

***ON*** ***Q*** ***RECRUITMENT***  
*Scientific Technical Medical*

2016 Salary & Job Satisfaction Survey



# 2016 Salary and Job Satisfaction Survey



## Foreword by On Q Recruitment's Director

It is inarguable that fundamental to the success of any business, is the ability to have a strong insight into the employment landscape. Which is why, a decade ago, we released our first survey hoping to identify key trends, and benchmark data around salary and remuneration across a number of industry sectors in Australia.

In that context, welcome to the tenth edition of **On Q Recruitment's annual Salary and Job Satisfaction survey**.

Since 2006, over 11,000 people from more than 12 industries and 140 job titles have taken part in our survey. We provide insights that matter to the Australian market, and help both employees and employers know where they are placed.

Thank you to everyone who participated in this, or any prior year's survey. You have helped us build one of the longest continuous running surveys – unsurpassed in quality and current data.

If you'd like to know more, please get in touch with myself or my team.

Catherine O'Mahony  
Director  
On Q Recruitment Pty Ltd  
Ph: +61 2 94312522

Clinical Research Health Economics/ Market Access Regulatory Affairs Medical Affairs Engineering Quality Assurance Human Resources Sales Marketing General Management Laboratory Operations & Manufacturing Allied Health Nursing Clinical Research Organisations Manufacturing Complementary Medicines FMCG Food & Beverage Consulting Services Medical Devices Pharmaceuticals Consumer Health Diagnostics Life Sciences Aged Care Animal Health Biotechnology

# 2016 Salary and Job Satisfaction Survey



## Remarks:

**Summary of Total Remuneration by Industry:** a summary of the total salary package by individual industry sector, for each job title.

**Total Remuneration** – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.

**Median** – In instances where there are less than 3 data points, only the median has been used.

## Calculations

- The data has been presented 1<sup>st</sup> Quartile, Median and 3<sup>rd</sup> Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

## Industries:

Aged Care, Animal Health  
Clinical Research Organisations  
Complementary Medicines  
Consulting Services  
Diagnostics, Life Sciences &  
Biotechnology

FMCG, Food & Beverage  
Laboratory Services  
Manufacturing  
Medical Devices  
Pharmaceuticals – Ethical (prescription)  
Pharmaceuticals – OTC & Health  
Research / NFP/ Hospital / Academia

## Functional Sectors:

Allied Health, Clinical Research  
Engineering  
General Management  
Health Economics/ Market Access  
Human Resources  
Laboratory

Medical Affairs, Nursing  
Operations & Manufacturing  
Quality Assurance  
Regulatory Affairs  
Sales & Marketing

# 2016 Salary and Job Satisfaction Survey



## Allied Health Sector (n = 43)

### Summary of Total Remuneration by Industry

	All Industry 2016	Aged Care	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/ Hospital/ Academia	Pharmaceuticals - OTC & Consumer Healthcare	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	Animal Health
Physiotherapist	n	4	2	1		1			
	1st quartile	\$65,375							
	Median	\$66,500	\$69,750	\$110,000		\$65,000			
	3rd quartile	\$100,750							
Occupational Therapist	n	2	1					1	
	1st quartile								
	Median	\$60,500	\$98,000					\$60,500	
	3rd quartile								
Allied Health Manager	n	19	1	5	3	5	1	4	
	1st quartile	\$72,000		\$62,500	\$74,500	\$65,000		\$69,000	
	Median	\$81,250	\$99,500	\$90,000	\$100,000	\$85,500	\$72,000	\$76,000	
	3rd quartile	\$100,000		\$113,000	\$105,000	\$95,750			
Leisure & Life Style Manager	n	2	2						
	1st quartile								
	Median	\$59,000	\$82,000						
	3rd quartile								
General Manager, Allied Health Service	n	16	4	3	2	1	4	1	1
	1st quartile	\$56,000	\$55,000	\$70,000			\$56,125		
	Median	\$70,000	\$57,000	\$85,000	\$115,000	\$104,000	\$154,750	\$55,000	\$100,000
	3rd quartile	\$103,000	\$59,750	\$85,000			\$257,500		

- 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

# 2016 Salary and Job Satisfaction Survey



## Clinical Research Sector (n = 297)

### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/Hospital/ Academia	Pharmaceuticals - OTC & Consumer Healthcare	Diagnostics, Life Sciences & Biotechnology	Medical Devices	Laboratory Services	Animal Health	Consulting Services	Aged Care
Clinical Trials Associate / Administrator	n	16	18	11	2	1	1	1					
	1st quartile	\$57,500	\$55,000	\$57,000									
	Median	\$64,750	\$62,000	\$60,000	\$73,250	\$72,000	\$55,000	\$65,000					
	3rd quartile	\$71,750	\$73,500	\$71,000									
Study Start Up Associate	n	10	12	5	4	1							
	1st quartile	\$80,125	\$76,375	\$85,250	\$73,875								
	Median	\$88,750	\$90,000	\$87,500	\$97,500	\$64,500							
	3rd quartile	\$106,750	\$102,000	\$106,000	\$118,500								
Study Start Up Manager	n	4		2	1	1							
	1st quartile	\$127,250											
	Median	\$128,000		\$152,000	\$128,000	\$127,000							
	3rd quartile	\$164,000											
Clinical Trial / Study / Clinical Research Coordinator (at site)	n	17	28	1		15				1			
	1st quartile	\$69,500	\$60,500			\$70,000							
	Median	\$80,500	\$75,500	\$73,000		\$82,000				\$55,000			
	3rd quartile	\$85,000	\$82,250			\$85,500							
In House CRA / Entry Level CRA (no monitoring)	n	5	2	3	1	1							
	1st quartile	\$56,000		\$56,000	\$56,000	\$88,000							
	Median	\$56,000	\$78,750	\$56,000	\$56,000	\$88,000							
	3rd quartile	\$77,500		\$67,000									
Clinical Research Associate	n	46	46	29	6	5	3		2	1			
	1st quartile	\$79,750	\$78,875	\$81,750	\$88,125	\$55,750	\$79,000						
	Median	\$91,750	\$91,000	\$92,000	\$95,000	\$66,500	\$95,000		\$95,000	\$60,000			
	3rd quartile	\$99,625	\$104,250	\$99,750	\$103,750	\$84,750	\$125,000						
Senior Clinical Research Associate	n	41	61	24	11	1	2	1	2				
	1st quartile	\$101,000	\$102,500	\$99,875	\$103,000								
	Median	\$110,000	\$112,000	\$111,000	\$110,000	\$110,000	\$129,000	\$70,000	\$102,000				
	3rd quartile	\$121,500	\$121,000	\$117,750	\$125,000								
Clinical Research Team Leader	n	10	15	4	3	2		1					
	1st quartile	\$120,000	\$86,500	\$126,250	\$134,000								
	Median	\$132,000	\$102,000	\$135,000	\$160,000	\$111,250		\$108,000					
	3rd quartile	\$160,000	\$135,000	\$155,000	\$161,000								
Clinical Project Manager	n	60	74	30	18	6	3	1	1			1	
	1st quartile	\$120,000	\$108,000	\$122,250	\$127,250	\$87,375	\$90,000						
	Median	\$137,000	\$124,000	\$139,500	\$144,000	\$105,000	\$135,000	\$113,000	\$95,000			\$55,000	
	3rd quartile	\$150,000	\$140,500	\$150,000	\$163,750	\$142,500	\$145,000						
Clinical Research Manager	n	22	32	7	7	7		1					
	1st quartile	\$122,250	\$110,000	\$144,000	\$142,000	\$106,000							
	Median	\$143,000	\$130,500	\$168,000	\$180,000	\$123,000		\$120,000					
	3rd quartile	\$180,250	\$159,250	\$181,000	\$200,000	\$125,000							
Clinical Operations Manager	n	21	38	11	7	1		1	1				
	1st quartile	\$138,000	\$122,500	\$132,000	\$172,000								
	Median	\$154,000	\$150,000	\$145,000	\$184,000	\$112,000		\$154,000	\$220,000				
	3rd quartile	\$180,000	\$165,000	\$154,000	\$200,000								
Director / Head of Clinical Research	n	22	27	7	9	2		1		1	2		
	1st quartile	\$190,250	\$168,000	\$200,000	\$216,500								
	Median	\$225,000	\$192,000	\$220,000	\$250,000	\$207,000		\$200,000	\$200,000	\$176,500			
	3rd quartile	\$250,000	\$220,000	\$230,000	\$290,000								
Regional Manager / Director / Vice President	n	11	10	5	4				1				1
	1st quartile	\$155,000	\$153,750	\$100,000	\$180,000								
	Median	\$210,000	\$220,000	\$210,000	\$205,000				\$155,000				\$210,000
	3rd quartile	\$230,000	\$300,000	\$380,000	\$230,000								
Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	n	12	24	2	4	5		1					
	1st quartile	\$85,250	\$58,875		\$111,750	\$87,000							
	Median	\$110,000	\$85,250	\$137,000	\$140,000	\$109,000		\$55,000					
	3rd quartile	\$154,750	\$116,750		\$175,000	\$120,000							

