

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

2014 Salary & Job Satisfaction Survey

Regulatory Affairs Sector



2014 Salary and Job Satisfaction Survey



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- Foreword by On Q Recruitment's Director
- Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.
- Functional Overview – by Sector: a snapshot of the contributors profile by individual sector. It indicates salary increases and percentage of those who received bonus across the whole sector in addition to other analysis, including job satisfaction and the likelihood to change jobs.
- Functional Overview – All Sectors: as above, but across all sectors. Facilitates a comparison against Functional Overview by Sector.
- Job Satisfaction – by Sector: highlights the benefits contributors currently receive, the benefits most valued, the top reasons for staying with a current employer and the most frustrating aspects of the job. 2013 data is provided for comparative purposes.
- Job Satisfaction – All Sectors: as above, but across All Sectors. Facilitates a comparison against Job Satisfaction by Sector.
- Job Title pages: specific data on base salary, bonus, car allowances and demographics for each individual job title. These pages also illustrate the likelihood to change jobs, job satisfaction, security and stress level. They also provide an indication of the top 5 most valuable benefits for each job.
- Remarks: accompanying notes on calculations and clarification of remuneration terms.

2014 Salary and Job Satisfaction Survey



Foreword by On Q Recruitment's Director

Welcome to On Q Recruitment's 2014 Salary and Job Satisfaction Report. Thank you for your participation and for taking an interest in the results. The aim of the annual survey is to support our clients – talent acquisition, line managers and HR teams with a comprehensive overview of remuneration data, salary movements, job satisfaction and people trends across our key industry sectors. In 2014 we have reported on nearly 1700 professionals across 11 functional sectors and 12 industries in Australia, as follows:



Industries:

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

Functional Sectors:

Clinical Research	Medical Affairs
Engineering	Operations &
General Business Management	Manufacturing
Health Economics & Corporate Affairs	Quality Assurance
Human Resources	Regulatory Affairs
Laboratory	Sales & Marketing

The contributors in 2014 represent 58.6% females and 41.4% males, with an age range from 20 years to over 60 years, with the highest demographic, 35%, in the 30-39 age bracket. 84% are engaged in full time employment and 70% are based in Sydney. Although we received survey data from New Zealand and various Asian countries, we chose not to include this data in the report.

On Q is very appreciative to all its survey contributors and ensures complete confidentiality of all participants. On Q has conducted its salary survey for 8 years, continually improving and deepening our analysis and reporting to help our clients be informed, benchmark and identify trends or areas of concern. As always, we welcome your feedback and suggestions for improvements, either in representation of data or new questions to survey. Please don't hesitate to contact myself or your On Q Recruitment Consultant with feedback or requests for further information.

Kind Regards

Catherine O'Mahony
Director, On Q Recruitment
August 2014

2014 Salary and Job Satisfaction Survey



Regulatory Affairs Sector (n = 230)

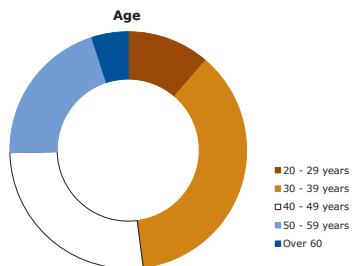
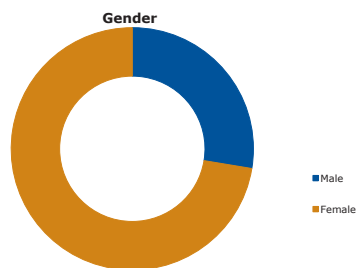
Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Health	Complementary Medicines	FMCG, Food & Beverage	Animal Health	Diagnostics, Life Sciences & Biotechnology	Consulting Services	Research Institute/NFP/Hospital/Academia	Manufacturing	Clinical Research Organisation
Regulatory Affairs Assistant (Dept Support)	n	5	9	2	2		1							
	1st Quartile	\$60,250	\$63,500											
	Median	\$62,500	\$68,500	\$70,500	\$61,250		\$75,000							
	3rd Quartile	\$77,750	\$78,500											
Graduate Regulatory Affairs Associate (< 12 months experience)	n	5	7	1	1		1	1						1
	1st Quartile	\$66,500	\$60,000											
	Median	\$82,500	\$77,000	\$90,000	\$78,000		\$88,000	\$82,500						\$55,000
	3rd Quartile	\$89,000	\$81,500											
Regulatory Affairs Associate	n	52	72	26	7	11	2	2		2	2			
	1st Quartile	\$87,750	\$77,250	\$89,000	\$70,500	\$89,000								
	Median	\$98,000	\$89,000	\$99,250	\$89,500	\$101,000	\$103,500	\$72,250		\$119,000	\$92,750			
	3rd Quartile	\$118,000	\$95,750	\$122,750	\$92,000	\$120,000								
Senior Regulatory Affairs Associate	n	25	63	13	7	3	1				1			
	1st Quartile	\$103,000	\$105,000	\$98,500	\$103,000	\$115,000								
	Median	\$115,000	\$115,000	\$114,000	\$115,000	\$130,000	\$104,000				\$90,000			
	3rd Quartile	\$126,000	\$130,000	\$122,500	\$135,000	\$134,000								
Regulatory Affairs Team Leader	n	7	9	6				1						
	1st Quartile	\$100,000	\$86,500	\$99,500										
	Median	\$130,000	\$114,000	\$136,000				\$125,000						
	3rd Quartile	\$165,000	\$133,500	\$170,000										
Regulatory Affairs Project Manager	n	42	10	17	9	3	3	3	3	2	1		1	
	1st Quartile	\$128,750	\$104,250	\$148,500	\$127,500	\$97,000	\$95,000	\$115,000	\$78,000					
	Median	\$149,500	\$120,000	\$165,000	\$149,000	\$164,000	\$95,000	\$130,000	\$86,000	\$129,500	\$109,000		\$130,000	
	3rd Quartile	\$175,000	\$154,750	\$180,000	\$192,500	\$200,000	\$130,000	\$220,000	\$187,000					
Regulatory Affairs Manager	n	38	80	18	11	2	3	1		2		1		
	1st Quartile	\$130,000	\$129,000	\$140,500	\$120,000		\$82,000							
	Median	\$143,500	\$153,000	\$177,500	\$136,000	\$146,000	\$101,000	\$130,000		\$133,500		\$105,000		
	3rd Quartile	\$196,750	\$172,500	\$242,500	\$170,000		\$165,000							
Director / Head of Regulatory Affairs	n	16	19	6	4	3		2	1					
	1st Quartile	\$152,500	\$185,000	\$145,000	\$227,500	\$160,000								
	Median	\$215,000	\$220,000	\$204,000	\$280,000	\$160,000		\$132,000	\$250,000					
	3rd Quartile	\$250,000	\$260,000	\$250,000	\$415,000	\$220,000								
Product Complaints	n	40		19	9	3	3	1	3			1	1	
	1st Quartile	\$80,000		\$80,000	\$75,000	\$82,000	\$60,000	\$80,000	\$60,000			\$94,000	\$107,000	
	Median	\$87,750		\$92,000	\$83,000	\$85,500	\$94,000	\$80,000	\$78,500					
	3rd Quartile	\$94,875		\$103,000	\$89,750	\$115,000	\$94,500		\$82,000					

