

Healthcare Comms insight and salary survey 2018 – Key Findings

Presented at a MedComms Networking event on 4th July 2018
www.medcommsnetworking.com



Introduction

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- ▶ Daniel Clifton (Founder and Managing Director) of Paramount Recruitment Ltd and Paramount Recruitment Inc.
- ▶ Life Sciences Recruitment Consultancy – over 15 years Healthcare Communications experience.
- ▶ Global Services – UK, US, Asia and throughout Europe.
- ▶ www.paramountrecruitment.co.uk



Healthcare Comms workforce insight survey 2018

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- ▶ Commissioned by Paramount & supported by MedComms Networking
- ▶ Launched 1st May 2018 – managed by market research company
- ▶ Sent to Paramount & MedComms Networking Connections. Email/LinkedIn
- ▶ 646 completed responses – thank you!

Salaries



Job title



Region



Gender

+5.32%

Pay-rise



Benefits

Workforce



Flexible working



Job hunting



Hiring

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SALARY INFORMATION



UK Salaries by job title



Function	Job title	Low	Average	High
Writing	Associate Medical Writer	23,000	26,753	31,000
	Medical Writer	26,000	33,489	50,000
	Senior Medical Writer	34,500	43,246	63,333
	Principal Medical Writer	37,200	54,920	65,500
	Scientific Team Lead	38,000	55,571	70,000
	Editorial Director	67,000	72,333	80,000
	Scientific Director	49,000	64,776	84,000
Editorial	Editor	31,250	36,417	41,000
	Senior Editor	34,000	39,000	42,000
	Principal Editor	40,000	43,333	48,500
	Editorial Manager	34,275	47,569	63,000
	Managing Editor	45,000	55,000	65,000
Client Services	Account Executive	24,000	26,000	28,000
	Senior Account executive	26,500	28,417	30,000
	Account Manager	26,400	33,734	39,000
	Senior Account Manager	34,000	41,536	52,800
	Account Director	43,000	56,182	78,500
	Senior Account Director	57,000	60,167	70,000
	Associate Director	60,000	61,667	65,000
	Client Services Director	67,000	80,500	85,000