- 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

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Suite 406, 69 Christie Street. St Leonards NSW 2065 P: 02 9431 2555 F: 02 9437 0344 W: [www.onqrecruitment.com.au](http://www.onqrecruitment.com.au)

We listen. We deliver. You succeed.

# 2016 Salary and Job Satisfaction Survey



## Engineering Sector (n = 43)

### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Medical Devices	Consulting Services	Manufacturing	Research Institute/NFP/Hospital/Academia	Diagnostics, Life Sciences & Biotechnology	Animal Health	Pharmaceuticals - OTC & Consumer Healthcare
Biomedical Engineer	n	14	5	13			1			
	1st quartile	\$66,250	\$55,500	\$62,500						
	Median	\$81,000	\$65,000	\$77,000			\$95,000			
	3rd quartile	\$97,500	\$80,000	\$100,000						
Validation Officer/Engineer	n	2	7			1		1		
	1st quartile		\$73,000							
	Median	\$81,500	\$96,000			\$75,000		\$88,000		
	3rd quartile		\$101,000							
Chemical Engineer	n	6	3		3	1	2			
	1st quartile	\$55,000	\$71,000		\$55,000					
	Median	\$65,250	\$78,500		\$66,500	\$64,000	\$73,500			
	3rd quartile	\$90,500	\$105,000		\$90,000					
Electronics Engineer	n	4			1	3				
	1st quartile	\$57,875				\$55,500				
	Median	\$65,500			\$80,000	\$65,000				
	3rd quartile	\$76,500				\$66,000				
Project Engineer	n	5	6	1	2	1				1
	1st quartile	\$69,000	\$62,125							
	Median	\$83,000	\$108,500	\$60,000	\$80,500	\$97,500				\$93,000
	3rd quartile	\$95,250	\$148,750							
Field Service Engineer	n	8	4	4	2	1			1	
	1st quartile	\$61,875	\$93,000	\$78,250						
	Median	\$79,500	\$112,500	\$91,000	\$56,750	\$72,000			\$113,000	
	3rd quartile	\$107,500	\$135,000	\$107,500						
Technical Services Manager	n	2	4	1				1		
	1st quartile		\$113,750							
	Median	\$193,000	\$162,000	\$200,000				\$186,000		
	3rd quartile		\$199,750							
Engineering Manager	n	2	6		1	1				
	1st quartile		\$118,000							
	Median	\$142,000	\$134,500		\$124,000	\$160,000				
	3rd quartile		\$190,000							

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# 2016 Salary and Job Satisfaction Survey



## General Management Sector (n = 115)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Aged Care	Research Institute/NFP/Hospital/Academia	Consulting Services	Pharmaceuticals - Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation	Pharmaceuticals - OTC & Consumer Healthcare	Laboratory Services	Animal Health	FMCG, Food & Beverage	Manufacturing	Complementary Medicines
Operations Manager	n	14	10	5	5	1		1			1			1		
	1st quartile	\$115,000	\$67,375	\$95,500	\$110,000											
	Median	\$133,500	\$100,750	\$136,000	\$120,000	\$85,000		\$170,000			\$159,000			\$131,000		
	3rd quartile	\$220,000	\$147,750	\$159,000	\$154,000											
Business Development Director	n	5	7			3				2						
	1st quartile	\$91,750	\$120,000			\$80,500										
	Median	\$130,000	\$170,000			\$130,000				\$176,500						
	3rd quartile	\$200,000	\$220,000			\$150,000										
Business Unit Manager	n	21	35	2	6	5	3	1				1	1		1	1
	1st quartile	\$66,500	\$120,000		\$65,000	\$61,500	\$105,000									
	Median	\$108,000	\$155,000	\$77,500	\$87,000	\$108,000	\$150,000	\$110,000				\$123,000	\$57,000		\$210,000	\$200,000
	3rd quartile	\$150,000	\$200,000		\$135,750	\$155,000	\$160,000									
Director Clinical Services	n	6		4	1				1							
	1st quartile	\$107,750		\$103,250												
	Median	\$127,500		\$117,500	\$170,000				\$400,000							
	3rd quartile	\$227,500		\$128,750												
Regional Manager	n	4		2	1	1										
	1st quartile	\$166,250														
	Median	\$205,000		\$202,500	\$240,000	\$170,000										
	3rd quartile	\$240,000														
Regional Director/Vice President	n	5					2		1				1	1		
	1st quartile	\$150,000														
	Median	\$230,000					\$212,500		\$230,000				\$380,000	\$175,000		
	3rd quartile	\$340,000														
Chief Operating Officer (COO)	n	3		1	1		1									
	1st quartile	\$85,500														
	Median	\$220,000		\$220,000	\$85,500		\$260,000									
	3rd quartile	\$260,000														
General Manager	n	29	12	10	2	3	3	3	1		1	1	1	1	2	1
	1st quartile	\$110,500	\$167,000	\$128,000		\$100,000	\$105,000	\$200,000								
	Median	\$160,000	\$205,000	\$150,000	\$57,500	\$130,000	\$320,000	\$250,000	\$95,000		\$195,000	\$190,000	\$105,000	\$120,000	\$168,000	\$300,000
	3rd quartile	\$200,000	\$275,000	\$173,750		\$160,000	\$320,000	\$300,000								
Managing Director	n	10	6	1		2	4	1				1				
	1st quartile	\$116,000	\$292,500				\$149,375									
	Median	\$179,000	\$405,000	\$198,000		\$154,500	\$370,000	\$260,000	\$120,000			\$104,000				
	3rd quartile	\$360,000	\$552,500				\$420,000									
Chief Executive Officer (CEO)	n	18	11	6	4	1	1	3	1	1	1					
	1st quartile	\$193,500	\$200,000	\$110,000	\$220,000			\$250,000								
	Median	\$245,000	\$250,000	\$159,500	\$275,000	\$200,000	\$240,000	\$270,000	\$260,000	\$250,000	\$370,000					
	3rd quartile	\$277,500	\$300,000	\$205,000	\$375,000			\$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

