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2023 Salary Report Clinical Research and Medical Affairs

A comprehensive overview of salaries across the lifecycle from early clinical development to post-marketing; assessing contributing factors, benefits and role remits.

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Introduction

Welcome to the 2023 Salary Report where we collated and analysed salary data by functional areas from clinical development to medical affairs.

We are in the privileged position of having excellent insights into the salaries and benefits in our markets from our roles in recruitment.

However, we appreciate that for some of the businesses we recruit for, as well as the individuals we support in finding employment, it can be very difficult to find unbiased and geographically specific information on salaries and benefits.

Therefore, we are pleased to be able to provide these insights to our customers. This project has provided some very interesting results, even to us.

Whilst conducting this research, we targeted our networks within the pharmaceutical, biotechnology, and associated industries in the UK.

We received an excellent number of responses, with over 2,500 credible professionals completing the survey - thank you to everyone who contributed!

Discussion of findings and industry insights:

Julia Day who authored this survey welcomes the opportunity to speak in more detail around the findings, and limitations of this survey plus further industry insights. Please contact her here to book a session or arrange a call.

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The functional areas we targeted are:


- Medical Information, Medical Affairs, Medical Compliance Governance and Ethics
- Clinical Operations
- Clinical Development
- Biometrics
- Regulatory Affairs
- Clinical Quality Assurance
- Drug Safety

We endeavoured to look at a number of factors for each functional area covered. We looked at the level of respondents via title and then analysed the responses via: (where the data permits):

- Salary banding - low, average and high
- Qualifications held and average salaries
- Industry type and the effects on pay
- Strategic and line management responsibilities – do either or both effects pay and if so, how
- Geographical remit of roles and their effects on salaries
- Benefits being offered at each level (a focus here on car allowances and bonus)
- Motivations to move roles at each level within each function

There are also certain functional nuances we have looked into, i.e. final signatory / AQP status in medical affairs, and, where possible, therapy areas and their effects on salaries and different regulatory specialisms.

Interesting Insights:



Speciality therapies consistently pay a higher salary with rare and orphan diseases holding a particular premium

In some areas level of qualifications had little impact on salaries with respondents holding a BSc earning more than those with a PhD.

For the most part, Pharmaceutical and Biotechnology companies pay higher salaries than CRO's, Not for Profit, Consultancies and Medical Device organisations. They also have better benefits.

Increasing geographical responsibilities does not always increase salaries

In some cases, respondents with line management responsibilities earn less than those who do not manage

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Section 1

Clinical Operations

Overall findings

Here we looked into Clinical Operations professionals at the following levels:



CTA / Senior CTA

Clinical Trial
Managers / Senior

CRA / Senior CRA

Clinical Research
Director / Senior
Leadership

We have assessed salaries
at each level in relation to:

Salary banding – low average - high

Industry worked in

Academic background / qualifications held

Geographical remit of role

Management – line management and
strategic responsibilities (where applicable)

Benefits – car allowances and bonuses

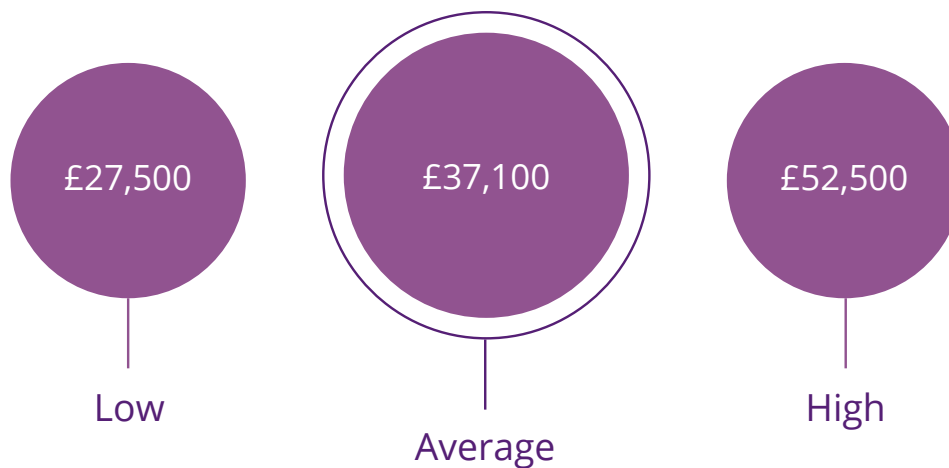
Motivations to move



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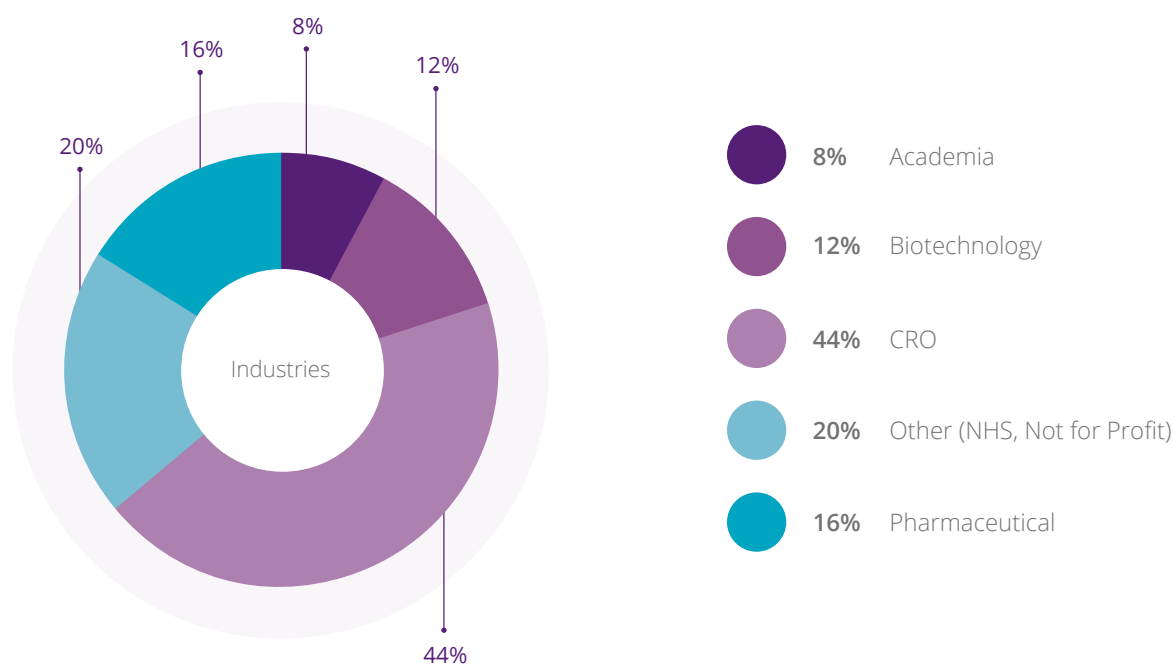
CTA / Senior CTA

Average number of years of experience of respondents: **6.48**



Industry background of respondents

Of the survey respondents came from the following industries



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Salaries based on Industry and Academics

Industry	Average years' experience	Average salary	Academic background
Academia	8.25	£37,500	MSc (100%)
Biotechnology	5.50	£42,500	MSc (66.66%) BSc (33.33%)
CRO	6.95	£37,500	BSc (27.27%) MSc (18.18%) N/A (54.55%)
Other (NHS, Not for Profit)	6.50	£34,500	BSc (40.00%) MSc (20.00%) N/A (40.00%)
Pharmaceutical	5.00	£35,000	MSc (50.00%) PhD (25.00%) N/A (25.00%)

Most respondents working in academia, biotechnology and pharmaceutical companies had an MSc. The NHS or NFP organisations have a significant percentage of employees without a BSc (more so within a CRO).

Benefits

Most CTA's / Senior CTA's do not have a car allowance

✓ 4.17% do

✗ 95.83% do not



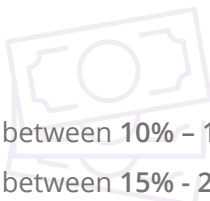
36% receive a bonus

15% receive a bonus of between 10% - 15%

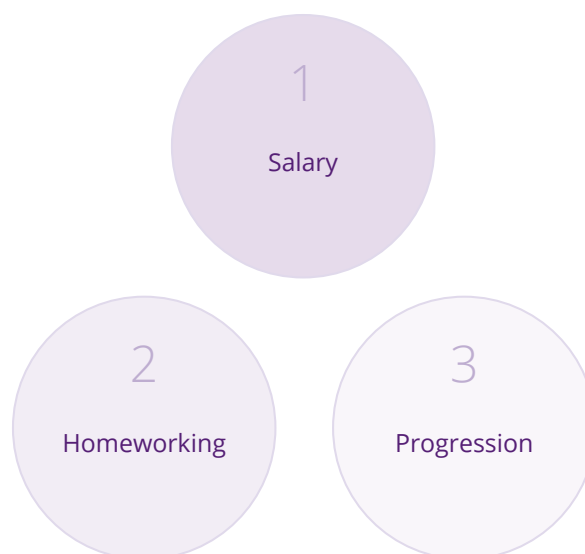
16% receive a bonus of between 15% - 20%

62.5% do not receive a bonus at all

Of the industries assessed some are significantly more likely to pay a bonus than others. 100% of respondents within a biotechnology company get a bonus, 75% within a pharmaceutical company compared to 27.27% in a CRA and no one within academia, the NHS or a Not For Profit.



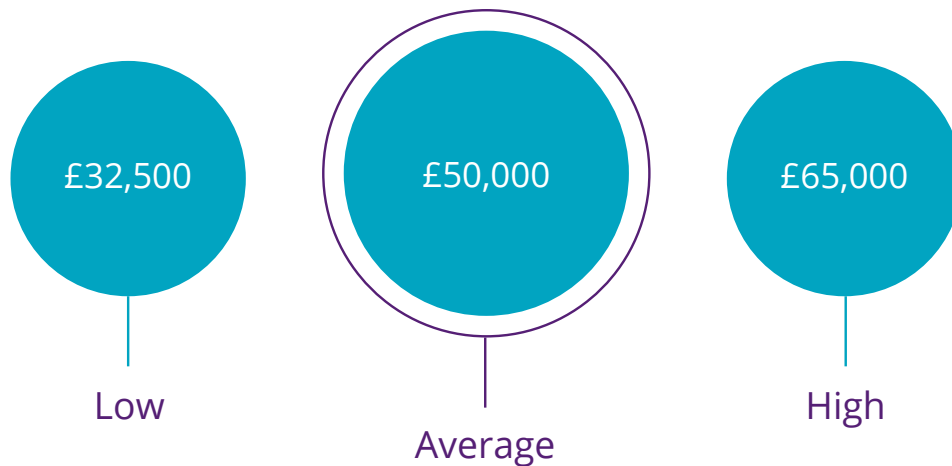
Motivations to move



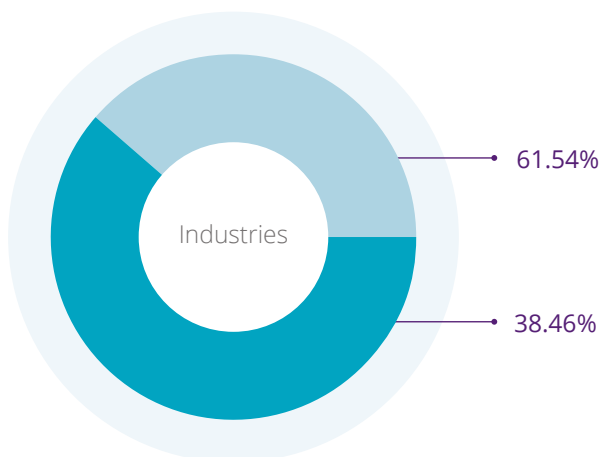
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CRA / Senior CRA

Average years of experience of respondents: **8.94 years**



Industries



 **61.54%** of respondents came from a CRO

 **38.46%** of respondents came from a Pharmaceutical company

CRO's pay higher than pharmaceuticals, £50,313 for 7.59 years' experience compared to £49,167 for 12.11 years

Academics

BSc	46.15%
MSc	23.08%
PhD	7.69%
MD	7.69%
Other	15.38%

Just under half (46.15%) of the CRA's who responded hold a BSc. 38.46% hold an MSc or above (others unknown)

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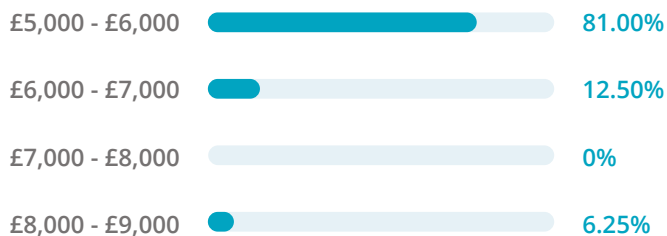
Geographical Remit

Geographical Remit	Average Salary	Average Years' Experience
EU / EMEA	£50,357	7.79
Global	£47,500	4.83
Local / UK	£50,312	10.22

Geographical remit does NOT significantly affect salary (although working globally seems to get you nearer the average quicker so may well pay more in the long-run)

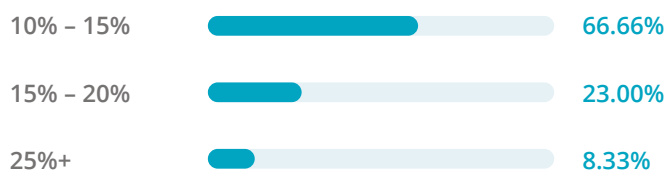
Benefits

61.54% of respondents have a car allowance. Of these:



The main car allowance banding is £5,000 - £6,000.

46.15% of respondents receive a bonus. Of these:



Less than half of the CRA's who responded get a bonus. If they do, it's mainly paid out at between 10 and 15%.

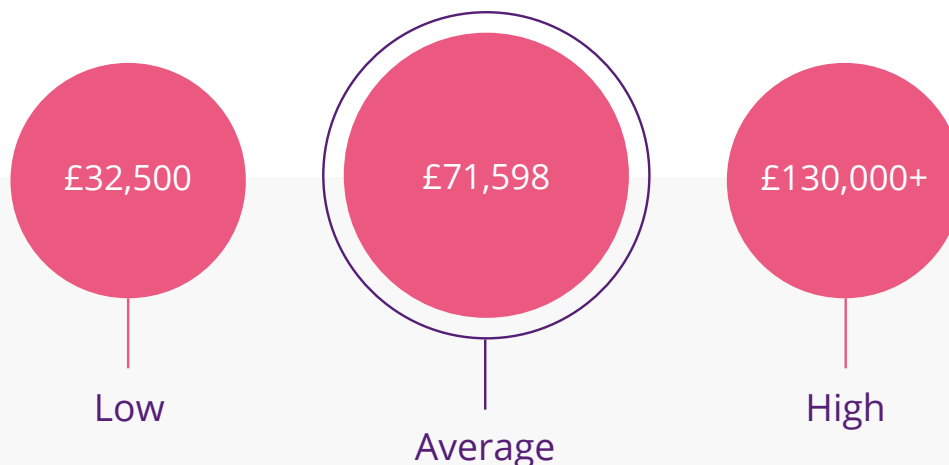
Motivations to move



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Clinical Trial Manager/ Project Manager/ Senior

Average years of experience of respondents: **14.28**

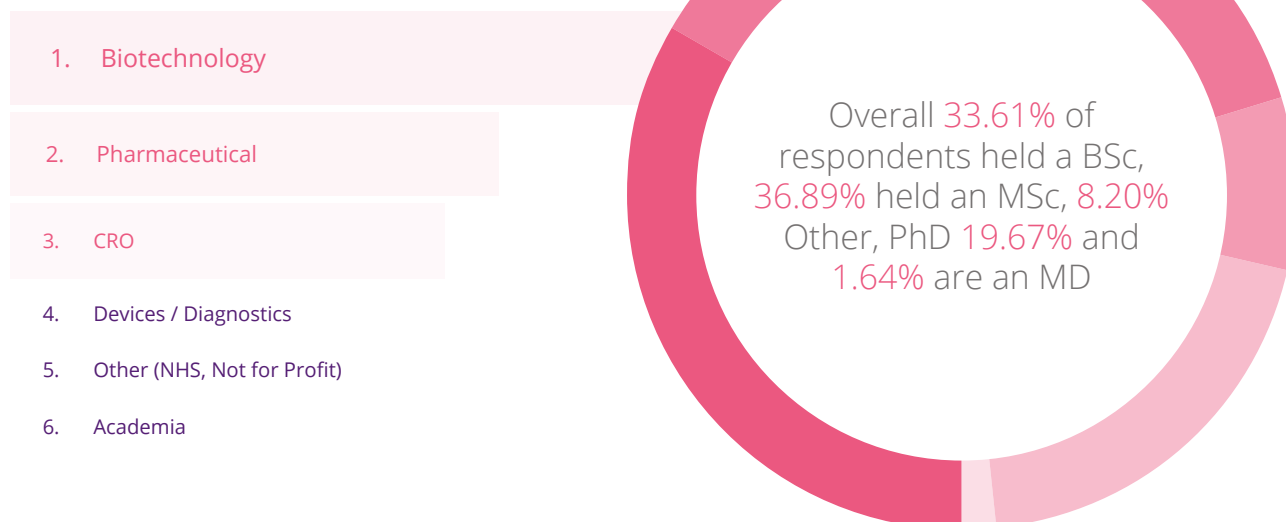


The salary ranges given in this area are vast. It could well be an indication of the way titles vary across organisations.

Industry	% of respondents	Average years' experience	Average salary	Academic background
Academia	3.28%	7.25	£43,750	BSc (50.00%) MSc (25.00%) N/A (25.00%)
Biotechnology	15.57%	14.39	£92,895	BSc (31.58%) MSc (47.37%) PhD (21.05%)
CRO	36.07%	16.63	£65,795	BSc (36.36%) MSc (34.09%) PhD (15.91%) MD (4.55%) Other (9.09%)
Devices / Diagnostics	4.92%	7.75	£62,500	BSc (16.67%) MSc (50.00%) PhD (16.67%) Other (16.67%)
Other (NHS, Not for Profit)	10.66%	11.62	£57,500	BSc (38.46%) MSc (15.38%) PhD (23.08%) Other (23.08%)
Pharmaceutical	29.51%	14.07	£77,153	BSc (30.56%) MSc (38.89%) PhD (25.00%) Other (5.56%)

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Rank of industries by pay



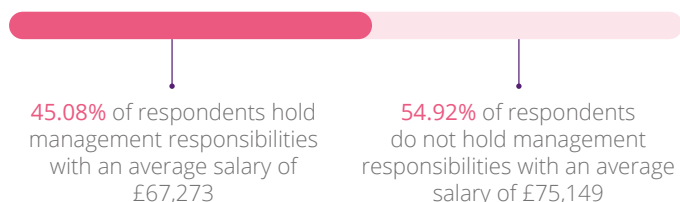
Geographical remit and salary

Region	% of respondents	Average salary	Average years' experience
EU / EMEA remit	18.03%	£77,045	12.75
Global	54.10%	£76,894	13.59
UK / Local	22.95%	£52,286	17.32
Other	4.92%	£50,833	12.75

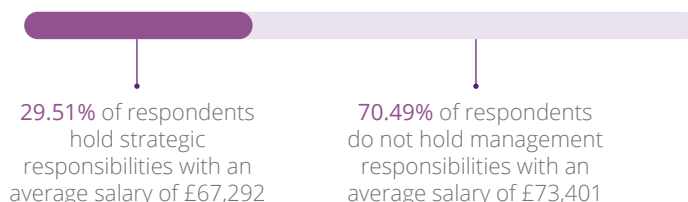
Those with an EU/EMEA or global remit are paid more than those working locally

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Management responsibilities



Strategic responsibilities



If respondents hold both management and strategy responsibilities their salaries pay an average of £76,719 compared to £67,272 for one or the other. A 14.04% increase.

