

**2022**

On Q Job  
Satisfaction &  
Salary Survey  
Report<sup>©</sup>



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# Salaries

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# Foreword

Thank you to our amazing contributors, over 1800 people, for helping us continue to produce one of the longest-running salary & job satisfaction reports for the Life Sciences sector in Australia.

Forecast for new job creation was up. We expected the job market to be on post-pandemic rebound in 2021 but were surprised to see the plans to increase permanent headcount continuing for the next 12 months (up from 36% in 2021 to 39% in 2022). Global market conditions have not impacted growth plans in this sector.

Two thirds of job seekers informed us they received multiple job offers during their job hunt, and half of all hiring managers had an applicant decline their job offer. Interestingly, a quarter of the hiring managers did not know why the applicant had declined their job – a great opportunity to seek some feedback. With unemployment levels at a 40-year low, employers in our sector are now hiring more trainees, sourcing more talent from overseas and engaging more independent contractors – an expensive overhead to fill the gap. One concerning insight was 11% of managers needed to redirect work overseas.

More contributors than ever received a pay rise of 5% or more. The majority (67%) of contributors received a pay rise between 1%–3%, when current inflation is factored in, that would effectively be a pay cut. This indicates employers are closely managing their salary costs. With inflation continuing to rise, we predict employees in the lower – mid salary brackets may have no choice but to seek a new role to obtain a pay rise. Especially as contributors' data confirmed the easiest and fastest way to obtain a significant pay rise is to change jobs.

With companies intending to hire more staff, and unemployment levels predicted to remain low into the future, where does this leave the line managers who are balancing internal salary relativities, skills shortages and retaining their current team?

Whilst reading the On Q 2022 Salary & Market report, if you wish to reflect;

- Is your team, your best brand and talent agents, up to date on all employee incentives and benefits?
- Does your diversity & inclusion recruitment process make it easy for applicants from diverse backgrounds or those with disabilities to apply?
- Have you explored all avenues to retain or re-engage the highly experienced and skilled older workforce?
- Does your recruitment plan include actively attracting & re-employing primary caregivers who may soon be able to afford to return to the workforce, if childcare subsidies are increased?
- Looking towards the future, can you redesign key job roles and skills required? Recent Whitepapers from World Economic Forum\* are encouraging employers to redefine the role requirements, rethink and focus on transferable skills

We hope this year's report provides you with valuable insights into the Australian Life Sciences sector to prepare for all the opportunities and challenges that lie ahead and helps you benchmark your team and company performance.

The On Q Team and I would appreciate any feedback on our 2022 report. For more information on the topics covered in this report or to talk about how we can help or partner with your organisation on your recruitment projects, please get in touch with us.

*\*World Economic Forum – The top 10 skills of tomorrow.*



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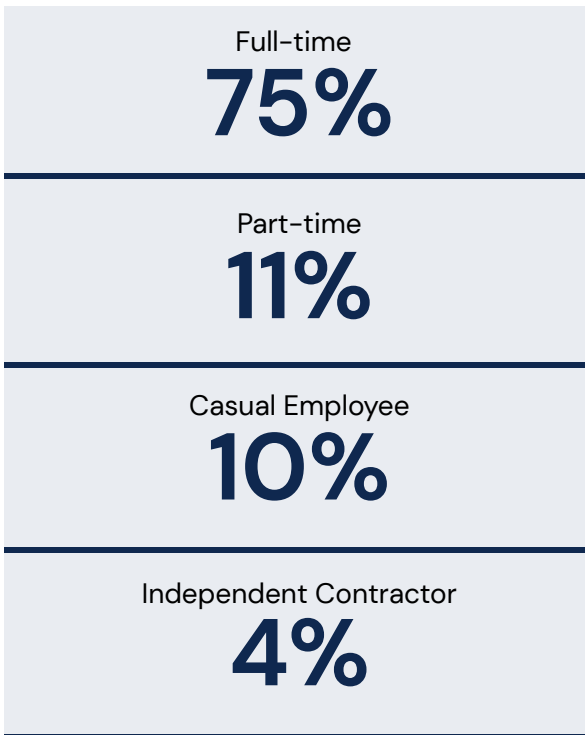


# Key Areas of Interest

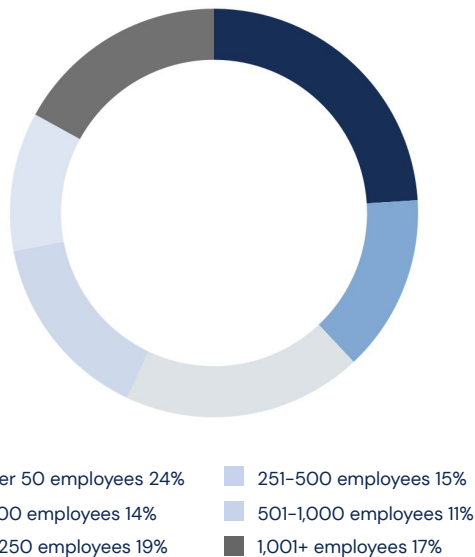
## Demographics

The following analysis has been collated from 1,853 completed surveys within Australia. The majority of our respondents are in permanent full-time\* roles (75%). Permanent part timers\* make up 11%, followed by casual\* employees (10%) and independent contractors\* (4%). 51% of contributors were employed by internationally owned companies and 49% were from locally owned companies.

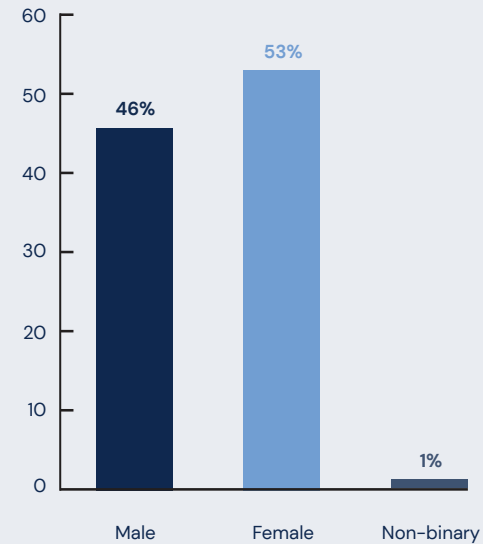
\* Full-time and part-time PAYG - receive all leave entitlements & performance reviews | \* Casual PAYG - Hourly/Daily rate, no leave entitlements | \* Independent Contractors - Pty Ltd /Sole Trader submit Invoice



Respondent Breakdown by Company Size



Gender Split



# Remunerations & Benefits



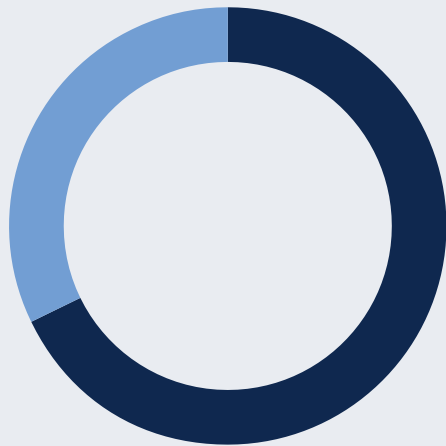


# Salary Increases

2/3 of respondents who were eligible\* to receive a pay increase, received a pay increase in the last 12 months. Employees working in internationally owned businesses were more likely to get a pay increase compared to locally owned businesses. 80% of employees working at internationally owned businesses got a pay rise, while only 57% employees from locally owned businesses got a rise.

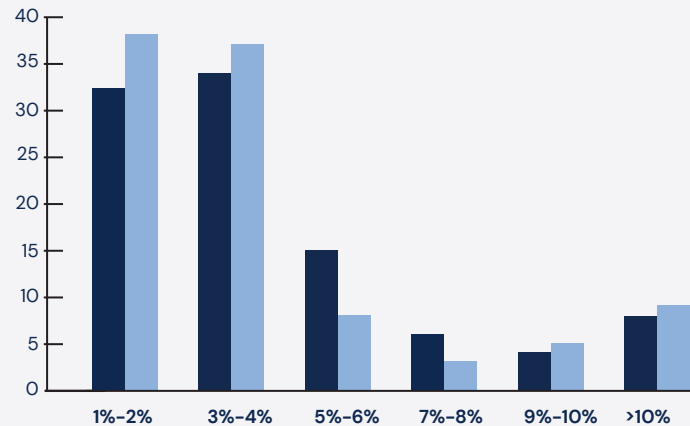
\*We define eligible as having been employed by a company for more than 12 months.

**Respondents Who Received a Pay Increase**



■ Received 70%  
■ Did not receive 30%

**Percentage Pay Increase Received**



2022 ■ 33% ■ 34% ■ 15% ■ 6% ■ 4% ■ 8%  
2021 ■ 38% ■ 37% ■ 8% ■ 3% ■ 5% ■ 9%

**Top Reasons Respondents Did Not Receive a Pay Increase\***

- Salary increases are on hold or frozen
- Received no feedback
- Inadequate company performance

\*Excluding those who had been with a company less than 12 months

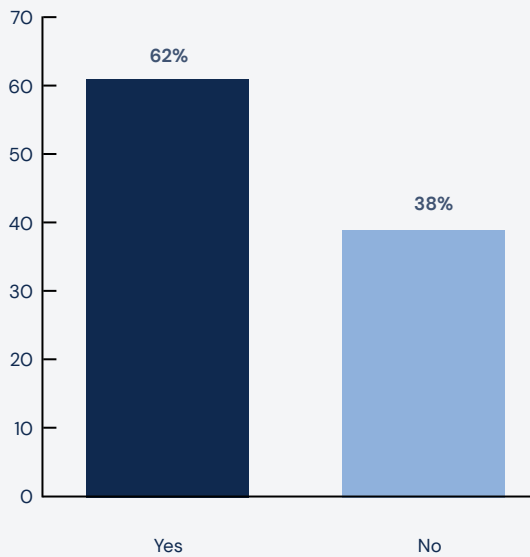
**\$ 82%** of people who got a new job received a pay increase when they changed jobs.



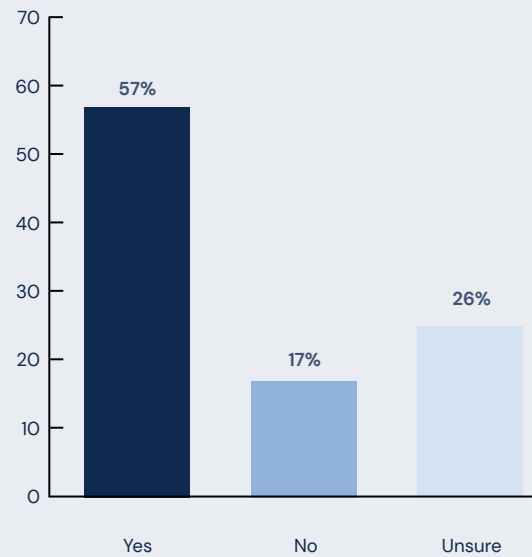
# Salary Satisfaction

38% contributors who were eligible to receive a pay rise and received a pay rise in the last 12 months, were not satisfied with their pay increase. Furthermore 57% of the contributors who were not satisfied with their pay rise would consider changing jobs if a new employer offered a higher salary package. 48% contributors who did not receive a pay increase would consider asking for a pay rise in their next review.

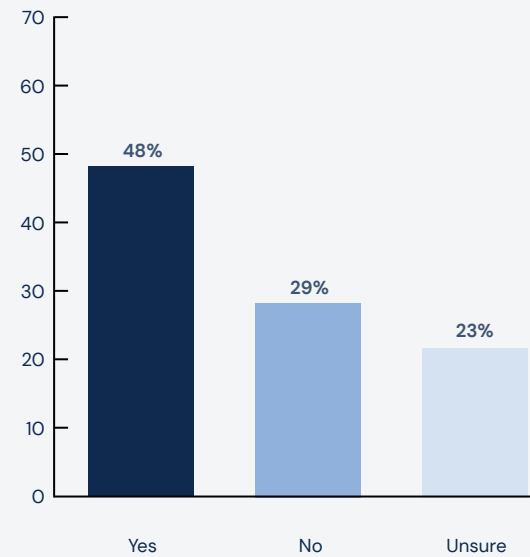
**Satisfied with the Pay Increase Received**



**Considering Changing Jobs if a New Employer Offered a Higher Salary**



**More Confident to Ask for a Pay Rise in the Next Review Due to Skills Shortage**



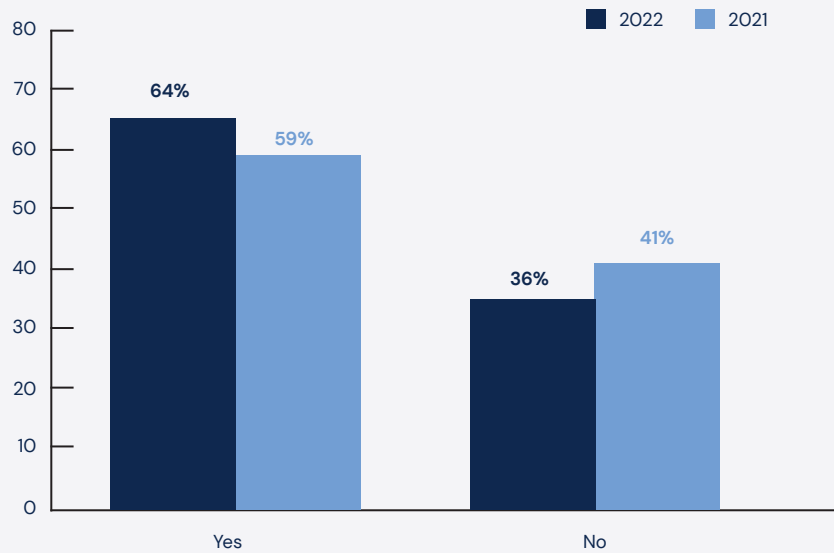




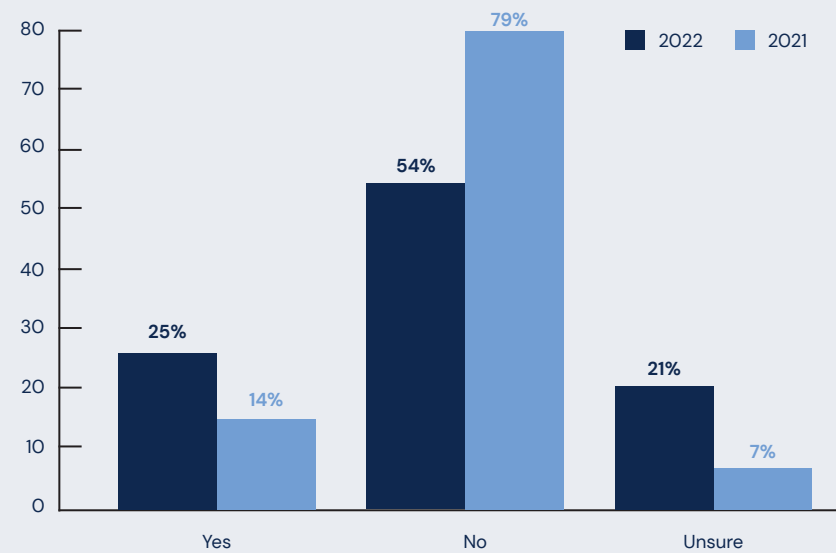
# Bonuses

Bonuses received have gone up this year. 64% of contributors received a bonus in 2022 compared to 59% in 2021. There has also been a significant increase in the retention/ loyalty bonuses offered by companies this year at 25%, compared to only 14% last year.

