

2016 Salary and Job Satisfaction Survey



Regulatory Affairs Sector (n = 218)

Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Healthcare	Complementary Medicines	FMCG, Food & Beverage	Manufacturing	Consulting Services	Animal Health	Diagnostics, Life Sciences & Biotechnology	Clinical Research Organisation	Research Institute/NFP/Hospital/Academia	Laboratory Services
Regulatory Affairs Assistant (Dept Support)	n	7	5	2	2		1	1						1	
	1st quartile	\$60,000	\$60,500												
	Median	\$70,000	\$67,000	\$75,000	\$70,000		\$65,000	\$55,000						\$71,000	
	3rd quartile	\$80,000	\$89,000												
Graduate Regulatory Affairs Associate (< 12 months experience)	n	4	7	1		2				1					
	1st quartile	\$55,500	\$70,500												
	Median	\$61,000	\$80,000	\$55,000		\$61,000				\$65,000					
	3rd quartile	\$65,000	\$110,000												
Regulatory Affairs, Quality Assurance Associate	n	6		1	5										
	1st quartile	\$73,750			\$67,500										
	Median	\$88,000		\$92,000	\$87,000										
	3rd quartile	\$103,250			\$113,000										
Regulatory Affairs Associate	n	61	63	28	7	7	5	4	2	4	2	1			1
	1st quartile	\$75,000	\$75,000	\$77,750	\$71,000	\$72,000	\$88,750	\$60,250		\$57,750					
	Median	\$88,500	\$84,000	\$88,750	\$80,000	\$91,500	\$95,000	\$82,250	\$90,000	\$70,750	\$82,500	\$70,000			\$76,000
	3rd quartile	\$100,000	\$95,500	\$101,500	\$97,500	\$101,000	\$109,000	\$97,125		\$78,875					
Senior Regulatory Affairs Associate	n	55	60	34	5	7	2	3	1	1	1	1			
	1st quartile	\$108,000	\$104,000	\$110,000	\$89,750	\$105,000		\$92,500							
	Median	\$117,000	\$115,000	\$120,000	\$110,000	\$113,000	\$103,500	\$95,500	\$131,000	\$71,000	\$122,000	\$111,000			
	3rd quartile	\$131,000	\$134,750	\$135,250	\$141,000	\$130,000		\$131,000							
Regulatory Affairs Team Leader	n	8	9	4	1				1				1	1	
	1st quartile	\$110,750	\$117,000	\$118,000											
	Median	\$124,500	\$145,000	\$124,500	\$133,000				\$150,000				\$109,000	\$55,000	
	3rd quartile	\$141,250	\$155,000	\$139,250											
Regulatory Affairs Project Manager	n	7	16	5		1	1								
	1st quartile	\$100,000	\$121,000	\$100,000											
	Median	\$125,000	\$134,000	\$125,000		\$150,000	\$100,000								
	3rd quartile	\$135,000	\$155,750	\$132,500											
Regulatory Affairs Manager	n	41	47	24	5	1	4		4	1	1		1		
	1st quartile	\$136,500	\$120,000	\$143,000	\$140,000		\$88,625		\$119,000						
	Median	\$154,000	\$145,000	\$162,500	\$146,000	\$200,000	\$102,000		\$134,500	\$172,000	\$200,000		\$159,000		
	3rd quartile	\$177,500	\$160,000	\$181,750	\$164,000		\$124,000		\$159,000						
Director / Head of Regulatory Affairs	n	14	22	8		1		2		1	1	1			
	1st quartile	\$158,500	\$168,750	\$191,000											
	Median	\$192,000	\$197,500	\$210,000		\$280,000			\$149,500		\$120,000	\$185,000	\$170,000		
	3rd quartile	\$255,000	\$235,000	\$265,000											
Regulatory Affairs, Quality Assurance Manager	n	12	19	4	4	1	1	1	1						
	1st quartile	\$103,500	\$97,000	\$164,250	\$111,750										
	Median	\$155,000	\$140,000	\$172,500	\$149,500	\$167,000	\$114,000	\$60,000	\$92,000						
	3rd quartile	\$166,500	\$169,000	\$180,000	\$156,500										
Regulatory Affairs, Quality Assurance Director	n	3	3	1	1				1						
	1st quartile	\$165,000	\$130,000												
	Median	\$250,000	\$195,000	\$250,000	\$250,000				\$165,000						
	3rd quartile	\$250,000	\$230,000												

- 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