2018 SALARY & JOB SATISFACTION SURVEY

ON Q RECRUITMENT

Scientific Technical Medical

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FOREWORD BY ON Q RECRUITMENT'S DIRECTOR

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Fundamentally, the success of any business, is the ability to have a strong insight into the employment landscape. That is why, over a decade ago, we released our first survey which identified key trends and insights and produced benchmark data around salary and benefits for a number of industry sectors across Australia.

So, on that point, welcome to the twelfth edition of On Q Recruitment's Annual Salary and Job Satisfaction Survey.

Since 2006, over 14,000 people from more than 14 industries and 140 job titles have taken part in our survey. We provide insights that matter to the Australian market, which helps both employees and employers understand their place within the Australian job market.

I would like to thank 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 myself on 02 9431 2522 or my team.

REMARKS

Number of contributors: 1,686
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 less than three 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:

Animal Health
Clinical Research Organisations
Complementary Medicines
Consulting Services
Diagnostics, Life Sciences & Biotechnology
FMCG, Food & Beverage
Healthcare (Allied Health, Nursing, Medical Imaging)
Healthtech (Health Analytics, Data Informatics)
Laboratory Services
Manufacturing
Medical Devices
Pharmaceuticals – Ethical (prescription)
Pharmaceuticals – OTC & Health
Research Institute /NFP / Hospital / Academia

FUNCTIONAL SECTORS:

Allied Health
Clinical Research
Engineering
Executive General Management
Health Economics / Market Access
Human Resources
Laboratory
Medical Affairs
Nursing
Operations & Manufacturing
Quality Assurance
Regulatory Affairs
Sales & Marketing

KEY AREAS OF INTEREST – ANALYSIS

Several interesting insights have emerged from this year's Salary & Job Satisfaction survey and while there hasn't been a great deal of change in terms of salaries, the desire for flexibility in working hours once again rules in the workplace.

Demographics

Looking at the demographics of our data from 2018, it suggests only minor variances from previous years in terms of age and gender. For example, most respondents remain in the 30-39 years bracket, representing 36.1% of the total sample size, with 40-49 years representing 28.9% and 50-59 years representing 20.5%.

Pay Increases

Little has changed in terms of long-term trends around pay increase data. Around two thirds of respondents received a pay increase over the last 12 months, a similar number to the past few years, with the proportion of respondents not receiving pay increases within the year remaining static at approximately 35%.

Nearly half of these increases (48.7%) were in the 1-2% (23.4%) or 3-4% (25.3%) range. 5.0% of respondents received a pay increase greater than 10%, but it is also worth noting that the number has been gradually increasing. In 2015, the statistic sat at 3.3%, before increasing to 3.8% in 2016, 4.3% in 2017, and 5.0% in 2018. We hypothesise the main reason for pay increases above 10% is due to incumbents receiving an internal promotion.

Of those who did not receive a pay increase (35.2%), nearly half said this was because they had been with their employer for less than 12 months. Of the remaining half who had been with the same employer for longer than a year, 17.9% stated they had received no feedback on why they were not given a pay rise. While the importance that each person places on remuneration is different, this lack of communication with employees is something that for most employers should be relatively easy to address.

Role type and industry also had an impact on the level of pay increase received. Those in Medical Imaging and Allied Health roles were most at risk of receiving no increase. At 66.7% and 65.4% respectively, these were the only sectors where over half of the respondents received no pay increase in the last 12 months. Health Economics (77.8% receiving increase) and Regulatory Affairs (74.1%) were the most likely areas to receive an increase, regardless of the amount. In terms of industries/sectors, those in Healthcare received the lowest number of increases by some margin, with 39.0% of respondents receiving an increase, compared to 83.1% in the Ethical Pharmaceuticals sector, which led the field.

Satisfaction

When examining satisfaction statistics, it becomes clear that there are a number of key satisfaction and motivation factors for Life Sciences professionals throughout Australia. 65.3%

indicated that they were "satisfied" at work, with 13.7% of those reporting in as "very satisfied". While this is a positive sign for employers, it still leaves around a third of respondents consciously choosing not to select either of the satisfied options – 20.7% reported in as "impartial", and 14.0% said they were "unsatisfied" (of which 3.8% were "very unsatisfied").

This same split was reflected in respondents' likelihood of leaving. While most people were not concerned about job security, over half (59.2%) said that they would consider moving jobs in the next 12 months, of which 27.7% stated that they were likely to leave their employer – a comparable number to the proportion of respondents who did not count themselves as satisfied. This is a considerable proportion when put within the context of a workforce; over a quarter of any team are likely to switch jobs in the next 12 months.

To find out what might be causing dissatisfaction and a willingness to leave, our survey explored the frustrations that respondents have in their roles – the issues that employers should target if looking to increase satisfaction and retention. "Lack of opportunities for career progression" was cited as the most compelling reason to leave an employer, with "inadequate salary" and "lack of satisfaction" also highlighted as key reasons. Management issues dominated the discussion when it came to the most frustrating part of respondents' roles, with unproductive systems, excessive workloads and interdepartmental politics featuring in the top three.

Our survey also looked into stress in the workplace, and found that this was a near-ubiquitous issue that could also be contributing to employee discontent. The most eye-catching statistic in relation to stress is the number of employees who did not feel stressed; just 4.5% of respondents stated that they were "never stressed". More than double that number, 10.0%, said they felt "extremely stressed", with the rest of the respondents split between "moderately stressed" (46.2%) and "occasionally stressed" (39.3%).

The key to retaining staff is to address the concerns that employees have and to keep their priorities front of mind. In terms of what those priorities are, flexibility once again emerged as being of major importance to many respondents. It was listed as the most valuable benefit that respondents could receive, as well as the top reason to stay with an employer. This goes to show that organisations that can find a way to add elements of flexibility into their workplace can gain a significant competitive advantage in the talent market.

Overall, respondents have made an emphatic statement about what they want in their roles (flexibility and a supportive employer), and what they do not want (unproductive systems and stress-inducing workload). Not only that, but the responses around stress and likelihood of leaving, add some weight to this. Considering these factors, it's clear that if a business can create a positive working environment or culture then they will reap the benefits when it comes to talent retention and attraction.