**Received a Bonus**



**Company offers a Retention / Loyalty Bonus**

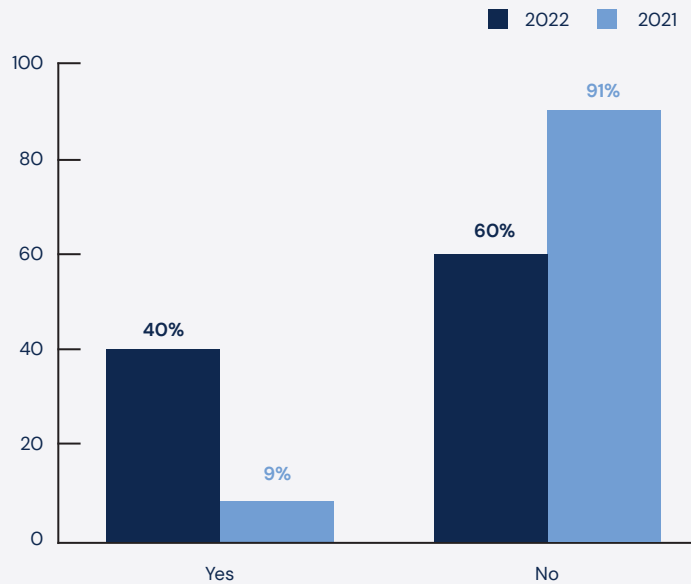




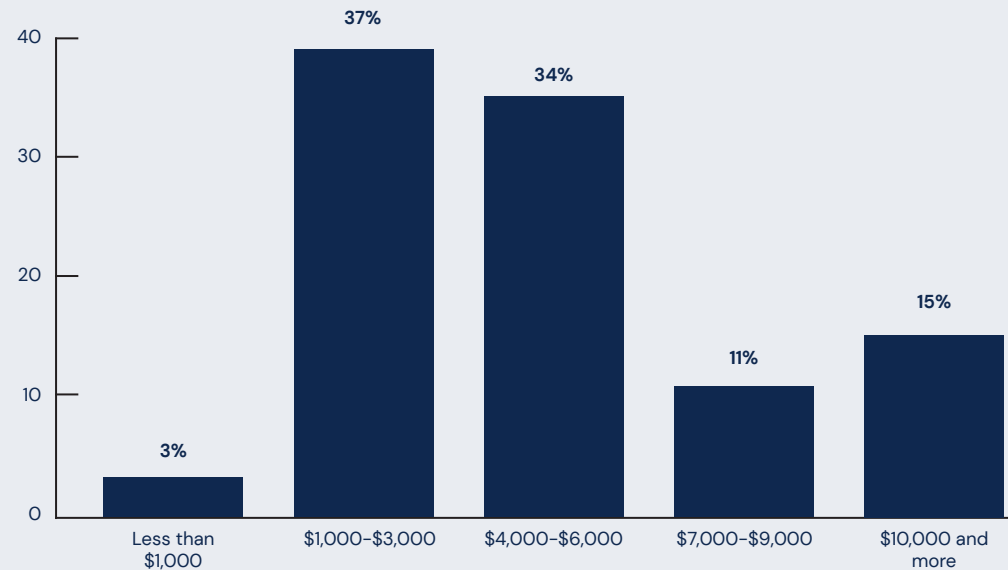
# Sign-on Bonuses

Sign-on bonuses are offered as an additional incentive by employers to top candidates, especially those considering multiple job offers. This year's data regarding sign-on bonuses has provided further proof of the increased competition in talent acquisition. A significant amount of candidates who accepted a new job received a sign-on bonus this year (2022 - 40%) compared to last year (2021 - 9%).

**Received a Sign-on Bonus**



**Sign-on Bonus Amount Received in the Past 12 Months**





# Employee Benefits

Similar to last year's report the top 2 benefits received and most valued by contributors were the opportunity to work from home (WFH) and flexible working hours. These benefits have become a non-negotiable for most job seekers and employees. The below lists of benefits received and if given a choice, most valued by employees, are the top benefits chosen by our contributors in addition to wfh and flexible working hours.

## Top 5 Most Common Benefits Received



*On-site parking*



*Time off in lieu*



*Additional paid leave*



*The opportunity to buy back annual leave*



*Paid time off for volunteering*

## Top 5 Benefits Most Valued by Employees



*Subsidised health insurance*



*Compressed working hours/rostered day off (RDO)*



*Further studies paid by employer*



*Time off in lieu*



*Salary continuance insurance*





# War for Talent





# Candidate Experience

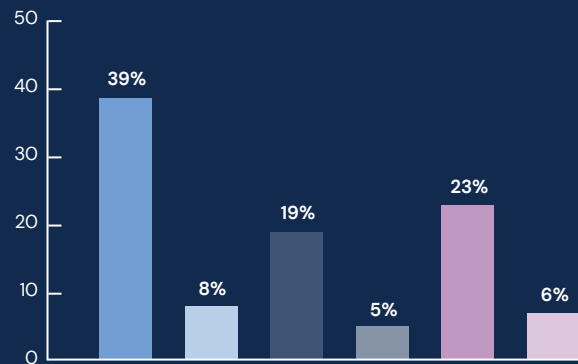
This year's numbers clearly shows that the war for talent has intensified. In 2021, 38% survey contributors applied for a new job and in 2022 that number has increased to 46%. Furthermore, in 2021 only 38% of contributors who applied for a job got more than one job offer, but in 2022, 68% of job applicants have received more than one job offer.





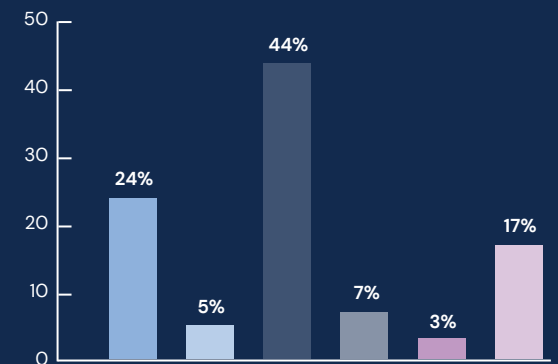
## What Managers are Telling Us

### Plans for the next 12 months



- Increase the permanent headcount
- Decrease the permanent headcount
- Increase casuals or contractors
- Decrease casuals or contractors
- No change to headcount
- Unsure

### Top reasons for staff turnover in the past 12 months



- Internal promotion
- Redundancy
- Resignation
- Employment terminated
- Extended leave of absence
- N/A





## What Managers are Telling Us

Majority of the managers who contributed to the survey said that attracting new talent was more difficult (53%) in the past 12 months and similarly retaining talent has also become more difficult (45%).

Obtaining contractor headcount approval was	
Easier	22%
Same or no change	48%
More difficult	30%

Obtaining permanent headcount approval was	
Easier	17%
Same or no change	46%
More difficult	37%

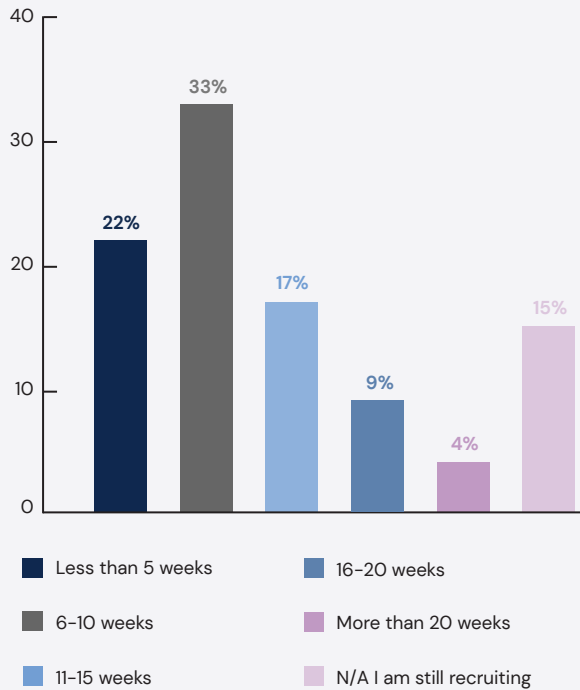
Attracting new talent was	
Easier	16%
Same or no change	31%
More difficult	53%

Retaining talent became	
Easier	12%
Same or no change	43%
More difficult	45%

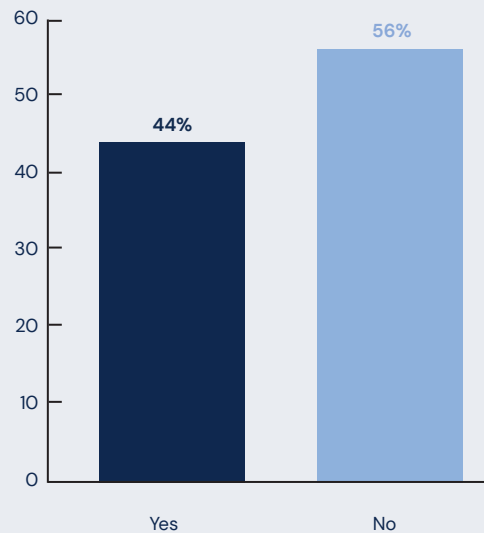


# Talent Acquisition

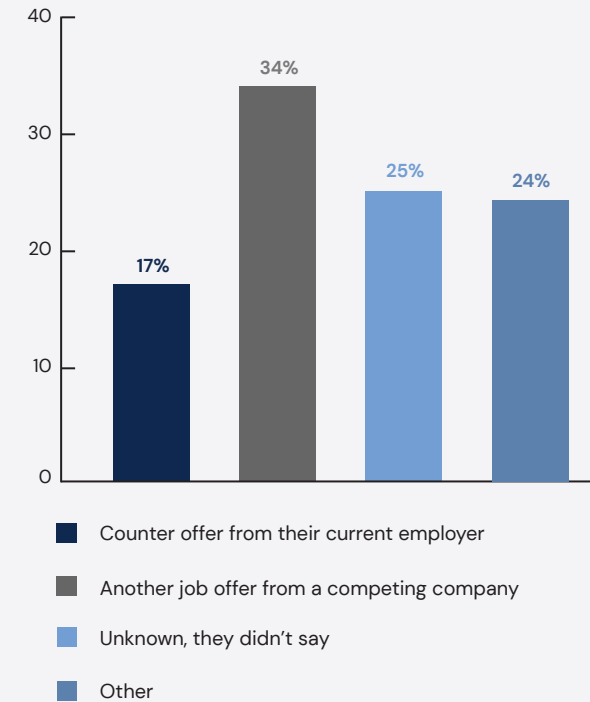
Average time to fill job vacancies



Did any candidate decline jobs offered?



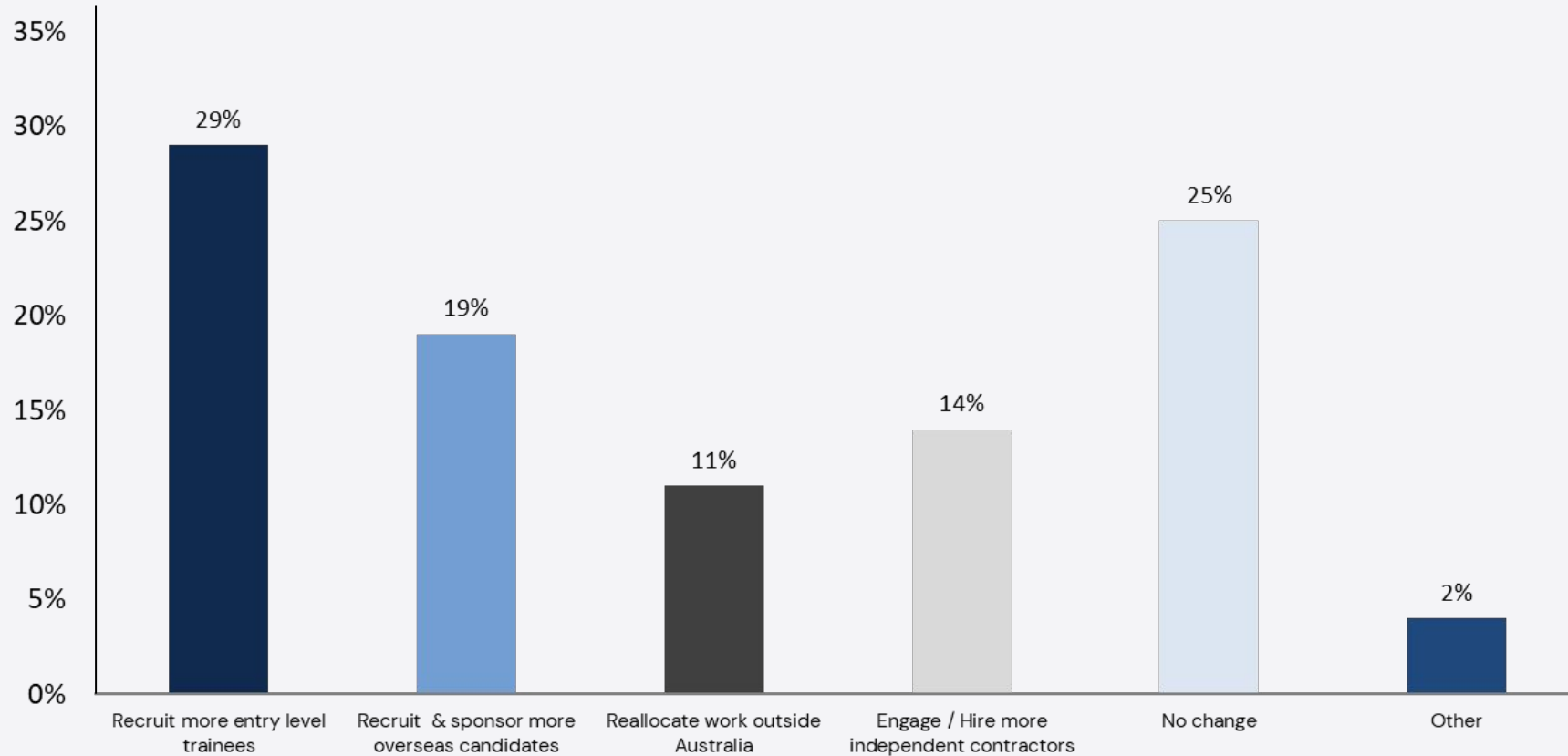
Top reasons for candidates to decline job offers





# Talent Acquisition

Employers who have adopted new or different recruitment strategies, due to the ongoing skills shortage





# Win the War for Talent



## 1. Improve your candidate experience

A lengthy and unengaging hiring process can turn off exceptional candidates who are already considering multiple job offers.

