

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												

- 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