

Reed
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Scientific

Salary guide 2024



The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE
Chairman and Chief Executive, Reed

Why use Reed's **scientific** salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



Extensive view

This guide covers a wide range of jobs at all seniorities across the scientific sector. Whether you're a seasoned professional or just starting out, you'll find valuable insights to help you succeed.



Superior insight

Our scientific experts provide key insight into the sector, with Reed's practice specialists discussing the job landscape at a deeper level. This means you'll get a unique perspective on the job market that is not available elsewhere.



Stay well informed

The data in this guide is based on salaries expected today, so you can use the information to steer your decisions and make informed choices on the salaries you offer your employees or accept yourself. You'll be able to stay up to date on the latest trends and developments in the sector.

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A balancing act: juggling inflation, sustainability, and technological advancements



Matt Pope

Divisional Manager - Scientific, Reed

In recent years, the scientific market has been largely candidate driven, but the balance has begun to shift over the past year. While it's not entirely an employer's market now, the control is more evenly distributed.

Jobseekers still have many options, but companies are also well-positioned to identify and attract the talent they require for growth. This is particularly beneficial given the significant advancements in the sector, with the introduction of new technologies and trends that have profoundly influenced the industry.

↓ **The impact of AI and machine learning**

The integration of AI, machine learning, and robotics has revolutionised the manufacturing and life sciences sector. Production processes are streamlined by automation, driven by AI and machine learning, enhancing efficiency, and reducing errors. These technologies facilitate real-time supervision and can boost productivity in factories.

In the medtech field, wearable technologies provide a wealth of data. An increasing number of people are using fitness trackers that monitor health parameters like blood pressure and respiratory function, and information from these devices, combined with clinical data, could provide a more holistic view of health and wellness.

Investments in research and development by medtech companies are substantial and expected to continue in the coming years. As a result, there is a high demand for professionals with digital skills. While many tech professionals such as data scientists and AI engineers are often recruited into the science sector for their expertise, those with experience in both technology and life sciences are highly coveted and often referred to as unicorns.

As AI and machine learning become more ingrained in manufacturing, ensuring ethical use and adherence to regulations is crucial. Concerns about data privacy, algorithm biases, and job displacement due to automation must be addressed.

↓ **Sustainability is at the top of the agenda**

Sustainability is one of the top priorities for businesses this year. Technologies such as AI and machine learning play a significant role in enhancing energy efficiency, minimising waste, and creating environmentally friendly materials and processes. A key aspect of this is the reduction of plastic waste. Researchers are investigating biodegradable substances like algae, fungi, and plant-based polymers for sustainable packaging. Innovations in nanotechnology have resulted in intelligent packaging solutions that preserve product quality and minimise waste.

Advancements in recycling technologies, including closed-loop systems, facilitate the repurposing of packaging materials within a circular economy. These developments reduce our reliance on virgin materials and mitigate landfill and ocean pollution, albeit at a high cost. Companies need to weigh these expenses against the long-term advantages of a diminished environmental footprint and an improved brand image.

Cooperation between research institutions, governments, and industries is essential to invest in scalable, cost-effective technologies and to explore novel materials and production techniques. Encouragingly, we are witnessing progress in this area, as evidenced by the government's investment in science through initiatives like the UK Science and Technology Framework and the Environmental Improvement Plan 2023.

↓ The inflation challenge

Even though inflation seems to be stabilising, the rising cost of consumer goods is making it challenging for some individuals to afford medical services, therapies, and devices. This could lead to individuals postponing the purchase of essential prescriptions or medical devices for managing their conditions. This poses a potential obstacle for medtech and biopharma organisations in 2024.

However, it could also bring new opportunities. Companies that can make their products more accessible and cost-effective may see an uptick in demand. This strategy could also help them establish a deeper trust relationship with their customers.

↓ Attracting and retaining talent is key for 2024

The rapid pace of technological advancement often outstrips the available talent pool. To bridge the skills gap, organisations need to invest in upskilling their workforce to adapt to automation and AI-driven processes. Continuous learning and adaptability are becoming key attributes for individuals navigating this dynamic job market.

It's equally important for employers to provide competitive salaries that match or exceed the market standard. Professionals with specialised skills can command higher salaries, but competition is intense for the most interesting roles. Scientists are attracted to the prospect of working on intriguing projects and novel technologies, so it's important to stay current and highlight the unique opportunities your organisation can provide.

