

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 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		\$164,000							
	Median	\$165,500	\$170,000	\$167,000	\$172,000			\$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.

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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 Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	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									

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