

2016 Salary and Job Satisfaction Survey



Quality Assurance Sector (n = 162)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Manufacturing	Pharmaceuticals - Ethical (prescription)	FMCG, Food & Beverage	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Consulting Services	Aged Care	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation	Research Institute/NFP/ Hospital/ Academia	Laboratory Services	Complementary Medicines	Animal Health
QA Assistant	n	6	6	1		1	2	1			1					
	1st quartile	\$55,000	\$55,000													
	Median	\$64,750	\$66,750	\$65,000		\$55,000	\$59,750	\$83,000			\$65,000					
QA Associate	n	30	19	7	6	2	7	3			2	1	1			1
	1st quartile	\$60,375	\$59,000	\$65,500	\$59,125		\$60,000	\$60,000								
	Median	\$69,750	\$63,500	\$70,000	\$65,250	\$56,750	\$65,000	\$71,000			\$75,000	\$55,000	\$71,000			\$75,500
Senior QA Associate	n	11	18	2	3			3	1		1					1
	1st quartile	\$82,500	\$77,375		\$92,500			\$95,000								
	Median	\$96,000	\$91,750	\$83,500	\$100,000			\$105,000	\$96,000		\$73,500					\$82,500
QA Team Leader / Coordinator	n	19	25	5	1	4	2	3	2		1		1			
	1st quartile	\$66,000	\$67,000	\$64,500		\$56,250		\$82,000								
	Median	\$80,000	\$77,000	\$80,000	\$110,000	\$64,000	\$67,500	\$82,000	\$181,000		\$80,000		\$75,000			
Quality Auditor	n	5	6	3			1		1							
	1st quartile	\$64,000	\$66,625	\$63,000												
	Median	\$87,500	\$86,000	\$65,000				\$104,000	\$116,000							
Compliance Specialist	n	12	13	3	3	3				1			1		1	
	1st quartile	\$89,000	\$71,750	\$67,500	\$85,000	\$88,500										
	Median	\$96,000	\$85,000	\$97,000	\$95,000	\$92,500				\$100,000			\$112,000		\$90,500	
Compliance Manager	n	6	7	3		1						1			1	
	1st quartile	\$90,875	\$96,000	\$94,500												
	Median	\$113,500	\$108,000	\$135,000		\$104,000						\$123,000			\$80,000	
Quality Systems Manager	n	10	11	4	2				2	2						
	1st quartile	\$91,375	\$80,000	\$74,500												
	Median	\$115,000	\$105,000	\$89,250	\$110,250				\$127,000	\$115,000						
QA Manager	n	41	55	13	6	8	3	2	2	2	1		1	3		
	1st quartile	\$96,250	\$99,000	\$88,000	\$125,000	\$73,125	\$101,000							\$104,000		
	Median	\$110,000	\$115,000	\$100,000	\$131,000	\$94,750	\$115,000	\$111,750	\$126,500	\$114,250	\$150,000		\$114,000	\$112,000		
QA Director / Senior QA Manager	n	17	22	2	6	3	1			1	1	2				1
	1st quartile	\$141,000	\$127,500		\$147,500	\$93,000										
	Median	\$175,000	\$159,000	\$187,500	\$180,500	\$142,000	\$175,000			\$100,000	\$143,000	\$180,000				\$190,000
Senior / Regional QA Director / VP QA	n	5	6	3				1							1	
	1st quartile	\$184,500	\$138,000	\$159,000												
	Median	\$230,000	\$192,500	\$230,000				\$250,000							\$210,000	
	n															
	1st quartile															
	Median															

- 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