

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

2015 Salary & Job Satisfaction Survey

Report 1: Total Remuneration/Job Title/Industry



2015 Salary and Job Satisfaction Survey



We Listen. We Deliver. You Succeed.



Foreword by On Q Recruitment's Director

Welcome to On Q Recruitment's 2015 Salary & Job Satisfaction Annual Survey Results. Now in its 9th year, our annual survey provides you with the latest benchmark data and identifies trends across 1700 professionals.

What's New! Firstly you told us you wanted to receive the salary remuneration data as soon as possible, so we took that feedback on board and turned the results around within 12 days of closing the survey. This report then is the first in the 2015 series. It focuses on the total salary package for 115 jobs, across 11 sectors, by the quartile and median. For more detailed information, the data is also analysed by 12 industries, with reference to the 2014 salaries. For every job title, you can see the number of contributors who shared their details.

The second report in the series, to be released in August, will focus on the job satisfaction and market trends for 2015.

To everyone who participated in our survey – thank you. You have made it possible for us to produce one of the most up to date market reports, and to our knowledge, the only report that is completely transparent on the validity and source of the data.

Like to know more! Please get in touch with myself or the On Q Recruitment team.

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Clinical Research Health Economics Regulatory Affairs Medical Affairs Operations Engineering Quality Assurance
Human Resources Sales Marketing General Business Management Laboratory Clinical Research Organisations
Medical Devices Complementary Medicines Manufacturing FMCG Food & Beverage Consulting Services
Pharmaceuticals Consumer Health Diagnostics Life Sciences Animal Health Biotechnology

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Remarks:

Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.

Total Remuneration – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.

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.

Sectors: Alphabetical Order

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

Industries:

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

2015 Salary and Job Satisfaction Survey



Clinical Research Sector (n = 387)

Summary of Total Remuneration by Industry

	All Industry 2015	All Industry 2014	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/Hospital/Academia	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	Animal Health	Consulting Services
Clinical Trials Associate / Administrator	n	18	14	11	3	2	1	1			
	1st quartile	\$55,000	\$55,000	\$55,000		\$55,000					
	Median	\$62,000	\$56,000	\$62,000		\$60,000	\$65,250	\$90,000	\$70,000		
	3rd quartile	\$73,500	\$65,125	\$70,500		\$73,000					
Study Start Up Associate	n	12	6	10	2						
	1st quartile	\$76,375	\$92,625	\$74,750							
	Median	\$90,000	\$100,000	\$91,500	\$89,500						
	3rd quartile	\$102,000	\$109,250	\$105,000							
Clinical Trial / Study / Clinical Research Coordinator (At Site)	n	28	22	7	21						
	1st quartile	\$60,500	\$65,000	\$55,000	\$61,500						
	Median	\$75,500	\$75,000	\$64,000	\$76,500						
	3rd quartile	\$82,250	\$81,125	\$82,500	\$82,500						
In House CRA / Entry CRA (no monitoring)	n	2	7								
	1st quartile		\$55,000								
	Median	\$78,750	\$63,500								
	3rd quartile		\$94,000								
Clinical Research Associate	n	46	46	27	7	3	2				
	1st quartile	\$78,875	\$83,750	\$78,500	\$90,000	\$55,000					
	Median	\$91,000	\$92,000	\$89,500	\$103,000	\$80,000	\$101,000	\$82,000			
	3rd quartile	\$104,250	\$100,000	\$105,000	\$115,000	\$89,000					
Senior Clinical Research Associate	n	61	65	40	15		4	2			
	1st quartile	\$102,500	\$101,500	\$100,000	\$112,000		\$95,250				
	Median	\$112,000	\$110,000	\$108,500	\$122,000		\$108,500	\$110,500			
	3rd quartile	\$121,000	\$120,000	\$118,250	\$126,000		\$118,000				
Clinical Research Team Leader	n	15	11	6	3	6					
	1st quartile	\$86,500	\$100,000	\$86,250	\$97,500	\$79,250					
	Median	\$102,000	\$112,000	\$125,000	\$113,000	\$90,500					
	3rd quartile	\$135,000	\$145,000	\$136,250	\$154,000	\$131,500					
Clinical Project Manager	n	74	65	24	30		2	3	2	1	
	1st quartile	\$108,000	\$103,000	\$120,000	\$118,000	\$87,750					
	Median	\$124,000	\$115,000	\$132,500	\$130,500	\$90,250	\$146,000	\$114,000	\$83,250	\$55,000	
	3rd quartile	\$140,500	\$139,000	\$149,500	\$142,000	\$113,250					
Clinical Research Manager	n	32	32	12	5	13			1		1
	1st quartile	\$110,000	\$107,000	\$126,500	\$143,500	\$97,500					
	Median	\$130,500	\$140,000	\$143,000	\$178,000	\$112,000			\$110,000		\$107,000
	3rd quartile	\$159,250	\$159,750	\$175,250	\$221,000	\$127,500					
Clinical Operations Manager	n	38	25	19	13	5			1		
	1st quartile	\$122,500	\$116,000	\$123,000	\$137,500	\$101,500					
	Median	\$150,000	\$148,000	\$150,000	\$153,000	\$116,000			\$180,000		
	3rd quartile	\$165,000	\$171,500	\$165,000	\$168,500	\$140,500					
Director / Head of Clinical Research	n	27	31	10	9	3			2	1	1
	1st quartile	\$168,000	\$175,000	\$186,000	\$171,000	\$100,000					
	Median	\$192,000	\$200,000	\$195,500	\$199,000	\$105,000			\$175,500	\$55,000	\$197,000
	3rd quartile	\$220,000	\$250,000	\$220,000	\$275,000	\$168,000					\$195,000
Regional Manager / Director / Vice President	n	10	12	6	3	1					
	1st quartile	\$153,750	\$162,500	\$137,625	\$177,500						
	Median	\$220,000	\$191,500	\$235,000	\$220,000	\$178,000					
	3rd quartile	\$300,000	\$272,500	\$307,500	\$260,000						
Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	n	24	17	10	5	7			2		
	1st quartile	\$58,875	\$78,750	\$55,000	\$115,000						
	Median	\$85,250	\$100,000	\$65,500	\$140,000	\$72,000	\$101,750				
	3rd quartile	\$116,750	\$132,500	\$98,750	\$155,000						

