

2017 SALARY SURVEY

EXECUTIVE GENERAL BUSINESS MANAGEMENT

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:

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

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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		\$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		

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														