

# 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														

- 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.