## 2. Listen to your employees and candidates

The best way to make improvements for your employees and candidates is by getting constructive feedback. A quick survey can help you uncover industry or job-specific insights that can help you customise your talent acquisition and retention strategies.

## 3. Make your organisation a great place to work

Making employee engagement a priority is key to winning the war for talent. Continuously improving your organisation's value proposition, company culture, and having a clear action plan to implement and improve values such as diversity & inclusion will help you stay ahead of the curve.



**OnQ** Recruitment  
Scientific Technical Medical



**The Employee  
Experience**

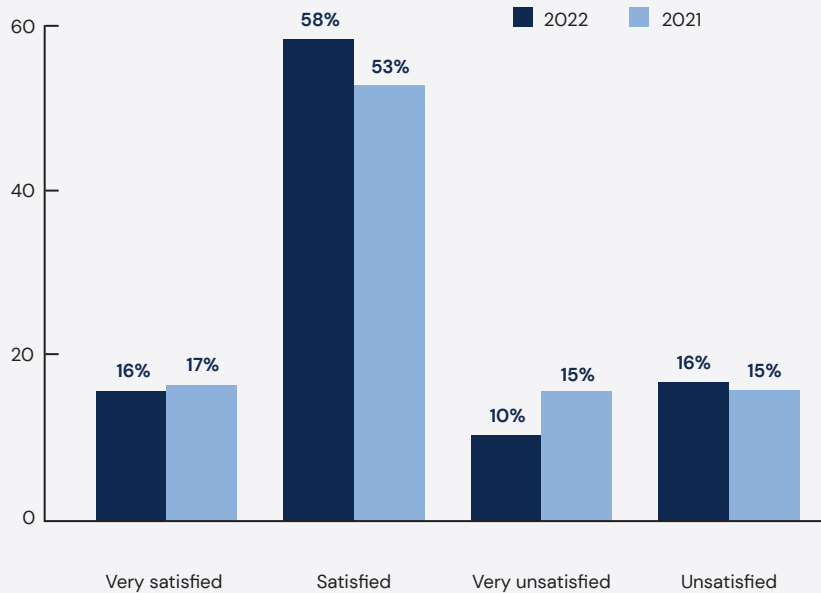




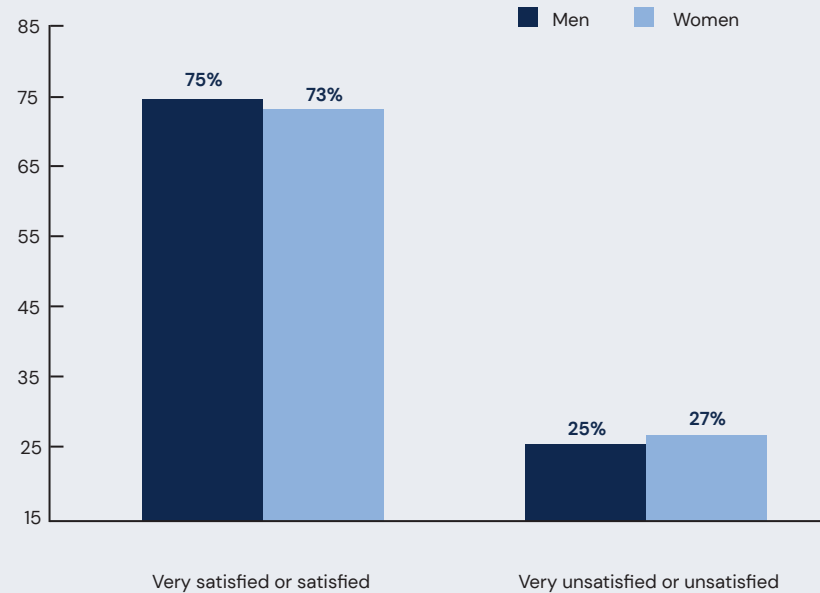
# Job Satisfaction

Job satisfaction has increased since last year. In 2022, 58% of contributors were satisfied with their job compared to the 53% of contributors in 2021. Contributors who are very unsatisfied with their jobs have also decreased to 10% in 2022, compared to the 15% in 2021. Out of the 8 non-binary contributors who completed the survey 50% indicated they were satisfied and 50% indicated they were very satisfied with their job.

**Job Satisfaction Rates**



**Breakdown of Job Satisfaction in Men vs. Women**





## Reasons for Leaving Previous Employer



*Improved salary and benefits*



*Excessive workload*

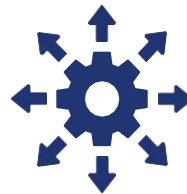


*No access to professional learning and development*

## Reasons for Staying with Current Employer



*Flexibility in the workplace*



*Supportive management*



*Satisfactory salary*



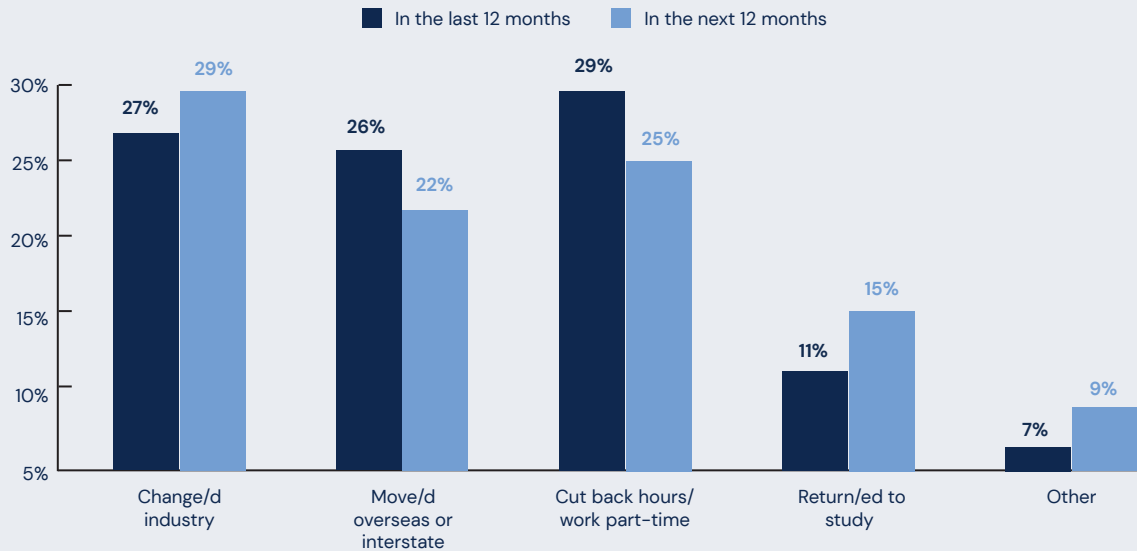


# Changes and Movements in Life Sciences

57% of survey contributors said that they have already made a major career move (16%) or are planning to make a major career move in the next 12 months (41%). Some of the top changes in the other category under major career moves, include taking time off from work for travel or to take a break, finding a fully remote role, retiring early, applying for a higher paying job or promotion, focusing less on the job and career and more on work life balance, and starting a business.

Majority of the Managers who contributed to this year's survey said that during the last 12 months, their employees either took paid or unpaid leave to go on holiday (44%), repatriated or relocated to another country (12%) or worked remotely for a short period of time in another country (15%).

**As a result of the COVID-19 pandemic employees:**



**In the past 6-12 months, employees have:**





# The Modern Workforce



# Diversity & Inclusion

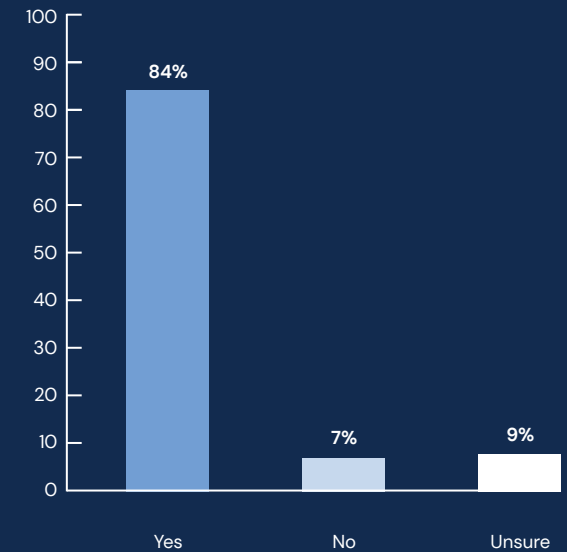
To achieve true diversity in the workplace, companies need to recruit from a wider pool of candidates and promote from within. A company that values diversity will attract diverse talent.

Does your Employer have a Diversity, Equality & Inclusion Policy?



■ Yes 80%   ■ No 8%   ■ Unsure 12%

In your opinion, do you think your Employer embraces your Company's Diversity, Equality & Inclusion Policy?

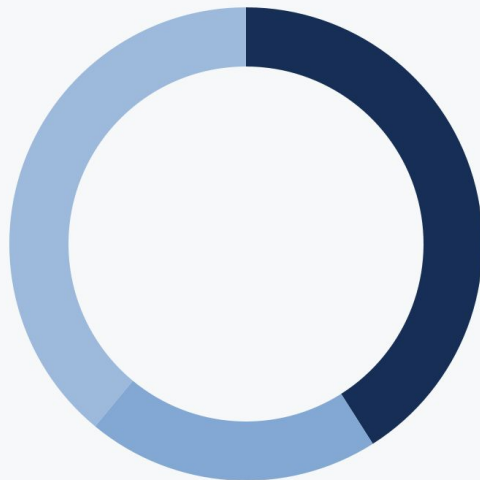




# Employee Value Proposition

An employee value proposition is a set of rewards and benefits a company provides to its workers. A strong employee value proposition can improve the employer brand to help attract and retain top talent; create trust, loyalty, and engagement among existing employees, decrease employee turnover; and create a desirable company culture for current and future employees.

## Does your organisation have a clear Employee Value Proposition (EVP)?



■ Yes 41%   ■ No 20%   ■ Unsure 39%

## What can you include in an EVP?

1. Reward & recognition programs – bonuses, share options, sign-on bonuses, and annual pay increases
2. Opportunities for career growth – training & development, professional memberships, and other opportunities for career growth
3. A great employee experience, working environment and culture with work life balance
4. Corporate social responsibility initiatives such as causes the company supports, paid time off for volunteering, and policies and programs in place to reduce carbon footprint, etc.
5. Additional benefits such as additional paid parental leave, health insurance, retirement benefits, and gym memberships, etc.





## Employer of Choice



Data from this year's report echoes what we have been hearing from our clients and candidates alike about the skills shortage and the competitive salaries on offer. In a market where the power has clearly shifted towards job seekers, offering an increased salary or a sign-on bonus might not be sufficient to win the war for talent.

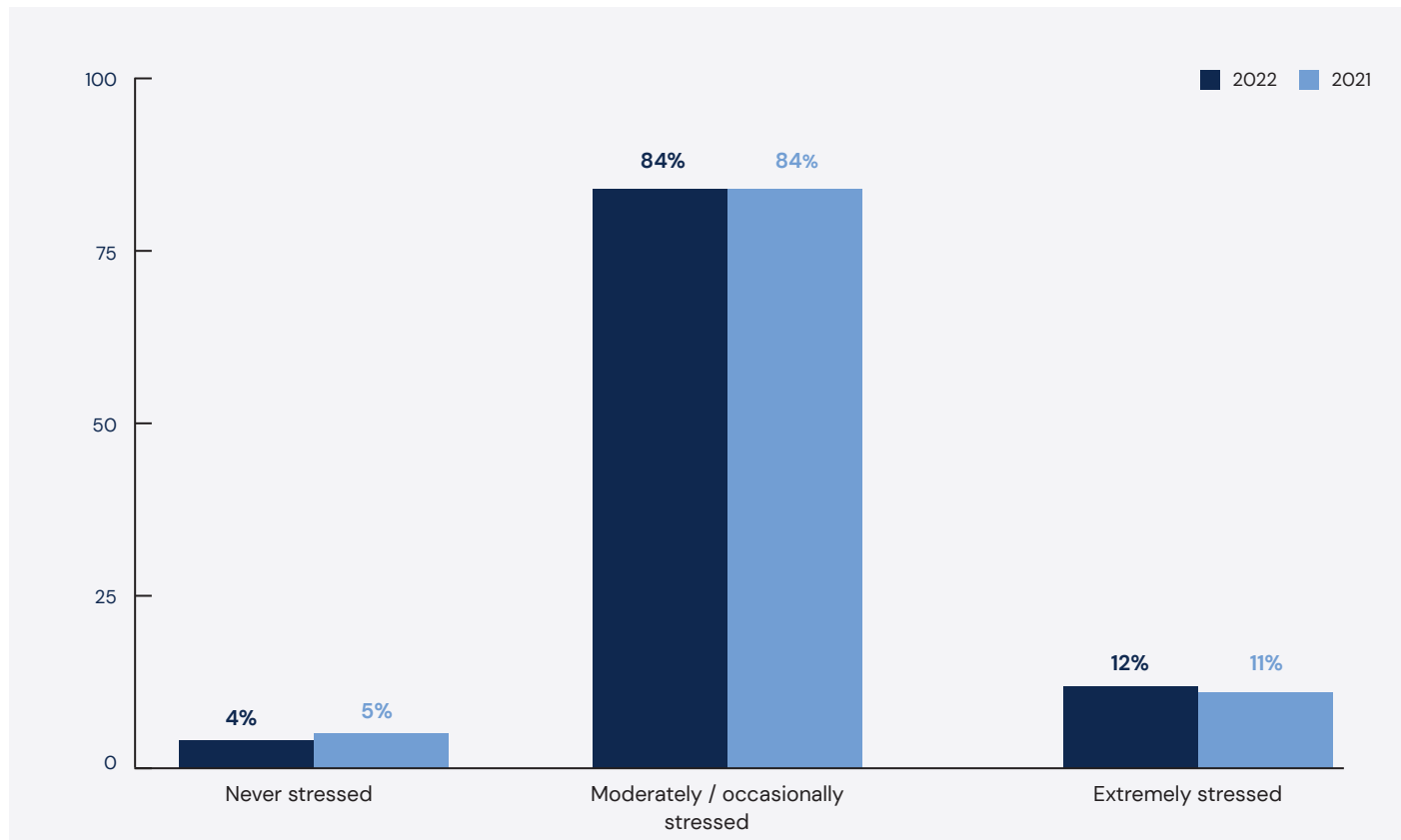
Job seekers often have the opportunity to choose from two or more job offers when changing jobs. Many organisations in the Life Sciences sector offer their employees non-cash benefits. However, the rewards and benefits offered by organisations often do not match the expectations of their employees. Regularly reviewing and updating benefits schemes can help organisations stay ahead of the curve.

