

2017 SALARY & JOB SATISFACTION SURVEY

ON *Q*

RECRUITMENT

Scientific Technical Medical

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Catherine O'Mahony

Director

On Q Recruitment Pty Ltd

Ph: +61 2 9431 2555

FOREWORD BY ON Q RECRUITMENT'S DIRECTOR

It is inarguable that fundamental to the success of any business, is the ability to have a strong insight into the employment landscape. Which is why, a decade ago, we released our first survey hoping to identify key trends, and benchmark data around salary and remuneration across a number of industry sectors in Australia.

In that context, welcome to the eleventh edition of On Q Recruitment's annual Salary and Job Satisfaction survey.

Since 2006, over 12,500 people from more than 14 industries and 140 job titles have taken part in our survey. We provide insights that matter to the Australian market, and help both employees and employers know where they are placed.

Thank you to everyone who participated in this, or any prior year's survey. You have helped us build one of the longest continuous running surveys – unsurpassed in quality and current data.

If you'd like to know more, please get in touch with myself or my team.

Clinical Research Health Economics / Market Access Regulatory Affairs Medical Affairs Engineering Quality Assurance Human Resources Sales Marketing General Management Laboratory Operations & Manufacturing Allied Health Nursing Clinical Research Organisations Manufacturing Complementary Medicines FMCG Food & Beverage Consulting Services Medical Devices Pharmaceuticals Consumer Health Diagnostics Life Sciences Aged Care Animal Health Biotechnology

REMARKS

Number of contributors: 1662

N: number of observations recorded for each category.

Sector Analysis:

Total Remuneration – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.

Summary of Total Remuneration by Job Title: a summary of the total salary package for each job title.

Bonus by Job Title: the average reported bonus by contributor.

Median – In instances where there are less than 3 data points, only the median has been used.

Calculations

- The data has been presented 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

Appendix:

Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.

INDUSTRIES:

| | |
|---|--|
| Animal Health | Laboratory Services |
| Clinical Research Organisations | Manufacturing |
| Complementary Medicines | Medical Devices |
| Consulting Services | Pharmaceuticals – Ethical (prescription) |
| Diagnostics, Life Sciences & Biotechnology | Pharmaceuticals – OTC & Health |
| FMCG, Food & Beverage | Research / NFP/ Hospital / Academia |
| Healthcare | |
| Healthtech (Health Analytics, Data Informatics) | |

FUNCTIONAL SECTORS:

| | |
|---------------------------------|--------------------|
| Allied Health | Quality Assurance |
| Clinical Research | Regulatory Affairs |
| Engineering | Sales & Marketing |
| Executive General Management | |
| Health Economics/ Market Access | |
| Human Resources | |
| Laboratory | |
| Medical Affairs | |
| Nursing | |
| Operations & Manufacturing | |



SECTOR ANALYSIS

CLINICAL RESEARCH (n=283)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|----------------------|----------------------------|----------------------|
| Clinical Trials Associate / Administrator | n | 5 | | 16 |
| | 1st quartile | \$55,000 | | \$57,500 |
| | Median | \$60,000 | | \$64,750 |
| | 3rd quartile | \$63,750 | | \$71,750 |
| Study Start Up Associate | n | 10 | 6 | 10 |
| | 1st quartile | \$89,000 | | \$80,125 |
| | Median | \$94,500 | \$7,833 | \$88,750 |
| | 3rd quartile | \$105,250 | | \$106,750 |
| Clinical Trial / Study / Clinical Research Coordinator (at site) | n | 23 | | 17 |
| | 1st quartile | \$63,000 | | \$69,500 |
| | Median | \$80,000 | | \$80,500 |
| | 3rd quartile | \$98,000 | | \$85,000 |
| Clinical Research Associate | n | 31 | 13 | 46 |
| | 1st quartile | \$83,000 | | \$79,750 |
| | Median | \$92,500 | \$4,123 | \$91,750 |
| | 3rd quartile | \$100,000 | | \$99,625 |
| Senior Clinical Research Associate | n | 36 | 18 | 41 |
| | 1st quartile | \$101,000 | | \$101,000 |
| | Median | \$113,000 | 5,661 | \$110,000 |
| | 3rd quartile | \$123,000 | | \$121,500 |
| Clinical Research Team Leader | n | 14 | 5 | 10 |
| | 1st quartile | \$113,000 | | \$120,000 |
| | Median | \$130,500 | \$9,000 | \$132,000 |
| | 3rd quartile | \$149,250 | | \$160,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Clinical Project Manager | n | 56 | 36 | 60 |
| | 1st quartile | \$112,250 | | \$120,000 |
| | Median | \$135,000 | 13,636 | \$137,000 |
| | 3rd quartile | \$149,750 | | \$150,000 |
| Clinical Research Manager | n | 28 | 12 | 22 |
| | 1st quartile | \$110,000 | | \$122,250 |
| | Median | \$128,500 | \$19,917 | \$143,000 |
| | 3rd quartile | \$153,750 | | \$180,250 |
| Clinical Operations Manager | n | 32 | 25 | 21 |
| | 1st quartile | \$149,250 | | \$138,000 |
| | Median | \$160,000 | 13,440 | \$154,000 |
| | 3rd quartile | \$174,000 | | \$180,000 |
| Director / Head of Clinical Research | n | 26 | 20 | 22 |
| | 1st quartile | \$156,000 | | \$190,250 |
| | Median | \$196,500 | \$38,000 | \$225,000 |
| | 3rd quartile | \$240,000 | | \$250,000 |
| Regional Manager / Director / Vice President | n | 12 | 12 | 11 |
| | 1st quartile | \$188,750 | | \$155,000 |
| | Median | \$200,000 | 46,334 | \$210,000 |
| | 3rd quartile | \$300,000 | | \$230,000 |
| Departmental Support / Business Function Role | n | 10 | 8 | 12 |
| | 1st quartile | \$71,625 | | \$85,250 |
| | Median | \$111,500 | \$11,988 | \$110,000 |
| | 3rd quartile | \$165,500 | | \$154,750 |

ENGINEERING SECTOR (n=37)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|----------------------|----------------------------|----------------------|
| Biomedical Engineer | n | 4 | | 14 |
| | 1st quartile | \$63,125 | | \$66,250 |
| | Median | \$81,500 | | \$81,000 |
| | 3rd quartile | \$105,500 | | \$97,500 |
| Biomedical Engineering Manager | n | 3 | | |
| | 1st quartile | \$100,000 | | |
| | Median | \$115,000 | | |
| | 3rd quartile | \$129,000 | | |
| Chemical Engineer | n | 3 | | 6 |
| | 1st quartile | \$55,000 | | \$55,000 |
| | Median | \$55,000 | | \$65,250 |
| | 3rd quartile | \$100,000 | | \$90,500 |
| Civil / Mechanical / Electrical / Process Engineer | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$97,500 | | |
| | 3rd quartile | | | |
| Project Engineer | n | 3 | | 5 |
| | 1st quartile | \$70,000 | | \$69,000 |
| | Median | \$110,000 | | \$83,000 |
| | 3rd quartile | \$169,000 | | \$95,250 |
| Production Engineer | n | 2 | 2 | |
| | 1st quartile | | | |
| | Median | \$74,000 | \$54,501 | |
| | 3rd quartile | | | |
| Field Service Engineer | n | 2 | | 8 |
| | 1st quartile | | | \$61,875 |
| | Median | \$105,250 | | \$79,500 |
| | 3rd quartile | | | \$107,500 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Technical Officer / Test Technician | n | 3 | | |
| | 1st quartile | \$55,000 | | |
| | Median | \$70,000 | | |
| | 3rd quartile | \$121,000 | | |
| Technical Services Manager | n | 4 | 3 | 2 |
| | 1st quartile | \$109,000 | | |
| | Median | \$191,000 | \$15,333 | \$193,000 |
| | 3rd quartile | \$213,000 | | |
| Engineering Manager | n | 4 | 2 | 2 |
| | 1st quartile | \$132,500 | | |
| | Median | \$146,500 | \$40,000 | \$142,000 |
| | 3rd quartile | \$180,000 | | |
| Validation Team Leader / Manager | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$119,500 | | |
| | 3rd quartile | | | |
| Materials Engineering Manager | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$102,250 | | |
| | 3rd quartile | | | |
| General Manager | n | 3 | | |
| | 1st quartile | \$100,000 | | |
| | Median | \$105,000 | | |
| | 3rd quartile | \$160,000 | | |

EXECUTIVE GENERAL BUSINESS MANAGEMENT (n=68)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|-------------------------------------|--------------|----------------------|----------------------------|----------------------|
| Operations Manager | n | 4 | 1 | 14 |
| | 1st quartile | \$80,625 | | \$115,000 |
| | Median | \$107,500 | \$24,000 | \$133,500 |
| | 3rd quartile | \$164,000 | | \$220,000 |
| Business Unit Manager | n | 7 | 5 | 21 |
| | 1st quartile | \$130,000 | | \$66,500 |
| | Median | \$189,000 | \$33,400 | \$108,000 |
| | 3rd quartile | \$230,000 | | \$150,000 |
| Regional Manager | n | 3 | 2 | 4 |
| | 1st quartile | \$100,000 | | \$166,250 |
| | Median | \$161,000 | \$50,000 | \$205,000 |
| | 3rd quartile | \$175,000 | | \$240,000 |
| Regional Director/Vice President | n | 7 | 5 | 5 |
| | 1st quartile | \$160,000 | | \$150,000 |
| | Median | \$300,000 | \$32,980 | \$230,000 |
| | 3rd quartile | \$360,000 | | \$340,000 |
| Chief Operating Officer (COO) | n | 3 | 1 | 3 |
| | 1st quartile | \$155,000 | | \$85,500 |
| | Median | \$210,000 | \$28,000 | \$220,000 |
| | 3rd quartile | \$300,000 | | \$260,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|-------------------------------|--------------|----------------------|----------------------------|----------------------|
| General Manager | n | 18 | 14 | 29 |
| | 1st quartile | \$143,000 | | \$110,500 |
| | Median | \$205,000 | \$37,914 | \$160,000 |
| | 3rd quartile | \$257,500 | | \$200,000 |
| Managing Director | n | 7 | 5 | 10 |
| | 1st quartile | \$150,000 | | \$116,000 |
| | Median | \$185,000 | \$39,000 | \$179,000 |
| | 3rd quartile | \$340,000 | | \$360,000 |
| Chief Executive Officer (CEO) | n | 11 | 7 | 18 |
| | 1st quartile | \$270,000 | | \$193,500 |
| | Median | \$270,000 | \$36,714 | \$245,000 |
| | 3rd quartile | \$310,000 | | \$277,500 |
| Country Manager | n | 5 | 5 | |
| | 1st quartile | \$217,500 | | |
| | Median | \$260,000 | \$51,200 | |
| | 3rd quartile | \$335,000 | | |
| Global Vice President | n | 3 | 3 | |
| | 1st quartile | \$159,000 | | |
| | Median | \$175,000 | \$46,667 | |
| | 3rd quartile | \$270,000 | | |

HEALTH ECONOMICS / MARKET ACCESS / HEALTH INFOMATICS SECTOR (n = 44)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|-------------------|----------------------|-------------------|
| Biostatistician | n | 3 | | |
| | 1st quartile | | | |
| | Median | \$96,000 | | |
| | 3rd quartile | | | |
| Health Economics / Market Access Associate | n | 3 | | 7 |
| | 1st quartile | \$57,000 | | \$85,000 |
| | Median | \$83,500 | \$6,000 | \$125,000 |
| | 3rd quartile | \$111,000 | | \$137,000 |
| Health Economics Analyst | n | 4 | | 7 |
| | 1st quartile | \$83,875 | | \$85,000 |
| | Median | \$98,000 | | \$91,500 |
| | 3rd quartile | \$106,500 | | \$137,000 |
| Senior Health Economics / Market Access Associate | n | 6 | | 8 |
| | 1st quartile | \$96,000 | | \$121,500 |
| | Median | \$120,000 | \$10,180 | \$145,500 |
| | 3rd quartile | \$161,000 | | \$181,750 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|-------------------|----------------------|-------------------|
| Analyst | n | 5 | | |
| | 1st quartile | \$67,500 | | |
| | Median | \$90,000 | | |
| | 3rd quartile | \$96,500 | | |
| Manager Analytics | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$122,500 | | |
| | 3rd quartile | | | |
| Health Economics / Market Access Manager | n | 15 | | 15 |
| | 1st quartile | \$150,000 | | \$149,000 |
| | Median | \$198,000 | \$20,429 | \$182,000 |
| | 3rd quartile | \$220,000 | | \$220,000 |
| Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement | n | 6 | | 8 |
| | 1st quartile | \$256,000 | | \$212,500 |
| | Median | \$315,000 | \$54,667 | \$245,000 |
| | 3rd quartile | \$350,000 | | \$347,500 |