# 2016 Salary and Job Satisfaction Survey



## Health Economics / Market Access Sector (n = 45)

### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Consulting Services	Medical Devices	Research Institute/NFP/Hospital/ Academia	Pharmaceuticals - OTC & Consumer Healthcare	Aged Care
Health Economics / Market Access Associate	n	7	5	4	2		1		
	1st quartile	\$85,000	\$76,250	\$106,250					
	Median	\$125,000	\$99,500	\$125,000	\$120,000		\$72,500		
	3rd quartile	\$137,000	\$113,000	\$134,000					
Health Economics Analyst	n	7	7	2	1	1	1	1	1
	1st quartile	\$85,000	\$88,000						
	Median	\$91,500	\$95,000	\$151,000	\$86,000	\$91,500	\$85,000	\$55,000	\$105,000
	3rd quartile	\$137,000	\$115,000						
Senior Health Economics / Market Access Associate	n	8	10	4	3			1	
	1st quartile	\$121,500	\$113,750	\$168,250	\$120,000				
	Median	\$145,500	\$142,500	\$180,500	\$126,000			\$80,500	
	3rd quartile	\$181,750	\$182,500	\$195,750	\$126,000				
Health Economics / Market Access Manager	n	15	17	7	5	3			
	1st quartile	\$149,000	\$123,000	\$162,000	\$121,500	\$220,000			
	Median	\$182,000	\$172,000	\$191,000	\$148,000	\$260,000			
	3rd quartile	\$220,000	\$205,000	\$200,000	\$164,500	\$260,000			
Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement	n	8	7	6	2				
	1st quartile	\$212,500	\$260,000	\$208,750					
	Median	\$245,000	\$360,000	\$275,000	\$215,000				
	3rd quartile	\$347,500	\$370,000	\$405,000					

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- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry



# 2016 Salary and Job Satisfaction Survey



## Human Resources Sector (n = 61)

### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Consulting Services	Research Institute/NFP/Hospital/ Academia	Medical Devices	Clinical Research Organisation	Aged Care	Pharmaceuticals - Ethical (prescription)	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Animal Health	FMCG, Food & Beverage
Human Resources Administrator /Assistant	n	8	3	3	1	1		2			1		
	1st quartile	\$55,375	\$55,000	\$55,000									
	Median	\$61,000	\$60,500	\$55,000	\$72,000	\$95,500		\$61,000			\$56,500		
	3rd quartile	\$85,500	\$69,500	\$90,000									
Human Resources Associate	n	6	7	1	1		2			1	1		
	1st quartile	\$56,875	\$75,000										
	Median	\$70,250	\$87,500	\$95,000	\$80,500		\$56,250			\$82,500	\$60,000		
	3rd quartile	\$85,625	\$96,500										
Internal Recruitment Specialist / Onsite Recruiter	n	5	5	2		3							
	1st quartile	\$72,500	\$80,500			\$80,000							
	Median	\$98,500	\$87,500	\$85,500		\$98,500							
	3rd quartile	\$114,000	\$122,000			\$122,000							
Recruitment Manager	n	6		4	1					1			
	1st quartile	\$85,500		\$68,000									
	Median	\$111,000		\$111,000	\$130,000					\$95,000			
	3rd quartile	\$135,000		\$142,750									
Organisational Development Specialist / Manager	n	8		1	2	2	1	1					1
	1st quartile	\$84,500											
	Median	\$108,250		\$90,500	\$132,750	\$68,750	\$120,000	\$145,000					\$125,000
	3rd quartile	\$140,000											
Human Resources Manager	n	17	13	2	2	1	1	1	4	1	2	2	1
	1st quartile	\$85,000	\$102,000										
	Median	\$110,000	\$115,000	\$99,500	\$122,000	\$65,000	\$110,000	\$90,000	\$139,000	\$114,000	\$70,250	\$118,000	\$125,000
	3rd quartile	\$129,500	\$165,000										
Human Resources Director / Head	n	9	6		2	1	2	2	1			1	
	1st quartile	\$165,000	\$164,750										
	Median	\$190,000	\$195,000		\$174,500	\$180,000	\$142,500	\$221,000	\$190,000			\$210,000	
	3rd quartile	\$204,500	\$272,500										
VP / Regional Human Resources Director	n	2		1						1			
	1st quartile												
	Median	\$159,500		\$99,000						\$220,000			
	3rd quartile												

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# 2016 Salary and Job Satisfaction Survey



## Laboratory Sector (n = 139)

### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Research Institute/NFP/Hospital/Academia	Laboratory Services	FMCG, Food & Beverage	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - Ethical (prescription)	Animal Health	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Complementary Medicines	Consulting Services	Clinical Research Organisation
Laboratory Assistant	n	23	20	12	4	2	1	2					1		1
	1st quartile	\$55,000	\$55,000	\$55,000	\$55,000										
	Median	\$57,000	\$60,500	\$66,250	\$55,000	\$55,000	\$55,000	\$82,750					\$55,000		\$62,500
	3rd quartile	\$73,000	\$64,875	\$83,500	\$66,250										
Chemist	n	22	24	6	9		2		2	2	1				
	1st quartile	\$55,000	\$55,000	\$69,500	\$55,000										
	Median	\$66,000	\$60,000	\$70,000	\$55,000		\$61,000		\$65,750	\$61,000	\$75,000				
	3rd quartile	\$70,000	\$69,500	\$90,375	\$67,500										
Senior Chemist	n	7	10				1	2	3			1			
	1st quartile	\$82,500	\$72,500						\$55,000						
	Median	\$92,000	\$83,750				\$93,000	\$90,000	\$85,000			\$96,000			
	3rd quartile	\$96,000	\$105,500						\$92,000						
Microbiologist	n	7	7	1	3		1	1			1				
	1st quartile	\$58,000	\$55,000		\$58,000										
	Median	\$67,500	\$55,000	\$71,000	\$60,000		\$67,500	\$58,000			\$72,500				
	3rd quartile	\$72,500	\$66,000		\$90,000										
Food Technologist	n	4	7			2	2								
	1st quartile	\$66,750	\$66,000												
	Median	\$76,000	\$75,000			\$72,500	\$76,000								
	3rd quartile	\$80,000	\$91,500												
Senior Food Technologist	n	6	8		1	3	2								
	1st quartile	\$92,375	\$90,500			\$92,500									
	Median	\$93,250	\$108,000		\$155,000	\$94,000	\$92,250								
	3rd quartile	\$154,250	\$114,250			\$154,000									
Laboratory Team Leader/Supervisor	n	13	19	5	3			4			1				
	1st quartile	\$65,000	\$73,000	\$78,500	\$55,000			\$58,750							
	Median	\$90,000	\$85,000	\$102,000	\$60,000			\$80,000			\$120,000				
	3rd quartile	\$105,000	\$102,000	\$110,500	\$107,000			\$93,375							
Laboratory Manager	n	13	17	5	4	1	2				1				
	1st quartile	\$85,750	\$91,000	\$79,000	\$84,625										
	Median	\$98,000	\$107,000	\$109,000	\$111,000	\$85,000	\$110,250				\$98,000				
	3rd quartile	\$118,000	\$121,000	\$110,500	\$132,500										
R&D / Product Development Scientist	n	27	30	6	3	5	2	6	2	2	1				
	1st quartile	\$69,000	\$70,750	\$82,875	\$75,000	\$62,500		\$58,750							
	Median	\$86,500	\$84,000	\$87,000	\$100,000	\$76,500	\$62,000	\$83,000	\$64,000	\$101,000	\$89,500				
	3rd quartile	\$100,000	\$120,000	\$96,875	\$159,000	\$127,000		\$96,500							
R&D / Product Development Manager	n	10	16			4	3		1			1			
	1st quartile	\$69,000	\$103,000			\$67,375	\$120,000								
	Median	\$133,500	\$131,000			\$105,750	\$210,000	\$125,000	\$184,000			\$146,000			
	3rd quartile	\$100,000	\$166,250			\$136,250	\$220,000								
R&D / Product Development Director / GM	n	7	3			2	1				3			1	
	1st quartile	\$112,375	\$162,000								\$185,000				
	Median	\$185,000	\$200,000			\$182,500	\$162,000				\$185,000			\$200,000	
	3rd quartile	\$190,500	\$250,000								\$240,000				