Additionally, offering rewards and benefits alone, will not help attract and retain top talent if it is not clearly communicated to employees and candidates. Effectively communicating your organisation's Employee Value Proposition could be just what you need to become the employer of choice.



## Work-related Stress

Work-related stress has remained almost identical to last year's numbers. More women (15%) reported that they were extremely stressed compared to men (10%).

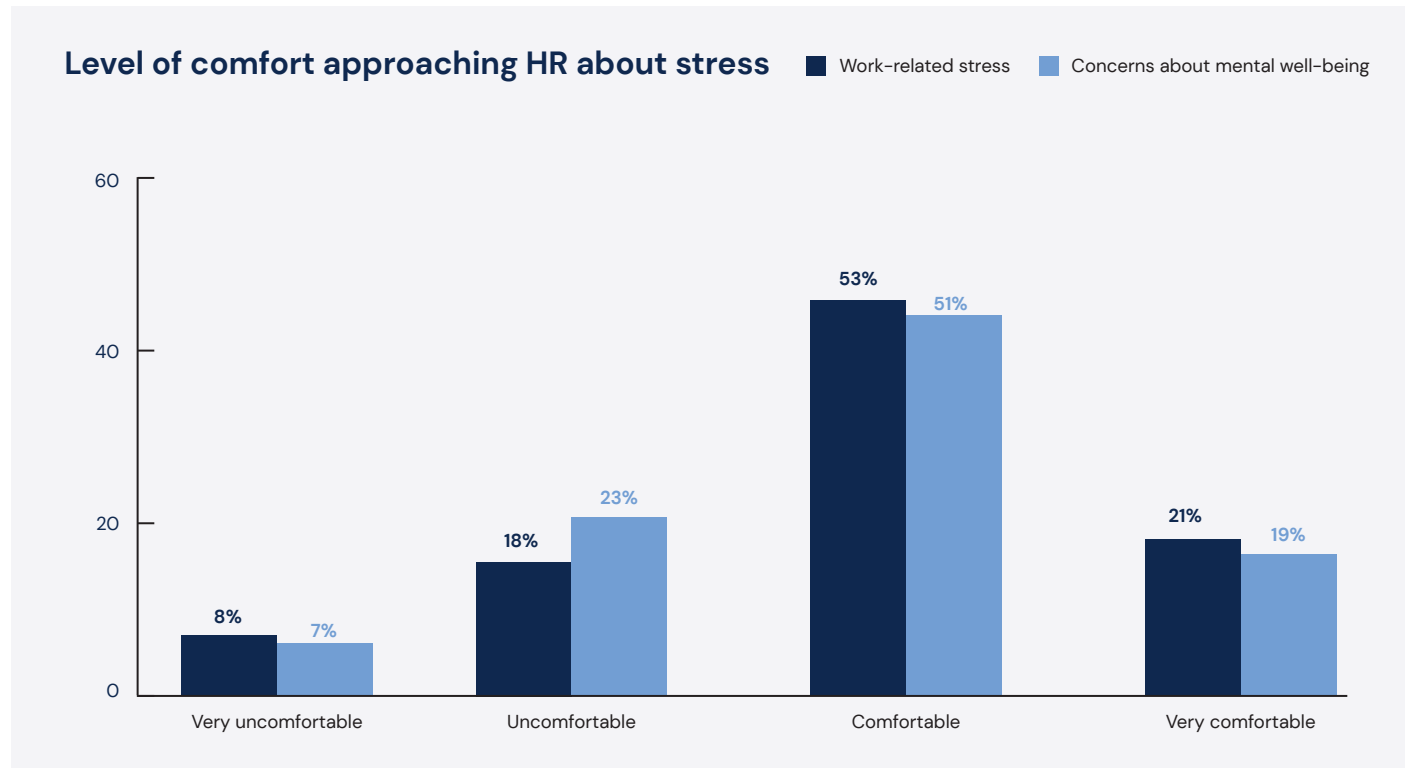




## Well-being at Work

Overall there was a high-level of comfort approaching HR regarding stress and concerns about mental well-being, similar to last year.

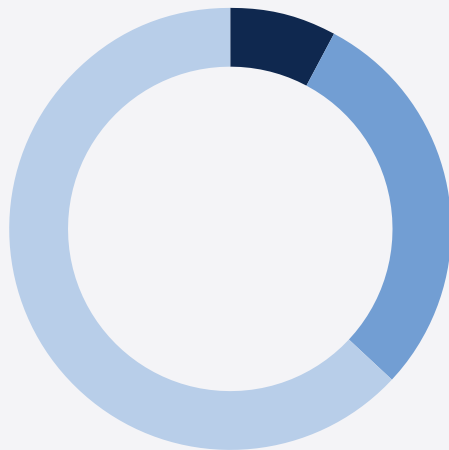
More men reported that they are comfortable (55%) or very comfortable (22%) approaching HR regarding work-related stress compared to women. (51% were comfortable and 22% were very comfortable). Similarly, more men reported that they are very comfortable (23%) approaching HR regarding mental well-being compared to women (only 16% were very comfortable).



## Work Preference

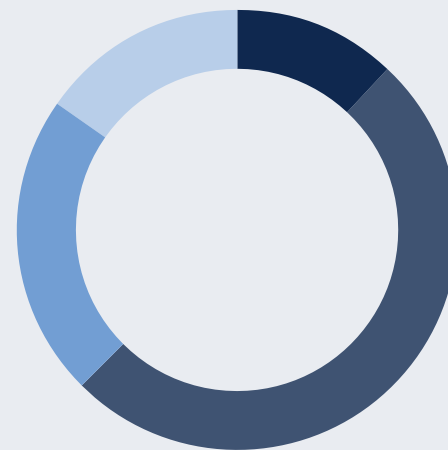
In most Australian workplaces, remote and hybrid working arrangements have become a non-negotiable. Given that the top non-cash benefits received and most valued by employees are the option to work from home and flexible working hours, it is no surprise that 92% employees prefer either a fully remote work or a hybrid work arrangement.

### Employees' preferences



■ Only office based 8% ■ Fully remote 28% ■ Hybrid work 64%

### Managers' preferences



■ Fully remote 13% ■ Hybrid 50% ■ Only office based 22% ■ No preference 15%



# Job Satisfaction in the Public Sector



# Employee Benefits in the Public Sector

In both the corporate and public sector, the top two benefits received and most valued are the opportunity to work from home and flexible working hours. In addition to those, below are the top 5 benefits received and if given a choice, the benefits employees in the public sector will value the most.

## Top 5 benefits received by employees



*Additional paid leave*



*Leave loading*



*Opportunity to buy back annual leave*



*Time off in lieu*



*Salary sacrifice*

## Top 5 benefits valued most by employees if given a choice



*Time off in lieu*



*Professional memberships*



*Further studies paid by employer*



*Opportunity to buy back annual leave*



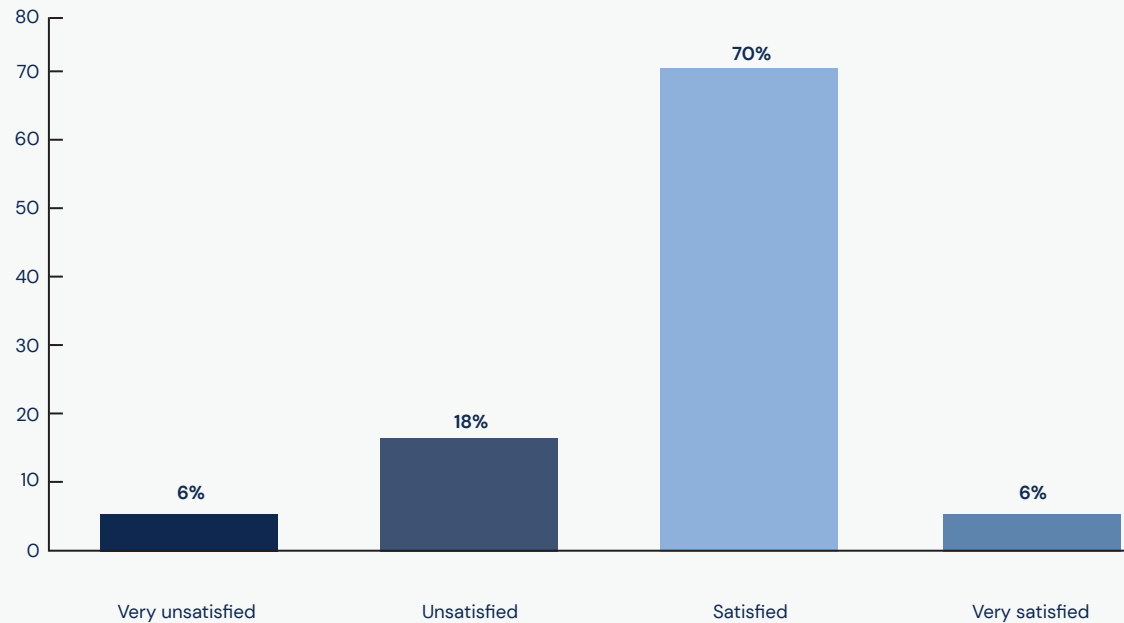
*Subsidised health insurance*



## Job Satisfaction in the Public Sector

Despite the fact that the number of employees in the public sector who got pay rise and the percentage increase in their pay rise is lower compared to corporate employees', job satisfaction seems higher in the public sector.

Job Satisfaction in the Public Sector



### Top 3 reasons to consider changing jobs

- End of contract
- Improved salary benefits
- Conflict with direct manager

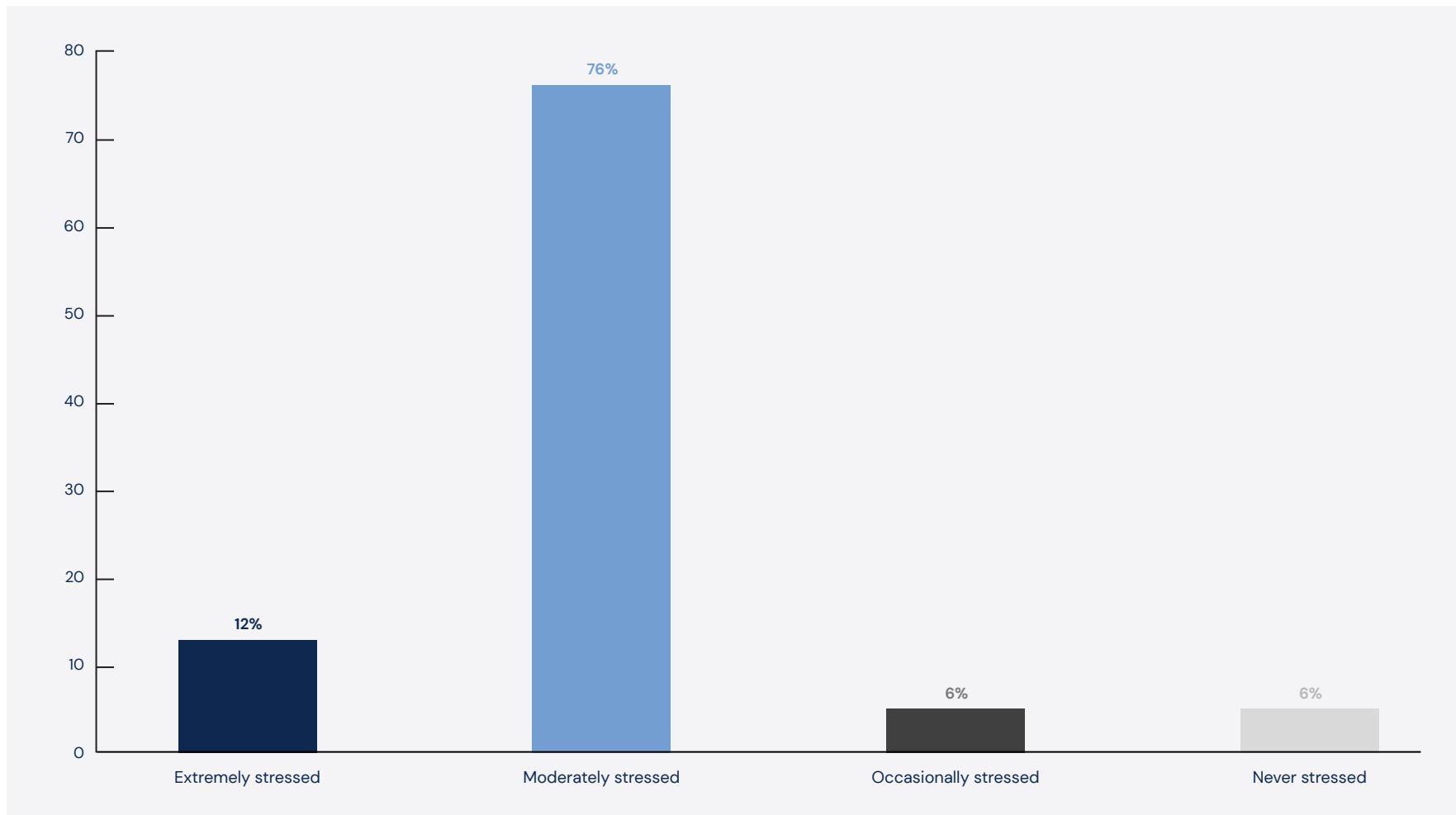
### Top 3 reasons for staying with current employer