HUMAN RESOURCES SECTOR (n = 45)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|----------------------|----------------------------|----------------------|
| Human Resources Administrator / Assistant | n | 3 | | 8 |
| | 1st quartile | \$55,000 | | \$55,375 |
| | Median | \$58,500 | | \$61,000 |
| | 3rd quartile | \$95,500 | | \$85,500 |
| Human Resources Associate | n | 4 | | 6 |
| | 1st quartile | \$61,375 | | \$56,875 |
| | Median | \$86,500 | | \$70,250 |
| | 3rd quartile | \$113,500 | | \$85,625 |
| Internal Recruitment Specialist / Onsite Recruiter | n | 6 | | 5 |
| | 1st quartile | \$62,625 | | \$72,500 |
| | Median | \$85,750 | | \$98,500 |
| | 3rd quartile | \$106,250 | | \$114,000 |
| Recruitment Manager | n | 5 | 2 | 6 |
| | 1st quartile | \$119,500 | | \$85,500 |
| | Median | \$131,000 | \$27,500 | \$111,000 |
| | 3rd quartile | \$148,500 | | \$135,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Compensation Et Benefits Specialist / Manager | n | 2 | 2 | |
| | 1st quartile | | | |
| | Median | \$191,500 | \$35,000 | |
| | 3rd quartile | | | |
| Human Resources Manager | n | 15 | 9 | 17 |
| | 1st quartile | \$112,000 | | \$85,000 |
| | Median | \$130,000 | \$12,100 | \$110,000 |
| | 3rd quartile | \$150,000 | | \$129,500 |
| Human Resources Director / Head | n | 7 | 7 | 9 |
| | 1st quartile | \$170,000 | | \$165,000 |
| | Median | \$183,000 | \$30,143 | \$190,000 |
| | 3rd quartile | \$240,000 | | \$204,500 |
| VP / Regional Human Resources Director | n | 3 | | 2 |
| | 1st quartile | \$99,000 | | |
| | Median | \$182,000 | | \$159,500 |
| | 3rd quartile | \$240,000 | | |

LABORATORY SECTOR (n = 125)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|-----------------------|--------------|-------------------|----------------------|-------------------|
| Laboratory Assistant | n | 6 | | 23 |
| | 1st quartile | \$55,000 | | \$55,000 |
| | Median | \$58,500 | | \$57,000 |
| | 3rd quartile | \$67,750 | | \$73,000 |
| Laboratory Technician | n | 6 | | |
| | 1st quartile | \$55,000 | | |
| | Median | \$58,250 | | |
| | 3rd quartile | \$92,875 | | |
| QC Chemist | n | 8 | 5 | |
| | 1st quartile | \$55,000 | | |
| | Median | \$56,000 | \$6,360 | |
| | 3rd quartile | \$79,750 | | |
| Chemist | n | 8 | 2 | 22 |
| | 1st quartile | \$62,750 | | \$55,000 |
| | Median | \$83,500 | \$3,500 | \$66,000 |
| | 3rd quartile | \$97,375 | | \$70,000 |
| Senior Chemist | n | 8 | | 7 |
| | 1st quartile | \$78,500 | | \$82,500 |
| | Median | \$83,500 | | \$92,000 |
| | 3rd quartile | \$102,500 | | \$96,000 |
| Microbiologist | n | 7 | 2 | 7 |
| | 1st quartile | \$60,000 | | \$58,000 |
| | Median | \$67,500 | \$1,450 | \$67,500 |
| | 3rd quartile | \$70,000 | | \$72,500 |
| Senior Microbiologist | n | 4 | | 7 |
| | 1st quartile | \$59,250 | | \$58,000 |
| | Median | \$68,000 | | \$67,500 |
| | 3rd quartile | \$84,625 | | \$72,500 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|-------------------|----------------------|-------------------|
| Food Technologist | n | 6 | 5 | 4 |
| | 1st quartile | \$60,625 | | \$66,750 |
| | Median | \$67,500 | \$2,780 | \$76,000 |
| | 3rd quartile | \$78,250 | | \$80,000 |
| Senior Food Technologist | n | 10 | 5 | 6 |
| | 1st quartile | \$90,000 | | \$92,375 |
| | Median | \$100,500 | \$4,600 | \$93,250 |
| | 3rd quartile | \$106,750 | | \$154,250 |
| Laboratory Team Leader/Supervisor | n | 9 | 2 | 13 |
| | 1st quartile | \$80,500 | | \$65,000 |
| | Median | \$112,000 | \$3,000 | \$90,000 |
| | 3rd quartile | \$137,000 | | \$105,000 |
| Laboratory Manager | n | 7 | 3 | 13 |
| | 1st quartile | \$73,000 | | \$85,750 |
| | Median | \$84,000 | \$7,000 | \$98,000 |
| | 3rd quartile | \$94,500 | | \$118,000 |
| R&D / Product Development Scientist | n | 17 | 5 | 27 |
| | 1st quartile | \$67,500 | | \$69,000 |
| | Median | \$105,000 | \$6,980 | \$86,500 |
| | 3rd quartile | \$117,000 | | \$100,000 |
| R&D / Product Development Manager | n | 25 | 13 | 10 |
| | 1st quartile | \$107,500 | | \$69,000 |
| | Median | \$140,000 | \$12,300 | \$133,500 |
| | 3rd quartile | \$162,000 | | \$100,000 |
| R&D / Product Development Director / GM | n | 4 | 3 | 7 |
| | 1st quartile | \$141,500 | | \$112,375 |
| | Median | \$208,500 | \$43,333 | \$185,000 |
| | 3rd quartile | \$265,000 | | \$190,500 |

MEDICAL AFFAIRS SECTOR (n = 126)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|-------------------|----------------------|-------------------|
| Medical Information Associate | n | 9 | 3 | 6 |
| | 1st quartile | \$67,000 | | \$66,875 |
| | Median | \$75,000 | \$4,633 | \$89,750 |
| | 3rd quartile | \$94,500 | | \$108,000 |
| Senior Medical Information Associate | n | 5 | 5 | 2 |
| | 1st quartile | \$98,250 | | |
| | Median | \$110,000 | \$10,200 | \$108,000 |
| | 3rd quartile | \$120,500 | | |
| Scientific / Medical Affairs Associate | n | 11 | 6 | 12 |
| | 1st quartile | \$85,000 | | \$72,875 |
| | Median | \$93,000 | \$6,667 | \$100,000 |
| | 3rd quartile | \$112,000 | | \$119,750 |
| Senior Scientific / Medical Affairs Associate | n | 4 | 2 | 5 |
| | 1st quartile | \$78,000 | | \$107,500 |
| | Median | \$125,000 | \$9,500 | \$120,000 |
| | 3rd quartile | \$131,500 | | \$148,000 |
| Scientific / Medical Affairs Manager | n | 12 | 10 | 15 |
| | 1st quartile | \$164,000 | | \$110,000 |
| | Median | \$189,500 | \$22,200 | \$160,000 |
| | 3rd quartile | \$198,750 | | \$186,000 |
| Pharmacovigilance Associate | n | 11 | 9 | 15 |
| | 1st quartile | \$82,000 | | \$74,000 |
| | Median | \$91,000 | \$5,667 | \$80,000 |
| | 3rd quartile | \$92,000 | | \$85,000 |
| Senior Pharmacovigilance Associate | n | 5 | 4 | 8 |
| | 1st quartile | \$97,750 | | \$94,250 |
| | Median | \$106,000 | \$7,000 | \$106,500 |
| | 3rd quartile | \$114,500 | | \$124,250 |
| Pharmacovigilance Manager | n | 15 | 13 | 14 |
| | 1st quartile | \$136,000 | | \$114,750 |
| | Median | \$156,000 | \$16,208 | \$134,000 |
| | 3rd quartile | \$168,000 | | \$153,750 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|-------------------|----------------------|-------------------|
| Senior Medical Services Manager | n | 4 | 4 | |
| | 1st quartile | \$150,000 | | |
| | Median | \$166,500 | \$20,250 | |
| | 3rd quartile | \$177,750 | | |
| Medical Writer / Editor | n | 3 | 4 | 3 |
| | 1st quartile | \$60,000 | | \$80,000 |
| | Median | \$73,000 | \$20,250 | \$109,000 |
| | 3rd quartile | \$77,000 | | \$143,000 |
| Medical Scientific Liaison / Medical Product Specialist | n | 13 | 11 | 17 |
| | 1st quartile | \$132,000 | | \$122,500 |
| | Median | \$136,000 | \$13,909 | \$147,000 |
| | 3rd quartile | \$164,000 | | \$165,500 |
| Medical Advisor | n | 13 | 7 | 6 |
| | 1st quartile | \$151,000 | | \$144,500 |
| | Median | \$170,000 | \$19,571 | \$154,000 |
| | 3rd quartile | \$187,500 | | \$173,750 |
| Senior Medical Advisor / Associate Medical Director | n | 11 | 10 | 8 |
| | 1st quartile | \$220,000 | | \$186,250 |
| | Median | \$250,000 | \$47,000 | \$220,000 |
| | 3rd quartile | \$270,000 | | \$247,500 |
| Medical Director | n | 5 | 4 | 3 |
| | 1st quartile | \$175,000 | | \$101,000 |
| | Median | \$230,000 | \$38,500 | \$220,000 |
| | 3rd quartile | \$380,000 | | \$520,000 |
| Departmental Support / Business Function Role | n | 0 | 3 | 8 |
| | 1st quartile | \$83,500 | | \$74,625 |
| | Median | \$103,000 | \$16,000 | \$86,750 |
| | 3rd quartile | \$173,000 | | \$91,625 |

OPERATIONS & MANUFACTURING SECTOR (n = 87)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---------------------------------|--------------|----------------------|----------------------------|----------------------|
| Plant / Site Manager | n | 10 | 4 | |
| | 1st quartile | \$145,500 | | |
| | Median | \$151,000 | \$15,750 | |
| | 3rd quartile | \$200,000 | | |
| Production Planner | n | 5 | 3 | 6 |
| | 1st quartile | \$93,750 | | \$55,000 |
| | Median | \$110,000 | \$2,633 | \$78,750 |
| | 3rd quartile | \$115,000 | | \$104,750 |
| Production Supervisor | n | 5 | 4 | 5 |
| | 1st quartile | \$77,750 | | \$57,500 |
| | Median | \$88,500 | \$9,250 | \$107,000 |
| | 3rd quartile | \$132,750 | | \$128,500 |
| Production Manager | n | 9 | 5 | 5 |
| | 1st quartile | \$103,500 | | \$85,500 |
| | Median | \$138,000 | \$11,380 | \$120,000 |
| | 3rd quartile | \$148,000 | | \$137,000 |
| Business Improvement Manager | n | 8 | 5 | 10 |
| | 1st quartile | \$101,000 | | \$82,500 |
| | Median | \$144,000 | \$14,600 | \$139,000 |
| | 3rd quartile | \$172,000 | | \$168,500 |
| Engineering Manager | n | 4 | | 4 |
| | 1st quartile | \$119,500 | | \$94,750 |
| | Median | \$154,000 | | \$114,500 |
| | 3rd quartile | \$184,750 | | \$168,000 |
| Manufacturing Manager | n | 4 | 2 | 5 |
| | 1st quartile | \$128,500 | | \$103,000 |
| | Median | \$165,000 | \$20,000 | \$140,000 |
| | 3rd quartile | \$217,250 | | \$175,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Operations Manager | n | 13 | 6 | 19 |
| | 1st quartile | \$90,750 | | \$95,000 |
| | Median | \$127,000 | \$11,483 | \$124,000 |
| | 3rd quartile | \$168,500 | | \$145,000 |
| Process / Lean Implementation Manager | n | 7 | 4 | 4 |
| | 1st quartile | \$55,500 | | \$86,625 |
| | Median | \$100,000 | \$27,200 | \$108,250 |
| | 3rd quartile | \$120,000 | | \$128,750 |
| Procurement / Purchasing Manager | n | 5 | 4 | 6 |
| | 1st quartile | \$100,000 | | \$134,250 |
| | Median | \$142,000 | \$35,000 | \$139,000 |
| | 3rd quartile | \$167,000 | | \$157,750 |
| Logistics Officer | n | 5 | 2 | 13 |
| | 1st quartile | \$63,250 | | \$55,000 |
| | Median | \$67,000 | \$2,500 | \$63,000 |
| | 3rd quartile | \$74,500 | | \$71,000 |
| Logistics Manager | n | 3 | | 5 |
| | 1st quartile | \$76,500 | | \$87,500 |
| | Median | \$100,000 | | \$115,000 |
| | 3rd quartile | \$142,000 | | \$170,000 |
| Supply Chain Manager | n | 9 | 9 | 7 |
| | 1st quartile | \$110,000 | | \$140,000 |
| | Median | \$128,000 | \$16,544 | \$160,000 |
| | 3rd quartile | \$157,500 | | \$180,000 |