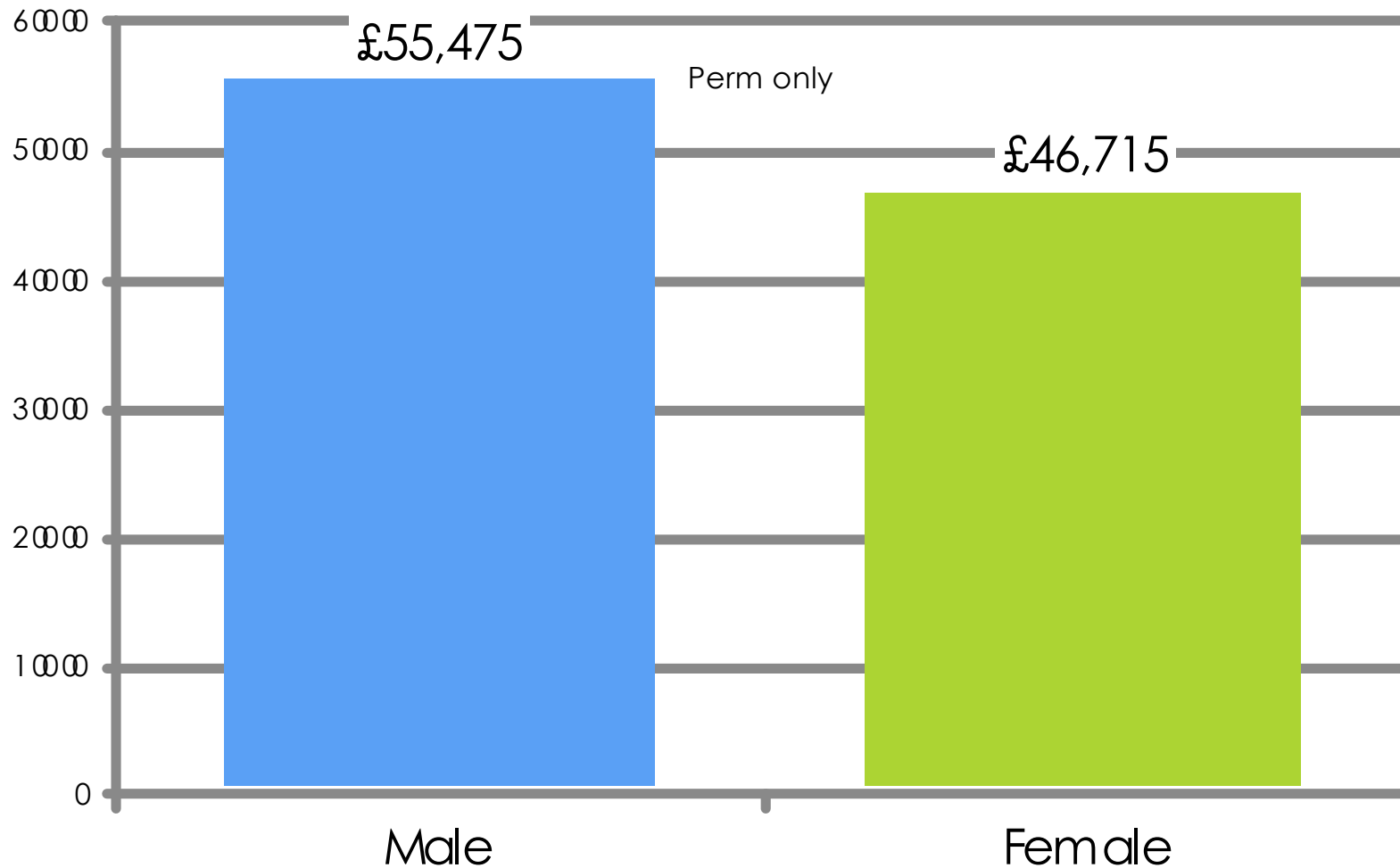
Writer's average salaries – by region



London	£41,775
South East England	£40,238
South West England	£33,217
Midlands	£35,000
North West England	£34,433
Scotland	£36,700