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# 2016 Salary and Job Satisfaction Survey



## Medical Affairs Sector (n = 129)

Page 1

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/Hospital/ Academia	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Clinical Research Organisation	Consulting Services	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	FMCG, Food & Beverage
Medical Information Associate	n	6	9	4	2								
	1st quartile	\$66,875	\$68,250	\$63,125	\$84,750								
	Median	\$89,750	\$85,000	\$92,000									
	3rd quartile	\$108,000	\$93,750	\$116,000									
Senior Medical Information Associate	n	2	6	2									
	1st quartile		\$84,250										
	Median	\$108,000	\$100,000	\$108,000									
	3rd quartile		\$118,250										
Medical Information Manager	n	3	5	3									
	1st quartile	\$128,000	\$71,500	\$128,000									
	Median	\$140,000	\$137,000	\$140,000									
	3rd quartile	\$145,000	\$151,500	\$145,000									
Drug Safety Associate	n	15	20	11		3				1			
	1st quartile	\$74,000	\$65,250	\$71,000		\$74,000							
	Median	\$80,000	\$84,500	\$80,000		\$80,000				\$85,000			
	3rd quartile	\$85,000	\$97,625	\$85,000		\$82,500							
Senior Drug Safety Associate	n	8	13	7						1			
	1st quartile	\$94,250	\$92,000	\$94,000									
	Median	\$106,500	\$104,000	\$98,000						\$115,000			
	3rd quartile	\$124,250	\$121,000	\$125,000									
Drug Safety Manager	n	14	15	9	1	2		2					
	1st quartile	\$114,750	\$135,000	\$126,500		\$130,500		\$112,500					
	Median	\$134,000	\$142,000	\$140,000	\$56,500								
	3rd quartile	\$153,750	\$160,000	\$170,000									
Medical / Scientific Affairs Associate	n	12	13	10	1	1							
	1st quartile	\$72,875	\$84,500	\$86,500		\$64,500							
	Median	\$100,000	\$107,000	\$102,000	\$81,500								
	3rd quartile	\$119,750	\$131,000	\$121,250									
Senior Medical / Scientific Affairs Associate	n	5	7	2	1	2							
	1st quartile	\$107,500	\$73,500										
	Median	\$120,000	\$112,000	\$135,000	\$105,000	\$128,000							
	3rd quartile	\$148,000	\$135,000										
Medical / Scientific Affairs Manager	n	15	19	11	2				1			1	
	1st quartile	\$110,000	\$145,000	\$110,000									
	Median	\$160,000	\$164,000	\$167,000	\$124,500				\$160,000			\$120,000	
	3rd quartile	\$186,000	\$190,000	\$195,000									

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# 2016 Salary and Job Satisfaction Survey



## Medical Affairs Sector (n = 129)

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Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Research Institute/NFP/ Hospital/ Academia	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Clinical Research Organisation	Consulting Services	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Complementary Medicines	FMCG, Food & Beverage
Medical Writer / Editor	n	3	5	3									
	1st quartile	\$80,000	\$65,500	\$80,000									
	Median	\$109,000	\$75,000	\$109,000									
	3rd quartile	\$143,000	\$85,500	\$143,000									
Medical Scientific Liaison / Medical Product Specialist	n	17	10	16	1								
	1st quartile	\$122,500	\$128,750	\$126,000									
	Median	\$147,000	\$150,000	\$148,500	\$120,000								
	3rd quartile	\$165,500	\$154,250	\$166,250									
Manager MSL	n	2	4	1	1								
	1st quartile	\$92,000	\$92,000	\$92,000									
	Median	\$146,000	\$143,500	\$187,000	\$105,000								
	3rd quartile	\$178,500	\$178,500	\$178,500									
Medical Services Manager	n	2	3	1					1				
	1st quartile	\$70,000	\$70,000	\$70,000									
	Median	\$172,500	\$75,000	\$189,000					\$156,000				
	3rd quartile	\$200,000	\$200,000	\$200,000									
Medical Advisor	n	6	13	4			2						
	1st quartile	\$144,500	\$182,000	\$150,750									
	Median	\$154,000	\$230,000	\$154,000			\$149,000						
	3rd quartile	\$173,750	\$250,000	\$177,500									
Senior Medical Advisor / Associate Medical Director	n	8	13	7		1							
	1st quartile	\$186,250	\$182,000	\$175,000									
	Median	\$220,000	\$230,000	\$220,000		\$250,000							
	3rd quartile	\$247,500	\$250,000	\$240,000									
Medical Director	n	3	7	1			1	1					
	1st quartile	\$101,000	\$197,000										
	Median	\$220,000	\$220,000	\$220,000			\$520,000	\$101,000					
	3rd quartile	\$520,000	\$390,000										
Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support function)	n	8	14	3	2	1					1		1
	1st quartile	\$74,625	\$59,250	\$85,500									
	Median	\$86,750	\$69,750	\$89,000	\$77,250	\$88,000					\$92,500		\$59,500
	3rd quartile	\$91,625	\$102,500	\$154,000									

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# 2016 Salary and Job Satisfaction Survey



## Nursing Sector (n = 48)

### Summary of Total Remuneration by Industry

	All Industry 2016	Aged Care	Research Institute/NFP/Hospital/ Academia	Consulting Services	Pharmaceuticals - Ethical (prescription)	Animal Health
Registered Nurse	n	10	5	3	2	
	1st quartile	\$59,750	\$56,250	\$65,000		
	Median	\$70,250	\$60,500	\$89,500	\$70,250	
	3rd quartile	\$89,625	\$101,000	\$90,000		
Clinical Care Coordinator / Nurse Unit Manager	n	3		2	1	
	1st quartile	\$55,500				
	Median	\$78,500		\$86,750	\$55,500	
	3rd quartile	\$95,000				
Clinical Nurse Educator	n	6	2	1	2	1
	1st quartile	\$66,125				
	Median	\$82,750	\$72,250	\$66,500	\$103,000	\$100,000
	3rd quartile	\$105,000				
Clinical Manager	n	5	4			1
	1st quartile	\$62,500	\$63,750			
	Median	\$75,000	\$85,000			\$65,000
	3rd quartile	\$97,500	\$98,750			
Learning & Education Manager	n	4	2	2		
	1st quartile	\$62,500				
	Median	\$90,250	\$110,250	\$70,000		
	3rd quartile	\$117,625				
Director of Nursing	n	15	15			
	1st quartile	\$108,000	\$108,000			
	Median	\$120,000	\$120,000			
	3rd quartile	\$132,000	\$132,000			
Executive Director of Nursing	n	5	5			
	1st quartile	\$101,750	\$101,750			
	Median	\$115,000	\$115,000			
	3rd quartile	\$143,500	\$143,500			