- 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

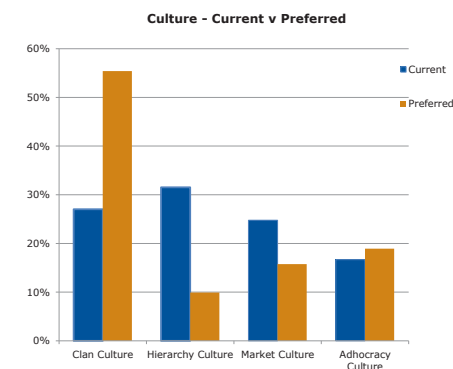
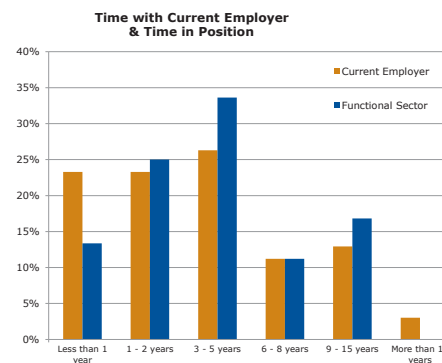
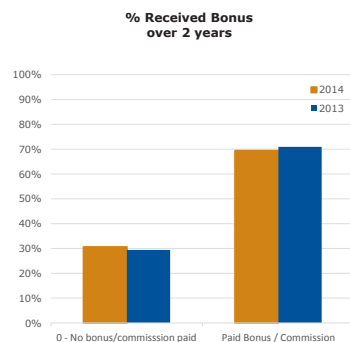
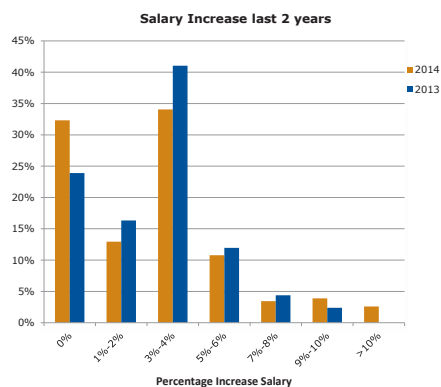
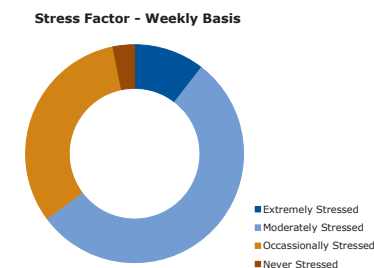
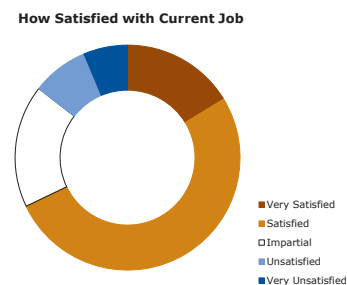
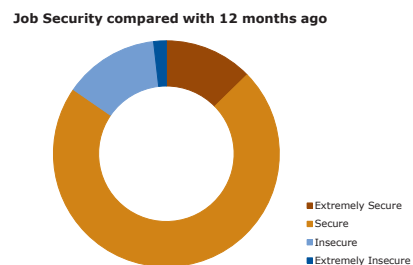
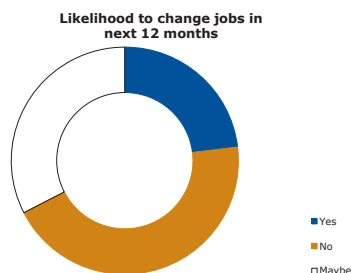
Functional Overview - Regulatory Affairs Sector (n = 230)



Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	47.0%
Medical Devices	21.6%
Pharmaceuticals - OTC & Consumer Health	10.8%
Complementary Medicines	6.0%
FMCG, Food & Beverage	5.2%
Animal Health	3.0%
Diagnostics, Life Sciences & Biotechnology	2.6%
Consulting Services	1.7%
Manufacturing	0.9%
Research Institute/NFP/ Hospital/ Academia	0.9%
Clinical Research Organisation	0.4%

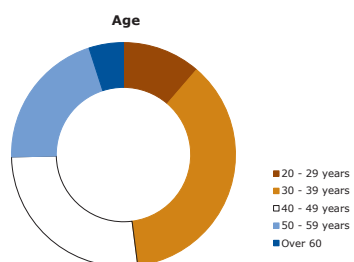
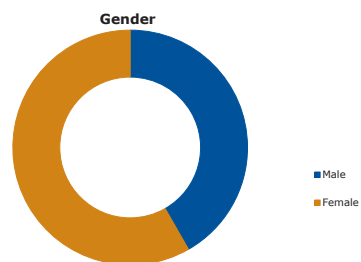
Average Department turnover %	15.21
Average Overtime hours per week	6.58

Policy	Percentage
Work from home	1.3%
Not permitted to work from home	19.4%
No policy, on Manager's approval / discretion	33.2%
No policy, on an ad-hoc, as needed basis	23.7%
Up to 0.5 day per week (1 day per fortnight)	0.9%
Up to 1 day per week	11.2%
2 days or more a week	10.3%



2014 Salary and Job Satisfaction Survey

Functional Overview - All Sectors (n = 1671)

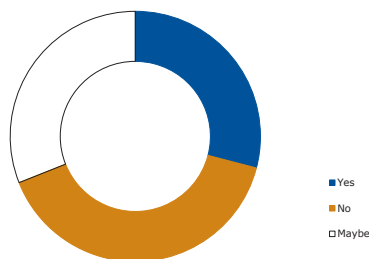


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics,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

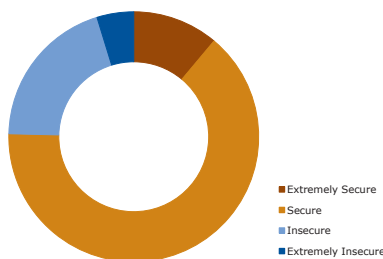
Average Department turnover % 15.44
Average Overtime hours per week 7.34

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%

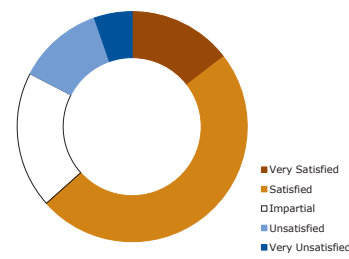
Likelihood to change jobs in next 12 months



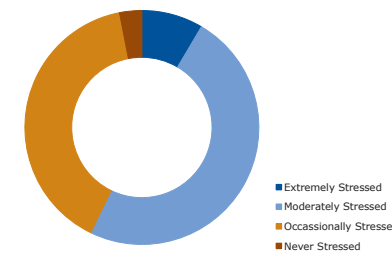
Job Security compared with 12 months ago



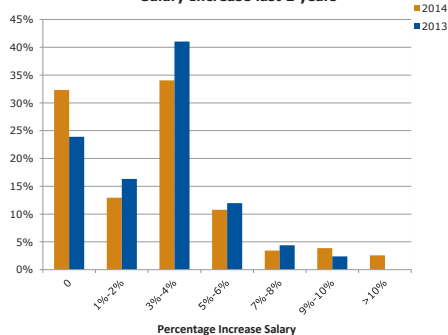
How Satisfied with Current Job



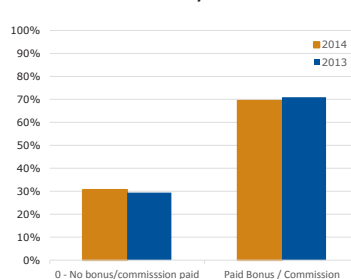
Stress Factor - Weekly Basis



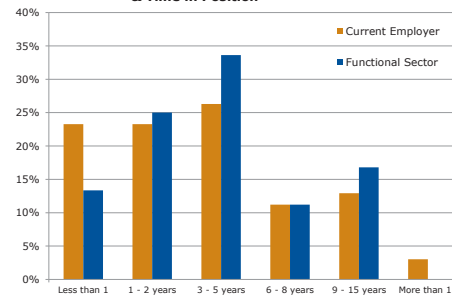
Salary Increase last 2 years



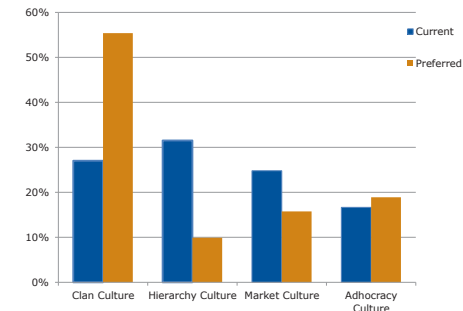
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