- 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

2015 Salary and Job Satisfaction Survey



Engineering Sector (n = 35)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Medical Devices	Pharmaceuticals OTC & Consumer Healthcare	Consulting Services	Manufacturing	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/Hospital/Academia	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	Animal Health
Biomedical Engineer	n	5	5	3		2						
	1st quartile	\$55,500	\$55,000	\$56,000								
	Median	\$65,000	\$93,500	\$65,000		\$67,500						
	3rd quartile	\$80,000	\$104,500	\$80,000								
Project Engineer	n	6	8	1	2	1	2					
	1st quartile	\$62,125	\$95,000									
	Median	\$108,500	\$105,000	\$110,000	\$112,250	\$55,000	\$126,000					
	3rd quartile	\$148,750	\$113,750									
Validation Officer/Engineer	n	7	3		4		1	2				
	1st quartile	\$73,000	\$62,000		\$68,500							
	Median	\$96,000	\$82,000		\$74,750		\$102,000	\$100,500				
	3rd quartile	\$101,000	\$100,000		\$91,125							
Technical Services Manager	n	4	5	2					1		1	
	1st quartile	\$113,750	\$161,000									
	Median	\$162,000	\$169,000	\$162,500					\$110,000		\$199,000	
	3rd quartile	\$199,750	\$180,000									
Chemical Engineer	n	3				1			2			
	1st quartile	\$71,000										
	Median	\$78,500				\$71,000			\$91,750			
	3rd quartile	\$105,000										
Field Service Engineer	n	4		3						1		
	1st quartile	\$93,000		\$89,000								
	Median	\$112,500		\$105,000						\$120,000		
	3rd quartile	\$135,000		\$140,000								
Engineering Manager	n	6		2	1	1	1					1
	1st quartile	\$118,000										
	Median	\$134,500		\$135,000	\$250,000	\$136,000	\$133,000					\$124,000
	3rd quartile	\$190,000										

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2015 Salary and Job Satisfaction Survey



General Management Sector (n = 81)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Complementary Medicines	Research Institute/NFP/Hospital/Academia	Animal Health	Pharmaceuticals - OTC & Consumer Healthcare	FMCG, Food Beverage	Laboratory Services	Clinical Research Organisation
Operations Manager	n	10	4			4	1	1		2			1	1	
	1st quartile	\$67,375	\$111,375												
	Median	\$100,750	\$187,500			\$76,000	\$180,000	\$147,000		\$128,500			\$55,000	\$91,500	
	3rd quartile	\$147,750	\$255,000												
Business Development Director	n	7	4	1	1	2	1				1				1
	1st quartile	\$120,000	\$133,750												
	Median	\$170,000	\$163,500	\$220,000	\$170,000	\$114,000	\$191,000				\$220,000				\$120,000
	3rd quartile	\$220,000	\$210,500												
Business Unit Manager	n	35	15	9	6	3	3	1	2	4	4	1	1	1	
	1st quartile	\$120,000	\$102,000	\$117,500	\$149,500	\$67,000	\$134,000			\$79,500	\$177,750				
	Median	\$155,000	\$145,000	\$160,000	\$157,500	\$120,000	\$140,000	\$200,000	\$134,500	\$106,000	\$200,000	\$240,000	\$190,000	\$131,000	
	3rd quartile	\$200,000	\$176,000	\$270,000	\$202,500	\$130,000	\$165,000			\$110,000	\$355,000				
General Manager	n	12	11	1	3	2		3	2				1		
	1st quartile	\$167,000	\$130,000		\$210,000			\$152,000							
	Median	\$205,000	\$167,000	\$280,000	\$260,000	\$204,500		\$191,000	\$200,000				\$125,000		
	3rd quartile	\$275,000	\$210,000		\$310,000			\$340,000							
Managing Director	n	6	9	1	2							3			
	1st quartile	\$292,500	\$310,000									\$300,000			
	Median	\$405,000	\$390,000	\$320,000	\$410,000							\$490,000			
	3rd quartile	\$552,500	\$495,000									\$560,000			
CEO	n	11	12	2	3	2	1	1	2						
	1st quartile	\$200,000	\$193,750												
	Median	\$250,000	\$225,000	\$260,000		\$175,000	\$250,000	\$183,000	\$340,000						
	3rd quartile	\$300,000	\$265,000												

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2015 Salary and Job Satisfaction Survey



Health Economics / Market Access Sector (n = 46)