- Flexibility in the workplace
- Satisfactory salary
- Sufficient job security





## Work-related Stress in the Public Sector





## What Managers in the public sector are telling us

### Obtaining contractor headcount approval was

Easier	26%
Same or no change	56%
More difficult	18%

### Obtaining permanent headcount approval was

Easier	17%
Same or no change	47%
More difficult	36%

### Attracting new talent was

Easier	16%
Same or no change	33%
More difficult	51%

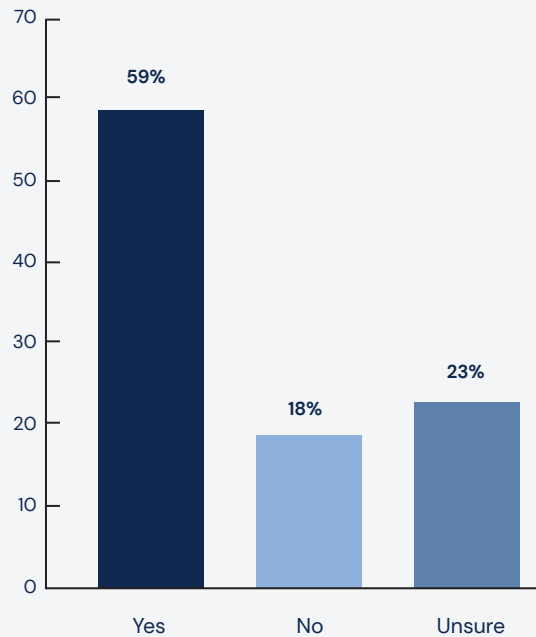
### Retaining talent became

Easier	16%
Same or no change	43%
More difficult	41%

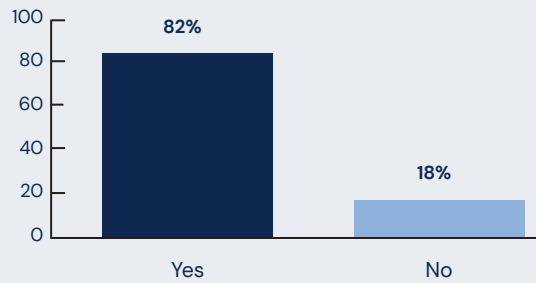


# Candidate Experience in the Public Sector

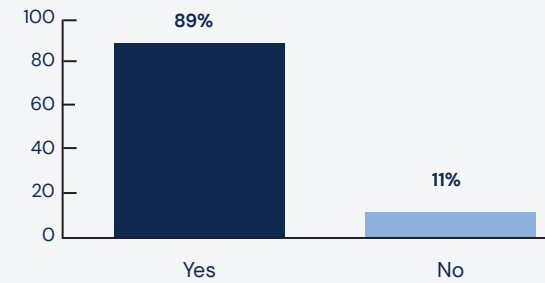
Thinking of changing jobs in the next 12 months



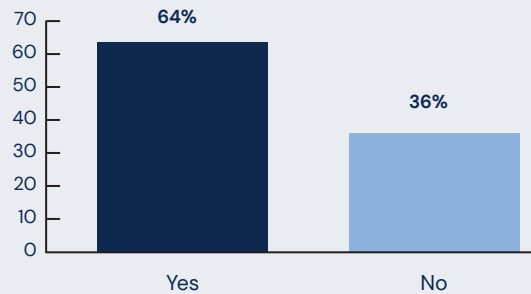
Applied for a new job in the past 12 months



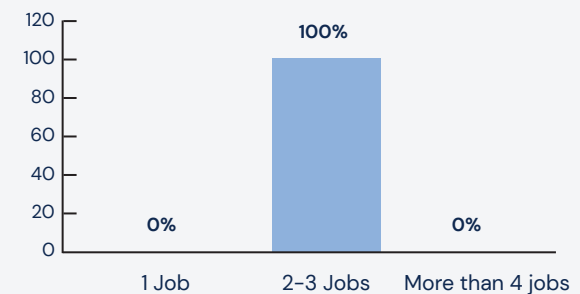
Received more than one job offer



Successfully obtained a new position



Number of job offers declined

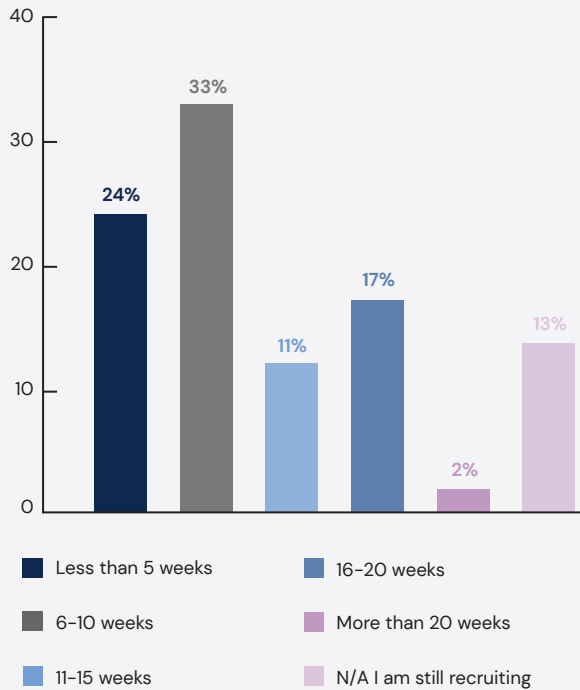




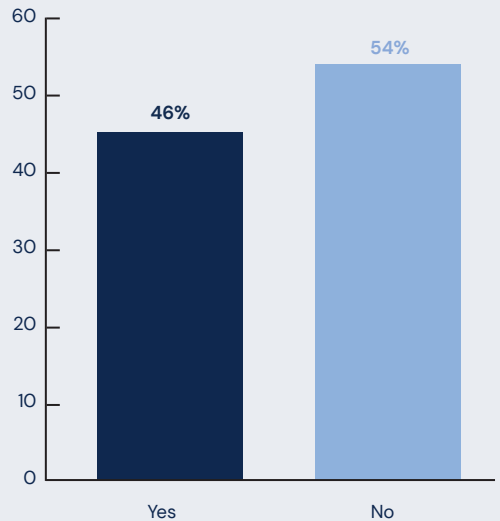


# Talent Acquisition in the Public Sector

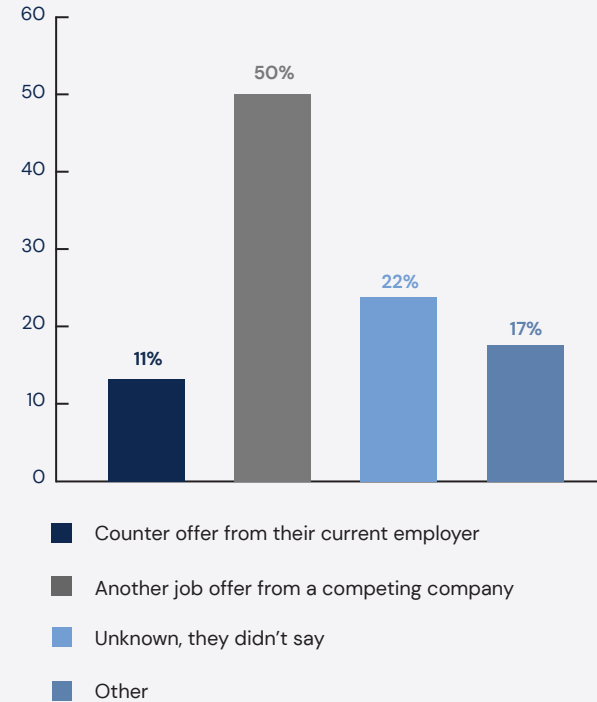
Average time to fill job vacancies



Did any candidate decline jobs offered?



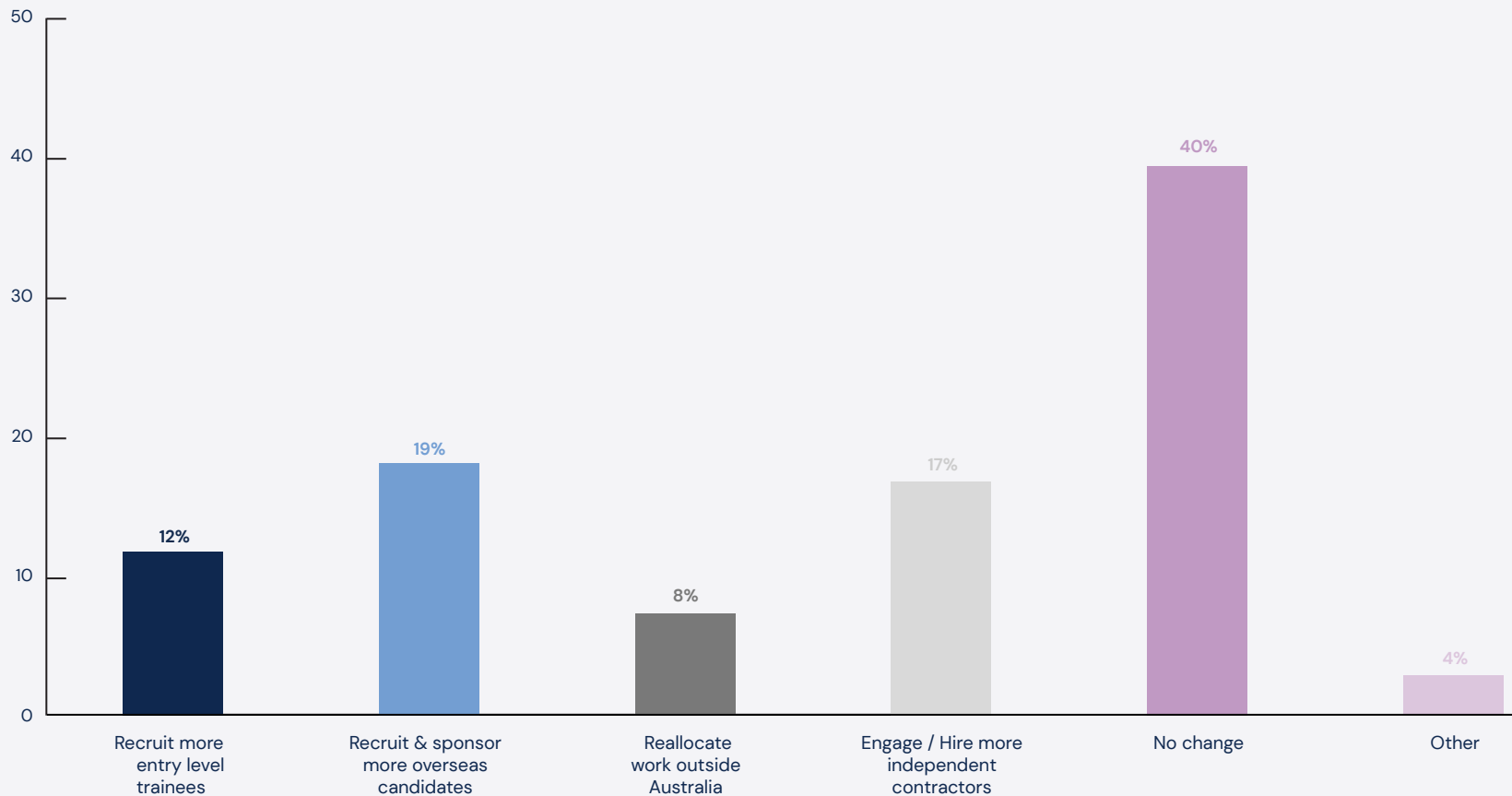
Top reasons for candidates to decline job offers





# Talent Acquisition in the Public Sector

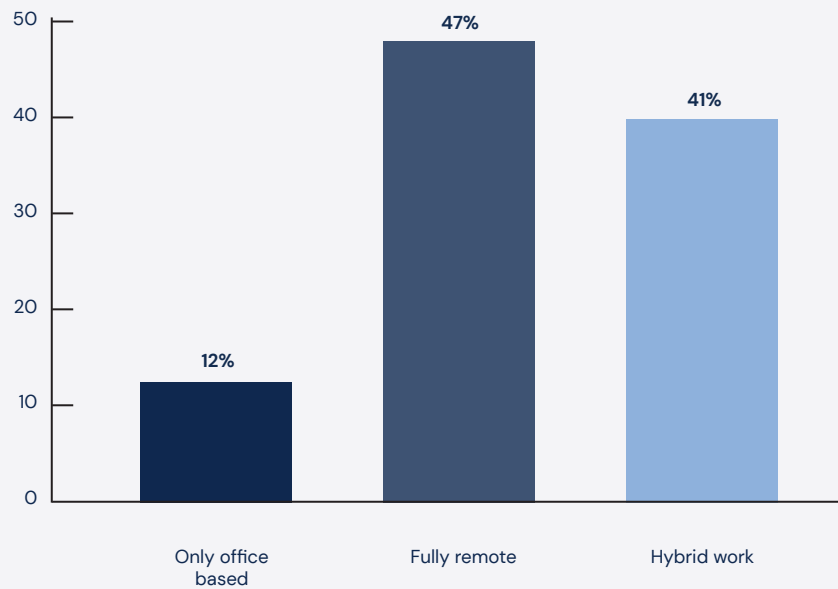
Employers in the public sector who have adopted new or different recruitment strategies, due to the ongoing skills shortage



