

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			

- 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

We listen. We deliver. You succeed.