QUALITY ASSURANCE SECTOR (n = 170)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|------------------------------|--------------|-------------------|----------------------|-------------------|
| QA Assistant | n | 11 | 4 | 6 |
| | 1st quartile | \$55,000 | | \$55,000 |
| | Median | \$60,000 | \$4,225 | \$64,750 |
| | 3rd quartile | \$65,500 | | \$69,500 |
| QA Associate | n | 21 | 6 | 30 |
| | 1st quartile | \$65,000 | | \$60,375 |
| | Median | \$77,500 | \$5,317 | \$69,750 |
| | 3rd quartile | \$89,750 | | \$75,125 |
| Senior QA Associate | n | 19 | 6 | 11 |
| | 1st quartile | \$70,000 | | \$82,500 |
| | Median | \$80,000 | \$4,150 | \$96,000 |
| | 3rd quartile | \$90,500 | | \$105,000 |
| QA Team Leader / Coordinator | n | 25 | 12 | 19 |
| | 1st quartile | \$76,000 | | \$66,000 |
| | Median | \$90,000 | \$9,833 | \$80,000 |
| | 3rd quartile | \$111,500 | | \$106,000 |
| Quality Auditor | n | 5 | 4 | 5 |
| | 1st quartile | \$59,500 | | \$64,000 |
| | Median | \$75,000 | \$3,225 | \$87,500 |
| | 3rd quartile | \$117,500 | | \$110,000 |
| Compliance Specialist | n | 5 | 2 | 12 |
| | 1st quartile | \$61,250 | | \$89,000 |
| | Median | \$73,000 | \$5,000 | \$96,000 |
| | 3rd quartile | \$85,000 | | \$115,750 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---------------------------------------|--------------|-------------------|----------------------|-------------------|
| Compliance Manager | n | 5 | 3 | 6 |
| | 1st quartile | \$98,000 | | \$90,875 |
| | Median | \$140,000 | \$13,333 | \$113,500 |
| | 3rd quartile | \$172,500 | | \$135,250 |
| Quality Systems Manager | n | 11 | 7 | 10 |
| | 1st quartile | \$70,000 | | \$91,375 |
| | Median | \$110,000 | \$9,143 | \$115,000 |
| | 3rd quartile | \$140,000 | | \$125,500 |
| QA Manager | n | 41 | 19 | 41 |
| | 1st quartile | \$98,000 | | \$96,250 |
| | Median | \$118,000 | \$11,521 | \$110,000 |
| | 3rd quartile | \$144,000 | | \$125,500 |
| QA Director / Senior QA Manager | n | 24 | 21 | 17 |
| | 1st quartile | \$140,500 | | \$141,000 |
| | Median | \$158,000 | \$20,190 | \$175,000 |
| | 3rd quartile | \$217,500 | | \$187,500 |
| Senior / Regional QA Director / VP QA | n | 3 | 2 | 5 |
| | 1st quartile | \$141,000 | | \$184,500 |
| | Median | \$145,000 | \$29,000 | \$230,000 |
| | 3rd quartile | \$230,000 | | \$275,000 |

REGULATORY AFFAIRS SECTOR (n = 235)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|-------------------|----------------------|-------------------|
| Regulatory Affairs Assistant (Dept Support) | n | 9 | 4 | 7 |
| | 1st quartile | \$64,000 | | \$60,000 |
| | Median | \$75,500 | \$2,975 | \$70,000 |
| | 3rd quartile | \$84,500 | | \$80,000 |
| Regulatory Affairs, Quality Assurance Associate | n | 7 | 2 | 6 |
| | 1st quartile | \$65,000 | | \$73,750 |
| | Median | \$83,000 | \$4,000 | \$88,000 |
| | 3rd quartile | \$90,000 | | \$103,250 |
| Regulatory Affairs Associate | n | 42 | 23 | 61 |
| | 1st quartile | \$80,000 | | \$75,000 |
| | Median | \$90,250 | \$5,770 | \$88,500 |
| | 3rd quartile | \$96,000 | | \$100,000 |
| Senior Regulatory Affairs Associate | n | 54 | 37 | 55 |
| | 1st quartile | \$105,750 | | \$108,000 |
| | Median | \$120,000 | \$10,484 | \$117,000 |
| | 3rd quartile | \$135,000 | | \$131,000 |
| Regulatory Affairs Team Leader | n | 9 | 4 | 8 |
| | 1st quartile | \$78,000 | | \$110,750 |
| | Median | \$113,000 | \$11,250 | \$124,500 |
| | 3rd quartile | \$130,500 | | \$141,250 |
| Regulatory Affairs Project Manager | n | 12 | 9 | 7 |
| | 1st quartile | \$131,250 | | \$100,000 |
| | Median | \$140,500 | \$12,667 | \$125,000 |
| | 3rd quartile | \$158,750 | | \$135,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|-------------------|----------------------|-------------------|
| Regulatory Affairs Manager | n | 59 | 47 | 41 |
| | 1st quartile | \$116,000 | | \$136,500 |
| | Median | \$148,000 | \$15,660 | \$154,000 |
| | 3rd quartile | \$165,000 | | \$177,500 |
| Director / Head of Regulatory Affairs | n | 23 | 19 | 14 |
| | 1st quartile | \$160,000 | | \$158,500 |
| | Median | \$210,000 | \$28,737 | \$192,000 |
| | 3rd quartile | \$240,000 | | \$255,000 |
| Regulatory Affairs, Quality Assurance Manager | n | 12 | 8 | 12 |
| | 1st quartile | \$127,750 | | \$103,500 |
| | Median | \$151,000 | \$18,500 | \$155,000 |
| | 3rd quartile | \$182,000 | | \$166,500 |
| Regulatory Affairs, Quality Assurance Director | n | 5 | 4 | 3 |
| | 1st quartile | \$200,000 | | \$165,000 |
| | Median | \$200,000 | \$35,500 | \$250,000 |
| | 3rd quartile | \$245,000 | | \$250,000 |
| Regional Manager/Regional Associate Vice President | n | 3 | 3 | |
| | 1st quartile | \$150,000 | | |
| | Median | \$270,000 | \$93,334 | |
| | 3rd quartile | \$310,000 | | |

SALES & MARKETING SECTOR (n = 231)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|----------------------|----------------------------|----------------------|
| Sales Representative | n | 19 | 11 | 17 |
| | 1st quartile | \$61,500 | | \$55,250 |
| | Median | \$90,000 | \$15,073 | \$80,000 |
| | 3rd quartile | \$120,000 | | \$91,750 |
| Senior Sales Representative | n | 17 | 15 | 11 |
| | 1st quartile | \$118,000 | | \$79,000 |
| | Median | \$132,000 | \$28,533 | \$115,000 |
| | 3rd quartile | \$141,500 | | \$140,000 |
| Account Manager | n | 13 | 10 | 18 |
| | 1st quartile | \$102,000 | | \$88,625 |
| | Median | \$120,000 | \$27,600 | \$110,000 |
| | 3rd quartile | \$161,000 | | \$120,000 |
| Territory Manager | n | 14 | 11 | 15 |
| | 1st quartile | \$93,250 | | \$100,000 |
| | Median | \$106,500 | \$10,355 | \$115,000 |
| | 3rd quartile | \$136,250 | | \$123,000 |
| Business Development Manager / Consultant | n | 31 | 23 | 22 |
| | 1st quartile | \$110,000 | | \$94,000 |
| | Median | \$123,000 | \$16,174 | \$120,500 |
| | 3rd quartile | \$170,000 | | \$144,250 |
| State Sales Manager / Regional Sales Manager | n | 12 | 9 | 10 |
| | 1st quartile | \$132,750 | | \$144,500 |
| | Median | \$157,500 | \$17,111 | \$162,500 |
| | 3rd quartile | \$197,000 | | \$183,500 |
| National Field Sales Manager | n | 5 | 3 | 9 |
| | 1st quartile | \$117,500 | | \$141,500 |
| | Median | \$145,000 | \$38,000 | \$150,000 |
| | 3rd quartile | \$173,000 | | \$176,500 |
| Sales Director | n | 11 | 8 | 5 |
| | 1st quartile | \$180,000 | | \$124,000 |
| | Median | \$196,000 | \$45,250 | \$187,000 |
| | 3rd quartile | \$230,000 | | \$215,000 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Assistant / Associate Brand / Product Manager | n | 9 | 6 | 8 |
| | 1st quartile | \$64,750 | | \$60,375 |
| | Median | \$75,000 | \$5,833 | \$83,250 |
| | 3rd quartile | \$96,500 | | \$95,000 |
| Brand / Product Manager | n | 20 | 17 | 12 |
| | 1st quartile | \$103,500 | | \$73,500 |
| | Median | \$120,000 | \$11,229 | \$121,000 |
| | 3rd quartile | \$131,000 | | \$161,500 |
| Senior Brand / Product Manager | n | 11 | 10 | 13 |
| | 1st quartile | \$139,000 | | \$128,500 |
| | Median | \$167,000 | \$16,200 | \$160,000 |
| | 3rd quartile | \$175,000 | | \$175,000 |
| Sales / Business Analyst | n | 8 | 6 | 12 |
| | 1st quartile | \$73,375 | | \$67,750 |
| | Median | \$89,500 | \$6,483 | \$83,250 |
| | 3rd quartile | \$137,500 | | \$106,750 |
| Marketing Manager | n | 19 | 12 | 16 |
| | 1st quartile | \$93,500 | | \$95,250 |
| | Median | \$155,000 | \$13,325 | \$125,000 |
| | 3rd quartile | \$198,000 | | \$217,500 |
| Marketing Director | n | 6 | 5 | 4 |
| | 1st quartile | \$202,500 | | \$105,000 |
| | Median | \$245,000 | \$45,000 | \$157,500 |
| | 3rd quartile | \$277,500 | | \$187,500 |
| Sales & Marketing Manager | n | 12 | 8 | 7 |
| | 1st quartile | \$96,750 | | \$145,000 |
| | Median | \$136,000 | \$28,625 | \$154,000 |
| | 3rd quartile | \$168,500 | | \$230,000 |
| Business Unit Manager / Head of Division | n | 24 | 18 | 13 |
| | 1st quartile | \$151,000 | | \$137,500 |
| | Median | \$180,000 | \$28,778 | \$180,000 |
| | 3rd quartile | \$232,500 | | \$250,000 |

ALLIED HEALTH SECTOR (n = 27)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|--|--------------|----------------------|----------------------------|----------------------|
| Physiotherapist | n | 2 | | 4 |
| | 1st quartile | | | \$65,375 |
| | Median | \$74,500 | | \$66,500 |
| | 3rd quartile | | | \$100,750 |
| Sonographer | n | 4 | | |
| | 1st quartile | \$55,000 | | |
| | Median | \$74,250 | | |
| | 3rd quartile | \$117,125 | | |
| Diagnostic Radiographer | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$68,000 | | |
| | 3rd quartile | | | |
| Allied Health Manager | n | 11 | 3 | 19 |
| | 1st quartile | \$78,000 | | \$72,000 |
| | Median | \$91,000 | \$11,000 | \$81,250 |
| | 3rd quartile | \$110,000 | | \$100,000 |
| General Manager, Allied Health Service | n | 8 | 4 | 16 |
| | 1st quartile | \$66,250 | | \$56,000 |
| | Median | \$74,250 | \$31,725 | \$70,000 |
| | 3rd quartile | \$104,250 | | \$103,000 |

NURSING SECTOR (n = 26)

Total Remuneration (excludes Bonus)

