



2017 SALARY SURVEY

OPERATIONS & MANUFACTURING

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



OPERATIONS & MANUFACTURING SECTOR (n = 87)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Plant / Site Manager	n	10	4	
	1st quartile	\$145,500		
	Median	\$151,000	\$15,750	
	3rd quartile	\$200,000		
Production Planner	n	5	3	6
	1st quartile	\$93,750		\$55,000
	Median	\$110,000	\$2,633	\$78,750
	3rd quartile	\$115,000		\$104,750
Production Supervisor	n	5	4	5
	1st quartile	\$77,750		\$57,500
	Median	\$88,500	\$9,250	\$107,000
	3rd quartile	\$132,750		\$128,500
Production Manager	n	9	5	5
	1st quartile	\$103,500		\$85,500
	Median	\$138,000	\$11,380	\$120,000
	3rd quartile	\$148,000		\$137,000
Business Improvement Manager	n	8	5	10
	1st quartile	\$101,000		\$82,500
	Median	\$144,000	\$14,600	\$139,000
	3rd quartile	\$172,000		\$168,500
Engineering Manager	n	4		4
	1st quartile	\$119,500		\$94,750
	Median	\$154,000		\$114,500
	3rd quartile	\$184,750		\$168,000
Manufacturing Manager	n	4	2	5
	1st quartile	\$128,500		\$103,000
	Median	\$165,000	\$20,000	\$140,000
	3rd quartile	\$217,250		\$175,000

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Operations Manager	n	13	6	19
	1st quartile	\$90,750		\$95,000
	Median	\$127,000	\$11,483	\$124,000
	3rd quartile	\$168,500		\$145,000
Process / Lean Implementation Manager	n	7	4	4
	1st quartile	\$55,500		\$86,625
	Median	\$100,000	\$27,200	\$108,250
	3rd quartile	\$120,000		\$128,750
Procurement / Purchasing Manager	n	5	4	6
	1st quartile	\$100,000		\$134,250
	Median	\$142,000	\$35,000	\$139,000
	3rd quartile	\$167,000		\$157,750
Logistics Officer	n	5	2	13
	1st quartile	\$63,250		\$55,000
	Median	\$67,000	\$2,500	\$63,000
	3rd quartile	\$74,500		\$71,000
Logistics Manager	n	3		5
	1st quartile	\$76,500		\$87,500
	Median	\$100,000		\$115,000
	3rd quartile	\$142,000		\$170,000
Supply Chain Manager	n	9	9	7
	1st quartile	\$110,000		\$140,000
	Median	\$128,000	\$16,544	\$160,000
	3rd quartile	\$157,500		\$180,000

OPERATIONS & MANUFACTURING SECTOR (n = 87)

Total Remuneration (excludes Bonus)

		Manufacturing	FMCG, Food & Beverage	Pharmaceuticals - Ethical (prescription)	Pharmaceuticals - OTC & Consumer Healthcare	Medical Devices	Laboratory Services	Clinical Research Organisation	Research Institute/NFP/ Hospital/ Academia	Animal Health	Consulting Services	Complementary Medicines	HealthCare (Allied Health, Nursing, Medical Imaging)	Other
Plant / Site Manager	n	5	2				1							2
	1st quartile	\$150,000												
	Median	\$150,000	\$210,000				\$200,000							\$128,500
	3rd quartile	\$159,500												
Production Planner	n	2	3											
	1st quartile		\$85,500											
	Median	\$106,000	\$110,000											
	3rd quartile		\$120,000											
Production Supervisor	n	2			1								1	1
	1st quartile													
	Median	\$92,000			\$80,000								\$75,500	\$170,000
	3rd quartile													
Production Manager	n	3	1	2	1		1			1				
	1st quartile	\$75,000												
	Median	\$90,000	\$117,000	\$148,000	\$143,000		\$138,000			\$162,000				
	3rd quartile	\$120,000												
Business Improvement Manager	n		3		2			1			1			1
	1st quartile		\$80,000											
	Median		\$133,000		\$129,000			\$155,000			\$119,000			\$175,000
	3rd quartile		\$250,000											
Engineering Manager	n	2	1											1
	1st quartile													
	Median	\$129,000	\$160,000											\$193,000
	3rd quartile													
Manufacturing Manager	n	1	1	1		1								
	1st quartile													
	Median	\$121,000	\$151,000	\$179,000		\$230,000								
	3rd quartile													
Operations Manager	n	2	3			1	1	1	1				1	3
	1st quartile		\$90,000											\$76,000
	Median	\$154,500	\$95,000			\$188,000	\$127,000	\$91,500	\$135,000				\$66,000	\$120,000
	3rd quartile		\$175,000											\$163,000
Process / Lean Implementation Manager	n	4								1	1			1
	1st quartile	\$65,000												
	Median	\$97,500								\$55,500	\$120,000			\$154,000
	3rd quartile	\$105,250												
Procurement / Purchasing Manager	n		1	2								1		1
	1st quartile													
	Median		\$70,000	\$144,500								\$187,000		\$130,000
	3rd quartile													
Logistics Officer	n			1				1						3
	1st quartile													\$63,000
	Median			\$73,500				\$63,500						\$67,000
	3rd quartile													\$75,500
Logistics Manager	n		1			1								1
	1st quartile													
	Median		\$142,000			\$100,000								\$76,500
	3rd quartile													
Supply Chain Manager	n	1	3	2	1	1								1
	1st quartile		\$110,000											
	Median	\$110,000	\$122,000	\$178,500	\$82,500	\$158,000								\$128,000
	3rd quartile		\$151,000											