succeed.



# 2014 Salary and Job Satisfaction Survey



## Process / Lean Implementation Manager

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$55,375	\$80,500	\$113,250
Car/Car Allowance	1		\$25,000	
Bonus/Commission	3	\$2,000	\$5,000	\$9,000

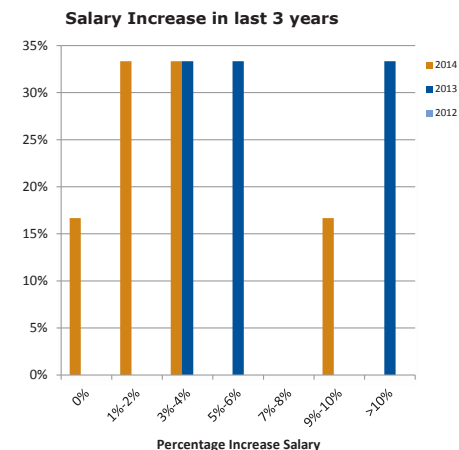
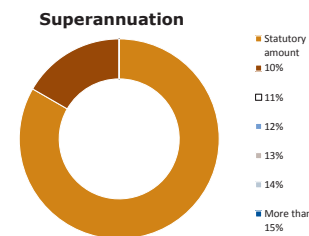
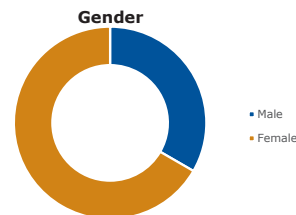
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Operations Manager	33.3%
Production Manager	16.7%
Business Improvement Manager	16.7%
Engineering Manager	16.7%
Managing Director / Country Manager	16.7%

### Industry Segment

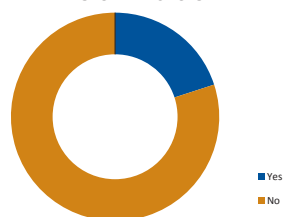
Manufacturing	50.0%
Consulting Services	33.3%
FMCG, Food & Beverage	16.7%



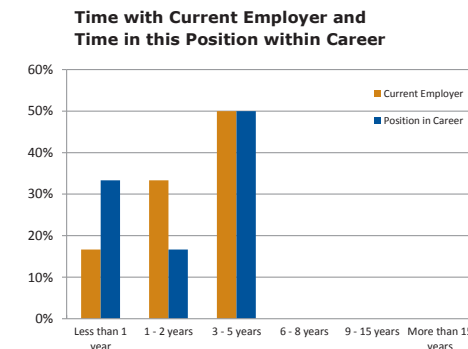
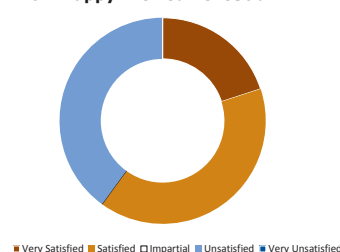
### Number of Direct Reports

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

### Likelihood to change jobs in next 12 months



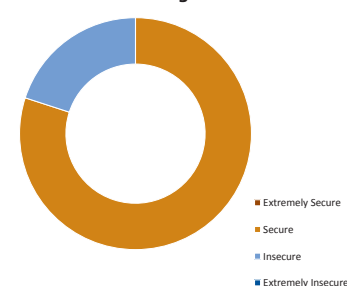
### How Happy with Current Job



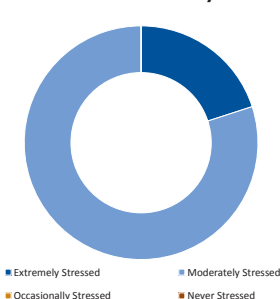
### Total No. of Staff Reporting

0	50%
1-5	0%
6-10	17%
11-20	17%
21-50	0%
51-75	0%
76-100	0%
101-150	17%

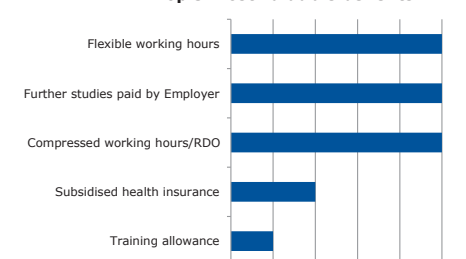
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

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

### Average Overtime Hours per Week

4.83

# 2014 Salary and Job Satisfaction Survey



## Procurement / Purchasing Manager

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$71,250	\$90,000	\$123,000
Car/Car Allowance	1		\$20,000	
Bonus/Commission	1		\$1,000	

