

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

2014 Salary & Job Satisfaction Survey

Quality Assurance 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



## Quality Sector (n = 190)

### Summary of Total Remuneration by Industry

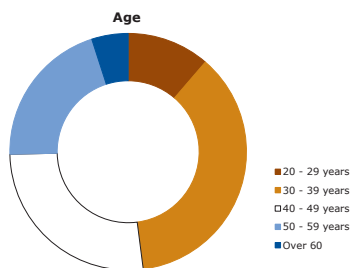
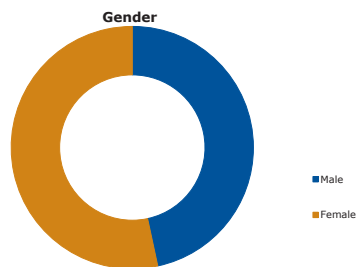
		All Industry 2014	All Industry 2013	Pharmaceuticals - Ethical (prescription)	Manufacturing	FMCG, Food & Beverage	Medical Devices	Pharmaceuticals - OTC & Consumer Health	Animal Health	Consulting Services	Laboratory Services	Research Institute/NFP/Hospital/Academia	Complementary Medicines	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation
QA Assistant	n	4	3			1					1	1		1	
	1st Quartile	\$55,000	\$55,500												
	Median	\$55,000	\$56,000			\$55,000					\$65,000	\$55,000		\$55,000	
	3rd Quartile	\$62,500	\$59,500												
QA Associate	n	41	19	9	10	1	8	5	2	3	2	1			
	1st Quartile	\$64,000	\$61,000	\$66,750	\$64,625		\$63,375	\$59,750		\$73,500					
	Median	\$75,000	\$71,000	\$87,500	\$70,750	\$55,000	\$80,000	\$64,500	\$73,500	\$82,000	\$69,500	\$70,500			
	3rd Quartile	\$83,500	\$89,500	\$104,000	\$77,750		\$84,500	\$76,000		\$105,000					
Senior QA Associate	n	18	11	6	2	3	3	1	2	1					
	1st Quartile	\$80,875	\$77,000	\$89,250		\$63,000	\$85,000								
	Median	\$89,250	\$94,000	\$96,500	\$87,250	\$68,000	\$88,000	\$90,500	\$84,750	\$78,000					
	3rd Quartile	\$95,750	\$101,000	\$110,000		\$101,000	\$95,000								
QA Team Leader / Coordinator	n	12	16		5	2	2		1				1	1	
	1st Quartile	\$71,250	\$67,000		\$67,500										
	Median	\$82,000	\$80,000		\$82,000	\$92,500	\$87,500		\$60,000				\$70,000	\$88,500	
	3rd Quartile	\$97,125	\$88,750		\$119,000										
Quality Auditor	n	5	9			1	1	1		1	1				
	1st Quartile	\$70,000	\$74,000												
	Median	\$90,500	\$100,000			\$105,000	\$113,000	\$70,000		\$70,000	\$90,500				
	3rd Quartile	\$109,000	\$105,500												
Compliance Specialist	n	7	6	3	2	1			1						
	1st Quartile	\$63,000	\$72,750	\$63,000											
	Median	\$86,000	\$101,000	\$89,500	\$96,500	\$61,000			\$86,000						
	3rd Quartile	\$110,000	\$128,750	\$160,000											
Compliance Manager	n	8	4	4			2				1	1			
	1st Quartile	\$94,375	\$87,375	\$127,750											
	Median	\$128,500	\$123,500	\$137,500			\$101,250				\$177,000	\$75,000			
	3rd Quartile	\$169,000	\$129,250	\$175,000											
Quality Systems Manager	n	12	9	2	6			1	2	1					
	1st Quartile	\$90,750	\$87,000		\$74,125										
	Median	\$114,500	\$103,000	\$145,500	\$91,500			\$198,000	\$122,500	\$119,000					
	3rd Quartile	\$144,250	\$137,500		\$112,500										
QA Manager	n	58	51	10	11	18	3	4	2		1	3	3	1	2
	1st Quartile	\$107,000	\$93,500	\$113,250	\$110,000	\$91,000	\$109,000	\$103,750				\$85,000	\$67,500		
	Median	\$120,000	\$111,000	\$139,500	\$115,000	\$120,000	\$120,000	\$109,500	\$161,500		\$115,000	\$120,000	\$130,000	\$109,000	\$88,250
	3rd Quartile	\$140,000	\$129,750	\$168,750	\$147,000	\$133,500	\$165,000	\$125,750				\$180,000	\$140,000		
QA Director / Senior QA Manager	n	18	14	6	3	3			1		1			1	1
	1st Quartile	\$152,250	\$147,750	\$165,000	\$125,000	\$153,000									
	Median	\$173,000	\$156,500	\$185,500	\$175,000	\$200,000	\$180,000		\$185,000		\$107,000			\$119,000	\$170,000
	3rd Quartile	\$202,500	\$212,500	\$227,500	\$200,000	\$220,000									
Senior / Regional QA Director / VP QA	n	7		2			2			1			1		1
	1st Quartile	\$184,000													
	Median	\$230,000		\$245,000			\$320,000			\$180,000			\$184,000		\$230,000
	3rd Quartile	\$300,000													

- 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



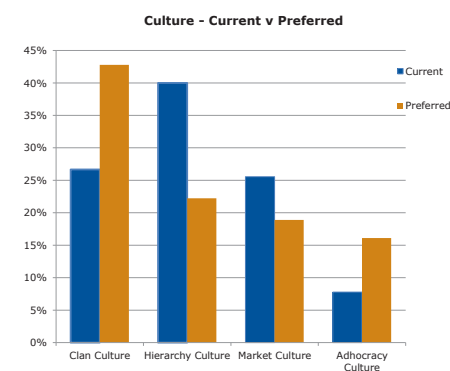
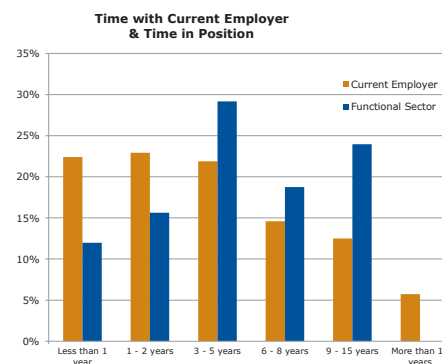
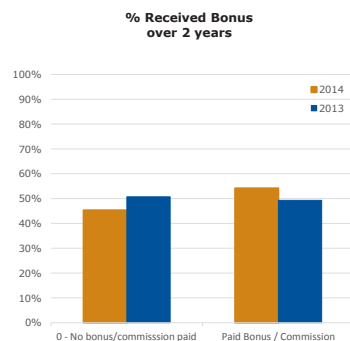
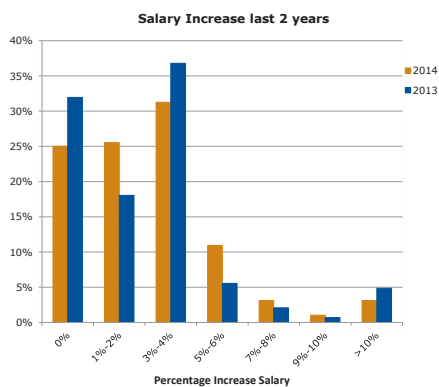
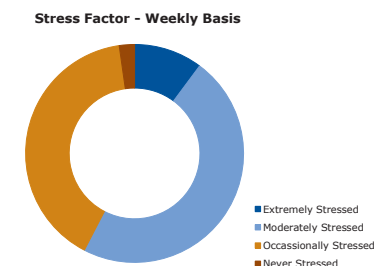
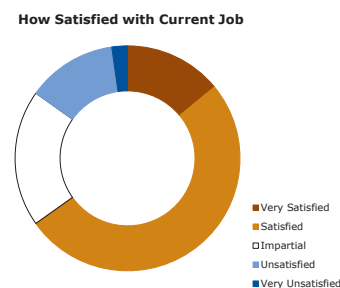
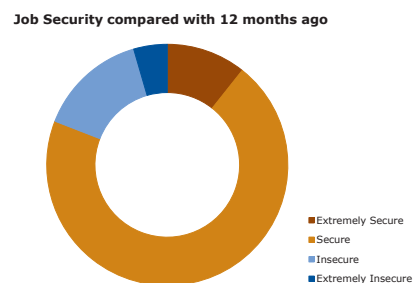
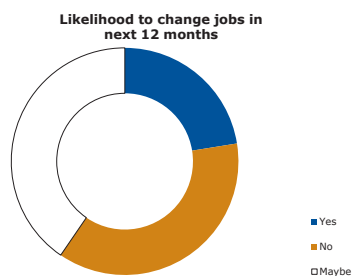
## Functional Overview - Quality Assurance Sector (n = 190)



Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	22.4%
Manufacturing	20.3%
FMCG, Food & Beverage	15.6%
Medical Devices	12.0%
Pharmaceuticals - OTC & Consumer Health	6.3%
Animal Health	5.7%
Consulting Services	4.2%
Laboratory Services	3.6%
Research Institute/NFP/ Hospital/ Academia	3.1%
Complementary Medicines	2.6%
Diagnostics, Life Sciences & Biotechnology	2.1%
Clinical Research Organisation	2.1%

**Average Department turnover %** 13.66  
**Average Overtime hours per week** 6.57

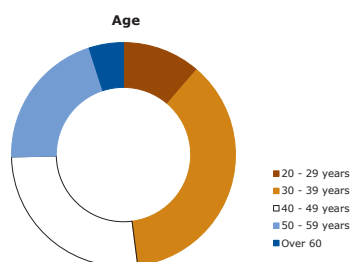
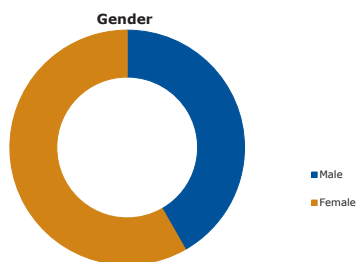
**Flexibility, working from Home:**  
 Work from home 1.6%  
 Not permitted to work from home 22.9%  
 No policy, on Manager's approval / discretion 35.4%  
 No policy, on an ad-hoc, as needed basis 23.4%  
 Up to 0.5 day per week (1 day per fortnight) 4.7%  
 Up to 1 day per week 6.3%  
 2 days or more a week 5.7%



# 2014 Salary and Job Satisfaction Survey



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

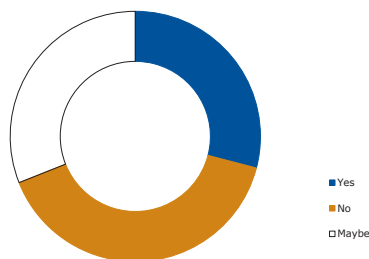


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

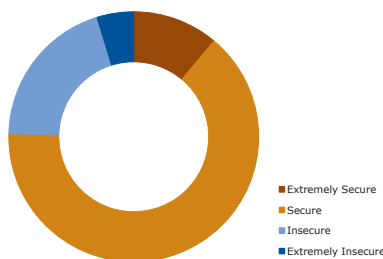
Average Department turnover % **15.44**  
 Average Overtime hours per week **7.34**

Flexibility	Percentage
Work from home	5.0%
Not permitted to work from home	19.0%
No policy, on Manager's approval / discretion	27.2%
No policy, on an ad-hoc, as needed basis	25.1%
Up to 0.5 day per week (1 day per fortnight)	2.8%
Up to 1 day per week	11.1%
2 days or more a week	9.8%

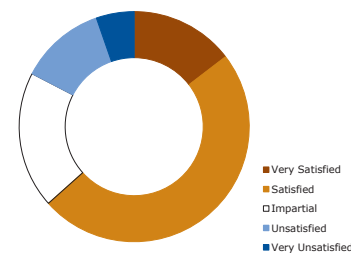
Likelihood to change jobs in next 12 months



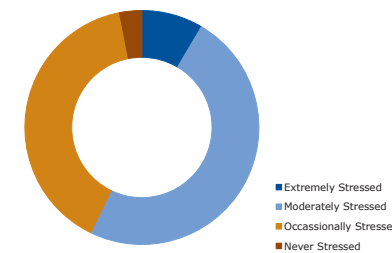
Job Security compared with 12 months ago



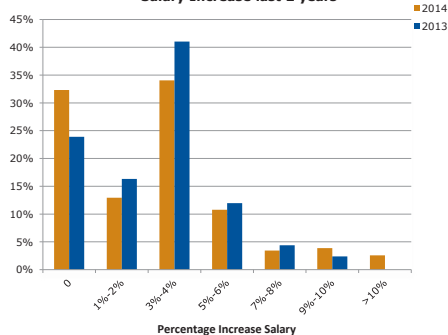
How Satisfied with Current Job



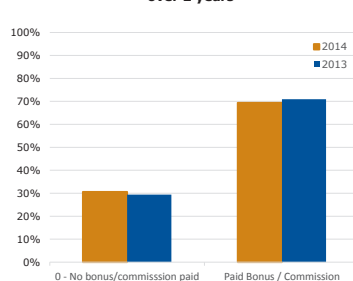
Stress Factor - Weekly Basis



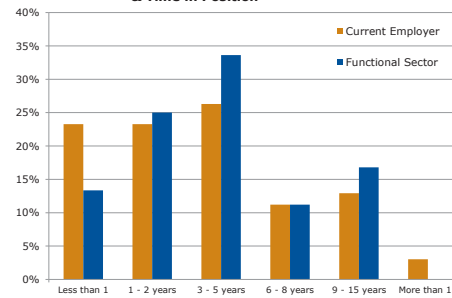
Salary Increase last 2 years



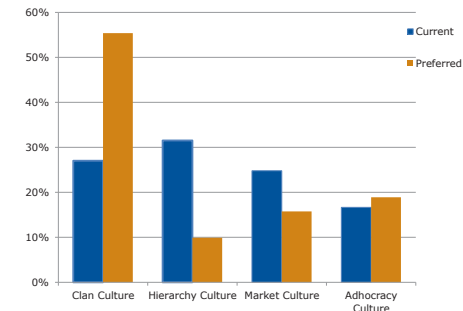
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

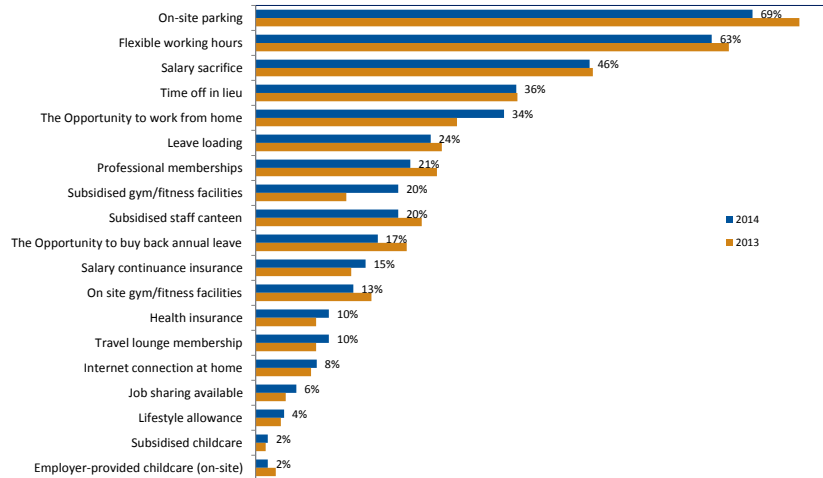


# 2014 Salary and Job Satisfaction Survey



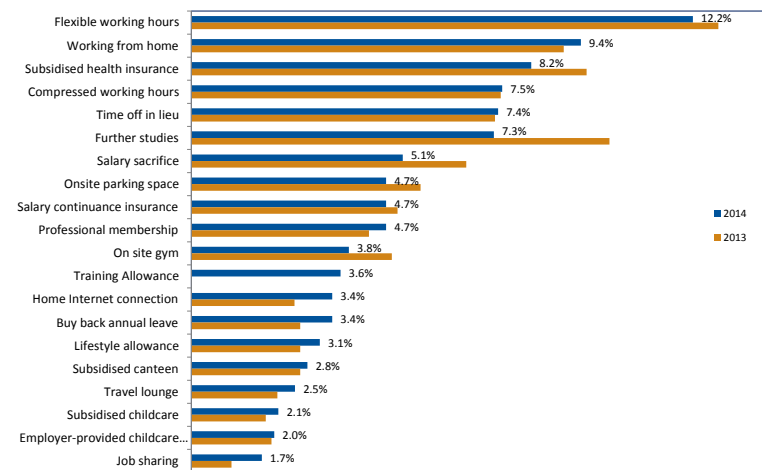
## Job Satisfaction Data - Quality Assurance Sector (n = 190)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