MOST VALUABLE BENEFITS DESIRED BY EMPLOYEES

KEY REASONS FOR LEAVING PREVIOUS EMPLOYER

- No opportunities for career advancement/promotion
- Redundancy
- Relocation

KEY REASONS TO REMAIN WITH CURRENT EMPLOYER

- Flexibility in the workplace
- Opportunity for career advancement/promotion
- Supportive management

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

CLINICAL RESEARCH (n=337)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (prescription)	Research Institute / NFP / Hospital / Academia	Medical Devices	Healthcare (Allied Health, Nursing, Medical Imaging)	Diagnostics, Life Sciences & Biotechnology	Other
Clinical Trials Associate / Administrator	n	7	3	4	1		2	1
	1st quartile	60,000	66,000	61,250				
	Median	63,000	75,000	80,000	89,000		78,250	58,000
	3rd quartile	79,500	79,000	84,500				
In House CRA / Entry Level CRA (no monitoring)	n	1	1	1			1	
	1st quartile							
	Median	67,500	76,500	65,000			100,000	
	3rd quartile							
Study Start Up Associate	n	5	1	1				1
	1st quartile	97,000						
	Median	107,000	132,000	100,000				72,000
	3rd quartile	126,500						
Clinical Trial / Study / Clinical Research Coordinator (at site)	n	5		9		7		1
	1st quartile	56,000		76,000		60,000		
	Median	61,500		79,000		88,500		55,000
	3rd quartile	99,500		103,250		90,000		
Clinical Research Associate	n	28	4	7	3			1
	1st quartile	85,125	89,000	70,000	65,000			
	Median	95,000	107,500	85,000	95,000			90,000
	3rd quartile	104,500	112,500	97,000	102,000			
Senior Clinical Research Associate	n	34	7					2
	1st quartile	104,750	100,000					
	Median	116,500	123,000					119,000
	3rd quartile	121,750	131,000					

CLINICAL RESEARCH (n=337) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (prescription)	Research Institute / NFP / Hospital / Academia	Medical Devices	Healthcare (Allied Health, Nursing, Medical Imaging)	Diagnostics, Life Sciences & Biotechnology	Other
Clinical Research Team Leader	n	4	2	1		2		
	1st quartile	116,000						
	Median	123,500	155,000	85,000		91,000		
	3rd quartile	136,250						
Study Start Up Manager	n	2		2				
	1st quartile							
	Median	116,000		123,000				
	3rd quartile							
Clinical Project Manager	n	22	20	9	2	1	1	3
	1st quartile	102,625	120,500	110,500				90,000
	Median	138,000	139,500	124,000	115,500	80,000	120,000	98,000
	3rd quartile	155,500	150,750	129,500				133,000
Clinical Research Manager	n	2	12	9	4		1	2
	1st quartile		137,500	103,750	93,000			
	Median	132,000	167,000	128,000	120,500		140,000	198,500
	3rd quartile		205,000	141,500	154,000			
Clinical Operations Manager	n	21	12	4	1			3
	1st quartile	139,000	135,250	94,625				116,000
	Median	165,000	160,000	124,500	150,000			135,000
	3rd quartile	178,000	188,000	142,750				151,000
Director / Head of Clinical Research	n	6	8	2	2	1	1	2
	1st quartile	187,500	220,000					
	Median	215,000	250,000	162,500	215,000	160,000	140,000	226,500
	3rd quartile	250,000	277,500					

CLINICAL RESEARCH (n=337) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Clinical Research Organisation	Pharmaceuticals – Ethical (prescription)	Research Institute / NFP / Hospital / Academia	Medical Devices	Healthcare (Allied Health, Nursing, Medical Imaging)	Diagnostics, Life Sciences & Biotechnology	Other
Regional Manager / Director / Vice President	n	9	3		1			1
	1st quartile	189,000	175,000					
	Median	220,000	270,000		191,000			149,000
	3rd quartile	240,000	470,000					
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	n	6	2	8	1			4
	1st quartile	63,250		61,750				60,500
	Median	108,500	133,500	81,000	63,000			79,000
	3rd quartile	168,500		105,000				121,500

CLINICAL RESEARCH 2018 VS 2017 (n=337)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Clinical Trials Associate / Administrator	60,750	75,000	80,375	4,800
	55,000	60,000	63,750	-
In House CRA / Entry Level CRA (no monitoring)	65,625	72,000	94,125	1,500
	-	-	-	-
Study Start Up Associate	91,000	106,500	127,250	16,000
	89,000	94,500	105,250	7,833
Clinical Trial / Study / Clinical Research Coordinator (at site)	59,375	79,500	90,625	-
	63,000	80,000	98,000	-
Clinical Research Associate	84,000	94,000	104,000	4,500
	83,000	92,500	100,000	4,123
Senior Clinical Research Associate	104,000	118,000	124,000	5,962
	101,000	113,000	123,000	5,661
Clinical Research Team Leader	91,000	122,000	140,000	8,200
	113,000	130,500	149,250	9,000
Study Start Up Manager	106,250	116,000	136,250	4,000
	-	-	-	-

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Clinical Project Manager	106,750	133,500	148,250	10,842
	112,250	135,000	149,750	13,636
Clinical Research Manager	119,250	145,000	168,000	17,645
	110,000	128,500	153,750	19,917
Clinical Operations Manager	132,500	152,000	175,500	13,167
	149,250	160,000	174,000	13,440
Director / Head of Clinical Research	169,000	220,000	252,500	29,250
	165,000	196,500	240,000	38,000
Regional Manager / Director / Vice President	177,250	215,000	247,500	35,200
	188,750	200,000	300,000	46,334
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	63,500	96,000	126,500	12,857
	71,625	111,500	165,500	11,988

ENGINEERING (n=51)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Consulting Services	FMCG, Food & Beverage	Laboratory Services	Other
Biomedical Engineer	n	2						4
	1st quartile							55,000
	Median	61,750						58,500
	3rd quartile							75,500
Biomedical Engineering Manager	n	2						
	1st quartile							
	Median	129,000						
	3rd quartile							
Chemical Engineer	n		1		1	1		2
	1st quartile							
	Median		63,000		100,000	142,000		67,750
	3rd quartile							
Civil / Mechanical / Electrical / Process Engineer	n		2					1
	1st quartile							
	Median		78,500					100,000
	3rd quartile							
Project Engineer	n				1			2
	1st quartile							
	Median				150,000			149,000
	3rd quartile							
Environmental Engineer	n		1	1	1			
	1st quartile							
	Median		70,000	93,500	100,000			
	3rd quartile							

ENGINEERING (n=51) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Consulting Services	FMCG, Food & Beverage	Laboratory Services	Other
Maintenance / Reliability Engineer	n		1			2		
	1st quartile							
	Median		125,000			69,000		
	3rd quartile							
Field Service Engineer	n	5		4				1
	1st quartile	58,750		97,500				
	Median	80,000		122,500				116,000
	3rd quartile	91,000		126,500				
Technical Officer / Test Technician	n						1	2
	1st quartile							
	Median						62,000	93,500
	3rd quartile							
Technical Services Manager	n	2		1	1		1	
	1st quartile							
	Median	164,000		73,000	90,000		200,000	
	3rd quartile							
Section Lead - Validation	n	1	1					
	1st quartile							
	Median	109,000	135,000					
	3rd quartile							
Materials Engineering Manager	n						1	1
	1st quartile							
	Median						130,000	90,500
	3rd quartile							