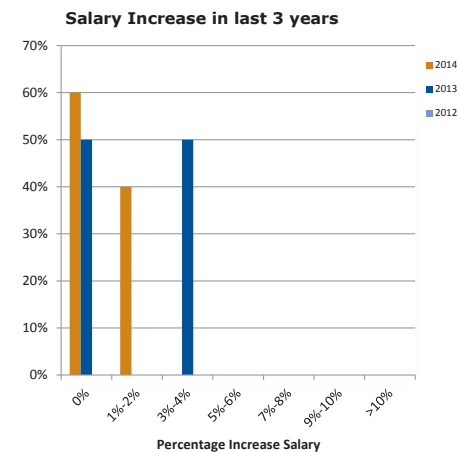
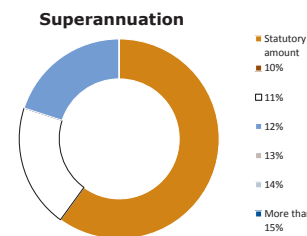
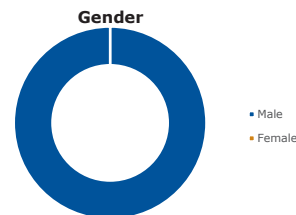
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Engineering Manager	20.0%
Procurement Manager	20.0%
Global Vice President	20.0%

### Industry Segment

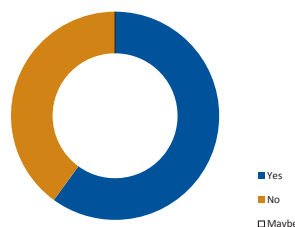
Pharmaceuticals - Ethical (prescription)	20.0%
Manufacturing	40.0%
Consulting Services	20.0%



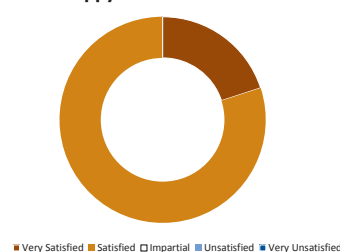
### Number of Direct Reports

0	20%
1-5	80%

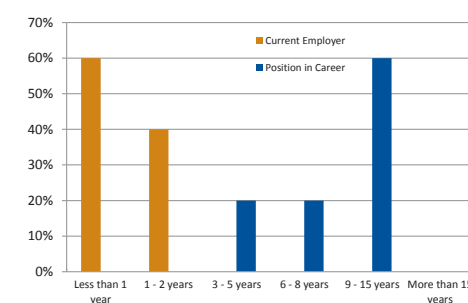
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



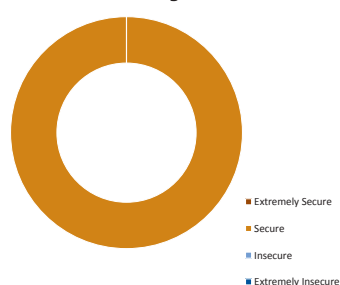
### Time with Current Employer and Time in this Position within Career



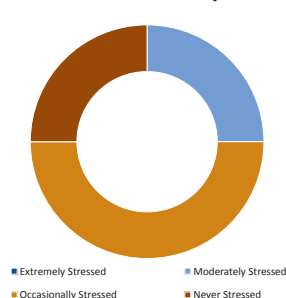
### Total No. of Staff Reporting

0	20%
1-5	60%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



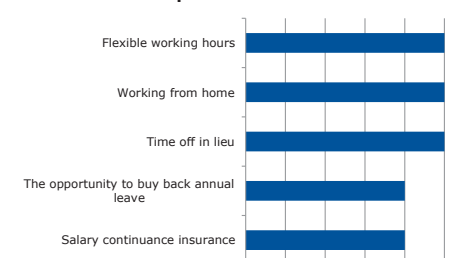
### (No. Of Employees)

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

### Average Overtime Hours per Week

6.80

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Logistics Officer

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$55,000	\$60,000	\$93,000
Car/Car Allowance	1		\$10,000	
Bonus/Commission	3	\$900	\$7,000	\$10,000