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---|--------------|----------------------|----------------------------|----------------------|
| Registered Nurse | n | 4 | | 10 |
| | 1st quartile | \$78,500 | | \$59,750 |
| | Median | \$86,750 | | \$70,250 |
| | 3rd quartile | \$113,375 | | \$89,625 |
| Clinical Care Coordinator / Nurse Unit Manager | n | 3 | | 3 |
| | 1st quartile | \$58,500 | | \$55,500 |
| | Median | \$80,500 | | \$78,500 |
| | 3rd quartile | \$105,000 | | \$95,000 |
| Clinical Nurse Educator | n | 2 | | 6 |
| | 1st quartile | | | \$66,125 |
| | Median | \$73,500 | | \$82,750 |
| | 3rd quartile | | | \$105,000 |
| Clinical Manager | n | 2 | | 5 |
| | 1st quartile | | | \$62,500 |
| | Median | \$102,250 | | \$75,000 |
| | 3rd quartile | | | \$97,500 |

| | | All Industry 2017 | Average Bonuses 2017 | All Industry 2016 |
|---------------------------------|--------------|----------------------|----------------------------|----------------------|
| Learning & Education Manager | n | 2 | | 4 |
| | 1st quartile | | | \$62,500 |
| | Median | \$85,500 | | \$90,250 |
| | 3rd quartile | | | \$117,625 |
| Regional Quality Manager | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$125,500 | | |
| | 3rd quartile | | | |
| Director of Nursing | n | 8 | 3 | 15 |
| | 1st quartile | \$112,500 | | \$108,000 |
| | Median | \$124,000 | \$9,667 | \$120,000 |
| | 3rd quartile | \$136,250 | | \$132,000 |
| Executive Director of Nursing | n | 3 | | 5 |
| | 1st quartile | \$135,000 | | \$101,750 |
| | Median | \$160,000 | | \$115,000 |
| | 3rd quartile | \$165,000 | | \$143,500 |



APPENDIX: SALARY BY JOB TITLE AND INDUSTRY

REFERENCE CODE

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

CLINICAL RESEARCH (n=283)

Total Remuneration (excludes Bonus)

| | | Clinical Research Organisation | Pharmaceuticals - Ethical (prescription) | Research Institute/NFP/ Hospital/ Academia | Medical Devices | HealthCare (Allied Health, Nursing, Medical Imaging) | Diagnostics, Life Sciences & Biotechnology | Pharmaceuticals - OTC & Consumer Healthcare | Animal Health | Laboratory Services | Healthtech (Health Analytics, Data Informatics) | Other |
|--|--------------|--------------------------------|--|--|-----------------|--|--|---|---------------|---------------------|---|----------|
| Clinical Trials Associate / Administrator | n | 3 | 1 | | | | | | | | | 1 |
| | 1st quartile | \$55,000 | | | | | | | | | | |
| | Median | \$55,000 | \$60,000 | | | | | | | | | \$64,000 |
| | 3rd quartile | \$63,500 | | | | | | | | | | |
| Study Start Up Associate | n | 6 | 3 | 1 | | | | | | | | |
| | 1st quartile | \$81,500 | \$90,000 | | | | | | | | | |
| | Median | \$94,500 | \$90,000 | \$100,000 | | | | | | | | |
| | 3rd quartile | \$105,250 | \$136,000 | | | | | | | | | |
| Clinical Trial / Study / Clinical Research Coordinator (at site) | n | 2 | | 18 | | 3 | | | | | | |
| | 1st quartile | | | \$62,250 | | \$55,000 | | | | | | |
| | Median | \$76,500 | | \$77,500 | | \$80,000 | | | | | | |
| | 3rd quartile | | | \$98,500 | | \$100,000 | | | | | | |
| Clinical Research Associate | n | 17 | 8 | 3 | 1 | | | | | | | 2 |
| | 1st quartile | \$86,500 | \$80,750 | \$79,000 | | | | | | | | |
| | Median | \$95,000 | \$97,500 | \$80,000 | \$80,000 | | | | | | | \$93,250 |
| | 3rd quartile | \$99,750 | \$107,500 | \$90,000 | | | | | | | | |
| Senior Clinical Research Associate | n | 30 | 3 | | 2 | | | 1 | | | | |
| | 1st quartile | \$100,000 | \$112,000 | | | | | | | | | |
| | Median | \$114,500 | \$114,000 | | \$104,500 | | | \$93,500 | | | | |
| | 3rd quartile | \$123,500 | \$160,000 | | | | | | | | | |
| Clinical Research Team Leader | n | 5 | 5 | 2 | | 1 | 1 | | | | | |
| | 1st quartile | \$109,500 | \$118,000 | | | | | | | | | |
| | Median | \$123,000 | \$140,000 | \$124,500 | | \$80,000 | \$138,000 | | | | | |
| | 3rd quartile | \$150,500 | \$176,000 | | | | | | | | | |

CLINICAL RESEARCH - CONTINUED (n=283)

Total Remuneration (excludes Bonus)

| | | Clinical Research Organisation | Pharmaceuticals – Ethical (prescription) | Research Institute/NFP/ Hospital/ Academia | Medical Devices | HealthCare (Allied Health, Nursing, Medical Imaging) | Diagnostics, Life Sciences & Biotechnology | Pharmaceuticals – OTC & Consumer Healthcare | Animal Health | Laboratory Services | Healthtech (Health Analytics, Data Informatics) | Other |
|---|--------------|--------------------------------|--|--|-----------------|--|--|---|---------------|---------------------|---|-----------|
| Clinical Project Manager | n | 19 | 21 | 5 | 7 | | 1 | 1 | 1 | 1 | | |
| | 1st quartile | \$108,000 | \$132,500 | \$90,500 | \$116,000 | | | | | | | |
| | Median | \$128,000 | \$141,000 | \$106,000 | \$142,000 | | \$120,000 | \$150,000 | \$110,000 | \$108,000 | | |
| | 3rd quartile | \$145,000 | \$152,500 | \$123,000 | \$155,000 | | | | | | | |
| Clinical Research Manager | n | 4 | 10 | 10 | | 3 | | | | | 1 | |
| | 1st quartile | \$93,625 | \$139,250 | \$104,500 | | \$105,000 | | | | | | |
| | Median | \$143,000 | \$156,500 | \$117,500 | | \$110,000 | | | | | \$126,000 | |
| | 3rd quartile | \$158,250 | \$175,750 | \$131,750 | | \$120,000 | | | | | | |
| Clinical Operations Manager | n | 15 | 8 | 4 | | | 3 | | | | | 2 |
| | 1st quartile | \$150,000 | \$162,250 | \$91,375 | | | \$120,000 | | | | | |
| | Median | \$159,000 | \$182,000 | \$118,000 | | | \$149,000 | | | | | \$166,500 |
| | 3rd quartile | \$171,000 | \$206,000 | \$140,500 | | | \$158,000 | | | | | |
| Director / Head of Clinical Research | n | 14 | 7 | 2 | 1 | 1 | 1 | | | | | |
| | 1st quartile | \$156,000 | \$240,000 | | | | | | | | | |
| | Median | \$189,500 | \$270,000 | \$139,500 | \$175,000 | \$125,000 | \$164,000 | | | | | |
| | 3rd quartile | \$225,000 | \$300,000 | | | | | | | | | |
| Regional Manager / Director / Vice President | n | 6 | 5 | | 1 | | | | | | | |
| | 1st quartile | \$184,000 | \$192,500 | | | | | | | | | |
| | Median | \$230,000 | \$200,000 | | \$174,000 | | | | | | | |
| | 3rd quartile | \$345,000 | \$295,000 | | | | | | | | | |
| Departmental Support / Business Function Role | n | 6 | 0 | | | 0 | | | 0 | | | |
| | 1st quartile | \$85,250 | | | | | | | | | | |
| | Median | \$110,500 | \$174,000 | | | \$70,500 | | | \$55,500 | | | |
| | 3rd quartile | \$151,750 | | | | | | | | | | |

ENGINEERING SECTOR (n=37)

Total Remuneration (excludes Bonus)

| | | Medical Devices | Consulting Services | Research Institute/NFP/Hospital/ Academia | Diagnostics, Life Sciences & Biotechnology | Manufacturing | Laboratory Services | FMCG, Food & Beverage | HealthCare | Other |
|--|--------------|-----------------|---------------------|---|--|---------------|---------------------|-----------------------|------------|-----------|
| Biomedical Engineer | n | 1 | | 1 | 1 | | | | 1 | |
| | 1st quartile | | | | | | | | | |
| | Median | \$60,500 | | \$110,000 | \$92,000 | | | | \$71,000 | |
| | 3rd quartile | | | | | | | | | |
| Biomedical Engineering Manager | n | 3 | | | | | | | | |
| | 1st quartile | \$100,000 | | | | | | | | |
| | Median | \$115,000 | | | | | | | | |
| | 3rd quartile | \$129,000 | | | | | | | | |
| Chemical Engineer | n | | 2 | | | | | | | 1 |
| | 1st quartile | | | | | | | | | |
| | Median | | \$55,000 | | | | | | | \$100,000 |
| | 3rd quartile | | | | | | | | | |
| Civil / Mechanical / Electrical / Process Engineer | n | 2 | | | | | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$97,500 | | | | | | | | |
| | 3rd quartile | | | | | | | | | |
| Project Engineer | n | 1 | | 1 | | 1 | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$70,000 | | \$110,000 | | \$169,000 | | | | |
| | 3rd quartile | | | | | | | | | |
| Production Engineer | n | | | | | 1 | | | | 1 |
| | 1st quartile | | | | | | | | | |
| | Median | | | | | \$55,000 | | | | \$93,000 |
| | 3rd quartile | | | | | | | | | |
| Field Service Engineer | n | 2 | | | | | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$105,250 | | | | | | | | |
| | 3rd quartile | | | | | | | | | |

ENGINEERING SECTOR – CONTINUED (n=37)

Total Remuneration (excludes Bonus)

| | | Medical Devices | Consulting Services | Research Institute/NFP/Hospital/ Academia | Diagnostics, Life Sciences & Biotechnology | Manufacturing | Laboratory Services | FMCG, Food & Beverage | HealthCare | Other |
|-------------------------------------|--------------|-----------------|---------------------|---|--|---------------|---------------------|-----------------------|------------|-----------|
| Technical Officer / Test Technician | n | | | 1 | | | 1 | | | 1 |
| | 1st quartile | | | | | | | | | |
| | Median | | | \$121,000 | | | \$70,000 | | | \$55,000 |
| | 3rd quartile | | | | | | | | | |
| Technical Services Manager | n | 4 | | | | | | | | |
| | 1st quartile | \$109,000 | | | | | | | | |
| | Median | \$191,000 | | | | | | | | |
| | 3rd quartile | \$213,000 | | | | | | | | |
| Engineering Manager | n | 1 | 1 | | | | | 1 | | 1 |
| | 1st quartile | | | | | | | | | |
| | Median | \$190,000 | \$150,000 | | | | | \$143,000 | | \$129,000 |
| | 3rd quartile | | | | | | | | | |
| Validation Team Leader / Manager | n | | 1 | | 1 | | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | | \$142,000 | | \$97,000 | | | | | |
| | 3rd quartile | | | | | | | | | |
| Materials Engineering Manager | n | | 1 | | | | | | | 1 |
| | 1st quartile | | | | | | | | | |
| | Median | | \$87,500 | | | | | | | \$117,000 |
| | 3rd quartile | | | | | | | | | |
| General Manager | n | | | | | | | | | 3 |
| | 1st quartile | | | | | | | | | \$100,000 |
| | Median | | | | | | | | | \$105,000 |
| | 3rd quartile | | | | | | | | | \$160,000 |

EXECUTIVE GENERAL BUSINESS MANAGEMENT (n=68)