Benefits

Overall, **39.34%** of respondents received a car allowance and **65.57%** received a bonus. Looking into specific industries and the benefits offered they showed:

Industry	Percentages given a Car Allowance	Percentages given a Bonus
Academia	0.00%	0.00%
Biotechnology	21.05%	87.47%
CRO's	52.27%	56.82%
Devices / Diagnostics	33.33%	83.33%
Other – Not for Profit / Charity / NHS	0.00%	30.77%
Pharmaceutical	57.78%	82.86%

Pharmaceutical and biotechnology companies are more likely to pay car allowance.

If you're working in a biotechnology, devices or pharmaceutical company you will more than likely be given a bonus of around 10% - 15% although biotech's do pay 15 - 20% more frequently than devices or pharmaceuticals.

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Car allowance

	£5K - £6K	£6K - £7K	£7K - 8K	£8K - £9K	£9K - 10K	£10K+
Biotechnology	75.00%			25.00%		
CRO	65.22%	26.09%				8.70%
Devices / Diagnostics	100.00%					
Other (Not for Profit / Charity / NHS)						
Pharmaceuticals	52.78%	10.53%	15.79%	10.53%	10.53%	

The most common car allowance given is

£5,000 - £6,000




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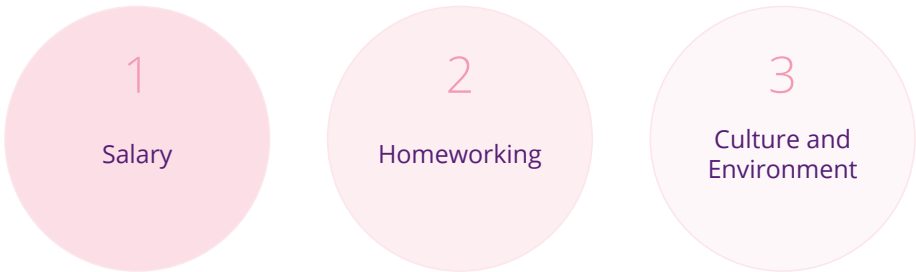
Bonus

	10% – 15%	15% - 20%	20% - 25%	25%+
● Biotechnology	41.18%	47.06%	5.88%	5.88%
● CRO	88.00%	8.00%	4.00%	
● Devices / Diagnostics	80.00%	20.00%		
● Other (Not for Profit / Charity / NHS)	100.00%			
● Pharmaceuticals	75.86%	17.24%	6.90%	

Biotechnology companies pay the highest bonus'



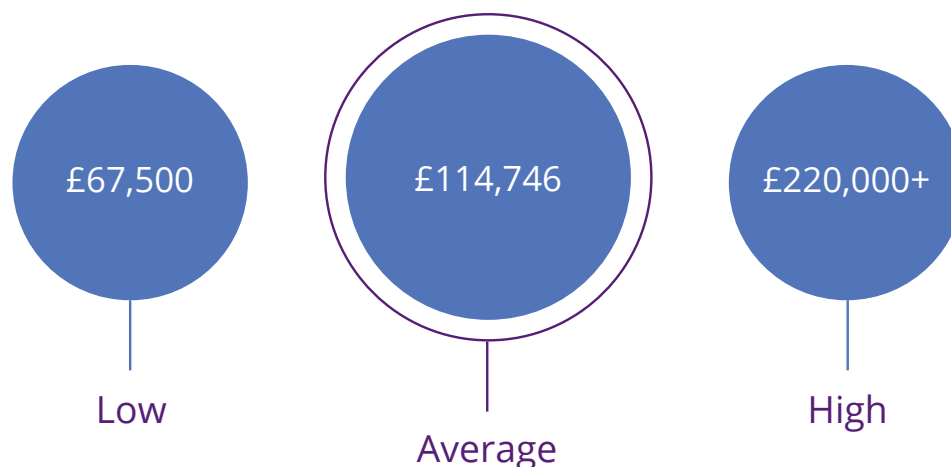
Motivations to move



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Clinical Research Director/ Senior Leadership

Average years of experience of respondents: **16.31 years**



Industry	Average Years' Experience	Average Salary
 Biotechnology	17.75	£132,500
 CRO	16.45	£112,750
 Pharmaceutical	15.91	£108,281

Biotech is the highest paying industry offering 19.90% more than CRO's and pharma.

Academics

Degree	Percentage Respondent	Average Years' Experience	Average Salary
BSc	18.18%	16.88	£97,813
MSc (incl. MBA / MPharm)	46.45%	14.88	£108,875
Other	13.64%	17.42	£140,000
PhD	15.01%	20.64	£126,071
Medical Doctor	6.82%	12.00	£121,667

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Geographical remit and salaries

Geographical Remit	Percentage Respondent	Average Years' Experience	Average Salary
UK / Local	13.64%	15.83	£112,250
EU / EMEA	11.36%	13.75	£81,875
Global	75.00%	16.94	£120,578

Most roles hold a global remit. If not working globally UK / local roles pay more than EU/EMEA positions.

Strategic and management responsibilities



The majority of Director / Senior Leadership roles are strategically focussed rather than involving line management

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Salaries by therapy

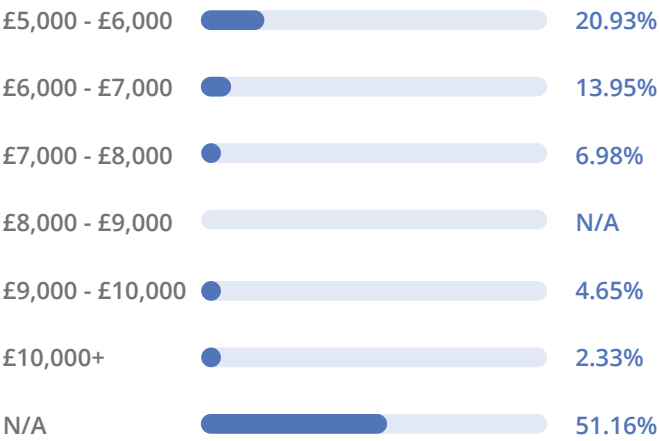
Below are the largest proportion of respondents:



Rare diseases pay higher salaries than other therapy areas

Car allowance

48.84% of respondents have a car allowance. Of these:



If awarded a car allowance the majority are paid between

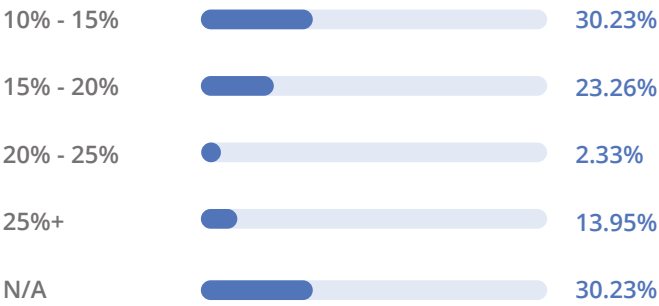
£5,000 & £6,000



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Bonus

69.77% of respondents have a car allowance. Of these:



If awarded a bonus most are paid between

10 and 20%



Of those who received a 25%+ bonus none received a car allowance.

27.91% of respondents received neither a car allowance or bonus. 25% of these respondents worked in a CRO or pharmaceutical company, the remaining 50% worked for a biotechnology company.

Motivations to move



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Section 2

Clinical Development

Introduction

Here we looked into Clinical Development professionals at the following levels:



Clinical
Development
Scientist / Senior

Clinical
Development
Manager

Clinical
Development
Director / Senior
Director

Clinical
Development
Physicians

We have assessed salaries
at each level in relation to:

Salary banding – low average - high

Industry worked in

Academic background / qualifications held

Geographical remit of role

Management – line management and
strategic responsibilities (where applicable)

Therapy areas (where applicable)

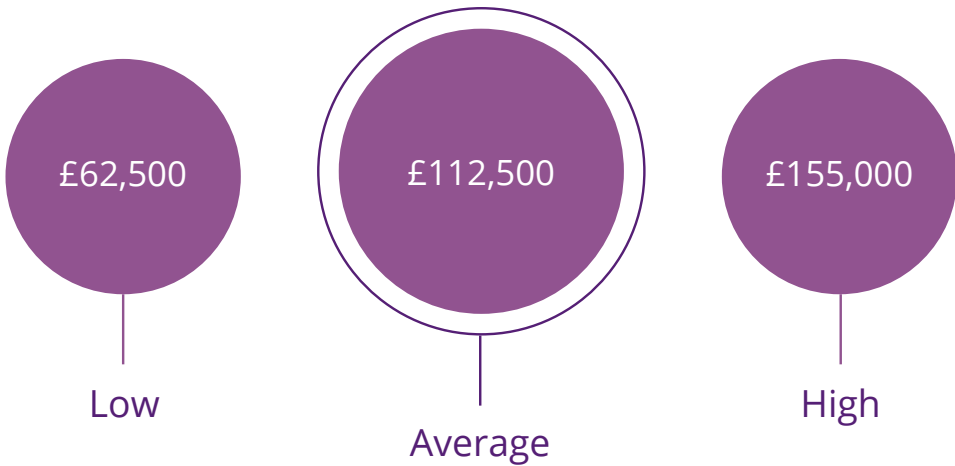
Benefits – car allowances and bonuses

Motivations to move

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Clinical Development Scientist / Senior

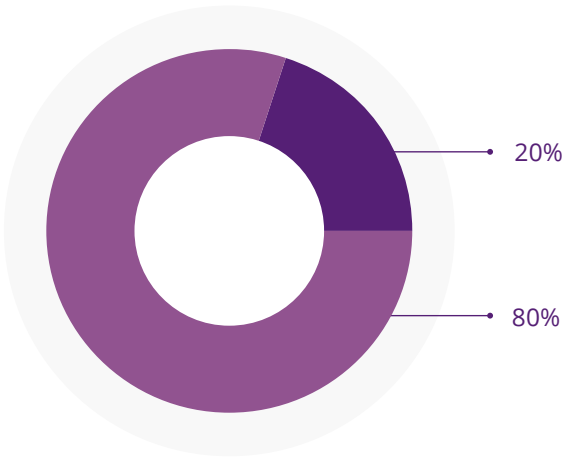
Average years of experience of respondents: **12.14 years**



Industry	Average Years' Experience	Average Salary
● Biotechnology	8.50	£105,000
● CRO	17.50	£82,500
● Pharmaceutical	11.63	£113,125

Qualifications

Minimum qualifications for this area is an MSc with 71.43% of respondents holding a PhD.



Geographical remit

Within pharmaceutical and biotechnology companies, 80% of respondents work at a global level; the remaining 20% work locally (UK).

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Benefits

71.43% of respondents received a car allowance



85.71% of respondents received a bonus



Via industry, these averaged out as follows:

Industry	Typical Car Allowance	Typical Bonus
● Biotechnology	£9,000 - £10,000	10% - 15%
● CRO	£5,000 - £6,000	10% - 15%
● Pharmaceutical	£9,000 - £10,000	20% - 25%

Pharmaceutical and biotechnology industries pay significantly higher car allowances than CROs whilst pharmaceuticals pay the highest bonus.

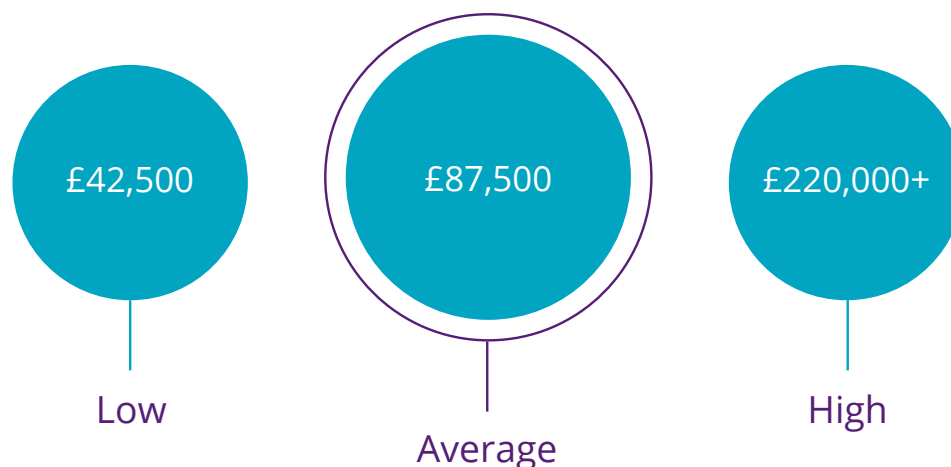
Motivations to move



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Clinical Development Manager

Average years of experience of respondents: **13.91 years**



Years of experience	Average Salary
4 – 10 years	£62,500
10 – 20 years	£90,625
20 – 30 years	£116,666

There are some anomalous results in here. When these are removed the average salary was £75,250.

Within Biotechnology / Pharmaceutical

Geographical Remit	Average Years' Experience	Salary
Local / UK	6.00	£67,500
EU / EMEA	6.00	£87,500
Global	16.88	£95,625

The vast majority – 81.81% of respondents holds a global remit.

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Qualifications versus years versus salary (all pharmaceutical and biotechnology)

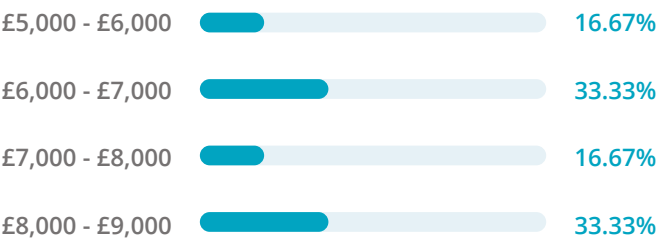
Geographical Remit	Average Years' Experience	Salary
BSc	13.30	£75,500
MSc	13.67	£86,667
PhD	17.50	£82,500

Academic background did not show to significantly impact salary.

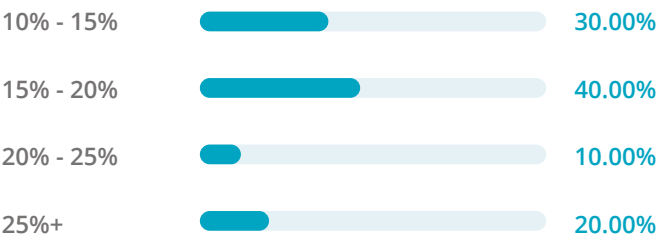


Benefits

54.54% of respondents have a car allowance. Of these:



90.90% of respondents receive a bonus. Of these:



Nb: The only people that didn't receive work for CRO's.

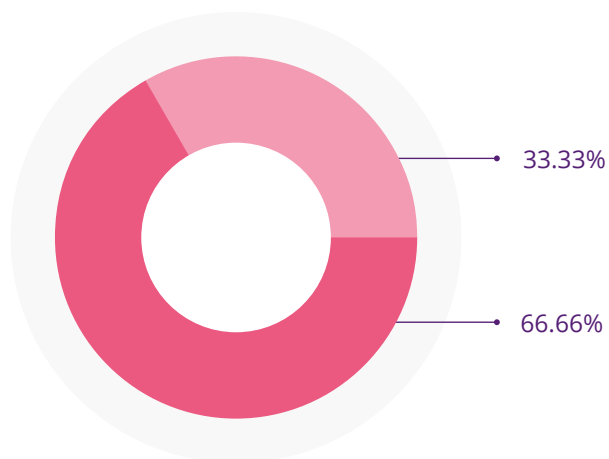
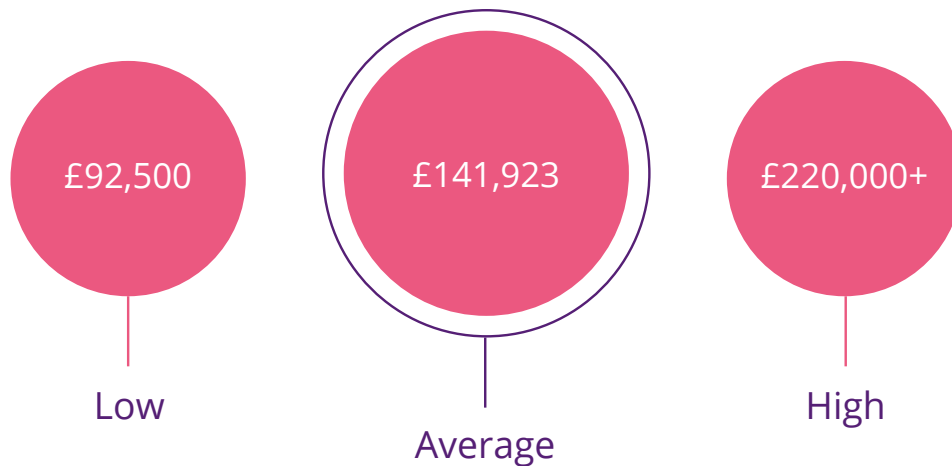
Motivations to move



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Clinical Development Physician

Average years of experience of respondents: **12.15 years**

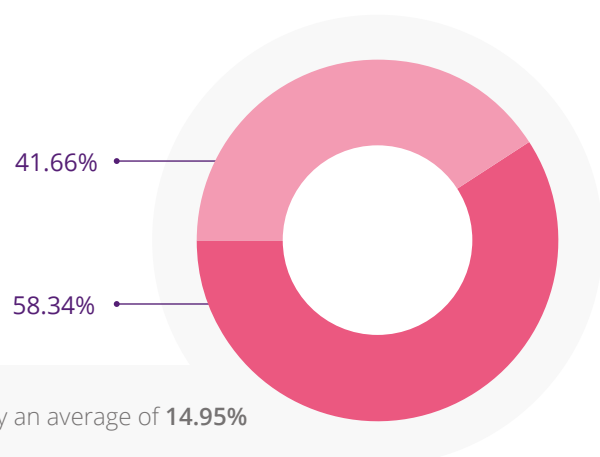


Geographical remit

66.66% of respondents held a Global remit, the remaining 33.33% held UK / local responsibilities

41.66% manage staff and averaged a salary of £156,000.

The 58.34% that did not manage staff they averaged a salary of £135,714.