ENGINEERING (n=51) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Consulting Services	FMCG, Food & Beverage	Laboratory Services	Other
Operations Manager	n		1					1
	1st quartile							
	Median		150,000					165,000
	3rd quartile							
General Manager	n							2
	1st quartile							
	Median							95,000
	3rd quartile							

ENGINEERING 2018 VS 2017 (n=51)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Biomedical Engineer	55,000	58,750	71,000	900
	63,125	81,500	105,500	-
Biomedical Engineering Manager	-	129,000	-	-
	100,000	115,000	129,000	-
Chemical Engineer	63,250	72,000	121,000	5,000
	55,000	55,000	100,000	-
Civil / Mechanical / Electrical / Process Engineer	65,000	92,000	100,000	-
	-	97,500	-	-
Project Engineer	134,000	150,000	164,000	4,450
	70,000	110,000	169,000	-
Environmental Engineer	70,000	93,500	100,000	900
	-	-	-	-
Maintenance / Reliability Engineer	56,500	81,500	125,000	
	-	-	-	-
Field Service Engineer	75,625	93,000	121,250	3,400
	-	105,250	-	-

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Technical Officer / Test Technician	62,000	67,000	120,000	5,000
	55,000	70,000	121,000	–
Technical Services Manager	81,500	134,000	197,000	8,600
	109,000	191,000	213,000	3
Section Lead - Validation	–	122,000	–	11,500
	–	–	–	–
Materials Engineering Manager	–	110,250	–	–
	–	102,250	–	–
Operations Manager	–	157,500	–	20,000
	–	–	–	–
General Manager	–	95,000	–	2,000
	100,000	105,000	160,000	-

EXECUTIVE GENERAL BUSINESS MANAGEMENT (n=98)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Diagnostics, Life Sciences & Biotechnology	Research Institute / NFP / Hospital / Academia	Healthcare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals - Ethical (prescription)	Manufacturing	Other
Business Development Director	n	1	1					5
	1st quartile							68,500
	Median	55,500	160,000					109,000
	3rd quartile							170,000
Operations Manager	n		1	1	1			3
	1st quartile							80,000
	Median		145,000	172,000	75,000			165,000
	3rd quartile							168,000
Business Unit Manager	n	1	1	3	1			9
	1st quartile			107,000				70,500
	Median	320,000	80,000	124,000	150,000			177,000
	3rd quartile			176,000				210,000
Regional Manager	n		1				1	2
	1st quartile							
	Median		185,000				170,000	190,000
	3rd quartile							
Regional Director / Vice President	n	2				2		1
	1st quartile							
	Median	350,000				305,000		150,000
	3rd quartile							
Chief Operating Officer (COO)	n	1		1	1	1		3
	1st quartile							220,000
	Median	177,000		260,000	320,000	180,000		280,000
	3rd quartile							280,000

EXECUTIVE GENERAL BUSINESS MANAGEMENT (n=98) CONT.

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Medical Devices	Diagnostics, Life Sciences & Biotechnology	Research Institute / NFP / Hospital / Academia	Healthcare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals - Ethical (prescription)	Manufacturing	Other
Chief Scientific Officer	n	1						2
	1st quartile							
	Median	120,000						340,000
	3rd quartile							
General Manager	n	5	1	3	5			6
	1st quartile	222,500		135,000	127,500			166,125
	Median	270,000	80,000	230,000	200,000			202,500
	3rd quartile	315,000		310,000	280,000			222,500
Managing Director	n	1	4			3	2	4
	1st quartile		160,000			260,000		86,250
	Median	290,000	250,000			290,000	180,000	172,500
	3rd quartile		287,500			360,000		210,000
Chief Executive Officer (CEO)	n	2	2	1			1	6
	1st quartile							200,000
	Median	310,000	245,000	220,000			190,000	270,000
	3rd quartile							410,000
Country Manager	n						1	1
	1st quartile							
	Median						260,000	280,000
	3rd quartile							
Global Vice President	n			1			1	1
	1st quartile							
	Median			380,000			175,000	200,000
	3rd quartile							

EXECUTIVE GENERAL BUSINESS MANAGEMENT 2018 VS 2017 (n=98)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Business Development Director	67,000	109,000	160,000	35,000
	-	-	-	-
Operations Manager	78,750	155,000	169,000	6,750
	80,625	107,500	164,000	24,000
Business Unit Manager	81,000	150,000	200,000	18,867
	130,000	189,000	230,000	33,400
Regional Manager	172,500	182,500	196,250	37,000
	100,000	161,000	175,000	50,000
Regional Director / Vice President	180,000	250,000	425,000	62,001
	160,000	300,000	360,000	32,980
Chief Operating Officer (COO)	180,000	260,000	280,000	24,000
	155,000	210,000	300,000	28,000
Chief Scientific Officer	120,000	300,000	380,000	60,000
	-	-	-	-
General Manager	182,500	215,000	265,000	37,000
	143,000	205,000	257,500	37,914

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Managing Director	176,250	235,000	290,000	72,000
	150,000	185,000	340,000	39,000
Chief Executive Officer (CEO)	220,000	250,000	320,000	37,778
	270,000	270,000	310,000	36,714
Country Manager	-	270,000	-	32,000
	217,500	260,000	335,000	51,200
Global Vice President	175,000	200,000	380,000	60,667
	159,000	175,000	270,000	46,667

HEALTH ECONOMICS/MARKET ACCESS/HEALTH INFORMATICS (n=36) 2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals - Ethical (prescription)	Consulting Services	Healthtech (Health Analytics, Data Informatics)	Medical Devices	Research Institute/ NFP/ Hospital/ Academia	Diagnostics, Life Sciences & Biotechnology	Other
Health Economics / Market Access Associate	n	5		2		2		1
	1st quartile	108,000						
	Median	115,000		63,500		108,250		55,000
	3rd quartile	128,500						
Health Economics Analyst	n	2		1				
	1st quartile							
	Median	115,000		116,000				
	3rd quartile							
Senior Health Economics / Market Access Associate	n	3	1					
	1st quartile	176,000						
	Median	210,000	103,000					
	3rd quartile	230,000						
Senior Economist	n	1						1
	1st quartile							
	Median	155,000						123,000
	3rd quartile							
Health Economics / Market Access Manager	n	4	2	1	2		1	1
	1st quartile	154,500						
	Median	180,000	161,500	115,000	235,000		220,000	250,000
	3rd quartile	202,500						
Director of Health Economics / Market Access / Reimburse-ment / Pricing & Reimbursement	n	4	1		1			
	1st quartile	208,250						
	Median	315,000	132,000		280,000			
	3rd quartile	400,000						