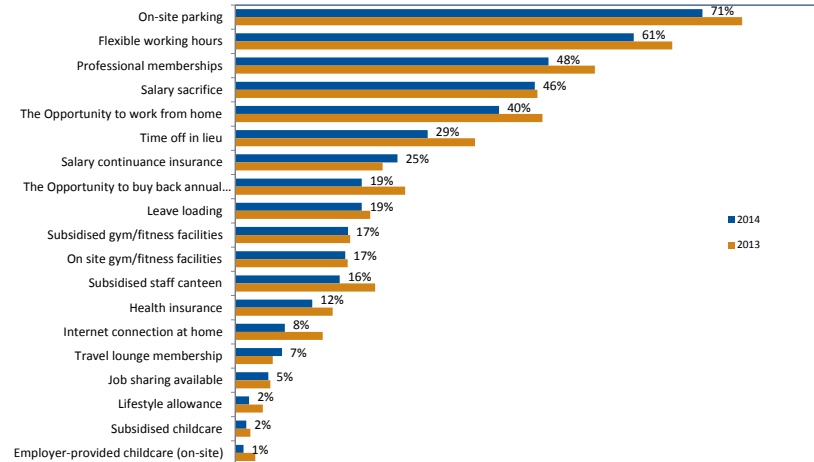


2014 Salary and Job Satisfaction Survey



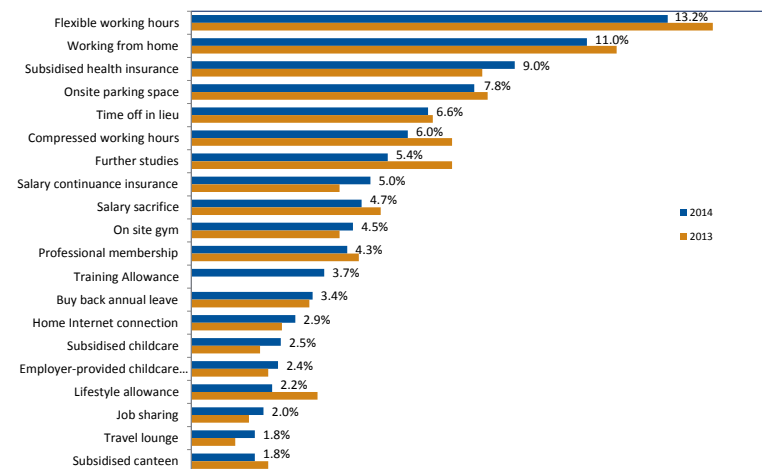
Job Satisfaction Data - Regulatory Affairs Sector (n = 230)

Which Benefits Do You Receive



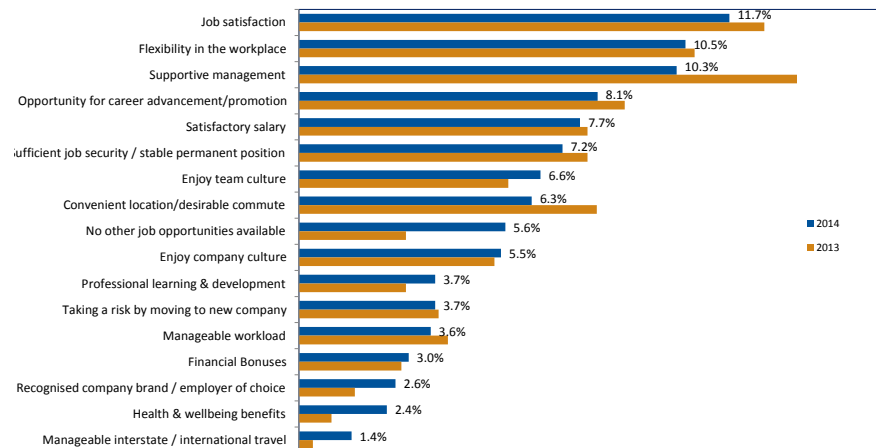
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



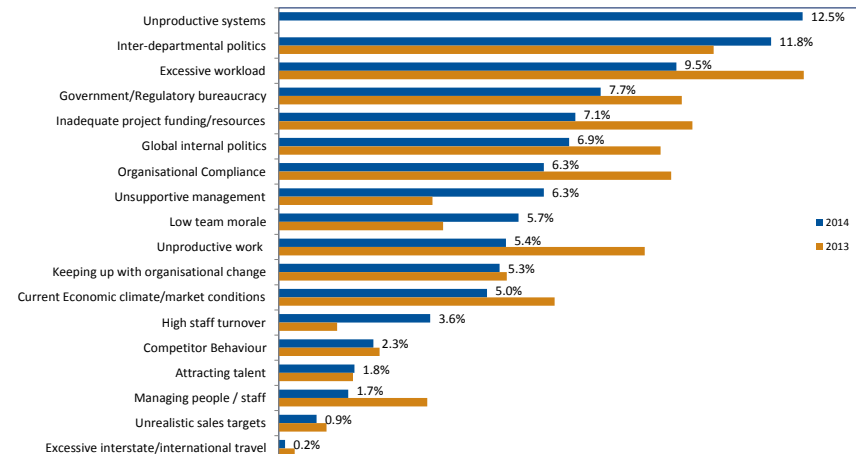
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



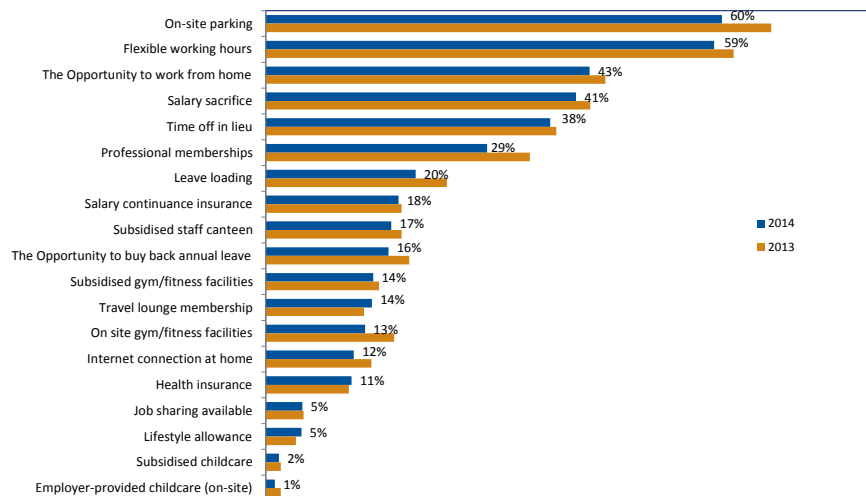
Participants were asked to list their top 3 choices

2014 Salary and Job Satisfaction Survey



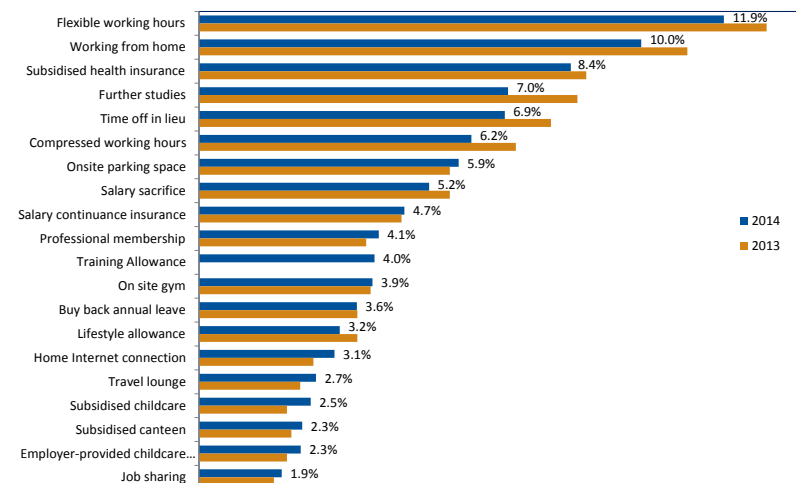
Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