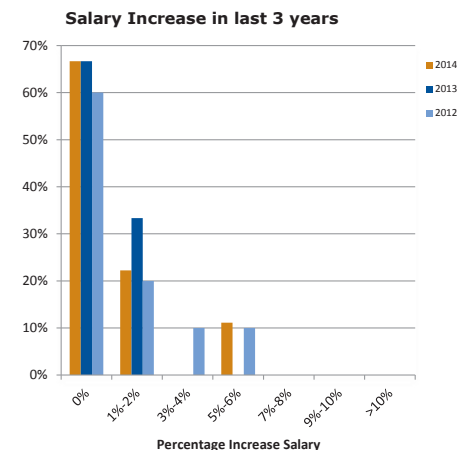
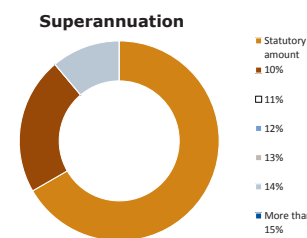
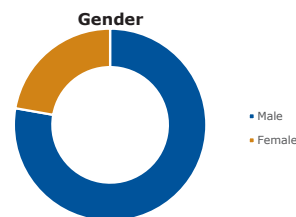
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Logistics Manager	33.3%
Operations Manager	33.3%
Plant / Site Manager	11.1%
Inventory Manager	11.1%
Operations Director	11.1%

### Industry Segment

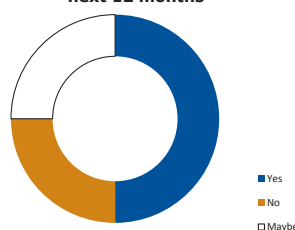
Pharmaceuticals - Ethical (prescription)	33.3%
Manufacturing	22.2%
Consulting Services	22.2%
Pharmaceuticals - OTC & Consumer Health	11.1%
FMCG, Food & Beverage	11.1%



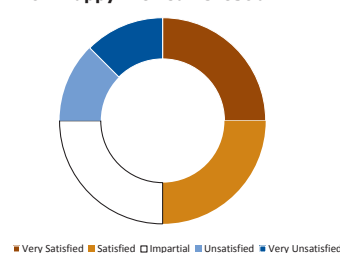
### Number of Direct Reports

0	67%
1-5	33%

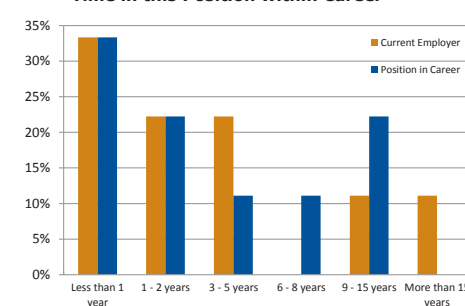
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



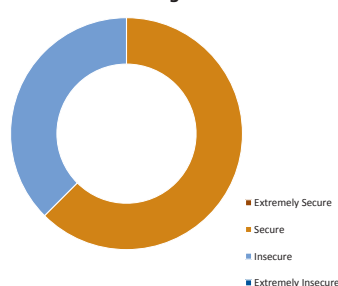
### Time with Current Employer and Time in this Position within Career



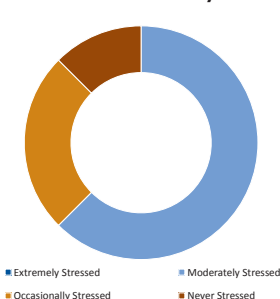
### Total No. of Staff Reporting

0	67%
1-5	33%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



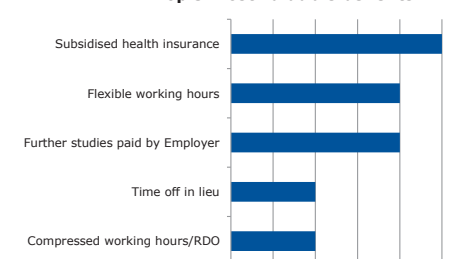
### (No. Of Employees)

Less than 50	33.3%
51-100	33.3%
101-250	11.1%
251-500	0.0%
501-1000	0.0%
More than 1001	22.2%

### Average Overtime Hours per Week

5.25

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Logistics Manager

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$91,500	\$105,000	\$110,000
Car/Car Allowance	0			
Bonus/Commission	3	\$3,000	\$10,000	\$10,000

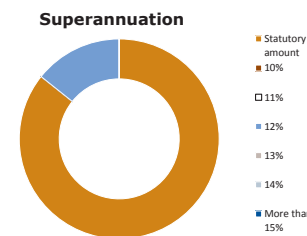
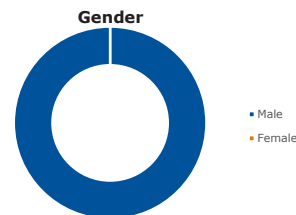
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

