

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