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# 2016 Salary and Job Satisfaction Survey



## Operations & Manufacturing Sector (n = 103)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Manufacturing	FMCG, Food & Beverage	Pharmaceuticals - Ethical (prescription)	Consulting Services	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Diagnostics, Life Sciences & Biotechnology	Animal Health	Research Institute/NFP/Hospital/Academia	Aged Care	Clinical Research Organisation	Laboratory Services	Complementary Medicines
Shift Supervisor	n	7	4	4		1	1				1					
	1st quartile	\$55,500	\$56,250	\$55,125												
	Median	\$60,000	\$64,000	\$77,750		\$63,000	\$60,000				\$57,000					
	3rd quartile	\$100,000	\$85,250	\$128,500												
Production Planner	n	6	7	4	1			1								
	1st quartile	\$55,000	\$55,500	\$58,750												
	Median	\$78,750	\$75,000	\$78,750	\$90,000			\$55,000								
	3rd quartile	\$104,750	\$80,000	\$133,625												
Production Supervisor	n	5	9	2	1		1		1							
	1st quartile	\$57,500	\$57,250													
	Median	\$107,000	\$68,000	\$121,500	\$121,000		\$60,000		\$55,000							
	3rd quartile	\$128,500	\$83,750													
Production Manager	n	4	4	2	2	1										
	1st quartile	\$85,500	\$82,375													
	Median	\$120,000	\$124,500	\$110,000	\$102,500	\$140,000										
	3rd quartile	\$137,000	\$132,500													
Business Improvement Manager	n	10	4	5		1			1			3				
	1st quartile	\$82,500	\$97,875	\$77,500												
	Median	\$139,000	\$107,500	\$135,000		\$194,000			\$90,000			\$143,000				
	3rd quartile	\$168,500	\$153,500	\$205,000												
Engineering Manager	n	4	5	3				1								
	1st quartile	\$94,750	\$122,500	\$90,000												
	Median	\$114,500	\$143,000	\$109,000				\$184,000								
	3rd quartile	\$168,000	\$158,500	\$120,000												
Manufacturing Manager	n	5	8	2		1				1	1					
	1st quartile	\$103,000	\$131,000													
	Median	\$140,000	\$168,000	\$159,000		\$172,000				\$96,000	\$110,000					
	3rd quartile	\$175,000	\$176,000													
Operations Manager	n	19	21	6	3	1	2	1			1		2	1	1	1
	1st quartile	\$95,000	\$85,000	\$92,250	\$92,500											
	Median	\$124,000	\$127,000	\$111,000	\$140,000	\$132,000	\$124,000	\$145,000			\$154,000		\$109,500	\$90,000	\$116,000	\$143,000
	3rd quartile	\$145,000	\$140,000	\$150,500	\$165,000											
Operations Director	n	4	6	2		2										
	1st quartile	\$168,750	\$113,250													
	Median	\$205,000	\$165,000	\$197,500		\$205,000										
	3rd quartile	\$230,000	\$252,500													
Process / Lean Implementation Manager	n	4	7	3	1											
	1st quartile	\$86,625	\$67,500	\$85,000												
	Median	\$108,250	\$127,000	\$91,500	\$130,000											
	3rd quartile	\$128,750	\$160,000	\$125,000												
Procurement / Purchasing Manager	n	6	9	1	1	1	2			1						
	1st quartile	\$134,250	\$133,000													
	Median	\$139,000	\$135,000	\$132,000	\$157,000	\$135,000	\$149,000			\$140,000						
	3rd quartile	\$157,750	\$146,500													
Logistics Officer	n	13	3	2	2	3	1	1	1	1				1	1	
	1st quartile	\$55,000	\$70,000													
	Median	\$63,000	\$70,500	\$63,000	\$55,000	\$72,000	\$55,000	\$90,000	\$63,000	\$55,000				\$60,000	\$65,000	
	3rd quartile	\$71,000	\$73,000													
Logistics Manager	n	5		2	1				1				1			
	1st quartile	\$87,500														
	Median	\$115,000		\$170,000	\$115,000				\$110,000				\$65,000			
	3rd quartile	\$170,000														
Supply Chain Manager	n	7	13	2	2	1		1	1							
	1st quartile	\$140,000	\$132,000													
	Median	\$160,000	\$145,000	\$173,000	\$110,250	\$180,000		\$171,000	\$160,000							
	3rd quartile	\$180,000	\$155,500													
Supply Chain Director	n	3		1	1			1								
	1st quartile	\$140,000														
	Median	\$240,000		\$140,000	\$240,000			\$260,000								
	3rd quartile	\$260,000														

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# 2016 Salary and Job Satisfaction Survey



## Quality Assurance Sector (n = 162)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Manufacturing	Pharmaceuticals - Ethical (prescription)	FMCG, Food & Beverage	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Consulting Services	Aged Care	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation	Research Institute/NFP/ Hospital/ Academia	Laboratory Services	Complementary Medicines	Animal Health
QA Assistant	n	6	6	1		1	2	1			1					
	1st quartile	\$55,000	\$55,000													
	Median	\$64,750	\$66,750	\$65,000		\$55,000	\$59,750	\$83,000			\$65,000					
QA Associate	n	30	19	7	6	2	7	3			2	1	1			1
	1st quartile	\$60,375	\$59,000	\$65,500	\$59,125		\$60,000	\$60,000								
	Median	\$69,750	\$63,500	\$70,000	\$65,250	\$56,750	\$65,000	\$71,000			\$75,000	\$55,000	\$71,000			\$75,500
Senior QA Associate	n	11	18	2	3			3	1		1					1
	1st quartile	\$82,500	\$77,375		\$92,500			\$95,000								
	Median	\$96,000	\$91,750	\$83,500	\$100,000			\$105,000	\$96,000		\$73,500					\$82,500
QA Team Leader / Coordinator	n	19	25	5	1	4	2	3	2		1		1			
	1st quartile	\$66,000	\$67,000	\$64,500		\$56,250		\$82,000								
	Median	\$80,000	\$77,000	\$80,000	\$110,000	\$64,000	\$67,500	\$82,000	\$181,000		\$80,000		\$75,000			
Quality Auditor	n	5	6	3			1		1							
	1st quartile	\$64,000	\$66,625	\$63,000												
	Median	\$87,500	\$86,000	\$65,000				\$104,000	\$116,000							
Compliance Specialist	n	12	13	3	3	3				1			1		1	
	1st quartile	\$89,000	\$71,750	\$67,500	\$85,000	\$88,500										
	Median	\$96,000	\$85,000	\$97,000	\$95,000	\$92,500				\$100,000			\$112,000		\$90,500	
Compliance Manager	n	6	7	3		1						1			1	
	1st quartile	\$90,875	\$96,000	\$94,500												
	Median	\$113,500	\$108,000	\$135,000		\$104,000						\$123,000			\$80,000	
Quality Systems Manager	n	10	11	4	2				2	2						
	1st quartile	\$91,375	\$80,000	\$74,500												
	Median	\$115,000	\$105,000	\$89,250	\$110,250				\$127,000	\$115,000						
QA Manager	n	41	55	13	6	8	3	2	2	2	1		1	3		
	1st quartile	\$96,250	\$99,000	\$88,000	\$125,000	\$73,125	\$101,000							\$104,000		
	Median	\$110,000	\$115,000	\$100,000	\$131,000	\$94,750	\$115,000	\$111,750	\$126,500	\$114,250	\$150,000		\$114,000	\$112,000		
QA Director / Senior QA Manager	n	17	22	2	6	3	1			1	1	2				1
	1st quartile	\$141,000	\$127,500		\$147,500	\$93,000										
	Median	\$175,000	\$159,000	\$187,500	\$180,500	\$142,000	\$175,000			\$100,000	\$143,000	\$180,000				\$190,000
Senior / Regional QA Director / VP QA	n	5	6	3				1							1	
	1st quartile	\$184,500	\$138,000	\$159,000												
	Median	\$230,000	\$192,500	\$230,000				\$250,000							\$210,000	
	3rd quartile	\$275,000	\$320,000	\$300,000												