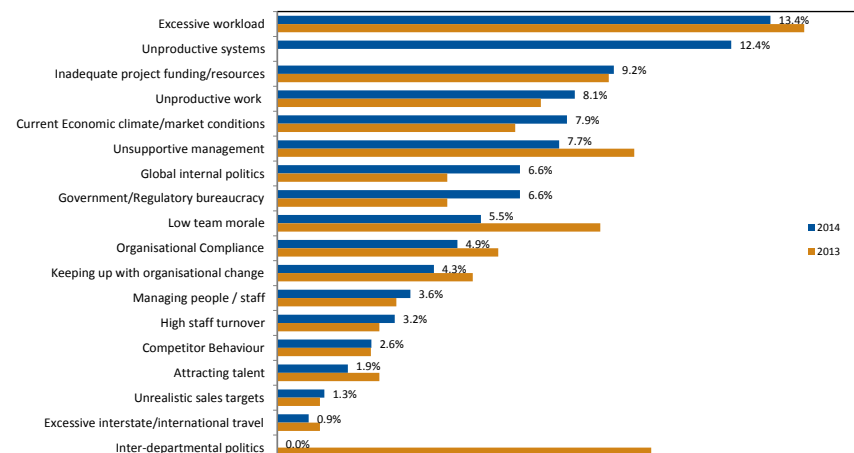
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



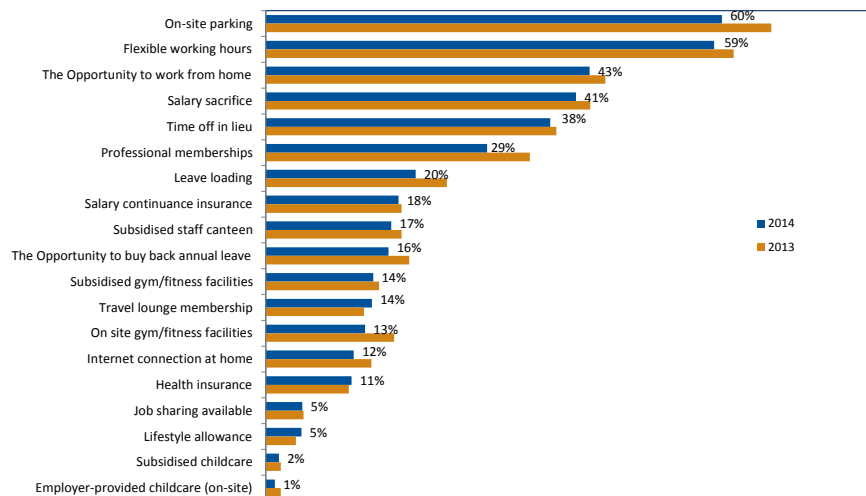
Participants were asked to list their top 3 choices

# 2014 Salary and Job Satisfaction Survey



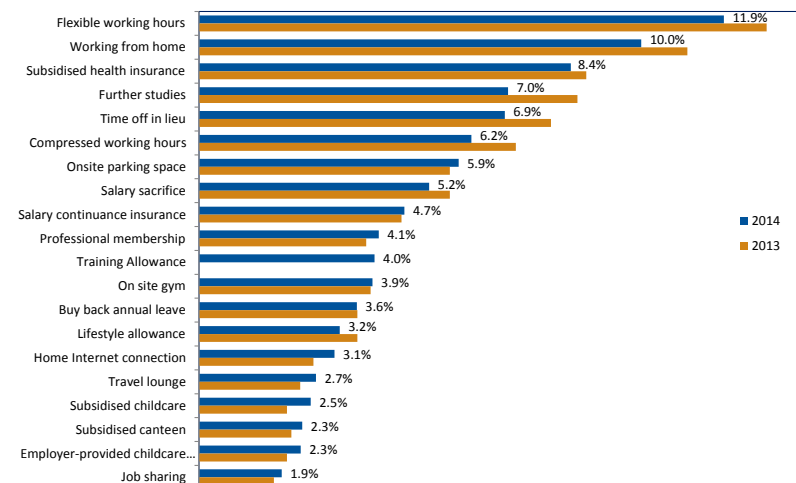
## Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



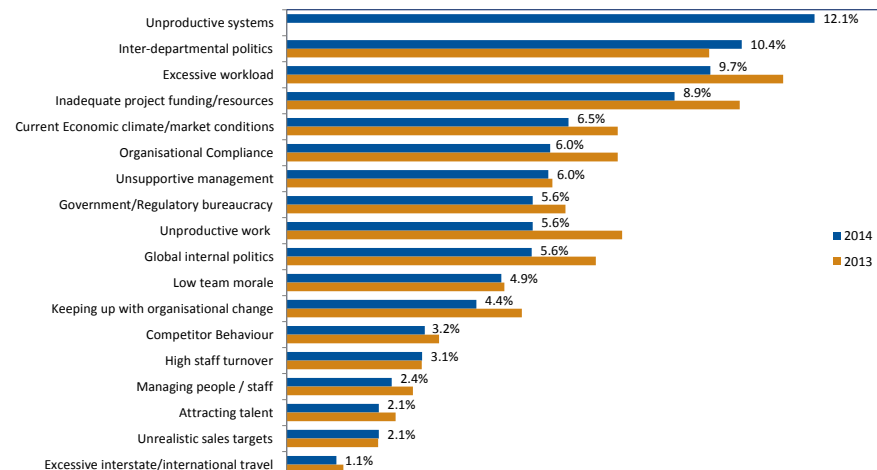
Participants were asked to list their top 5 choices

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



## QA Assistant

	n	First Quartile	Median	Third Quartile
Base Salary	4	\$55,000	\$55,000	\$55,000
Car/Car Allowance	0			
Bonus/Commission	1		\$1,000	

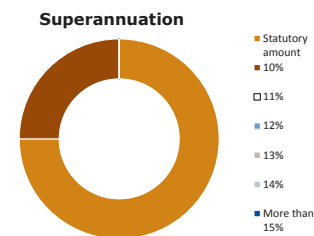
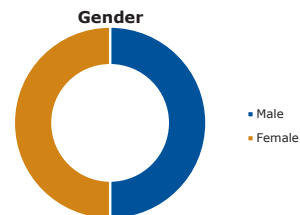
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

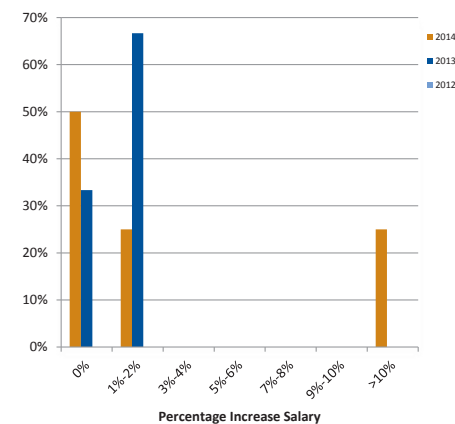
QA Manager	25.0%
QA Team Leader	25.0%
QA Director	25.0%
Operations Manager / Director	25.0%

### Industry Segment

FMCG, Food & Beverage	25.0%
Research Institute/NFP/ Hospital/ Academia	25.0%
Diagnostics, Life Sciences & Biotechnology	25.0%
Laboratory Services	25.0%



### Salary Increase in last 3 years



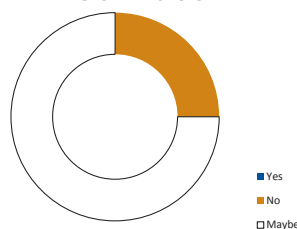
### Number of Direct Reports

0 100%

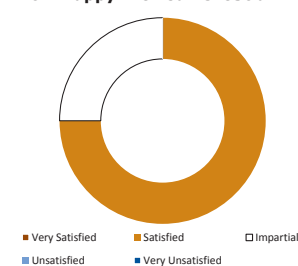
### Total No. of Staff Reporting

0 100%

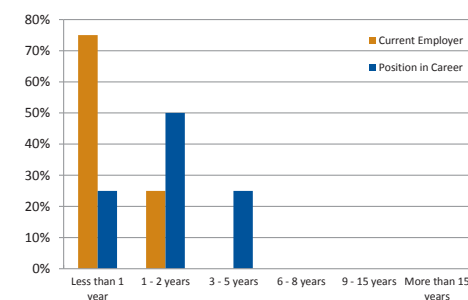
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



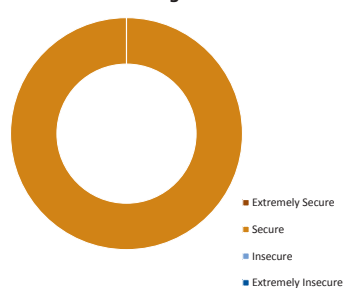
### Time with Current Employer and Time in this Position within Career



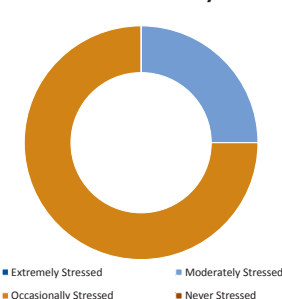
### (No. Of Employees)

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

### Job Security Compared with 12 months ago



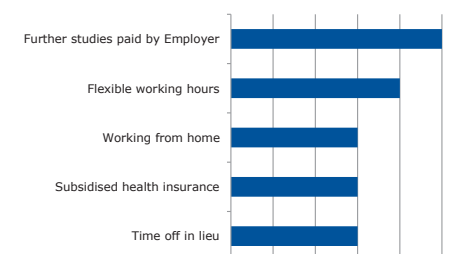
### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