HEALTH ECONOMICS/MARKET ACCESS/HEALTH INFORMATICS 2018 VS 2017 (n=36)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Reimbursement & Access Specialist	-	63,500	-	2,000
	-	-	-	-
Health Economics / Market Access Associate	91,375	114,000	125,500	9,600
	57,000	83,500	111,000	-
Health Economics Analyst	110,000	116,000	120,000	-
	83,875	98,000	106,500	-
Senior Health Economics / Market Access Associate	121,250	193,000	225,000	19,250
	96,000	120,000	161,000	-
Senior Economist	-	139,000	-	60,001
	-	-	-	-
Health Economics / Market Access Manager	148,000	180,000	220,000	23,082
	150,000	198,000	220,000	-
Director of Health Economics / Market Access / Reimbursement / Pricing & Reimbursement	176,250	270,000	380,000	60,000
	256,000	315,000	350,000	-

HUMAN RESOURCES (n=47)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Consulting Services	Clinical Research Organisation	Medical Devices	Pharmaceuticals – Ethical (prescription)	Pharmaceuticals – OTC & Consumer Healthcare	Research Institute / NFP / Hospital / Academia	Other
Human Resources Administrator / Assistant	n					1		5
	1st quartile							56,500
	Median					71,000		69,000
	3rd quartile							70,750
Human Resources Associate	n	1	1					3
	1st quartile							77,000
	Median	111,000	74,000					87,500
	3rd quartile							126,000
Internal Recruitment Specialist / Onsite Recruiter	n	1	1				1	2
	1st quartile							
	Median	71,000	112,000				93,500	66,000
	3rd quartile							
Recruitment Manager	n				2			2
	1st quartile							
	Median				140,000			111,000
	3rd quartile							
Organisational Development Specialist / Manager	n	1	1					
	1st quartile							
	Median	105,000	220,000					
	3rd quartile							

HUMAN RESOURCES (n=47) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Consulting Services	Clinical Research Organisation	Medical Devices	Pharmaceuticals – Ethical (prescription)	Pharmaceuticals – OTC & Consumer Healthcare	Research Institute / NFP / Hospital / Academia	Other
Human Resources Manager	n	1	1	3	2	1	1	7
	1st quartile			90,000				56,000
	Median	55,500	135,000	140,000	103,750	137,000	110,000	94,500
	3rd quartile			144,000				110,000
Human Resources Director / Head	n	3	1	1		2	1	1
	1st quartile	90,000						
	Median	200,000	159,000	230,000		177,500	116,000	220,000
	3rd quartile	240,000						

HUMAN RESOURCES 2018 VS 2017 (n=47)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Human Resources Administrator / Assistant	57,250	69,500	71,125	2,000
	55,000	58,500	95,500	-
Human Resources Associate	75,500	87,500	118,500	7,000
	61,375	86,500	113,500	-
Internal Recruitment Specialist / Onsite Recruiter	65,500	72,000	102,750	16,450
	62,625	85,750	106,250	-
Recruitment Manager	106,250	111,000	159,250	10,000
	119,500	131,000	148,500	27,500
Organisational Development Specialist / Manager	-	162,500	-	-
	-	-	-	-
Human Resources Manager	87,750	110,000	135,000	8,000
	112,000	130,000	150,000	12,100
Human Resources Director / Head	135,500	200,000	225,000	19,667
	99,000	182,000	240,000	9,000

LABORATORY (n=165)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		FMCG, Food & Beverage	Laboratory Services	Research Institute / NFP / Hospital / Academia	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals – OTC & Consumer Healthcare	Other
Laboratory Assistant	n			1		1		1
	1st quartile							
	Median			81,000		63,000		61,000
	3rd quartile							
Laboratory Technician	n		6	4	3			2
	1st quartile		55,000	82,375	55,000			
	Median		59,000	86,000	55,000			62,500
	3rd quartile		82,875	91,500	70,000			
QC Chemist	n	1	2		1		2	2
	1st quartile							
	Median	65,000	67,000		55,000		70,500	76,250
	3rd quartile							
Chemist	n		2	3	2			
	1st quartile			55,500				
	Median		93,000	75,500	57,750			
	3rd quartile			175,000				
Senior Chemist	n	1	4	1	1		1	2
	1st quartile		65,875					
	Median	90,000	72,500	89,000	108,000		60,000	77,500
	3rd quartile		85,500					
Microbiologist	n		2	2			1	
	1st quartile							
	Median		76,750	68,250			78,000	
	3rd quartile							

LABORATORY (n=165) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		FMCG, Food & Beverage	Laboratory Services	Research Institute / NFP / Hospital / Academia	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals – OTC & Consumer Healthcare	Other
Food Technologist	n	3			2			1
	1st quartile	72,500						
	Median	84,000			63,250			110,000
	3rd quartile	96,000						
Senior Food Technologist	n	9			3			
	1st quartile	102,000			85,000			
	Median	106,000			90,500			
	3rd quartile	127,500			109,000			
Laboratory Team Leader/Supervisor	n		2	3	2	3	1	2
	1st quartile			90,000		70,000		
	Median		119,500	110,000	86,500	125,000	98,000	118,250
	3rd quartile			150,000		130,000		
Laboratory Manager	n	1	12	8	1	3	1	4
	1st quartile		98,875	77,000		90,000		64,375
	Median	155,000	106,500	87,750	80,000	106,000	146,000	98,750
	3rd quartile		134,000	103,750		135,000		131,250
R&D / Product Development Scientist	n	9		5	2	2		5
	1st quartile	78,000		87,500				78,250
	Median	80,000		90,000	75,500	86,750		85,000
	3rd quartile	106,000		93,000				110,000
R&D / Product Development Manager	n	12			4	1		7
	1st quartile	126,250			120,000			110,000
	Median	144,500			162,000	150,000		140,000
	3rd quartile	160,750			191,250			145,000

LABORATORY (n=165) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		FMCG, Food & Beverage	Laboratory Services	Research Institute / NFP / Hospital / Academia	Manufacturing	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals – OTC & Consumer Healthcare	Other
R&D / Product Development Director / GM	n	1	1	1				
	1st quartile							
	Median	300,000	165,000	270,000				
	3rd quartile							
Laboratory Director	n		3		1			1
	1st quartile		110,000					
	Median		156,000		162,000			145,000
	3rd quartile		198,000					