Holding management responsibilities increased salary by an average of **14.95%**

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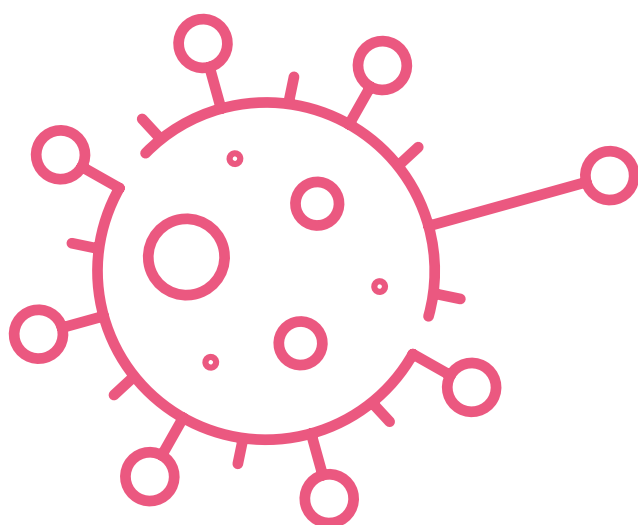
Industry	Average Years' Experience	Average Salary
 Biotechnology	9.25	£182,500
 Pharmaceutical	13.16	£134,167
 CRO	9.88	£140,000

Salaries in biotechnology companies are significantly higher than those in pharmaceuticals and CROs.

Therapy areas and salary

Looking at the average earnings of the main therapy areas of respondents showed:

Therapy Area	Average Salary	Years Experience
Immunology	£140,000	12.50
Neurology	£121,250	3.00
Oncology	£135,000	17.25
Rare / Orphan Diseases	£171,875	14.50

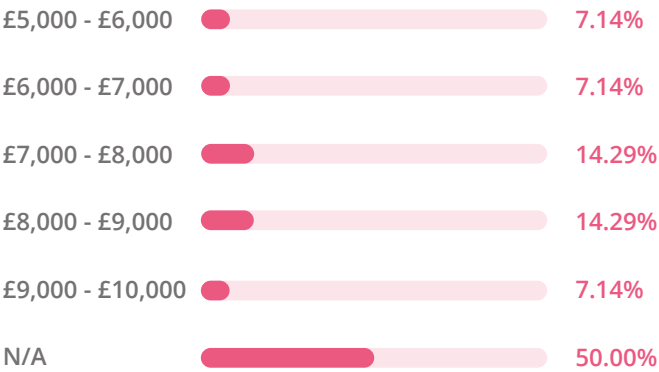


Speciality therapies are shown to pay higher salaries than those in primary care with the highest being rare / orphan diseases which seem to offer a premium.

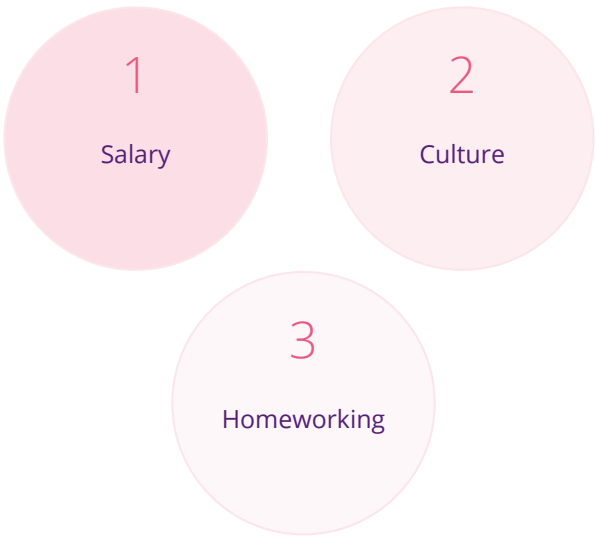
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Benefits

55.00% of respondents have a car allowance. Of these:



Motivations to move



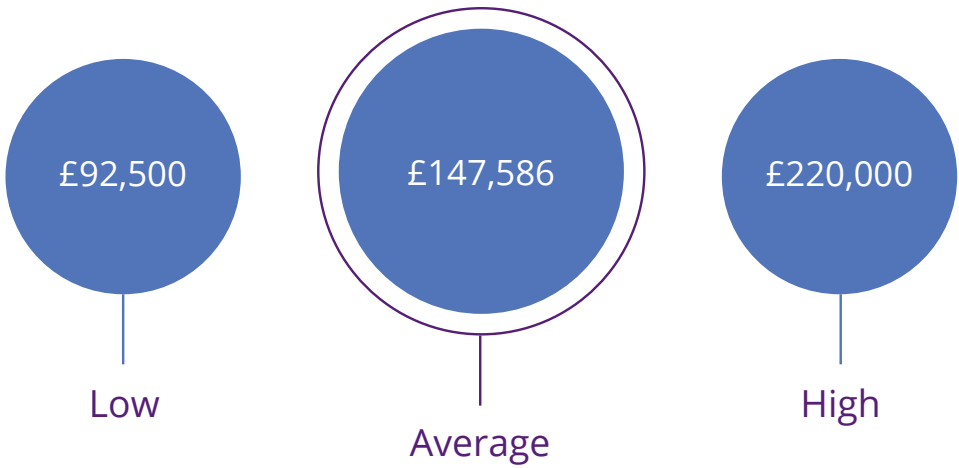
75% of respondents receive a bonus. Of these:



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Clinical Development Director / Senior Leadership

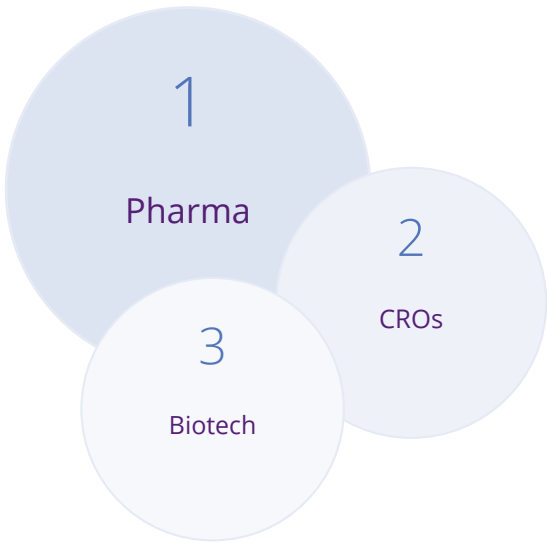
Average years of experience of respondents: **15.90 years**



Industry verses salary verses years


Industry	Percentage of respondent	Average Years' Experience	Average Salary
Pharmaceutical	72.42%	17.03	£152,967
Biotechnology	13.79%	15.13	£129,375
CRO	13.79%	10.67	£137,500

Industries ranked by highest salaries






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100% of respondents hold strategic responsibilities



58.62% of respondents hold management responsibilities and earn an average of 8.70% more than those who do not line manage

Industry, Qualifications, Salary and Years

Industry	Qualification		Average Salary	Years
 Biotechnology	BSc	50%	£113,750	17.25
	MSc	0%	N/A	N/A
	PhD	25%	£155,000	8.50
	MD	25%	£135,000	17.50
 CRO	BSc	25%	£165,000	8.50
	MSc	25%	£125,000	17.5
	PhD	0%	N/A	N/A
	MD	50%	£130,000	8.25
 Pharmaceutical	BSc	9.52%	£96,250	18.50
	MSc	9.52%	£115,000	17.25
	PhD	29.57%	£169,583	16.75
	MD	37.10%	£167,188	16.69
	Other (MBA / Dip Clin Sci)	14.29%	£128,333	17.50

For those with a BSc and MSc the best paying industry seems to be a CRO.

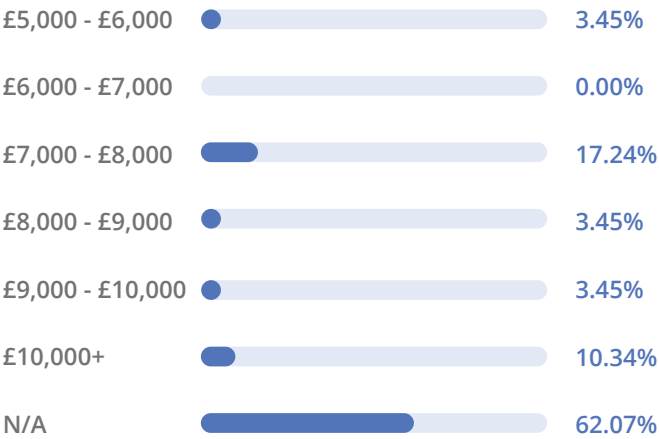
Biotech and pharma seem fairly equal although there is a significant difference in the years of experience of respondents from these two industries (16.75 vs 8.50 respectively).

For MD's at this level pharmaceuticals seem to pay more.

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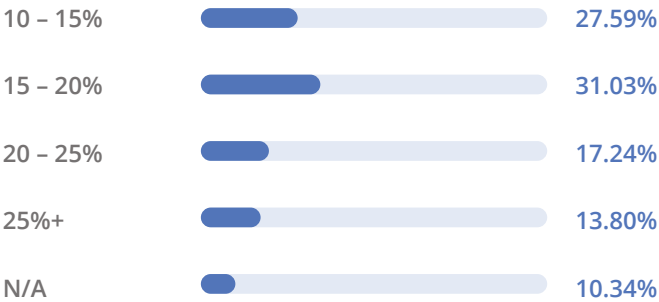
Benefits

20.7% of respondents have a car allowance. Of these:



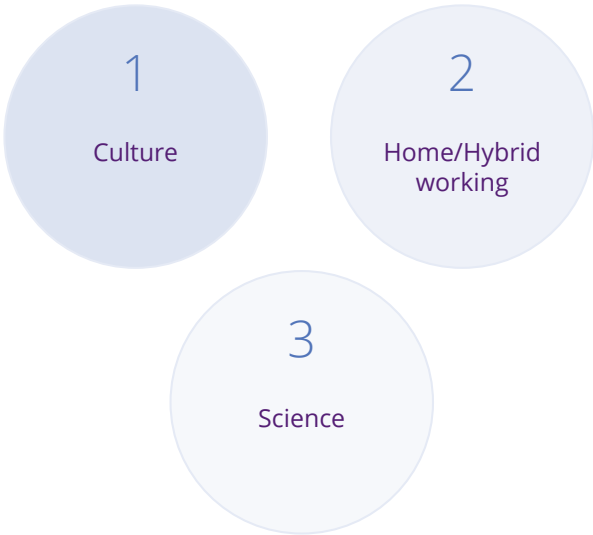
£7K - £8K came out top for those who received a car allowance although this was a relatively low percentage of responders at 20.70%.

89.66% of respondents receive a bonus. Of these:



The majority of respondents received a bonus of between 10% and 20%.

Motivations to move



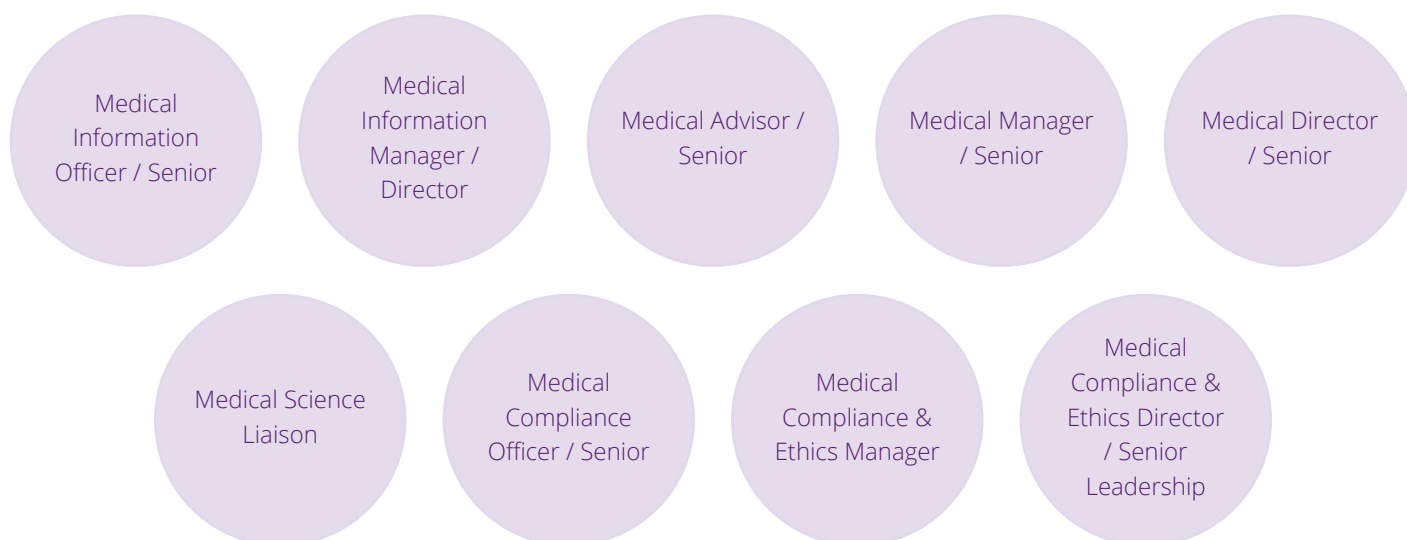
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Section 3

Medical Affairs

Introduction

Here we looked into Medical Affairs professionals at the following levels:



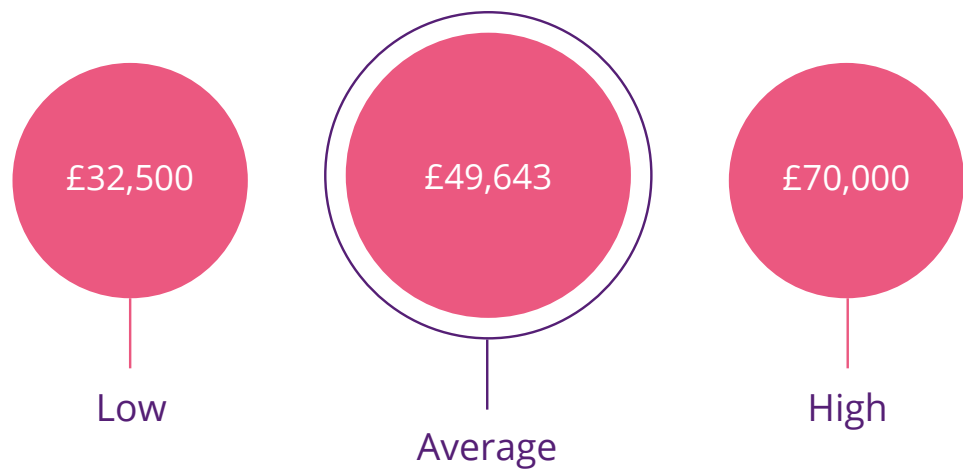
We assessed salaries at each level in relation to:

- Salary banding – low average - high
- Industry worked in
- Academic background / qualifications held
- Final signatory status, non-signatories and AQP/business signatories
- Geographical remit of role
- Management – line management and strategic responsibilities (where applicable)
- Therapy areas (where applicable)
- Benefits – car allowances and bonuses
- Motivations to move

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Medical Information / Senior

Average years of experience of respondents: **5.85 years**



Geographical remit and impact on salary

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
Global	30.70%	8.80	£60,500
EU / EMEA	19.40%	5.00	£43,500
UK / Local	38.50%	4.50	£45,500
Other	11.40%	6.00	£42,500

Having a global remit pays more than a local or EU/EMEA focus.

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Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	14.29%	15.00	£75,000
MSc	35.71%	4.40	£44,500
Pharmacist / MPharm	28.57%	5.63	£46,250
PhD	10.34%	4.66	£45,833

Qualifications held do not significantly impact salaries – conclusion drawn as the BSc respondents have significantly more experience so this could be an anomalous results.

Benefits

20% have a car allowance with an average of £6,000 and £7,000



66% have a bonus with an average of 15%



Motivations to move

1

Salary

2

Progression

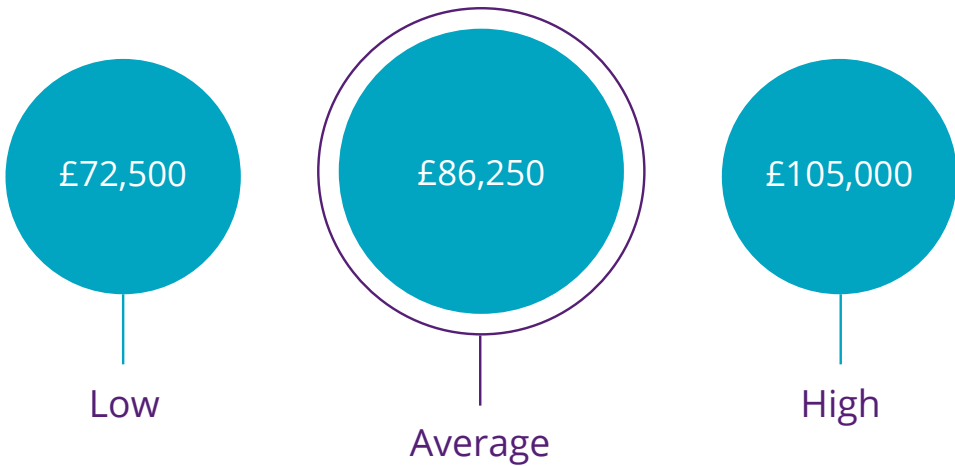
3

Homeworking

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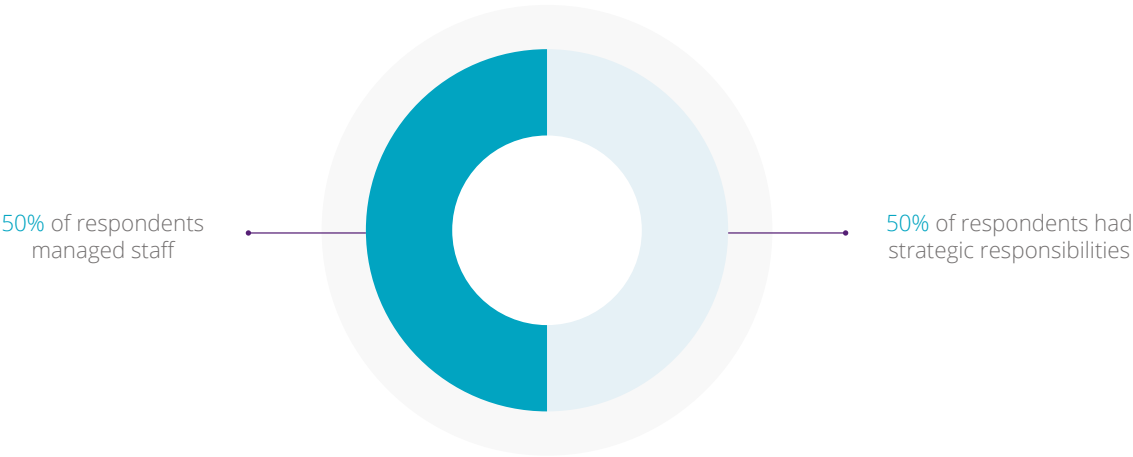
Medical Information Manager / Director

Average years of experience of respondents: **12.44 years**



Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	50.00%	18.50	£86,875
MSc	25.00%	6.00	£85,000
Pharmacist / MPharm	25.00%	6.25	£86,250



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Average years' experience	Management	Strategic Responsibilities	Average Salary
13.70	No	No	£85,000
10.30	Yes	Yes	£81,666



AQP / Business Signatory Status

If you are an AQP/Business Signatory your average salary would be **£96,667 (10.67 years' experience)** compared to **£80,000 (13.30 years' experience)** for a non-signatory.

