



# 2017 SALARY SURVEY LABORATORY

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





# 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

# 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												