Summary of Total Remuneration by Industry

	All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Consulting Services	Medical Devices	Research Institute/NFP/Hospital/Academia	Clinical Research Organisation	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines
Health Economics / Market Access Associate	n	5	10	1	2	2			
	1st quartile	\$76,250	\$91,625						
	Median	\$99,500	\$102,000	\$99,500	\$94,500	\$94,750			
	3rd quartile	\$113,000	\$140,500						
Health Economics Analyst	n	7		1	2	2	1		1
	1st quartile	\$88,000							
	Median	\$95,000		\$146,000	\$94,000	\$105,000	\$55,000		\$90,500
	3rd quartile	\$115,000							
Senior Health Economics / Market Access Associate	n	10	8	7	2	1			
	1st quartile	\$113,750	\$125,000	\$130,000					
	Median	\$142,500	\$158,000	\$172,000	\$112,500	\$115,000			
	3rd quartile	\$182,500	\$181,000	\$196,000					
Health Economics / Market Access Manager	n	17	11	9	4	2	1	1	
	1st quartile	\$123,000	\$145,000	\$153,500	\$70,250				
	Median	\$172,000	\$168,000	\$175,000	\$127,000	\$180,500	\$125,000	\$250,000	
	3rd quartile	\$205,000	\$240,000	\$205,000	\$147,000				
Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement	n	7	6	5	1	1			
	1st quartile	\$260,000	\$273,750	\$360,000					
	Median	\$360,000	\$315,000	\$370,000	\$250,000	\$260,000			
	3rd quartile	\$370,000	\$400,000	\$385,000					

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2015 Salary and Job Satisfaction Survey



Human Resources Sector (n = 37)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Clinical Research Organisation	Research Institute/NFP/Hospital/Academia	Manufacturing	Pharmaceuticals - OTC & Consumer Healthcare	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	Laboratory Services
Human Resources Administrator / Assistant	n	3	8			1	1			1			
	1st quartile	\$55,000	\$55,000										
	Median	\$60,500	\$56,500			\$60,500	\$55,000			\$69,500			
	3rd quartile	\$69,500	\$61,625										
Human Resources Associate	n	7	6		1	1	2	2	1				
	1st quartile	\$75,000	\$58,750										
	Median	\$87,500	\$78,250		\$81,000	\$120,000	\$82,250	\$83,000	\$87,500				
	3rd quartile	\$96,500	\$87,500										
Internal Recruitment Specialist / Onsite Recruiter	n	5	3	2		1	1		1				
	1st quartile	\$80,500	\$55,000										
	Median	\$87,500	\$65,000	\$122,000		\$75,000	\$86,000		\$87,500				
	3rd quartile	\$122,000	\$82,000										
Human Resources Manager	n	13	10	4	2	1		1	2		1	1	1
	1st quartile	\$102,000	\$91,375	\$105,000									
	Median	\$115,000	\$142,000	\$140,000	\$121,000	\$104,000		\$115,000	\$112,250		\$175,000	\$108,000	\$108,000
	3rd quartile	\$165,000	\$172,500	\$175,750									
Senior Human Resources Manager	n	3	4		1	1				1			
	1st quartile	\$110,000	\$133,500										
	Median	\$158,000	\$151,500		\$240,000	\$110,000				\$158,000			
	3rd quartile	\$240,000	\$184,500										
Human Resources Director / Head	n	6	5		2	1	1				1	1	
	1st quartile	\$164,750	\$133,000										
	Median	\$195,000	\$200,000		\$210,000	\$165,000	\$164,000				\$340,000	\$220,000	
	3rd quartile	\$272,500	\$225,000										

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2015 Salary and Job Satisfaction Survey



Laboratory Sector (n = 163)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Laboratory Services	Research Institute/NFP/Hospital/Academia	FMCG, Food Beverage	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - OTC & Consumer Healthcare	Pharmaceuticals - Ethical (prescription)	Animal Health	Complementary Medicines	Medical Devices	Clinical Research Organisation	Consulting Services
Laboratory Assistant	n	20	26	9	5		1	3		1	1				
	1st Quartile	\$55,000	\$55,000	\$55,000	\$58,750			\$55,000							
	Median	\$60,500	\$55,000	\$55,000	\$61,000		\$60,000	\$60,000		\$65,000	\$55,000				
	3rd Quartile	\$64,875	\$61,125	\$66,250	\$66,500			\$65,000							
Chemist	n	24	25	10	1	1	5	1	3	2				1	
	1st Quartile	\$55,000	\$55,750	\$55,000			\$55,500		\$65,000						
	Median	\$60,000	\$61,000	\$55,000	\$99,500	\$55,000	\$63,000	\$55,000	\$65,500	\$72,500				\$60,000	
	3rd Quartile	\$69,500	\$75,250	\$60,750			\$74,250		\$75,000						
Senior Chemist	n	10		3	2		3	1			1				
	1st Quartile	\$72,500		\$75,000			\$64,000								
	Median	\$83,750		\$80,500	\$92,500		\$104,000	\$82,500			\$90,000				
	3rd Quartile	\$105,500		\$85,000			\$110,000								
Microbiologist	n	7	10	2	1	1		1		1					1
	1st Quartile	\$55,000	\$57,250												
	Median	\$55,000	\$66,750	\$58,000	\$55,000	\$66,000		\$78,000		\$55,000					\$55,000
	3rd Quartile	\$66,000	\$72,250												
Food Technologist	n	7	10	1		5	1								
	1st Quartile	\$66,000	\$60,000			\$63,000									
	Median	\$75,000	\$82,000	\$69,500		\$84,500	\$75,000								
	3rd Quartile	\$91,500	\$87,000			\$94,000									
Senior Food Technologist	n	8	8			5	3								
	1st Quartile	\$90,500	\$85,125			\$76,500	\$96,000								
	Median	\$108,000	\$110,500			\$105,000	\$111,000								
	3rd Quartile	\$114,250	\$117,750			\$120,500	\$118,000								
Laboratory Team Leader/Supervisor	n	19	24	3	5	2	3		3	1	2				
	1st Quartile	\$73,000	\$75,000	\$76,000	\$92,250		\$73,000		\$85,000						
	Median	\$85,000	\$85,000	\$89,500	\$110,000	\$66,000	\$81,500		\$101,000	\$68,000	\$69,000				
	3rd Quartile	\$102,000	\$95,000	\$110,000	\$120,000		\$90,500		\$102,000						
Laboratory Manager	n	17	13	5	4		3	3	1			1			
	1st Quartile	\$91,000	\$85,750	\$83,750	\$87,750		\$94,000	\$89,000							
	Median	\$107,000	\$110,000	\$95,000	\$117,000		\$107,000	\$89,500	\$93,500			\$122,000			
	3rd Quartile	\$121,000	\$136,000	\$117,500	\$150,750		\$130,000	\$110,000							
Laboratory Director	n	2	5												
	1st Quartile		\$190,000												
	Median	\$167,500	\$250,000												
	3rd Quartile		\$315,000												
R&D / Product Development Scientist	n	30	30		10	6	2	7		1	2	1	1		
	1st Quartile	\$70,750	\$70,000		\$82,875	\$65,125		\$60,000							
	Median	\$84,000	\$80,750		\$92,750	\$120,000	\$68,750	\$70,000		\$79,000	\$114,500	\$95,000	\$81,000		
	3rd Quartile	\$120,000	\$90,625		\$120,000	\$125,000		\$80,000							
R&D / Product Development Manager	n	16	21		1	5	5	2		1		1	1		
	1st Quartile	\$103,000	\$106,500			\$101,500	\$116,000								
	Median	\$131,000	\$136,000		\$103,000	\$120,000	\$174,000	\$95,000		\$140,000		\$130,000	\$170,000		
	3rd Quartile	\$166,250	\$155,000			\$150,000	\$210,000								
R&D / Product Development Director / GM	n	3	6			2	1								
	1st Quartile	\$162,000	\$160,750												
	Median	\$200,000	\$192,000			\$225,000	\$162,000								
	3rd Quartile	\$250,000	\$220,000												