2.67

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## QA Associate

	n	First Quartile	Median	Third Quartile
Base Salary	41	\$57,750	\$69,500	\$77,000
Car/Car Allowance	1		\$10,000	
Bonus/Commission	17	\$1,000	\$5,000	\$6,500

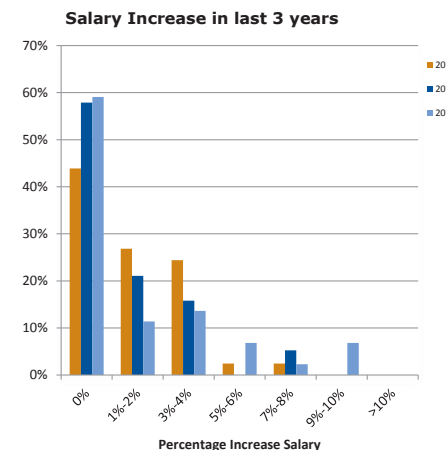
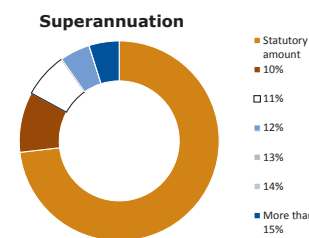
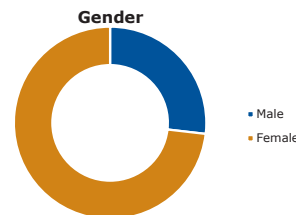
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

QA Manager	56.1%
QA Team Leader	12.2%
Operations Manager / Director	12.2%
QA Director	9.8%
Director/ Country Manager	4.9%
Senior / Regional QA Director / VP QA	2.4%
CEO	2.4%

### Industry Segment

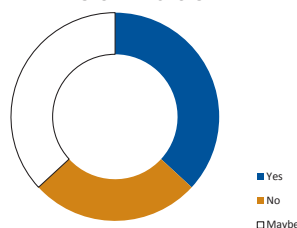
Manufacturing	24.4%
Pharmaceuticals - Ethical (prescription)	22.0%
Medical Devices	19.5%
Pharmaceuticals - OTC & Consumer Health	12.2%
Consulting Services	7.3%
Animal Health	4.9%
Laboratory Services	4.9%
FMCG, Food & Beverage	2.4%
Research Institute/NFP/ Hospital/ Academia	2.4%



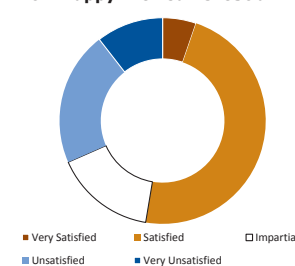
### Number of Direct Reports

0	85%
1-5	15%

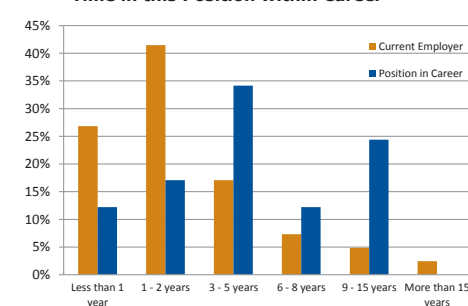
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



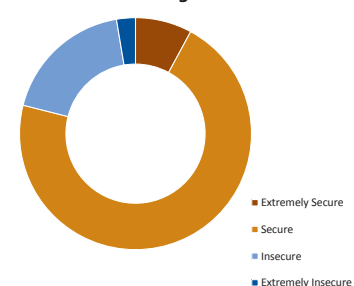
### Time with Current Employer and Time in this Position within Career



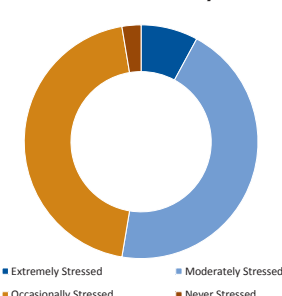
### Total No. of Staff Reporting

0	85%
1-5	15%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



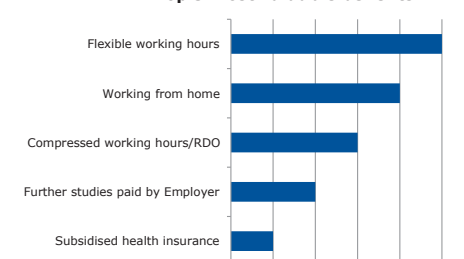
### (No. Of Employees)

Less than 50	26.8%
51-100	22.0%
101-250	17.1%
251-500	14.6%
501-1000	9.8%
More than 1001	9.8%

### Average Overtime Hours per Week

3.33

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Senior QA Associate

	n	First Quartile	Median	Third Quartile
Base Salary	18	\$71,875	\$84,250	\$86,500
Car/Car Allowance	1		\$20,000	
Bonus/Commission	11	\$2,000	\$6,000	\$18,000

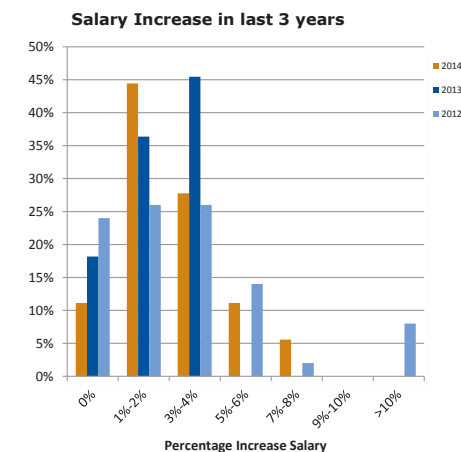
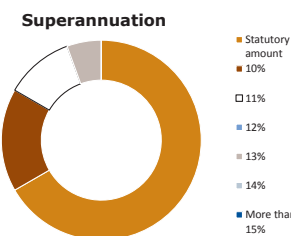
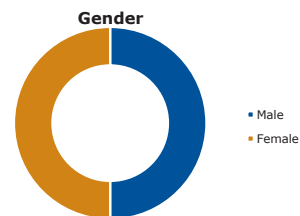
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

QA Manager	38.9%
QA Team Leader	33.3%
QA Director	16.7%
Senior / Regional QA Director / VP QA	11.1%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	33.3%
Medical Devices	16.7%
FMCG, Food & Beverage	16.7%
Manufacturing	11.1%
Animal Health	11.1%
Pharmaceuticals - OTC & Consumer Health	5.6%
Consulting Services	5.6%



### Number of Direct Reports

0	78%
1-5	17%
6-10	6%

### Total No. of Staff Reporting

0	78%
1-5	17%
6-10	0%
11-20	0%
21 - 50	0%
51 - 75	0%
76 - 100	0%
101 - 150	6%

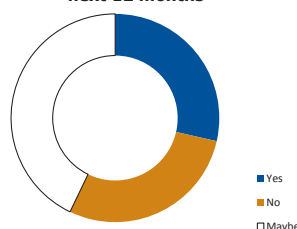
### (No. Of Employees)

Less than 50	11.1%
51-100	16.7%
101-250	27.8%
251-500	33.3%
501-1000	5.6%
More than 1001	5.6%

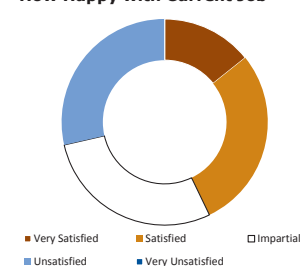
### Average Overtime Hours per Week

5.86

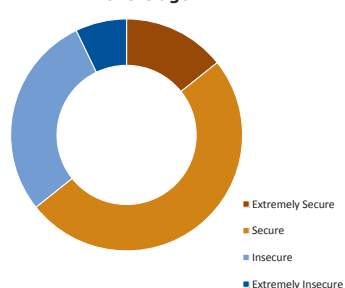
### Likelihood to change jobs in next 12 months



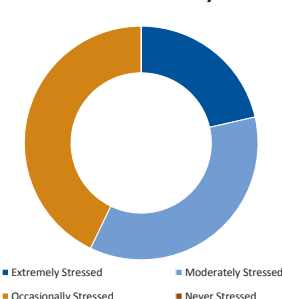
### How Happy with Current Job



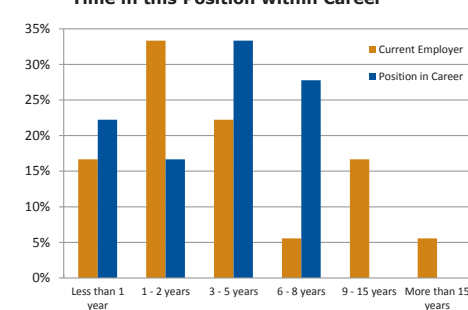
### Job Security Compared with 12 months ago