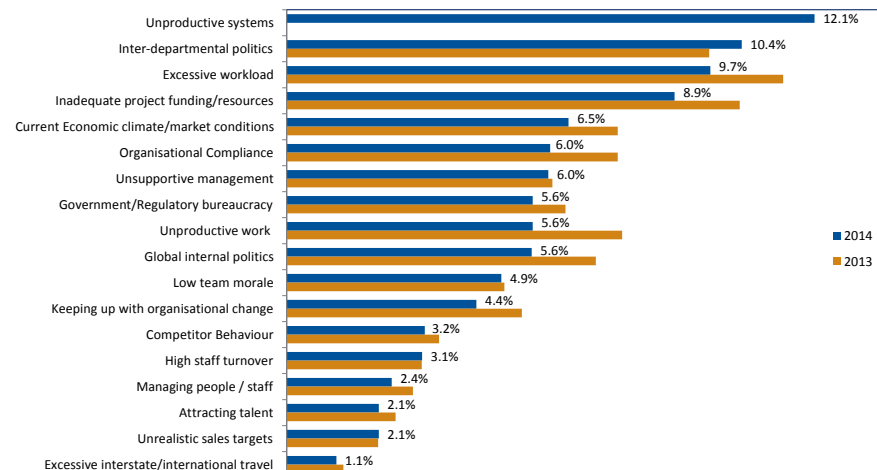
Participants were asked to list their top 5 choices

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

Regulatory Affairs Assistant (Dept Support)

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$55,250	\$62,500	\$69,500
Car/Car Allowance	1		\$10,000	
Bonus/Commission	4	\$925	\$1,500	\$4,250

n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Regulatory Affairs Manager	60.0%
Regulatory Affairs Team Leader	20.0%
General Manager	20.0%

Industry Segment

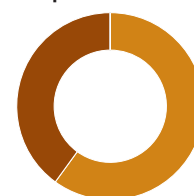
Pharmaceuticals - Ethical (prescription)	40.0%
Medical Devices	40.0%
Complementary Medicines	20.0%

Gender



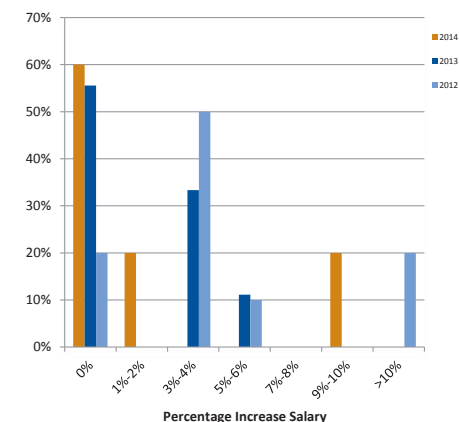
Male
Female

Superannuation



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

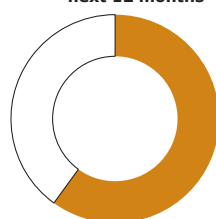
Salary Increase in last 3 years



Number of Direct Reports

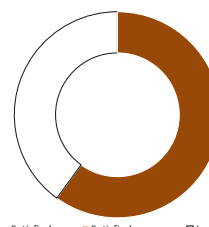
0 100%

Likelihood to change jobs in next 12 months



Yes
No
Maybe

How Happy with Current Job

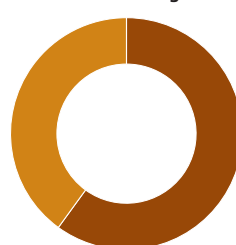


Very Satisfied
Satisfied
Impartial
Unsatisfied
Very Unsatisfied

Total No. of Staff Reporting

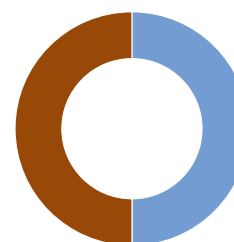
0 100%

Job Security Compared with 12 months ago



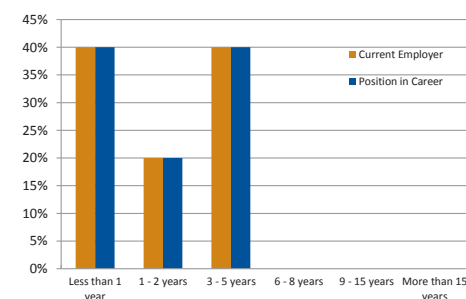
Extremely Secure
Secure
Insecure
Extremely Insecure

Stress Factor - Weekly Basis

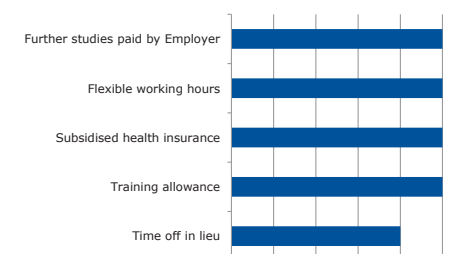


Extremely Stressed
Moderately Stressed
Occasionally Stressed
Never Stressed

Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

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

Average Overtime Hours per Week

3.00

2014 Salary and Job Satisfaction Survey



Graduate Regulatory Affairs Associate (< 12 months experience)

	n	First Quartile	Median	Third Quartile
Base Salary	5	\$62,250	\$73,500	\$83,000
Car/Car Allowance	0			
Bonus/Commission	1		\$1,000	

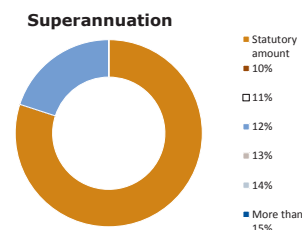
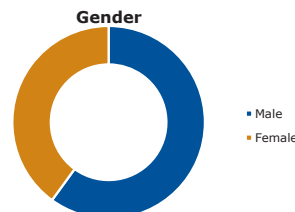
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

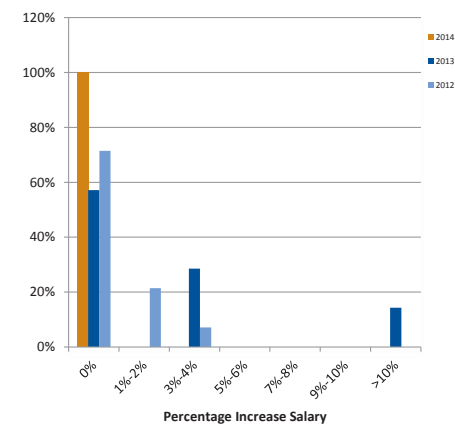
Regulatory Affairs Manager	60.0%
Senior Regulatory Affairs Associate	20.0%
Managing Director / Country Manager	20.0%

Industry Segment

Pharmaceuticals - Ethical (prescription)	20.0%
Medical Devices	20.0%
Complementary Medicines	20.0%
FMCG, Food & Beverage	20.0%
Clinical Research Organisation	20.0%



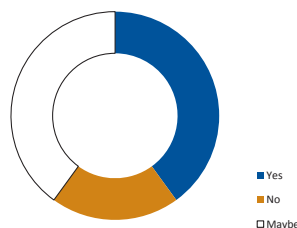
Salary Increase in last 3 years



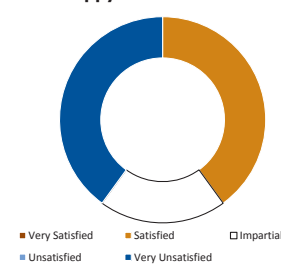
Number of Direct Reports

0 100%

Likelihood to change jobs in next 12 months



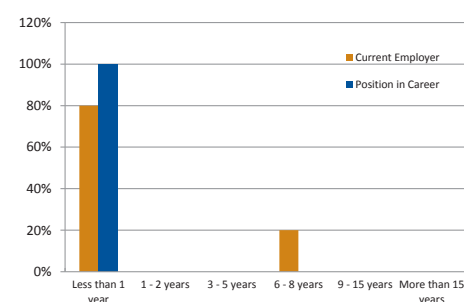
How Happy with Current Job



Total No. of Staff Reporting

0 100%

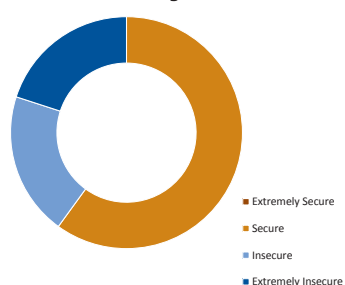
Time with Current Employer and Time in this Position within Career



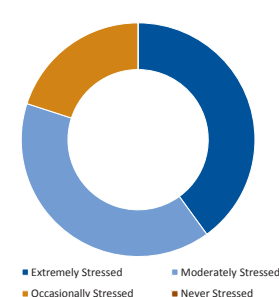
(No. Of Employees)