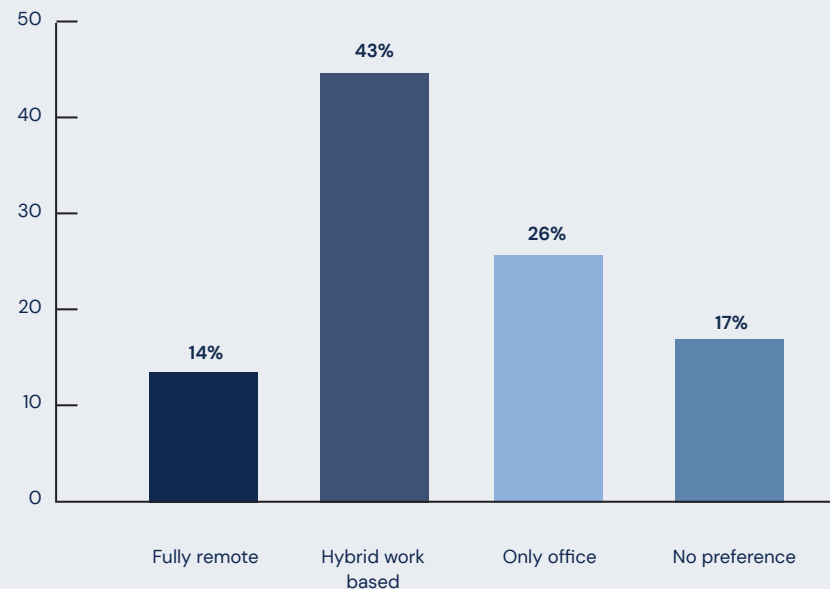


## Work Preferences in the Public Sector

Employees' Preference



Managers' preference



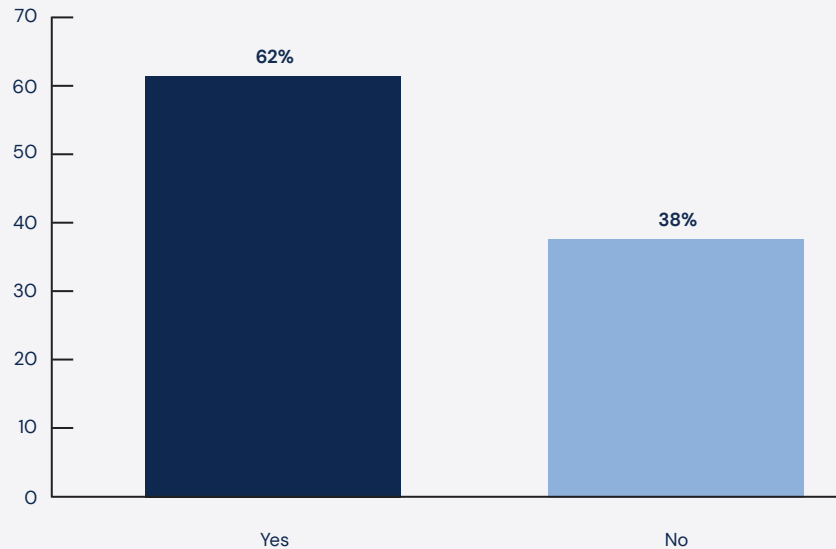


## Salary Increases in the Public Sector

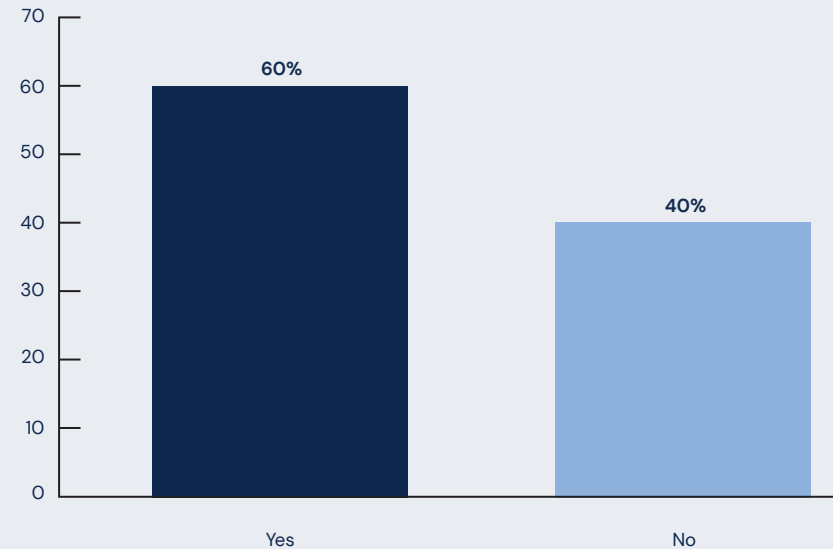
Percentage of respondents from the public sector who were eligible\* for a pay increase and received one is lower than the percentage of respondents who got a pay rise in the corporate sector (70% of respondents).

\*We define eligible as having been employed by the same organisation for more than 12 months.

Percentage of respondents who received a pay increase



Percentage of respondents who were satisfied with the pay increase they received







# Salaries





## Remarks

- **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.
- **Summary of Total Remuneration by Industry:** a summary of the total salary package by individual industry sector, for each job title.
- **Salaries by Industry:** For certain job titles, salaries may vary based on the industry.
- **Calculations:**
  - Median: the middle result when all data is ordered from lowest to highest.
  - 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.
  - Bonuses in the total remuneration summary pages show the median bonus received by each job title.
- **n=** represents the number of contributors for each industry or functional sector.
- **Blank Cells:** In instances where there were insufficient or incomplete data points the salary details have not been calculated.
- **Public Sector Salaries:** Salary data collected does not include public sector salaries.
- The Salary survey opened on 15 June 2022 and closed on 22 August 2022.

## Industries:

- Academia
- Animal Health
- Biotechnology, Diagnostics & Life Sciences
- Clinical Research Organisation
- Complementary Medicines
- Consulting Services
- FMCG, Food & Beverage
- 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, Originator & Generics)
- Pharmaceuticals – OTC & Consumer Healthcare

## Functional Sectors:

- Clinical Research & Biometrics
- Commercial, Sales & Marketing
- 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 & Pharmacovigilance
- Operations & Manufacturing (Production, Process, Supply Chain, Systems etc)
- Quality Assurance
- Regulatory Affairs

# Clinical Research & Biometrics (Summary)

2022 vs 2021 Total Remuneration – excludes bonus (n=252)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Clinical Trials Associate / Administrator	67,500	78,000	99,500	950
	69,500	103,000	116,000	10,000
Study Start Up Associate/ Specialist	98,000	108,000	127,000	6,667
	94,000	104,000	120,000	5,000
Clinical Trial / Study / Clinical Research Coordinator (at site)	74,000	80,000	105,500	2,000
	71,000	84,000	91,500	
Clinical Research Associate	102,250	113,500	125,500	5,913
	94,000	99,000	107,250	
Senior Clinical Research Associate	125,000	132,500	161,250	11,445
	124,250	131,000	153,000	9,563
Clinical Research Team Leader	120,000	154,000	185,000	6,975
		143,000		
Study Start Up Manager	106,000	153,000	177,000	13,750
		144,000		
Clinical Project Manager	124,500	150,000	173,500	9,272
	130,000	150,000	164,000	10,136
Clinical Research Manager	151,250	180,500	194,750	25,288
	119,750	134,000	183,750	24,667
Business Development Director / Manager	121,000	186,000	230,000	100,000
		240,000		60,000
Clinical Operations Manager	147,000	166,000	179,000	15,846
	147,000	169,000	195,000	15,471

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Global Project Manager	167,750	178,500	198,500	14,333
	136,750	173,000	196,500	8,900
Regional Manager / Director / Vice President	185,250	220,000	260,000	19,667
	166,500	220,000	245,000	10,250
Director / Head of Clinical Research	200,000	215,000	237,500	20,688
	193,000	230,000	250,000	34,933
Departmental Support / Business Function Role	116,000	142,000	159,500	11,667
	95,000	110,000	150,000	11,000
Clinical Data Manager	92,500	110,000	130,500	3,667
Global Head Clinical Development		255,000		20,000
Clinical Data Coordinator	65,000	90,000	108,000	
Biostatistician		115,000		
Senior Clinical Data Manager	87,750	128,000	157,000	9,333

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
18,000	19,467	21,417

# Clinical Research & Biometrics (n=252)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	Clinical Research Organisation	Hospital	Medical Research Institute/NFP	Pharmaceuticals – Ethical	Pharmaceuticals – OTC & Consumer Healthcare	Other
Clinical Trials Associate / Administrator	n	1		3	1				
	1st quartile			65,000					
	Median	108,000		70,000	78,000				
	3rd quartile			91,000					
Study Start Up Associate/ Specialist	n			1				1	1
	1st quartile								
	Median			127,000				108,000	98,000
	3rd quartile								
Clinical Trial / Study / Clinical Research Coordinator (at site)	n	1		4	1	3		1	
	1st quartile			78,000		62,000			
	Median	80,000		79,000	132,000	104,000		60,000	
	3rd quartile			94,250		110,000			
Clinical Research Associate	n			18			4		
	1st quartile			100,000			116,250		
	Median			109,500			126,500		
	3rd quartile			121,250			146,500		
Senior Clinical Research Associate	n	1	1	12		2	4		
	1st quartile			125,000			134,000		
	Median	85,000	120,000	128,500		135,000	152,500		
	3rd quartile			161,250			191,250		
Clinical Research Team Leader	n	2	1	7	2		1		
	1st quartile			136,000					
	Median	177,000	120,000	160,000	90,000		200,000		
	3rd quartile			178,000					
Study Start Up Manager	n	1	1	3	1		1		
	1st quartile			153,000					
	Median	132,000	177,000	177,000	106,000		55,000		
	3rd quartile			220,000					



# Clinical Research & Biometrics (n=252) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	Clinical Research Organisation	Hospital	Medical Research Institute/NFP	Pharmaceuticals – Ethical	Pharmaceuticals – OTC & Consumer Healthcare	Other
Clinical Project Manager	n	1	4	30	1	1	11	3	2
	1st quartile		138,250	125,250			150,000	123,000	
	Median	115,000	149,000	152,000	84,000	85,000	166,000	135,000	120,000
	3rd quartile		169,500	178,250			189,000	165,000	
Clinical Research Manager	n	3	1	6		2	10		2
	1st quartile	130,000		145,750			178,000		
	Median	150,000	166,000	193,000		154,000	186,500		190,000
	3rd quartile	160,000		201,250			202,500		
Business Development Director / Manager	n	1		1					1
	1st quartile								
	Median	186,000		210,000					121,000
	3rd quartile								
Clinical Operations Manager	n		4	14	1	1	2		1
	1st quartile		152,750	162,250					
	Median		172,500	170,500	145,000	166,000	136,500		140,000
	3rd quartile		182,500	185,250					
Global Project Manager	n			4			2		
	1st quartile			177,250					
	Median			184,500			167,500		
	3rd quartile			219,500					
Regional Manager / Director / Vice President	n			8			2		1
	1st quartile			171,750					
	Median			205,000			215,000		260,000
	3rd quartile			255,000					
Director / Head of Clinical Research	n	1	4	12		2	5	1	3
	1st quartile		161,250	202,500			192,500		210,000
	Median	210,000	165,000	225,000		205,000	220,000	210,000	220,000
	3rd quartile		228,750	247,500			315,000		220,000

# Clinical Research & Biometrics (n=252) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	Clinical Research Organisation	Hospital	Medical Research Institute/NFP	Pharmaceuticals – Ethical	Pharmaceuticals – OTC & Consumer Healthcare	Other
Departmental Support / Business Function Role	n	1		4	2		3		3
	1st quartile			126,750			143,000		124,000
	Median	110,000		152,000	83,000		155,000		142,000
	3rd quartile			181,000			159,000		160,000
Clinical Data Manager	n		1	3		1			
	1st quartile			105,000					
	Median		80,000	110,000		137,000			
	3rd quartile			124,000					
Global Head Clinical Development	n			1					1
	1st quartile								
	Median			240,000					270,000
	3rd quartile								
Clinical Data Coordinator	n		1			1			1
	1st quartile								
	Median		90,000			108,000			65,000
	3rd quartile								
Biostatistician	n	1				1			
	1st quartile								
	Median	107,000				123,000			
	3rd quartile								
Senior Clinical Data Manager	n			2				1	1
	1st quartile								
	Median			100,500				166,000	130,000
	3rd quartile								

# Commercial, Sales and Marketing (Summary)

2022 vs 2021 Total Remuneration — excludes bonus (n=138)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Sales Representative	66,250	77,000	145,500	36,333
	95,000	115,000	125,000	13,400
Hospital/Specialist Sales Representative	137,000	155,000	167,500	11,444
	128,750	138,500	152,750	26,333
Sales/Business Analyst	103,000	130,000	138,000	7,500
Account Manager	88,000	120,000	150,000	9,980
	103,500	120,000	160,500	18,143
Business Development Manager	140,000	154,000	172,000	30,235
	120,000	165,000	175,000	44,400
Territory Manager	118,500	140,000	145,000	22,800
	121,500	132,500	165,500	14,750
Sales & Marketing Manager	109,250	198,500	232,500	37,333
		135,000		7,000
Regional Sales Manager	134,250	167,000	202,500	20,714
	140,000	164,000	212,500	29,000
Sales Director	149,500	210,000	312,500	47,000
	187,250	205,000	235,000	40,400
Associate Brand/Product Manager	71,000	95,000	99,000	
	91,000	118,000	180,000	9,725
Brand/Product Manager	134,750	146,500	158,750	24,000
	135,000	138,000	158,000	15,714

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Senior Brand/Product Manager	161,500	182,000	225,000	28,857
	160,000	220,000	230,000	36,000
Sales Force Effectiveness Manager		220,000		28,000
	160,000	178,000	200,000	31,333
Marketing Manager	128,250	148,000	163,750	10,150
		181,500		36,000
Marketing Director	126,000	260,000	370,000	50,000
	250,000	260,000	350,000	63,333
Business Unit Manager / Head of Division	215,000	290,000	330,000	46,000
	232,500	270,000	310,000	29,889
Pharmacy Sales Manager		69,000		
Product Specialist	62,500	90,500	144,750	8,333
GP Sales Representative	56,000	84,500	110,000	2,750
Digital Marketing Manager		84,500		16,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
16,552	19,750	22,250