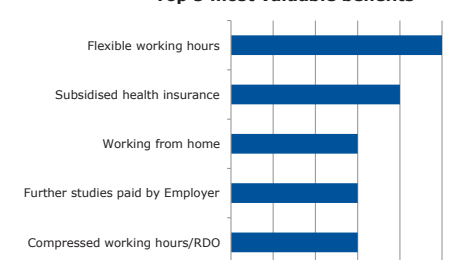
### Stress Factor - Weekly Basis



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



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## QA Team Leader / Coordinator

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$65,125	\$77,500	\$88,625
Car/Car Allowance	1		\$25,000	
Bonus/Commission	6	\$3,750	\$4,500	\$7,000

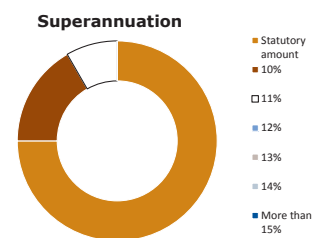
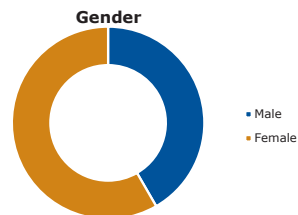
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

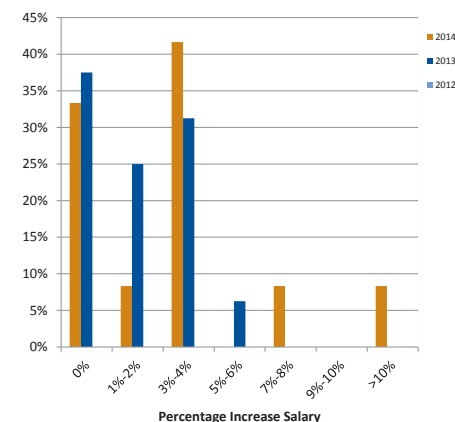
QA Manager	66.7%
Operations Manager / Director	25.0%
Director/ Country Manager	8.3%

### Industry Segment

Manufacturing	41.7%
Medical Devices	16.7%
FMCG, Food & Beverage	16.7%
Complementary Medicines	8.3%
Animal Health	8.3%
Diagnostics, Life Sciences & Biotechnology	8.3%



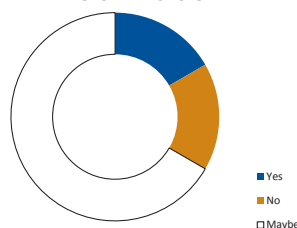
### Salary Increase in last 3 years



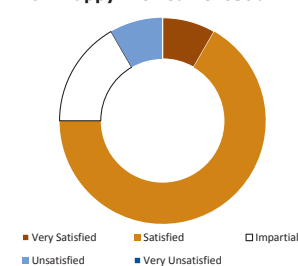
### Number of Direct Reports

0	58%
1-5	42%

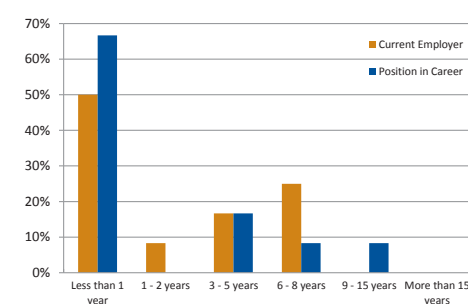
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



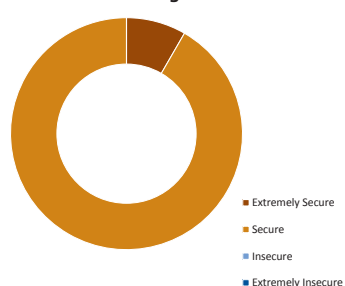
### Time with Current Employer and Time in this Position within Career



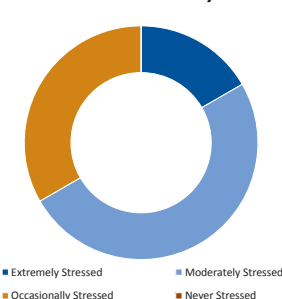
### Total No. of Staff Reporting

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

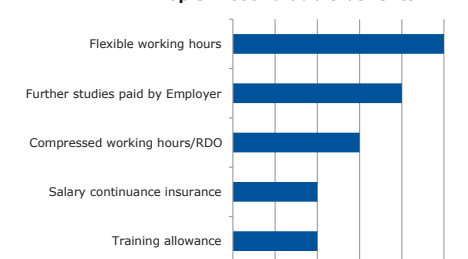
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	25.0%
51-100	16.7%
101-250	25.0%
251-500	33.3%
501-1000	0.0%
More than 1001	0.0%

### Average Overtime Hours per Week

5.17

# 2014 Salary and Job Satisfaction Survey

## Quality Auditor

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$61,500	\$70,500	\$102,500
Car/Car Allowance	1		\$10,000	
Bonus/Commission	3	\$1,000	\$1,000	\$10,000

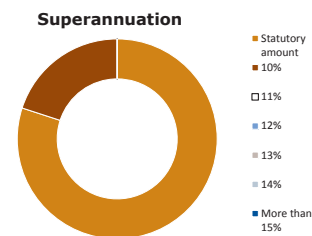
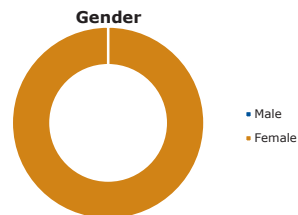
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

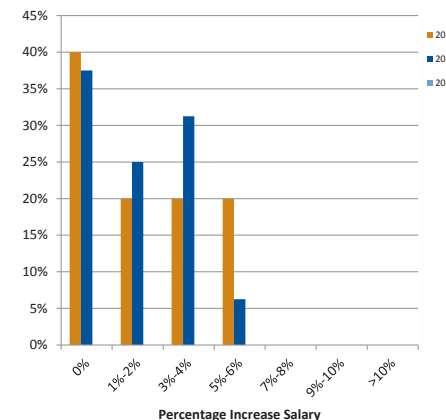
QA Manager	80.0%
Report to Board of Directors	20.0%

### Industry Segment

Pharmaceuticals - OTC & Consumer Health	20.0%
Medical Devices	20.0%
FMCG, Food & Beverage	20.0%
Consulting Services	20.0%
Laboratory Services	20.0%



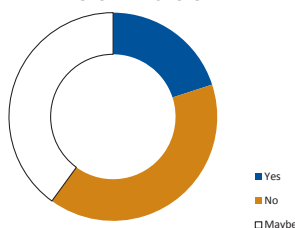
### Salary Increase in last 3 years



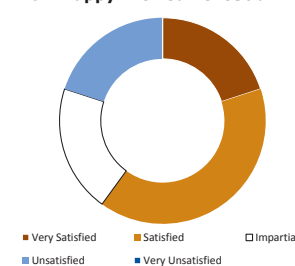
### Number of Direct Reports

0	100%
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### Likelihood to change jobs in next 12 months



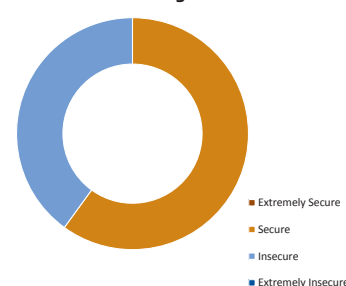
### How Happy with Current Job



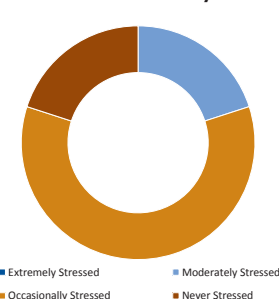
### Total No. of Staff Reporting

0	100%
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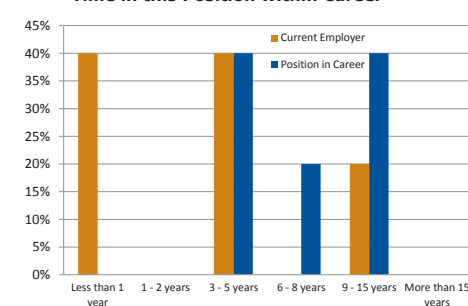
### Job Security Compared with 12 months ago



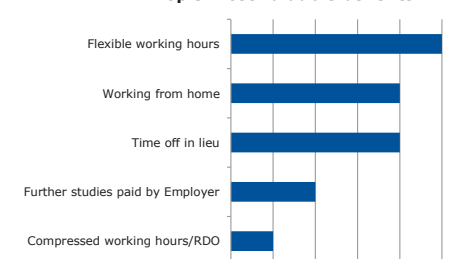
### Stress Factor - Weekly Basis



### 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

2.33

# 2014 Salary and Job Satisfaction Survey

## Compliance Specialist

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$63,000	\$77,000	\$105,000
Car/Car Allowance	0			
Bonus/Commission	5	\$1,000	\$5,000	\$8,500