Average basic Salary in London is 14% higher than the overall UK average

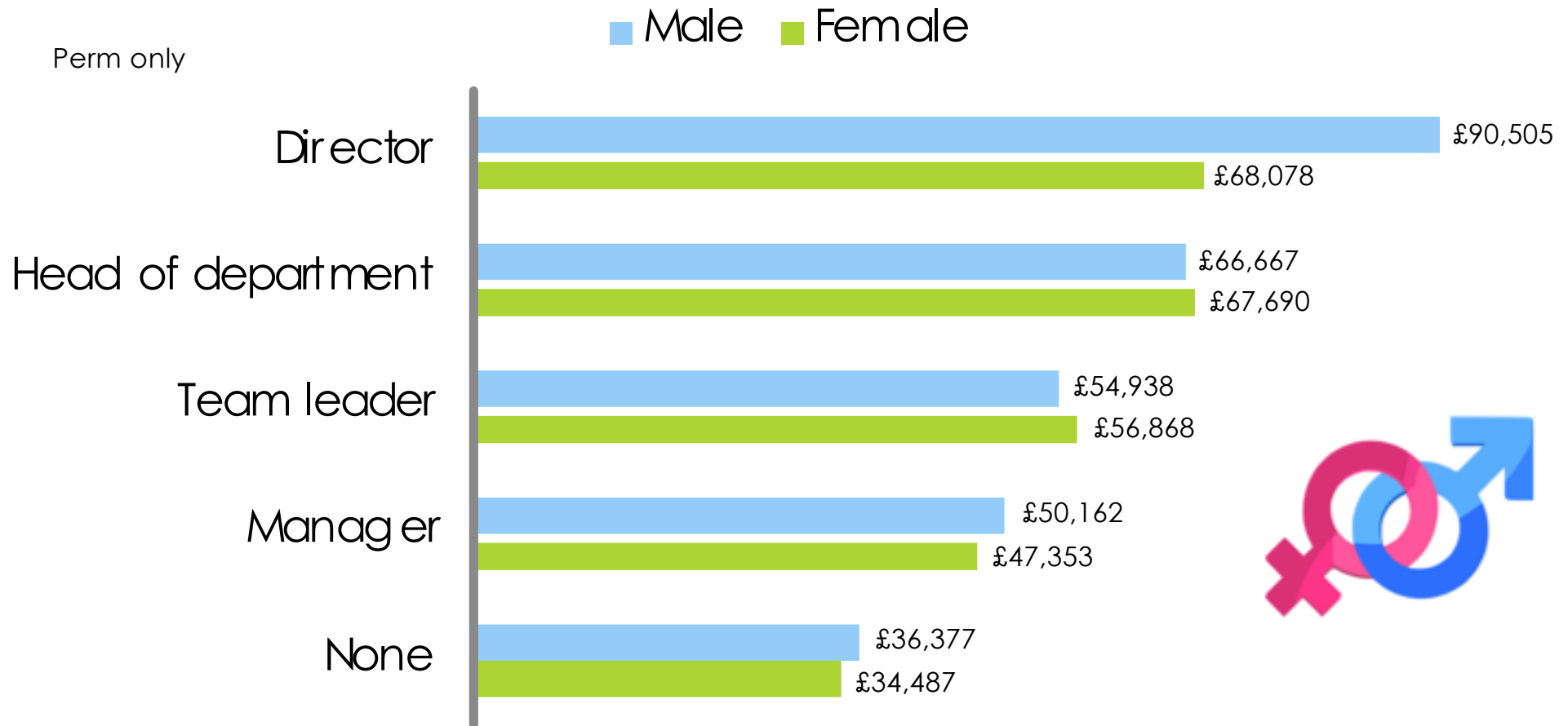
Average salaries (UK) – male v female



Average male salary is 18.75% higher than average Female salary

Mean average salary by responsibility

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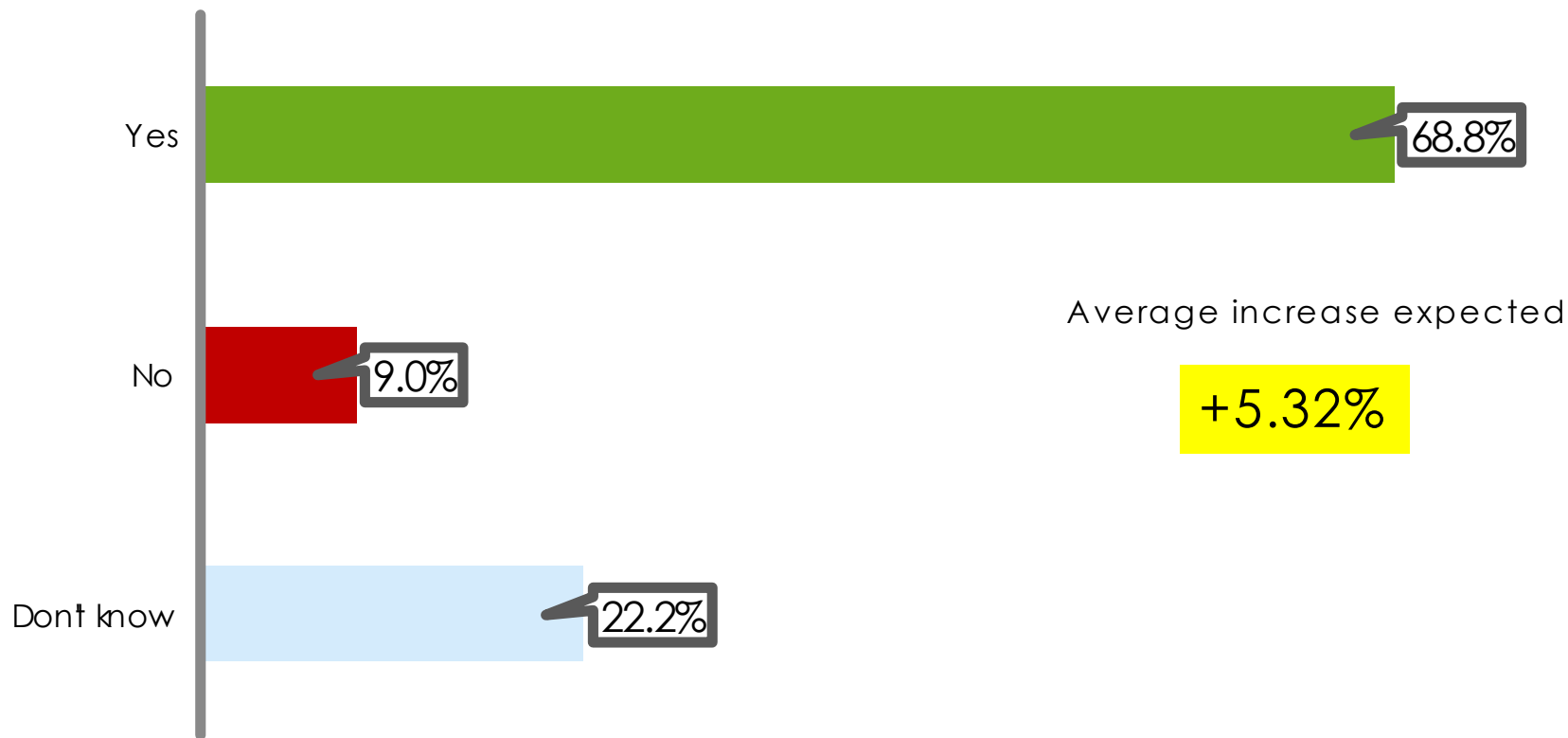
Big Difference (+33% male) at Director level (includes Board level). Higher number of male responders at this level (only time in survey). Male Board director salary ranges (£90,000 to £170,000). Female salary ranges (£80,000 to £114,000).

No responsibility (+5.5% males). Head of & Team Leader (+5.9% females).

Team Leader/Manager salary differences may be due to varying levels of responsibility from company to company

Do you expect to receive a pay rise in the next 12 months?