LABORATORY 2018 VS 2017 (n=165)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Laboratory Assistant	61,000	63,000	81,000	-
	55,000	58,500	67,750	-
Laboratory Technician	55,000	70,000	85,000	3,000
	55,000	58,250	92,875	-
QC Chemist	59,250	67,500	80,000	3,725
	55,000	56,000	79,750	6,360
Chemist	55,500	75,500	108,000	3,000
	62,750	83,500	97,375	3,500
Senior Chemist	68,625	78,250	89,250	3,967
	78,500	83,500	102,500	-
Microbiologist	60,000	78,000	85,000	3,950
	60,000	67,500	70,000	1,450
Food Technologist	67,375	78,250	99,500	3,000
	60,625	67,500	78,250	2,780
Senior Food Technologist	96,250	105,500	115,000	7,500
	90,000	100,500	106,750	4,600

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Laboratory Team Leader/ Supervisor	85,750	98,000	135,000	0
	80,500	112,000	137,000	3,000
Laboratory Manager	83,750	104,000	132,000	18,000
	73,000	84,000	94,500	7,000
R&D / Product Development Scientist	80,000	85,000	97,000	5,738
	67,500	105,000	117,000	6,980
R&D / Product Development Manager	126,000	144,500	153,000	9,615
	107,500	140,000	162,000	12,300
R&D / Product Development Director / GM	165,000	270,000	300,000	60,000
	141,500	208,500	265,000	43,333
Laboratory Director	127,500	156,000	180,000	11,000
	-	-	-	-

MEDICAL AFFAIRS (n=137)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Pharmaceuticals – OTC & Consumer Healthcare	Consulting Services	HealthCare (Allied Health, Nursing, Medical Imaging)	Medical Devices	Clinical Research Organisation	Other
Medical Information Associate	n	4		1	1	1		
	1st quartile	63,750						
	Median	80,000		65,000	88,000	70,000		
	3rd quartile	97,750						
Senior Medical Information Associate	n	2						
	1st quartile							
	Median	135,500						
	3rd quartile							
Medical Information Manager	n	3						
	1st quartile	105,000						
	Median	150,000						
	3rd quartile	177,000						
Scientific / Medical Affairs Associate	n	2			1	1		2
	1st quartile							
	Median	120,500			55,000	81,500		83,250
	3rd quartile							
Senior Scientific / Medical Affairs Associate	n	5	1					2
	1st quartile	131,500						
	Median	160,000	90,000					112,500
	3rd quartile	171,000						
Scientific / Medical Affairs Manager	n	7					1	
	1st quartile	155,000						
	Median	171,000					120,000	
	3rd quartile	200,000						

MEDICAL AFFAIRS (n=137) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Pharmaceuticals – OTC & Consumer Healthcare	Consulting Services	HealthCare (Allied Health, Nursing, Medical Imaging)	Medical Devices	Clinical Research Organisation	Other
Pharmacovigilance Associate	n	11						2
	1st quartile	82,000						
	Median	95,000						97,750
	3rd quartile	98,000						
Senior Pharmacovigilance Associate	n	10						
	1st quartile	97,375						
	Median	108,000						
	3rd quartile	122,500						
Pharmacovigilance Manager	n	10	1					
	1st quartile	155,000						
	Median	171,000	145,000					
	3rd quartile	191,250						
Medical Services Associate	n	2						1
	1st quartile							
	Median	75,750						90,000
	3rd quartile							
Medical Writer / Editor	n			1			1	
	1st quartile							
	Median			77,000			72,000	
	3rd quartile							
Medical Scientific Liaison / Medical Product Specialist	n	22						1
	1st quartile	129,000						
	Median	137,500						127,000
	3rd quartile	157,250						

MEDICAL AFFAIRS (n=137) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Pharmaceuticals – OTC & Consumer Healthcare	Consulting Services	HealthCare (Allied Health, Nursing, Medical Imaging)	Medical Devices	Clinical Research Organisation	Other
Medical Advisor	n	8	1			1	1	1
	1st quartile	161,000						
	Median	172,000	170,000			55,000	151,000	130,000
	3rd quartile	196,250						
Senior Medical Advisor / Associate Medical Director	n	10	1					1
	1st quartile	210,000						
	Median	230,000	260,000					128,000
	3rd quartile	285,000						
Medical Director	n	3	2		1			
	1st quartile	240,000						
	Median	320,000	255,000		290,000			
	3rd quartile	320,000						
Senior / Group Medical Director	n	2				2		1
	1st quartile							
	Median	435,000				185,000		200,000
	3rd quartile							
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	n	1	1		1			1
	1st quartile							
	Median	91,000	96,000		57,000			75,000
	3rd quartile							

MEDICAL AFFAIRS 2018 VS 2017 (n=137)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Medical Information Associate	65,000	75,000	88,000	900
	67,000	75,000	94,500	4,633
Senior Medical Information Associate	-	135,500	-	8,000
	98,250	110,000	120,500	10,200
Medical Information Manager	105,000	150,000	177,000	18,333
	-	-	-	-
Scientific / Medical Affairs Associate	73,750	84,000	108,250	13,000
	85,000	93,000	112,000	6,667
Senior Scientific / Medical Affairs Associate	105,000	138,000	165,250	19,200
	78,000	125,000	131,500	9,500
Scientific / Medical Affairs Manager	128,750	168,000	195,000	28,714
	164,000	189,500	198,750	22,200
Pharmacovigilance Associate	82,500	95,000	100,000	5,900
	82,000	91,000	92,000	5,667
Senior Pharmacovigilance Associate	97,375	108,000	122,500	10,250
	97,750	106,000	114,500	7,000
Pharmacovigilance Manager	155,000	167,000	190,000	19,444
	136,000	156,000	168,000	16,208

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Medical Services Associate	75,000	76,500	90,000	3,000
	-	-	-	-
Medical Writer / Editor	-	74,500	-	-
	60,000	73,000	77,000	20,250
Medical Scientific Liaison / Medical Product Specialist	127,000	136,000	153,000	12,295
	132,000	136,000	164,000	13,909
Medical Advisor	146,500	167,000	182,250	23,222
	151,000	170,000	187,500	19,571
Senior Medical Advisor / Associate Medical Director	210,000	220,000	265,000	35,167
	220,000	250,000	270,000	47,000
Medical Director	247,500	275,000	320,000	53,000
	175,000	230,000	380,000	38,500
Senior / Group Medical Director	185,000	200,000	435,000	56,667
	-	-	-	-
Departmental Support / Business Function Role (e.g. Compliance, quality, audit, training, administrative or other specialist support function)	61,500	83,000	94,750	10,000
	83,500	103,000	173,000	16,000