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

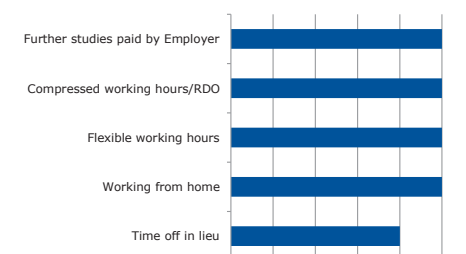
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



Average Overtime Hours per Week

3.75

2014 Salary and Job Satisfaction Survey

Regulatory Affairs Associate

	n	First Quartile	Median	Third Quartile
Base Salary	52	\$75,250	\$84,750	\$98,500
Car/Car Allowance	14	\$17,000	\$20,000	\$23,000
Bonus/Commission	37	\$3,750	\$5,000	\$9,000

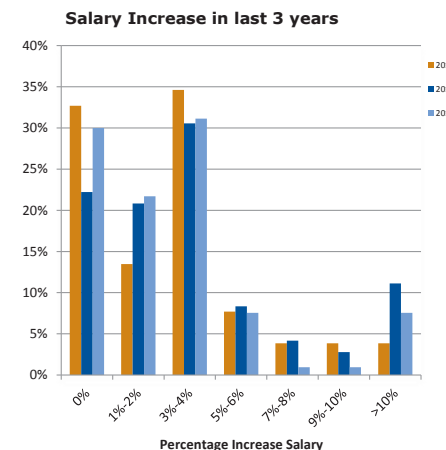
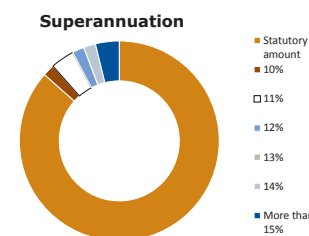
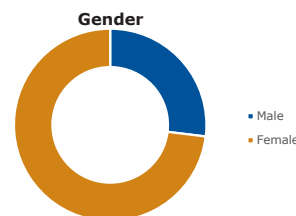
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Regulatory Affairs Manager	48.1%
Director / Head of Regulatory Affairs	36.5%
Regulatory Affairs Team Leader	5.8%
Managing Director / Country Manager	3.8%
General Manager	1.9%
Regional Manager / Director / Vice President	1.9%
Senior Regulatory Affairs Associate	1.9%

Industry Segment

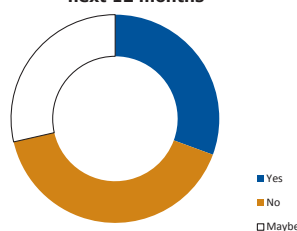
Pharmaceuticals - Ethical (prescription)	50.0%
Pharmaceuticals - OTC & Consumer Health	21.2%
Medical Devices	13.5%
Complementary Medicines	3.8%
FMCG, Food & Beverage	3.8%
Consulting Services	3.8%
Diagnostics, Life Sciences & Biotechnology	3.8%



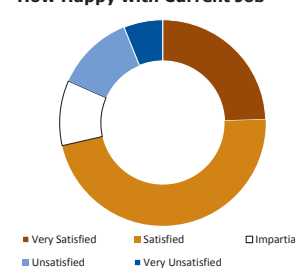
Number of Direct Reports

0	88%
1-5	10%
6-10	2%

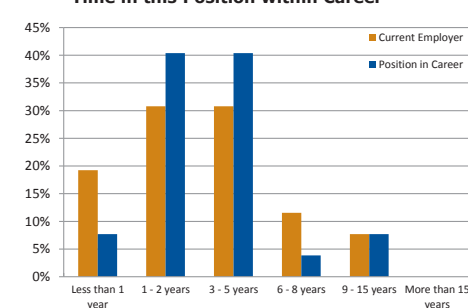
Likelihood to change jobs in next 12 months



How Happy with Current Job



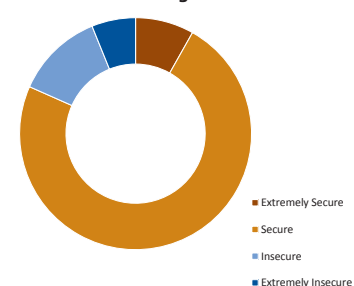
Time with Current Employer and Time in this Position within Career



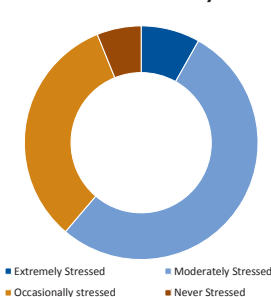
Total No. of Staff Reporting

0	88%
1-5	12%

Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



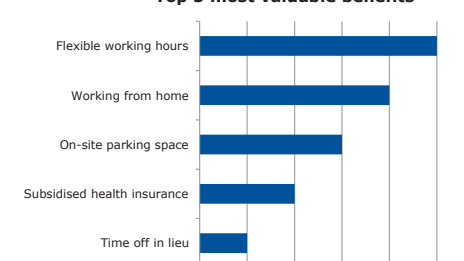
(No. Of Employees)

Less than 50	19.2%
51-100	5.8%
101-250	30.8%
251-500	17.3%
501-1000	17.3%
More than 1001	9.6%

Average Overtime Hours per Week

4.68

Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Senior Regulatory Affairs Associate

	n	First Quartile	Median	Third Quartile
Base Salary	25	\$91,750	\$100,000	\$112,000
Car/Car Allowance	3	\$20,000	\$23,000	\$28,000
Bonus/Commission	17	\$5,000	\$8,000	\$11,000

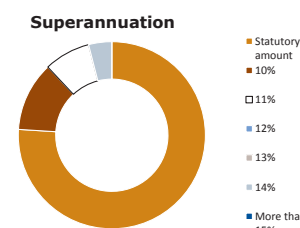
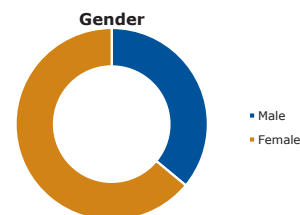
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

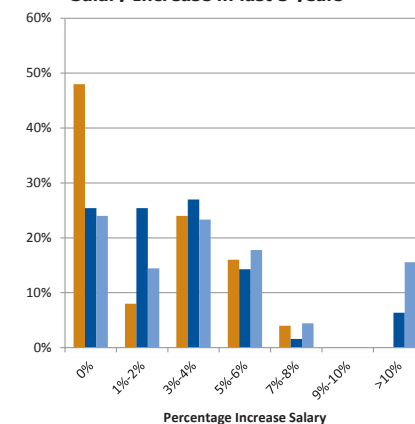
Regulatory Affairs Manager	68.0%
Director / Head of Regulatory Affairs	20.0%
Managing Director / Country Manager	4.0%
Regulatory Affairs Team Leader	4.0%
Senior Regulatory Affairs Associate	4.0%

Industry Segment

Pharmaceuticals - Ethical (prescription)	52.0%
Medical Devices	28.0%
Pharmaceuticals - OTC & Consumer Health	12.0%
Complementary Medicines	4.0%
Consulting Services	4.0%



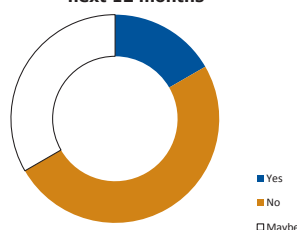
Salary Increase in last 3 years



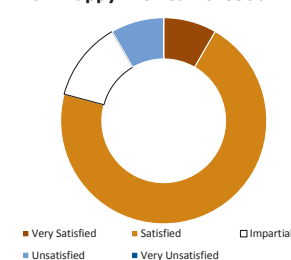
Number of Direct Reports

0	96%
1-5	4%

Likelihood to change jobs in next 12 months



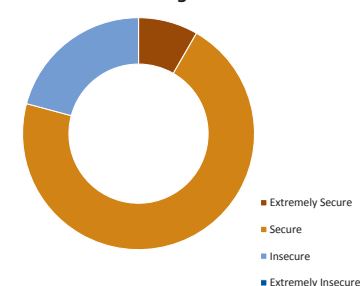
How Happy with Current Job



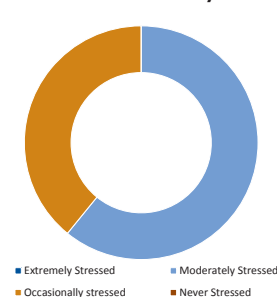
Total No. of Staff Reporting

0	96%
1-5	4%

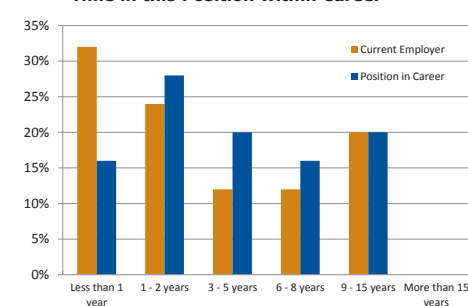
Job Security Compared with 12 months ago