The potential for growth and innovation in this sector is vast, making it an exciting and promising field for both businesses and professionals in 2024.



Our **survey** says...

At the end of 2023, Reed conducted its annual snap survey of 5,000 professionals. The research asked UK workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



Salaries

With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

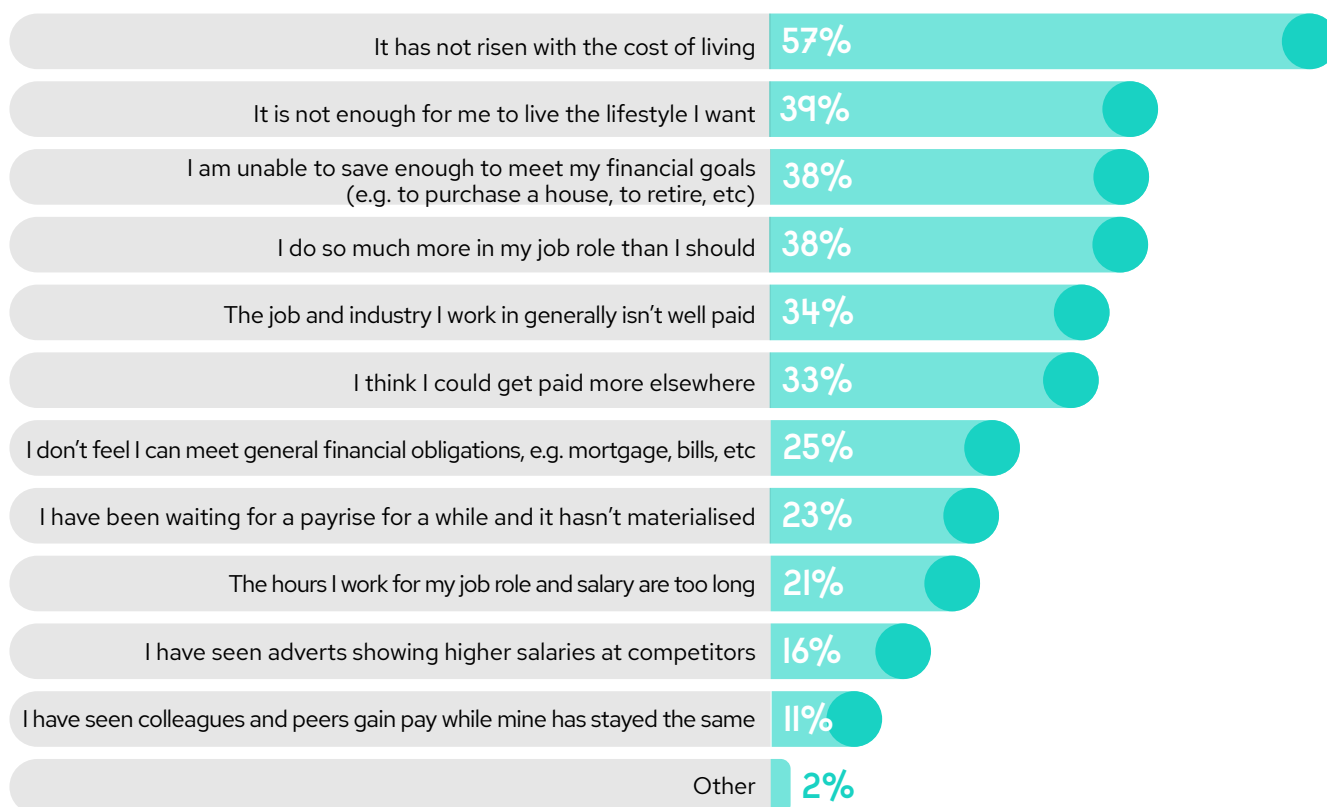
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

↓ Why are workers happy with their current salary/earnings?