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# 2016 Salary and Job Satisfaction Survey



## Regulatory Affairs Sector (n = 218)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Complementary Medicines	FMCG, Food & Beverage	Manufacturing	Consulting Services	Animal Health	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation	Research Institute/NFP/Hospital/Academia	Laboratory Services
Regulatory Affairs Assistant (Dept Support)	n	7	5	2	2		1	1						1	
	1st quartile	\$60,000	\$60,500												
	Median	\$70,000	\$67,000	\$75,000	\$70,000		\$65,000	\$55,000						\$71,000	
	3rd quartile	\$80,000	\$89,000												
Graduate Regulatory Affairs Associate (< 12 months experience)	n	4	7	1		2				1					
	1st quartile	\$55,500	\$70,500												
	Median	\$61,000	\$80,000	\$55,000		\$61,000				\$65,000					
	3rd quartile	\$65,000	\$110,000												
Regulatory Affairs, Quality Assurance Associate	n	6		1	5										
	1st quartile	\$73,750			\$67,500										
	Median	\$88,000		\$92,000	\$87,000										
	3rd quartile	\$103,250			\$113,000										
Regulatory Affairs Associate	n	61	63	28	7	7	5	4	2	4	2	1			1
	1st quartile	\$75,000	\$75,000	\$77,750	\$71,000	\$72,000	\$88,750	\$60,250		\$57,750					
	Median	\$88,500	\$84,000	\$88,750	\$80,000	\$91,500	\$95,000	\$82,250	\$90,000	\$70,750	\$82,500	\$70,000			\$76,000
	3rd quartile	\$100,000	\$95,500	\$101,500	\$97,500	\$101,000	\$109,000	\$97,125		\$78,875					
Senior Regulatory Affairs Associate	n	55	60	34	5	7	2	3	1	1	1	1			
	1st quartile	\$108,000	\$104,000	\$110,000	\$89,750	\$105,000		\$92,500							
	Median	\$117,000	\$115,000	\$120,000	\$110,000	\$113,000	\$103,500	\$95,500	\$131,000	\$71,000	\$122,000	\$111,000			
	3rd quartile	\$131,000	\$134,750	\$135,250	\$141,000	\$130,000		\$131,000							
Regulatory Affairs Team Leader	n	8	9	4	1				1				1	1	
	1st quartile	\$110,750	\$117,000	\$118,000											
	Median	\$124,500	\$145,000	\$124,500	\$133,000				\$150,000				\$109,000	\$55,000	
	3rd quartile	\$141,250	\$155,000	\$139,250											
Regulatory Affairs Project Manager	n	7	16	5		1	1								
	1st quartile	\$100,000	\$121,000	\$100,000											
	Median	\$125,000	\$134,000	\$125,000		\$150,000	\$100,000								
	3rd quartile	\$135,000	\$155,750	\$132,500											
Regulatory Affairs Manager	n	41	47	24	5	1	4		4	1	1		1		
	1st quartile	\$136,500	\$120,000	\$143,000	\$140,000		\$88,625		\$119,000						
	Median	\$154,000	\$145,000	\$162,500	\$146,000	\$200,000	\$102,000		\$134,500	\$172,000	\$200,000		\$159,000		
	3rd quartile	\$177,500	\$160,000	\$181,750	\$164,000		\$124,000		\$159,000						
Director / Head of Regulatory Affairs	n	14	22	8		1		2		1	1	1			
	1st quartile	\$158,500	\$168,750	\$191,000											
	Median	\$192,000	\$197,500	\$210,000		\$280,000			\$149,500		\$120,000	\$170,000			
	3rd quartile	\$255,000	\$235,000	\$265,000											
Regulatory Affairs, Quality Assurance Manager	n	12	19	4	4	1	1	1	1						
	1st quartile	\$103,500	\$97,000	\$164,250	\$111,750										
	Median	\$155,000	\$140,000	\$172,500	\$149,500	\$167,000	\$114,000	\$60,000	\$92,000						
	3rd quartile	\$166,500	\$169,000	\$180,000	\$156,500										
Regulatory Affairs, Quality Assurance Director	n	3	3	1	1				1						
	1st quartile	\$165,000	\$130,000												
	Median	\$250,000	\$195,000	\$250,000	\$250,000				\$165,000						
	3rd quartile	\$250,000	\$230,000												

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# 2016 Salary and Job Satisfaction Survey



## Sales & Marketing Sector (n = 241)

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### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - OTC & Consumer Healthcare	Manufacturing	Research Institute/NFP/Hospital/Academia	Complementary Medicines	FMCG, Food & Beverage	Animal Health	Aged Care	Clinical Research Organisation	Laboratory Services
Sales Representative	n	17	21	2	4	3		4			2	1				1
	1st quartile	\$55,250	\$55,000		\$62,500	\$60,000		\$61,250								
	Median	\$80,000	\$63,000	\$102,500	\$87,500	\$80,000		\$82,000			\$55,250	\$55,000				\$57,000
	3rd quartile	\$91,750	\$104,500		\$95,250	\$93,500		\$99,000								
Senior Sales Representative	n	11	18	5	1		1	1	1			2				
	1st quartile	\$79,000	\$96,875	\$80,500												
	Median	\$115,000	\$114,500	\$135,000	\$79,000		\$115,000	\$116,000	\$150,000			\$69,250				
	3rd quartile	\$140,000	\$130,500	\$144,000												
GP/Pharmacy Sales Representative	n	5		4				1								
	1st quartile	\$80,000		\$82,875												
	Median	\$97,500		\$99,250				\$82,000								
	3rd quartile	\$109,500		\$113,750												
Hospital Sales Representative	n	16		15	1											
	1st quartile	\$111,750		\$114,000												
	Median	\$124,000		\$126,000	\$110,000											
	3rd quartile	\$135,000		\$135,000												
Account Manager	n	18	28	3	4	3	6	1	1							
	1st quartile	\$88,625	\$80,000	\$107,000	\$72,875	\$56,000	\$104,000									
	Median	\$110,000	\$111,000	\$114,000	\$98,750	\$80,000	\$114,500	\$191,000	\$114,000							
	3rd quartile	\$120,000	\$125,000	\$130,000	\$117,500	\$92,000	\$127,750									
Territory Manager	n	15	12	1	11		1						1	1		
	1st quartile	\$100,000	\$105,250		\$100,000											
	Median	\$115,000	\$118,000	\$128,000	\$115,000		\$100,000						\$140,000	\$69,000		
	3rd quartile	\$123,000	\$143,500	\$121,000												
Product Specialist	n	23	8	6	10	4	2			1						
	1st quartile	\$85,500	\$55,000			\$55,875										
	Median	\$110,000	\$57,750	\$118,500	\$98,000	\$59,750	\$122,000			\$111,000						
	3rd quartile	\$120,000	\$72,625			\$131,500										
Business Development Manager	n	22	23	3	3	5	2		1	3	1			1	3	
	1st quartile	\$94,000	\$99,000	\$118,000	\$120,000	\$55,000				\$86,500					\$96,500	
	Median	\$120,500	\$125,000	\$132,000	\$140,000	\$110,000	\$130,000		\$64,000	\$121,000	\$120,000			\$82,500	\$160,000	
	3rd quartile	\$144,250	\$156,000	\$210,000	\$157,000	\$195,000				\$130,000					\$185,000	
State Sales Manager / Regional Sales Manager	n	10	10	4	3			1			1					1
	1st quartile	\$144,500	\$118,750	\$147,000	\$155,000											
	Median	\$162,500	\$146,000	\$162,000	\$170,000			\$194,000			\$85,000					\$140,000
	3rd quartile	\$183,500	\$180,750	\$216,000	\$180,000											
National Sales Manager	n	9	10		3		2		3				1			
	1st quartile	\$141,500	\$138,750		\$156,000				\$92,500							
	Median	\$150,000	\$140,000		\$188,000		\$141,500		\$188,000				\$165,000			
	3rd quartile	\$176,500	\$160,500		\$191,000				\$150,000							
Sales Director	n	5	5		4						1					
	1st quartile	\$124,000	\$104,500		\$135,250											
	Median	\$187,000	\$185,000		\$193,500						\$130,000					
	3rd quartile	\$215,000	\$230,000		\$222,500											

