



2020 SALARY BY JOB TITLE AND YEAR-ON-YEAR SECTOR ANALYSIS

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TABLE OF CONTENTS

FOREWORD

WHAT'S NEW IN 2020?

REMARKS

OUR CONSULTANTS

2020 SALARY BY JOB TITLE AND YEAR-ON-YEAR

SECTOR ANALYSIS

CLINICAL RESEARCH

COMMERCIAL, SALES AND MARKETING

ENGINEERING (FIELD SERVICE ENGINEERS, BIO-MEDICAL, VALIDATION)

EXECUTIVE GENERAL BUSINESS MANAGEMENT

(CEO, MANAGING DIRECTOR, CSO, VP ETC)

HEALTH ECONOMICS/MARKET ACCESS

HUMAN RESOURCES

LABORATORY (QC, R&D, PRODUCT DEVELOPMENT ETC)

MEDICAL AFFAIRS

OPERATIONS & MANUFACTURING

(PRODUCTION, PROCESS, SUPPLY CHAIN, SYSTEMS ETC)

QUALITY ASSURANCE

REGULATORY AFFAIRS

ALLIED HEALTH

NURSING

3

4

5

6

7

11

15

18

21

23

26

30

34

38

41

45

47

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FOREWORD

To say the very least, 2020 has been a difficult year for many. But if the wildfires and a global pandemic have taught us anything, it's that Australia has an unshakeable spirit that cannot be broken even during times of economic uncertainty.

Events such as these make reports like the On Q Recruitment Annual Salary & Job Satisfaction Survey all the more important. Since 2006, this report has been providing key insight into the Australian Life Sciences sector, helping both employees and employers understand what aspects are driving career change, and how company cultures are evolving. In the case of 2020, we can also learn how workplaces are responding to the economic uncertainty brought on by COVID-19.

Thank you to everyone who participated in this survey, or any previous survey. You have helped us build one of the longest running salary and job satisfaction surveys in Australia – unsurpassed in quality and current data. If you would like to know more, please get in touch with my team on 02 9431 2555, or myself on 02 9431 2522.

WHAT'S NEW IN 2020?

In this year's survey, we asked our traditional job satisfaction and salary questions, plus added a new set based around the impact of COVID-19. Our aim was to gain insight into how companies have adapted to the 'new normal', and what their employees think of the changes.

The vast majority of Australians believed their employers responded well to the pandemic, with very high rates of satisfaction. In addition, while feelings of occasional or moderate stress are unfortunately high, feelings of extreme stress are relatively low.

Of course, as expected COVID-19 has changed the work landscape in a number of ways. Fewer respondents this year than last received a pay increase, working from home as a non-cash benefit rose in popularity, and subsidised healthcare replaced on-site parking in the top five non-cash job benefits that employees feel offer the most value.

Overall, results this year indicate a high degree of positivity among Australian Life Sciences employees and employers. Workers remain largely satisfied, would recommend their employer to others, and would re-apply for their own role, if possible.

NOTABLE SALARY CHANGES

There have been few notable increases in Life Sciences salaries between 2019 and 2020, with figures remaining largely flat across the board. While we would typically expect to see at least some small increase across most roles, it is likely a sign of the troubled economy that pay rates have remained, on average, static.

Given some of the caution our analysis shows within the ranks of Australia's managers, it would not be a stretch to predict that figures may remain unmoving for the remainder of 2020, moving into 2021 as well - depending on the state of economic recovery at the time. This will be one to watch for our next report.

REMARKS

Number of contributors: 1,718

n: number of observations recorded for each category.

Sector Analysis:

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 contributors.

Median: the middle result when all data is ordered from lowest to highest.

Calculations:

- The data has been presented 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are three or less data points, only the median has been shown.

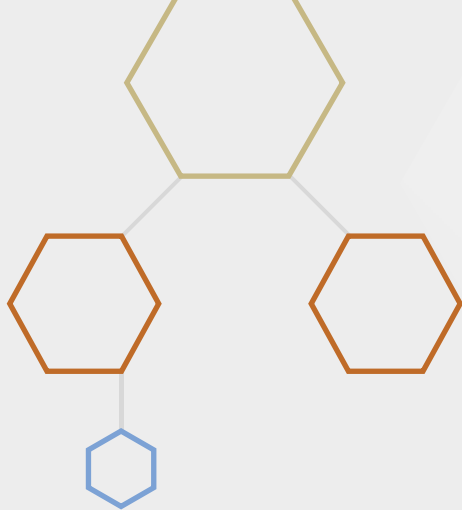
Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.

INDUSTRIES:

Academia
Animal Health
Clinical Research Organisation
Complementary Medicines
Consulting Services
Diagnostics, Life Sciences & Biotechnology
FMCG, Food & Beverage
Government (Federal/State)
HealthCare (Allied Health, Nursing, Medical Imaging)
Healthtech (Health Analytics, Data Informatics)
Hospital
Laboratory Services
Manufacturing/ Contract Manufacturing
Medical Devices
Medical Research Institute/NFP
Pharmaceuticals – Ethical (Innovator or Originator)
Pharmaceuticals – Ethical (Generics)
Pharmaceuticals – OTC & Consumer Healthcare

FUNCTIONAL SECTORS:

Allied Health
Clinical Research
Commercial, Sales and Marketing
Engineering (Field Service Engineers, Bio-medical, Validation)
Executive General Business Management (CEO, Managing Director, CSO, VP etc)
Health Economics/ Market Access
HealthTech/ Health Informatics
Human Resources
Laboratory (QC, R&D, Product Development, etc)
Medical Affairs
Medical Imaging
Nursing
Operations & Manufacturing (Production, Process, Supply Chain, Systems etc)
Quality Assurance
Regulatory Affairs



