

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