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 - Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

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# 2016 Salary and Job Satisfaction Survey



## Sales & Marketing Sector (n = 241)

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### Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - OTC & Consumer Healthcare	Manufacturing	Research Institute/NFP/Hospital/Academia	Complementary Medicines	FMCG, Food & Beverage	Animal Health	Aged Care	Clinical Research Organisation	Laboratory Services
Assistant / Associate Brand / Product Manager	n	8	8	1	1		2	2				1	1			
	1st quartile	\$60,375	\$55,000													
	Median	\$83,250	\$57,750	\$120,000	\$80,500		\$82,250	\$56,500				\$86,000	\$89,000			
	3rd quartile	\$95,000	\$72,625													
Brand / Product Manager	n	12	11	2	2	1	1	2	1	1		1	1			
	1st quartile	\$73,500	\$101,000													
	Median	\$121,000	\$123,000	\$161,000	\$142,500	\$55,000	\$70,500	\$157,000	\$117,000	\$62,000		\$125,000	\$82,500			
	3rd quartile	\$161,500	\$133,000													
Senior Brand / Product Manager	n	13	15	5	3		1	1	1			1	1			
	1st quartile	\$128,500	\$130,000	\$166,500	\$115,000											
	Median	\$160,000	\$146,000	\$173,000	\$135,000		\$127,000	\$180,000	\$108,000			\$130,000	\$140,000			
	3rd quartile	\$175,000	\$210,000	\$182,500	\$160,000											
Market Research/ Business Analyst	n	12		2	1	6				3						
	1st quartile	\$67,750				\$64,000										
	Median	\$83,250		\$102,250	\$120,000	\$80,000				\$70,000						
	3rd quartile	\$106,750				\$91,500										
Marketing Manager	n	16	11	6	3	3		1		1	1			1		
	1st quartile	\$95,250	\$95,500	\$127,500	\$96,000	\$80,000										
	Median	\$125,000	\$118,000	\$215,000	\$195,000	\$113,000		\$145,000		\$73,000	\$76,000			\$95,000		
	3rd quartile	\$217,500	\$190,000	\$220,000	\$250,000	\$120,000										
Marketing Director	n	4	5			2			1		1					
	1st quartile	\$105,000	\$175,500													
	Median	\$157,500	\$230,000			\$185,000			\$135,000		\$95,000					
	3rd quartile	\$187,500	\$300,000													
Sales & Marketing Manager	n	7	15	3	1	1	1					1				
	1st quartile	\$145,000	\$84,000	\$145,000												
	Median	\$154,000	\$150,000	\$150,000	\$330,000	\$154,000	\$230,000					\$100,000				
	3rd quartile	\$230,000	\$210,000	\$210,000												
Commercial Manager	n	5		2		1	1							1		
	1st quartile	\$136,500														
	Median	\$194,000		\$186,500		\$150,000	\$194,000							\$194,000		
	3rd quartile	\$222,000														
Business Unit Manager / Head of Division	n	13	13	5	3	3		2								
	1st quartile	\$137,500	\$160,000	\$170,000	\$150,000	\$88,000										
	Median	\$180,000	\$220,000	\$240,000	\$250,000	\$125,000		\$158,000								
	3rd quartile	\$250,000	\$310,000	\$260,000	\$400,000	\$150,000										

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# 2016 Salary and Job Satisfaction Survey



## Bonus Paid 2016: Allied Health & Nursing

Allied Health			
Job Title	TN	Bonus	
Allied Health Manager	19	N	3
		Bonus	\$12,000
General Manager, Allied Health Service	16	N	5
		Bonus	\$17,400

Nursing			
Job Title	TN	Bonus	
Clinical Nurse Educator	6	N	2
		Bonus	\$1,950
Director of Nursing	15	N	5
		Bonus	\$9,400

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# 2016 Salary and Job Satisfaction Survey



## Bonus Paid 2016: Clinical Research, Regulatory Affairs & Quality Assurance

Clinical Research			
Job Title	TN	Bonus	
Clinical Trials Associate / Administrator	16	N	7
		Bonus	\$1,100
Study Start Up Associate	10	N	6
		Bonus	\$4,650
Study Start Up Manager	4	N	3
		Bonus	\$10,000
Clinical Research Associate	46	N	20
		Bonus	\$3,840
Senior Clinical Research Associate	41	N	21
		Bonus	\$5,805
Clinical Research Team Leader	10	N	4
		Bonus	\$10,500
Clinical Project Manager	60	N	36
		Bonus	\$13,917
Clinical Research Manager	22	N	11
		Bonus	\$22,264
Clinical Operations Manager	21	N	14
		Bonus	\$18,429
Director / Head of Clinical Research	22	N	20
		Bonus	\$38,150
Regional Manager / Director / Vice President	11	N	9
		Bonus	\$41,889
Departmental Support / Business Function Role (eg. compliance, quality, audit, training, administrative or other specialist support function)	12	N	7
		Bonus	\$15,971

Regulatory Affairs			
Job Title	TN	Bonus	
Regulatory Affairs, Quality Assurance Associate	6	N	2
		Bonus	\$900
Regulatory Affairs Associate	61	N	29
		Bonus	\$5,924
Senior Regulatory Affairs Associate	55	N	40
		Bonus	\$10,475
Regulatory Affairs Team Leader	8	N	7
		Bonus	\$8,557
Regulatory Affairs Project Manager	7	N	6
		Bonus	\$12,500
Regulatory Affairs Manager	41	N	32
		Bonus	\$15,375
Director / Head of Regulatory Affairs	14	N	14
		Bonus	\$25,929
Regulatory Affairs, Quality Assurance Manager	12	N	8
		Bonus	\$12,000
Regulatory Affairs, Quality Assurance Director	3	N	3
		Bonus	\$34,667

