



# 2017 SALARY SURVEY CLINICAL RESEARCH

ON *Q*  
RECRUITMENT  
*Scientific Technical Medical*

# REMARKS

**N:** number of observations recorded for each category.

## Page 3:

**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.

## Page 4–5:

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

## Reference Key:

**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)

		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

# 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										