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Medical Affairs Sector (n = 167)

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Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Pharmaceuticals - OTC & Consumer Healthcare	Research Institute/NFP/Hospital/Academia	Consulting Services	Clinical Research Organisation	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	FMCG, Food Beverage	Manufacturing
Medical Information Associate	n	9	9	6		1	1				1		
	1st quartile	\$68,250	\$64,000	\$71,625									
	Median	\$85,000	\$81,500	\$84,750		\$110,000	\$55,000				\$90,000		
	3rd quartile	\$93,750	\$93,500	\$92,625									
Senior Medical Information Associate	n	6	7	5					1				
	1st quartile	\$84,250	\$92,000	\$96,500									
	Median	\$100,000	\$115,000	\$101,000					\$55,000				
	3rd quartile	\$118,250	\$147,000	\$118,500									
Medical Information Manager	n	5	3	3		2							
	1st quartile	\$71,500	\$90,000										
	Median	\$137,000	\$129,000	\$149,000		\$107,500							
	3rd quartile	\$151,500	\$138,000										
Drug Safety Associate	n	20	11	16	2			1			1		
	1st quartile	\$65,250	\$60,000	\$66,625									
	Median	\$84,500	\$90,000	\$84,500	\$87,750			\$99,500			\$55,000		
	3rd quartile	\$97,625	\$99,500	\$95,375									
Senior Drug Safety Associate	n	13	10	11	1			1					
	1st quartile	\$92,000	\$94,000	\$103,000									
	Median	\$104,000	\$105,500	\$114,000	\$75,000			\$88,000					
	3rd quartile	\$121,000	\$109,750	\$124,000									
Drug Safety Manager	n	15	8	15									
	1st quartile	\$135,000	\$116,250	\$135,000									
	Median	\$142,000	\$145,500	\$142,000									
	3rd quartile	\$160,000	\$168,750	\$160,000									
Scientific / Medical Affairs Associate	n	13	9	10	3								
	1st quartile	\$84,500	\$77,500	\$88,750	\$55,000								
	Median	\$107,000	\$83,000	\$126,000	\$80,000								
	3rd quartile	\$131,000	\$95,000	\$149,750	\$86,000								
Senior Scientific / Medical Affairs Associate	n	7	11	4	2				1				
	1st quartile	\$73,500	\$110,000	\$83,125									
	Median	\$112,000	\$130,000	\$116,000	\$130,000				\$69,500				
	3rd quartile	\$135,000	\$180,000	\$131,250									
Scientific / Medical Affairs Manager	n	18	12	13	2	1		1		1			
	1st quartile	\$145,000	\$153,500	\$150,000									
	Median	\$165,500	\$170,000	\$167,000	\$172,000	\$164,000		\$105,000		\$179,000			
	3rd quartile	\$191,750	\$183,750	\$193,500									

- n = The number of observations recorded for each category

- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)

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

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

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

2015 Salary and Job Satisfaction Survey



Medical Affairs Sector (n = 167)