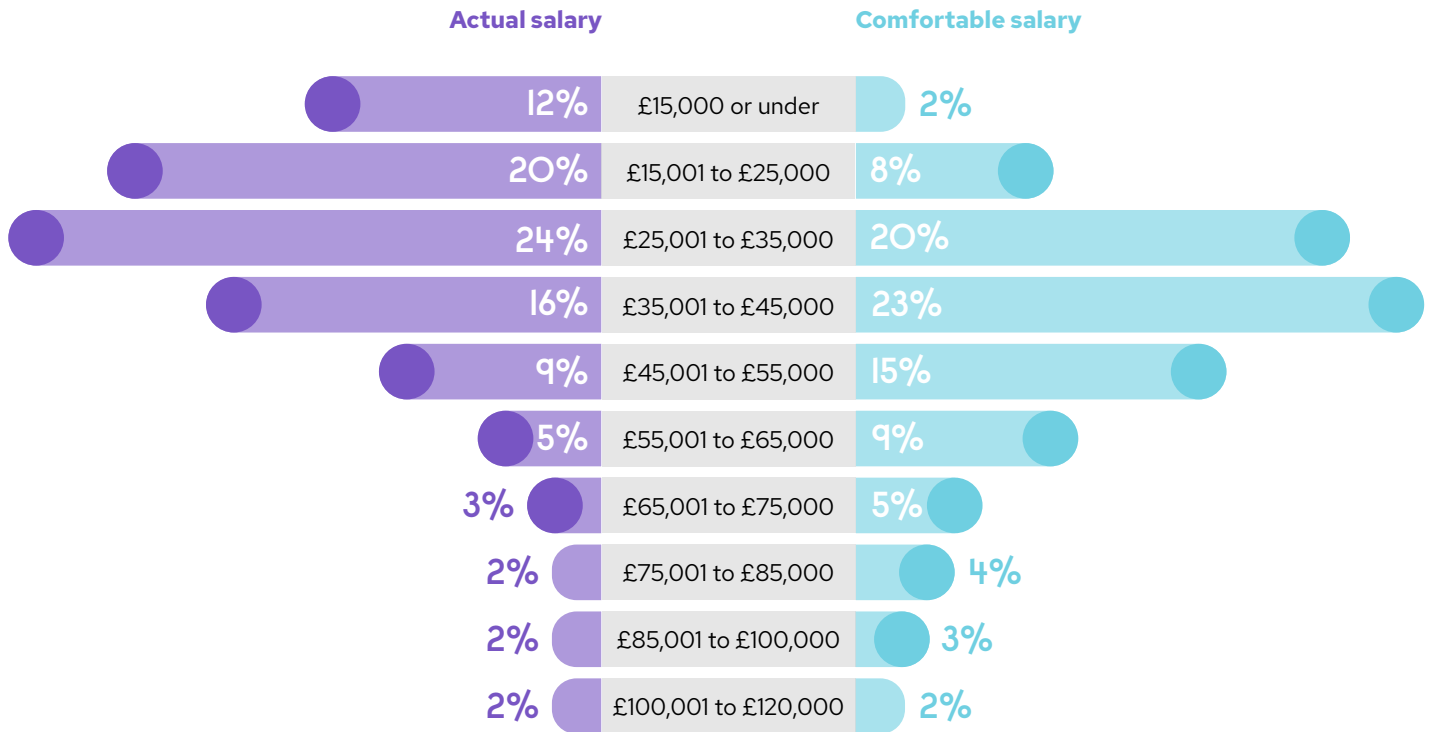
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

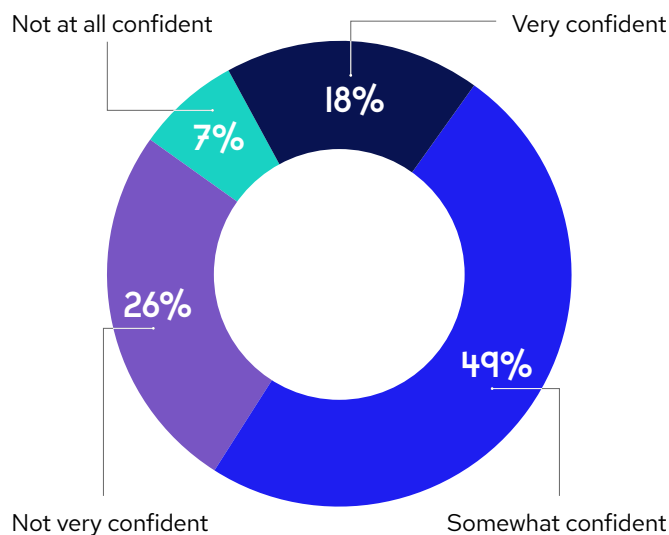
↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