# Commercial, Sales and Marketing (n=138)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Sales Representative	n		3	1	2		1	1
	1st quartile		55,000					
	Median		65,000	200,000	141,000		70,000	74,000
	3rd quartile		80,000					
Hospital/Specialist Sales Representative	n				3	7		
	1st quartile				110,000	137,000		
	Median				155,000	155,000		
	3rd quartile				155,000	175,000		
Account Manager	n		1		3	2		1
	1st quartile				75,000			
	Median		88,000		145,000	145,000		115,000
	3rd quartile				150,000			
Senior Sales Representative	n		1	1				1
	1st quartile							
	Median		70,000	119,000				58,000
	3rd quartile							
Business Development Manager	n	5	3		4	2	1	4
	1st quartile	141,000	150,000		137,750			90,750
	Median	150,000	166,000		149,500	232,500	172,000	155,000
	3rd quartile	152,000	220,000		182,250			190,750
Territory Manager	n	1			4			
	1st quartile				130,250			
	Median	110,000			140,500			
	3rd quartile				147,000			
Regional Sales Manager	n	1			4	3		
	1st quartile				150,000	130,000		
	Median	110,000			169,500	175,000		
	3rd quartile				202,500	220,000		



# Commercial, Sales and Marketing (n=138) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Sales & Marketing Manager	n			1	1	1	1	2
	1st quartile							
	Median			230,000	200,000	240,000	197,000	98,500
	3rd quartile							
Sales Director	n	2			2			2
	1st quartile							
	Median	250,000			193,500			223,500
	3rd quartile							
Associate Brand/Product Manager	n			1	1			1
	1st quartile							
	Median			71,000	95,000			99,000
	3rd quartile							
Brand/Product Manager	n				2	4		
	1st quartile					138,250		
	Median				140,000	146,500		
	3rd quartile					166,000		
Senior Brand/Product Manager	n				2	3	1	2
	1st quartile					179,000		
	Median				163,500	210,000	230,000	172,000
	3rd quartile					240,000		
Sales Force Effectiveness Manager	n	1				1		
	1st quartile							
	Median	210,000				230,000		
	3rd quartile							
Marketing Manager	n	3		2	3			2
	1st quartile	140,000			150,000			
	Median	160,000		118,000	155,000			108,000
	3rd quartile	175,000			198,000			

# Commercial, Sales and Marketing (n=138) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Marketing Director	n				2	2		1
	1st quartile							
	Median				190,000	370,000		132,000
	3rd quartile							
Business Unit Manager/Head of Division	n	3		1	3	7		3
	1st quartile	139,000			210,000	240,000		200,000
	Median	220,000		350,000	230,000	310,000		200,000
	3rd quartile	300,000			460,000	360,000		290,000
Sales/Business Analyst	n		1	1		1		
	1st quartile							
	Median		103,000	138,000		130,000		
	3rd quartile							
Pharmacy Sales Manager	n						2	
	1st quartile							
	Median						69,000	
	3rd quartile							
Product Specialist	n	1	1		1			1
	1st quartile							
	Median	82,000	56,000		160,000			99,000
	3rd quartile							
GP Sales Representative	n					2		2
	1st quartile							
	Median					110,000		57,000
	3rd quartile							
Digital Marketing Manager	n				1	1		
	1st quartile							
	Median				105,000	64,000		
	3rd quartile							

# Executive General Business Management (Summary)

2022 vs 2021 Total Remuneration — excludes bonus (n=48)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Business Development Director	110,000	280,000	290,000	34,667
		290,000		16,000
Operations Manager	110,000	130,000	180,000	
		165,000		13,000
Business Unit Manager		225,000		80,000
		181,500		7,000
Chief Scientific Officer	230,000	350,000	360,000	80,000
		255,000		40,000
General Manager	129,000	240,000	310,000	26,817
	217,500	305,000	320,000	55,600
Regional Manager	100,500	125,000	171,250	30,000
Chief Operating Officer (COO)	183,000	197,000	292,500	51,000
Regional Director/Vice President	180,000	220,000	280,000	30,000
	200,000	230,000	240,000	36,000
Managing Director	175,000	270,000	340,000	38,333
	210,000	330,000	500,000	64,286
Chief Executive Officer (CEO)	246,500	300,000	392,500	34,667
	262,500	330,000	362,500	44,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
20,000	27,600	31,250

# Executive General Business Management (n=48)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Consulting Services	Manufacturing/ Contract Manufacturing	Medical Devices	Medical Research Institute/NFP	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Other
Business Development Director	n					1	1	1
	1st quartile							
	Median					110,000	280,000	290,000
	3rd quartile							
Operations Manager	n					1	1	1
	1st quartile							
	Median					110,000	180,000	130,000
	3rd quartile							
Business Unit Manager	n	1				1		
	1st quartile							
	Median	330,000				120,000		
	3rd quartile							
Chief Scientific Officer	n						2	1
	1st quartile							
	Median						355,000	230,000
	3rd quartile							
General Manager	n	1	1	1	3			3
	1st quartile				300,000			60,000
	Median	220,000	78,000	250,000	320,000			180,000
	3rd quartile				470,000			240,000
Regional Manager	n		1		1			2
	1st quartile							
	Median		99,000		180,000			125,000
	3rd quartile							
Chief Operating Officer (COO)	n			2	2			2
	1st quartile							
	Median			192,500	305,000			185,500
	3rd quartile							



# Executive General Business Management (n=48) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Consulting Services	Manufacturing/ Contract Manufacturing	Medical Devices	Medical Research Institute/NFP	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Other
Regional Director/Vice President	n		1		2			
	1st quartile							
	Median		220,000		230,000			
	3rd quartile							
Managing Director	n	1	3	1	2		1	1
	1st quartile		150,000					
	Median	130,000	280,000	200,000	250,000		340,000	340,000
	3rd quartile		352,500					
Chief Executive Officer (CEO)	n			1	1	1		3
	1st quartile							116,000
	Median			300,000	550,000	300,000		290,000
	3rd quartile							340,000

# Health Economics/ Market Access (Summary)

2022 vs 2021 Total Remuneration — excludes bonus (n=20)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Health Economics/Market Access Associate	101,750	137,000	191,750	7,667
	88,750	95,500	102,250	10,000
Health Economics/Market Access Manager	165,000	184,000	213,750	20,627
	170,000	182,000	210,000	22,889
Director of Health Economics*	172,500	220,000	350,000	65,000
		260,000		50,000

\*Director of Health Economics/Market Access/Reimbursement/Pricing & Reimbursement

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
21,769	22,515	25,917

# Health Economics/ Market Access (n=20)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	Consulting Services	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Health Economics/Market Access Associate	n				1	1	1	1
	1st quartile							
	Median				137,000	137,000	210,000	90,000
	3rd quartile							
Health Economics/Market Access Manager	n	1	1	2		8		
	1st quartile					168,250		
	Median	165,000	230,000	143,500		191,500		
	3rd quartile					213,750		
Director of Health Economics*	n	1			1	2		
	1st quartile							
	Median	160,000			390,000	220,000		
	3rd quartile							

\*Director of Health Economics/Market Access/Reimbursement/Pricing & Reimbursement

# Human Resources (Summary)

2022 vs 2021 Total Remuneration — excludes bonus (n=33)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Internal Recruitment Specialist / Onsite Recruiter	61,000	73,500	116,750	60,000
		68,000		3,000
Recruitment Manager	55,000	57,000	105,000	6,000
Human Resources Administrator /Assistant	58,750	68,500	87,500	2,000
Human Resources Associate	84,250	103,500	132,500	29,000
Senior HR Advisor		92,000		4,450
	77,000	85,000	112,000	12,000
Human Resources Business Partner	105,000	105,000	132,000	5,000
		119,500		12,000
Organisational Development Specialist / Manager		97,500		
Human Resources Manager	132,000	137,000	152,000	13,000
	108,750	125,000	141,750	5,200
Human Resources Director / Head	167,500	182,000	196,000	15,500
	169,250	201,000	235,000	25,333

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
	10,000	



# Human Resources (n=33)

## 2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Clinical Research Organisation	Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Medical Research Institute/NFP	Other
Internal Recruitment Specialist / Onsite Recruiter	n	1	2		1			
	1st quartile							
	Median	128,000	62,000		83,000			
	3rd quartile							
Recruitment Manager	n		3					
	1st quartile		55,000					
	Median		57,000					
	3rd quartile		105,000					
Human Resources Administrator /Assistant	n		2	2			1	1
	1st quartile							
	Median		85,000	76,000			55,000	65,000
	3rd quartile							
Human Resources Associate	n	1	1		1			1
	1st quartile							
	Median	110,000	140,000		97,000			80,000
	3rd quartile							
Senior HR Advisor	n		1				1	
	1st quartile							
	Median		88,000				96,000	
	3rd quartile							
Human Resources Business Partner	n		1			1	1	
	1st quartile							
	Median		132,000			105,000	105,000	
	3rd quartile							
Organisational Development Specialist / Manager	n		2					
	1st quartile							
	Median		97,500					
	3rd quartile							

# Human Resources (n=33) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Clinical Research Organisation	Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Medical Research Institute/NFP	Other
Human Resources Manager	n		1	1		2	1	2
	1st quartile							
	Median		152,000	136,000		156,000	80,000	139,500
	3rd quartile							
Human Resources Director / Head	n	2		1				2
	1st quartile							
	Median	179,000		170,000				190,500
	3rd quartile							

# Laboratory (Summary)

2022 vs 2021 (n=124) Total Remuneration — excludes bonus

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Research Assistant	76,750	81,500	84,000	
	74,750	84,000	90,250	
Laboratory Technician	55,000	62,000	86,500	1,925
	56,500	59,000	71,750	1,267
Chemist	61,250	70,000	81,250	2,175
	69,000	79,500	91,500	6,000
QC Chemist	57,750	64,500	69,000	10,000
Senior Chemist		90,000		10,000
Microbiologist	60,000	69,000	118,000	950
		141,500		18,000
Medical Scientist	59,500	78,000	124,500	
		91,000		900
R&D/NPD Scientist	73,750	108,000	118,250	3,000
Food Technologist	72,500	91,000	126,750	3,300
Senior Food Technologist	92,500	115,000	135,500	10,000
	106,250	115,000	127,250	2,950
Analytical Scientist	63,000	88,000	90,000	
	60,000	86,000	105,000	

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Research Scientist	89,750	99,500	112,000	4,333
	92,000	98,000	110,500	6,000
Senior Research Scientist	121,000	128,000	180,000	
Technical Specialist	90,000	92,500	106,250	3,000
Senior Technical Specialist		139,500		
Laboratory Team Leader/Supervisor	81,500	95,500	153,750	2,000
	60,000	102,000	153,000	
Laboratory Manager	115,250	121,500	128,250	8,000
	80,000	112,000	121,000	6,000
R&D/NPD Manager	120,000	145,000	165,000	9,488
	69,000	127,000	160,000	9,333
R&D/NPD Director/GM	185,750	192,500	235,000	32,800
	177,500	220,000	265,000	7,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
14,625	19,000	23,750

# Laboratory (n=124)

## 2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Laboratory Services	Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Research Assistant	n	1	2						3
	1st quartile								78,000
	Median	73,000	81,500						84,000
	3rd quartile								84,000
Laboratory Technician	n	1	3	1	7	2		1	2
	1st quartile		65,000		55,000				
	Median	55,000	65,000	67,000	55,000	86,500		62,000	76,000
	3rd quartile		107,000		60,000				
Chemist	n				2	2	2		
	1st quartile								
	Median				59,500	86,500	71,000		
	3rd quartile								
QC Chemist	n				2		1	1	
	1st quartile								
	Median				59,500		66,000	70,000	
	3rd quartile								
Senior Chemist	n				1		1		
	1st quartile								
	Median				85,000		95,000		
	3rd quartile								
Microbiologist	n				2			1	
	1st quartile								
	Median				64,500			118,000	
	3rd quartile								
Medical Scientist	n		1		3				1
	1st quartile				55,000				
	Median		143,000		64,000				106,000
	3rd quartile				78,000				



# Laboratory (n=124) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Laboratory Services	Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
R&D/NPD Scientist	n		1						3
	1st quartile								63,000
	Median		121,000						106,000
	3rd quartile								110,000
Food Technologist	n			6					
	1st quartile			72,500					
	Median			91,000					
	3rd quartile			126,750					
Senior Food Technologist	n			2		3			
	1st quartile					80,000			
	Median			135,500		105,000			
	3rd quartile					115,000			
Analytical Scientist	n		1	1	3				
	1st quartile				56,000				
	Median		88,000	90,000	70,000				
	3rd quartile				90,000				
Research Scientist	n	7	4		1	1		1	4
	1st quartile	96,000	76,250						91,500
	Median	100,000	89,500		90,000	125,000		99,000	111,000
	3rd quartile	110,000	101,250						123,750
Senior Research Scientist	n	2	2						1
	1st quartile								
	Median	121,000	134,000						220,000
	3rd quartile								
Technical Specialist	n		1		1		1		1
	1st quartile								
	Median		90,000		90,000		95,000		110,000
	3rd quartile								

# Laboratory (n=124) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Academia	Biotechnology, Diagnostics & Life Sciences	FMCG, Food & Beverage	Laboratory Services	Manufacturing/ Contract Manufacturing	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Senior Technical Specialist	n	1				1			
	1st quartile								
	Median	187,000				92,000			
	3rd quartile								
Laboratory Team Leader/Supervisor	n	1				2			1
	1st quartile								
	Median	173,000				86,000			96,000
	3rd quartile								
Laboratory Manager	n	2		1			1		4
	1st quartile								123,000
	Median	115,500		118,000			125,000		124,500
	3rd quartile								128,250
R&D/NPD Manager	n		1	2		3		1	7
	1st quartile					164,000			105,000
	Median		126,000	136,500		165,000		150,000	149,500
	3rd quartile					165,000			165,000
R&D/NPD Director/GM	n		2				1		3
	1st quartile								198,000
	Median		184,500				187,000		220,000
	3rd quartile								280,000

# Medical Affairs & Pharmacovigilance (Summary)

2022 vs 2021 Total Remuneration — excludes bonus (n=84)

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Pharmacovigilance Associate		116,000		4,500
		106,500		4,500
Senior Pharmacovigilance Associate	108,250	133,500	143,500	12,857
	120,000	130,000	130,000	11,000
Pharmacovigilance Manager	158,000	177,000	210,000	28,091
	152,000	164,000	211,750	17,778
Medical Writer/Editor	110,000	115,000	146,000	2,000
	82,000	118,000	156,250	2,500
Senior Medical/Scientific Affairs Associate	138,000	141,000	145,000	10,333
Medical/ Scientific Advisor	146,250	176,500	206,250	19,400
	167,000	178,000	191,000	22,400
Medical/Scientific Affairs Manager	147,500	170,000	216,500	24,250
	162,000	175,000	199,000	17,615
Medical Scientific Liaison	161,000	180,000	187,000	16,286
	139,250	150,500	168,500	13,222
Senior Medical Scientific Liaison	170,250	177,000	186,750	25,200
Medical Compliance Officer/Manager	152,000	163,000	210,000	16,667
	135,000	148,000	178,000	14,000