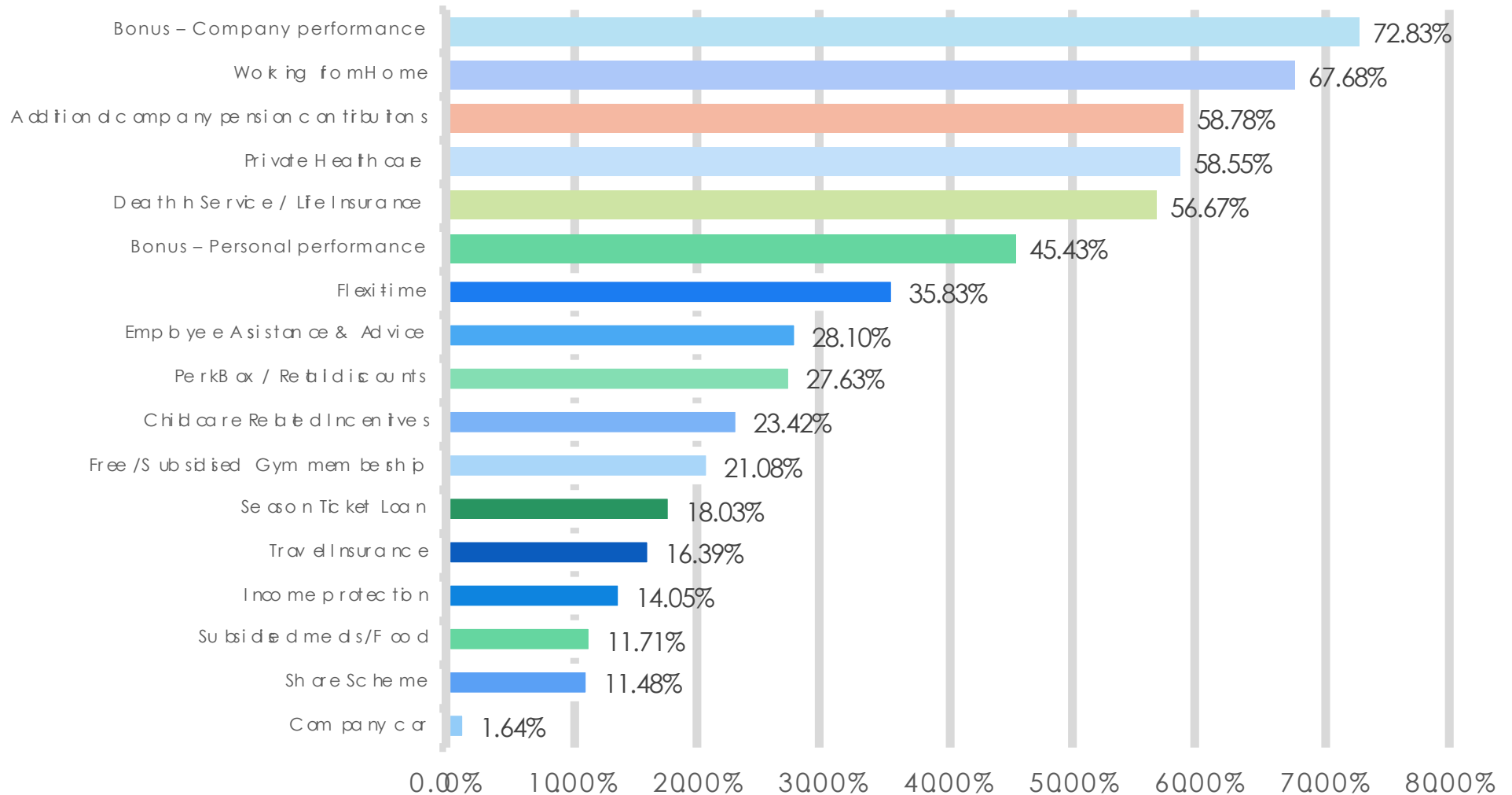
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Some candidates ask for 10-20% pay rise when looking to move companies

What benefits do you receive from current employer?

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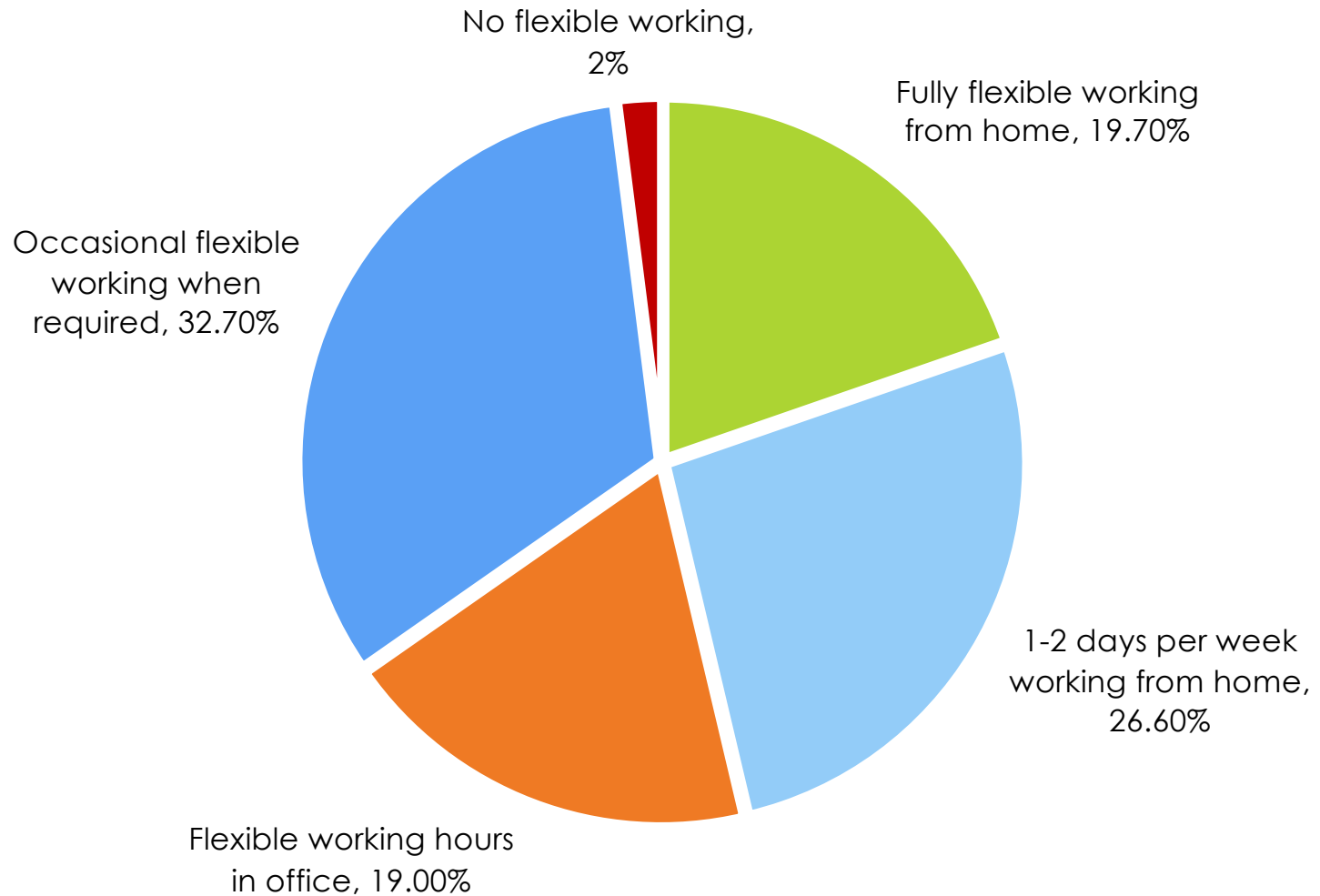
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FLEXIBLE WORKING