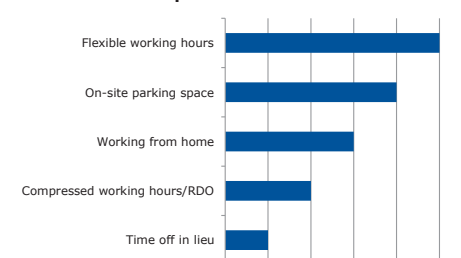
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	8.0%
51-100	20.0%
101-250	32.0%
251-500	24.0%
501-1000	4.0%
More than 1001	12.0%

Average Overtime Hours per Week

5.04

2014 Salary and Job Satisfaction Survey



Regulatory Affairs Project Manager

	n	First Quartile	Median	Third Quartile
Base Salary	42	\$100,000	\$120,500	\$146,250
Car/Car Allowance	19	\$20,000	\$22,000	\$24,000
Bonus/Commission	33	\$7,500	\$12,000	\$24,000

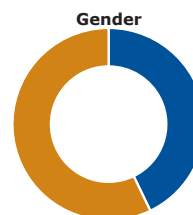
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

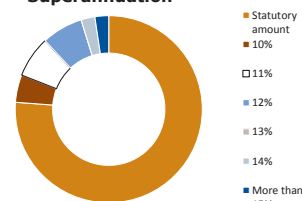
Director / Head of Regulatory Affairs	40.5%
General Manager	19.0%
Regional Manager / Director / Vice President	16.7%
CEO	9.5%
Senior/Regional Medical Director	7.1%
Regulatory Affairs Manager	2.4%
Managing Director / Country Manager	2.4%
Global Vice President	2.4%

Industry Segment

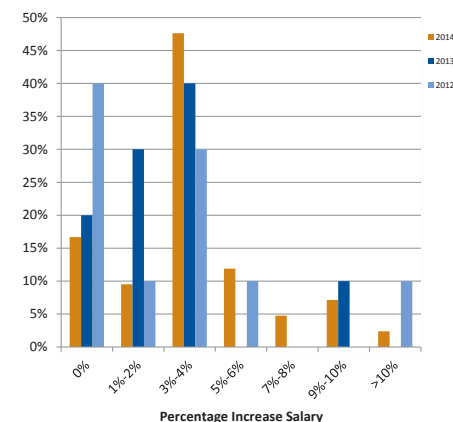
Pharmaceuticals - Ethical (prescription)	40.5%
Medical Devices	21.4%
Pharmaceuticals - OTC & Consumer Health	7.1%
Complementary Medicines	7.1%
FMCG, Food & Beverage	7.1%
Animal Health	7.1%
Diagnostics, Life Sciences & Biotechnology	4.8%
Manufacturing	2.4%
Consulting Services	2.4%



Superannuation



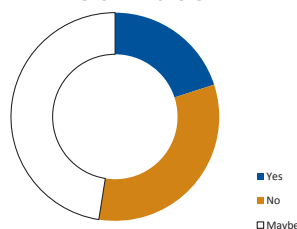
Salary Increase in last 3 years



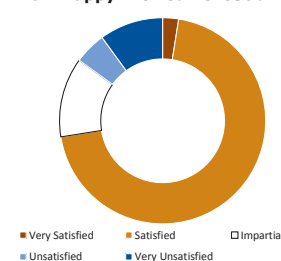
Number of Direct Reports

0	40%
1-5	43%
6-10	14%
11-20	2%

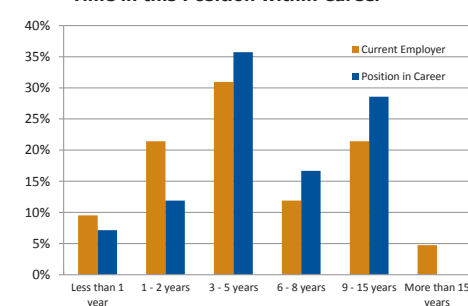
Likelihood to change jobs in next 12 months



How Happy with Current Job



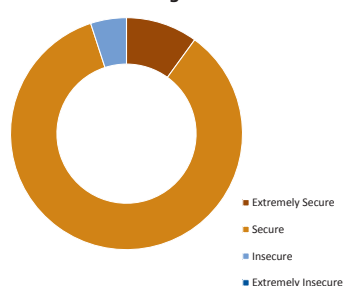
Time with Current Employer and Time in this Position within Career



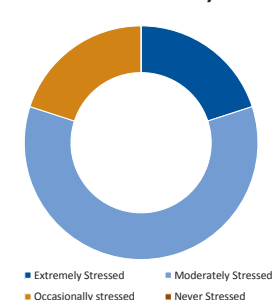
Total No. of Staff Reporting

0	40.5%
1-5	40.5%
6-10	14.3%
11-20	4.8%

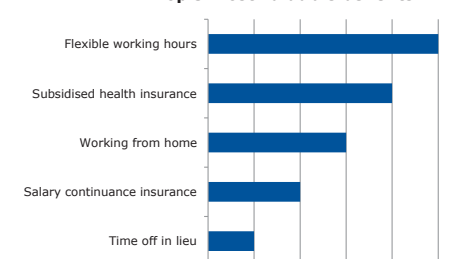
Job Security Compared with 12 months ago



Stress Factor - Weekly Basis



Top 5 most valuable benefits



(No. Of Employees)

Less than 50	26.2%
51-100	16.7%
101-250	31.0%
251-500	7.1%
501-1000	16.7%
More than 1001	2.4%

Average Overtime Hours per Week

8.54

2014 Salary and Job Satisfaction Survey

Regulatory Affairs Team Leader

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$98,000	\$115,000	\$130,000
Car/Car Allowance	2		\$24,000	
Bonus/Commission	4	\$6,000	\$7,000	\$9,500

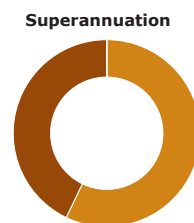
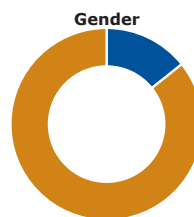
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

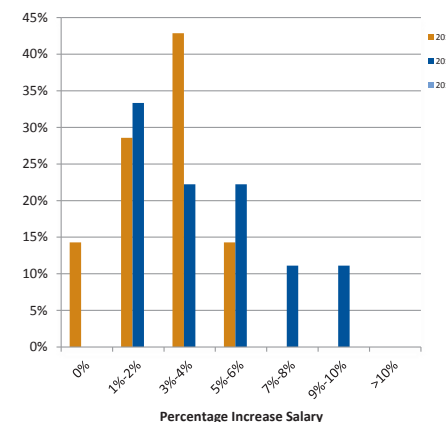
Director / Head of Regulatory Affairs	42.9%
Regulatory Affairs Manager	28.6%
Regulatory Affairs Team Leader	28.6%

Industry Segment

Pharmaceuticals - Ethical (prescription)	85.7%
FMCG, Food & Beverage	14.3%



Salary Increase in last 3 years



Number of Direct Reports

0	57%
1-5	43%
6-10	0%
11-20	0%
More than 20	0%

Total No. of Staff Reporting

0	57%
1-5	29%
6-10	14%

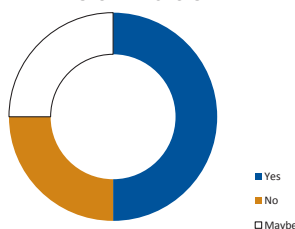
(No. Of Employees)