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CLINICAL RESEARCH 2020 VS 2019 (n=230)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Clinical Trials Associate / Administrator	75,000	93,000	106,000	2,800
	64,500	74,500	88,000	7,317
Study Start Up Associate/ Specialist	64,000	72,000	119,500	15,500
	105,000	114,000	122,000	14,400
Clinical Trial / Study / Clinical Research Coordinator (at site)	64,000	72,000	119,500	3,000
	63,000	80,000	98,500	
Clinical Research Associate	89,000	98,000	112,500	3,667
	90,000	98,000	115,000	4,047
Senior Clinical Research Associate	118,000	130,500	140,750	8,357
	114,000	130,000	143,000	8,814
Clinical Research Team Leader	141,000	155,000	199,000	29,833
	122,500	154,000	181,000	20,123
Study Start Up Manager	110,500	116,000	170,000	15,667
	108,850	116,000	150,000	7,667
Clinical Project Manager	120,250	149,500	164,250	14,952
	117,108	140,000	151,000	11,905
Clinical Research Manager	103,750	153,000	171,000	28,000
	109,000	134,500	173,725	21,769

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Business Development Director / Manager	120,000	173,000	230,000	18,000
Clinical Operations Manager	148,250	170,000	183,750	20,923
	137,000	155,000	172,500	17,353
Global Project Manager	151,250	190,000	247,500	18,000
Regional Manager / Director / Vice President	210,000	250,000	330,000	43,000
	198,500	230,000	250,000	33,154
Director / Head of Clinical Research	182,000	220,000	250,000	25,063
	182,000	220,000	250,000	28,300
Global Head Clinical Development	220,000	250,000	300,000	8,000
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	62,750	77,000	107,000	
	68,750	81,500	112,500	7,267

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
17,333	18,545	21,067

CLINICAL RESEARCH (n=230)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (Innovator or Originator)	Medical Research Institute/NFP	Academia	HealthCare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Clinical Trials Associate / Administrator	n	3	1	1		2		2
	1st quartile	85,000						
	Median	93,000	95,000	113,000		64,500		91,500
	3rd quartile	150,000						
Study Start Up Associate/ Specialist	n	1	2					2
	1st quartile							
	Median	129,000	91,000					64,000
	3rd quartile							
Clinical Trial / Study / Clinical Research Coordinator (at site)	n	10		2		2		4
	1st quartile	68,750						95,250
	Median	74,500		99,500		81,500		102,000
	3rd quartile	101,250						105,750
Clinical Research Associate	n	14	3		1		1	1
	1st quartile	89,000	100,000					
	Median	93,500	102,000		79,000		120,000	70,000
	3rd quartile	111,500	113,000					
Senior Clinical Research Associate	n	25	4		1		1	1
	1st quartile	119,000	110,250					
	Median	131,000	128,000		140,000		120,000	98,000
	3rd quartile	140,500	148,750					
Clinical Research Team Leader	n	2	4	2	1			1
	1st quartile		172,500					
	Median	154,500	206,000	109,500	149,000			150,000
	3rd quartile		250,000					

CLINICAL RESEARCH (n=230) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (Innovator or Originator)	Medical Research Institute/NFP	Academia	HealthCare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Study Start Up Manager	n	3	1					1
	1st quartile	107,000						
	Median	116,000	189,000					114,000
	3rd quartile	151,000						
Clinical Project Manager	n	15	11	3	3	1	1	2
	1st quartile	121,000	125,000	82,000	89,000			
	Median	153,000	158,000	130,000	90,000	131,000	158,000	149,500
	3rd quartile	169,000	166,000	132,000	90,000			
Clinical Research Manager	n	5	5		1	2	1	2
	1st quartile	92,500	160,000					
	Median	135,000	173,000		95,000	112,000	65,000	168,000
	3rd quartile	151,500	211,000					
Business Development Director / Manager	n		1		1			1
	1st quartile							
	Median		173,000		120,000			230,000
	3rd quartile							
Clinical Operations Manager	n	13	8	2			1	2
	1st quartile	146,000	160,000					
	Median	176,000	175,500	142,000			151,000	142,500
	3rd quartile	187,500	187,250					
Global Project Manager	n	2	2					
	1st quartile							
	Median	190,000	202,500					
	3rd quartile							

CLINICAL RESEARCH (n=230) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (Innovator or Originator)	Medical Research Institute/NFP	Academia	HealthCare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Regional Manager / Director / Vice President	n	6	4					1
	1st quartile	232,500	212,500					
	Median	260,000	245,000					200,000
	3rd quartile	367,500	315,000					
Director / Head of Clinical Research	n	9	7	2	1			4
	1st quartile	180,000	230,000					130,750
	Median	210,000	250,000	224,000	182,000			160,500
	3rd quartile	235,000	270,000					249,500
Global Head Clinical Development	n	2						1
	1st quartile							
	Median	235,000						300,000
	3rd quartile							
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	n	3		1	1			1
	1st quartile	65,000						
	Median	85,000		56,000	170,000			69,000
	3rd quartile	86,000						

COMMERCIAL, SALES AND MARKETING 2020 VS 2019 (n=172)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Sales Representative	101,750	123,000	132,000	20,900
	70,294	104,000	120,750	17,968
Hospital/Specialist Sales Representative	120,250	138,000	151,250	17,077
	112,750	137,500	152,000	14,500
Hybrid Sales Representative	101,500	108,000	133,250	13,500
Account Manager	113,000	127,000	159,500	35,000
	100,000	108,000	155,000	9,322
Business Development Manager	130,000	159,000	185,000	25,000
	108,731	150,500	181,250	22,255
District Sales Manager	108,000	118,000	210,000	12,667
Sales & Marketing Manager	112,500	176,000	207,500	19,429
	147,500	200,000	212,500	30,000
Regional Sales Manager	88,000	159,000	210,000	23,778
	133,000	176,000	193,000	21,857
Sales Director	161,000	230,000	245,000	36,750
	166,250	210,000	246,560	42,500

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Brand/Product Manager	100,000	127,000	160,000	16,800
	96,000	118,000	133,250	10,150
Senior Brand/Product Manager	152,250	176,500	197,750	24,286
	136,500	168,000	190,000	25,125
Sales Force Effectiveness Manager	92,500	150,000	172,500	11,500
Marketing Manager	144,250	193,000	225,000	32,111
	110,750	150,000	186,500	18,075
Commercial Manager		137,000		11,500
Marketing Director	205,000	250,000	295,000	46,000
	119,500	250,000	260,000	35,225
Business Unit Manager / Head of Division	220,000	270,000	300,000	49,154
	200,000	220,000	270,000	43,267