OPERATIONS AND MANUFACTURING (n=102)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Medical Devices	Animal Health	Consulting Services	Other
WH&S Officer	n	1						2
	1st quartile							
	Median	103,000						73,250
	3rd quartile							
Shift Supervisor	n	1		1		1		3
	1st quartile							63,500
	Median	100,000		80,000		76,000		88,500
	3rd quartile							91,500
Plant / Site Manager	n	2						2
	1st quartile							
	Median	225,000						132,500
	3rd quartile							
Production Planner	n	2						
	1st quartile							
	Median	101,000						
	3rd quartile							
Production Supervisor	n	1	1	1				
	1st quartile							
	Median	55,000	72,000	84,000				
	3rd quartile							
Production Manager	n	2	1			1		1
	1st quartile							
	Median	103,000	104,000			139,000		155,000
	3rd quartile							

OPERATIONS AND MANUFACTURING (n=102) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Medical Devices	Animal Health	Consulting Services	Other
Business Improvement Manager	n	1	2					1
	1st quartile							
	Median	125,000	185,000					200,000
	3rd quartile							
Engineering Manager	n	1		1				1
	1st quartile							
	Median	58,000		150,000				143,000
	3rd quartile							
Manufacturing Manager	n			2	2			
	1st quartile							
	Median			132,500	104,000			
	3rd quartile							
Operations Manager	n	4	5		3		4	13
	1st quartile	124,250	76,250		115,000		62,500	93,000
	Median	155,000	135,000		152,000		85,000	120,000
	3rd quartile	263,750	172,000		170,000		100,000	160,000
Process / Lean Implementation Manager	n	1			1			
	1st quartile							
	Median	94,000			160,000			
	3rd quartile							
Procurement / Purchasing Manager	n	2	2					
	1st quartile							
	Median	115,250	147,500					
	3rd quartile							

OPERATIONS AND MANUFACTURING (n=102) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Manufacturing	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Medical Devices	Animal Health	Consulting Services	Other
Logistics Officer	n				1			6
	1st quartile							56,875
	Median				65,000			62,000
	3rd quartile							70,375
Supply Chain Manager	n	4	4			1		4
	1st quartile	140,500	98,875					74,500
	Median	151,000	120,500			105,000		105,000
	3rd quartile	220,000	147,750					142,250
General Manager	n		2				1	2
	1st quartile							
	Median		122,500				185,000	155,000
	3rd quartile							
WH&S Director	n	2						
	1st quartile							
	Median	175,000						
	3rd quartile							
Operations Director	n		1			2		1
	1st quartile							
	Median		145,000			198,500		180,000
	3rd quartile							
Regional Manager / Director / Vice President	n						1	1
	1st quartile							
	Median						184,000	250,000
	3rd quartile							

OPERATIONS AND MANUFACTURING 2018 VS 2017 (n=102)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
WH&S Officer	55,000	91,500	103,000	-
	-	-	-	-
Shift Supervisor	72,875	84,250	93,625	5,000
	-	-	-	-
Plant / Site Manager	126,250	182,500	227,500	29,000
	145,500	151,000	200,000	15,750
Production Planner	-	101,000	-	6,000
	93,750	110,000	115,000	2,633
Production Supervisor	55,000	72,000	84,000	1,000
	77,750	88,500	132,750	9,250
Production Manager	103,000	104,000	147,000	10,000
	103,500	138,000	148,000	11,380
Business Improvement Manager	136,250	185,000	200,000	14,000
	101,000	144,000	172,000	14,600
Engineering Manager	58,000	143,000	150,000	4,500
	119,500	154,000	184,750	-
Manufacturing Manager	61,250	104,000	189,500	5,450
	128,500	165,000	217,250	20,000

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Operations Manager	96,750	123,000	164,500	8,988
	90,750	127,000	168,500	11,483
Process / Lean Implementation Manager	-	127,000	-	19,000
	55,500	100,000	120,000	27,200
Procurement / Purchasing Manager	98,125	126,500	169,500	16,667
	100,000	142,000	167,000	35,000
Logistics Officer	57,500	65,000	68,500	2,267
	63,250	67,000	74,500	2,500
Supply Chain Manager	100,000	140,000	151,500	17,650
	110,000	128,000	157,500	16,544
General Manager	105,000	145,000	192,500	13,333
	-	-	-	-
WH&S Director	-	175,000	-	19,000
	-	-	-	-
Operations Director	153,000	178,500	210,000	36,667
	-	-	-	-
Regional Manager / Director / Vice President	-	217,000	-	17,000
	-	-	-	-

QUALITY ASSURANCE (n=139)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	FMCG, Food & Beverage	Manufacturing	Medical Devices	Pharmaceuticals – OTC & Consumer Healthcare	Animal Health	Other
QA Associate	n	5	1	3	7	4		9
	1st quartile	67,500		70,000	67,000	62,875		57,500
	Median	80,000	55,000	72,000	72,500	72,000		76,500
	3rd quartile	93,750		73,000	90,000	85,625		89,750
Senior QA Associate	n	4	1	2	4	1		6
	1st quartile	106,250			70,000			78,000
	Median	110,000	102,000	102,250	95,000	102,000		89,250
	3rd quartile	174,500			116,250			100,750
QA Team Leader / Coordinator	n	1	8	3	2	1		5
	1st quartile		76,250	65,500				72,000
	Median	112,000	92,000	80,000	75,000	80,000		89,500
	3rd quartile		103,375	140,000				106,750
Compliance Specialist	n					1		2
	1st quartile							
	Median					82,000		99,250
	3rd quartile							
Compliance Manager	n	1	1	2				2
	1st quartile							
	Median	175,000	230,000	143,500				176,500
	3rd quartile							
Quality Systems Manager	n	1	1	2				
	1st quartile							
	Median	125,000	95,000	77,500				
	3rd quartile							

QUALITY ASSURANCE (n=139) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	FMCG, Food & Beverage	Manufacturing	Medical Devices	Pharmaceuticals – OTC & Consumer Healthcare	Animal Health	Other
QA Manager	n	4	6	6	3	2		14
	1st quartile	152,500	123,750	55,000	85,000			89,375
	Median	165,500	139,500	87,500	110,000	124,000		103,000
	3rd quartile	200,250	150,000	116,750	133,000			132,500
QA Director / Senior QA Manager	n	4	3	4				4
	1st quartile	174,500	128,000	133,750				143,500
	Median	194,500	140,000	195,000				179,500
	3rd quartile	300,000	181,000	230,000				197,500
Senior / Regional QA Director / VP QA	n	3	1					
	1st quartile	152,000						
	Median	210,000	300,000					
	3rd quartile	280,000						