Signatory status seems to warrant a **20.83%** increase in base salary.

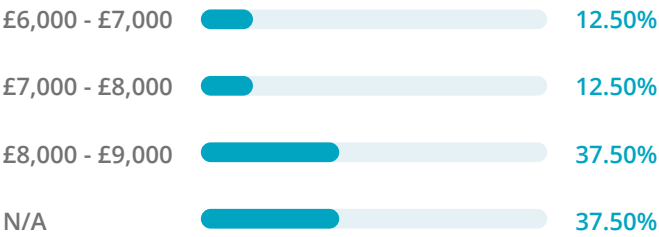
Therapy Areas:



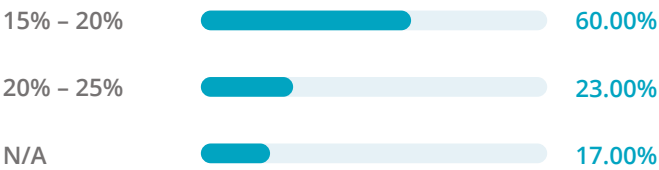
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Benefits

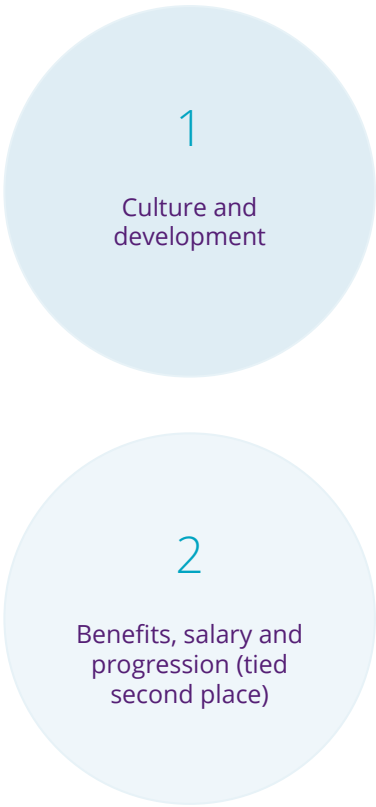
62.50% of respondents have a car allowance. Of these:



83% of respondents receive a bonus. Of these:



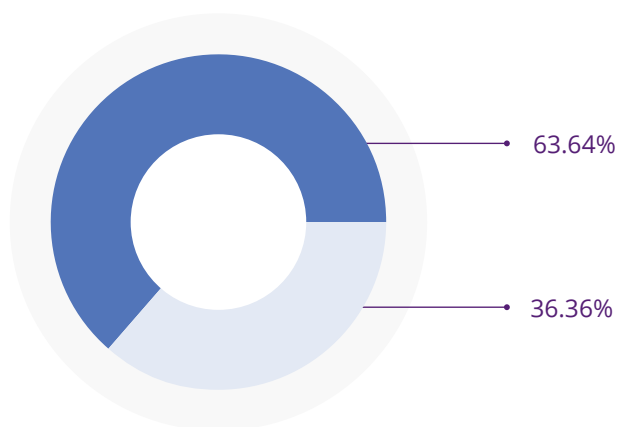
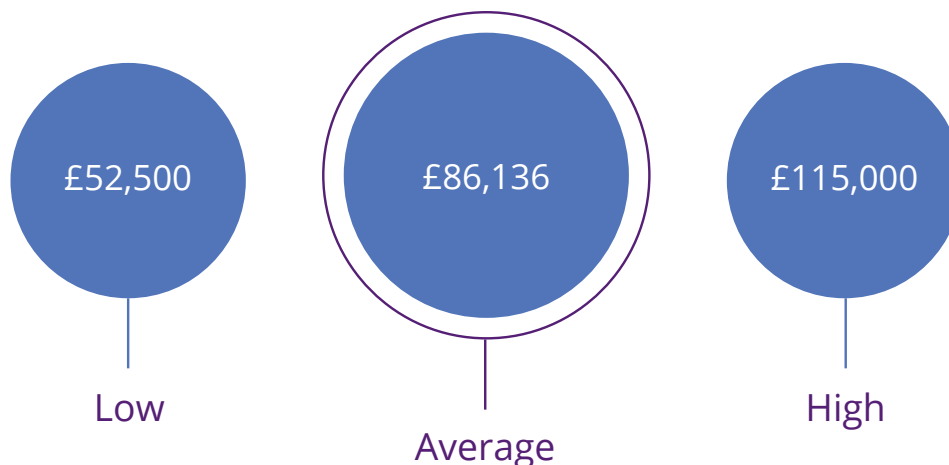
Motivations to move



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Medical Advisor / Senior Medical Advisor

Average years of experience of respondents: **7.52 years**



Signatory Status and Salary

63.64% are final medical signatories with 71.4% of these GPhC Registered Pharmacists and 28.6% Medical Doctors.

36.36% respondents are non-signatories and not eligible to be one.

Final Signatory (GPhC or GMC) salaries

Low - £62,500 Average - £92,428 High - £115,000

Non signatory salaries

Low - £52,500 Average - £76,875 High - 97,500

On average people earn 20.23% more if they hold final signatory status.

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Geographical remit of respondents

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
UK / local	73.9%	6.24 years	£82,942
EU / EMEA	11.2%	13.00 years	£110,000
Global	14.90%	11.16 years	£88,333

Having an EU / EMEA remit offers a higher salary than holding Global responsibilities.

Myth buster:

Are respondents in a global role because they are non-signatories?

No - 80% of those with Global responsibilities are final medical signatories. The remaining 20% held PhD's and were AQP's/Business Signatories. It just seems pay is less with a global role.



Line Management Responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	18.18%	8.38 years	£92,500
✗ No	81.82%	7.33 years	£84,722

Managers earn 9.2% more than non-line managers

Strategic Responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	86.36%	7.74 years	£88,816
✗ No	13.64%	6.17 years	£69,166

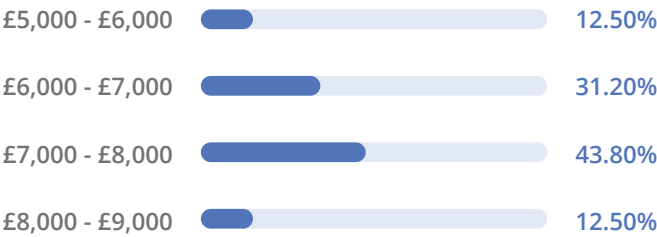
Having strategic responsibilities results in a 28.12% increase on pay.

If you hold both line and strategic responsibilities the salary averaged £92,500, equal to those with a line management remit and no strategic responsibilities.

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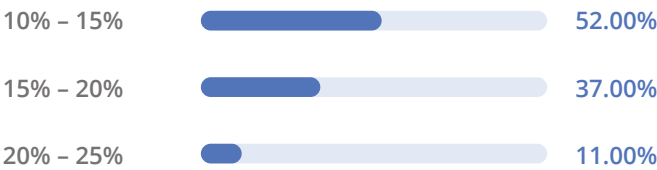
Benefits

77% of respondents have a car allowance. Of these:



Most people receive a car allowance of between £6,000 and £8,000

86% of respondents receive a bonus. Of these:



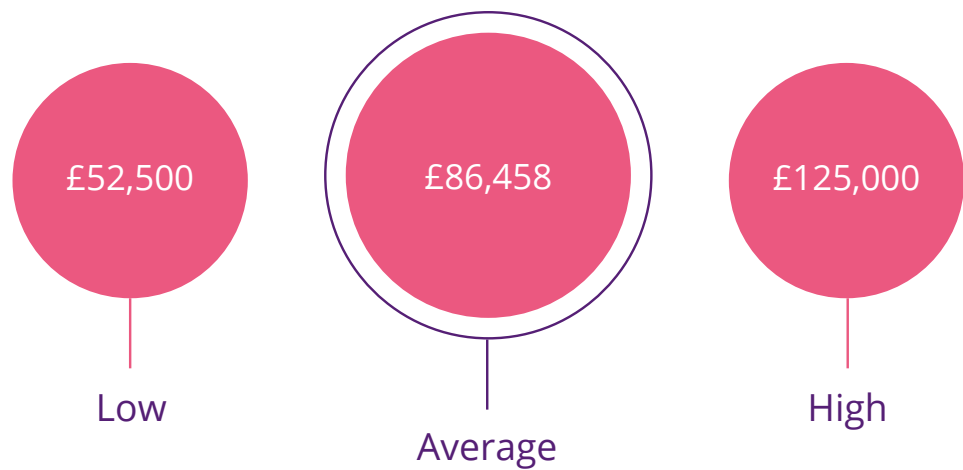
Motivations to move



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Medical Manager / Senior Medical Manager

Average years of experience of respondents: **9.54 years**



Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	8.33%	22.00	£82,500
MSc	16.67%	8.25	£70,000
Medical Doctor	16.67%	10.50	£108,750
Pharmacist / MPharm	41.66%	9.80	£88,500
PhD	16.67%	3.00	£77,500

50% final medical signatory
(66.66% of these being
Pharmacists / 33.33%
being Physicians)

25% AQP's / Final
Business Signatories

25% PhD qualified
and non-signatories

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Final Medical Signatory compared to non-signatory

Signatory Status	Average years' experience	Average Salary
Final Signatory	8.00 years	£97,917
Non-Signatory	11.08 years	£75,000

Being a signatory at this level offers a 30.56% increase in base pay

Geographical remit of respondents

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
UK / Local remit	41.70%	7.10 years	£98,000
EU / EMEA remit	41.71%	12.50 years	£78,000
Global remit	16.6%	8.25 years	£77,500

100%

of respondents working with a UK remit hold final medical signatory status. No one working at a Global level held signatory status and only 0.20% of those with EU / EMEA remit. N.B. 42.87% of respondents in above country level roles do hold AQP/business signatory status.

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Benefits

75% of respondents receive a car allowance:

66.66% received between £6,000 - £7,000

22.22% received between £7,000 - £8,000

11.12% received between £8,000 - £9,000



100% of respondents receive a bonus:

66.66% were awarded between 15% - 20%

33.33% were awarded between 20% - 25%



Motivations to move

1

Salary

2

Culture and
environment

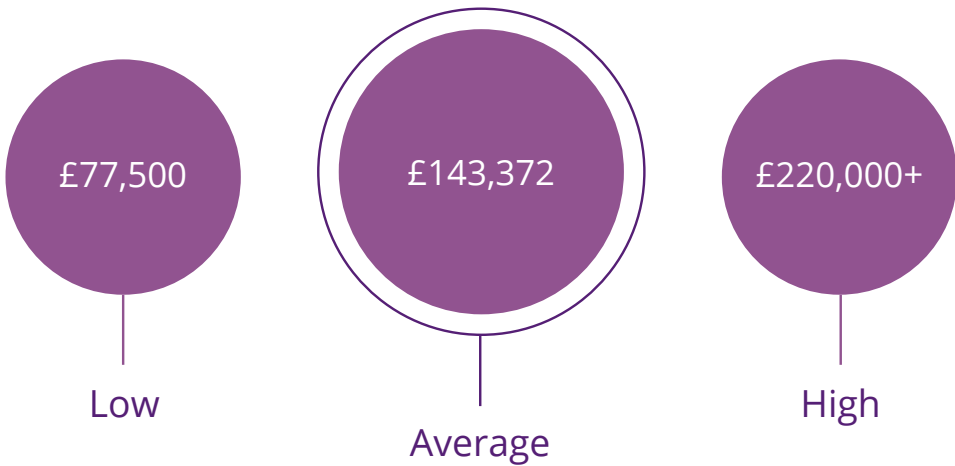
3

Flexible working

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Medical Director & Medical Affairs Senior Leadership

Average years of experience of respondents: **14.15 years**



Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	16.28%	12.14	£111,071
MSc	4.65%	17.50	£125,000
Medical Doctor	44.19%	17.16	£167,105
Pharmacist / MPharm	20.93%	10.56	£139,444
PhD	13.95%	11.25	£127,917

The majority of people in these roles are Medical Doctors and Pharmacist and have the highest salaries.

62.90% final medical signatory (66.66% of these being Pharmacists / 33.33% being Physicians)

27.90% AQP's / Final Business Signatories

9.30% PhD qualified and non-signatories

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Signatory Status and Salary

AQP's / Final Business Signatories

Low - £77,500 Average - £127,916 High - £220,000+

Average years of experience = 14.86 years

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
Global	58.33	17.50	£149,286
EU	16.66	13.50	£105,000
UK / Local	25.00	12.00	£93,333

Final Medical Signatories

Low - £125,000 Average - £157,142 High - £220,000+

Average years of experience = 14.59 years

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
Global	33.33	14.86	£162,222
EU	22.22	16.50	£161,666
UK / Local	33.33	14.33	£131,667
Other	11.11	13.17	£188,333

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Non-Signatories

Low - £92,500 Average - £112,500 High - £145,000

Average years of experience = 7.25 years

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
Global	25.00	8.50	£97,500
EU	50.00	9.00	£130,000
UK / Local	25.00	6.00	£92,500

As a signatory you earn more than none signatories as follows:

Global remit 66.38% increase in salary	EU remit 24.36% increase in salary	UK remit 42.23% increase in salary
---	---------------------------------------	---------------------------------------

Management responsibilities

Line Management	Percentage of Respondents	Average Salary	No Line Management	Percentage of Respondents	Average Salary
AQP's / Business Signatories	91.70%	£130,000	AQP's / Business Signatories	8.30%	£105,000
Final Medical Signatories	92.59%	£157,037	Final Medical Signatories	7.41%	£157,857
Non-Signatories	50.00%	£118,750	Non-Signatories	50.00%	£106,250

The vast majority of roles at this level come with line management responsibilities. This also comes with the following:

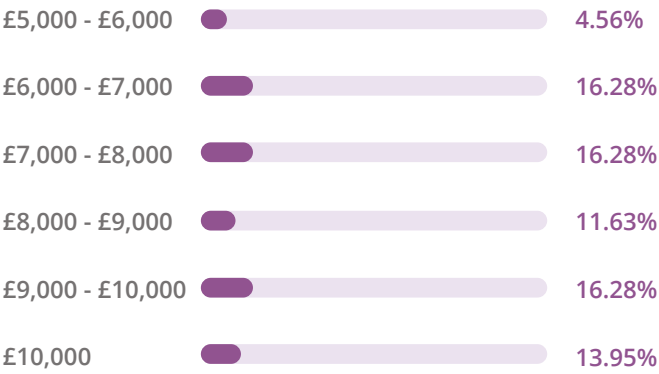
- As a business signatory with line management responsibilities you get 23.81% more than none managers.
- As a final medical signatory line management has little or no impact on pay.
- As a non-medical signatory holding line management responsibilities salaries increase by 11.76%.

100% of respondents hold strategic responsibilities at this level.

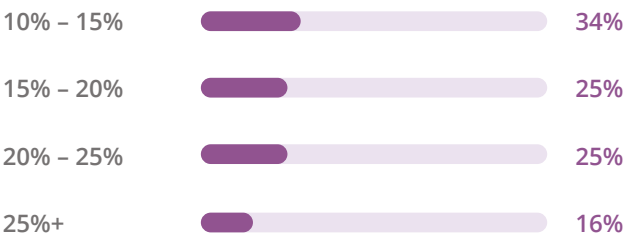
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Benefits

79% of respondents have a car allowance. Of these:



100% of respondents receive a bonus. Of these:



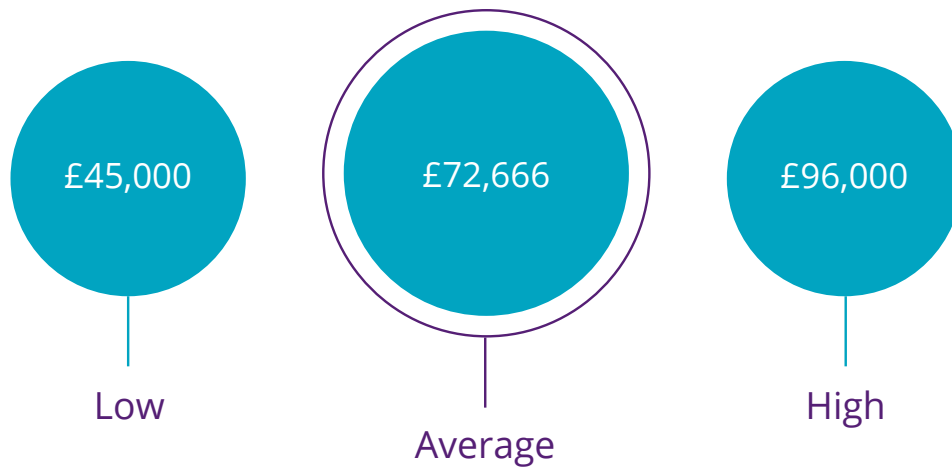
Motivations to move



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Medical Science Liaison

Average years of experience of respondents: **12.44 years**



Years of experience

Average Years' Experience	Average Salary
1 – 3 years	£65,000
3 – 5 years	£69,642
5 – 7 years	£71,000
7 – 10 years	£81,500
10 – 15 years	£84,667
15 – 20 years	£85,000

Academic background of respondents

Qualification	Percentage of Respondents
BSc	4.76%
MSc	14.29%
PhD	42.96%
Pharmacist / MPharm	28.47%
Medical Doctor	9.52%

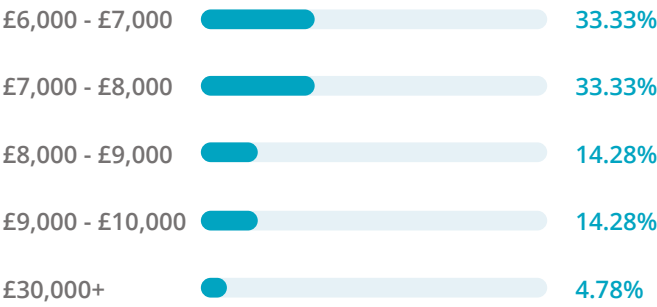
Most MSLs hold a PhD followed by an MPharm qualification.

19.05% of respondents were final medical signatories and another 19.05% we're AQP's / final business signatories.