Q10 What flexible working options does your current employer offer?

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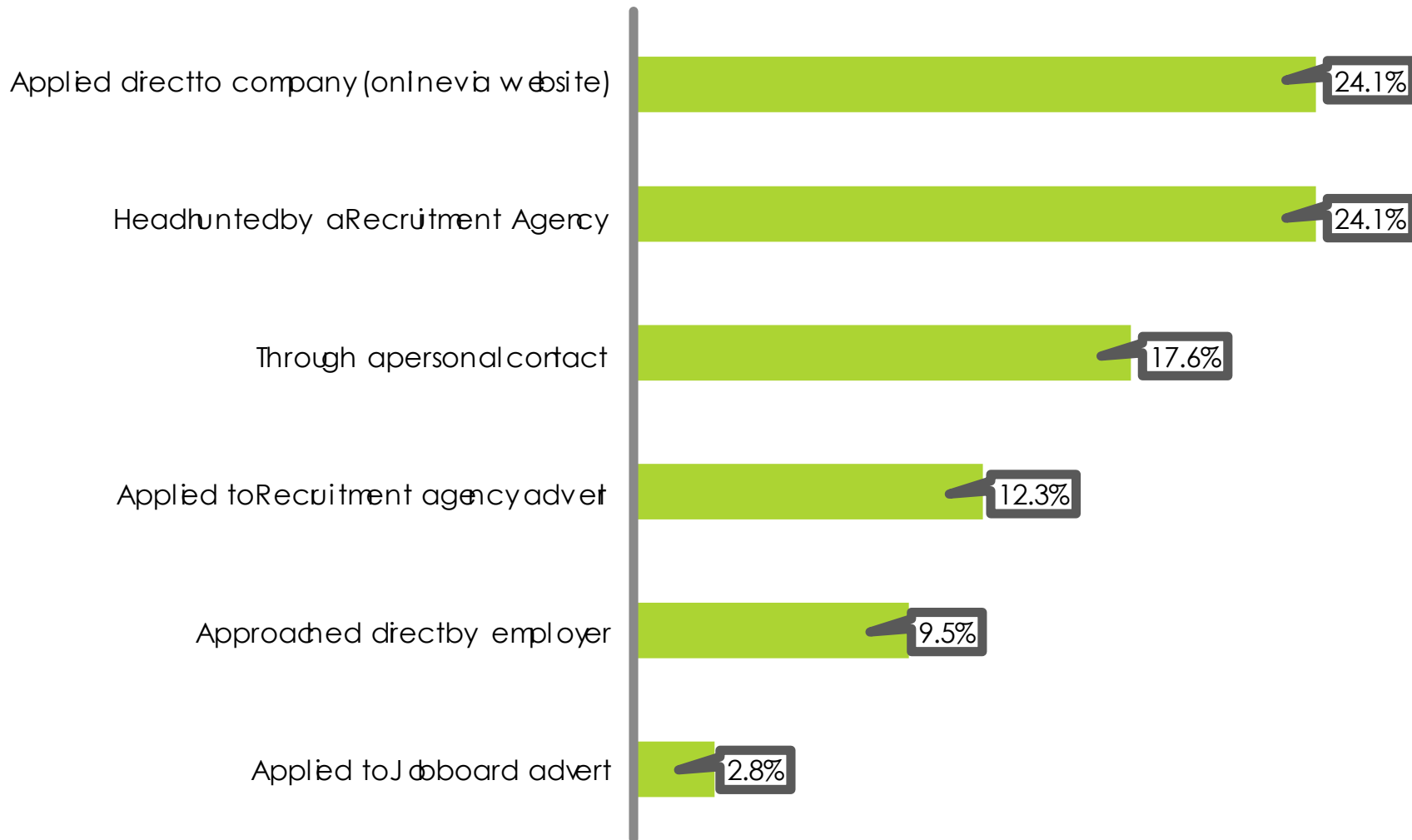
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JOB HUNTING & NEW ROLE



Q14 How did you find your current role?

