



2017 SALARY SURVEY

MEDICAL AFFAIRS

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

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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

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										