

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

© On Q Recruitment Pty Ltd 2015. All Rights Reserved.

Suite 406, 69 Christie Street. St Leonards NSW 2065 P: 02 9431 2555 F: 02 9437 0344 W: www.ongrecruitment.com.au

We listen. We deliver. You succeed.