↓ Confidence in achieving financial goals in time



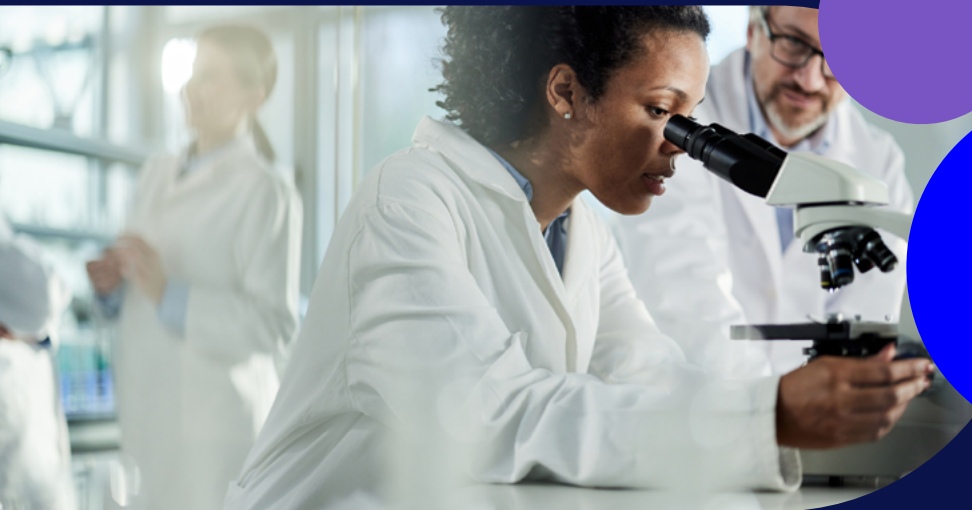
As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases - including bills, mortgages, food, etc - with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that's an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren't saving any of their salary because they can't afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women - they are more likely to say they can't afford to save money - 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women's mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees - but this isn't viable for every business, as they are also battling rising bills and tighter overheads.



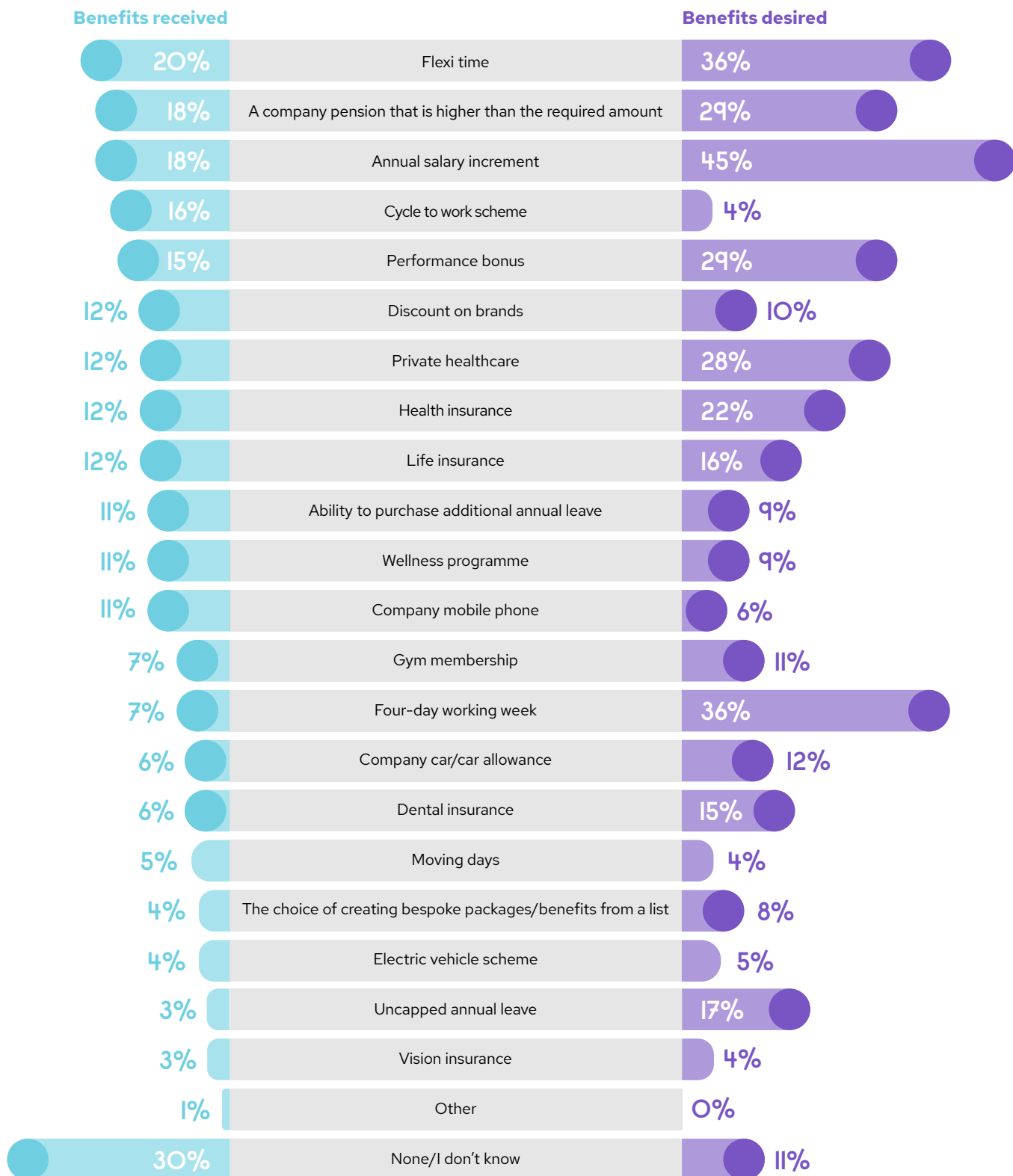
Where raising salaries isn't an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don't receive any workplace benefits at all.

