



2017 SALARY SURVEY REGULATORY 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:

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



REGULATORY AFFAIRS SECTOR (n = 235)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Regulatory Affairs Assistant (Dept Support)	n	9	4	7
	1st quartile	\$64,000		\$60,000
	Median	\$75,500	\$2,975	\$70,000
	3rd quartile	\$84,500		\$80,000
Regulatory Affairs, Quality Assurance Associate	n	7	2	6
	1st quartile	\$65,000		\$73,750
	Median	\$83,000	\$4,000	\$88,000
	3rd quartile	\$90,000		\$103,250
Regulatory Affairs Associate	n	42	23	61
	1st quartile	\$80,000		\$75,000
	Median	\$90,250	\$5,770	\$88,500
	3rd quartile	\$96,000		\$100,000
Senior Regulatory Affairs Associate	n	54	37	55
	1st quartile	\$105,750		\$108,000
	Median	\$120,000	\$10,484	\$117,000
	3rd quartile	\$135,000		\$131,000
Regulatory Affairs Team Leader	n	9	4	8
	1st quartile	\$78,000		\$110,750
	Median	\$113,000	\$11,250	\$124,500
	3rd quartile	\$130,500		\$141,250
Regulatory Affairs Project Manager	n	12	9	7
	1st quartile	\$131,250		\$100,000
	Median	\$140,500	\$12,667	\$125,000
	3rd quartile	\$158,750		\$135,000

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Regulatory Affairs Manager	n	59	47	41
	1st quartile	\$116,000		\$136,500
	Median	\$148,000	\$15,660	\$154,000
	3rd quartile	\$165,000		\$177,500
Director / Head of Regulatory Affairs	n	23	19	14
	1st quartile	\$160,000		\$158,500
	Median	\$210,000	\$28,737	\$192,000
	3rd quartile	\$240,000		\$255,000
Regulatory Affairs, Quality Assurance Manager	n	12	8	12
	1st quartile	\$127,750		\$103,500
	Median	\$151,000	\$18,500	\$155,000
	3rd quartile	\$182,000		\$166,500
Regulatory Affairs, Quality Assurance Director	n	5	4	3
	1st quartile	\$200,000		\$165,000
	Median	\$200,000	\$35,500	\$250,000
	3rd quartile	\$245,000		\$250,000
Regional Manager/Regional Associate Vice President	n	3	3	
	1st quartile	\$150,000		
	Median	\$270,000	\$93,334	
	3rd quartile	\$310,000		

REGULATORY AFFAIRS SECTOR (n = 235)

Total Remuneration (excludes Bonus)

		Pharmaceuticals - Ethical (prescription)	Medical Devices	Complementary Medicines	Pharmaceuticals - OTC & Consumer Healthcare	FMCG, Food & Beverage	Animal Health	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Consulting Services	Clinical Research Organisation	Research Institute/NFP/ Hospital/ Academia	HealthCare (Allied Health, Nursing, Medical Imaging)	Healthtech (Health Analytics, Data Informatics)	Other
Regulatory Affairs Assistant (Dept Support)	n	5	2				1						1		
	1st quartile	\$64,000													
	Median	\$70,000	\$71,000				\$75,500						\$90,000		
	3rd quartile	\$82,500													
Regulatory Affairs, Quality Assurance Associate	n		6		1										
	1st quartile		\$77,750												
	Median		\$85,500		\$60,000										
	3rd quartile		\$94,500												
Regulatory Affairs Associate	n	16	8	2	5	1	1	2	1	1	2		1		2
	1st quartile	\$75,500	\$80,000		\$91,250										
	Median	\$89,750	\$93,750	\$91,750	\$99,500	\$90,000	\$96,000	\$85,000	\$116,000	\$73,000	\$81,500		\$88,500		\$70,000
	3rd quartile	\$94,875	\$96,375		\$110,500										
Senior Regulatory Affairs Associate	n	32	7	1	4	1		2	1	2		2		1	1
	1st quartile	\$110,000	\$90,500		\$107,750										
	Median	\$122,500	\$104,000	\$135,000	\$122,500	\$91,500		\$125,500	\$120,000	\$93,250		\$120,000		\$82,500	\$135,000
	3rd quartile	\$140,750	\$128,000		\$135,750										
Regulatory Affairs Team Leader	n	4				1									4
	1st quartile	\$117,500													\$76,500
	Median	\$130,500				\$65,000									\$91,500
	3rd quartile	\$133,000													\$110,250
Regulatory Affairs Project Manager	n	9	1	1											1
	1st quartile	\$135,000													
	Median	\$141,000	\$153,000	\$99,000											\$130,000
	3rd quartile	\$162,500													
Regulatory Affairs Manager	n	26	11	8	1	4	2		1	1	1				4
	1st quartile	\$136,500	\$110,000	\$84,250		\$125,000									\$115,000
	Median	\$156,500	\$150,000	\$90,750	\$130,000	\$150,000	\$133,000		\$90,500	\$152,000	\$149,000				\$121,500
	3rd quartile	\$191,250	\$178,000	\$121,250		\$182,500									\$147,500
Director / Head of Regulatory Affairs	n	11	4	2	1	1	1					1			2
	1st quartile	\$210,000													
	Median	\$240,000	\$188,000	\$210,000	\$150,000	\$115,000	\$250,000					\$137,000			\$160,000
	3rd quartile	\$250,000													
Regulatory Affairs, Quality Assurance Manager	n	2	4			2	1		1				1		1
	1st quartile		\$143,500												
	Median	\$171,000	\$182,000			\$120,500	\$83,500		\$176,000				\$148,000		\$127,000
	3rd quartile		\$240,000												
Regulatory Affairs, Quality Assurance Director	n	1	2			1		1							
	1st quartile														
	Median	\$210,000	\$240,000					\$200,000	\$200,000						
	3rd quartile														
Regional Manager/Regional Associate Vice President	n	3													
	1st quartile	\$150,000													
	Median	\$270,000													
	3rd quartile	\$310,000													