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
18,000	21,000	23,333

COMMERCIAL, SALES AND MARKETING (n=172)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	HealthCare (Allied Health, Nursing, Medical Imaging)	Manufacturing/ Contract Manufacturing	Other
Sales Representative	n	4	14	6	1	3	1	7
	1st quartile	130,250	107,500	118,500		107,000		70,000
	Median	148,000	126,500	124,500	110,000	112,000	155,000	70,000
	3rd quartile	163,500	136,500	130,500		113,000		95,000
Hospital/Specialist Sales Representative	n	8	1	1		2		2
	1st quartile	124,000						
	Median	142,500	136,000	115,000		142,500		126,500
	3rd quartile	158,750						
Hybrid Sales Representative	n	1				1		2
	1st quartile							
	Median	110,000				106,000		120,500
	3rd quartile							
Account Manager	n			2	2		1	
	1st quartile							
	Median			121,500	159,500		110,000	
	3rd quartile							
Business Development Manager	n	2		1		1	1	6
	1st quartile							115,000
	Median	182,500		135,000		159,000	182,000	155,000
	3rd quartile							213,750
District Sales Manager	n		1	1	1			
	1st quartile							
	Median		210,000	118,000	108,000			
	3rd quartile							

COMMERCIAL, SALES AND MARKETING (n=172) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	HealthCare (Allied Health, Nursing, Medical Imaging)	Manufacturing/ Contract Manufacturing	Other
Sales & Marketing Manager	n	2	2	2				2
	1st quartile							
	Median	196,000	210,000	147,500				104,500
	3rd quartile							
Regional Sales Manager	n	3	1	1	3	1	1	3
	1st quartile	55,000			94,000			157,000
	Median	60,000	175,000	86,000	159,000	90,000	230,000	165,000
	3rd quartile	250,000			210,000			210,000
Sales Director	n	3		1	1		1	3
	1st quartile	200,000						118,000
	Median	230,000		185,000	250,000		230,000	137,000
	3rd quartile	350,000						240,000
Brand/Product Manager	n	6	2	1	1			5
	1st quartile	116,500						72,000
	Median	152,500	152,500	140,000	100,000			99,000
	3rd quartile	180,250						123,500
Senior Brand/Product Manager	n	6		1	1			
	1st quartile	166,750						
	Median	185,500		165,000	147,000			
	3rd quartile	202,500						
Sales Force Effectiveness Manager	n	3			1	1		4
	1st quartile	163,000						77,500
	Median	165,000			106,000	100,000		117,500
	3rd quartile	185,000						172,500

COMMERCIAL, SALES AND MARKETING (n=172) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	HealthCare (Allied Health, Nursing, Medical Imaging)	Manufacturing/ Contract Manufacturing	Other
Marketing Manager	n	3	2		1		1	3
	1st quartile	150,000						127,000
	Median	210,000	183,500		290,000		125,000	199,000
	3rd quartile	220,000						240,000
Commercial Manager	n				1			1
	1st quartile							
	Median				124,000			150,000
	3rd quartile							
Marketing Director	n	2	3		1			3
	1st quartile		210,000					200,000
	Median	285,000	240,000		165,000			270,000
	3rd quartile		300,000					290,000
Business Unit Manager / Head of Division	n	7	5	1				2
	1st quartile	250,000	210,000					
	Median	270,000	290,000	220,000				275,000
	3rd quartile	350,000	295,000					

ENGINEERING (FIELD SERVICE ENGINEERS, BIO-MEDICAL, VALIDATION) 2020 VS 2019 (n=33)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Biomedical Engineer	67,000	81,500	104,000	
	67,000	90,000	105,500	
Biomedical Engineering Manager	126,000	150,000	150,000	
Project Engineer		77,500		
		98,300		
Civil/Mechanical/Electrical/ Process Engineer		122,500		3,000
	74,605	80,000	109,000	
Chemical Engineer	63,000	140,000	438,250	
Systems Engineer	80,000	130,000	153,000	
		104,500		2,000

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Field Service Engineer	70,250	120,500	132,500	
	80,668	102,500	126,500	4,225
Technical Services Manager	135,000	190,000	210,000	
		198,000		21,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
16,625	20,917	24,333

ENGINEERING (FIELD SERVICE ENGINEERS, BIO-MEDICAL, VALIDATION)

(n=33)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Diagnostics, Life Sciences & Biotechnology	Manufacturing/ Contract Manufacturing	Laboratory Services	Clinical Research Organisation	Academia	Other
Biomedical Engineer	n	5	2			1		
	1st quartile	68,000						
	Median	80,000	114,000			62,000		
	3rd quartile	87,500						
Biomedical Engineering Manager	n	2						1
	1st quartile							
	Median	138,000						150,000
	3rd quartile							
Project Engineer	n			1				1
	1st quartile							
	Median			100,000				55,000
	3rd quartile							
Civil/Mechanical/ Electrical/Process Engineer	n		1					1
	1st quartile							
	Median		130,000					115,000
	3rd quartile							
Chemical Engineer	n			1	2		1	
	1st quartile							
	Median			520,000	124,000		87,000	
	3rd quartile							

ENGINEERING (FIELD SERVICE ENGINEERS, BIO-MEDICAL, VALIDATION)

(n=33)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Diagnostics, Life Sciences & Biotechnology	Manufacturing/ Contract Manufacturing	Laboratory Services	Clinical Research Organisation	Academia	Other
Systems Engineer	n	1						2
	1st quartile							
	Median	130,000						116,500
	3rd quartile							
Field Service Engineer	n	1	2	1				
	1st quartile							
	Median	125,000	125,500	55,000				
	3rd quartile							
Technical Services Manager	n	2	1					
	1st quartile							
	Median	172,500	190,000					
	3rd quartile							