Total Remuneration (excludes Bonus)

| | | Medical Devices | Research Institute/NFP/Hospital/ Academia | Pharmaceuticals – Ethical (prescription) | Diagnostics, Life Sciences & Biotechnology | Pharmaceuticals – OTC & Consumer Healthcare | Consulting Services | HealthCare (Allied Health, Nursing, Medical Imaging) | Manufacturing | Animal Health | Complementary Medicines | Healthtech (Health Analytics, Data Informatics) | Clinical Research Organisation | FMCG, Food & Beverage | Other |
|----------------------------------|--------------|-----------------|---|--|--|---|---------------------|--|---------------|---------------|-------------------------|---|--------------------------------|-----------------------|-----------|
| Operations Manager | n | | 1 | | 1 | 1 | 1 | | | | | | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | | \$72,500 | | \$182,000 | \$110,000 | \$105,000 | | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | | |
| Business Unit Manager | n | | 2 | 2 | 1 | | | 1 | 1 | | | | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | | \$122,500 | \$245,000 | \$189,000 | | | \$210,000 | \$179,000 | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | | |
| Regional Manager | n | 1 | | | 1 | | 1 | | | | | | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$161,000 | | | \$175,000 | | \$100,000 | | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | | |
| Regional Director/Vice President | n | 1 | 1 | | 1 | | | | | 1 | | | | 1 | 2 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$230,000 | \$360,000 | | \$300,000 | | | | | \$380,000 | | | | \$160,000 | \$199,000 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Chief Operating Officer (COO) | n | | 1 | | | | | | 1 | | | 1 | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | | \$300,000 | | | | | | \$210,000 | | | \$155,000 | | | |
| | 3rd quartile | | | | | | | | | | | | | | |
| General Manager | n | 4 | | 1 | | | 1 | 3 | | 2 | 1 | 1 | | | 5 |
| | 1st quartile | \$232,500 | | | | | | \$175,000 | | | | | | | \$137,500 |
| | Median | \$245,000 | | \$330,000 | | | \$85,000 | \$280,000 | | \$182,500 | \$350,000 | \$75,000 | | | \$144,000 |
| | 3rd quartile | \$250,000 | | | | | | \$290,000 | | | | | | | \$173,500 |
| Managing Director | n | | | 1 | | 1 | 1 | | 2 | | 1 | | | | 1 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | | | \$340,000 | | \$195,000 | \$160,000 | | \$167,500 | | \$430,000 | | | | \$110,000 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Chief Executive Officer (CEO) | n | 1 | 2 | | 2 | 1 | | | | | 1 | | 2 | | 2 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$270,000 | \$240,000 | | \$290,000 | \$380,000 | | | | | \$220,000 | | \$285,000 | | \$385,000 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Country Manager | n | 1 | | 2 | | 1 | | | | | | | | 1 | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$330,000 | | \$300,000 | | \$250,000 | | | | | | | | \$185,000 | |
| | 3rd quartile | | | | | | | | | | | | | | |
| Global Vice President | n | | | 1 | | 1 | | | | | | 1 | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | | | \$175,000 | | \$270,000 | | | | | | \$159,000 | | | |
| | 3rd quartile | | | | | | | | | | | | | | |

HEALTH ECONOMICS / MARKET ACCESS / HEALTH INFOMATICS SECTOR (n = 44)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals – Ethical (prescription) | Medical Devices | Consulting Services | Research Institute/NFP/ Hospital/ Academia | Healthtech (Health Analytics, Data Informatics) | HealthCare | Manufacturing | Other |
|--|--------------|--|-----------------|---------------------|--|---|------------|---------------|-----------|
| Biostatistician | n | | | 1 | 2 | | | | |
| | 1st quartile | | | | | | | | |
| | Median | | | \$70,000 | \$101,500 | | | | |
| | 3rd quartile | | | | | | | | |
| Health Economics / Market Access Associate | n | 1 | 1 | | | 1 | | | |
| | 1st quartile | | | | | | | | |
| | Median | \$111,000 | \$83,500 | | | \$57,000 | | | |
| | 3rd quartile | | | | | | | | |
| Health Economics Analyst | n | | | 1 | 2 | | | | 1 |
| | 1st quartile | | | | | | | | |
| | Median | | | \$91,000 | \$93,250 | | | | \$107,000 |
| | 3rd quartile | | | | | | | | |
| Senior Health Economics / Market Access Associate | n | 4 | 1 | 1 | | | | | |
| | 1st quartile | \$103,500 | | | | | | | |
| | Median | \$136,500 | \$90,000 | \$120,000 | | | | | |
| | 3rd quartile | \$177,000 | | | | | | | |
| Analyst | n | 1 | | | | 3 | 1 | | |
| | 1st quartile | | | | | \$70,000 | | | |
| | Median | \$65,000 | | | | \$90,000 | \$94,000 | | |
| | 3rd quartile | | | | | \$99,000 | | | |
| Manager Analytics | n | 1 | | | 1 | | | | |
| | 1st quartile | | | | | | | | |
| | Median | \$120,000 | | | \$125,000 | | | | |
| | 3rd quartile | | | | | | | | |
| Health Economics / Market Access Manager | n | 8 | 3 | 3 | | | | 1 | |
| | 1st quartile | \$192,500 | \$129,000 | \$130,000 | | | | | |
| | Median | \$215,000 | \$150,000 | \$150,000 | | | | \$198,000 | |
| | 3rd quartile | \$235,000 | \$280,000 | \$158,000 | | | | | |
| Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement | n | 5 | 1 | | | | | | |
| | 1st quartile | \$232,000 | | | | | | | |
| | Median | \$330,000 | \$300,000 | | | | | | |
| | 3rd quartile | \$350,000 | | | | | | | |

HUMAN RESOURCES SECTOR (n = 45)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals - Ethical (prescription) | Clinical Research Organisation | Medical Devices | Consulting Services | HealthCare (Allied Health, Nursing, Medical Imaging) | Pharmaceuticals - OTC & Consumer Healthcare | Diagnostics, Life Sciences & Biotechnology | Research Institute/NFP/ Hospital/ Academia | Complementary Medicines | FMCG, Food & Beverage | Manufacturing | Other |
|--|--------------|--|--------------------------------|-----------------|---------------------|--|---|--|--|-------------------------|-----------------------|---------------|-----------|
| Human Resources Administrator / Assistant | n | | | | | 1 | | | | | | | 2 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | | | | | \$58,500 | | | | | | | \$75,250 |
| | 3rd quartile | | | | | | | | | | | | |
| Human Resources Associate | n | 1 | 1 | | | | | | | | | 1 | 1 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$115,000 | \$64,000 | | | | | | | | | \$60,500 | \$109,000 |
| | 3rd quartile | | | | | | | | | | | | |
| Internal Recruitment Specialist / Onsite Recruiter | n | 1 | | 1 | 1 | | 1 | | | | | | 2 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$105,000 | | \$76,500 | \$95,000 | | \$110,000 | | | | | | \$60,250 |
| | 3rd quartile | | | | | | | | | | | | |
| Recruitment Manager | n | 1 | 1 | | 1 | 1 | | | | | | 1 | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$147,000 | \$124,000 | | \$150,000 | \$131,000 | | | | | | \$115,000 | |
| | 3rd quartile | | | | | | | | | | | | |
| Compensation & Benefits Specialist / Manager | n | 2 | | | | | | | | | | | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$191,500 | | | | | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | |
| Human Resources Manager | n | 4 | 1 | 2 | | | 1 | | 1 | | 1 | 3 | 2 |
| | 1st quartile | \$131,250 | | | | | | | | | | \$72,500 | |
| | Median | \$144,000 | \$133,000 | \$132,500 | | | \$150,000 | | \$112,000 | | \$117,000 | \$92,500 | \$120,500 |
| | 3rd quartile | \$154,500 | | | | | | | | | | \$123,000 | |
| Human Resources Director / Head | n | 2 | 2 | 1 | | | | 1 | | 1 | | | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$181,500 | \$151,000 | \$240,000 | | | | \$183,000 | | \$260,000 | | | |
| | 3rd quartile | | | | | | | | | | | | |
| VP / Regional Human Resources Director | n | | 1 | | 1 | | | 1 | | | | | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | | \$182,000 | | \$99,000 | | | \$240,000 | | | | | |
| | 3rd quartile | | | | | | | | | | | | |

LABORATORY SECTOR (n = 125)

Total Remuneration (excludes Bonus)

| | | FMCG, Food & Beverage | Laboratory Services | Manufacturing | Research Institute/NFP/Hospital/ Academia | Pharmaceuticals – OTC & Consumer Healthcare | Diagnostics, Life Sciences & Biotechnology | Complementary Medicines | Pharmaceuticals – Ethical (prescription) | Animal Health | Medical Devices | HealthCare (Allied Health, Nursing, Medical Imaging) | Other |
|-----------------------|--------------|-----------------------|---------------------|---------------|---|---|--|-------------------------|--|---------------|-----------------|--|----------|
| Laboratory Assistant | n | 1 | | | 2 | | 1 | | | | | | 2 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$55,000 | | | \$66,000 | | \$55,000 | | | | | | \$61,000 |
| | 3rd quartile | | | | | | | | | | | | |
| Laboratory Technician | n | 1 | 1 | 1 | 2 | | | | | | | 1 | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$55,000 | \$56,500 | \$60,000 | \$97,250 | | | | | | | \$55,000 | |
| | 3rd quartile | | | | | | | | | | | | |
| QC Chemist | n | 1 | 3 | | | 2 | | | 1 | 1 | | | |
| | 1st quartile | | \$55,000 | | | | | | | | | | |
| | Median | \$55,000 | \$55,000 | | | \$55,000 | | | \$85,000 | \$73,000 | | | |
| | 3rd quartile | | \$57,000 | | | | | | | | | | |
| Chemist | n | | 1 | 2 | 1 | | 1 | | 1 | | | | 2 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | | \$87,000 | \$77,000 | \$92,500 | | \$80,000 | | \$57,000 | | | | \$92,000 |
| | 3rd quartile | | | | | | | | | | | | |
| Senior Chemist | n | 2 | 2 | 2 | | | | 1 | | | | | 1 |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$119,000 | \$82,500 | \$80,000 | | | | \$78,000 | | | | | \$82,000 |
| | 3rd quartile | | | | | | | | | | | | |
| Microbiologist | n | | 3 | 2 | | | | | 2 | | | | |
| | 1st quartile | | \$55,000 | | | | | | | | | | |
| | Median | | \$60,000 | \$69,750 | | | | | \$69,250 | | | | |
| | 3rd quartile | | \$64,000 | | | | | | | | | | |
| Senior Microbiologist | n | | 4 | | | | | | | | | | |
| | 1st quartile | | \$59,250 | | | | | | | | | | |
| | Median | | \$68,000 | | | | | | | | | | |
| | 3rd quartile | | \$84,625 | | | | | | | | | | |

LABORATORY SECTOR – CONTINUED (n = 125)

Total Remuneration (excludes Bonus)

| | | FMCG, Food & Beverage | Laboratory Services | Manufacturing | Research Institute/NFP/Hospital/Academia | Pharmaceuticals – OTC & Consumer Healthcare | Diagnostics, Life Sciences & Biotechnology | Complementary Medicines | Pharmaceuticals – Ethical (prescription) | Animal Health | Medical Devices | HealthCare (Allied Health, Nursing, Medical Imaging) | Other |
|---|--------------|-----------------------|---------------------|---------------|--|---|--|-------------------------|--|---------------|-----------------|--|-----------|
| Food Technologist | n | 6 | | | | | | | | | | | |
| | 1st quartile | \$60,625 | | | | | | | | | | | |
| | Median | \$67,500 | | | | | | | | | | | |
| | 3rd quartile | \$78,250 | | | | | | | | | | | |
| Senior Food Technologist | n | 6 | | 1 | | | | 1 | | | | | 2 |
| | 1st quartile | \$81,250 | | | | | | | | | | | |
| | Median | \$96,000 | | \$112,000 | | | | \$90,000 | | | | | \$130,000 |
| | 3rd quartile | \$101,000 | | | | | | | | | | | |
| Laboratory Team Leader/Supervisor | n | | 1 | 1 | 3 | 2 | 1 | | | 1 | | | |
| | 1st quartile | | | | \$132,000 | | | | | | | | |
| | Median | | \$125,000 | \$76,000 | \$142,000 | \$94,000 | \$85,000 | | | \$85,000 | | | |
| | 3rd quartile | | | | \$200,000 | | | | | | | | |
| Laboratory Manager | n | | 3 | 1 | 1 | | | 1 | | | | | 1 |
| | 1st quartile | | \$57,000 | | | | | | | | | | |
| | Median | | \$73,000 | \$94,500 | \$75,000 | | | \$99,000 | | | | | \$92,000 |
| | 3rd quartile | | \$84,000 | | | | | | | | | | |
| R&D / Product Development Scientist | n | 2 | | 1 | 5 | 2 | 3 | 1 | | 2 | 1 | | |
| | 1st quartile | | | | \$71,500 | | \$55,000 | | | | | | |
| | Median | \$119,500 | | \$120,000 | \$99,500 | \$67,500 | \$105,000 | \$119,000 | | \$70,750 | \$108,000 | | |
| | 3rd quartile | | | | \$115,000 | | \$115,000 | | | | | | |
| R&D / Product Development Manager | n | 6 | 1 | 7 | 1 | 1 | | 2 | 1 | 1 | 3 | | 2 |
| | 1st quartile | \$133,000 | | \$105,000 | | | | | | | | | |
| | Median | \$169,000 | \$80,000 | \$135,000 | \$150,000 | \$140,000 | | \$115,250 | \$165,000 | \$110,000 | \$109,000 | | \$129,000 |
| | 3rd quartile | \$191,750 | | \$168,000 | | | | | | | | | |
| R&D / Product Development Director / GM | n | 2 | | 1 | | | 1 | | | | | | |
| | 1st quartile | | | | | | | | | | | | |
| | Median | \$260,000 | | \$167,000 | | | \$133,000 | | | | | | |
| | 3rd quartile | | | | | | | | | | | | |