Quality Assurance			
Job Title	TN	Bonus	
QA Associate	30	N	10
		Bonus	\$2,150
Senior QA Associate	11	N	4
		Bonus	\$3,725
QA Team Leader / Coordinator	19	N	6
		Bonus	\$6,650
Quality Auditor	5	N	2
		Bonus	\$4,450
Compliance Specialist	12	N	4
		Bonus	\$5,250
Compliance Manager	6	N	5
		Bonus	\$8,800
Quality Systems Manager	10	N	3
		Bonus	\$9,667
QA Manager	41	N	20
		Bonus	\$7,980
QA Director / Senior QA Manager	17	N	12
		Bonus	\$26,333
Senior / Regional QA Director / VP QA	5	N	3
		Bonus	\$30,667

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# 2016 Salary and Job Satisfaction Survey



## Bonus Paid 2016: Laboratory, Engineering, Operations & Manufacturing & Supply Chain

Laboratory			
Job Title	TN	Bonus	
Laboratory Assistant	23	N	5
		Bonus	\$1,360
Chemist	22	N	2
		Bonus	\$3,000
Senior Chemist	7	N	2
		Bonus	\$5,500
Microbiologist	7	N	1
		Bonus	\$6,000
Food Technologist	4	N	2
		Bonus	\$1,500
Senior Food Technologist	6	N	5
		Bonus	\$8,200
Laboratory Team Leader/Supervisor	13	N	2
		Bonus	\$900
Laboratory Manager	13	N	6
		Bonus	\$6,317
R&D / Product Development Scientist	27	N	9
		Bonus	\$7,656
R&D / Product Development Manager	10	N	7
		Bonus	\$11,857
R&D / Product Development Director / GM	7	N	7
		Bonus	\$30,286

Engineering			
Job Title	TN	Bonus	
Biomedical Engineer	14	N	2
		Bonus	\$1,450
Electronics Engineer	4	N	2
		Bonus	\$13,000
Field Service Engineer	8	N	3
		Bonus	\$9,000
Technical Services Manager	2	N	2
		Bonus	\$20,000

Operations & Manufacturing			
Job Title	TN	Bonus	
Production Planner	6	N	2
		Bonus	\$21,000
Production Supervisor	5	N	2
		Bonus	\$12,450
Business Improvement Manager	10	N	7
		Bonus	\$12,557
Engineering Manager	4	N	2
		Bonus	\$7,000
Manufacturing Manager	5	N	3
		Bonus	\$15,667
Operations Manager	19	N	10
		Bonus	\$10,200
Operations Director	4	N	2
		Bonus	\$22,500
Process / Lean Implementation Manager	4	N	2
		Bonus	\$11,500

Supply Chain			
Job Title	TN	Bonus	
Procurement / Purchasing Manager	6	N	4
		Bonus	\$20,500
Logistics Officer	13	N	4
		Bonus	\$6,225
Logistics Manager	5	N	3
		Bonus	\$6,333
Supply Chain Manager	7	N	6
		Bonus	\$19,000
Supply Chain Director	3	N	3
		Bonus	\$43,333

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# 2016 Salary and Job Satisfaction Survey



## Bonus Paid 2016: Sales, Marketing, General Management & Human Resources

Sales			
Job Title	TN	Bonus	
Sales Representative	17	N	11
		Bonus	\$10,455
Senior Sales Representative	11	N	9
		Bonus	\$19,111
GP / Pharmacy Sales Representative	5	N	5
		Bonus	\$7,380
Hospital Sales Representative	16	N	15
		Bonus	\$15,267
Account Manager	18	N	14
		Bonus	\$20,857
Territory Manager	15	N	11
		Bonus	\$23,182
Product Specialist	23	N	11
		Bonus	\$20,909
Business Development Manager	22	N	16
		Bonus	\$18,250
State Sales Manager / Regional Sales Manager	10	N	10
		Bonus	\$35,200
National Sales Manager	9	N	6
		Bonus	\$29,500
Sales Director	5	N	3
		Bonus	\$60,000

Marketing			
Job Title	TN	Bonus	
Assistant / Associate Brand / Product Manager	8	N	6
		Bonus	\$6,167
Brand / Product Manager	12	N	8
		Bonus	\$12,850
Senior Brand / Product Manager	13	N	10
		Bonus	\$23,900
Market Research / Business Analyst	12	N	6
		Bonus	\$8,000
Marketing Manager	16	N	9
		Bonus	\$16,756
Marketing Director	4	N	2
		Bonus	\$10,000
Sales & Marketing Manager	7	N	5
		Bonus	\$35,200
Commercial Manager	5	N	4
		Bonus	\$19,000
Business Unit Manager / Head of Division	13	N	11
		Bonus	\$37,545

General Management			
Job Title	TN	Bonus	
Operations Manager	14	N	6
		Bonus	\$12,983
Business Development Director	5	N	4
		Bonus	\$25,000
Business Unit Manager	21	N	6
		Bonus	\$22,333
Director Clinical Services	6	N	2
		Bonus	\$10,000
Regional Manager	4	N	3
		Bonus	\$50,667
Regional Director / Vice President	5	N	3
		Bonus	\$49,333
General Manager	29	N	13
		Bonus	\$30,462
Managing Director	10	N	6
		Bonus	\$41,000
CEO	18	N	7
		Bonus	\$39,429

Human Resources			
Job Title	TN	Bonus	
Human Resources Administrator / Assistant	8	N	3
		Bonus	\$2,600
Internal Recruitment Specialist / Onsite Recruiter	5	N	2
		Bonus	\$4,500
Recruitment Manager	6	N	4
		Bonus	\$10,750
Human Resources Manager	17	N	10
		Bonus	\$8,890
Human Resources Director / Head	9	N	6
		Bonus	\$15,333

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# 2016 Salary and Job Satisfaction Survey



## Bonus Paid 2016: Medical Affairs, Health Economics / Market Access

Medical Affairs			
Job Title	TN	Bonus	
Medical Information Associate	6	N	3
		Bonus	\$4,000
Senior Medical Information Associate	2	N	2
		Bonus	\$11,500
Medical Information Manager	3	N	3
		Bonus	\$11,667
Drug Safety Associate	15	N	7
		Bonus	\$4,429
Senior Drug Safety Associate	8	N	8
		Bonus	\$11,625
Drug Safety Manager	14	N	10
		Bonus	\$22,400
Scientific / Medical Affairs Associate	12	N	6
		Bonus	\$8,833
Senior Scientific / Medical Affairs Associate	5	N	4
		Bonus	\$12,500

Medical Affairs			
Job Title	TN	Bonus	
Scientific / Medical Affairs Manager	15	N	10
		Bonus	\$11,590
Medical Scientific Liaison / Medical Product Specialist	17	N	15
		Bonus	\$14,333
Medical Services Manager	2	N	2
		Bonus	\$32,500
Medical Advisor	6	N	3
		Bonus	\$21,333
Senior Medical Advisor / Associate Medical Director	8	N	7
		Bonus	\$24,857
Medical Director	3	N	3
		Bonus	\$33,333
Departmental Support / Business Function Role (eg. compliance, quality, audit, training, administrative or other specialist support function)	8	N	6
		Bonus	\$14,333

Health Economics / Market Access			
Job Title	TN	Bonus	
Health Economics / Market Access Associate	7	N	6
		Bonus	\$7,000
Health Economics Analyst	7	N	4
		Bonus	\$9,500
Senior Health Economics / Market Access Associate	8	N	7
		Bonus	\$11,000
Health Economics / Market Access Manager	15	N	13
		Bonus	\$23,538
Dir of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement	8	N	8
		Bonus	\$43,875

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