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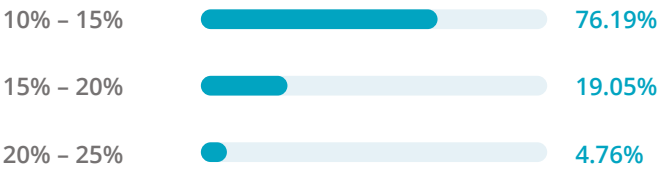
Benefits

100% of respondents have a car allowance. Of these:



Most MSL's have a car allowance of between £6,000 and £8,000

100% of respondents receive a bonus. Of these:



Most MSL's receive a bonus of between 10% and 15%

Motivations to move

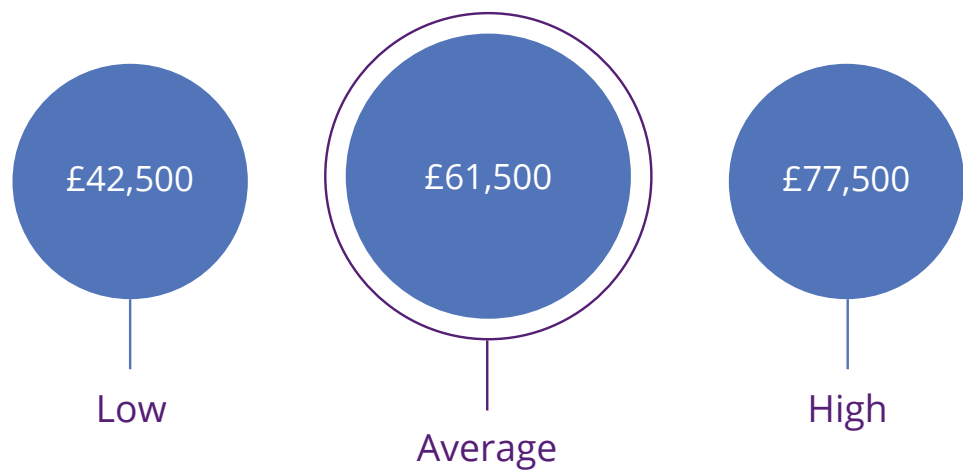


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Medical Compliance and Governance

Compliance Officer / Senior

Average years of experience of respondents: **6.60 years**



Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	40.00%	7.25	£55,000
MSc	20.00%	12.25	£75,000
Pharmacist/ MPharm	40.00%	3.00	£61,250

Signatory Status and Salary

Signatory Status	Average Years' Experience	Average Salary
AQP's / Business Signatories	10.50	£58,750
Final Medical Signatories	2.00	£77,500
Non-Signatories	7.50	£65,833

Final medical signatories earn the most.

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Benefits

60% of respondents received a car allowance.

100% of these are paid between £6,000 and £7,000.



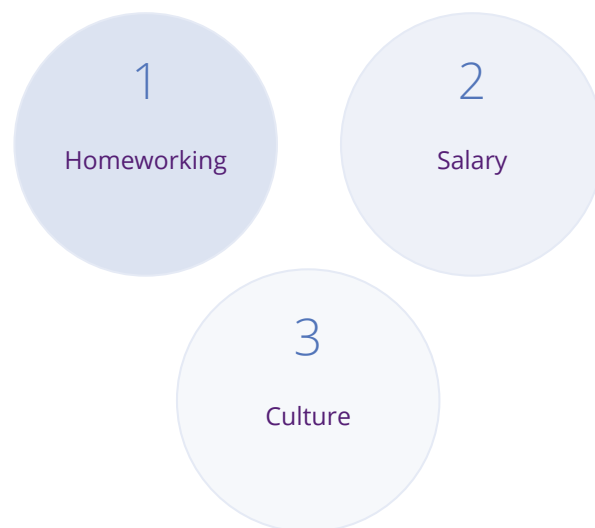
Bonus

100% of respondents received a bonus.

60% earned between 15% - 20%.
The remaining 40% received between 10% and 15%.



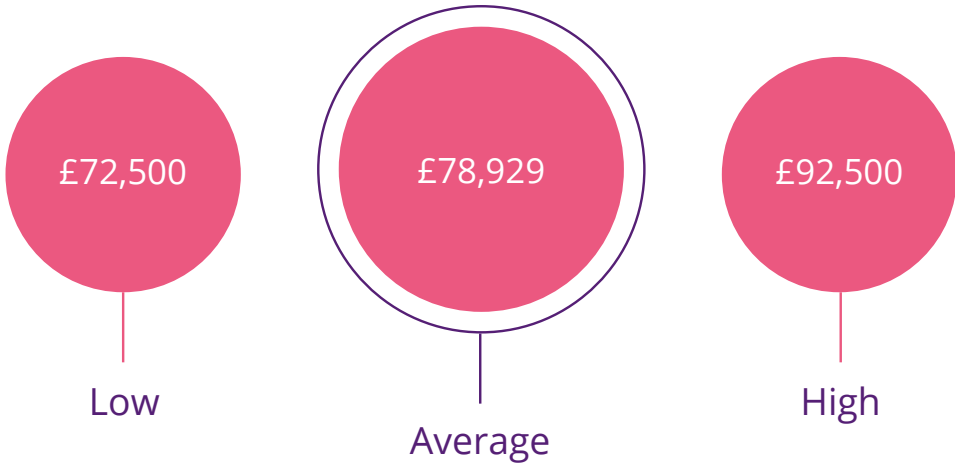
Motivations to move



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Compliance Manager

Average years of experience of respondents: **12.86 years**



Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	28.57%	12.50	£73,750
MSc	14.18%	12.50	£81,875
Pharmacist / MPharm	57.14%	13.13	£77,500

Signatory status of respondents

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
AQP/Final Business Signatory	42.86%	11.33	£77,500
Final Medical Signatory	57.14%	14.00	£80,000

Holding signatory status offers a 3.23% increase in base salary.

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Management

Very few respondents at this level hold line management responsibilities showing how many functional managers there are without a team in compliance.

Geographical remit of respondents

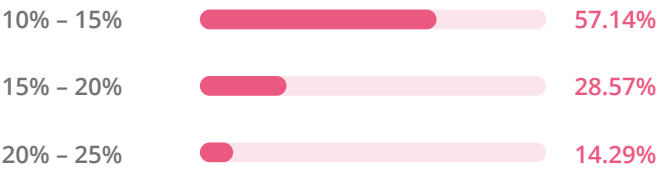
Geographical Remit	Percentage of Respondents	Average Years' Experience
UK / Local	71.14%	£77,500
Global	28.57%	£82,500

Benefits

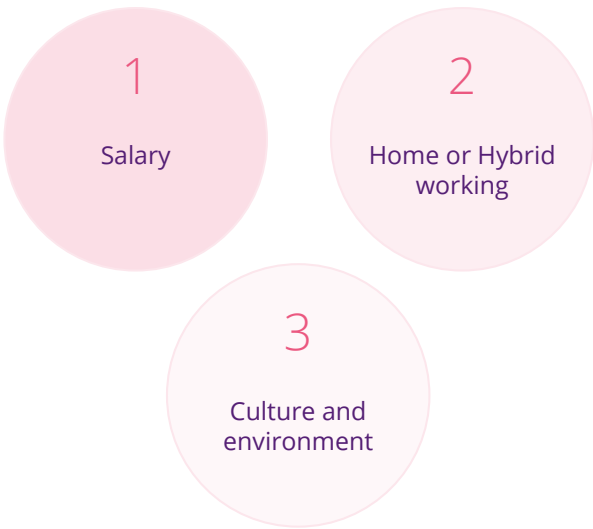
100% of respondents have a car allowance. Of these:



100% of respondents receive a bonus. Of these:



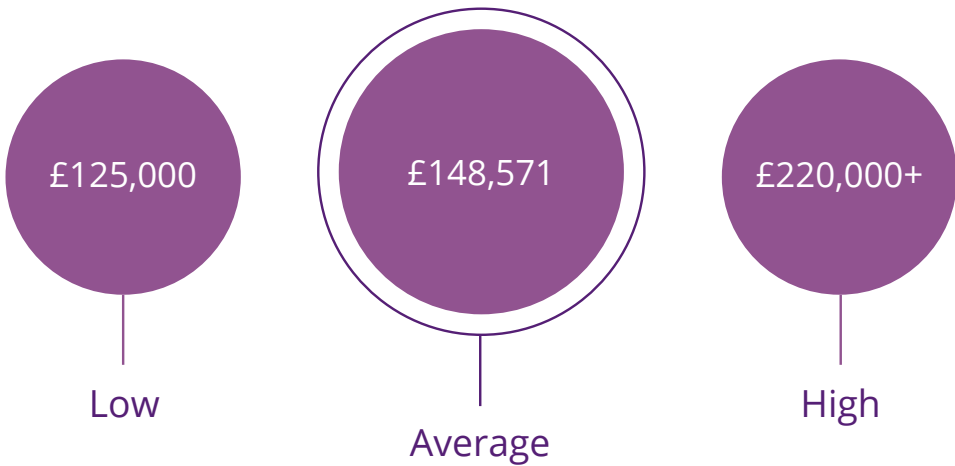
Motivations to move



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Compliance Director / Senior Leadership

Average years of experience of respondents: **15.36 years**



Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	14.29%	6.00	£125,000
MSc	28.57%	19.75	£130,000
Pharmacist / MPharm	28.57%	12.50	£140,000
PhD	14.29%	15.00	£200,000
N/A	14.29%	22.00	£175,000

The highest earners here hold a PhD.

Geographical remit of respondents

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
UK Local	28.57%	12.50	£140,000
EU / EMEA	28.57%	19.75	£130,000
Global	42.86%	14.33	£166,667

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Line Management Responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	71.43%	17.80 years	£148,000
✗ No	28.57%	9.25 years	£150,000

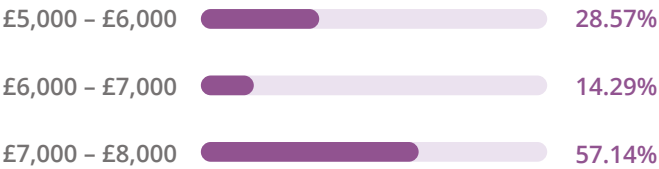
There is no significant difference in salaries when comparing those with and without line management responsibilities.

Strategic responsibilities

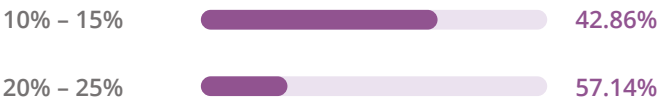
100% of respondents hold strategic responsibilities.

Benefits

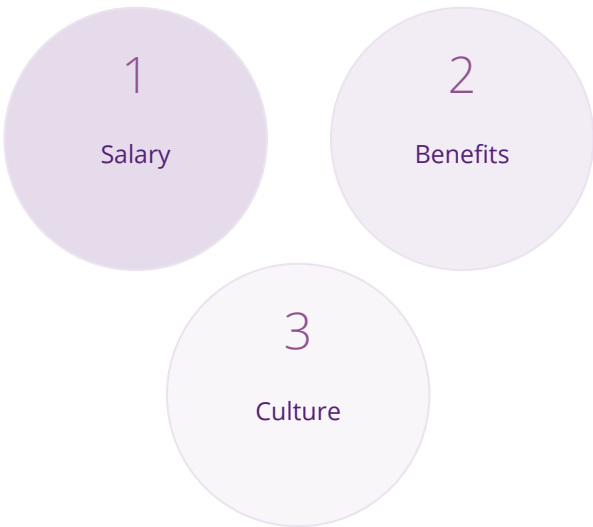
100% of respondents have a car allowance. Of these:



100% of respondents receive a bonus. Of these:



Motivations to move



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Section 4

Regulatory Affairs

Introduction

Here we looked into Regulatory Affairs professionals at the following levels:

Regulatory
Affairs Executive
/ Senior

Regulatory Affairs
Manager

Director
Regulatory Affairs

We have assessed salaries
at each level in relation to:

Salary banding – low average - high

Academic background / qualifications held

Industry worked in

Area of regulatory specialism

Geographical remit of role

Management – line management and
strategic responsibilities (where applicable)

Benefits – car allowances and bonuses

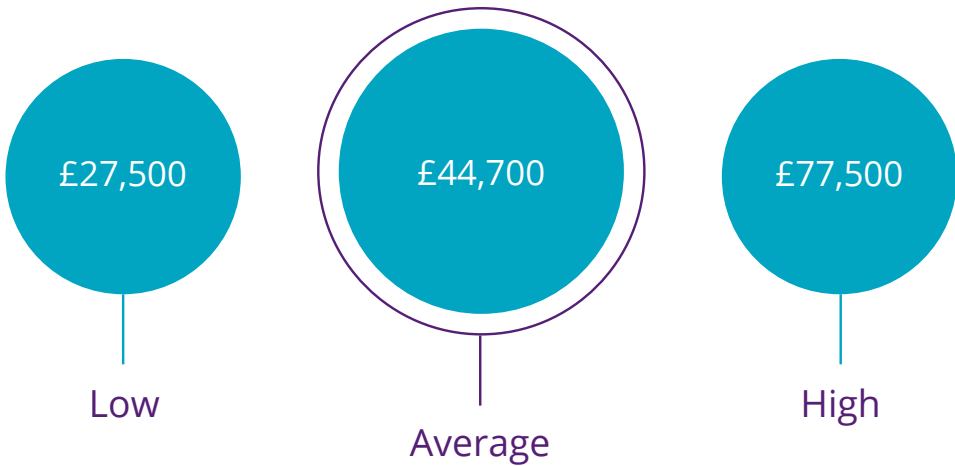
Motivations to move



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Regulatory Affairs Executive / Senior

Average years of experience of respondents: **5.94 years**



Academics

Qualification	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	16.00%	6.13	£51,250
MSc	56.00%	5.96	£42,143
Pharmacist / MPharm	20.00%	6.10	£43,500
PhD	8.00%	5.00	£52,500





Geographical remit of respondents

Geographical Remit	Average Years' Experience	Average Salary
UK / Local	4.05	£42,500
EU / EMEA	6.25	£47,500
Global	6.65	£47,000
Emerging Markets	12.50	£42,500

Geographical remit makes little or no impact on salary.

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Industry

Industry	Percentage of Respondents	Average years' Experience	Average Salary
 Biotechnology	4.00%	12.50	£77,500
 CRO	8.00%	5.25	£42,500
 Devices	28.00%	2.67	£38,929
 Pharmaceutical	60.00%	7.03	£45,500

Regulatory Specialism

Area	Percentage of Respondents	Average Years' Experience	Average Salary
Artwork	8.00%	17.25	£40,000
Clinical / CTA	24.00%	4.00	£42,500
CMC	8.00%	8.25	£42,500
Labelling	4.00%	6.00	£37,500
Operations	20.00%	6.60	£55,500
Post-marketing	36.00%	3.83	£42,500

People within regulatory operations have the highest salaries, followed by Clinical/CTA; CMC and Post-marketing.

Benefits



No respondents received a car allowance.

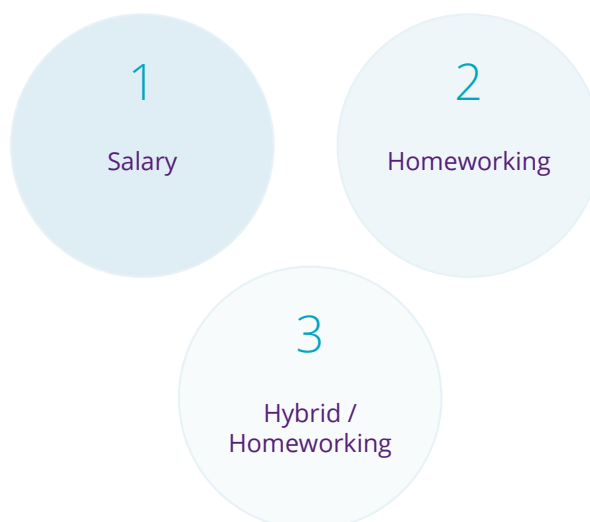


Bonus

52% of respondents received a bonus. 93.33% of these receive between 10% and 15%, the remaining 6.67% received between 15% and 20%



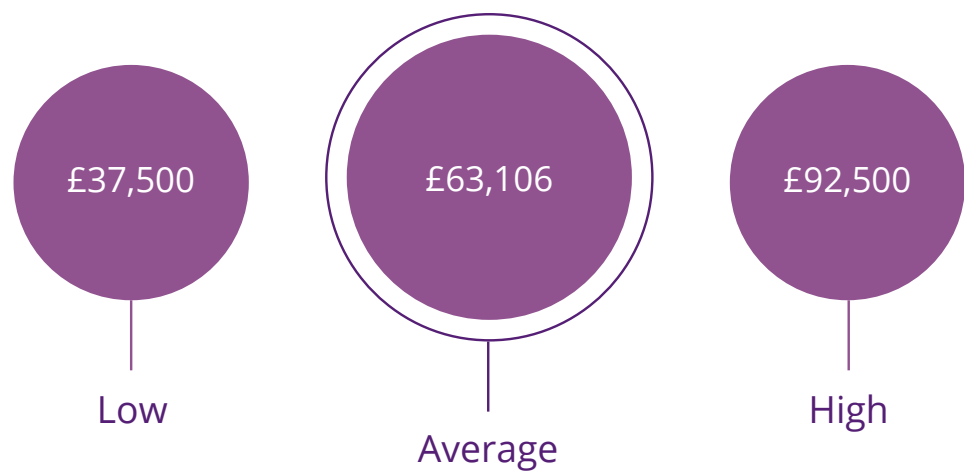
Motivations to move









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Regulatory Affairs Manager

Average years of experience of respondents: **10.13 years**



Industry

Industry	Percentage of Respondents	Average Years' Experience	Average Salary
 Academia	6.01%	12.50	£77,500
 Biotechnology	6.01%	9.25	£77,500
 CRO	12.12%	7.13	£63,750
 Devices	18.18%	6.67	£53,333
 Other (NHS, consultancy)	15.15%	15.60	£63,750
 Pharmaceutical	45.45%	10.30	£62,833

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Qualifications

Qualification	Percentage of Respondents	Average years' Experience	Average Salary
BSc	29.41%	10.25	£63,500
MSc	44.12%	9.00	£63,167
Pharmacist / MPharm	5.88%	6.25	£75,000
N/A	20.59%	13.50	£53,833

Pharmacists have the highest salaries as a Regulatory Affairs Manager.

Regulatory Specialism

Area	Percentage of Respondents	Average years' Experience	Average Salary
Clinical / CTA	35.29%	6.29	£51,250
CMC	5.88%	15.00	£62,500
Labelling	11.76%	10.13	£68,750
Operations	20.59%	13.86	£76,786
Post-marketing	26.47%	11.28	£66,250

Line Management Responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	41.18%	10.50	£61,730
✗ No	58.82%	9.88	£64,000

Holding line management responsibilities does not result in an increase in basic pay.

Strategic responsibilities

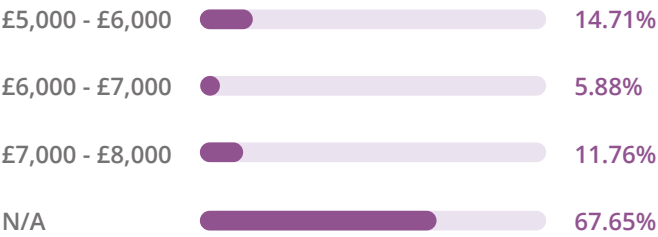
	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	91.18%	10.11	£63,500
✗ No	8.24%	10.33	£59,167

Holding strategic responsibilities pays 7.32% more than not doing so.

