



2017 SALARY SURVEY QUALITY ASSURANCE

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



QUALITY ASSURANCE SECTOR (n = 170)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
QA Assistant	n	11	4	6
	1st quartile	\$55,000		\$55,000
	Median	\$60,000	\$4,225	\$64,750
	3rd quartile	\$65,500		\$69,500
QA Associate	n	21	6	30
	1st quartile	\$65,000		\$60,375
	Median	\$77,500	\$5,317	\$69,750
	3rd quartile	\$89,750		\$75,125
Senior QA Associate	n	19	6	11
	1st quartile	\$70,000		\$82,500
	Median	\$80,000	\$4,150	\$96,000
	3rd quartile	\$90,500		\$105,000
QA Team Leader / Coordinator	n	25	12	19
	1st quartile	\$76,000		\$66,000
	Median	\$90,000	\$9,833	\$80,000
	3rd quartile	\$111,500		\$106,000
Quality Auditor	n	5	4	5
	1st quartile	\$59,500		\$64,000
	Median	\$75,000	\$3,225	\$87,500
	3rd quartile	\$117,500		\$110,000
Compliance Specialist	n	5	2	12
	1st quartile	\$61,250		\$89,000
	Median	\$73,000	\$5,000	\$96,000
	3rd quartile	\$85,000		\$115,750

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Compliance Manager	n	5	3	6
	1st quartile	\$98,000		\$90,875
	Median	\$140,000	\$13,333	\$113,500
	3rd quartile	\$172,500		\$135,250
Quality Systems Manager	n	11	7	10
	1st quartile	\$70,000		\$91,375
	Median	\$110,000	\$9,143	\$115,000
	3rd quartile	\$140,000		\$125,500
QA Manager	n	41	19	41
	1st quartile	\$98,000		\$96,250
	Median	\$118,000	\$11,521	\$110,000
	3rd quartile	\$144,000		\$125,500
QA Director / Senior QA Manager	n	24	21	17
	1st quartile	\$140,500		\$141,000
	Median	\$158,000	\$20,190	\$175,000
	3rd quartile	\$217,500		\$187,500
Senior / Regional QA Director / VP QA	n	3	2	5
	1st quartile	\$141,000		\$184,500
	Median	\$145,000	\$29,000	\$230,000
	3rd quartile	\$230,000		\$275,000

QUALITY ASSURANCE SECTOR (n = 170)

Total Remuneration (excludes Bonus)

		FMCG, Food & Beverage	Manufacturing	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Laboratory Services	HealthCare (Allied Health, Nursing, Medical Imaging)	Clinical Research Organisation	Diagnostics, Life Sciences & Biotechnology	Animal Health	Consulting Services	Research Institute/NFP/ Hospital/ Academia	Complementary Medicines	Other
QA Assistant	n	4			1		4				1				1
	1st quartile	\$55,000					\$55,000								
	Median	\$57,500			\$75,000		\$60,000				\$66,500				\$55,000
	3rd quartile	\$63,375					\$65,375								
QA Associate	n	3	2	3	3	2		2		1	2		2		1
	1st quartile	\$60,000		\$85,000	\$55,000										
	Median	\$70,000	\$79,500	\$91,500	\$77,500	\$66,000		\$74,000		\$80,000	\$89,750		\$64,750		\$70,000
	3rd quartile	\$87,500		\$110,000	\$95,000										
Senior QA Associate	n	2	2	1	6	3			3	1		1			
	1st quartile				\$69,750	\$55,000			\$56,000						
	Median	\$80,250	\$80,000	\$103,000	\$85,250	\$90,000			\$70,000	\$73,000		\$68,000			
	3rd quartile				\$94,125	\$91,000			\$80,000						
QA Team Leader / Coordinator	n	10	4	2	2	3	1	1		1					1
	1st quartile	\$70,000	\$62,250			\$77,000									
	Median	\$77,750	\$90,500	\$155,000	\$87,000	\$96,500	\$115,000	\$90,000		\$76,500					\$150,000
	3rd quartile	\$92,750	\$138,250			\$113,000									
Quality Auditor	n	1	1												3
	1st quartile														\$64,000
	Median	\$85,000	\$55,000												\$75,000
	3rd quartile														\$150,000
Compliance Specialist	n	1	1			1						1			1
	1st quartile														
	Median	\$55,000	\$85,000			\$85,000						\$73,000			\$67,500
	3rd quartile														
Compliance Manager	n	1		2											2
	1st quartile														
	Median	\$165,000		\$160,000											\$98,000
	3rd quartile														
Quality Systems Manager	n	3	2	2		1		1		1					1
	1st quartile	\$65,000													
	Median	\$70,000	\$112,250	\$97,750		\$180,000		\$95,000		\$130,000					\$149,000
	3rd quartile	\$110,000													
QA Manager	n	12	9	4	2	3	3	1	1	1	2	1		1	1
	1st quartile	\$98,500	\$78,500	\$120,250		\$120,000	\$90,000								
	Median	\$115,000	\$113,000	\$150,500	\$127,000	\$143,000	\$90,500	\$157,000	\$108,000	\$155,000	\$119,000	\$65,000		\$118,000	\$80,000
	3rd quartile	\$144,250	\$125,000	\$173,250		\$160,000	\$106,000								
QA Director / Senior QA Manager	n	3	3	8	2			2	2	1	1			1	1
	1st quartile	\$135,000	\$150,000	\$136,250											
	Median	\$161,000	\$151,000	\$177,500	\$146,000			\$140,000	\$162,750	\$169,000	\$145,000			\$190,000	\$210,000
	3rd quartile	\$300,000	\$230,000	\$242,500											
Senior / Regional QA Director / VP QA	n	2		1											
	1st quartile														
	Median	\$143,000		\$230,000											
	3rd quartile														