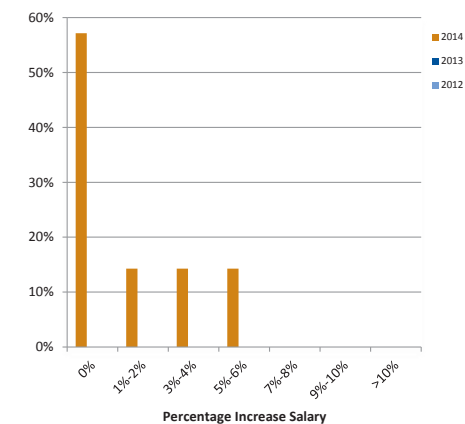
Operations Director	42.9%
Supply Chain Manager	28.6%
General Manager	28.6%

### Industry Segment

FMCG, Food & Beverage	28.6%
Manufacturing	28.6%
Pharmaceuticals - Ethical (prescription)	14.3%
Pharmaceuticals - OTC & Consumer Health	14.3%
Medical Devices	14.3%



### Salary Increase in last 3 years



### Number of Direct Reports

0	43%
1-5	29%
6-10	29%

### Total No. of Staff Reporting

0	43%
1-5	29%
6-10	0%
11-20	14%
21-50	14%

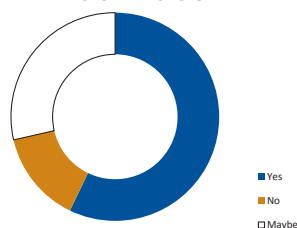
### (No. Of Employees)

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

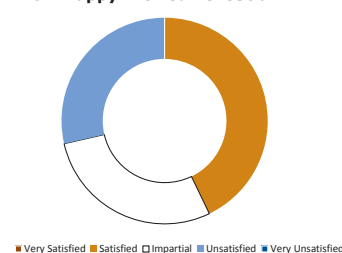
### Average Overtime Hours per Week

8.57

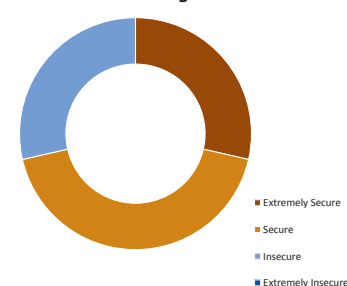
### Likelihood to change jobs in next 12 months



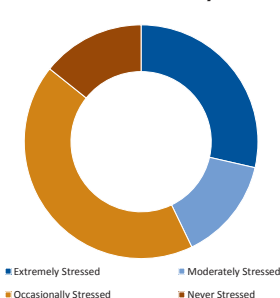
### How Happy with Current Job



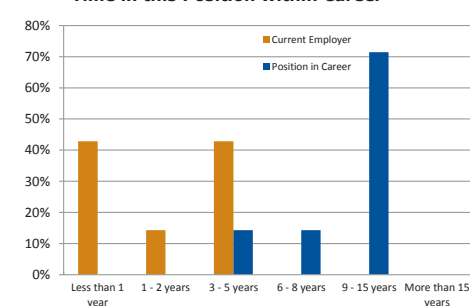
### Job Security Compared with 12 months ago



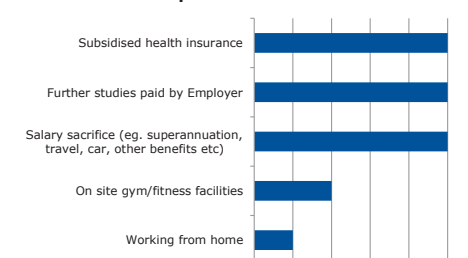
### Stress Factor - Weekly Basis



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



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Supply Chain Manager

	n	First Quartile	Median	Third Quartile
Base Salary	10	\$93,125	\$126,000	\$153,750
Car/Car Allowance	3	\$16,000	\$24,000	\$25,000
Bonus/Commission	7	\$7,000	\$14,000	\$28,000