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Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Pharmaceuticals - OTC & Consumer Healthcare	Research Institute/NFP/Hospital/Academia	Consulting Services	Clinical Research Organisation	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	FMCG, Food Beverage	Manufacturing
Medical Marketing Manager	n	3	4	1	2								
	1st quartile	\$90,000	\$82,875										
	Median	\$130,000	\$167,000	\$130,000	\$112,000								
	3rd quartile	\$134,000	\$211,000										
Medical Writer / Editor	n	5	3	3		1							1
	1st quartile	\$65,500	\$112,000	\$75,000									
	Median	\$75,000	\$121,000	\$77,000		\$62,000							\$69,000
	3rd quartile	\$85,500	\$130,000	\$94,000									
Medical Scientific Liaison / Medical Product Specialist	n	10	8	9						1			
	1st quartile	\$128,750	\$109,500	\$127,500									
	Median	\$150,000	\$131,500	\$149,000						\$155,000			
	3rd quartile	\$154,250	\$159,750	\$153,000									
Manager MSL	n	4		2		1			1				
	1st quartile	\$92,000											
	Median	\$143,500		\$167,000		\$75,000			\$143,000				
	3rd quartile	\$178,500											
Medical Services Manager	n	3	3	1			2						
	1st quartile	\$70,000	\$100,000										
	Median	\$75,000	\$160,000	\$200,000			\$72,500						
	3rd quartile	\$200,000	\$200,000										
Medical Advisor / Associate Medical Director	n	2	3										
	1st quartile		\$100,000										
	Median	\$190,000	\$160,000										
	3rd quartile		\$200,000										
Senior Medical Advisor / Associate Medical Director	n	13	9	11			1	1					
	1st quartile	\$182,000	\$186,500	\$192,000									
	Median	\$230,000	\$220,000	\$230,000			\$55,000	\$300,000					
	3rd quartile	\$250,000	\$240,000	\$250,000									
Medical Director	n	7	5	2	0	1	1		2			1	
	1st quartile	\$197,000	\$225,000										
	Median	\$220,000	\$280,000	\$330,000		\$128,000	\$390,000		\$280,000			\$197,000	
	3rd quartile	\$390,000	\$365,000										
Departmental Support / Business Function <small>ROLE (eg. Compliance, quality, audit, training, administrative or other specialist support function)</small>	n	14	8	8	2		1	1		1	1		
	1st quartile	\$59,250	\$75,875	\$66,000									
	Median	\$69,750	\$96,750	\$72,750	\$82,250		\$85,500	\$55,000		\$57,000	\$65,500		
	3rd quartile	\$102,500	\$170,500	\$127,750									

- n = The number of observations recorded for each category
- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)
- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry
- Medical Advisor/ Associate Medical Director - Has no direct reports. Senior Medical Advisor/ Associate Medical Director - Has direct reports, usually MSLs or Medical Advisors.
- Medical Director - Has direct reports, usually MSLs or Medical Advisors.

2015 Salary and Job Satisfaction Survey



Operations and Manufacturing Sector (n = 115)

Summary of Total Remuneration by Industry

	All Industry 2015	All Industry 2014	Manufacturing	FMCG, Food Beverage	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Animal Health	Consulting Services	Research Institute/NFP/Hospital/Academia	Laboratory Services	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines
Shift Supervisor	n	4		1	1		1					1	
	1st quartile	\$56,250											
	Median	\$64,000		\$68,000		\$55,000		\$60,000				\$91,000	
	3rd quartile	\$85,250											
Plant / Site Manager	n	4		1	1			1					1
	1st quartile	\$117,750											
	Median	\$185,000		\$220,000		\$150,000		\$107,000					\$240,000
	3rd quartile	\$235,000											
Production Planner	n	7	5	5	1			1					
	1st quartile	\$55,500	\$59,500	\$60,750									
	Median	\$75,000	\$75,000	\$75,000	\$80,000			\$55,000					
	3rd quartile	\$80,000	\$102,000	\$115,750									
Production Supervisor	n	9	11	3		1		2			1	1	
	1st quartile	\$57,250	\$60,000	\$56,500			1						
	Median	\$68,000	\$67,000	\$70,000		\$81,500		\$58,000	\$62,000		\$86,000	\$65,000	
	3rd quartile	\$83,750	\$76,500	\$95,000									
Production Manager	n	4	11	3				1					
	1st quartile	\$82,375	\$70,500	\$68,500									
	Median	\$124,500	\$121,000	\$124,000				\$135,000					
	3rd quartile	\$132,500	\$130,000	\$125,000									
WH&S Officer	n	3	4	2				1					
	1st quartile	\$75,000	\$55,500										
	Median	\$75,000	\$67,250	\$81,500				\$75,000					
	3rd quartile	\$88,000	\$83,500										
Business Improvement Manager	n	4	8	1		1			2				
	1st quartile	\$97,875	\$71,875										
	Median	\$107,500	\$109,500	\$168,000		\$110,000			\$100,250				
	3rd quartile	\$153,500	\$111,500										
Engineering Manager	n	5	8	2	1	1			1				
	1st quartile	\$122,500	\$56,000										
	Median	\$143,000	\$82,750	\$143,000	\$102,000	\$172,000			\$145,000				
	3rd quartile	\$158,500	\$121,000										
Manufacturing Manager	n	8	4	3	1	2	2						
	1st quartile	\$131,000	\$95,000	\$124,000									
	Median	\$168,000	\$140,500	\$176,000	\$152,000	\$125,750	\$168,000						
	3rd quartile	\$176,000	\$162,750	\$180,000									
Operations Manager	n	21	2	3	3	5	1	1	3	1	1		1
	1st quartile	\$85,000	\$91,000	\$91,000	\$127,000	\$60,000	\$101,250		\$59,000				
	Median	\$127,000	\$146,000	\$124,250	\$128,000	\$90,000	\$130,000	\$131,000	\$198,000	\$136,000	\$100,000	\$116,000	\$80,000
	3rd quartile	\$140,000	\$174,000	\$140,000	\$140,000	\$126,000	\$190,000	\$131,000	\$198,000	\$136,000	\$100,000	\$116,000	\$80,000
Operations Director	n	6		1		1	2	2					
	1st quartile	\$113,250											
	Median	\$165,000		\$119,000		\$250,000	\$230,000	\$113,000					
	3rd quartile	\$252,500											
Process / Lean Implementation Manager	n	7	6	3	2	1		1					
	1st quartile	\$67,500	\$66,250	\$160,000									
	Median	\$127,000	\$112,500	\$160,000	\$97,250	\$93,500			\$61,000				
	3rd quartile	\$160,000	\$157,750	\$350,000									
Procurement / Purchasing Officer	n	5		2	2		1						
	1st quartile	\$63,750											
	Median	\$75,000		\$77,000	\$110,750			\$75,000					
	3rd quartile	\$124,000											
Procurement / Purchasing Manager	n	9	5	1	3	2		2	1				
	1st quartile	\$133,000	\$89,250		\$132,000								
	Median	\$135,000	\$98,500	\$153,000	\$140,000	\$116,000		\$135,000	\$134,000				
	3rd quartile	\$146,500	\$142,500		\$159,000								
Logistics Officer	n	3	9	1				1		1			
	1st quartile	\$70,000	\$55,000										
	Median	\$70,500	\$76,000	\$70,500				\$70,000		\$73,000			
	3rd quartile	\$73,000	\$109,500										
Warehouse Manager	n	3				2					1		
	1st quartile	\$80,000											
	Median	\$190,000				\$190,500					\$80,000		
	3rd quartile	\$191,000											
Supply Chain Manager	n	13	10	5	4		2	1					
	1st quartile	\$132,000	\$108,250	\$126,000	\$122,500								
	Median	\$145,000	\$144,000	\$135,000	\$135,000	\$147,500	\$132,000		\$161,000				
	3rd quartile	\$155,500	\$192,500	\$150,000	\$205,000								