There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there's a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There's a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit - a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary - and they are most interested in flexi time.

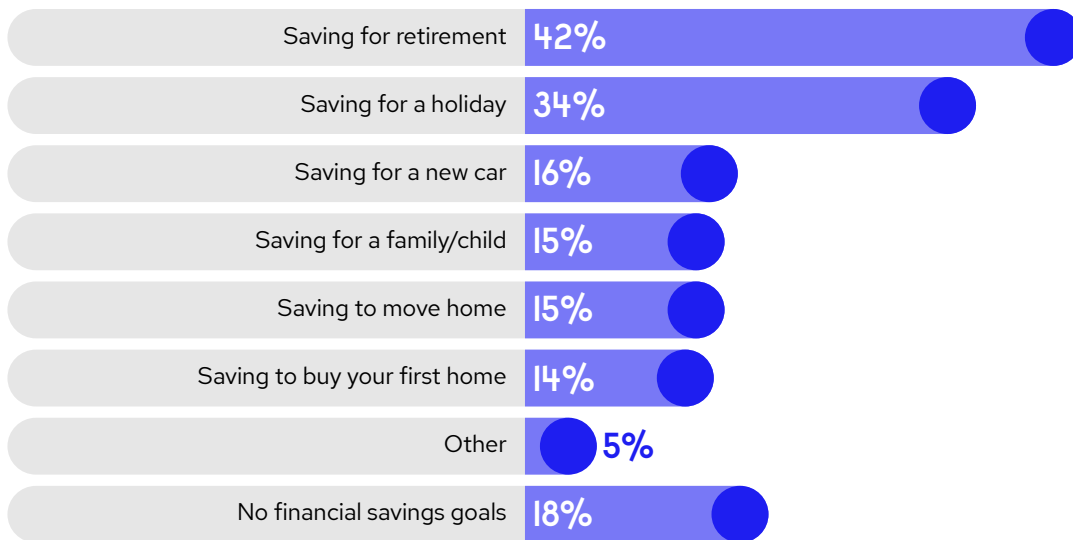
↓ Company benefits - received vs desired



Looking into people's savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

↓ What are your financial savings goals?



In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn't sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren't as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can't be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help tens of thousands of businesses find the talent they need to flourish.



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Biotechnology

North East

Role	Min	Average	Max
Laboratory Assistant/Technician	£22,500	£23,280	£24,060
Research Assistant	£23,110	£24,275	£25,440
Scientist	£33,285	£35,035	£36,780
Senior Scientist	£43,565	£45,790	£48,020
Principal Scientist/Team Leader	£47,275	£49,765	£52,260
Laboratory Manager/Study Manager	£51,090	£53,795	£56,500
QA Technician	£28,725	£30,155	£31,590
QA Manager	£39,750	£41,870	£43,990
Bioinformatician	£45,000	£52,500	£60,000
Senior Bioinformatician	£55,000	£60,000	£65,000
Principal Bioinformatician/Team Leader	£65,000	£75,000	£85,000
Head of Bioinformatics	£80,000	£100,000	£120,000