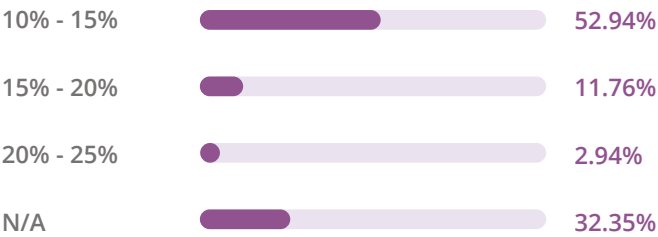
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Benefits

32.35% of respondents have a car allowance. Of these:



67.65% of respondents receive a bonus. Of these:



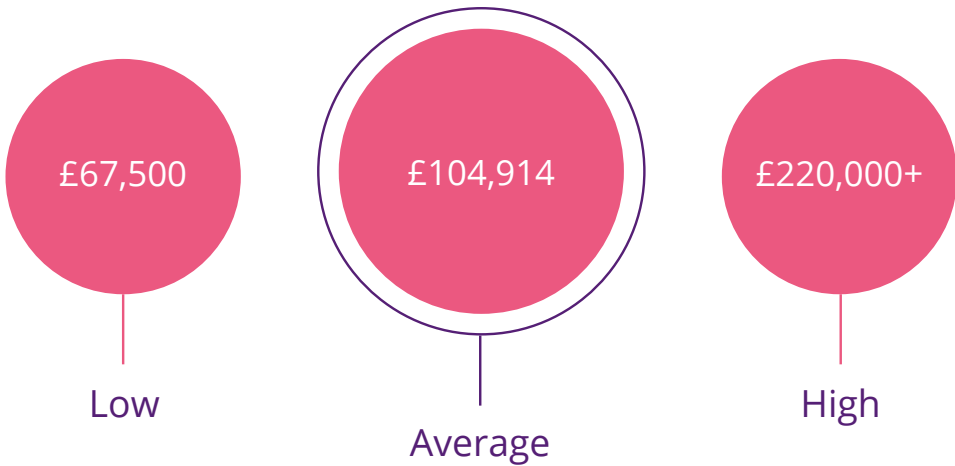
Motivations to move








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Director Regulatory Affairs

Average years of experience of respondents: **16.12 years**



Industry

Industry	Percentage of Respondents	Average Years' Experience	Average Salary
 Biotechnology	17.24%	13.60	£120,500
 CRO	13.79%	18.50	£85,625
 Devices	17.24%	20.20	£111,500
 Other (consultancy)	3.45%	8.50	£175,000
 Pharmaceutical	48.28%	15.43	£97,500

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Qualifications

Qualification	Percentage of Respondents	Average years' Experience	Average Salary
BSc	24.14%	14.79	£79,643
MSc	34.48%	15.55	£116,750
MBA	10.34%	17.33	£94,167
Pharmacist / MPharm	6.90%	10.50	£160,000
PhD	17.24%	19.20	£113,000
N/A	6.90%	19.75	£75,000

Pharmacists earn the highest although the percentage of respondents with this qualification is relatively low.

Those with an MSc earned 46.59% more than those with a BSc

Regulatory Specialism

Area	Percentage of Respondents	Average years' Experience	Average Salary
Clinical / CTA	51.72%	16.50	£105,166
CMC	10.34%	15.67	£110,833
Operations	10.34%	20.50	£84,117
Post-marketing	27.59%	13.94	£110,000

Line Management Responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	72.41%	16.50	£103,929
✗ No	27.59%	15.13	£107,500

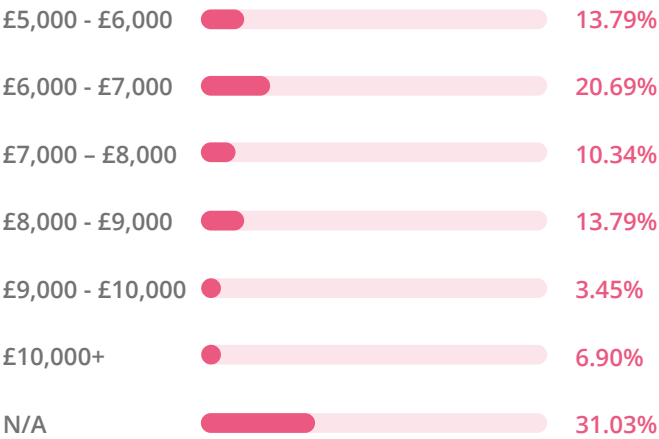
Strategic responsibilities

	Percentage respondents	Average Years' Experience	Average Salary
✓ Yes	86.21%	15.90	£106,200
✗ No	13.79%	17.50	£96,875

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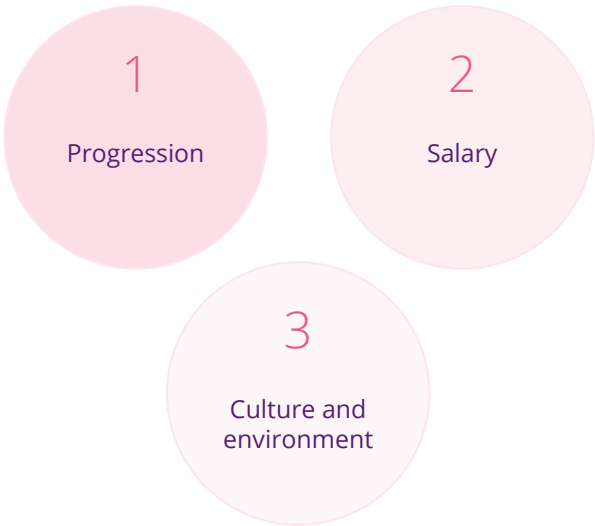
Benefits

68.97% of respondents have a car allowance. Of these:

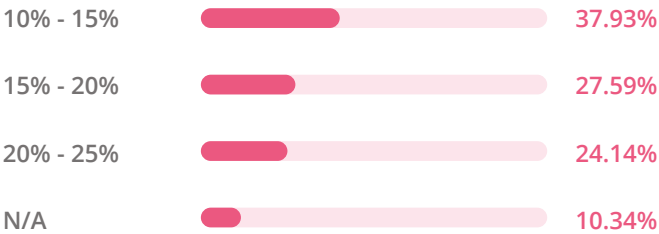


Most people receive between £5,000 and £7,000 as a car allowance.

Motivations to move



89.66% of respondents receive a bonus. Of these:



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Section 5

Drug Safety / Pharmacovigilance

Overall findings

Here we looked into Drug Safety and Pharmacovigilance professionals at the following levels:



Drug Safety
Scientist / Senior

Drug Safety
Manager

Associate Director
/ Director Drug
Safety

Senior Leadership
Safety and PVG

We have assessed salaries
at each level in relation to:

Salary banding – low average - high

Industry worked in

Academic background / qualifications held

Geographical remit of role

Management – line management and
strategic responsibilities (where applicable)

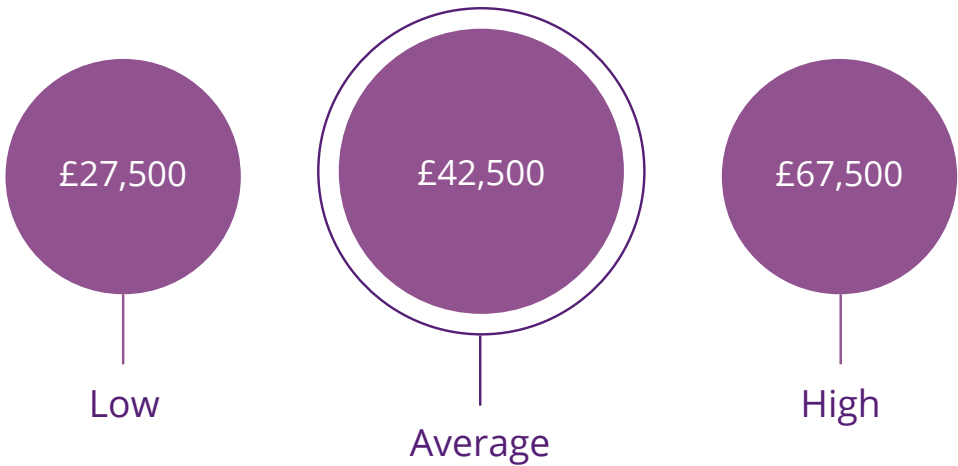
Benefits – car allowances and bonuses

Motivations to move

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Drug Safety Scientist / Senior

Average years of experience of respondents: **7.67 years**



Geographical Remit

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
EU / EMEA	13.33%	8.50	£40,000
Global	40.00%	6.83	£41,667
UK / Local	33.33%	9.70	£45,500
Other	13.33%	5.00	£40,000

Respondents with a UK / Local remit earn more than those with above country level responsibilities.

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Qualifications

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
BSc	20.00%	11.33	£45,833
Nurse	6.67%	12.50	£42,500
MSc (incl. MPharm)	73.33%	6.36	£41,591

The majority of respondents hold an MSc qualification.

Industry

Industry	Percentage of Respondents	Average Years' Experience	Average Salary
Not for Profit	6.67%	6.00	£42,500
CRO	60.00%	7.56	£40,278
Pharmaceutical	33.33%	8.50	£46,500

Those working in a pharmaceutical company earn more than in a CRO or Not for Profit organisation.

Benefits



No respondents received a car allowance.



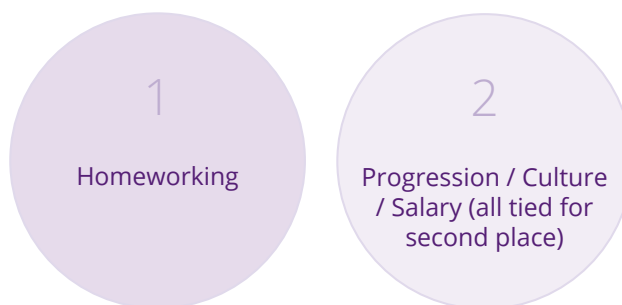
Bonus

46.66% of respondents received a bonus between

10 and 15%.



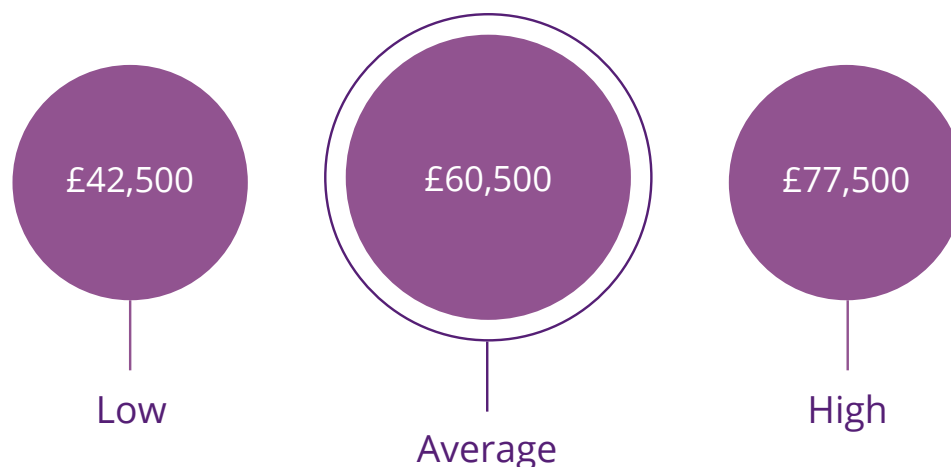
Motivations to move






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Drug Safety Manager

Average years of experience of respondent is **11.04 years**



Industry

Industry	Percentage of Respondents	Average Years' Experience	Average Salary
 Biotech	4.00%	6.00	£52,500
 CRO	48.00%	10.88	£58,750
 Pharmaceutical	48.00%	11.63	£62,917

Those working in a pharmaceutical company earn more than in a CRO.

Geographical Remit

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
EU / EMEA	20.00%	11.80	£54,500
Global	64.00%	10.53	£62,063
UK / Local	16.00%	12.13	£53,750

Respondents with a global remit earn more than those with a UK or EU / EMEA remit.

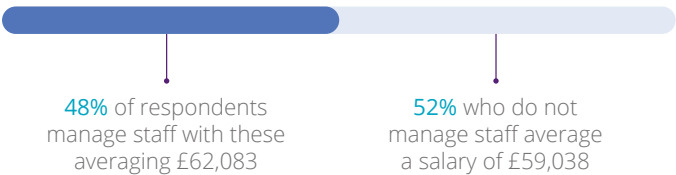
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Academics

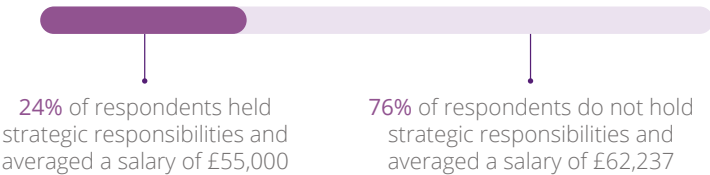
Degree	Percentage Respondent	Average Years' Experience	Average Salary
BSc	28.00%	11.57	£58,929
MSc (incl. MPharm)	64.00%	10.31	£62,188
Medical Doctor	8.00%	15.00	£52,500

The majority of respondents hold an MSc qualification.

Management of staff



Strategic responsibilities

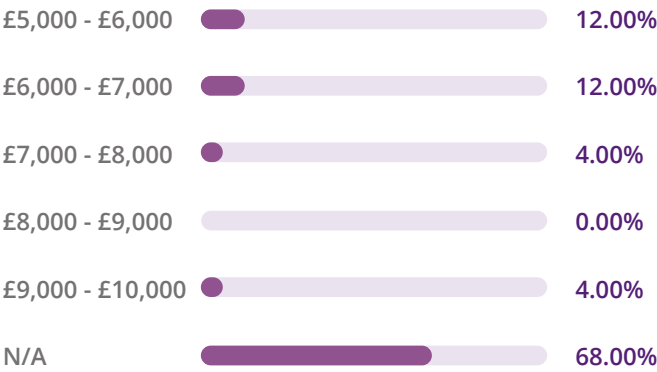


If you hold strategic responsibilities this seems to decrease pay by 13.1%

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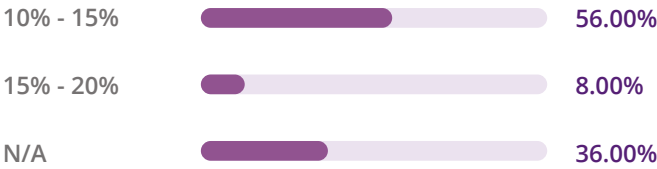
Benefits

32% of respondents have a car allowance. Of these:



The majority of responders do not hold a car allowance.

64.00% of respondents receive a bonus. Of these:



The most common bonus is paid at 10 – 15%.

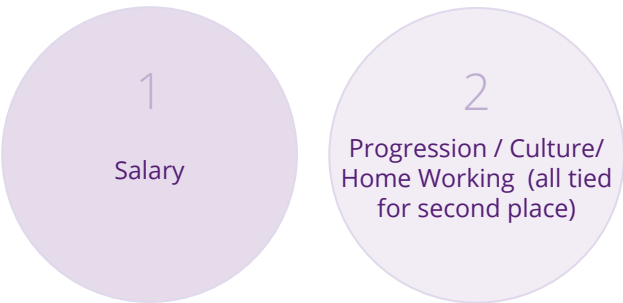
Only 25.00%

working in a CRO received a car allowance compared to 41.67% of people working in pharmaceutical companies.

33.33%

working within a CRO received a bonus compared to 91.67% within a pharmaceutical.

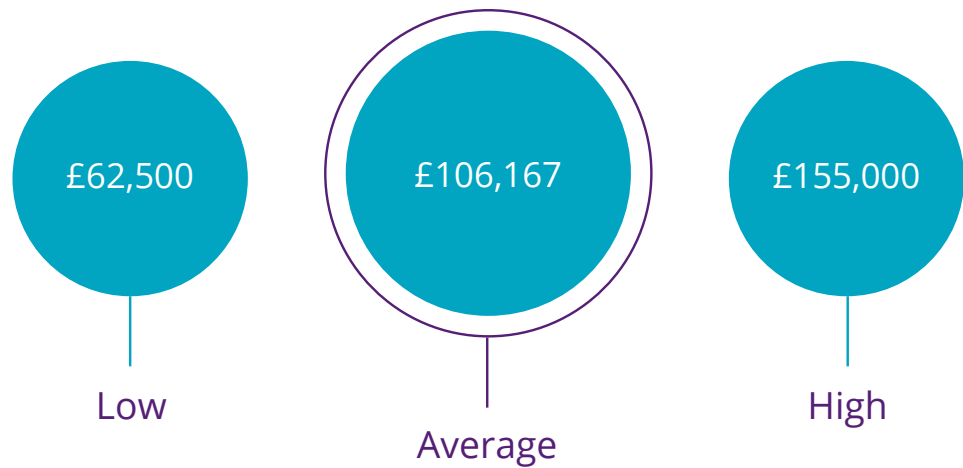
Motivations to move





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Associate Director / Director Drug Safety

Average years of experience of respondents: **14.69 years**



Industry

Industry	Percentage of Respondents	Average Years' experience	Average Salary
 CRO / Consultancy	25.00%	15.67	£125,000
 Pharmaceutical	75.00%	14.63	£101,458

CRO and Consultancies pay higher than the pharmaceutical industry (although also gave a smaller data sample)

100% of respondents hold a global remit.



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Academics

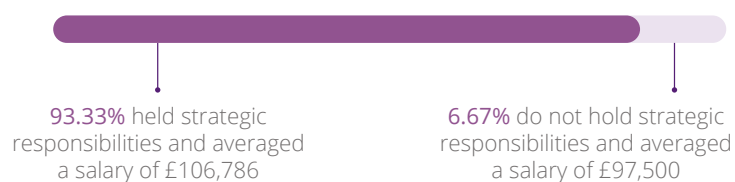
Degree	Percentage Respondent	Average Years' Experience	Average Salary
BSc	25.00%	18.83	£85,500
MSc (incl. MPharm)	33.33%	14.70	£90,000
Medical Doctor	40.00%	13.33	£125,417
Other	6.67%	4.00	£77,500

The majority of respondents were Medical Doctors, followed by those with an MSc.

Management of staff



Strategic responsibilities

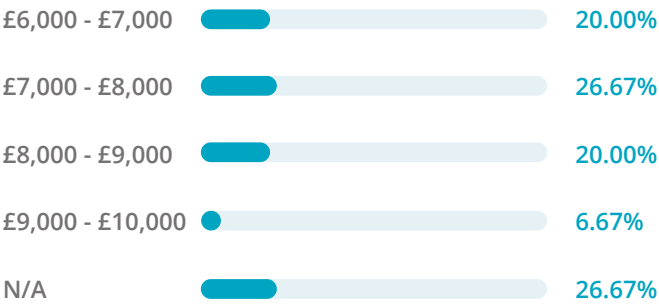


Holding strategic responsibilities shows a 9.5% increase of salary.