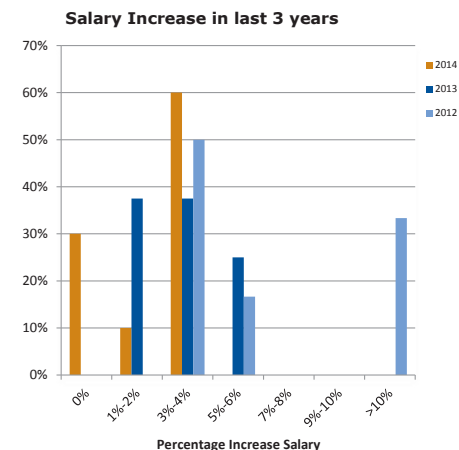
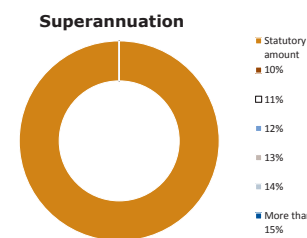
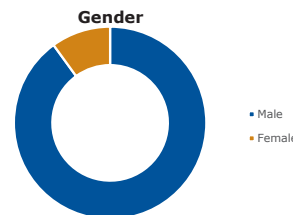
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Supply Chain Manager	20.0%
Operations Director	20.0%
Regional Manager / Director / Vice President	20.0%
Operations Manager	10.0%
Plant / Site Manager	10.0%
General Manager	10.0%
Managing Director / Country Manager	10.0%

### Industry Segment

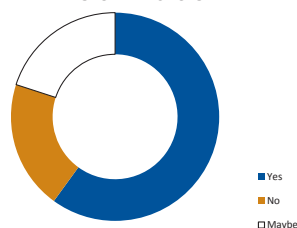
Manufacturing	40.0%
Pharmaceuticals - Ethical (prescription)	20.0%
Pharmaceuticals - OTC & Consumer Health	20.0%
Complementary Medicines	10.0%
FMCG, Food & Beverage	10.0%



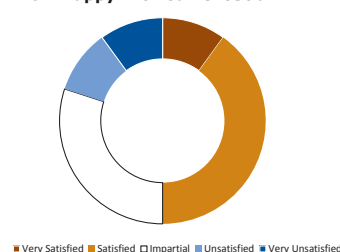
### Number of Direct Reports

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

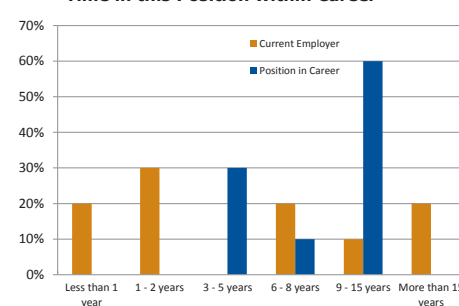
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



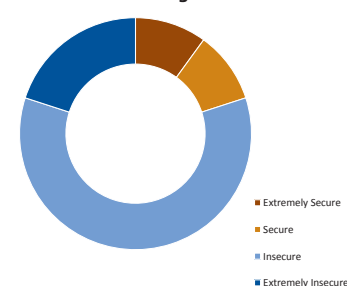
### Time with Current Employer and Time in this Position within Career



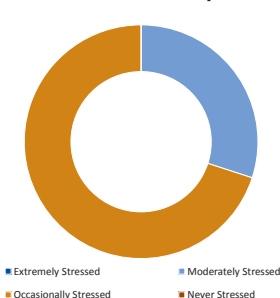
### Total No. of Staff Reporting

0	20%
1-5	20%
6-10	0%
11-20	20%
21-50	30%
51-75	10%

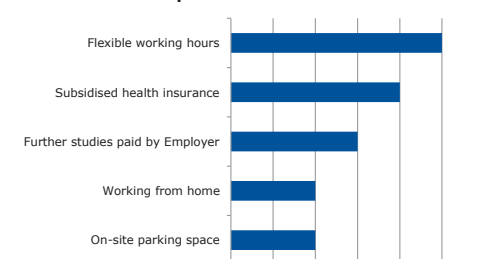
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	0.0%
51-100	20.0%
101-250	50.0%
251-500	10.0%
501-1000	10.0%
More than 1001	10.0%

### Average Overtime Hours per Week

9.67

# 2014 Salary and Job Satisfaction Survey

## General Manager

	n	First Quartile	Median	Third Quartile
Base Salary	3	\$101,000	\$102,000	\$120,000
Car/Car Allowance	1		\$25,000	
Bonus/Commission	1		\$3,000	