QUALITY ASSURANCE 2018 VS 2017 (n=139)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
QA Associate	65,750	72,500	89,625	4,590
	60,375	69,750	75,125	5,317
Senior QA Associate	84,375	102,000	110,000	8,290
	82,500	96,000	105,000	4,150
QA Team Leader / Coordinator	77,500	90,000	107,500	0
	66,000	80,000	106,000	9,833
Compliance Specialist	79,375	95,000	117,000	0
	89,000	96,000	115,750	5,000
Compliance Manager	141,500	177,500	207,500	18,000
	90,875	113,500	135,250	13,333
Quality Systems Manager	83,750	95,000	107,000	14,000
	91,375	115,000	125,500	9,143

Job Title	1st Quartile	Median	3rd Quartile	Bonus
QA Manager	90,000	110,000	145,000	17,071
	96,250	110,000	125,500	11,521
QA Director / Senior QA Manager	140,000	179,000	210,000	25,364
	141,000	175,000	187,500	20,190
Senior / Regional QA Director / VP QA	166,500	245,000	295,000	42,000
	184,500	230,000	275,000	29,000

REGULATORY AFFAIRS (n=258)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Medical Devices	Complementary Medicines	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals – OTC & Consumer Healthcare	Other
Regulatory Affairs Assistant (Dept Support)	n	1				1		3
	1st quartile							55,000
	Median	92,500				61,500		118,000
	3rd quartile							120,000
Regulatory Affairs, Quality Assurance Associate	n		2					1
	1st quartile							
	Median		88,000					66,500
	3rd quartile							
Regulatory Affairs Associate	n	25	11	6	2		3	11
	1st quartile	83,750	81,500	66,375			72,000	75,000
	Median	99,500	90,000	71,500	88,500		100,000	81,500
	3rd quartile	107,500	103,000	88,250			108,000	98,000
Senior Regulatory Affairs Associate	n	26	5	7	2		3	7
	1st quartile	113,250	98,250	61,000			125,000	95,000
	Median	125,000	107,000	92,500	130,000		128,000	111,000
	3rd quartile	149,250	130,500	108,000			141,000	135,000
Regulatory Affairs Team Leader	n	3	2		1			2
	1st quartile	120,000						
	Median	138,000	135,000		57,000			105,500
	3rd quartile	195,000						
Regulatory Affairs Project Manager	n	6		2			1	2
	1st quartile	115,750						
	Median	136,500		87,750			125,000	74,250
	3rd quartile	165,500						

REGULATORY AFFAIRS (n=258) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Medical Devices	Complementary Medicines	FMCG, Food & Beverage	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals – OTC & Consumer Healthcare	Other
Regulatory Affairs Manager	n	28	8	9	5	1	4	18
	1st quartile	134,000	119,750	93,500	126,000		143,500	102,250
	Median	160,500	151,000	120,000	150,000	180,000	145,500	137,000
	3rd quartile	195,750	191,000	123,000	167,500		177,500	164,000
Product Complaints	n		1					2
	1st quartile							
	Median		60,000					98,500
	3rd quartile							
Director / Head of Regulatory Affairs	n	11	4		1		2	5
	1st quartile	180,000	188,750					118,500
	Median	260,000	220,000		160,000		215,000	185,000
	3rd quartile	300,000	240,000					335,000
Regulatory Affairs, Quality Assurance Manager	n	3	9	1	3			1
	1st quartile	118,000	120,000		114,000			
	Median	118,000	140,000	112,000	117,000			105,000
	3rd quartile	250,000	199,500		142,000			
Regulatory Affairs, Quality Assurance Director	n	2						1
	1st quartile							
	Median	224,000						200,000
	3rd quartile							
Regional Manager / Regional Associate Vice President	n	4						
	1st quartile	162,750						
	Median	225,000						
	3rd quartile	247,500						

REGULATORY AFFAIRS 2018 VS 2017 (n=258)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Regulatory Affairs Assistant (Dept Support)	58,250	92,500	119,000	-
	64,000	75,500	84,500	2,975
Regulatory Affairs, Quality Assurance Associate	66,500	72,000	104,000	2,300
	65,000	83,000	90,000	4,000
Regulatory Affairs Associate	80,000	90,750	103,250	4,717
	80,000	90,250	96,000	5,770
Senior Regulatory Affairs Associate	104,250	120,000	136,250	9,194
	105,750	120,000	135,000	10,484
Regulatory Affairs Team Leader	102,750	120,000	147,000	8,271
	78,000	113,000	130,500	11,250
Regulatory Affairs Project Manager	88,500	116,000	153,000	15,000
	131,250	140,500	158,750	12,667

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Regulatory Affairs Manager	120,000	143,000	170,000	16,923
	116,000	148,000	165,000	15,660
Product Complaints	60,000	67,000	130,000	-
	-	-	-	-
Director / Head of Regulatory Affairs	180,000	220,000	270,000	41,500
	160,000	210000	240000	28,737
Regulatory Affairs, Quality Assurance Manager	115,500	120,000	162,000	18,182
	127,750	151000	182000	18,500
Regulatory Affairs, Quality Assurance Director	188,000	200,000	260,000	32,000
	200,000	200000	245000	35,500
Regional Manager / Regional Associate Vice President	162,750	225,000	247,500	58,001
	150,000	270000	310000	93,334

SALES & MARKETING (n=214)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Manufacturing	Other
Sales Representative	n	10	4	1	1		1	
	1st quartile	77,500	85,000					
	Median	100,000	93,000	78,000	55,000		60,000	
	3rd quartile	120,000	105,500					
Senior Sales Representative	n	7	3	1		1	1	2
	1st quartile	141,000	100,000					
	Median	155,000	130,000	120,000		160,000	155,000	55,000
	3rd quartile	170,000	133,000					
Account Manager	n	2	2	2	3	3	1	9
	1st quartile				90,000	100,000		62,750
	Median	151,000	122,500	79,750	150,000	105,000	81,500	75,000
	3rd quartile				185,000	120,000		175,000
Territory Manager	n	5	10	3	1		1	3
	1st quartile	111,500	101,500	58,000				109,000
	Median	128,000	124,500	108,000	75,500		128,000	125,000
	3rd quartile	155,000	145,000	122,000				130,000
Business Development Manager / Consultant	n	2	1	2	1	3		8
	1st quartile					78,000		89,500
	Median	197,000	170,000	125,000	60,000	87,500		124,500
	3rd quartile					90,000		172,500
State Sales Manager / Regional Sales Manager	n	5	5		2	1		2
	1st quartile	100,750	150,000					
	Median	125,000	158,000		103,000	210,000		140,000
	3rd quartile	154,000	187,500					