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Benefits

73.33% of respondents have a car allowance. Of these:

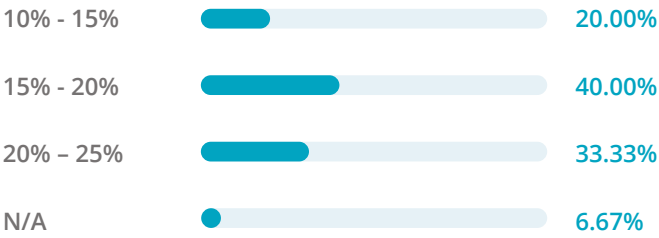


The most common car allowance offered is between £7K and £8K although nearly all fall between £6K and £9K with no significant difference between the bandings.

Motivations to move



93.33% of respondents receive a bonus. Of these:

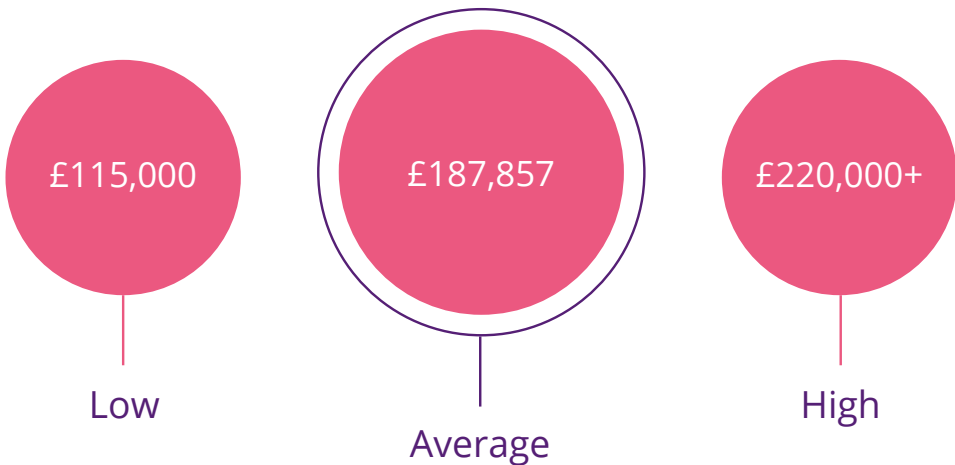


Most responders earn a bonus of between 15% and 25%.

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Senior Leadership - Safety and PVG

For completeness this data includes Senior Directors, VP's and EU QPPV's.
Average years of experience of respondents: **16.36 years**

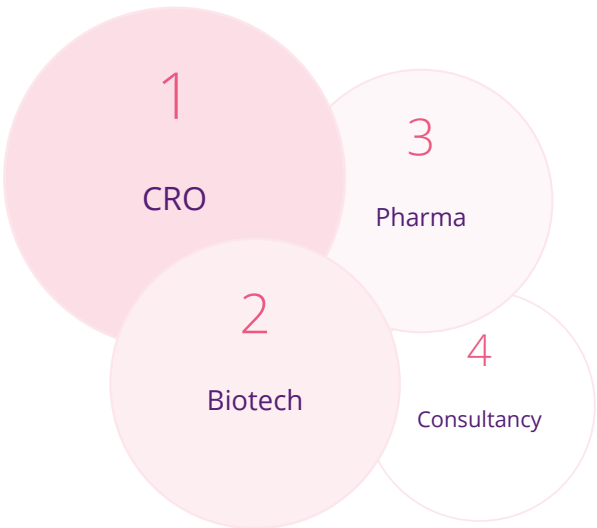


Industry

Industry	Percentage of Respondents	Average Years' Experience	Average Salary
● Biotechnology	28.57%	19.75	£192,500
● CRO	28.57%	22.00	£220,000
● Consultancy	14.29%	12.50	£115,000
● Pharmaceutical	28.57%	9.25	£187,500

Industries ranked by highest salaries

N.B. Pharmaceutical respondents had less "years of experience" than other industries.



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Geographical Remit

Geographical remit	Percentage Respondent	Average Years' Experience	Average Salary
Global	71.43%	16.90	£207,000
EU	14.29%	17.50	£165,000
UK / Local	14.29%	12.50	£115,000

The vast majority of respondents work with a global remit.

Academics

Degree	Percentage Respondent	Average Years' Experience	Average Salary
Medical Doctor	57.14%	14.50	£190,000
Other	42.86%	18.83	£185,000

Most respondents were qualified Medical Doctors.

Management of staff



Managing staff earn 14.43% less on average.

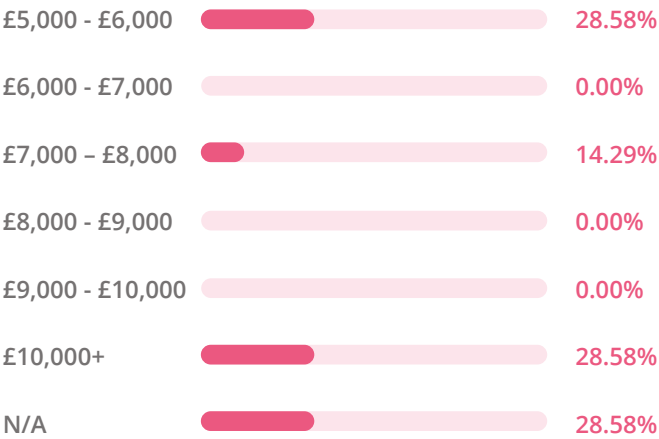
Strategic responsibilities



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Benefits

71.43% of respondents have a car allowance. Of these:



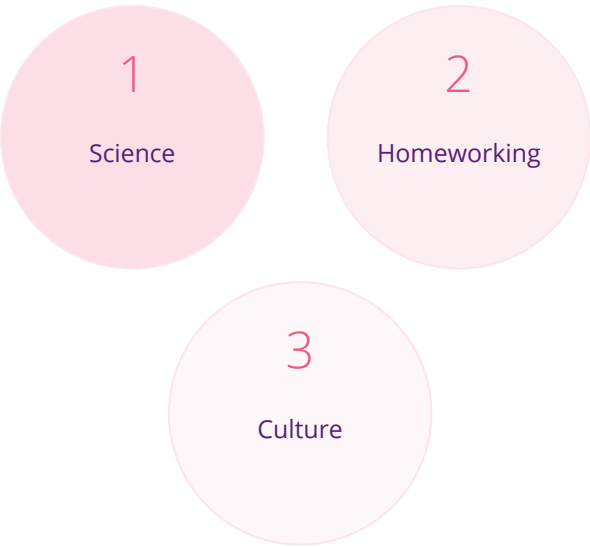
Car allowances in this group vary wildly covering the whole range of data collected.

Bonus

85.71% receive a bonus with all of these earning 25%+.



Motivations to move



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Section 6

Quality Assurance

Introduction

Here we looked into Clinical Quality Assurance professionals at the following levels:



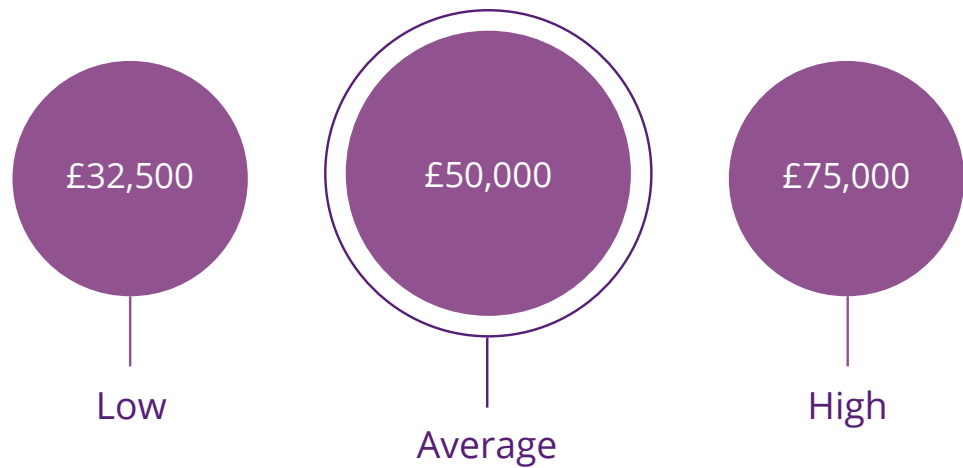
We have assessed salaries at each level in relation to:

- Salary banding – low average - high
- Industry worked in
- Academic background / qualifications held
- Geographical remit of role
- Management – line management and strategic responsibilities (where applicable)
- Benefits – car allowances and bonuses
- Motivations to move

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Quality Assurance Auditor

Average years of experience of respondents: **8.38 years**



Industry

Industry	Percentage of Respondents	Average Years' experience	Average Salary
Academia	12.50%	6.00	£32,500
CRO	37.50%	11.33	£55,833
Pharmaceutical	50.00%	6.75	£50,000

Geographical Remit

Geographical Remit	Percentage of Respondents	Average Years' Experience	Average Salary
EU / EMEA	37.50%	9.33	£55,833
Global	37.50%	6.83	£52,500
UK / Local	25.00%	9.25	£37,500

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Geographical Remit

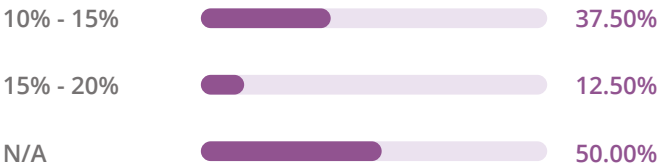
Degree	Percentage Respondents	Average Years' Experience	Average Salary
BSc	42.86%	11.33	£64,166
MSc (incl. MBA / MPharm)	57.14%	5.12	£41,500

Benefits

12.50% of respondents have a car allowance. Of these:



50.00% of respondents receive a bonus. Of these:



No CRO's paid a bonus, 100% of pharmaceutical companies did

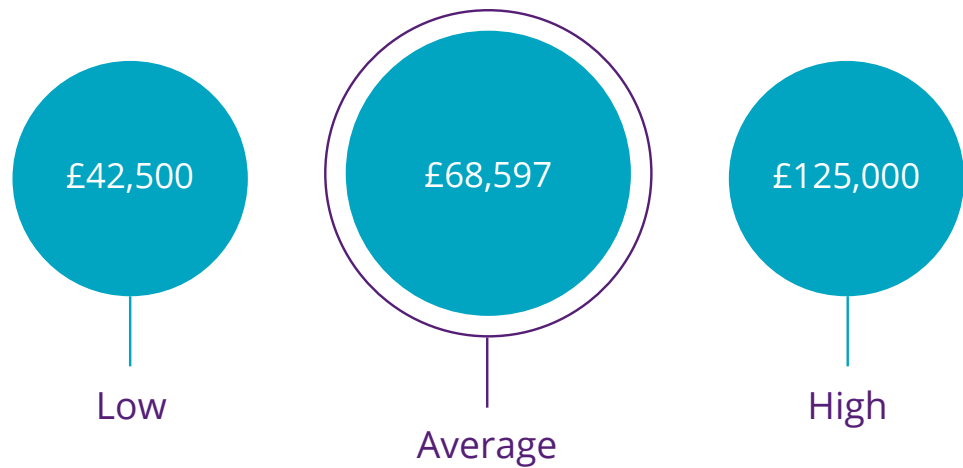
Motivations to move









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QA Manager

Average years of experience of respondents: **11.78 years**

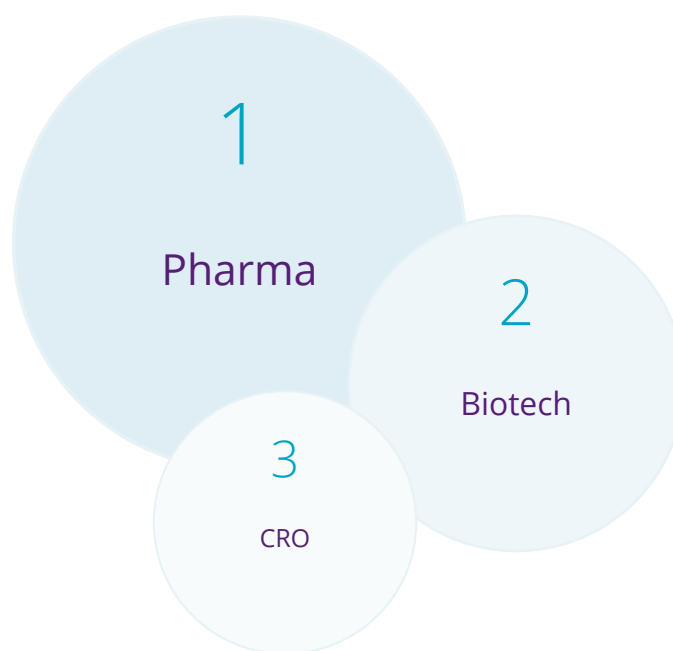


Industry

Industry	Percentage of Respondents	Average Years' experience	Average Salary
 Academia	4.35%	12.50	£42,500
 Biotechnology	8.70%	5.00	£67,500
 CRO	17.39%	14.88	£72,500
 Devices	17.39%	15.13	£66,250
 Other (NHS/Not for Profit etc.)	21.74%	9.50	£58,500
 Pharmaceutical	30.43%	11.57	£79,929

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Top 3 payers by industry



Geographical Remit

Area	Percentage of Respondents	Average Salary
Emerging Markets	4.35%	£67,500
EU / EMEA	17.39%	£79,375
Global	39.13%	£75,000
UK / Local	39.13%	£57,500

Working in an EU/EMEA or Global role offers an average increase of 34.24% on base salaries compared to UK/local roles

Managing Staff

	Percentage respondents	Average Salary
✓ Yes	56.52%	£67,691
✗ No	43.48%	£69,750

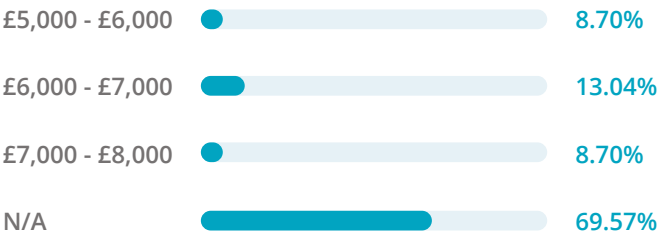
Of those who manage staff, 53.85% of respondents held a UK / local remit responsibility compared to only 20.00% of those who worked internationally.

In effect, 80% of those who did not manage staff held an international remit. If you manage staff you're more likely to have a UK / local remit (46.15%).

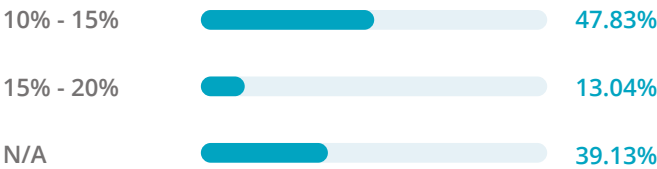
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Benefits

30.43% of respondents have a car allowance. Of these:



60.87% of respondents receive a bonus. Of these:



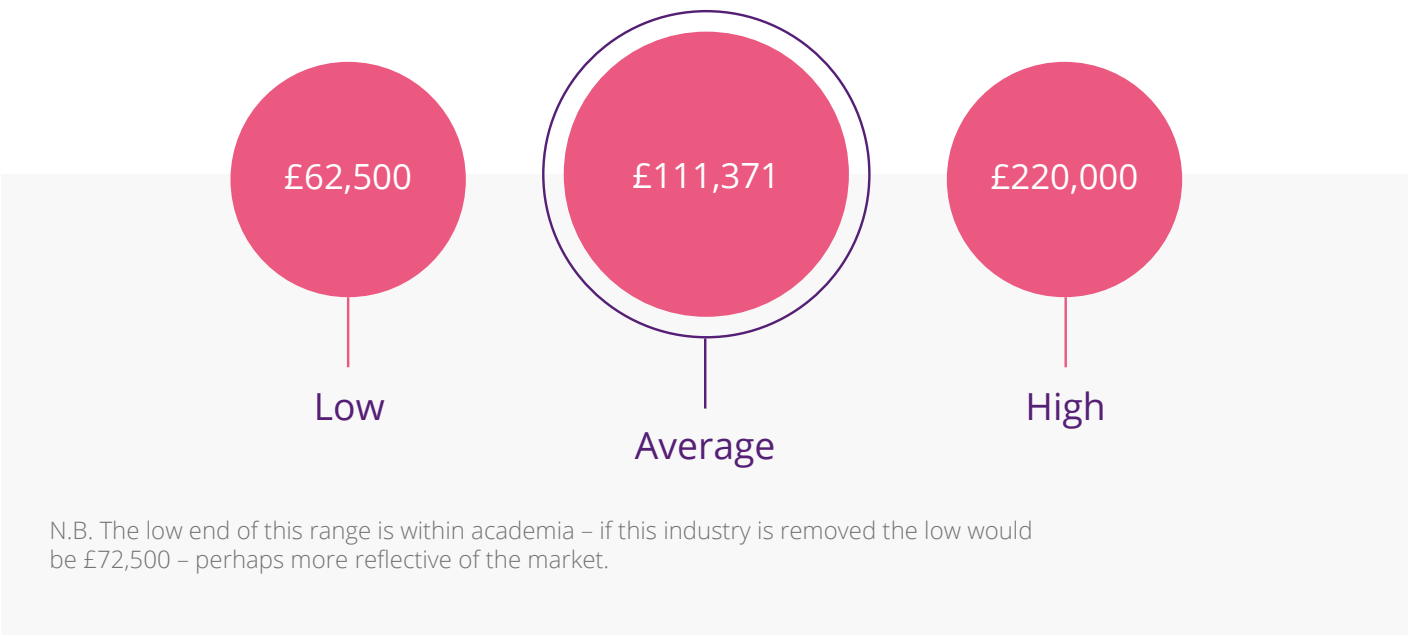
Motivations to move



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QA Director / Senior Leadership

Average years of experience of respondents: **18.13 years**








Academics

Degree	Percentage Respondents	Average Years' Experience	Average Salary
BSc	50.00%	17.90	£156,000
MSc (incl. MBA / MPharm)	46.66%	18.49	£124,821
PhD	33.33%	17.50	£67,500

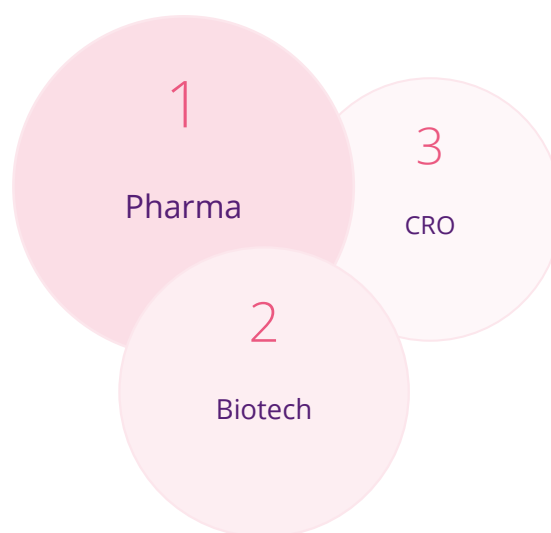
Higher qualifications do not result in higher salaries

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Industry

Industry	Percentage of Respondents	Average Years' experience	Average Salary
 Academia	3.33%	17.50	£62,500
 Biotechnology	13.79%	18.40	£116,667
 CRO	36.67%	17.77	£99,792
 Devices	3.33%	22.00	£105,000
 Pharmaceutical	36.67%	17.73	£126,136

Salaries ranked by company type:



Geographical Remit

Area	Percentage of Respondents	Average Salary
EU / EMEA	13.33%	£111,875
Global	83.33%	£114,400
UK / Local	3.33%	£67,500

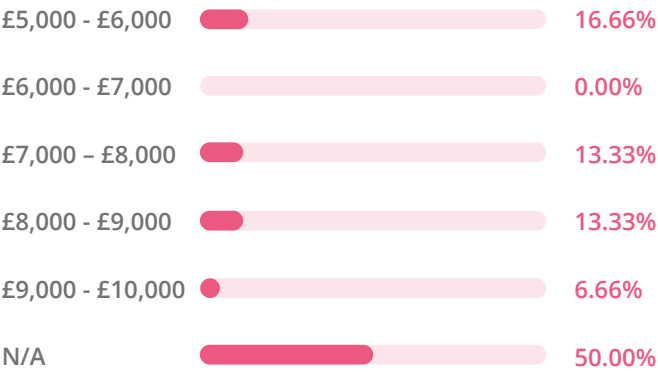
Academia accounted for the only local / UK remit.