MEDICAL AFFAIRS SECTOR (n = 126)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals – Ethical (prescription) | Pharmaceuticals – OTC & Consumer Healthcare | Medical Devices | HealthCare | Diagnostics, Life Sciences & Biotechnology | Consulting Services | Healthtech (Health Analytics, Data Informatics) | Research Institute/NFP/ Hospital/ Academia | Animal Health | Other |
|---|--------------|--|---|-----------------|------------|--|---------------------|---|--|---------------|-------|
| Medical Information Associate | n | 7 | | | 2 | | | | | | |
| | 1st quartile | \$69,000 | | | | | | | | | |
| | Median | \$75,000 | | | \$75,000 | | | | | | |
| | 3rd quartile | \$99,000 | | | | | | | | | |
| Senior Medical Information Associate | n | 5 | | | | | | | | | |
| | 1st quartile | \$98,250 | | | | | | | | | |
| | Median | \$110,000 | | | | | | | | | |
| | 3rd quartile | \$120,500 | | | | | | | | | |
| Scientific / Medical Affairs Associate | n | 7 | 2 | 2 | | | | | | | |
| | 1st quartile | \$85,000 | | | | | | | | | |
| | Median | \$87,000 | \$108,500 | \$77,000 | | | | | | | |
| | 3rd quartile | \$120,000 | | | | | | | | | |
| Senior Scientific / Medical Affairs Associate | n | 3 | | | | 1 | | | | | |
| | 1st quartile | \$120,000 | | | | | | | | | |
| | Median | \$130,000 | | | | \$64,000 | | | | | |
| | 3rd quartile | \$132,000 | | | | | | | | | |
| Scientific / Medical Affairs Manager | n | 11 | | | | | 1 | | | | |
| | 1st quartile | \$161,000 | | | | | | | | | |
| | Median | \$189,000 | | | | | \$195,000 | | | | |
| | 3rd quartile | \$200,000 | | | | | | | | | |
| Pharmacovigilance Associate | n | 9 | 1 | | 1 | | | | | | |
| | 1st quartile | \$84,250 | | | | | | | | | |
| | Median | \$91,000 | \$91,000 | | \$70,000 | | | | | | |
| | 3rd quartile | \$93,750 | | | | | | | | | |
| Senior Pharmacovigilance Associate | n | 5 | | | | | | | | | |
| | 1st quartile | \$97,750 | | | | | | | | | |
| | Median | \$106,000 | | | | | | | | | |
| | 3rd quartile | \$114,500 | | | | | | | | | |
| Pharmacovigilance Manager | n | 12 | 1 | | | | | 1 | 1 | | |
| | 1st quartile | \$140,000 | | | | | | | | | |
| | Median | \$158,500 | \$142,000 | | | | | \$136,000 | \$107,000 | | |
| | 3rd quartile | \$178,500 | | | | | | | | | |
| Senior Medical Services Manager | n | 3 | | | | | | | | 1 | |
| | 1st quartile | \$147,000 | | | | | | | | | |
| | Median | \$174,000 | | | | | | | | \$159,000 | |
| | 3rd quartile | \$179,000 | | | | | | | | | |

MEDICAL AFFAIRS SECTOR - CONTINUED (n = 126)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals - Ethical (prescription) | Pharmaceuticals - OTC & Consumer Healthcare | Medical Devices | HealthCare | Diagnostics, Life Sciences & Biotechnology | Consulting Services | Healthtech (Health Analytics, Data Informatics) | Research Institute/NFP/ Hospital/ Academia | Animal Health | Other |
|--|--------------|--|---|-----------------|------------|--|---------------------|---|--|---------------|-----------|
| Medical Writer / Editor | n | 1 | | | | | | 1 | | | 1 |
| | 1st quartile | | | | | | | | | | |
| | Median | \$73,000 | | | | | | \$77,000 | | | \$60,000 |
| | 3rd quartile | | | | | | | | | | |
| Medical Scientific Liaison / Medical Product Specialist | n | 10 | 2 | | | 1 | | | | | |
| | 1st quartile | \$133,500 | | | | | | | | | |
| | Median | \$140,000 | \$127,000 | | | \$180,000 | | | | | |
| | 3rd quartile | \$162,000 | | | | | | | | | |
| Medical Advisor | n | 9 | | 4 | | | | | | | |
| | 1st quartile | \$158,500 | | \$142,500 | | | | | | | |
| | Median | \$170,000 | | \$162,500 | | | | | | | |
| | 3rd quartile | \$187,000 | | \$193,750 | | | | | | | |
| Senior Medical Advisor / Associate Medical Director | n | 8 | 2 | | | | | | | | 1 |
| | 1st quartile | \$227,500 | | | | | | | | | |
| | Median | \$255,000 | \$207,000 | | | | | | | | \$230,000 |
| | 3rd quartile | \$292,500 | | | | | | | | | |
| Medical Director | n | 3 | 1 | | | | | | | | 1 |
| | 1st quartile | \$210,000 | | | | | | | | | |
| | Median | \$370,000 | \$230,000 | | | | | | | | \$140,000 |
| | 3rd quartile | \$390,000 | | | | | | | | | |
| Departmental Support / Business Function Role (eg. Compliance, quality, audit, training, administrative or other specialist support) | n | 2 | | | 1 | | 1 | | | | 1 |
| | 1st quartile | | | | | | | | | | |
| | Median | \$173,000 | | | \$103,000 | | \$70,500 | | | | \$96,500 |
| | 3rd quartile | | | | | | | | | | |

OPERATIONS & MANUFACTURING SECTOR (n = 87)

Total Remuneration (excludes Bonus)

| | | Manufacturing | FMCG, Food & Beverage | Pharmaceuticals - Ethical (prescription) | Pharmaceuticals - OTC & Consumer Healthcare | Medical Devices | Laboratory Services | Clinical Research Organisation | Research Institute/NFP/ Hospital/ Academia | Animal Health | Consulting Services | Complementary Medicines | HealthCare (Allied Health, Nursing, Medical Imaging) | Other |
|---------------------------------------|--------------|---------------|-----------------------|--|---|-----------------|---------------------|--------------------------------|--|---------------|---------------------|-------------------------|--|-----------|
| Plant / Site Manager | n | 5 | 2 | | | | 1 | | | | | | | 2 |
| | 1st quartile | \$150,000 | | | | | | | | | | | | |
| | Median | \$150,000 | \$210,000 | | | | \$200,000 | | | | | | | \$128,500 |
| | 3rd quartile | \$159,500 | | | | | | | | | | | | |
| Production Planner | n | 2 | 3 | | | | | | | | | | | |
| | 1st quartile | | \$85,500 | | | | | | | | | | | |
| | Median | \$106,000 | \$110,000 | | | | | | | | | | | |
| | 3rd quartile | | \$120,000 | | | | | | | | | | | |
| Production Supervisor | n | 2 | | | 1 | | | | | | | | 1 | 1 |
| | 1st quartile | | | | | | | | | | | | | |
| | Median | \$92,000 | | | \$80,000 | | | | | | | | \$75,500 | \$170,000 |
| | 3rd quartile | | | | | | | | | | | | | |
| Production Manager | n | 3 | 1 | 2 | 1 | | 1 | | | 1 | | | | |
| | 1st quartile | \$75,000 | | | | | | | | | | | | |
| | Median | \$90,000 | \$117,000 | \$148,000 | \$143,000 | | \$138,000 | | | \$162,000 | | | | |
| | 3rd quartile | \$120,000 | | | | | | | | | | | | |
| Business Improvement Manager | n | | 3 | | 2 | | | 1 | | | 1 | | | 1 |
| | 1st quartile | | \$80,000 | | | | | | | | | | | |
| | Median | | \$133,000 | | \$129,000 | | | \$155,000 | | | \$119,000 | | | \$175,000 |
| | 3rd quartile | | \$250,000 | | | | | | | | | | | |
| Engineering Manager | n | 2 | 1 | | | | | | | | | | | 1 |
| | 1st quartile | | | | | | | | | | | | | |
| | Median | \$129,000 | \$160,000 | | | | | | | | | | | \$193,000 |
| | 3rd quartile | | | | | | | | | | | | | |
| Manufacturing Manager | n | 1 | 1 | 1 | | 1 | | | | | | | | |
| | 1st quartile | | | | | | | | | | | | | |
| | Median | \$121,000 | \$151,000 | \$179,000 | | \$230,000 | | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | |
| Operations Manager | n | 2 | 3 | | | 1 | 1 | 1 | 1 | | | | 1 | 3 |
| | 1st quartile | | \$90,000 | | | | | | | | | | | \$76,000 |
| | Median | \$154,500 | \$95,000 | | | \$188,000 | \$127,000 | \$91,500 | \$135,000 | | | | \$66,000 | \$120,000 |
| | 3rd quartile | | \$175,000 | | | | | | | | | | | \$163,000 |
| Process / Lean Implementation Manager | n | 4 | | | | | | | | 1 | 1 | | | 1 |
| | 1st quartile | \$65,000 | | | | | | | | | | | | |
| | Median | \$97,500 | | | | | | | | \$55,500 | \$120,000 | | | \$154,000 |
| | 3rd quartile | \$105,250 | | | | | | | | | | | | |
| Procurement / Purchasing Manager | n | | 1 | 2 | | | | | | | | 1 | | 1 |
| | 1st quartile | | | | | | | | | | | | | |
| | Median | | \$70,000 | \$144,500 | | | | | | | | \$187,000 | | \$130,000 |
| | 3rd quartile | | | | | | | | | | | | | |
| Logistics Officer | n | | | 1 | | | | 1 | | | | | | 3 |
| | 1st quartile | | | | | | | | | | | | | \$63,000 |
| | Median | | | \$73,500 | | | | \$63,500 | | | | | | \$67,000 |
| | 3rd quartile | | | | | | | | | | | | | \$75,500 |
| Logistics Manager | n | | 1 | | | 1 | | | | | | | | 1 |
| | 1st quartile | | | | | | | | | | | | | |
| | Median | | \$142,000 | | | \$100,000 | | | | | | | | \$76,500 |
| | 3rd quartile | | | | | | | | | | | | | |
| Supply Chain Manager | n | 1 | 3 | 2 | 1 | 1 | | | | | | | | 1 |
| | 1st quartile | | \$110,000 | | | | | | | | | | | |
| | Median | \$110,000 | \$122,000 | \$178,500 | \$82,500 | \$158,000 | | | | | | | | \$128,000 |
| | 3rd quartile | | \$151,000 | | | | | | | | | | | |

QUALITY ASSURANCE SECTOR (n = 170)

