

2017 SALARY SURVEY

NURSING

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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NURSING SECTOR (n = 26)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Registered Nurse	n	4		10
	1st quartile	\$78,500		\$59,750
	Median	\$86,750		\$70,250
	3rd quartile	\$113,375		\$89,625
Clinical Care Coordinator / Nurse Unit Manager	n	3		3
	1st quartile	\$58,500		\$55,500
	Median	\$80,500		\$78,500
	3rd quartile	\$105,000		\$95,000
Clinical Nurse Educator	n	2		6
	1st quartile			\$66,125
	Median	\$73,500		\$82,750
	3rd quartile			\$105,000
Clinical Manager	n	2		5
	1st quartile			\$62,500
	Median	\$102,250		\$75,000
	3rd quartile			\$97,500

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Learning & Education Manager	n	2		4
	1st quartile			\$62,500
	Median	\$85,500		\$90,250
	3rd quartile			\$117,625
Regional Quality Manager	n	2		
	1st quartile			
	Median	\$125,500		
	3rd quartile			
Director of Nursing	n	8	3	15
	1st quartile	\$112,500		\$108,000
	Median	\$124,000	\$9,667	\$120,000
	3rd quartile	\$136,250		\$132,000
Executive Director of Nursing	n	3		5
	1st quartile	\$135,000		\$101,750
	Median	\$160,000		\$115,000
	3rd quartile	\$165,000		\$143,500

NURSING SECTOR (n = 26)

Total Remuneration (excludes Bonus)

		HealthCare	Pharmaceuticals - OTC & Consumer Healthcare	Other
Registered Nurse	n	3		1
	1st quartile	\$80,000		
	Median	\$93,500		\$78,000
	3rd quartile	\$120,000		
Clinical Care Coordinator / Nurse Unit Manager	n	2	1	
	1st quartile			
	Median	\$69,500	\$105,000	
	3rd quartile			
Clinical Nurse Educator	n	2		
	1st quartile			
	Median	\$73,500		
	3rd quartile			
Clinical Manager	n	2		
	1st quartile			
	Median	\$102,250		
	3rd quartile			

		HealthCare	Pharmaceuticals - OTC & Consumer Healthcare	Other
Learning & Education Manager	n	1		
	1st quartile			
	Median	\$110,000		
	3rd quartile			
Regional Quality Manager	n	1		
	1st quartile			
	Median	\$95,000		
	3rd quartile			
Director of Nursing	n	8		
	1st quartile	\$112,500		
	Median	\$124,000		
	3rd quartile	\$136,250		
Executive Director of Nursing	n	3		
	1st quartile	\$135,000		
	Median	\$160,000		
	3rd quartile	\$165,000		