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

2015 Salary and Job Satisfaction Survey



Quality Assurance Sector (n = 188)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Manufacturing	FMCG, Food Beverage	Pharmaceuticals Ethical (prescription)	Pharmaceuticals OTC & Consumer Healthcare	Medical Devices	Animal Health	Laboratory Services	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Research Institute/NFP/Hospital/Academia	Clinical Research Organisation	Complementary Medicines
QA Assistant	n	6	4	2	1					3					
	1st quartile	\$55,000	\$55,000							\$55,000					
	Median	\$66,750	\$55,000	\$62,500	\$65,000					\$68,500					
	3rd quartile	\$69,250	\$62,500							\$69,000					
QA Associate	n	19	41	1	4	3	4	4	1	1			1		
	1st quartile	\$59,000	\$64,000		\$55,000	\$60,000	\$60,000	\$55,125							
	Median	\$63,500	\$75,000	\$75,500	\$57,000	\$86,000	\$65,750	\$65,250	\$61,500	\$68,500			\$76,500		
	3rd quartile	\$76,500	\$83,500		\$62,375	\$109,000	\$88,375	\$76,125							
Senior QA Associate	n	18	18	2	3	2	3	2	2	1	1	2			
	1st quartile	\$77,375	\$80,875		\$64,000		\$60,000								
	Median	\$91,750	\$89,250	\$94,750	\$95,500	\$96,750	\$77,000	\$92,500	\$95,500	\$100,000	\$75,000	\$93,250			
	3rd quartile	\$99,625	\$95,750		\$104,000		\$77,500								
QA Team Leader / Coordinator	n	25	12	10	5	2	1	3	3				1		
	1st quartile	\$67,000	\$71,250	\$65,000	\$68,500			\$55,000	\$60,500						
	Median	\$77,000	\$82,000	\$75,500	\$80,000	\$100,000	\$73,000	\$75,000	\$71,000				\$120,000		
	3rd quartile	\$100,000	\$97,125	\$82,000	\$93,000			\$120,000	\$106,000						
Quality Auditor	n	6	5		1	1	3					1			
	1st quartile	\$66,625	\$70,000				\$56,500								
	Median	\$86,000	\$90,500		\$120,000	\$99,000	\$70,000					\$90,000			
	3rd quartile	\$104,250	\$109,000				\$82,000								
Compliance Specialist	n	13	7	2	3	3	1				3				1
	1st quartile	\$71,750	\$63,000		\$90,000	\$60,000					\$83,000				
	Median	\$85,000	\$86,000	\$71,750	\$97,000	\$83,000	\$60,500				\$91,500				\$85,000
	3rd quartile	\$94,250	\$110,000		\$105,000	\$91,500					\$120,000				
Compliance Manager	n	7	8		2	2		1			2				
	1st quartile	\$96,000	\$94,375					\$96,000							
	Median	\$108,000	\$128,500		\$105,000	\$120,000					\$127,000				
	3rd quartile	\$141,000	\$169,000												
Quality Systems Manager	n	11	12	4	1	3	1		1	1					
	1st quartile	\$80,000	\$90,750	\$67,250		\$117,000									
	Median	\$105,000	\$114,500	\$80,250	\$92,000	\$145,000	\$75,000		\$155,000	\$125,000					
	3rd quartile	\$145,000	\$144,250	\$98,875		\$170,000									
QA Manager	n	55	58	13	13	9	6	4	3	2	2	1	1	1	
	1st quartile	\$99,000	\$107,000	\$96,500	\$83,750	\$112,500	\$102,500	\$106,250	\$84,000						
	Median	\$115,000	\$120,000	\$115,000	\$110,000	\$120,000	\$150,500	\$126,500	\$91,000	\$118,500	\$123,500	\$150,000	\$71,500	\$106,000	
	3rd quartile	\$148,000	\$140,000	\$146,500	\$120,000	\$171,000	\$250,000	\$141,500	\$125,000						
QA Director / Senior QA Manager	n	22	18	3	3	7		2	2	1		2	1		1
	1st quartile	\$127,500	\$152,250	\$165,000	\$151,000	\$149,000									
	Median	\$159,000	\$173,000	\$210,000	\$151,000	\$177,000		\$149,000	\$189,500	\$100,000		\$119,000	\$130,000		\$160,000
	3rd quartile	\$187,250	\$202,500	\$350,000	\$158,000	\$220,000									
Senior / Regional QA Director / VP QA	n	5	7	1	1			2						1	
	1st quartile	\$137,000	\$184,000												
	Median	\$165,000	\$230,000	\$165,000	\$135,000			\$229,500						\$220,000	
	3rd quartile	\$270,000	\$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