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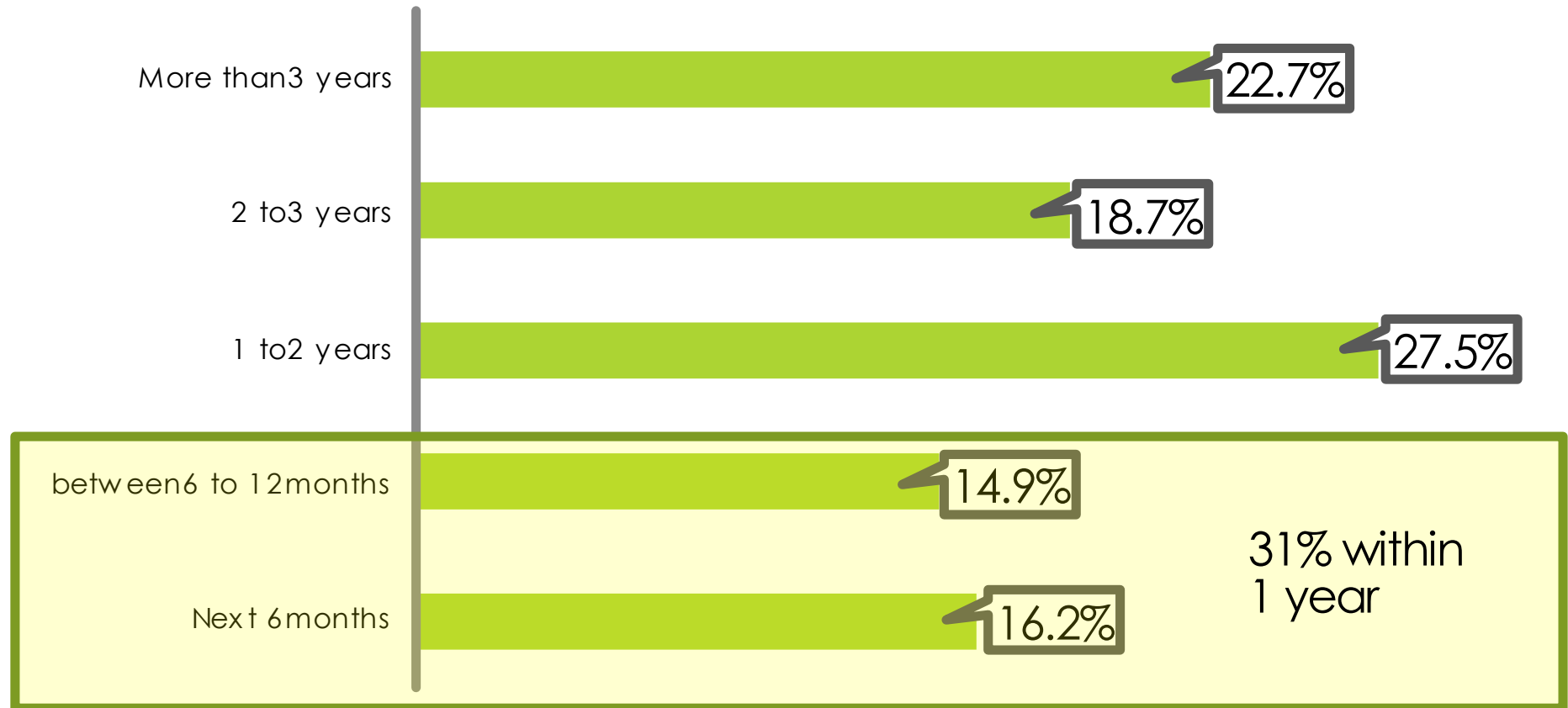
Getting the right opportunity in front of the right candidate at the right time!

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Q16 When do you anticipate looking for your next career move?