EXECUTIVE GENERAL BUSINESS MANAGEMENT (CEO, MANAGING DIRECTOR, CSO, VP ETC) 2020 VS 2019 (n=60)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Business Development Director		215,000		50,000
	145,000	240,000	288,400	30,667
Operations Manager	103,250	135,000	180,250	9,000
	109,000	130,000	198,000	30,167
Business Unit Manager	138,250	260,000	337,500	63,333
	115,750	180,000	337,500	44,750
Regional Manager		152,000		
	100,000	143,000	164,000	
Chief Operating Officer (COO)		270,000		100,000
	154,000	160,000	194,000	18,000
Chief Technology Officer		230,000		36,000
Chief Scientific Officer		260,000		5,000
		204,085		24,000
General Manager	150,000	202,500	250,000	57,444
	134,000	160,000	207,669	14,738

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Country Manager	195,000	260,000	400,000	64,800
	160,014	222,500	320,200	60,857
Director		225,000		
Managing Director	151,250	260,000	355,000	49,857
	270,000	325,000	350,000	60,000
Chief Executive Officer (CEO)	290,000	310,000	330,000	46,000
	161,475	281,875	327,500	46,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
15,458	19,982	23,984

EXECUTIVE GENERAL BUSINESS MANAGEMENT (CEO, MANAGING DIRECTOR, CSO, VP ETC) (n=60)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Complementary Medicines	Diagnostics, Life Sciences & Biotechnology	Medical Research Institute/NFP	HealthCare (Allied Health, Nursing, Medical Imaging)	Consulting Services	Other
Business Development Director	n	1						1
	1st quartile							
	Median	210,000						220,000
	3rd quartile							
Operations Manager	n						2	2
	1st quartile							
	Median						144,000	135,000
	3rd quartile							
Business Unit Manager	n	1			1			2
	1st quartile							
	Median	350,000			111,000			260,000
	3rd quartile							
Regional Manager	n							1
	1st quartile							
	Median							152,000
	3rd quartile							
Chief Operating Officer (COO)	n		1					1
	1st quartile							
	Median		170,000					370,000
	3rd quartile							
Chief Technology Officer	n							2
	1st quartile							
	Median							230,000
	3rd quartile							

EXECUTIVE GENERAL BUSINESS MANAGEMENT (CEO, MANAGING DIRECTOR, CSO, VP ETC) (n=60) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Complementary Medicines	Diagnostics, Life Sciences & Biotechnology	Medical Research Institute/NFP	HealthCare (Allied Health, Nursing, Medical Imaging)	Consulting Services	Other
Chief Scientific Officer	n				1			
	1st quartile							
	Median				260,000			
	3rd quartile							
General Manager	n		3	2	2	4	1	8
	1st quartile		220,000			87,000		127,500
	Median		290,000	245,000	135,000	182,500	185,000	207,500
	3rd quartile		300,000			226,250		280,000
Country Manager	n	2						3
	1st quartile							160,000
	Median	400,000						230,000
	3rd quartile							260,000
Director	n							2
	1st quartile							
	Median							225,000
	3rd quartile							
Managing Director	n	1		3			1	3
	1st quartile			185,000				130,000
	Median	400,000		310,000			210,000	140,000
	3rd quartile			310,000				370,000
Chief Executive Officer (CEO)	n	1	2	1	1			2
	1st quartile							
	Median	380,000	310,000	310,000	300,000			219,000
	3rd quartile							

HEALTH ECONOMICS/ MARKET ACCESS 2020 VS 2019 (n=26)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Health Economics Analyst	80,000	100,000	140,000	
	80,250	91,500	104,250	
Senior Health Economics/ Market Access Associate	114,000	131,000	152,500	7,800
	96,750	120,000	153,250	24,000
Health Economics/Market Access Manager	157,250	198,000	215,000	27,000
	169,000	178,000	190,000	22,889
Director of Health Economics/Market Access/ Reimbursement/Pricing & Reimbursement	232,500	265,000	297,500	52,800
	317,500	340,000	385,000	72,500

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
	22,683	

HEALTH ECONOMICS/ MARKET ACCESS (n=26)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Consulting Services	Medical Devices	Academia	Medical Research Institute/NFP	Other
Health Economics Analyst	n		2		1		
	1st quartile						
	Median		90,000		140,000		
	3rd quartile						
Senior Health Economics/ Market Access Associate	n	3	1		1		
	1st quartile	131,000					
	Median	133,000	108,000		120,000		
	3rd quartile	172,000					
Health Economics/Market Access Manager	n	9		2		1	
	1st quartile	162,500					
	Median	198,000		249,000		150,000	
	3rd quartile	210,000					
Director of Health Economics/ Market Access/Reimbursement/ Pricing & Reimbursement	n	5		1			
	1st quartile	225,000					
	Median	270,000		260,000			
	3rd quartile	315,000					

HUMAN RESOURCES 2020 VS 2019 (n=32)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Human Resources Associate	63,000	87,000	88,000	8,000
	69,500	77,000	89,000	10,000
Senior HR Advisor		86,000		
Organisational Development Specialist / Manager		181,500		50,000
	102,500	145,500	172,750	4,000
Recruitment Manager	77,000	132,000	195,750	20,800
		122,303		24,000
Human Resources Business Partner	101,500	139,000	166,000	21,333
	90,000	99,000	140,000	8,333
Human Resources Manager	87,000	130,000	159,000	18,000
	103,250	122,500	182,500	22,250
Human Resources Director / Head	202,500	225,000	245,000	30,500
	162,000	189,000	210,000	21,250

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
16,500	22,500	24,667

HUMAN RESOURCES (n=32)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Generics)	Animal Health	Other
Human Resources Associate	n				1			2
	1st quartile							
	Median				87,000			75,500
	3rd quartile							
Senior HR Advisor	n	1	1					
	1st quartile							
	Median	78,000	94,000					
	3rd quartile							
Organisational Development Specialist / Manager	n	1			1			
	1st quartile							
	Median	182,000			181,000			
	3rd quartile							
Recruitment Manager	n	1		1		1		3
	1st quartile							65,000
	Median	149,000		191,000		81,000		115,000
	3rd quartile							210,000
Human Resources Business Partner	n	1		2				3
	1st quartile							110,000
	Median	76,000		139,000				156,000
	3rd quartile							196,000