2015 Salary and Job Satisfaction Survey



Regulatory Affairs Sector (n = 251)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Complementary Medicines	FMCG, Food Beverage	Diagnostics, Life Sciences & Biotechnology	Animal Health	Manufacturing	Consulting Services	Research Institute/NFP/Hospital/Academia
Regulatory Affairs Assistant (Dept Support)	n	5	5	3		1		1					
	1st quartile	\$60,500	\$60,250										
	Median	\$67,000	\$62,500	\$67,000		\$80,000		\$55,000					
	3rd quartile	\$89,000	\$77,750										
Graduate Regulatory Affairs Associate (< 12 months experience)	n	7	5	3	2		2						
	1st quartile	\$70,500	\$66,500	\$70,000									
	Median	\$80,000	\$82,500	\$70,500	\$107,500		\$92,500						
	3rd quartile	\$110,000	\$89,000	\$83,500									
Regulatory Affairs Associate	n	63	52	31	7	7	3	4	2	3	1	3	2
	1st quartile	\$75,000	\$87,750	\$75,000	\$62,000	\$80,000	\$65,000	\$71,625	\$73,500	\$69,500	\$75,000	\$55,500	\$96,000
	Median	\$84,000	\$98,000	\$85,000	\$86,000	\$90,000	\$75,000	\$82,250	\$73,500	\$80,000	\$77,500	\$77,500	\$96,000
	3rd quartile	\$95,500	\$118,000	\$99,500	\$96,000	\$99,000	\$99,500	\$101,500	\$91,000	\$91,000	\$84,000	\$84,000	
Senior Regulatory Affairs Associate	n	60	25	35	11	6		1	1	2	2	1	1
	1st quartile	\$104,000	\$103,000	\$110,000	\$95,000	\$101,750							
	Median	\$115,000	\$115,000	\$125,000	\$109,000	\$110,500		\$99,000	\$104,000	\$107,250	\$103,000	\$112,000	\$87,000
	3rd quartile	\$134,750	\$126,000	\$141,000	\$125,000	\$135,500							
Regulatory Affairs Team Leader	n	9	7	7					2				
	1st quartile	\$117,000	\$100,000	\$107,000									
	Median	\$145,000	\$130,000	\$137,000					\$145,500				
	3rd quartile	\$155,000	\$165,000	\$160,000									
Regulatory Affairs Project Manager	n	16	42	12			1	1					2
	1st quartile	\$121,000	\$128,750	\$127,750									
	Median	\$134,000	\$149,500	\$139,000			\$104,000	\$110,000					\$122,500
	3rd quartile	\$155,750	\$175,000	\$157,250									
Regulatory Affairs Manager	n	47	39	23	7	3	8		1	2	2	1	
	1st quartile	\$120,000	\$130,000	\$148,000	\$125,000	\$130,000	\$80,750						
	Median	\$145,000	\$145,000	\$150,000	\$137,000	\$150,000	\$98,000		\$120,000	\$114,500	\$172,500	\$110,000	
	3rd quartile	\$160,000	\$199,000	\$183,000	\$150,000	\$230,000	\$104,500						
Director / Head of Regulatory Affairs	n	22	15	13	2	1	2	4					
	1st quartile	\$168,750	\$150,000	\$191,000				\$130,500					
	Median	\$197,500	\$210,000	\$230,000	\$182,500	\$184,000	\$150,500	\$145,000					
	3rd quartile	\$235,000	\$250,000	\$265,000				\$204,500					
Regulatory Affairs, Quality Assurance Manager	n	19		2	9	1	1	1	2	1	1	1	
	1st quartile	\$97,000			\$133,000								
	Median	\$140,000		\$162,500	\$165,000	\$75,000	\$97,000	\$90,000	\$139,250	\$120,000	\$110,000	\$68,000	
	3rd quartile	\$169,000			\$201,000								
Regulatory Affairs, Quality Assurance Director	n	3			2	1							
	1st quartile	\$130,000											
	Median	\$195,000			\$212,500	\$130,000							
	3rd quartile	\$230,000											

- 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

- "All Industry" calculations are based on all data for each job title, Industry columns relate to only the data points for a particular industry.

2015 Salary and Job Satisfaction Survey



Sales & Marketing Sector (n = 232)