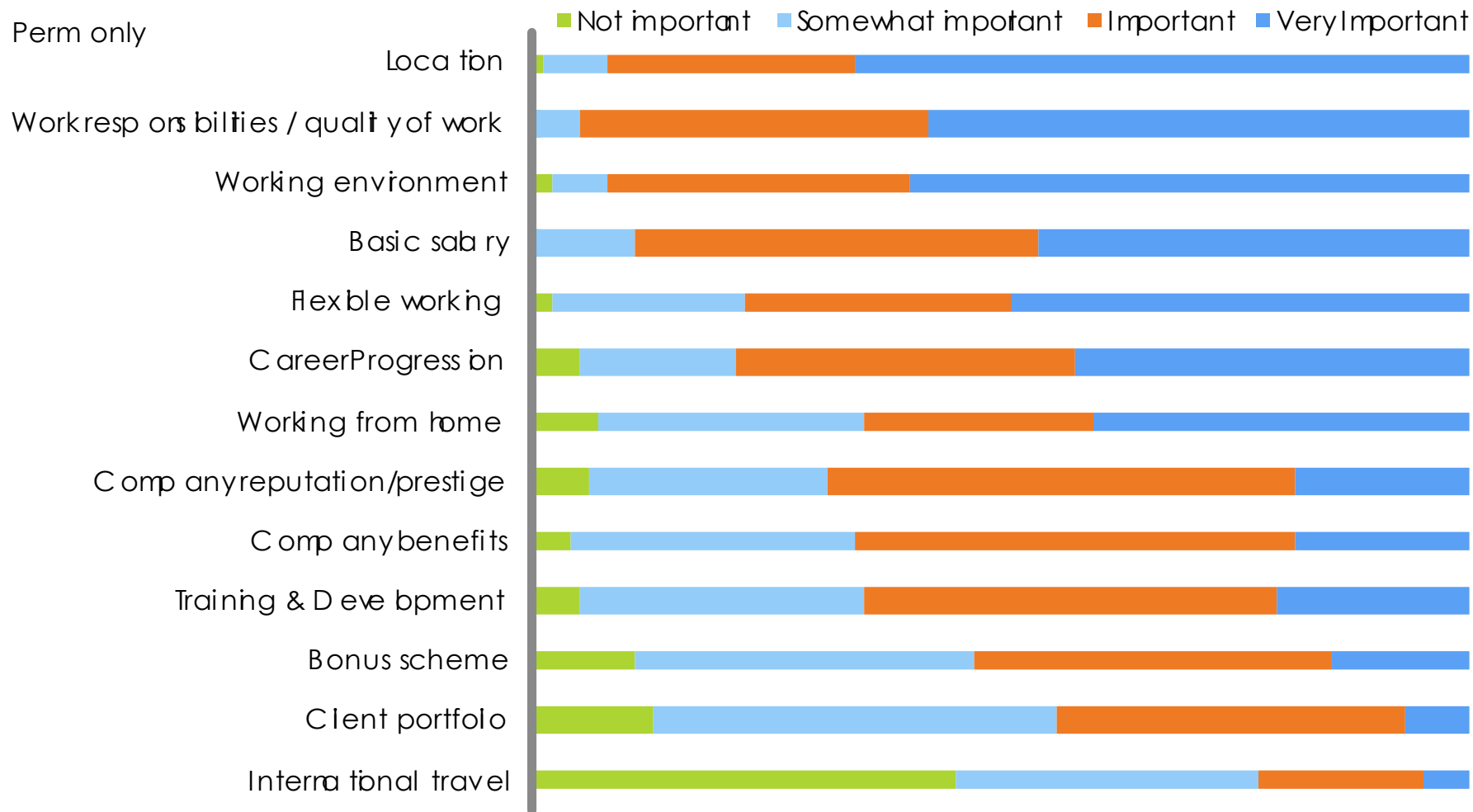
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Employee engagement is essential. Employers to have active career management programmes

Q17 When making your next move, which factors will be most important?



Small amount of people willing to relocate. Companies opening offices in London/North West to attract new talent pools to support growth

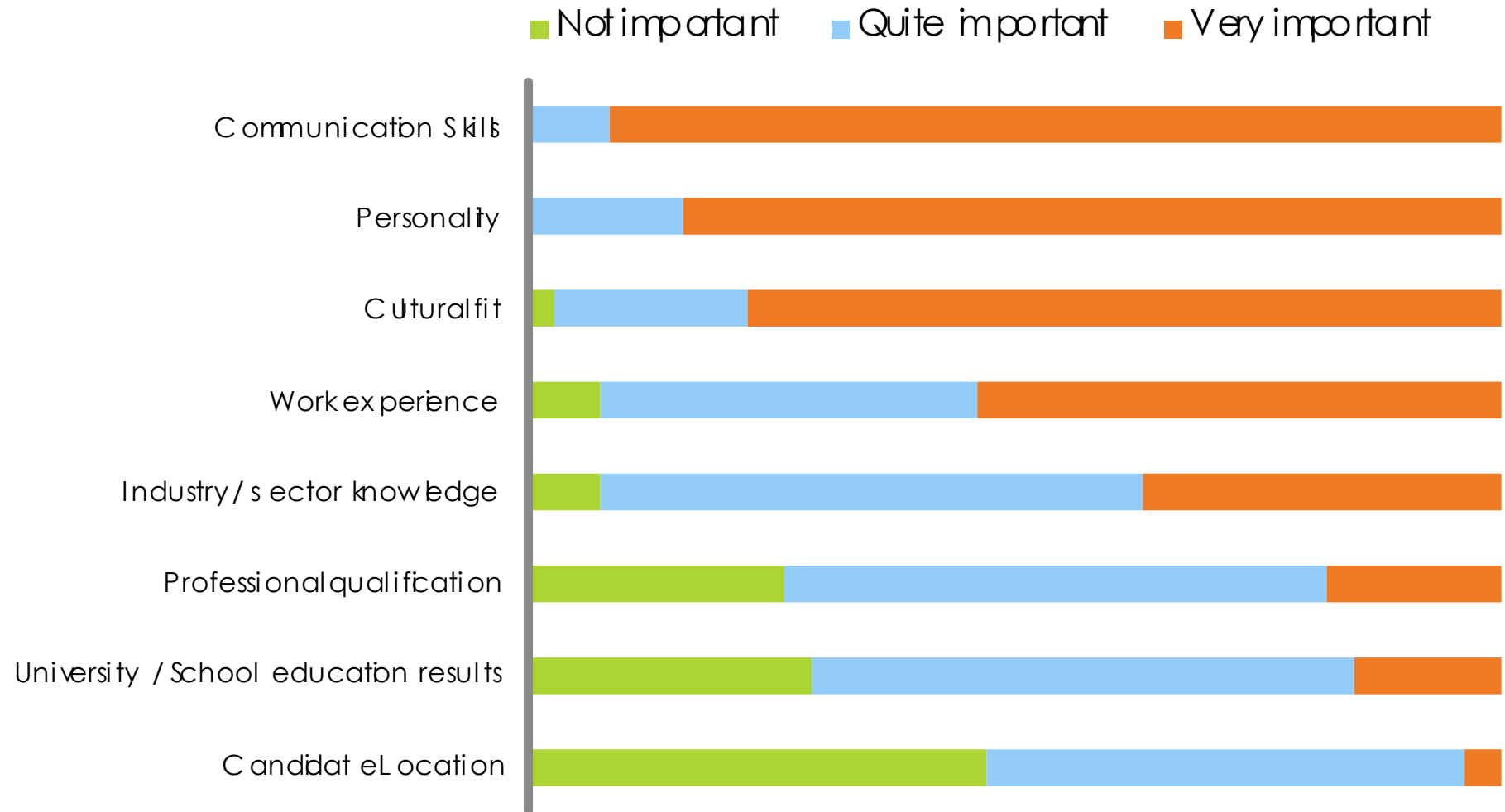
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EMPLOYER RECRUITING PRIORITIES AND PLANS