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Medical Excellence Lead/Manager		237,500		38,000
		350,000		70,000
Senior Medical Advisor	220,000	220,000	230,000	38,000
	210,000	240,000	290,000	34,182
Associate Medical Director	235,000	260,000	280,000	46,000
	210,000	240,000	290,000	34,182
Medical Director	235,000	240,000	295,000	45,200
	230,000	280,000	332,500	37,429
Regional Medical Director		320,000		90,000
Senior/Group Medical Director		195,000		10,000
Global Medical Director		300,000		60,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
20,000	21,500	22,386

# Medical Affairs & Pharmacovigilance (n=84)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Animal Health	Clinical Research Organisation	Consulting Services	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Pharmacovigilance Associate	n					1		1
	1st quartile							
	Median					130,000		102,000
	3rd quartile							
Senior Pharmacovigilance Associate	n					7		1
	1st quartile					106,000		
	Median					132,000		210,000
	3rd quartile					142,000		
Pharmacovigilance Manager	n					11	3	
	1st quartile					161,000	121,000	
	Median					187,000	160,000	
	3rd quartile					210,000	170,000	
Medical Writer/Editor	n			2				1
	1st quartile							
	Median			128,000				115,000
	3rd quartile							
Senior Medical/Scientific Affairs Associate	n					3		
	1st quartile					138,000		
	Median					141,000		
	3rd quartile					145,000		
Medical/ Scientific Advisor	n	1				11		
	1st quartile					150,000		
	Median	117,000				177,000		
	3rd quartile					210,000		



# Medical Affairs & Pharmacovigilance (n=84) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Animal Health	Clinical Research Organisation	Consulting Services	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Medical/Scientific Affairs Manager	n					2	2	1
	1st quartile							
	Median					169,000	210,000	140,000
	3rd quartile							
Medical Scientific Liaison	n					6	1	
	1st quartile					175,250		
	Median					180,500	149,000	
	3rd quartile					187,750		
Senior Medical Scientific Liaison	n					5	1	
	1st quartile					169,000		
	Median					178,000	173,000	
	3rd quartile					189,500		
Medical Compliance Officer/Manager						2	1	
	1st quartile							
	Median					181,000	163,000	
Medical Excellence Lead/Manager	n					1	1	
	1st quartile							
	Median					300,000	175,000	
	3rd quartile							
Senior Medical Advisor	n					7	1	
	1st quartile					220,000		
	Median					220,000	220,000	
	3rd quartile					230,000		
Associate Medical Director	n					5		
	1st quartile					235,000		
	Median					260,000		
	3rd quartile					280,000		

# Medical Affairs & Pharmacovigilance (n=84) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Animal Health	Clinical Research Organisation	Consulting Services	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Medical Director	n				1	3	1	
	1st quartile					230,000		
	Median				240,000	240,000	280,000	
	3rd quartile					310,000		
Senior/Group Medical Director				1	1		1	
				95,000	320,000		300,000	

# Operations & Manufacturing (Summary)

2022 vs 2021 (n=71) Total Remuneration – excludes bonus

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
WH&S Officer		71,500		4,000
		113,000		
Shift Supervisor		95,500		10,000
		115,000		
Production Planner	60,000	82,000	105,000	5,633
		110,000		4,000
Production Supervisor	60,500	88,500	100,000	32,000
Production Manager		125,000		9,500
	76,000	115,000	125,000	2,000
Procurement / Purchasing Officer	105,000	110,000	175,000	3,000
		95,500		5,000
Procurement / Purchasing Manager		140,500		
Logistics Officer	71,500	84,000	104,000	5,000
		85,000		
Supply Chain Manager	88,500	163,000	215,000	24,333
	90,000	132,000	180,000	7,667
Plant / Site Manager	137,500	210,000	240,000	32,000
		185,000		30,000
Warehouse Manager		62,500		3,000
		77,000		

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Business Improvement Manager	121,000	166,000	181,750	8,000
	94,000	146,500	185,000	26,667
Engineering Manager		114,500		5,500
		125,000		12,500
Operations Manager	110,000	124,000	155,000	6,986
	159,000	176,000	260,000	32,000
General Manager	86,000	98,000	330,000	5,000
		247,500		100,000
Process / Lean Implementation Manager	116,000	150,000	166,000	25,450
Supply Chain Director	290,000	340,000	600,000	55,000
Operations Director	195,000	320,000	370,000	33,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
14,000	20,000	21,750

# Operations & Manufacturing (n=71)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
WH&S Officer	n	1						1
	1st quartile							
	Median	80,000						63,000
	3rd quartile							
Shift Supervisor	n		2					
	1st quartile							
	Median		95,500					
	3rd quartile							
Production Planner	n	1		2				
	1st quartile							
	Median	82,000		82,500				
	3rd quartile							
Production Supervisor	n			3				1
	1st quartile			55,000				
	Median			77,000				100,000
	3rd quartile			100,000				
Production Manager	n			1		1		
	1st quartile							
	Median			105,000		145,000		
	3rd quartile							
Procurement / Purchasing Officer	n	1					1	1
	1st quartile							
	Median	175,000					105,000	110,000
	3rd quartile							
Procurement / Purchasing Manager	n		1		1			
	1st quartile							
	Median		160,000		121,000			
	3rd quartile							

# Operations & Manufacturing (n=71) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Logistics Officer	n	1		3				2
	1st quartile			77,000				
	Median	102,000		83,000				82,500
	3rd quartile			85,000				
Supply Chain Manager	n		2	1	1			1
	1st quartile							
	Median		158,500	163,000	200,000			90,000
	3rd quartile							
Plant / Site Manager	n		3					2
	1st quartile		150,000					
	Median		210,000					177,500
	3rd quartile		250,000					
Warehouse Manager	n			2				
	1st quartile							
	Median			62,500				
	3rd quartile							
Business Improvement Manager	n		1	1	2			
	1st quartile							
	Median		185,000	160,000	140,000			
	3rd quartile							
Engineering Manager	n		1	1				
	1st quartile							
	Median		123,000	106,000				
	3rd quartile							
Operations Manager	n	2	1	3	2		1	2
	1st quartile			90,000				
	Median	139,500	96,000	142,000	132,500		120,000	132,500
	3rd quartile			160,000				



# Operations & Manufacturing (n=71) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
General Manager	n						1	2
	1st quartile							
	Median						98,000	208,000
	3rd quartile							
Process / Lean Implementation Manager	n			2	1		1	1
	1st quartile							
	Median			165,000	152,000		127,000	105,000
	3rd quartile							
Supply Chain Director	n		1			1		
	1st quartile							
	Median		340,000			290,000		
	3rd quartile							
Operations Director	n			1	1	1		
	1st quartile							
	Median			195,000	320,000	370,000		
	3rd quartile							
Process / Lean Implementation Manager	n			2	1		1	1
	1st quartile							
	Median			165,000	152,000		127,000	105,000
	3rd quartile							

# Quality Assurance (Summary)

2022 vs 2021 (n=112) Total Remuneration — excludes bonus

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
QA Coordinator	77,500	89,000	101,500	
		94,000		5,000
QA Assistant		60,000		1,000
QA Associate/Officer	68,750	80,000	87,500	4,483
	73,000	83,000	98,000	10,500
Senior QA Associate	89,000	98,000	112,500	4,833
	97,750	100,000	113,750	8,725
QA Team Leader/ Supervisor	77,500	100,500	106,250	
		104,000		
Compliance Specialist	83,000	90,000	99,250	4,450
Compliance Manager	100,000	110,000	133,000	4,000
	65,000	140,000	171,000	
Quality Auditor	74,500	107,500	127,750	11,500
		110,000		5,000

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Quality Systems Manager	110,750	124,000	159,250	6,000
	117,500	131,500	138,000	3,950
QA Manager	117,250	129,000	144,250	10,000
		94,000		19,714
Senior QA Manager	165,250	180,500	210,000	26,400
	160,000	171,000	184,250	50,000
Director/Head of Quality	178,500	197,000	210,000	22,231
	158,500	175,000	205,000	7,500

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
10,000	15,333	18,125

# Quality Assurance (n=112)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Clinical Research Organisation	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
QA Coordinator	n			3	3				3
	1st quartile			78,000	77,000				62,000
	Median			101,000	90,000				85,000
	3rd quartile			102,000	103,000				89,000
QA Assistant	n								2
	1st quartile								
	Median								60,000
	3rd quartile								
QA Associate/Officer	n	1	2		4	7	4	3	1
	1st quartile				66,750	78,000	82,500	58,000	
	Median	75,000	64,000		76,000	85,000	87,000	60,000	75,000
	3rd quartile				86,750	90,000	97,500	85,000	
Senior QA Associate	n	1	1		1	2	3	2	3
	1st quartile						85,000		95,000
	Median	79,000	149,000		127,000	102,500	90,000	93,000	103,000
	3rd quartile						109,000		111,000
QA Team Leader/ Supervisor	n					1			3
	1st quartile								70,000
	Median					100,000			101,000
	3rd quartile								108,000
Compliance Specialist	n			1	1		1		1
	1st quartile								
	Median			94,000	82,000		86,000		101,000
	3rd quartile								
Compliance Manager	n			2	1				
	1st quartile								
	Median			116,500	110,000				
	3rd quartile								

# Quality Assurance (n=112) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Clinical Research Organisation	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Quality Auditor	n		1			1			2
	1st quartile								
	Median		115,000			100,000			99,000
	3rd quartile								
Quality Systems Manager	n	1			2			1	2
	1st quartile								
	Median	148,000			151,500			135,000	112,000
	3rd quartile								
QA Manager	n	1	2	4	7		3	1	4
	1st quartile			118,750	115,000		139,000		100,750
	Median	144,000	143,000	123,500	122,000		142,000	210,000	115,500
	3rd quartile			130,500	133,000		153,000		128,000
Senior QA Manager	n			1	1		1	2	1
	1st quartile								
	Median			181,000	167,000		180,000	185,000	210,000
	3rd quartile								
Director/Head of Quality	n	1		4	2	5	2		3
	1st quartile			188,000		177,500			157,000
	Median	250,000		198,500	169,000	195,000	210,000		177,000
	3rd quartile			215,000		224,000			190,000

# Regulatory Affairs (Summary)

2022 vs 2021 (n=140) Total Remuneration — excludes bonus

KEY 2022 2021

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Regulatory Affairs Assistant		59,000		1,000
Regulatory Affairs Associate	83,000	105,000	115,000	6,154
	90,000	98,000	110,000	2,980
Senior Regulatory Affairs Associate	117,750	132,500	150,000	12,480
	123,250	131,000	147,250	12,500
Regulatory Affairs, Quality Assurance Associate	77,000	107,000	111,000	5,000
Senior Regulatory Affairs, Quality Assurance Associate	115,000	127,000	139,000	6,000
	96,000	98,000	120,000	6,000
Regulatory Affairs Project Manager	119,250	142,000	158,000	11,000
	139,000	150,000	156,500	10,000
Regulatory Affairs Manager	144,500	155,000	185,000	17,737
	144,000	170,500	200,000	19,065
Regulatory Affairs, Quality Assurance Manager	144,750	185,000	202,500	17,154
	135,000	185,000	205,000	21,400
Regulatory Affairs, Quality Assurance Director	161,250	255,000	270,000	58,000
	240,000	255,000	277,500	45,250
Director/Head of Regulatory Affairs	180,000	220,000	270,000	34,500
	196,000	230,000	290,000	42,467
Regional Director of Regulatory Affairs (modified)		235,000		50,000

CAR ALLOWANCE		
1st Quartile	Median	3rd Quartile
18,604	21,102	24,036



# Regulatory Affairs (n=140)

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Regulatory Affairs Assistant	n		1					1	
	1st quartile								
	Median		58,000					60,000	
	3rd quartile								
Regulatory Affairs Associate	n	1	1			4	6	2	3
	1st quartile					83,250	91,750		55,000
	Median	106,000	84,000			108,500	105,000	96,500	105,000
	3rd quartile					115,000	126,750		110,000
Senior Regulatory Affairs Associate	n		1	1	1	4	18	4	3
	1st quartile					109,250	125,000	116,500	97,000
	Median		137,000	130,000	75,000	115,000	147,000	127,000	131,000
	3rd quartile					142,500	164,250	142,000	132,000
Regulatory Affairs, Quality Assurance Associate	n					7			
	1st quartile					77,000			
	Median					107,000			
	3rd quartile					111,000			
Senior Regulatory Affairs, Quality Assurance Associate	n			1	1		2		
	1st quartile								
	Median			118,000	136,000		127,000		
	3rd quartile								
Regulatory Affairs Project Manager	n		1	1			4	1	1
	1st quartile						119,250		
	Median		151,000	112,000			142,000	133,000	160,000
	3rd quartile						160,250		
Regulatory Affairs Manager	n	1	3	5	2	5	13	6	6
	1st quartile		151,000	135,500		163,500	138,000	149,500	134,500
	Median	173,000	200,000	160,000	170,000	177,000	150,000	166,500	137,500
	3rd quartile		210,000	183,500		181,000	200,000	193,500	176,500

# Regulatory Affairs (n=140) continued

2022 Total Remuneration — excludes bonus, by Industry Sector

Job Title		Biotechnology, Diagnostics & Life Sciences	Consulting Services	FMCG, Food & Beverage	Manufacturing/ Contract Manufacturing	Medical Devices	Pharmaceuticals – Ethical (Innovator, Originator & Generics)	Pharmaceuticals – OTC & Consumer Healthcare	Other
Regulatory Affairs, Quality Assurance Manager	n	1				6	6	1	
	1st quartile					138,500	176,250		
	Median	125,000				171,500	195,500	155,000	
	3rd quartile					252,500	202,500		
Regulatory Affairs, Quality Assurance Director	n			1		2	1		
	1st quartile								
	Median			135,000		270,000	240,000		
	3rd quartile								
Director/Head of Regulatory Affairs	n	2			1	3	2		1
	1st quartile					176,000			
	Median	242,000			116,000	240,000	240,000		220,000
	3rd quartile					280,000			
Regional Director of Regulatory Affairs (modified)	n					1	1		
	1st quartile								
	Median					260,000	210,000		
	3rd quartile								



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**For more information on the topics covered in this report or to talk about how we can help or partner with your organisation on your recruitment projects get in touch with our team.**

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