The overwhelming majority of respondents held Global responsibilities.

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Benefits

50% of respondents have a car allowance. Of these:

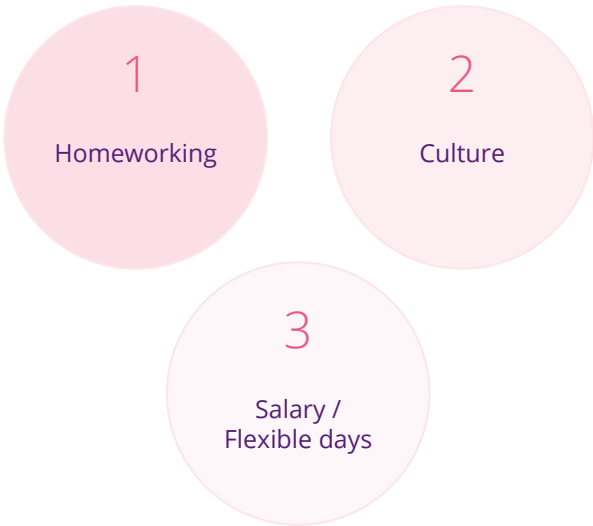


89.66% of respondents receive a bonus. Of these:



The most common bonus is paid between 10% - 15%

Motivations to move



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Section 7

Biometrics

Introduction

Here we look into Biometrics professionals in the following roles and levels:

Biostatistician /
Senior

Clinical Data
Managers

SAS
Programmers

We have assessed salaries
at each level in relation to:

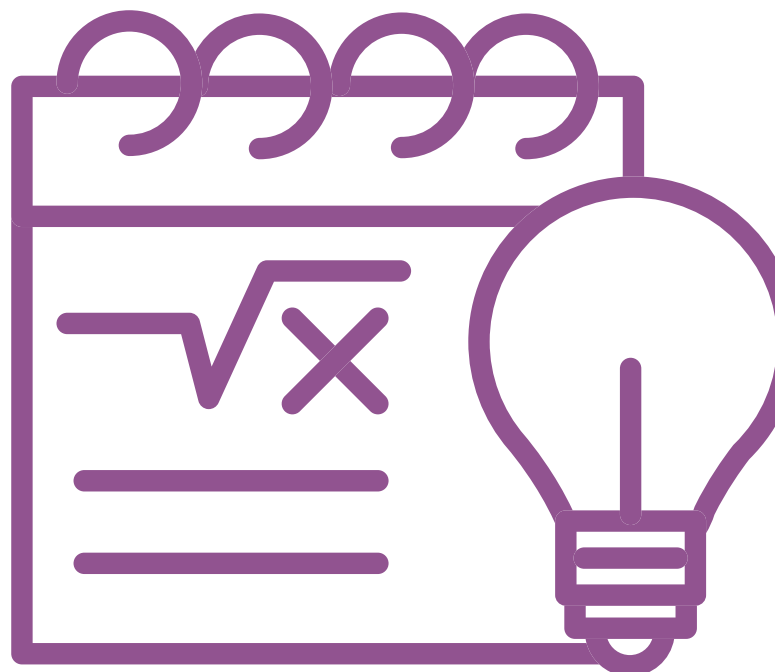
Salary banding – low average - high

Industry worked in

Academic background / qualifications held

Benefits – car allowances and bonuses

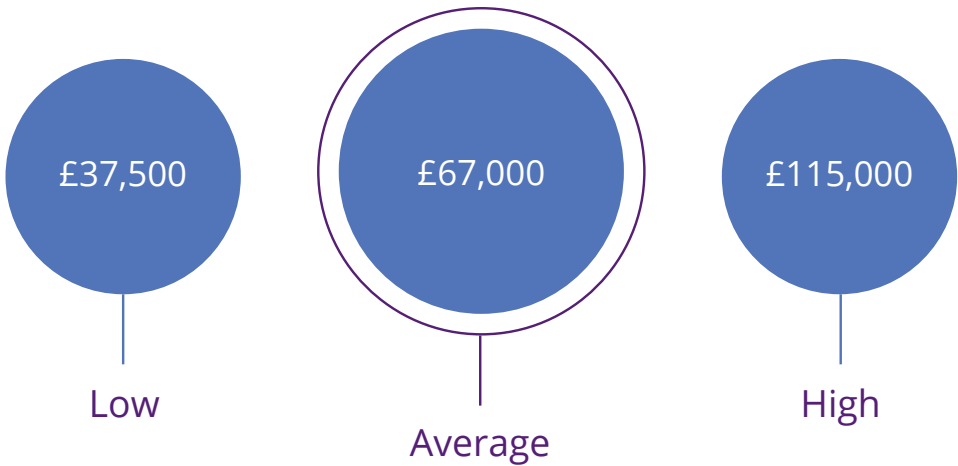
Motivations to move



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Biostatistician / Senior

Average years of experience of respondents: **9.4 years**



Industry	Average Years' Experience	Average Salary	Geographical Remit
CRO	8	£50,000	75% UK / 25% EMEA
Pharma / Biotech	14.5	£96,250	75% Global / 25% UK
Devices	2	£42,500	100% Global

Academics – 50% of respondents hold a MSc, the other 50% hold a PhD.

Benefits

20% of respondents received a car allowance.



60% of respondents received a bonus.

Of these: 66.67% receive 10-15% and 33.33% receive 15-20%



The most common bonus is between 10% and 15%
ckgroup.co.uk

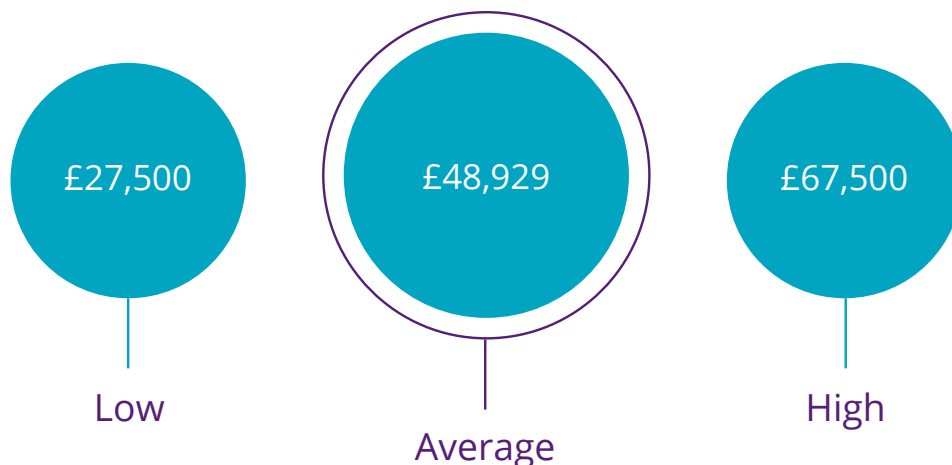
Motivations to move



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Clinical Data Managers

Average years of experience of respondents: **10.50 years**



Qualifications

33.33% of respondents hold a BSc compared to 66.67% who hold an MSc

71.43% hold a UK/local remit and 28.57% hold a Global remit.

Of those who manage staff the average salary was £55,833 versus £49,166 for no management, a 13.6% increase.

85.71% of respondents work in a CRO, the remaining 14.29% work for a pharmaceutical company.

The respondents who manage staff showed to have less years of experience (11.5 years versus 12.3 years respectively) than those who do manage so this is a true representation of management pay increase.

Motivations to move

Benefits

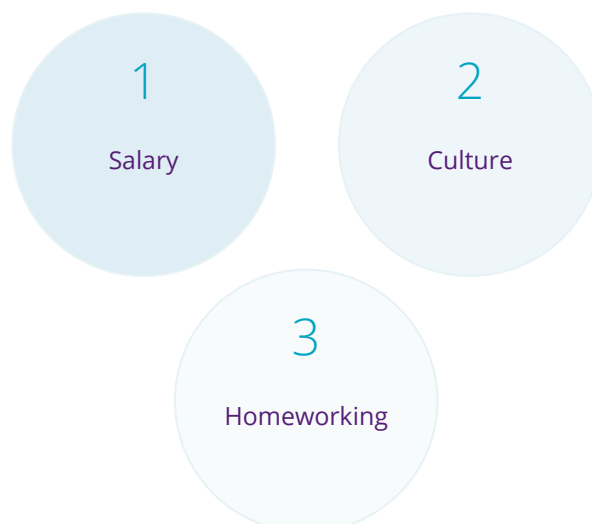


No respondents received a car allowance.
(except at Director level).



14.29% of respondents receive a bonus, the same respondents also worked in pharmaceutical companies.

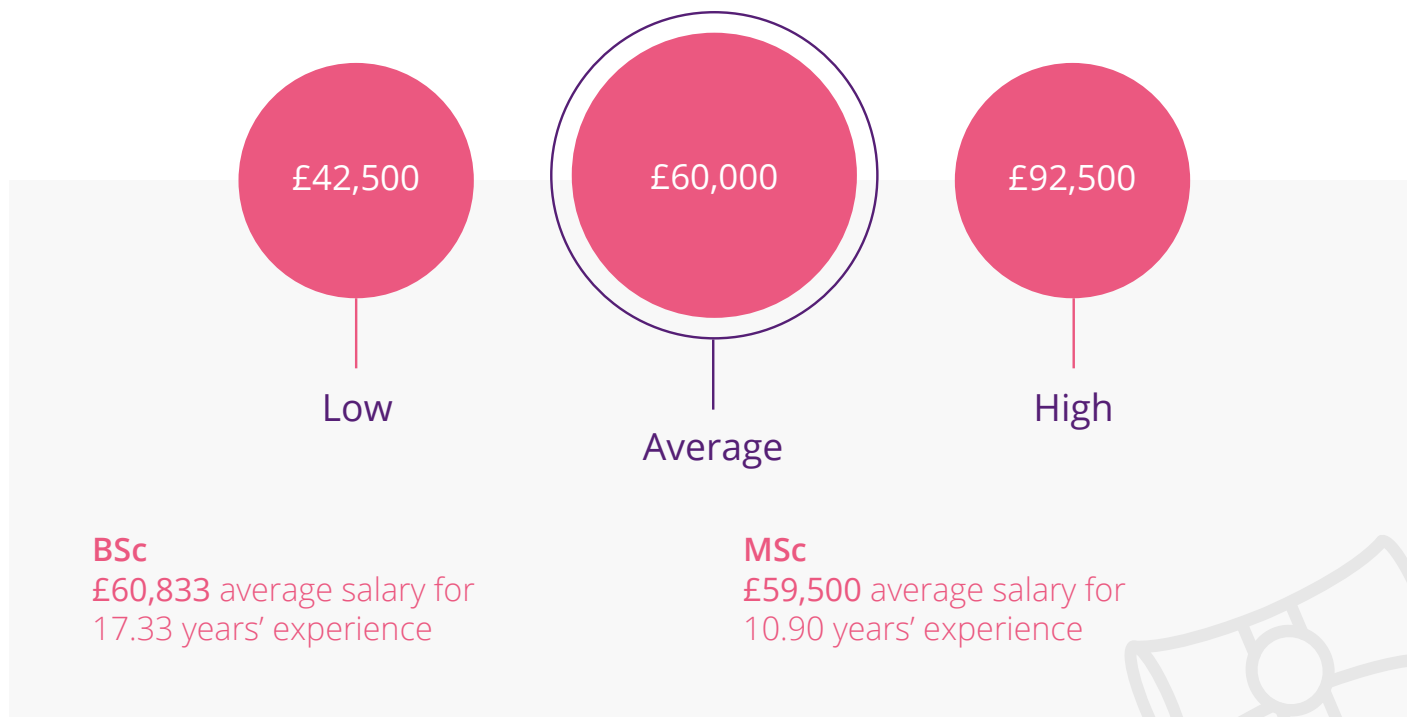
No CDM's working in CRO's are given a bonus. In a pharmaceutical company the bonus is paid between 10% and 15%.



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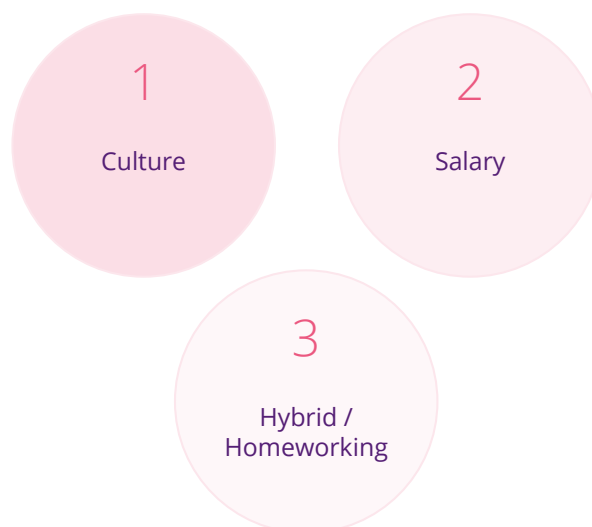
SAS Programmers

Average years of experience of respondents: **13.22 years**



Industry	Average Years' Experience	Average Salary
CRO	10.33	£42,500
Biotech	12.50	£92,500
Pharma	15.75	£65,000

Motivations to move



Benefits



No respondents received a car allowance.

50% receive a bonus with all receiving between 10% and 15%.

You are twice as likely to receive a bonus in a pharmaceutical or biotechnology company verses a CRO.

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Conclusions and thoughts

First of all, thank you to everyone who contributed to the survey data.

With over 2500 respondents we had a good amount of data to analyse and interpret.

We were able to draw some very interesting conclusions, confirm existing opinions and disprove others. We gained some great insights into the salaries and packages offered by different industries for different functional roles and levels within them. There were some huge differences across organisational types for people with the same titles, and geographical remits.

Yes, some of the information gained was subjective however we gained some interesting insights and consensus' into some highly evolving roles such as medical compliance and ethics and the effects these are having on salaries. There are often changing functions and always evolving functions within pharma such as the nuances and anomalies, the CK Group saw within Clinical Operations post COVID19 pandemic when a number of monitoring professionals i.e. field based CRA's, were paid a higher base salary than those managing them in Clinical Project Management roles. It will definitely be interesting to look at some, or all of, this data again in 12-18 months' time.

It was interesting to see that, in a number of functions, line management responsibilities and/or an increase in geographical responsibilities does not always lead to an increase in salary (please see the Medical Affairs or Drug Safety reports for examples of this). In fact, surprisingly, it can sometimes negatively affect base salaries.

We saw more car allowances and bonuses being paid out within pharmaceutical and biotechnology industries compared to CRO's and device organisations, at least when in more junior roles and top industry payers change with more senior roles in certain functional areas. The top industry payers do however vary depending on your functional role.

We saw that speciality therapies consistently paid a higher salary, particularly within clinical development and medical affairs, with rare and orphan diseases holding a particular premium and sometimes academics having no impact on salaries at all. Likewise, some industries pay out car allowances and bonuses significantly more frequently than others.

This whole survey has proven to be invaluable to us and we hope it will help the companies we currently work on behalf of and hope to support in future as well as the candidates and individuals we aim to help in equal measure.

Limitations of the data collected

As with all surveys there are some limitations to the data collected. Salaries were collected using a banding and the median point worked out to analyse the responses. These also went up to a maximum of £220,000+ so there were some limitations to this data collected. The data was analysed with the assumption of a £220,000 base salary when this was selected. Also, years of experience went up incrementally to 20 years+. When this was selected for consistency we used 22 years in the calculations.

Benefits were limited to car allowance and bonus for the purposes of the survey. Some respondents, particularly at senior levels, did explain that they also get shares and/or LTI's which have not been included in these results, as the data collected was not complete enough to report these accurately.

What does "strategic responsibilities" mean? Some people with seemingly very little industry experience report having strategic responsibilities. Is this a true representation? Are you strategically responsible for a project or a service, function or team? How could this have impacted data? This is something we could seek to define more clearly in future surveys.

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Author: CK Group

Specialist Recruiters for the Life Sciences.

This report was created by CK Group. The team at CK surveyed a large audience of clinical professionals currently employed within the clinical research arena to form this report.

About CK Group:

CK Group has been shaping the science industries for over 30 years. Our expertise in life science recruitment sets us apart from others as one of the only recruiters that deliver high-quality contract and permanent staffing solutions to the sciences. We help scientific organisations achieve their hiring goals in preclinical R&D, manufacturing and clinical research.

As trusted partners for some of the world's most innovative organisations, we offer a wealth of expertise, experience and dedication to attracting top talent to support the development of life-changing therapies and technologies.

Our vision for the future is simple: to continue making a positive impact on the world by contributing to the ongoing innovation and development of life sciences.

Data Manager: Julia Day Client Partner at CK Group

Julia is responsible for mid to senior level appointments across the UK, Switzerland, Germany and the US. She has been recruiting within the pharmaceutical industry since 2005, with a significant proportion of this dedicated to medical affairs and healthcare compliance and governance. She recruits across all the areas covered in this report: For ease these include, medical affairs; medical compliance; clinical operations; clinical development; drug safety and pharmacovigilance, clinical quality assurance, regulatory affairs and biometrics.

She specialises in both contract and permanent roles and aids businesses to find the most appropriate recruitment solution and service for their individual project. This can include a variety of solutions from contingent through to retained searches and everything in between.

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