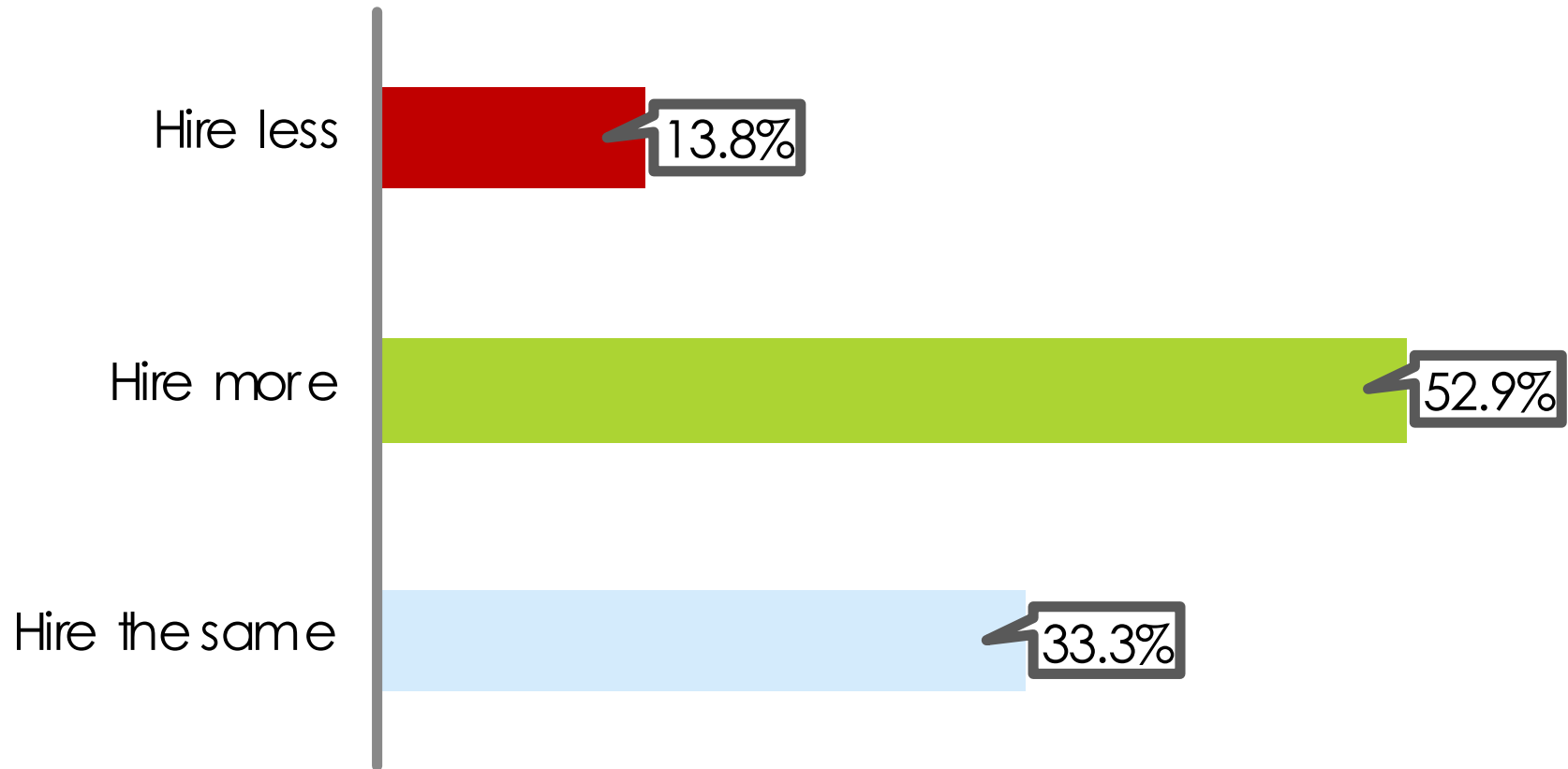
Q21 How important are the following factors when deciding which candidate to hire?

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Q22 In the next 12 months, will your company...

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Of those that gave an opinion: 52.9% will hire more staff in the next 12 months

What else is in the survey

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- ▶ Freelancers – rates, experience and increases
- ▶ Training – average numbers of days & satisfaction
- ▶ Demographics – Age, experience, region, employment status, qualifications

<https://www.paramountrecruitment.co.uk/hccinsight18>



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