

# 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	\$124,250	\$128,000	\$90,000	\$101,250	\$131,000	\$198,000	\$136,000	\$100,000	\$116,000	\$80,000
	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	\$161,500					
	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