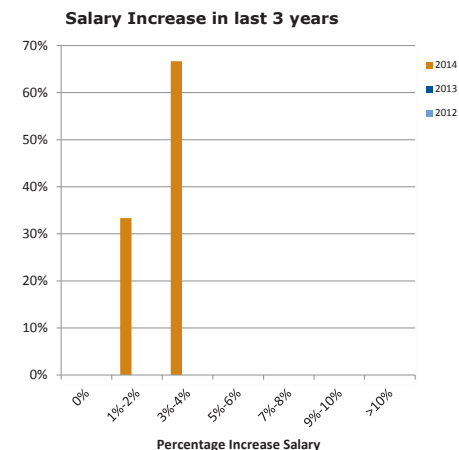
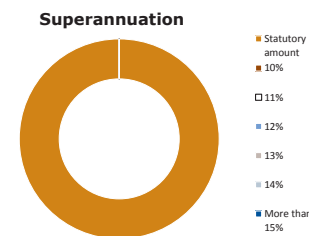
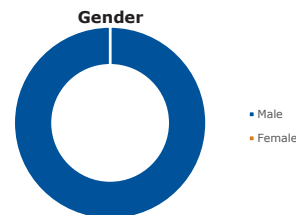
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Manufacturing Manager	33.3%
General Manager	33.3%
Operations Director	33.3%

### Industry Segment

Manufacturing	66.7%
Research Institute/NFP/ Hospital/ Academia	33.3%



### Number of Direct Reports

0	0%
1-5	67%
6-10	0%
11-20	33%

### Total No. of Staff Reporting

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

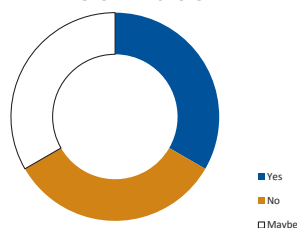
### (No. Of Employees)

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

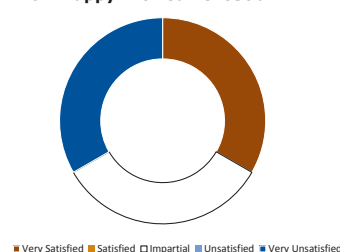
### Average Overtime Hours per Week

11.00

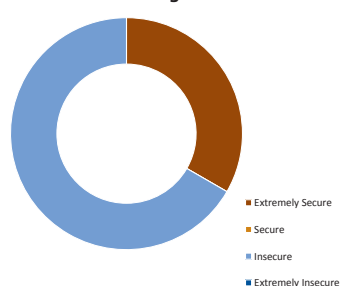
### Likelihood to change jobs in next 12 months



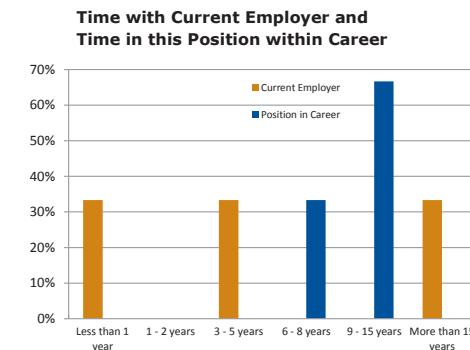
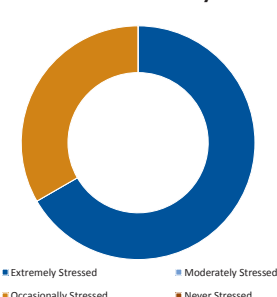
### How Happy with Current Job



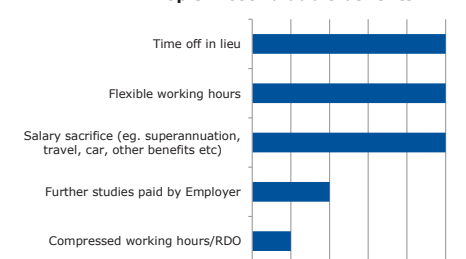
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Remarks

### Remuneration

- **Total remuneration** – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.
- **Base Salary** – excludes superannuation, bonus / commission and allowances, eg. Car/car allowance. It is not expected to add up to the total on the Summary of Remuneration by Industry page.
- **Car allowance** of "\$30,000+" – has been adjusted to \$30,000 for quartile calculations.
- **Bonus** of "less than \$1000" – has been adjusted to \$900 for quartile calculations.
- **Bonus** of "more than \$100,000" – has been adjusted to \$100,000 for quartile calculations.
- **Median** – In instances where there are less than 3 data points, only the median has been used.

### Calculations

- The data has been presented 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.