North West

Min	Average	Max
£24,275	£25,545	£26,820
£25,760	£27,085	£28,410
£34,555	£36,305	£38,055
£46,320	£48,760	£51,200
£48,655	£51,200	£53,740
£54,695	£57,560	£60,420
£31,165	£32,755	£34,345
£41,020	£43,140	£45,260
£45,000	£52,500	£60,000
£55,000	£60,000	£65,000
£65,000	£75,000	£85,000
£80,000	£100,000	£120,000

Scotland

Min	Average	Max
£22,500	£22,910	£23,320
£21,095	£22,205	£23,320
£33,285	£35,035	£36,780
£39,645	£41,710	£43,780
£47,275	£49,765	£52,260
£49,500	£52,045	£54,590
£26,075	£27,505	£28,940
£37,310	£39,220	£41,130
£45,000	£52,500	£60,000
£55,000	£60,000	£65,000
£65,000	£75,000	£85,000
£80,000	£100,000	£120,000

South West

Role	Min	Average	Max
Laboratory Assistant/Technician	£22,700	£23,590	£24,485
Research Assistant	£24,590	£25,865	£27,135
Scientist	£32,010	£33,655	£35,300
Senior Scientist	£39,960	£42,770	£45,580
Principal Scientist/Team Leader	£46,745	£49,185	£51,620
Laboratory Manager/Study Manager	£53,850	£56,655	£59,465
QA Technician	£28,300	£29,785	£31,270
QA Manager	£38,585	£40,600	£42,610
Bioinformatician	£45,000	£52,500	£60,000
Senior Bioinformatician	£55,000	£60,000	£65,000
Principal Bioinformatician/Team Leader	£65,000	£75,000	£85,000
Head of Bioinformatics	£80,000	£100,000	£120,000

Wales

Min	Average	Max
£22,700	£23,590	£24,485
£24,590	£25,865	£27,135
£32,120	£33,815	£35,510
£44,310	£46,585	£48,865
£46,745	£49,185	£51,620
£52,895	£55,650	£58,405
£27,455	£28,940	£30,420
£38,265	£40,225	£42,190
£45,000	£52,500	£60,000
£55,000	£60,000	£65,000
£65,000	£75,000	£85,000
£80,000	£100,000	£120,000

London & South East

Min	Average	Max
£25,760	£27,085	£28,410
£26,925	£28,410	£29,890
£42,825	£45,050	£47,275
£51,200	£53,850	£56,500
£59,465	£62,540	£65,615
£56,075	£59,520	£62,965
£34,025	£35,775	£37,525
£47,595	£50,030	£52,470
£45,000	£52,500	£60,000
£55,000	£60,000	£65,000
£65,000	£75,000	£85,000
£80,000	£100,000	£120,000



Biotechnology

East Anglia

Midlands

Role	Min	Average	Max
Laboratory Assistant/Technician	£24,380	£25,650	£26,925
Research Assistant	£25,650	£27,665	£29,680
Scientist	£38,370	£40,385	£42,400
Senior Scientist	£48,655	£51,200	£53,740
Principal Scientist/Team Leader	£53,740	£56,550	£59,360
Laboratory Manager/Study Manager	£57,240	£60,260	£63,280
QA Technician	£31,165	£32,755	£34,345
QA Manager	£43,565	£45,845	£48,125
Bioinformatician	£45,000	£52,500	£60,000
Senior Bioinformatician	£55,000	£60,000	£65,000
Principal Bioinformatician/Team Leader	£65,000	£75,000	£85,000
Head of Bioinformatics	£80,000	£100,000	£120,000

Min	Average	Max
£24,275	£25,545	£26,820
£25,760	£27,085	£28,410
£34,555	£36,305	£38,055
£46,110	£48,495	£50,880
£48,970	£51,570	£54,165
£53,850	£56,655	£59,465
£29,890	£31,430	£32,965
£39,750	£41,870	£43,990
£45,000	£52,500	£60,000
£55,000	£60,000	£65,000
£65,000	£75,000	£85,000
£80,000	£100,000	£120,000

Biotechnology insight

Stuart Nunn
Biotechnology Expert, Reed



“ The biotechnology industry has seen some exciting advancements this past year, mostly with the rise of AI and machine learning. A new project, funded with £1.6m over five years, aims to unite the fields of AI and biosciences to address significant societal issues. The network, known as Artificial Intelligence in the Biosciences (AIBIO-UK), seeks to bring together top researchers in AI and core biosciences to decode biological fundamentals. It places a strong focus on responsible research, innovation, and the ethics of AI. It will be interesting to see how this plays out over the coming years and the impact AI will have on the biotech sector.