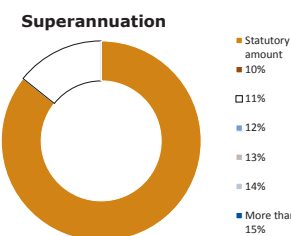
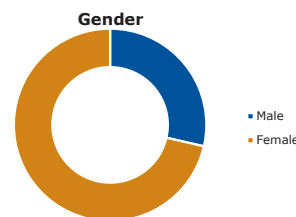
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

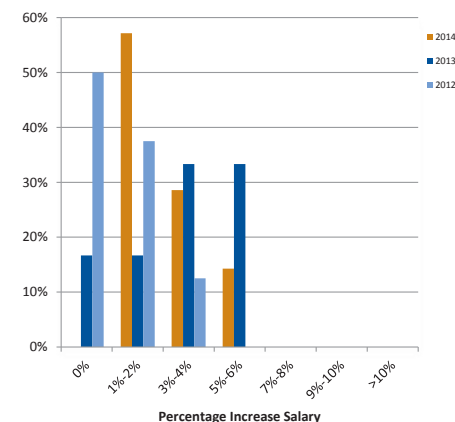
QA Manager	57.1%
Director/ Country Manager	14.3%
QA Director	14.3%
Operations Manager / Director	14.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	42.9%
Manufacturing	28.6%
FMCG, Food & Beverage	14.3%
Animal Health	14.3%



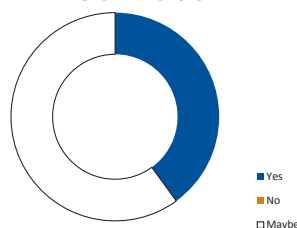
### Salary Increase in last 3 years



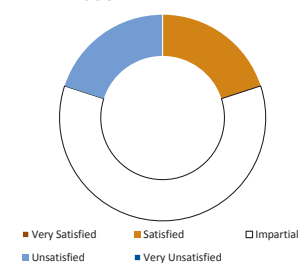
### Number of Direct Reports

0	86%
1-5	14%

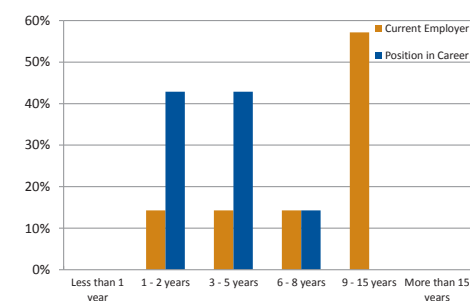
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



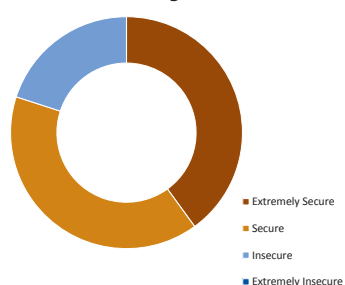
### Time with Current Employer and Time in this Position within Career



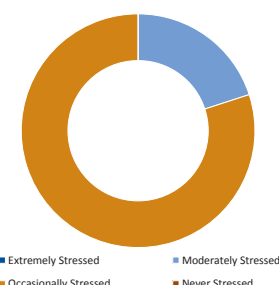
### Total No. of Staff Reporting

0	86%
1-5	14%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



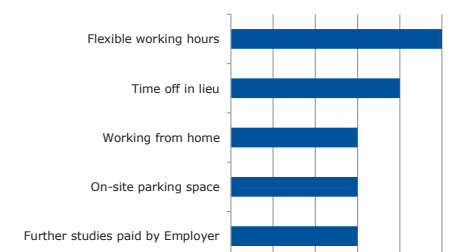
### (No. Of Employees)

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

### Average Overtime Hours per Week

4.75

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Compliance Manager

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$91,125	\$121,500	\$133,750
Car/Car Allowance	3	\$20,000	\$21,000	\$22,000
Bonus/Commission	4	\$3,250	\$8,000	\$30,000

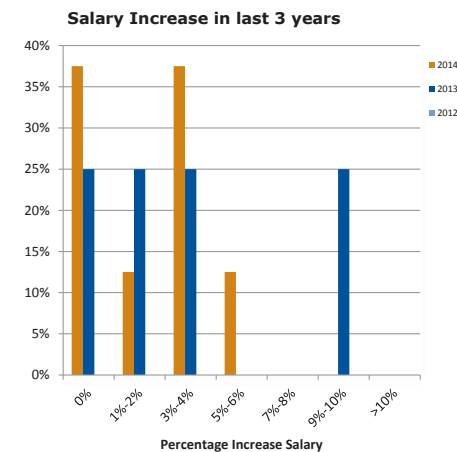
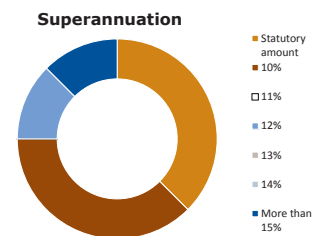
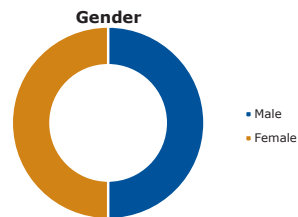
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

QA Manager	25.0%
Operations Manager / Director	25.0%
Senior / Regional QA Director / VP QA	25.0%
Global Director / VP QA	12.5%
Director/ Country Manager	12.5%

### Industry Segment

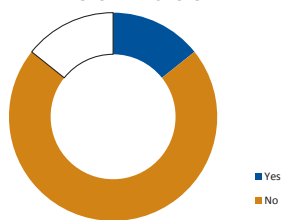
Pharmaceuticals - Ethical (prescription)	50.0%
Medical Devices	25.0%
Research Institute/NFP/ Hospital/ Academia	12.5%
Laboratory Services	12.5%



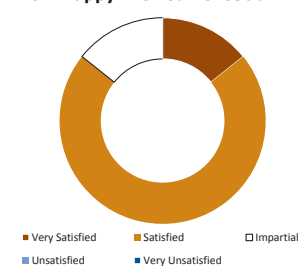
### Number of Direct Reports

0	50%
1-5	25%
6-10	13%
11-20	13%

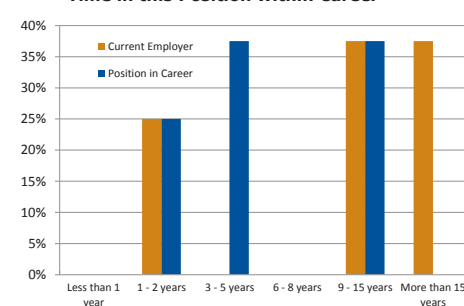
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



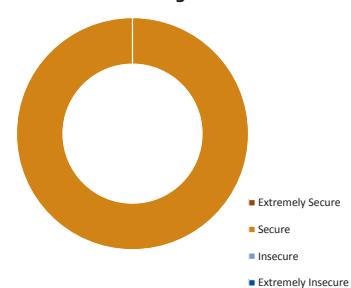
### Time with Current Employer and Time in this Position within Career



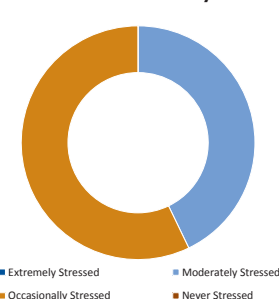
### Total No. of Staff Reporting

0	50%
1-5	25%
6-10	13%
11-20	13%

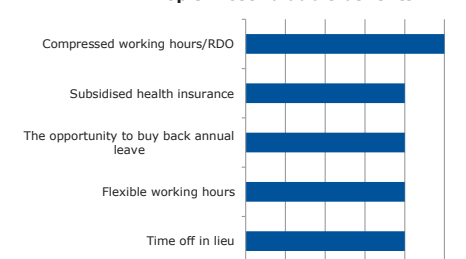
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

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

### Average Overtime Hours per Week

7.50

# 2014 Salary and Job Satisfaction Survey



## Quality Systems Manager

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$80,875	\$94,500	\$109,250
Car/Car Allowance	5	\$21,000	\$22,000	\$23,500
Bonus/Commission	4	\$3,250	\$6,000	\$23,000

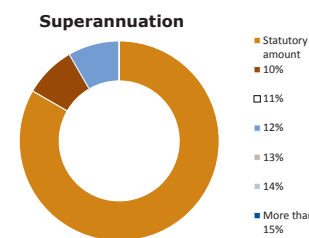
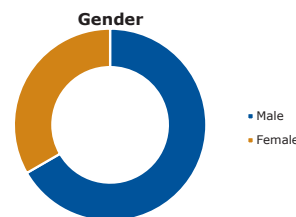
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