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Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Consulting Services	Pharmaceuticals - OTC & Consumer Healthcare	FMCG, Food Beverage	Manufacturing	Research Institute/ NFP/ Hospital/ Academia	Animal Health	Complementary Medicines	Laboratory Services
Sales Representative	n	20	23		7	4	3	1	1		2		1		1
	1st quartile	\$55,000	\$55,000		\$72,000	\$68,125	\$55,000								
	Median	\$67,500	\$72,000		\$104,000	\$87,250	\$55,000	\$55,000	\$56,500		\$55,000		\$55,000		\$55,000
	3rd quartile	\$104,750	\$120,000		\$131,000	\$115,000	\$119,000								
Senior Sales Representative	n	17	15		9	4	1	0	2				1		
	1st quartile	\$100,000	\$100,000		\$114,000	\$90,625									
	Median	\$118,000	\$110,000		\$120,000	\$100,000	\$110,000	#NUM!	\$115,500				\$70,000		
	3rd quartile	\$131,000	\$120,000		\$140,000	\$122,500									
Pharmacy Sales Manager	n	3			2				1						
	1st quartile	\$55,000							\$56,000						
	Median	\$56,000			\$70,000										
	3rd quartile	\$85,000													
Account Manager	n	27	22		4	5	4	5		4	2			2	1
	1st quartile	\$80,000	\$95,625		\$90,750	\$69,000	\$72,000	\$55,000		\$87,250					
	Median	\$111,000	\$109,000		\$127,500	\$111,000	\$116,000	\$80,000		\$137,500	\$137,500			\$100,000	\$115,000
	3rd quartile	\$125,000	\$125,500		\$140,250	\$115,500	\$141,250	\$103,500		\$167,500					
Territory Manager	n	12	27		5	6	1								
	1st quartile	\$105,250	\$107,000		\$106,000	\$105,750									
	Median	\$118,000	\$115,000		\$130,000	\$111,500	\$80,000								
	3rd quartile	\$143,500	\$135,000		\$158,000	\$130,750									
Business Development Manager / Consultant	n	23	26	2	2	1	5	2	4	2	1	2			2
	1st quartile	\$99,000	\$93,875				\$83,500		\$113,750						
	Median	\$125,000	\$136,500	\$172,500	\$172,500	\$139,000	\$100,000	\$89,500	\$140,500	\$99,000	\$110,000	\$89,500			\$132,000
	3rd quartile	\$156,000	\$169,500				\$122,500		\$166,500						
State Sales Manager / Regional Sales Manager	n	10	12		1	2		2	1	3		1			
	1st quartile	\$118,750	\$117,000							\$75,000					
	Median	\$146,000	\$144,500		\$183,000	\$166,500		\$129,500	\$187,000	\$142,000		\$100,000			
	3rd quartile	\$180,750	\$176,500						\$150,000						
National Field Sales Manager	n	10	8		2	2	3		1				2		
	1st quartile	\$138,750	\$130,000				\$119,000								
	Median	\$140,000	\$160,500		\$170,000	\$171,000	\$135,000		\$140,000				\$142,500		
	3rd quartile	\$160,500	\$191,500				\$140,000								
Sales Analyst	n	9	6		2		1	3	2		1				
	1st quartile	\$72,500	\$79,375					\$55,000							
	Median	\$114,000	\$109,500		\$134,500		\$163,000	\$101,000	\$98,000		\$65,000				
	3rd quartile	\$142,500	\$149,250					\$130,000							
Sales Director	n	5	7		1	1			2					1	
	1st quartile	\$104,500	\$146,000												
	Median	\$185,000	\$188,000		\$240,000	\$185,000			\$148,500					\$132,000	
	3rd quartile	\$230,000	\$200,000												

- 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

2015 Salary and Job Satisfaction Survey



Sales & Marketing Sector (n = 232)

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Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Consulting Services	Pharmaceuticals - OTC & Consumer Healthcare	FMCG, Food Beverage	Manufacturing	Research Institute/NFP/Hospital/Academia	Animal Health	Complementary Medicines	Laboratory Services
Assistant / Associate Brand / Product Manager	n	8	19		3		1	3			1				
	1st quartile	\$55,000	\$58,000		\$70,000			\$55,000							
	Median	\$57,750	\$82,000		\$73,500		\$55,000				\$55,000				
	3rd quartile	\$72,625	\$100,000		\$110,000			\$60,500							
Brand / Product Manager	n	11	20		3	1	2		1	2	2				
	1st quartile	\$101,000	\$111,000		\$100,000										
	Median	\$123,000	\$129,500		\$123,000	\$112,000	\$128,500		\$130,000	\$137,000	\$90,250				
	3rd quartile	\$133,000	\$148,750		\$180,000										
Senior Brand / Product Manager	n	15	16		9	5					1				
	1st quartile	\$130,000	\$127,500		\$142,500	\$103,500									
	Median	\$146,000	\$147,500		\$154,000	\$132,000					\$130,000				
	3rd quartile	\$210,000	\$167,750		\$215,000	\$169,000									
Marketing Manager	n	11	18		3	1		1	2		1	1	1	1	
	1st quartile	\$95,500	\$140,750		\$190,000										
	Median	\$118,000	\$162,500		\$230,000	\$113,000		\$108,000	\$114,250		\$95,500	\$80,000	\$175,000	\$118,000	
	3rd quartile	\$190,000	\$194,750		\$230,000										
Marketing Director	n	5	9		1	1				1	1	1			
	1st quartile	\$175,500	\$220,000												
	Median	\$230,000	\$280,000		\$360,000	\$230,000				\$240,000	\$220,000	\$131,000			
	3rd quartile	\$300,000	\$310,000												
Sales & Marketing Manager	n	15	15		1	4	2		2	3				2	1
	1st quartile	\$84,000	\$135,000			\$138,250				\$55,000					
	Median	\$150,000	\$175,000		\$210,000	\$198,500	\$152,500		\$145,500	\$63,000				\$99,500	\$84,000
	3rd quartile	\$210,000	\$210,000			\$262,500				\$300,000					
Business Unit Manager / Head of Division	n	34	18		9	5	3	3	1	1	1	4	4	2	1
	1st quartile	\$118,750	\$160,000		\$117,500	\$151,500	\$134,000	\$67,000				\$79,500			
	Median	\$157,500	\$220,000		\$160,000	\$160,000	\$140,000	\$120,000	\$240,000	\$190,000	\$200,000	\$106,000	\$200,000	\$134,500	\$131,000
	3rd quartile	\$200,000	\$270,000		\$270,000	\$235,000	\$165,000	\$130,000				\$110,000			

- 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