Automation, AI, and machine learning also play a significant role in the field of bioinformatics. Tech’s ability to analyse complex and vast datasets gives scientists the time to focus on other tasks. Typically, scientists receive training on the algorithms that underpin their research, learning both their functionality and how to utilise them effectively. However, there’s a growing trend among informaticians to employ machine learning or AI, including large language models like the ChatGPT chatbot, as an alternative to traditional algorithms for identifying patterns or features in sequences and images.

Those that have expertise in this area are in high demand and I expect this to continue, and increase, over the next few years.

Overall, the sector has been resilient this year and seen much growth despite the challenging economic landscape. As well as investment in AI, there has also been a huge number of venture capital deals spread across early- and late-stage private companies. It is fantastic to see venture investors continue to back the UK’s life science companies. ”



Chemical

North East

Role	Min	Average	Max
Inorganic Chemist	£28,725	£30,370	£32,010
Formulation Chemist	£33,495	£35,455	£37,420
Polymer Scientist	£31,060	£32,915	£34,770
Material Scientist/ Metallurgist	£29,890	£31,590	£33,285
Analytical Chemist	£29,890	£31,590	£33,285
QA Assistant	£26,290	£27,825	£29,360
QA Manager	£47,805	£50,560	£53,320
Development Chemist	£32,860	£34,770	£36,675
Chemical Engineer	£44,200	£46,800	£49,395
Regulatory Affairs Officer	£46,640	£49,345	£52,045

North West

Min	Average	Max
£28,725	£30,370	£32,010
£32,330	£34,185	£36,040
£32,330	£34,185	£36,040
£27,560	£29,095	£30,635
£29,890	£31,590	£33,285
£28,725	£30,370	£32,010
£48,970	£51,835	£54,695
£33,495	£35,455	£37,420
£44,200	£46,800	£49,395
£47,805	£50,560	£53,320

Scotland

Min	Average	Max
£33,495	£35,455	£37,420
£31,060	£32,915	£34,770
£34,980	£36,995	£39,010
£31,060	£32,915	£34,770
£26,290	£27,825	£29,360
£28,725	£30,370	£32,010
£47,490	£50,295	£53,105
£33,495	£35,455	£37,420
£39,430	£41,765	£44,095
£41,765	£44,255	£46,745

South West

Role	Min	Average	Max
Inorganic Chemist	£29,680	£30,845	£32,010
Formulation Chemist	£30,740	£32,010	£33,285
Polymer Scientist	£31,480	£32,755	£34,025
Material Scientist/ Metallurgist	£32,860	£34,185	£35,510
Analytical Chemist	£30,000	£31,215	£32,435
QA Assistant	£28,515	£29,625	£30,740
QA Manager	£48,655	£50,670	£52,680
Development Chemist	£33,180	£34,610	£36,040
Chemical Engineer	£45,050	£46,905	£48,760
Regulatory Affairs Officer	£47,490	£49,450	£51,410

Wales

Min	Average	Max
£30,740	£32,010	£33,285
£30,740	£32,010	£33,285
£31,480	£32,755	£34,025
£30,740	£32,010	£33,285
£27,350	£28,410	£29,470
£29,680	£30,845	£32,010
£49,715	£51,835	£53,955
£33,180	£34,610	£36,040
£41,550	£43,250	£44,945
£47,490	£49,450	£51,410

London & South East

Min	Average	Max
£34,980	£36,995	£39,010
£35,830	£37,950	£40,070
£33,495	£35,455	£37,420
£37,310	£39,485	£41,660
£32,330	£34,185	£36,040
£33,495	£35,455	£37,420
£55,440	£58,670	£61,905
£35,830	£37,950	£40,070
£51,410	£54,430	£57,450
£54,380	£57,560	£60,740