HUMAN RESOURCES (n=32) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Generics)	Animal Health	Other
Human Resources Manager	n				1		1	1
	1st quartile							
	Median				87,000		159,000	130,000
	3rd quartile							
Human Resources Director / Head	n	2	2	1		1	1	1
	1st quartile							
	Median	190,000	225,000	260,000		230,000	230,000	220,000
	3rd quartile							

LABORATORY (QC, R&D, PRODUCT DEVELOPMENT, ETC) 2020 VS 2019

(n=99)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Laboratory Assistant		57,500		
	55,000	58,500	66,500	
Laboratory Technician	55,000	57,500	70,750	1,000
	55,000	56,500	72,000	933
QC Chemist	55,000	59,500	96,000	4,500
	56,000	79,000	85,250	900
Chemist	67,000	76,000	93,000	
	70,000	84,000	108,000	6,000
Senior Chemist	61,750	89,500	155,500	4,500
	70,000	80,000	108,000	9,667
Medical Scientist	84,000	92,000	102,000	10,000
Food Technologist		60,000		
	60,000	69,000	91,650	6,000
Senior Food Technologist	109,250	112,500	137,500	5,000
	99,500	128,500	140,000	7,500

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Laboratory Team Leader/ Supervisor	82,000	93,000	161,500	4,000
	69,000	76,000	125,000	2,450
Laboratory Manager	110,000	120,000	127,000	24,000
	96,000	108,000	111,000	5,000
Research Assistant	68,000	75,000	83,000	2,000
Analytical Scientist	58,750	105,000	114,250	2,000
Bioanalytical Scientist	86,000	95,000	106,250	3,000
R&D / Product Development Scientist	101,000	105,000	124,000	11,400
	79,500	92,000	100,000	8,000
R&D / Product Development Manager	125,000	138,500	167,750	8,778
	125,000	137,000	171,000	15,762
R&D / Product Development Director / GM	164,500	172,000	270,000	36,667
	183,500	195,000	205,000	28,667

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
6,250	16,000	21,250

LABORATORY (QC, R&D, PRODUCT DEVELOPMENT, ETC) (n=99)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	Academia	Laboratory Services	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Medical Research Institute/NFP	Other
Laboratory Assistant	n			2				
	1st quartile							
	Median			57,500				
	3rd quartile							
Laboratory Technician	n	2		3		1		
	1st quartile			55,000				
	Median	79,500		55,000		55,000		
	3rd quartile			60,000				
QC Chemist	n	4			2			
	1st quartile	55,000						
	Median	59,500			117,500			
	3rd quartile	67,000						
Chemist	n	2		1				2
	1st quartile							
	Median	82,500		76,000				77,500
	3rd quartile							
Food Technologist	n				1			
	1st quartile							
	Median				60,000			
	3rd quartile							
Senior Food Technologist	n	1			3			
	1st quartile				110,000			
	Median	109,000			115,000			
	3rd quartile				145,000			

LABORATORY (QC, R&D, PRODUCT DEVELOPMENT, ETC) (n=99) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	Academia	Laboratory Services	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Medical Research Institute/NFP	Other
Laboratory Team Leader/Supervisor	n	1	2	1		1		
	1st quartile							
	Median	93,000	161,500	93,000		71,000		
	3rd quartile							
Laboratory Manager	n		3	4		1	1	7
	1st quartile		102,000	126,250				105,250
	Median		110,000	133,500		120,000	78,000	117,500
	3rd quartile		120,000	162,500				125,500
Research Assistant	n		3		1		2	1
	1st quartile		55,000					
	Median		68,000		79,000		79,000	88,000
	3rd quartile		75,000					
Analytical Scientist	n	1		2				3
	1st quartile							60,000
	Median	109,000		82,000				101,000
	3rd quartile							130,000
Bioanalytical Scientist	n		1			2		1
	1st quartile							
	Median		108,000			95,000		85,000
	3rd quartile							
R&D / Product Development Scientist	n	1	2		2	1		1
	1st quartile							
	Median	121,000	103,000		134,500	102,000		76,000
	3rd quartile							

LABORATORY (QC, R&D, PRODUCT DEVELOPMENT, ETC) (n=99) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	Academia	Laboratory Services	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Medical Research Institute/NFP	Other
R&D / Product Development Manager	n	4			2	1		7
	1st quartile	131,500						90,000
	Median	159,000			153,500	144,000		134,000
	3rd quartile	214,250						140,000
R&D / Product Development Director / GM	n	1			1	2		1
	1st quartile							
	Median	320,000			220,000	168,000		165,000
	3rd quartile							

MEDICAL AFFAIRS 2020 VS 2019 (n=108)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Medical Information Associate	71,000	72,000	90,000	9,000
	67,750	77,000	89,750	3,500
Medical Information Manager		163,000		24,000
	88,250	138,000	152,500	24,000
Pharmacovigilance Associate	79,000	99,000	127,500	9,500
	80,000	94,000	101,000	6,750
Senior Pharmacovigilance Associate	98,500	119,000	139,000	18,750
	97,000	116,000	122,500	11,000
Pharmacovigilance Manager	136,750	152,500	166,000	18,545
	117,838	151,500	165,750	17,000
Country Safety Lead		153,500		11,000
Medical Writer/Editor	72,000	100,000	142,500	8,750
Medical/Scientific Affairs Associate	99,750	105,000	108,750	6,500
	100,000	107,000	127,750	8,000
Senior Medical/Scientific Affairs Associate		107,000		2,000
	85,500	101,000	155,500	7,500

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Medical/Scientific Affairs Manager	145,000	185,000	198,000	22,857
	155,000	172,000	182,000	16,100
Medical Scientific Liaison	134,500	142,000	158,500	13,375
	124,750	141,000	154,250	14,393
Senior Medical Scientific Liaison		150,500		22,000
	161,000	190,000	196,000	18,667
Medical Operations Manager		165,000		24,000
	147,750	170,000	201,250	26,000
Medical/ Scientific Advisor	161,500	177,000	184,250	21,667
	140,000	169,000	203,500	24,667
Senior Medical Advisor/ Associate Medical Director	200,000	210,000	265,000	37,188
	198,500	225,000	265,000	33,667
Medical Director	265,000	305,000	360,000	63,429
	257,500	275,000	355,000	77,500
Senior/Group Medical Director	240,000	330,000	460,000	58,400
	220,000	240,000	390,000	65,333