Less than 50	14.3%
51-100	0.0%
101-250	0.0%
251-500	57.1%
501-1000	0.0%
More than 1001	28.6%

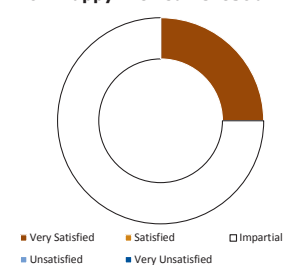
Average Overtime Hours per Week

6.33

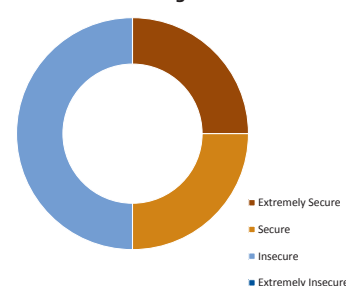
Likelihood to change jobs in next 12 months



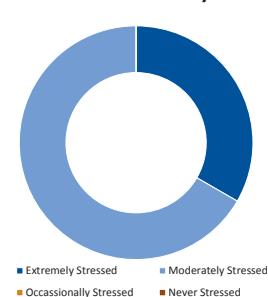
How Happy with Current Job



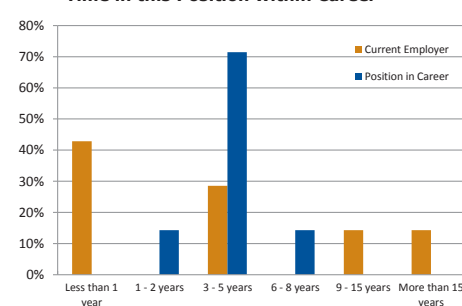
Job Security Compared with 12 months ago



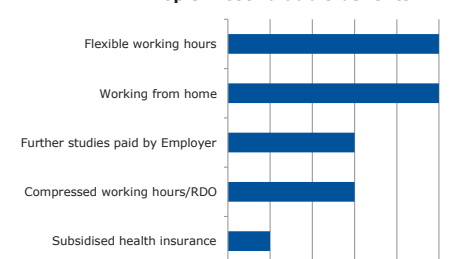
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey

Regulatory Affairs Manager

	n	First Quartile	Median	Third Quartile
Base Salary	38	\$102,500	\$121,000	\$154,750
Car/Car Allowance	18	\$20,000	\$22,500	\$26,750
Bonus/Commission	31	\$8,000	\$12,000	\$24,000

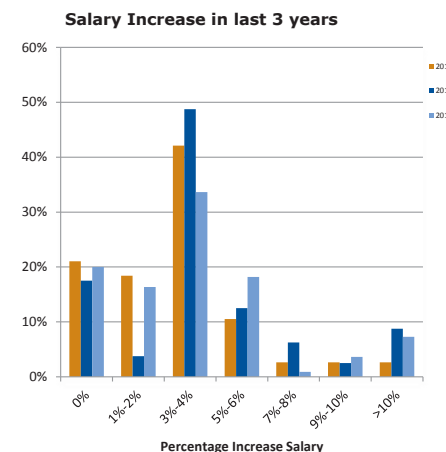
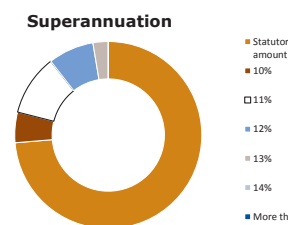
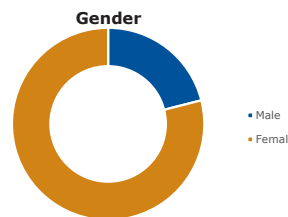
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

Director / Head of Regulatory Affairs	36.8%
Regional Manager / Director / Vice President	28.9%
General Manager	10.5%
Managing Director / Country Manager	10.5%
CEO	5.3%
Senior/Regional Medical Director	5.3%
Regulatory Affairs Manager	2.6%

Industry Segment

Pharmaceuticals - Ethical (prescription)	47.4%
Medical Devices	28.9%
Complementary Medicines	7.9%
Pharmaceuticals - OTC & Consumer Health	5.3%
Diagnostics, Life Sciences & Biotechnology	5.3%
FMCG, Food & Beverage	2.6%
Research Institute/NFP/ Hospital/ Academia	2.6%



Number of Direct Reports

0	32%
1-5	58%
6-10	11%

Total No. of Staff Reporting

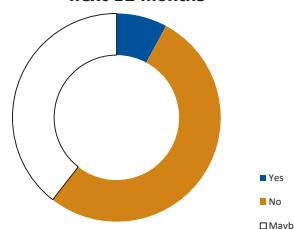
0	32%
1-5	39%
6-10	13%
11-20	13%
21-50	0%
51-75	0%
76-100	3%

(No. Of Employees)

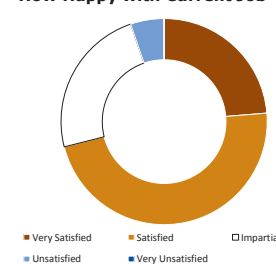
Less than 50	15.8%
51-100	21.1%
101-250	23.7%
251-500	5.3%
501-1000	21.1%
More than 1001	13.2%

Average Overtime Hours per Week 8.49

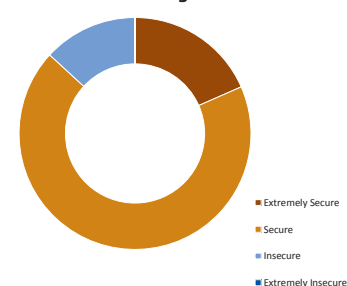
Likelihood to change jobs in next 12 months



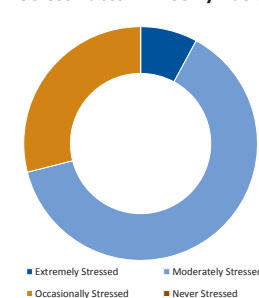
How Happy with Current Job



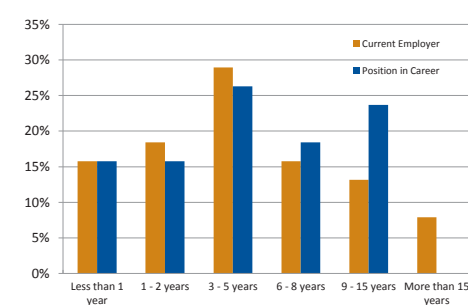
Job Security Compared with 12 months ago



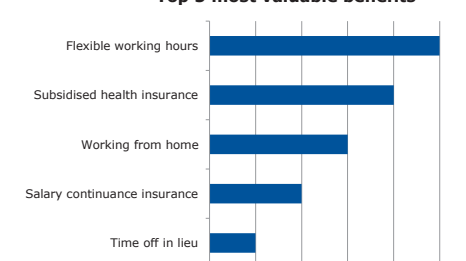
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



2014 Salary and Job Satisfaction Survey



Director / Head of Regulatory Affairs

	n	First Quartile	Median	Third Quartile
Base Salary	16	\$132,750	\$167,000	\$207,000
Car/Car Allowance	9	\$19,000	\$25,000	\$30,000
Bonus/Commission	16	\$14,000	\$20,000	\$40,000

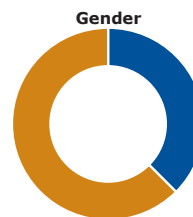
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

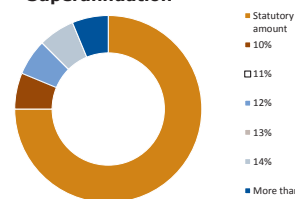
Managing Director / Country Manager	37.5%
CEO	18.8%
Director / Head of Regulatory Affairs	12.5%
General Manager	12.5%
Regional Manager / Director / Vice President	6.3%
Global Vice President	12.5%

