

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