



2017 SALARY SURVEY HUMAN RESOURCES

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.

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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



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		

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												