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
19,596	21,833	22,833

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MEDICAL AFFAIRS (n=108)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Pharmaceuticals – OTC & Consumer Healthcare	Pharmaceuticals – Ethical (Generics)	Clinical Research Organisation	Government (Federal/State)	Medical Devices	Other
Medical Information Associate	n	1		1				1
	1st quartile							
	Median	90,000		72,000				71,000
	3rd quartile							
Medical Information Manager	n	1						
	1st quartile							
	Median	163,000						
	3rd quartile							
Pharmacovigilance Associate	n	3			1			1
	1st quartile	99,000						
	Median	121,000			75,000			75,000
	3rd quartile	134,000						
Senior Pharmacovigilance Associate	n	3	1					
	1st quartile	97,000						
	Median	119,000	131,000					
	3rd quartile	147,000						
Pharmacovigilance Manager	n	10	2			1		
	1st quartile	136,000						
	Median	149,500	167,000			133,000		
	3rd quartile	165,250						
Country Safety Lead	n	2						
	1st quartile							
	Median	153,500						
	3rd quartile							

MEDICAL AFFAIRS (n=108) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Pharmaceuticals – OTC & Consumer Healthcare	Pharmaceuticals – Ethical (Generics)	Clinical Research Organisation	Government (Federal/State)	Medical Devices	Other
Medical Writer/Editor	n	1			2			2
	1st quartile							
	Median	169,000			85,500			102,500
	3rd quartile							
Medical/Scientific Affairs Associate	n	2	1				1	
	1st quartile							
	Median	104,000	105,000				105,000	
	3rd quartile							
Senior Medical/Scientific Affairs Associate	n						1	
	1st quartile							
	Median						107,000	
	3rd quartile							
Medical/Scientific Affairs Manager	n	7						
	1st quartile	145,000						
	Median	185,000						
	3rd quartile	198,000						
Medical Scientific Liaison	n	18	2					1
	1st quartile	136,750						
	Median	148,000	136,000					140,000
	3rd quartile	160,000						
Senior Medical Scientific Liaison	n	2						
	1st quartile							
	Median	150,500						
	3rd quartile							

MEDICAL AFFAIRS (n=108) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Pharmaceuticals – OTC & Consumer Healthcare	Pharmaceuticals – Ethical (Generics)	Clinical Research Organisation	Government (Federal/State)	Medical Devices	Other
Medical Operations Manager	n		1					
	1st quartile							
	Median		165,000					
	3rd quartile							
Medical/ Scientific Advisor	n	7				1		
	1st quartile	166,000						
	Median	182,000				160,000		
	3rd quartile	185,000						
Senior Medical Advisor/Associate Medical Director	n	16						
	1st quartile	200,000						
	Median	210,000						
	3rd quartile	265,000						
Medical Director	n	5	1			1		1
	1st quartile	270,000						
	Median	330,000	210,000			280,000		360,000
	3rd quartile	380,000						
Senior/Group Medical Director	n	3		2				
	1st quartile	330,000						
	Median	450,000		240,000				
	3rd quartile	470,000						

OPERATIONS & MANUFACTURING (PRODUCTION, PROCESS, SUPPLY CHAIN, SYSTEMS ETC) 2020 VS 2019 (n=67)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Shift Supervisor	56,000	66,000	90,000	10,000
	76,250	88,800	94,750	2,500
Production Planner	72,000	100,000	128,000	2,000
	70,500	82,000	119,000	3,500
Plant / Site Manager	87,000	113,000	175,000	9,333
		166,000		18,000
Production Manager	75,000	113,000	128,500	2,000
		92,000		8,000
Business Improvement Manager	105,000	157,000	172,500	9,000
	82,500	95,000	117,500	8,000
Engineering Manager		135,500		5,000
	100,000	115,000	154,000	8,333
Manufacturing Manager		156,000		20,000
	62,663	133,325	227,500	7,000
Operations Manager	112,000	120,000	164,000	10,333
	88,500	109,500	179,000	23,429

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Process / Lean Implementation Manager	56,000	100,000	105,000	
		188,000		12,000
Procurement / Purchasing Officer	71,250	85,500	139,000	9,500
	60,000	69,000	85,000	9,000
Procurement / Purchasing Manager		140,000		32,000
		145,225		28,000
Logistics Officer	62,000	65,000	159,000	
	55,000	55,000	71,500	7,000
Warehouse Manager		65,500		
Supply Chain Manager	55,000	165,000	240,000	28,000
	120,450	150,000	152,000	9,800
Operations Director	91,250	205,000	217,500	34,000
	184,100	270,000	436,875	40500
General Manager	133,000	145,000	220,000	18,333
		190,000		24000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
15,000	17,500	21,000

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OPERATIONS & MANUFACTURING (PRODUCTION, PROCESS, SUPPLY CHAIN, SYSTEMS ETC) (n=67)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	FMCG, Food & Beverage	Government (Federal/ State)	Consulting Services	Animal Health	Pharmaceuticals – Ethical (Innovator or Originator)	Other
Shift Supervisor	n	2						1
	1st quartile							
	Median	61,000						90,000
	3rd quartile							
Production Planner	n	2	1					
	1st quartile							
	Median	100,000	100,000					
	3rd quartile							
Plant / Site Manager	n	2						1
	1st quartile							
	Median	144,000						87,000
	3rd quartile							
Production Manager	n	1	2			1		
	1st quartile							
	Median	131,000	93,000			105,000		
	3rd quartile							
Business Improvement Manager	n	3	2		2	1		1
	1st quartile	80,000						
	Median	120,000	150,000		123,500	200,000		165,000
	3rd quartile	162,000						
Engineering Manager	n	1	1					
	1st quartile							
	Median	155,000	116,000					
	3rd quartile							