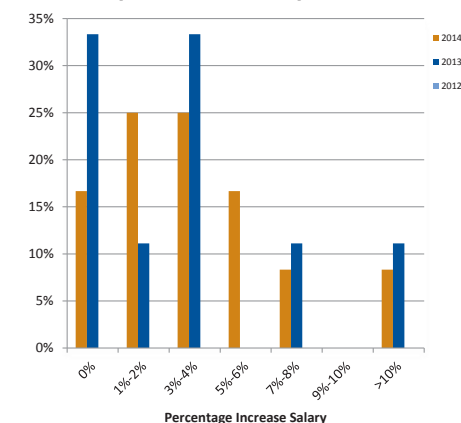
QA Director	25.0%
CEO	25.0%
QA Team Leader	16.7%
QA Manager	8.3%
Senior / Regional QA Director / VP QA	8.3%
Director/ Country Manager	8.3%
Global Director / VP QA	8.3%

### Industry Segment

Manufacturing	50.0%
Pharmaceuticals - Ethical (prescription)	16.7%
Animal Health	16.7%
Pharmaceuticals - OTC & Consumer Health	8.3%
Consulting Services	8.3%



### Salary Increase in last 3 years



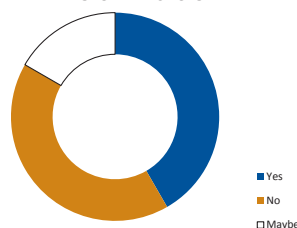
### Number of Direct Reports

0	42%
1-5	33%
6-10	17%
11-20	8%

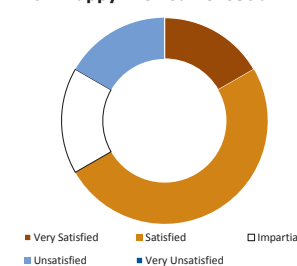
### Total No. of Staff Reporting

0	42%
1-5	33%
6-10	8%
11-20	17%

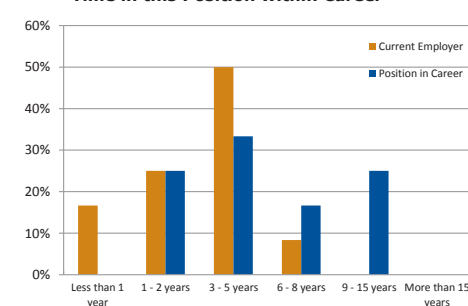
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



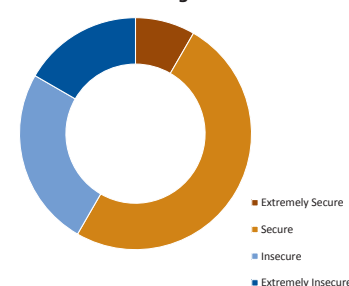
### Time with Current Employer and Time in this Position within Career



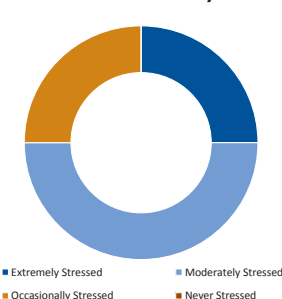
### (No. Of Employees)

Less than 50	25.0%
51-100	16.7%
101-250	16.7%
251-500	8.3%
501-1000	16.7%
More than 1001	16.7%

### Job Security Compared with 12 months ago



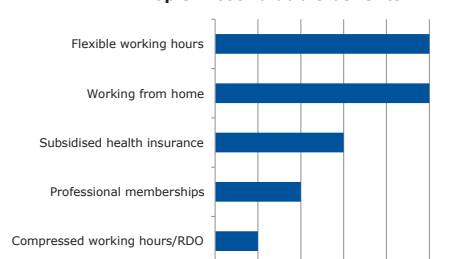
### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

8.82

### Top 5 most valuable benefits





# 2014 Salary and Job Satisfaction Survey

## QA Manager

	n	First Quartile	Median	Third Quartile
Base Salary	58	\$70,750	\$102,500	\$118,000
Car/Car Allowance	17	\$14,500	\$20,000	\$21,500
Bonus/Commission	31	\$4,000	\$7,000	\$12,000

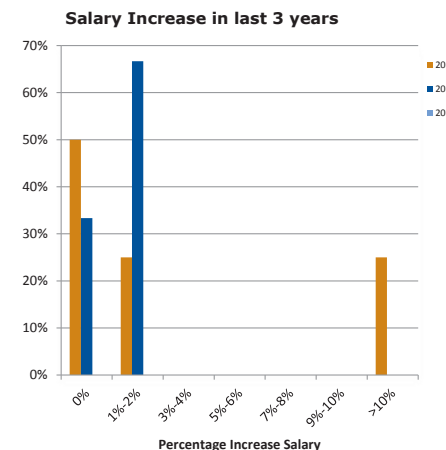
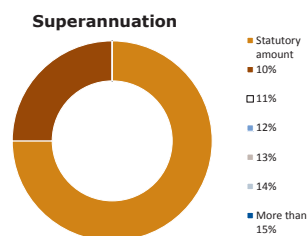
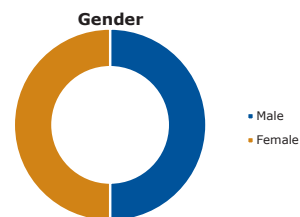
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Operations Manager / Director	24.1%
QA Director	20.7%
CEO	13.8%
Senior / Regional QA Director / VP QA	12.1%
Director/ Country Manager	12.1%
QA Manager	10.3%
Global Director / VP QA	3.4%
QA Team Leader	1.7%
Report to Board of Directors	1.7%

### Industry Segment

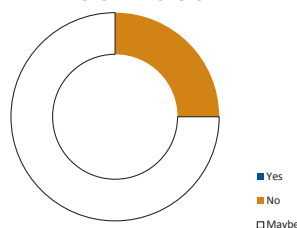
FMCG, Food & Beverage	31.0%
Manufacturing	19.0%
Pharmaceuticals - Ethical (prescription)	17.2%
Pharmaceuticals - OTC & Consumer Health	6.9%
Medical Devices	5.2%
Complementary Medicines	5.2%
Research Institute/NFP/ Hospital/ Academia	5.2%
Animal Health	3.4%
Clinical Research Organisation	3.4%
Diagnostics, Life Sciences & Biotechnology	1.7%
Laboratory Services	1.7%



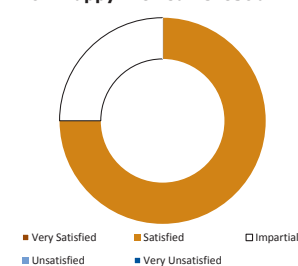
### Number of Direct Reports

0	22%
1-5	55%
6-10	21%
11-20	2%

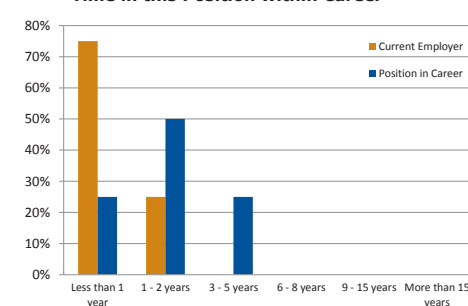
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



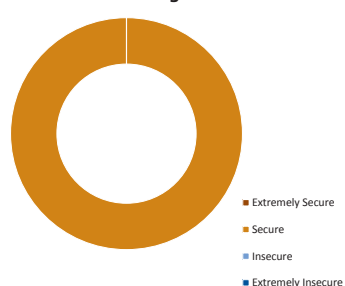
### Time with Current Employer and Time in this Position within Career



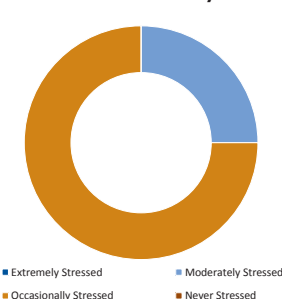
### Total No. of Staff Reporting

0	22%
1-5	43%
6-10	19%
11-20	12%
21-50	3%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



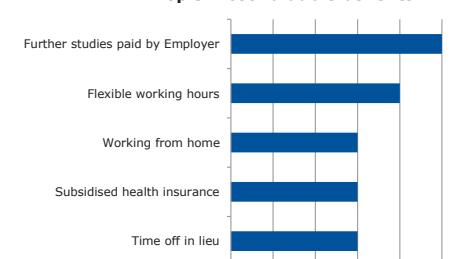
### (No. Of Employees)

Less than 50	19.0%
51-100	17.2%
101-250	17.2%
251-500	15.5%
501-1000	6.9%
More than 1001	24.1%