Industry Segment

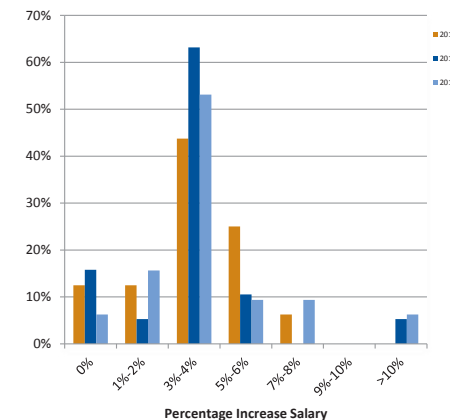
Pharmaceuticals - Ethical (prescription)	37.5%
Pharmaceuticals - OTC & Consumer Health	18.8%
Medical Devices	25.0%
FMCG, Food & Beverage	12.5%
Animal Health	6.3%



Superannuation



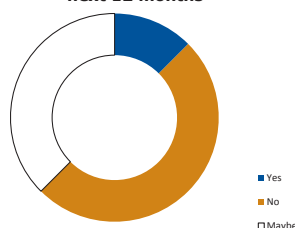
Salary Increase in last 3 years



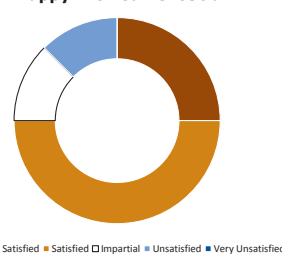
Number of Direct Reports

0	0%
1-5	88%
6-10	13%

Likelihood to change jobs in next 12 months



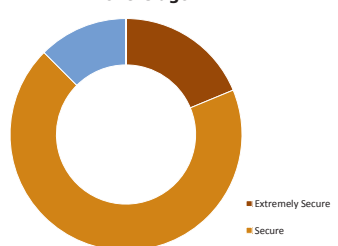
How Happy with Current Job



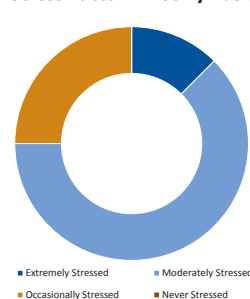
Total No. of Staff Reporting

0	0%
1-5	44%
6-10	25%
11-20	13%
21-50	13%
51-75	0%
76-100	0%
101-150	0%
More than 150	6%

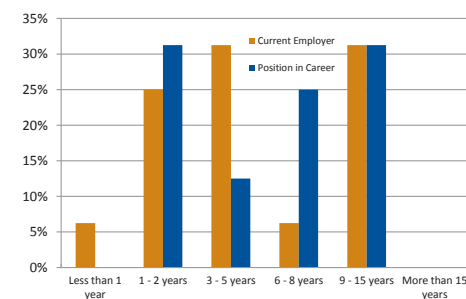
Job Security Compared with 12 months ago



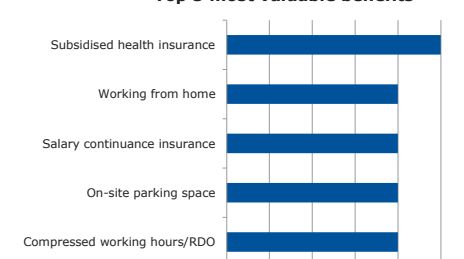
Stress Factor - Weekly Basis



Time with Current Employer and Time in this Position within Career



Top 5 most valuable benefits



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

2014 Salary and Job Satisfaction Survey

Product Complaints

	n	First Quartile	Median	Third Quartile
Base Salary	40	\$73,000	\$78,000	\$85,625
Car/Car Allowance	4	\$10,500	\$15,500	\$19,750
Bonus/Commission	17	\$2,000	\$3,000	\$7,000

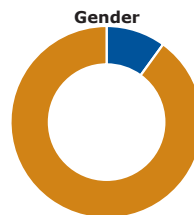
n = The number of observations recorded for each category

Job Title of Current Manager / Supervisor

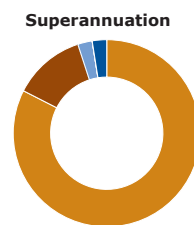
Regulatory Affairs Manager	60.0%
Director / Head of Regulatory Affairs	15.0%
General Manager	7.5%
Senior Regulatory Affairs Associate	7.5%
Regulatory Affairs Team Leader	5.0%
Senior/Regional Medical Director	2.5%
Global Vice President	2.5%

Industry Segment

Pharmaceuticals - Ethical (prescription)	47.5%
Medical Devices	22.5%
Pharmaceuticals - OTC & Consumer Health	7.5%
Complementary Medicines	7.5%
Animal Health	7.5%
FMCG, Food & Beverage	2.5%
Manufacturing	2.5%
Research Institute/NFP/ Hospital/ Academia	2.5%

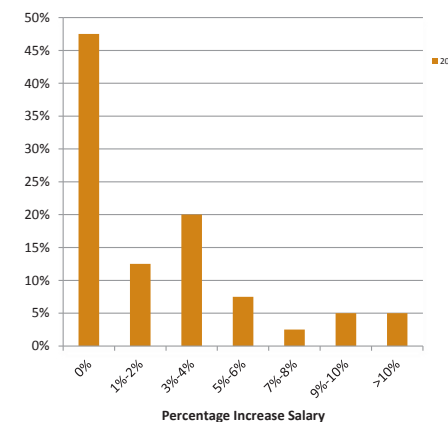


Male
Female



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

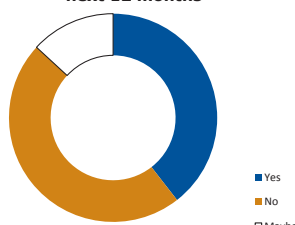
Salary Increase in last 1 year



Number of Direct Reports

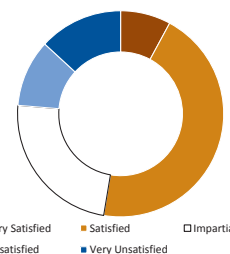
0	92.5%
1-5	7.5%

Likelihood to change jobs in next 12 months



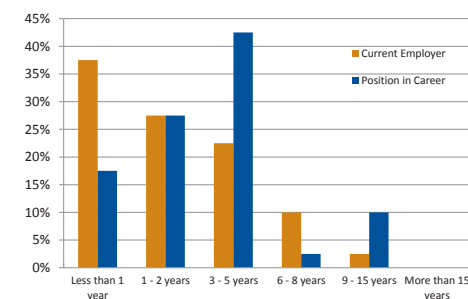
Yes
No
Maybe

How Happy with Current Job



Very Satisfied
Satisfied
Impartial
Unsatisfied
Very Unsatisfied

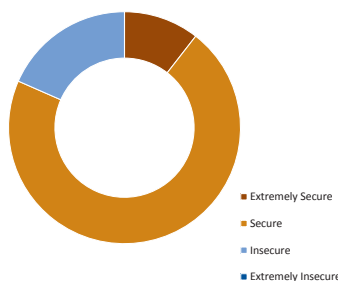
Time with Current Employer and Time in this Position within Career



Total No. of Staff Reporting

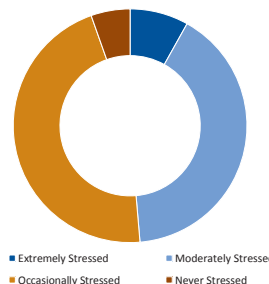
0	92.5%
1-5	7.5%

Job Security Compared with 12 months ago



Extremely Secure
Secure
Insecure
Extremely Insecure

Stress Factor - Weekly Basis



Extremely Stressed
Moderately Stressed
Occasionally Stressed
Never Stressed

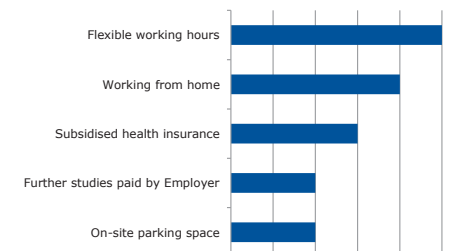
(No. Of Employees)

Less than 50	10.0%
51-100	7.5%
101-250	25.0%
251-500	35.0%
501-1000	7.5%
More than 1001	15.0%

Average Overtime Hours per Week

4.46

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 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

Job Title pages

- Graph presenting Salary Increase in last 3 years – in some instances data is only available for 1 or 2 years.