OPERATIONS & MANUFACTURING (PRODUCTION, PROCESS, SUPPLY CHAIN, SYSTEMS ETC) (n=67) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	FMCG, Food & Beverage	Government (Federal/ State)	Consulting Services	Animal Health	Pharmaceuticals – Ethical (Innovator or Originator)	Other
Manufacturing Manager	n							2
	1st quartile							
	Median							156,000
	3rd quartile							
Operations Manager	n	1	1	1				5
	1st quartile							112,500
	Median	165,000	110,000	113,000				120,000
	3rd quartile							147,000
Process / Lean Implementation Manager	n	1	1	1				1
	1st quartile							
	Median	56,000	105,000	100,000				100,000
	3rd quartile							
Procurement / Purchasing Officer	n	1	1	3				2
	1st quartile			72,000				
	Median	77,000	160,000	94,000				70,500
	3rd quartile			132,000				
Procurement / Purchasing Manager	n	1	1					
	1st quartile							
	Median	100,000	180,000					
	3rd quartile							
Warehouse Manager	n	1						1
	1st quartile							
	Median	72,000						59,000
	3rd quartile							

OPERATIONS & MANUFACTURING (PRODUCTION, PROCESS, SUPPLY CHAIN, SYSTEMS ETC) (n=67) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	FMCG, Food & Beverage	Government (Federal/ State)	Consulting Services	Animal Health	Pharmaceuticals – Ethical (Innovator or Originator)	Other
Logistics Officer	n	1						2
	1st quartile							
	Median	62,000						112,000
	3rd quartile							
Supply Chain Manager	n		1					2
	1st quartile							
	Median		165,000					147,500
	3rd quartile							
Operations Director	n	2	1				1	
	1st quartile							
	Median	137,500	200,000				210,000	
	3rd quartile							
General Manager	n		1		1	1		
	1st quartile							
	Median		145,000		133,000	220,000		
	3rd quartile							

QUALITY ASSURANCE 2020 VS 2019 (n=101)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
QA Associate/Officer	70,000	78,000	84,000	5,000
	63,250	72,000	87,500	8,817
QA Coordinator	74,750	86,000	93,500	3,000
Senior QA Associate	84,000	98,000	118,500	6,500
	90,000	96,000	109,500	6,750
QA Team Leader/ Supervisor	114,000	150,000	150,000	15,000
	85,250	95,000	99,500	4,333
Compliance Specialist	58,000	70,000	113,500	2,500
	77,000	95,000	113,000	4,333
Compliance Manager	100,000	145,000	160,000	
	117,000	172,500	202,500	16,667
Quality Auditor	89,000	90,000	120,000	3,000
	68,500	70,000	121,000	
Quality Systems Manager	79,000	105,000	137,000	6,000
	94,500	111,500	131,250	3,000

Job Title	1st Quartile	Median	3rd Quartile	Bonus
QA Manager	109,250	120,000	138,750	8,556
	90,000	110,000	132,000	20,250
Senior QA Manager	123,000	152,000	183,000	45,000
	127,500	151,000	172,000	15,286
Director/Head of Quality	177,500	195,000	270,000	42,625
	135,000	168,000	192,750	20,250
Regional QA Director/VP QA		185,000		45,000
	210,000	260,000	320,000	61,333

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
8,750	19,000	22,667

QUALITY ASSURANCE (n=101)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Innovator or Originator)	FMCG, Food & Beverage	Medical Devices	Complementary Medicines	Laboratory Services	Other
QA Coordinator	n	3		2				1
	1st quartile	78,000						
	Median	84,000		76,500				88,000
	3rd quartile	110,000						
QA Associate/Officer	n	2	4	1	2		1	7
	1st quartile		79,250					70,000
	Median	72,500	84,000	68,000	77,500		81,000	77,000
	3rd quartile		93,250					83,000
Senior QA Associate	n	1	2		1	2		4
	1st quartile							65,250
	Median	96,000	129,000		120,000	83,000		93,500
	3rd quartile							110,500
QA Team Leader/ Supervisor	n		1					2
	1st quartile							
	Median		114,000					150,000
	3rd quartile							
Compliance Specialist	n			1	2			2
	1st quartile							
	Median			60,000	81,000			95,500
	3rd quartile							
Compliance Manager	n			1	1			1
	1st quartile							
	Median			100,000	145,000			160,000
	3rd quartile							

QUALITY ASSURANCE (n=101) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Innovator or Originator)	FMCG, Food & Beverage	Medical Devices	Complementary Medicines	Laboratory Services	Other
Quality Auditor	n	1		1				1
	1st quartile							
	Median	120,000		90,000				89,000
	3rd quartile							
Quality Systems Manager	n	2			1		2	4
	1st quartile							65,500
	Median	114,500			120,000		96,500	107,500
	3rd quartile							151,000
QA Manager	n	3		6	5	2	1	3
	1st quartile	106,000		111,500	112,500			100,000
	Median	109,000		120,000	125,000	100,500	185,000	160,000
	3rd quartile	120,000		150,000	132,000			190,000
Senior QA Manager	n	1	4		1		1	4
	1st quartile		172,500					111,750
	Median	143,000	196,500		180,000		109,000	137,500
	3rd quartile		225,000					152,000
Director/Head of Quality	n	2	3	2				2
	1st quartile		195,000					
	Median	168,500	200,000	252,500				210,000
	3rd quartile		290,000					
Regional QA Director/ VP QA	n		1					1
	1st quartile							
	Median		170,000					200,000
	3rd quartile							

REGULATORY AFFAIRS 2020 VS 2019 (n=143)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Regulatory Affairs Assistant	59,000	63,500	83,750	8,000
	57,500	75,000	91,500	16,950
Regulatory Affairs, Quality Assurance Associate	55,000	85,000	87,000	
	83,250	102,000	108,000	3,633
Regulatory Affairs Associate	90,750	99,000	107,250	8,667
	77,750	87,500	99,250	10,143
Senior Regulatory Affairs Associate	116,500	134,000	148,750	12,217
	112,750	132,000	146,750	14,371
Senior Regulatory Affairs, Quality Assurance Associate	92,000	105,000	127,500	17,000
Regulatory Affairs Team Leader	111,000	125,000	151,000	7,667
	102,000	120,000	141,000	11,363
Regulatory Affairs Project Manager	73,250	111,500	167,750	12,000
	89,500	110,000	158,250	13,633
Regulatory Affairs Manager	135,000	173,000	194,250	21,000
	130,500	151,000	184,000	20,978