### Average Overtime Hours per Week

7.05

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## QA Director / Senior QA Manager

	n	First Quartile	Median	Third Quartile
Base Salary	18	\$127,500	\$143,000	\$190,000
Car/Car Allowance	7	\$21,500	\$24,000	\$26,500
Bonus/Commission	17	\$10,000	\$16,000	\$20,000

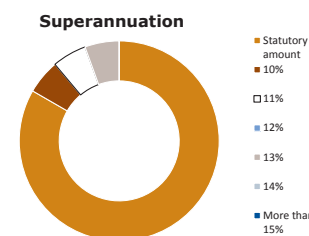
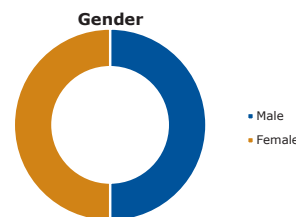
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

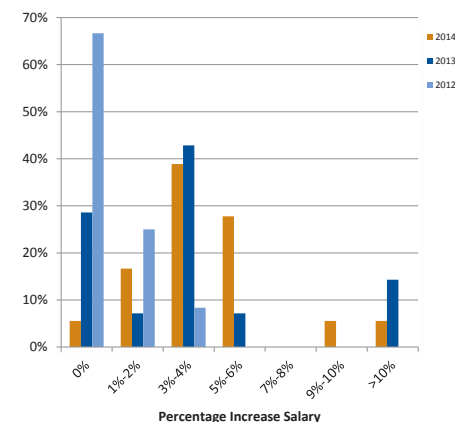
CEO	22.2%
QA Director	16.7%
Senior / Regional QA Director / VP QA	16.7%
Director/ Country Manager	16.7%
Operations Manager / Director	11.1%
Global Director / VP QA	11.1%
QA Manager	5.6%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	33.3%
FMCG, Food & Beverage	16.7%
Manufacturing	16.7%
Medical Devices	11.1%
Animal Health	5.6%
Clinical Research Organisation	5.6%
Diagnostics, Life Sciences & Biotechnology	5.6%
Laboratory Services	5.6%



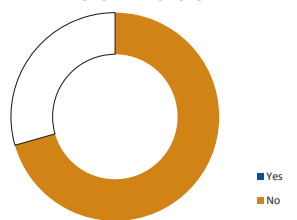
### Salary Increase in last 3 years



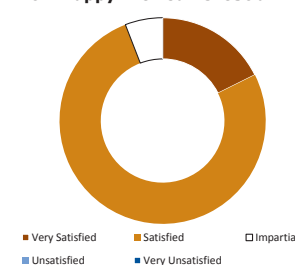
### Number of Direct Reports

0	11%
1-5	50%
6-10	33%
11-20	6%

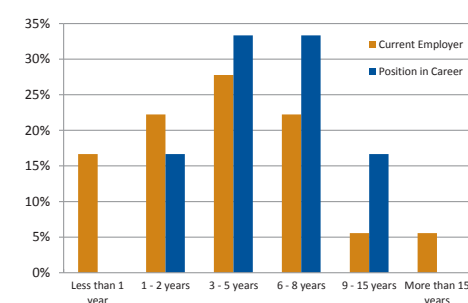
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



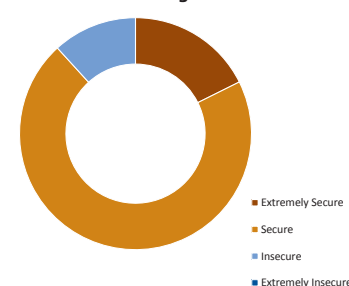
### Time with Current Employer and Time in this Position within Career



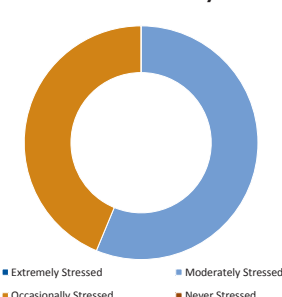
### Total No. of Staff Reporting

0	11%
1-5	33%
6-10	11%
11-20	11%
21-50	28%
51-75	0%
76-100	6%

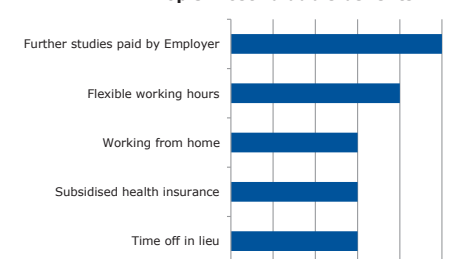
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	16.7%
51-100	5.6%
101-250	38.9%
251-500	11.1%
501-1000	0.0%
More than 1001	27.8%

### Average Overtime Hours per Week

9.59

# 2014 Salary and Job Satisfaction Survey

## Senior / Regional QA Director / VP QA

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$125,000	\$186,000	\$250,000
Car/Car Allowance	3	\$30,000	\$30,000	\$30,000
Bonus/Commission	5	\$14,000	\$50,000	\$55,000

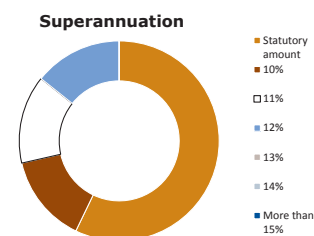
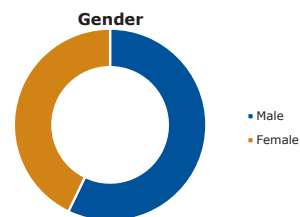
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

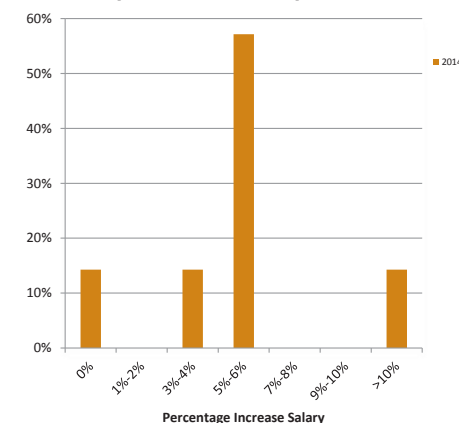
Global Director / VP QA	42.9%
CEO	28.6%
Senior / Regional QA Director / VP QA	14.3%
Report to Board of Directors	14.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	28.6%
Complementary Medicines	14.3%
Consulting Services	14.3%
Clinical Research Organisation	14.3%



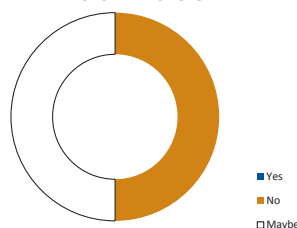
### Salary Increase in last 3 years



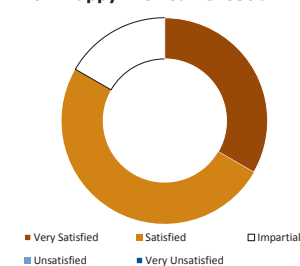
### Number of Direct Reports

0	14%
1-5	43%
6-10	43%

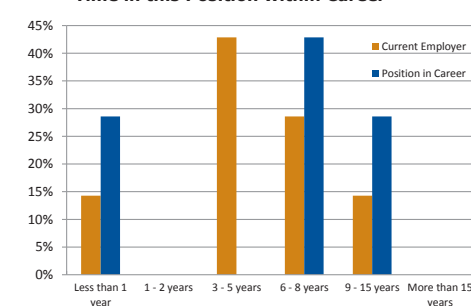
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



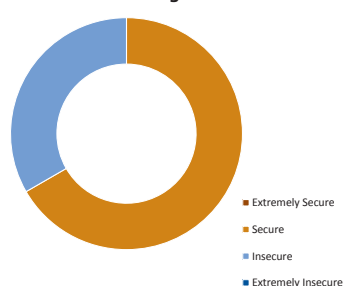
### Time with Current Employer and Time in this Position within Career



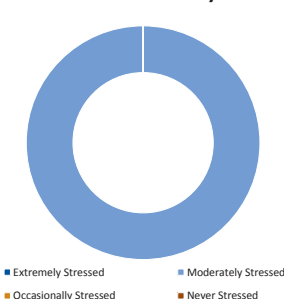
### Total No. of Staff Reporting

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

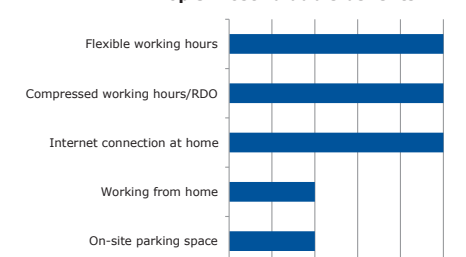
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

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

### Average Overtime Hours per Week

13.86

# 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.