SALES & MARKETING (n=214) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Manufacturing	Other
National Field Sales Manager	n	2	2	2	1			1
	1st quartile							
	Median	192,500	142,500	157,500	125,000			139,000
	3rd quartile							
Sales Director	n		2	1		1	2	2
	1st quartile							
	Median		190,000	300,000		270,000	209,000	224,500
	3rd quartile							
Assistant / Associate Brand / Product Manager	n	4	2			1	2	2
	1st quartile	75,375						
	Median	88,750	94,000			82,000	59,000	73,500
	3rd quartile	98,375						
Brand / Product Manager	n	5	5	2	1			2
	1st quartile	121,000	100,000					
	Median	135,000	120,000	128,000	131,000			94,750
	3rd quartile	147,500	131,500					
Senior Brand / Product Manager	n	2	1		1			1
	1st quartile							
	Median	200,000	125,000		166,000			120,000
	3rd quartile							
Sales / Business Analyst	n	4						3
	1st quartile	72,000						117,000
	Median	95,500						136,000
	3rd quartile	130,250						165,000

SALES & MARKETING (n=214) CONTINUED

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Pharmaceuticals – Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	Manufacturing	Other
Marketing Manager	n	4	2		1		1	7
	1st quartile	126,750						83,000
	Median	178,000	243,000		157,000		142,000	99,000
	3rd quartile	209,750						130,000
Marketing Director	n	3	1					2
	1st quartile	174,000						
	Median	250,000	200,000					153,000
	3rd quartile	260,000						
Sales & Marketing Manager	n	2	1		2	3		3
	1st quartile					141,000		55,000
	Median	168,000	180,000		187,500	167,000		56,500
	3rd quartile					230,000		75,000
Business Unit Manager / Head of Division	n	6	3		1	1		5
	1st quartile	227,500	210,000					162,000
	Median	270,000	210,000		230,000	165,000		175,000
	3rd quartile	312,500	250,000					220,000

SALES & MARKETING 2018 VS 2017 (n=214)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Sales Representative	74,000	87,000	111,000	5,129
	61,500	90,000	120,000	15,073
Senior Sales Representative	120,000	141,000	160,000	20,825
	118,000	132,000	141,500	28,533
Account Manager	75,000	102,500	152,500	10,556
	102,000	120,000	161,000	27,600
Territory Manager	102,000	122,000	130,000	16,476
	93,250	106,500	136,250	10,355
Business Development Manager / Consultant	87,500	124,000	175,000	21,900
	110,000	123,000	170,000	16,174
State Sales Manager / Regional Sales Manager	115,000	150,000	165,000	14,658
	132,750	157,500	197,000	17,111
National Field Sales Manager	126,250	147,000	188,750	23,000
	117,500	145,000	173,000	38,000
Sales Director	180,750	245,000	267,500	57,143
	180,000	196,000	230,000	45,250

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Assistant / Associate Brand / Product Manager	73,000	78,000	95,000	6,833
	64,750	75,000	96,500	5,833
Brand / Product Manager	100,000	128,000	135,000	13,583
	103,500	120,000	131,000	11,229
Senior Brand / Product Manager	122,500	166,000	200,000	21,000
	139,000	167,000	175,000	16,200
Sales / Business Analyst	75,000	117,000	136,000	13,400
	73,375	89,500	137,500	6,483
Marketing Manager	97,000	142,000	178,000	14,700
	93,500	155,000	198,000	13,325
Marketing Director	156,500	187,000	252,500	20,200
	202,500	245,000	277,500	45,000
Sales & Marketing Manager	75,000	167,000	180,000	19,000
	96,750	136,000	168,500	28,625
Business Unit Manager / Head of Division	192,500	220,000	260,000	40,833
	151,000	180,000	232,500	28,778

ALLIED HEALTH (n=26)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Healthcare (Allied Health, Nursing, Medical Imaging)	Pharmaceuticals – Ethical (prescription)	Research Institute / NFP / Hospital / Academia	Diagnostics, Life Sciences & Biotechnology	Laboratory Services	Animal Health	Other
Physiotherapist	n	3		2				
	1st quartile	70,000						
	Median	75,000		114,500				
	3rd quartile	83,500						
Occupational Therapist	n	1						1
	1st quartile							
	Median	105,000						110,000
	3rd quartile							
Recreational Activities Officer	n	1					1	1
	1st quartile							
	Median	55,000					55,000	60,500
	3rd quartile							
Allied Health Manager	n	5	2	1	1	1		1
	1st quartile	57,750						
	Median	70,000	75,000	90,000	63,000	140,000		125,000
	3rd quartile	112,500						
General Manager, Allied Health Service	n	4	1					
	1st quartile	55,875						
	Median	71,500	70,000					
	3rd quartile	107,375						

ALLIED HEALTH 2018 VS 2017 (n=26)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Physiotherapist	72,500	79,000	116,750	–
	–	–	–	–
Occupational Therapist	–	107,500	–	–
	–	–	–	–
Recreational Activities Officer	55,000	55,000	60,500	–
	–	–	–	–
Allied Health Manager	63,000	80,000	125,000	10,475
	78,000	91,000	110,000	11,000
General Manager, Allied Health Service	56,750	70,000	99,750	–
	66,250	74,250	104,250	31,725

NURSING (n=16)

2018 Total Remuneration (excludes Bonus) by Industry Sector

		Healthcare (Allied Health, Nursing, Medical Imaging)	Research Institute / NFP / Hospital / Academia	Other
Registered Nurse	n	1	1	
	1st quartile			
	Median	55,000	74,000	
	3rd quartile			
Endorsed Enrolled Nurse	n	1	1	
	1st quartile			
	Median	55,000	70,500	
	3rd quartile			
Clinical Care Coordinator / Nurse Unit Manager	n	2		
	1st quartile			
	Median	96,000		
	3rd quartile			
Deputy Director of Nursing	n	2		
	1st quartile			
	Median	87,000		
	3rd quartile			
Director of Nursing	n	7		1
	1st quartile	115,000		
	Median	130,000		135,000
	3rd quartile	157,000		

NURSING 2018 VS 2017 (n=16)

Total Remuneration (excludes Bonus) KEY = 2018 = 2017

Job Title	1st Quartile	Median	3rd Quartile	Bonus
Registered Nurse	-	64,500	-	-
	78,500	86,750	113,375	-
Endorsed Enrolled Nurse	-	62,750	-	-
	-	-	-	-
Clinical Care Coordinator / Nurse Unit Manager	-	96,000	-	-
	58,500	80,500	105,000	-
Deputy Director of Nursing	-	87,000	-	-
	-	-	-	-
Director of Nursing	118,750	130,000	151,500	9,000
	112,500	124,000	136,250	9,667

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