

# 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												

- 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