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Regulatory Affairs, Quality Assurance Manager	156,000	184,000	210,000	14,667
	117,500	135,000	167,500	7,544
Regulatory Affairs, Quality Assurance Director		201,500		50,000
	139,250	195,000	229,325	33,000
Director/Head of Regulatory Affairs	184,500	210,000	270,000	38,909
	170,000	209,098	270,000	37,762
Regional Director of Regulatory Affairs (modified)		235,000		50,000
VP of Regulatory Affairs		305,000		75,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
19,875	21,000	25,750

REGULATORY AFFAIRS (n=143)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Pharmaceuticals – Ethical (Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Government (Federal/ State)	FMCG, Food & Beverage	Other
Regulatory Affairs Assistant	n		1	1		1		1
	1st quartile							
	Median		62,000	90,000		58,000		65,000
	3rd quartile							
Regulatory Affairs, Quality Assurance Associate	n		1	1				
	1st quartile							
	Median		87,000	55,000				
	3rd quartile							
Regulatory Affairs Associate	n	6	2	4	1	3	1	5
	1st quartile	90,750		94,250		100,000		80,000
	Median	107,500	87,500	98,000	125,000	100,000	80,000	96,000
	3rd quartile	111,250		103,250		110,000		99,000
Senior Regulatory Affairs Associate	n	19	1	1	5	1	1	3
	1st quartile	121,000			130,500			90,000
	Median	136,000	122,000	135,000	133,000	150,000	110,000	110,000
	3rd quartile	150,000			172,000			140,000
Senior Regulatory Affairs, Quality Assurance Associate	n	2		1		1		1
	1st quartile							
	Median	127,500		98,000		86,000		105,000
	3rd quartile							
Regulatory Affairs Team Leader	n	1	1	1		2	1	1
	1st quartile							
	Median	151,000	125,000	111,000		106,000	146,000	180,000
	3rd quartile							

REGULATORY AFFAIRS (n=143) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Pharmaceuticals – Ethical (Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Government (Federal/ State)	FMCG, Food & Beverage	Other
Regulatory Affairs Project Manager	n		1					3
	1st quartile							65,000
	Median		182,000					98,000
	3rd quartile							125,000
Regulatory Affairs Manager	n	19	4	3	2		4	6
	1st quartile	143,000	136,750	155,000			109,500	112,750
	Median	178,000	161,500	174,000	160,500		135,000	163,000
	3rd quartile	210,000	192,250	200,000			178,500	186,500
Regulatory Affairs, Quality Assurance Manager	n	1	6					
	1st quartile		152,000					
	Median	177,000	197,000					
	3rd quartile		212,500					
Regulatory Affairs, Quality Assurance Director	n	1			1			
	1st quartile							
	Median	230,000			173,000			
	3rd quartile							
Director/Head of Regulatory Affairs	n	7	3	1				4
	1st quartile	220,000	150,000					147,750
	Median	230,000	192,000	200,000				188,500
	3rd quartile	320,000	270,000					272,750
Regional Director of Regulatory Affairs (modified)	n	1						1
	1st quartile							
	Median	210,000						260,000
	3rd quartile							

REGULATORY AFFAIRS (n=143) CONTINUED

2020 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (Innovator or Originator)	Medical Devices	Pharmaceuticals – Ethical (Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Government (Federal/ State)	FMCG, Food & Beverage	Other
VP of Regulatory Affairs	n	1	1					
	1st quartile							
	Median	380,000	230,000					
	3rd quartile							

ALLIED HEALTH 2020 VS 2019 (n=20)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Physiotherapist		90,000		
		70,000		
Leisure Et Life Style Manager		60,000		
	56,250	83,500	125,300	40,000
Allied Health Manager	84,500	101,000	107,750	
	75,000	108,125	120,000	18,429
General Manager, Allied Health Service	64,500	84,000	100,000	
	73,750	90,000	110,250	9,536

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
	5,000	

ALLIED HEALTH (n=20)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		HealthCare (Allied Health, Nursing, Medical Imaging)	Consulting Services	Pharmaceuticals - OTC & Consumer Healthcare	Hospital	Academia	Complementary Medicines	Other
Physiotherapist	n	2						
	1st quartile							
	Median	90,000						
	3rd quartile							
Leisure & Life Style Manager	n	1						
	1st quartile							
	Median	60,000						
	3rd quartile							
Allied Health Manager	n	5	1			1	1	
	1st quartile	89,000						
	Median	100,000	109,000			195,000	65,000	
	3rd quartile	103,000						
General Manager, Allied Health Service	n	2	1	1	1			
	1st quartile							
	Median	85,000	69,000	90,000	84,000			
	3rd quartile							

NURSING 2020 VS 2019 (n=10)

Total Remuneration (excludes Bonus) KEY  = 2020  = 2019

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Registered Nurse	55,000	65,000	72,000	
		78,000		
Clinical Care Coordinator / Nurse Unit Manager		95,000		
		55,000		
Clinical Manager		120,000		28,000
		110,000		
Deputy Director of Nursing		130,000		10,000
		100,000		
Director of Nursing	131,000	144,000	150,000	
	118,750	130,000	151,500	

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
9,375	15,500	19,000

NURSING (n=10)

2020 Total Remuneration (excludes Bonus) by Industry Sector

		HealthCare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals – Ethical (Innovator or Originator)	Hospital	Medical Devices
Registered Nurse	n	2		1	
	1st quartile				
	Median	63,500		65,000	
	3rd quartile				
Clinical Care Coordinator / Nurse Unit Manager	n	1			
	1st quartile				
	Median	95,000			
	3rd quartile				
Clinical Manager	n		1		
	1st quartile				
	Median		120,000		
	3rd quartile				
Deputy Director of Nursing	n	1			
	1st quartile				
	Median	130,000			
	3rd quartile				
Director of Nursing	n	2			
	1st quartile				
	Median	140,500			
	3rd quartile				

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