Total Remuneration (excludes Bonus)

| | | FMCG, Food & Beverage | Manufacturing | Pharmaceuticals - Ethical (prescription) | Medical Devices | Pharmaceuticals - OTC & Consumer Healthcare | Laboratory Services | HealthCare (Allied Health, Nursing, Medical Imaging) | Clinical Research Organisation | Diagnostics, Life Sciences & Biotechnology | Animal Health | Consulting Services | Research Institute/NFP/ Hospital/ Academia | Complementary Medicines | Other |
|---------------------------------------|--------------|-----------------------|---------------|--|-----------------|---|---------------------|--|--------------------------------|--|---------------|---------------------|--|-------------------------|-----------|
| QA Assistant | n | 4 | | | 1 | | 4 | | | | 1 | | | | 1 |
| | 1st quartile | \$55,000 | | | | | \$55,000 | | | | | | | | |
| | Median | \$57,500 | | | \$75,000 | | \$60,000 | | | | \$66,500 | | | | \$55,000 |
| | 3rd quartile | \$63,375 | | | | | \$65,375 | | | | | | | | |
| QA Associate | n | 3 | 2 | 3 | 3 | 2 | | 2 | | 1 | 2 | | 2 | | 1 |
| | 1st quartile | \$60,000 | | \$85,000 | \$55,000 | | | | | | | | | | |
| | Median | \$70,000 | \$79,500 | \$91,500 | \$77,500 | \$66,000 | | \$74,000 | | \$80,000 | \$89,750 | | \$64,750 | | \$70,000 |
| | 3rd quartile | \$87,500 | | \$110,000 | \$95,000 | | | | | | | | | | |
| Senior QA Associate | n | 2 | 2 | 1 | 6 | 3 | | | 3 | 1 | | 1 | | | |
| | 1st quartile | | | | \$69,750 | \$55,000 | | | \$56,000 | | | | | | |
| | Median | \$80,250 | \$80,000 | \$103,000 | \$85,250 | \$90,000 | | | \$70,000 | \$73,000 | | \$68,000 | | | |
| | 3rd quartile | | | | \$94,125 | \$91,000 | | | \$80,000 | | | | | | |
| QA Team Leader / Coordinator | n | 10 | 4 | 2 | 2 | 3 | 1 | 1 | | 1 | | | | | 1 |
| | 1st quartile | \$70,000 | \$62,250 | | | \$77,000 | | | | | | | | | |
| | Median | \$77,750 | \$90,500 | \$155,000 | \$87,000 | \$96,500 | \$115,000 | \$90,000 | | \$76,500 | | | | | \$150,000 |
| | 3rd quartile | \$92,750 | \$138,250 | | | \$113,000 | | | | | | | | | |
| Quality Auditor | n | 1 | 1 | | | | | | | | | | | | 3 |
| | 1st quartile | | | | | | | | | | | | | | \$64,000 |
| | Median | \$85,000 | \$55,000 | | | | | | | | | | | | \$75,000 |
| | 3rd quartile | | | | | | | | | | | | | | \$150,000 |
| Compliance Specialist | n | 1 | 1 | | | 1 | | | | | | 1 | | | 1 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$55,000 | \$85,000 | | | \$85,000 | | | | | | \$73,000 | | | \$67,500 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Compliance Manager | n | 1 | | 2 | | | | | | | | | | | 2 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$165,000 | | \$160,000 | | | | | | | | | | | \$98,000 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Quality Systems Manager | n | 3 | 2 | 2 | | 1 | | 1 | | 1 | | | | | 1 |
| | 1st quartile | \$65,000 | | | | | | | | | | | | | |
| | Median | \$70,000 | \$112,250 | \$97,750 | | \$180,000 | | \$95,000 | | \$130,000 | | | | | \$149,000 |
| | 3rd quartile | \$110,000 | | | | | | | | | | | | | |
| QA Manager | n | 12 | 9 | 4 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | | 1 | 1 |
| | 1st quartile | \$98,500 | \$78,500 | \$120,250 | | \$120,000 | \$90,000 | | | | | | | | |
| | Median | \$115,000 | \$113,000 | \$150,500 | \$127,000 | \$143,000 | \$90,500 | \$157,000 | \$108,000 | \$155,000 | \$119,000 | \$65,000 | | \$118,000 | \$80,000 |
| | 3rd quartile | \$144,250 | \$125,000 | \$173,250 | | \$160,000 | \$106,000 | | | | | | | | |
| QA Director / Senior QA Manager | n | 3 | 3 | 8 | 2 | | | 2 | 2 | 1 | 1 | | | 1 | 1 |
| | 1st quartile | \$135,000 | \$150,000 | \$136,250 | | | | | | | | | | | |
| | Median | \$161,000 | \$151,000 | \$177,500 | \$146,000 | | | \$140,000 | \$162,750 | \$169,000 | \$145,000 | | | \$190,000 | \$210,000 |
| | 3rd quartile | \$300,000 | \$230,000 | \$242,500 | | | | | | | | | | | |
| Senior / Regional QA Director / VP QA | n | 2 | | 1 | | | | | | | | | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$143,000 | | \$230,000 | | | | | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | | |

REGULATORY AFFAIRS SECTOR (n = 235)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals - Ethical (prescription) | Medical Devices | Complementary Medicines | Pharmaceuticals - OTC & Consumer Healthcare | FMCG, Food & Beverage | Animal Health | Manufacturing | Diagnostics, Life Sciences & Biotechnology | Consulting Services | Clinical Research Organisation | Research Institute/NFP/ Hospital/ Academia | HealthCare (Allied Health, Nursing, Medical Imaging) | Healthtech (Health Analytics, Data Informatics) | Other |
|--|--------------|--|-----------------|-------------------------|---|-----------------------|---------------|---------------|--|---------------------|--------------------------------|--|--|---|-----------|
| Regulatory Affairs Assistant (Dept Support) | n | 5 | 2 | | | | 1 | | | | | | 1 | | |
| | 1st quartile | \$64,000 | | | | | | | | | | | | | |
| | Median | \$70,000 | \$71,000 | | | | \$75,500 | | | | | | \$90,000 | | |
| | 3rd quartile | \$82,500 | | | | | | | | | | | | | |
| Regulatory Affairs, Quality Assurance Associate | n | | 6 | | 1 | | | | | | | | | | |
| | 1st quartile | | \$77,750 | | \$60,000 | | | | | | | | | | |
| | Median | | \$85,500 | | | | | | | | | | | | |
| | 3rd quartile | | \$94,500 | | | | | | | | | | | | |
| Regulatory Affairs Associate | n | 16 | 8 | 2 | 5 | 1 | 1 | 2 | 1 | 1 | 2 | | 1 | | 2 |
| | 1st quartile | \$75,500 | \$80,000 | | \$91,250 | | | | | | | | | | |
| | Median | \$89,750 | \$93,750 | \$91,750 | \$99,500 | \$90,000 | \$96,000 | \$85,000 | \$116,000 | \$73,000 | \$81,500 | | \$88,500 | | \$70,000 |
| | 3rd quartile | \$94,875 | \$96,375 | | \$110,500 | | | | | | | | | | |
| Senior Regulatory Affairs Associate | n | 32 | 7 | 1 | 4 | 1 | | 2 | 1 | 2 | 2 | | | 1 | 1 |
| | 1st quartile | \$110,000 | \$90,500 | | \$107,750 | | | | | | | | | | |
| | Median | \$122,500 | \$104,000 | \$135,000 | \$122,500 | \$91,500 | | \$125,500 | \$120,000 | \$93,250 | \$120,000 | | | \$82,500 | \$135,000 |
| | 3rd quartile | \$140,750 | \$128,000 | | \$135,750 | | | | | | | | | | |
| Regulatory Affairs Team Leader | n | 4 | | | | 1 | | | | | | | | | 4 |
| | 1st quartile | \$117,500 | | | | | | | | | | | | | \$76,500 |
| | Median | \$130,500 | | | | \$65,000 | | | | | | | | | \$91,500 |
| | 3rd quartile | \$133,000 | | | | | | | | | | | | | \$110,250 |
| Regulatory Affairs Project Manager | n | 9 | 1 | 1 | | | | | | | | | | | 1 |
| | 1st quartile | \$135,000 | | | | | | | | | | | | | |
| | Median | \$141,000 | \$153,000 | \$99,000 | | | | | | | | | | | \$130,000 |
| | 3rd quartile | \$162,500 | | | | | | | | | | | | | |
| Regulatory Affairs Manager | n | 26 | 11 | 8 | 1 | 4 | 2 | | 1 | 1 | 1 | | | | 4 |
| | 1st quartile | \$136,500 | \$110,000 | \$84,250 | | \$125,000 | | | | | | | | | \$115,000 |
| | Median | \$156,500 | \$150,000 | \$90,750 | \$130,000 | \$150,000 | \$133,000 | | \$90,500 | \$152,000 | \$149,000 | | | | \$121,500 |
| | 3rd quartile | \$191,250 | \$178,000 | \$121,250 | | \$182,500 | | | | | | | | | \$147,500 |
| Director / Head of Regulatory Affairs | n | 11 | 4 | 2 | 1 | 1 | 1 | | | | | 1 | | | 2 |
| | 1st quartile | \$210,000 | | | | | | | | | | | | | |
| | Median | \$240,000 | \$188,000 | \$210,000 | \$150,000 | \$115,000 | \$250,000 | | | | | \$137,000 | | | \$160,000 |
| | 3rd quartile | \$250,000 | | | | | | | | | | | | | |
| Regulatory Affairs, Quality Assurance Manager | n | 2 | 4 | | | 2 | 1 | | 1 | | | | 1 | | 1 |
| | 1st quartile | | \$143,500 | | | | | | | | | | | | |
| | Median | \$171,000 | \$182,000 | | | \$120,500 | \$83,500 | | \$176,000 | | | | \$148,000 | | \$127,000 |
| | 3rd quartile | | \$240,000 | | | | | | | | | | | | |
| Regulatory Affairs, Quality Assurance Director | n | 1 | 2 | | | 1 | | 1 | | | | | | | |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$210,000 | \$240,000 | | | \$200,000 | | \$200,000 | | | | | | | |
| | 3rd quartile | | | | | | | | | | | | | | |
| Regional Manager/Regional Associate Vice President | n | 3 | | | | | | | | | | | | | |
| | 1st quartile | \$150,000 | | | | | | | | | | | | | |
| | Median | \$270,000 | | | | | | | | | | | | | |
| | 3rd quartile | \$310,000 | | | | | | | | | | | | | |

SALES & MARKETING SECTOR (n = 231)

Total Remuneration (excludes Bonus)

| | Pharmaceuticals – Ethical (prescription) | Medical Devices | Diagnostics, Life Sciences & Biotechnology | FMCG, Food & Beverage | Pharmaceuticals – OTC & Consumer Healthcare | HealthCare (Allied Health, Nursing, Medical Imaging) | Manufacturing | Consulting Services | Complementary Medicines | Healthtech (Health Analytics, Data Informatics) | Research Institute/NFP/ Hospital/ Academia | Laboratory Services | Animal Health | Clinical Research Organisation | Other |
|--|--|-----------------|--|-----------------------|---|--|---------------|---------------------|-------------------------|---|--|---------------------|---------------|--------------------------------|-----------|
| Sales Representative | n | 7 | 4 | 2 | 1 | | | | | 1 | | | | | 4 |
| | 1st quartile | \$72,000 | \$108,250 | | | | | | | | | | | | \$55,000 |
| | Median | \$90,000 | \$117,500 | \$133,000 | \$55,500 | | | | | \$55,000 | | | | | \$58,250 |
| | 3rd quartile | \$115,000 | \$123,750 | | | | | | | | | | | | \$70,125 |
| Senior Sales Representative | n | 6 | 3 | 2 | 1 | 1 | 2 | 1 | | | | 1 | | | |
| | 1st quartile | \$123,750 | \$132,000 | | | | | | | | | | | | |
| | Median | \$130,000 | \$145,000 | \$115,500 | \$110,000 | \$135,000 | \$116,500 | \$145,000 | | | | \$175,000 | | | |
| | 3rd quartile | \$136,500 | \$155,000 | | | | | | | | | | | | |
| Account Manager | n | 3 | 1 | 3 | 3 | 1 | 1 | | | | | | | | 1 |
| | 1st quartile | \$119,000 | | \$84,000 | \$167,000 | | | | | | | | | | |
| | Median | \$138,000 | \$104,000 | \$100,000 | \$170,000 | \$120,000 | \$120,000 | | | | | | | | \$60,000 |
| | 3rd quartile | \$150,000 | | \$155,000 | \$185,000 | | | | | | | | | | |
| Territory Manager | n | 3 | 3 | 4 | | | 1 | 1 | | | | | | | 2 |
| | 1st quartile | \$110,000 | \$98,000 | \$86,625 | | | | | | | | | | | |
| | Median | \$130,000 | \$106,000 | \$106,000 | | | | \$135,000 | \$81,000 | | | | | | \$90,500 |
| | 3rd quartile | \$150,000 | \$140,000 | \$143,000 | | | | | | | | | | | |
| Business Development Manager / Consultant | n | 5 | 5 | 3 | 1 | 5 | 1 | 3 | | 1 | 2 | 1 | | 1 | 3 |
| | 1st quartile | \$111,000 | \$135,000 | \$119,000 | | \$75,000 | | \$60,000 | | | | | | | \$75,000 |
| | Median | \$143,000 | \$155,000 | \$123,000 | \$170,000 | \$110,000 | \$197,000 | \$110,000 | | \$120,000 | \$149,000 | \$86,500 | | \$146,000 | \$115,000 |
| | 3rd quartile | \$180,000 | \$225,000 | \$130,000 | | \$171,000 | | \$120,000 | | | | | | | \$180,000 |
| State Sales Manager / Regional Sales Manager | n | 2 | 1 | 1 | 2 | 2 | 3 | 1 | | | | | | | |
| | 1st quartile | | | | | | \$65,000 | | | | | | | | |
| | Median | \$163,000 | \$140,000 | \$210,000 | \$135,000 | \$198,000 | \$135,000 | \$160,000 | | | | | | | |
| | 3rd quartile | | | | | | \$162,000 | | | | | | | | |
| National Field Sales Manager | n | 1 | | 1 | | 1 | | | | | | | | | 2 |
| | 1st quartile | | | | | | | | | | | | | | |
| | Median | \$195,000 | | \$151,000 | | \$145,000 | | | | | | | | | \$117,500 |
| | 3rd quartile | | | | | | | | | | | | | | |
| Sales Director | n | | 1 | 2 | 3 | 1 | | 2 | | | | | | | 2 |
| | 1st quartile | | | | \$185,000 | | | | | | | | | | |
| | Median | | \$196,000 | \$142,500 | \$195,000 | \$250,000 | | \$195,000 | | | | | | | \$195,000 |
| | 3rd quartile | | | | \$240,000 | | | | | | | | | | |

