

2015 Salary and Job Satisfaction Survey



Regulatory Affairs Sector (n = 251)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Complementary Medicines	FMCG, Food Beverage	Diagnostics, Life Sciences & Biotechnology	Animal Health	Manufacturing	Consulting Services	Research Institute/NFP/Hospital/Academia
Regulatory Affairs Assistant (Dept Support)	n	5	5	3		1		1					
	1st quartile	\$60,500	\$60,250										
	Median	\$67,000	\$62,500	\$67,000		\$80,000		\$55,000					
	3rd quartile	\$89,000	\$77,750										
Graduate Regulatory Affairs Associate (< 12 months experience)	n	7	5	3	2		2						
	1st quartile	\$70,500	\$66,500	\$70,000									
	Median	\$80,000	\$82,500	\$70,500	\$107,500		\$92,500						
	3rd quartile	\$110,000	\$89,000	\$83,500									
Regulatory Affairs Associate	n	63	52	31	7	7	3	4	2	3	1	3	2
	1st quartile	\$75,000	\$87,750	\$75,000	\$62,000	\$80,000	\$65,000	\$71,625	\$73,500	\$69,500	\$75,000	\$55,500	\$96,000
	Median	\$84,000	\$98,000	\$85,000	\$86,000	\$90,000	\$75,000	\$82,250	\$73,500	\$80,000	\$75,000	\$77,500	\$84,000
	3rd quartile	\$95,500	\$118,000	\$99,500	\$96,000	\$99,000	\$99,500	\$101,500	\$91,000	\$91,000	\$84,000	\$84,000	\$84,000
Senior Regulatory Affairs Associate	n	60	25	35	11	6		1	1	2	2	1	1
	1st quartile	\$104,000	\$103,000	\$110,000	\$95,000	\$101,750							
	Median	\$115,000	\$115,000	\$125,000	\$109,000	\$110,500		\$99,000	\$104,000	\$107,250	\$103,000	\$112,000	\$87,000
	3rd quartile	\$134,750	\$126,000	\$141,000	\$125,000	\$135,500							
Regulatory Affairs Team Leader	n	9	7	7					2				
	1st quartile	\$117,000	\$100,000	\$107,000									
	Median	\$145,000	\$130,000	\$137,000					\$145,500				
	3rd quartile	\$155,000	\$165,000	\$160,000									
Regulatory Affairs Project Manager	n	16	42	12			1	1					2
	1st quartile	\$121,000	\$128,750	\$127,750									
	Median	\$134,000	\$149,500	\$139,000			\$104,000	\$110,000					\$122,500
	3rd quartile	\$155,750	\$175,000	\$157,250									
Regulatory Affairs Manager	n	47	39	23	7	3	8		1	2	2	1	
	1st quartile	\$120,000	\$130,000	\$148,000	\$125,000	\$130,000	\$80,750						
	Median	\$145,000	\$145,000	\$150,000	\$137,000	\$150,000	\$98,000		\$120,000	\$114,500	\$172,500	\$110,000	
	3rd quartile	\$160,000	\$199,000	\$183,000	\$150,000	\$230,000	\$104,500						
Director / Head of Regulatory Affairs	n	22	15	13	2	1	2	4					
	1st quartile	\$168,750	\$150,000	\$191,000				\$130,500					
	Median	\$197,500	\$210,000	\$230,000	\$182,500	\$184,000	\$150,500	\$145,000					
	3rd quartile	\$235,000	\$250,000	\$265,000				\$204,500					
Regulatory Affairs, Quality Assurance Manager	n	19		2	9	1	1	1	2	1	1	1	
	1st quartile	\$97,000			\$133,000								
	Median	\$140,000		\$162,500	\$165,000	\$75,000	\$97,000	\$90,000	\$139,250	\$120,000	\$110,000	\$68,000	
	3rd quartile	\$169,000			\$201,000								
Regulatory Affairs, Quality Assurance Director	n	3			2	1							
	1st quartile	\$130,000											
	Median	\$195,000			\$212,500	\$130,000							
	3rd quartile	\$230,000											

- 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

- "All Industry" calculations are based on all data for each job title, Industry columns relate to only the data points for a particular industry.