SALES & MARKETING SECTOR - CONTINUED (n = 231)

Total Remuneration (excludes Bonus)

| | | Pharmaceuticals - Ethical (prescription) | Medical Devices | Diagnostics, Life Sciences Et Biotechnology | FMCG, Food & Beverage | Pharmaceuticals - OTC & Consumer Healthcare | HealthCare (Allied Health, Nursing, Medical Imaging) | Manufacturing | Consulting Services | Complementary Medicines | Healthtech (Health Analytics, Data Informatics) | Research Institute/NFP/ Hospital/ Academia | Laboratory Services | Animal Health | Clinical Research Organisation | Other |
|---|--------------|--|-----------------|---|-----------------------|---|--|---------------|---------------------|-------------------------|---|--|---------------------|---------------|--------------------------------|-----------|
| Assistant / Associate Brand / Product Manager | n | 3 | 1 | | 2 | | 1 | | | 1 | | | | | | 1 |
| | 1st quartile | \$88,000 | | | | | | | | | | | | | | |
| | Median | \$105,000 | \$75,000 | | \$67,000 | | \$64,500 | | | \$68,500 | | | | | | \$65,000 |
| | 3rd quartile | \$126,000 | | | | | | | | | | | | | | |
| Brand / Product Manager | n | 3 | 4 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | | | | 1 | | 2 |
| | 1st quartile | \$120,000 | \$100,000 | | | | | | | | | | | | | |
| | Median | \$125,000 | \$117,500 | \$117,500 | \$125,000 | \$128,000 | \$132,000 | \$176,500 | \$92,500 | \$108,000 | | | | \$100,000 | | \$96,250 |
| | 3rd quartile | \$150,000 | \$156,750 | | | | | | | | | | | | | |
| Senior Brand / Product Manager | n | 7 | 1 | 1 | 1 | | | | | | | | | | | 1 |
| | 1st quartile | \$167,000 | | | | | | | | | | | | | | |
| | Median | \$173,000 | \$139,000 | \$135,000 | \$145,000 | | | | | | | | | | | \$130,000 |
| | 3rd quartile | \$184,000 | | | | | | | | | | | | | | |
| Sales / Business Analyst | n | | 1 | 1 | 1 | | | | | | 2 | | | | | 3 |
| | 1st quartile | | | | | | | | | | | | | | | \$83,500 |
| | Median | | \$115,000 | \$70,000 | \$91,500 | | | | | | \$76,250 | | | | | \$145,000 |
| | 3rd quartile | | | | | | | | | | | | | | | \$186,000 |
| Marketing Manager | n | 5 | 2 | | 3 | 1 | 1 | | | | 1 | | | | | 6 |
| | 1st quartile | \$164,000 | | | \$96,000 | | | | | | | | | | | \$58,750 |
| | Median | \$200,000 | \$162,500 | | \$180,000 | \$115,000 | \$200,000 | | | | \$90,500 | | | | | \$87,250 |
| | 3rd quartile | \$230,000 | | | \$198,000 | | | | | | | | | | | \$115,000 |
| Marketing Director | n | 2 | 2 | | 1 | | | | | | | | | | | 1 |
| | 1st quartile | | | | | | | | | | | | | | | |
| | Median | \$275,000 | | | \$180,000 | | | | | | | | | | | \$210,000 |
| | 3rd quartile | | | | | | | | | | | | | | | |
| Sales & Marketing Manager | n | 4 | 1 | 1 | 2 | | | 1 | 1 | | | 1 | 1 | | | |
| | 1st quartile | \$139,750 | | | | | | | | | | | | | | |
| | Median | \$148,500 | \$220,000 | \$135,000 | \$138,500 | | | \$68,000 | \$95,000 | | | \$115,000 | \$86,500 | | | |
| | 3rd quartile | \$247,250 | | | | | | | | | | | | | | |
| Business Unit Manager / Head of Division | n | 6 | 3 | | | 1 | 1 | 2 | 3 | 3 | | 1 | 1 | 1 | | 2 |
| | 1st quartile | \$194,000 | \$140,000 | | | | | | \$145,000 | \$130,000 | | | | | | |
| | Median | \$210,000 | \$180,000 | | | \$130,000 | \$250,000 | \$163,500 | \$250,000 | \$150,000 | | \$180,000 | \$210,000 | \$180,000 | | \$152,000 |
| | 3rd quartile | \$242,500 | \$330,000 | | | | | | \$260,000 | \$200,000 | | | | | | |

ALLIED HEALTH SECTOR (n = 27)

Total Remuneration (excludes Bonus)

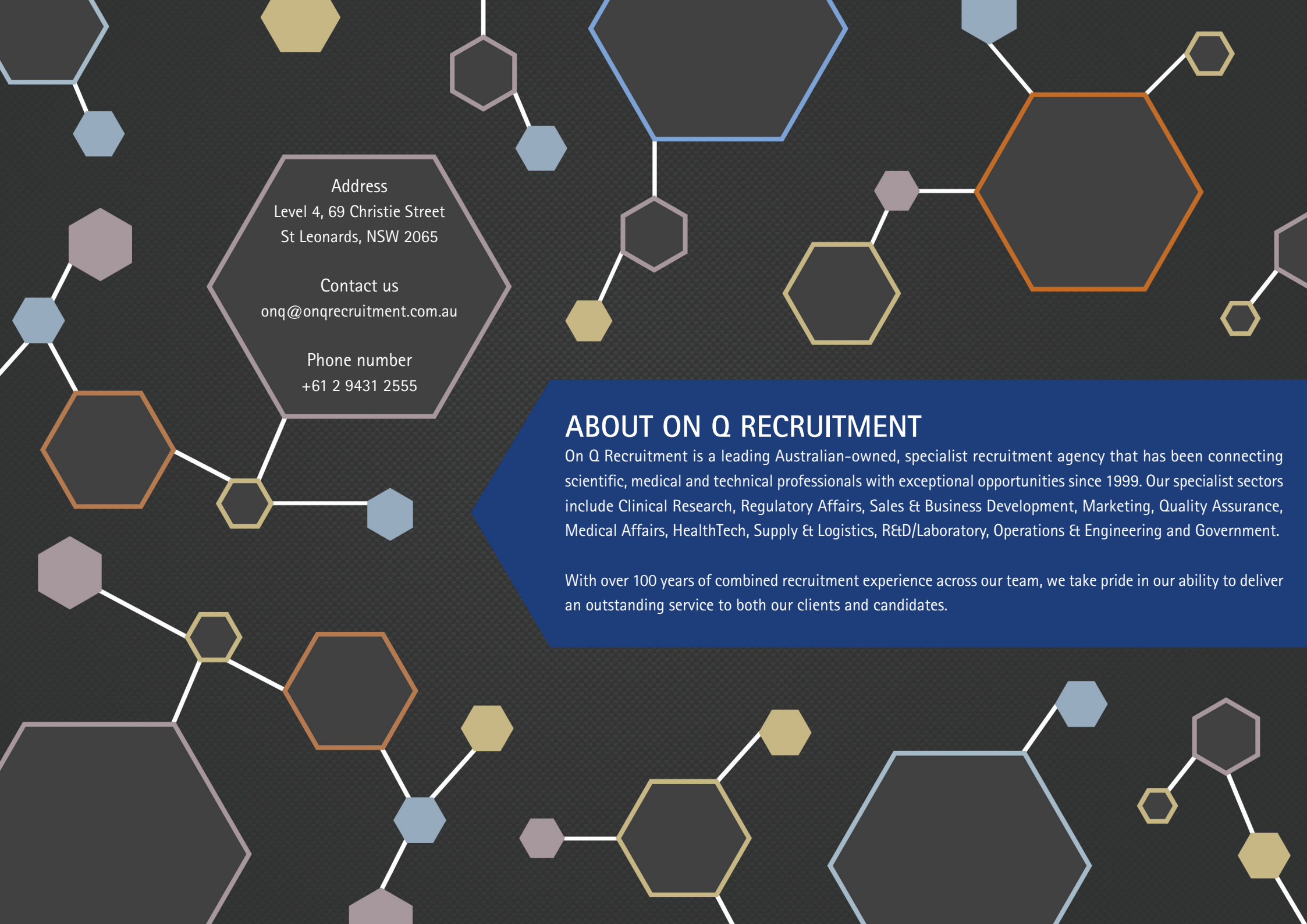
| | | HealthCare | Pharmaceuticals - Ethical (prescription) | Pharmaceuticals - OTC & Consumer Healthcare | Laboratory Services | Research Institute/NFP/ Hospital/ Academia | Diagnostics, Life Sciences & Biotechnology | Complementary Medicines | Healthtech (Health Analytics, Data Informatics) | Other |
|--|--------------|------------|--|---|---------------------|--|--|-------------------------|---|-----------|
| Physiotherapist | n | 1 | 1 | | | | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$69,000 | \$80,000 | | | | | | | |
| | 3rd quartile | | | | | | | | | |
| Sonographer | n | 3 | | | | | | | | 1 |
| | 1st quartile | \$55,000 | | | | | | | | |
| | Median | \$55,000 | | | | | | | | \$125,000 |
| | 3rd quartile | \$93,500 | | | | | | | | |
| Diagnostic Radiographer | n | 2 | | | | | | | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$68,000 | | | | | | | | |
| | 3rd quartile | | | | | | | | | |
| Allied Health Manager | n | 4 | 1 | 1 | 2 | | | | 1 | 2 |
| | 1st quartile | \$88,750 | | | | | | | | |
| | Median | \$100,000 | \$64,000 | \$55,000 | \$108,000 | | | | \$104,000 | \$94,000 |
| | 3rd quartile | \$118,000 | | | | | | | | |
| General Manager, Allied Health Service | n | 2 | 2 | 1 | | 1 | 1 | 1 | | |
| | 1st quartile | | | | | | | | | |
| | Median | \$69,000 | \$76,750 | \$70,000 | | \$113,000 | \$55,500 | \$120,000 | | |
| | 3rd quartile | | | | | | | | | |

NURSING SECTOR (n = 26)

Total Remuneration (excludes Bonus)

| | | HealthCare | Pharmaceuticals - OTC & Consumer Healthcare | Other |
|---|--------------|------------|--|----------|
| Registered Nurse | n | 3 | | 1 |
| | 1st quartile | \$80,000 | | |
| | Median | \$93,500 | | \$78,000 |
| | 3rd quartile | \$120,000 | | |
| Clinical Care Coordinator / Nurse Unit Manager | n | 2 | 1 | |
| | 1st quartile | | | |
| | Median | \$69,500 | \$105,000 | |
| | 3rd quartile | | | |
| Clinical Nurse Educator | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$73,500 | | |
| | 3rd quartile | | | |
| Clinical Manager | n | 2 | | |
| | 1st quartile | | | |
| | Median | \$102,250 | | |
| | 3rd quartile | | | |

| | | HealthCare | Pharmaceuticals - OTC & Consumer Healthcare | Other |
|---------------------------------|--------------|------------|--|-------|
| Learning & Education Manager | n | 1 | | |
| | 1st quartile | | | |
| | Median | \$110,000 | | |
| | 3rd quartile | | | |
| Regional Quality Manager | n | 1 | | |
| | 1st quartile | | | |
| | Median | \$95,000 | | |
| | 3rd quartile | | | |
| Director of Nursing | n | 8 | | |
| | 1st quartile | \$112,500 | | |
| | Median | \$124,000 | | |
| | 3rd quartile | \$136,250 | | |
| Executive Director of Nursing | n | 3 | | |
| | 1st quartile | \$135,000 | | |
| | Median | \$160,000 | | |
| | 3rd quartile | \$165,000 | | |



Address
Level 4, 69 Christie Street
St Leonards, NSW 2065

Contact us
onq@onqrecruitment.com.au

Phone number
+61 2 9431 2555

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