Chemical

East Anglia

Midlands

Role	Min	Average	Max
Inorganic Chemist	£31,695	£33,335	£34,980
Formulation Chemist	£32,965	£34,660	£36,360
Polymer Scientist	£30,740	£32,330	£33,920
Material Scientist/ Metallurgist	£30,530	£32,065	£33,600
Analytical Chemist	£31,480	£33,020	£34,555
QA Assistant	£30,530	£32,065	£33,600
QA Manager	£55,015	£57,770	£60,525
Development Chemist	£34,130	£35,880	£37,630
Chemical Engineer	£50,030	£52,575	£55,120
Regulatory Affairs Officer	£55,015	£57,770	£60,525

Min	Average	Max
£28,725	£30,370	£32,010
£32,330	£34,185	£36,040
£32,330	£34,185	£36,040
£27,560	£29,095	£30,635
£29,890	£31,590	£33,285
£28,725	£30,370	£32,010
£48,970	£51,835	£54,695
£33,495	£35,455	£37,420
£44,200	£46,800	£49,395
£46,640	£49,345	£52,045

Chemical insight

Matt Pope
Chemical Expert, Reed



“ Sustainability is a key focus for the whole of the scientific sector, but nowhere is it more critical than within chemical science. According to the International Energy Agency (IEA), the chemical sector is the largest industrial energy consumer and the third largest industry subsector in terms of direct CO2 emissions. The IEA states that to get on track, government and industry efforts need to address CO2 emissions from chemical production, as well as those generated during the use and disposal of chemical products.

To reduce their environmental impact, businesses in the chemical industry

need to speed up their efforts to reduce harmful waste. They must commit to concrete initiatives that build sustainable, transparent, and traceable value chains.

The European Commission decisions introduced in 2022 regarding waste gas management and treatment in the chemical sector, along with the EU Chemicals Strategy for Sustainability, will require businesses to adjust their operations to comply with these rules. The aim is to lessen their impact, pledge to sustainability, reduce reliance on fossil fuels, phase out polluting products, and fully embrace circular economy practices.

Therefore, professionals who can support businesses with sustainable initiatives and have experience in these areas will be highly valuable to employers.

Employers need to look at the salary and benefits they are offering if they want to attract and retain talent this year – an adequate salary is not enough. Professionals are looking for flexible working, career progression opportunities, generous pension contributions, and performance bonuses. Those that can offer a full package of perks, alongside a competitive salary, will be in the best position in 2024. ”



Pharmaceutical

North East

North West

Scotland

Role	Min	Average	Max
Laboratory Assistant/Technician	£22,800	£23,220	£23,640
Laboratory Team Leader	£37,630	£39,060	£40,490
Laboratory Manager	£46,215	£48,020	£49,820
Formulation Scientist	£36,360	£37,735	£39,115
Synthetic Organic Chemist	£36,360	£37,735	£39,115
Analytical Chemist	£35,190	£36,515	£37,840
Senior Analytical Chemist	£37,525	£38,900	£40,280
Bioanalyst/Bio-Analytical Scientist	£45,370	£47,115	£48,865
Head of Quality Control	£50,985	£53,000	£55,015
Microbiologist	£22,685	£23,530	£24,380
Pharmacologist	£34,025	£35,350	£36,675
QA Officer	£32,860	£34,130	£35,405
QA Supervisor	£48,865	£50,720	£52,575
QA Manager	£55,650	£57,715	£59,785
Validation Engineer	£55,650	£57,715	£59,785
Validation Manager	£66,990	£69,485	£71,975
Qualified Person (QP)	£85,225	£88,405	£91,585
Process Chemist	£39,645	£41,180	£42,720
Regulatory Affairs Officer	£35,720	£37,100	£38,480
Regulatory Manager	£62,540	£64,820	£67,100

Min	Average	Max
£23,500	£23,890	£24,275
£43,460	£45,105	£46,745
£45,155	£46,905	£48,655
£34,130	£35,405	£36,675
£36,360	£37,735	£39,115
£35,190	£36,515	£37,840
£38,690	£40,120	£41,550
£47,170	£48,920	£50,670
£51,200	£53,105	£55,015
£25,015	£25,915	£26,820
£34,130	£35,405	£36,675
£34,130	£35,405	£36,675
£47,700	£49,555	£51,410
£57,980	£60,210	£62,435
£56,815	£58,935	£61,055
£70,490	£73,140	£75,790
£92,540	£96,090	£99,640
£38,055	£39,485	£40,915
£39,220	£40,650	£42,080
£64,765	£67,205	£69,640

Min	Average	Max
£23,800	£23,220	£23,640
£33,815	£37,100	£40,385
£37,735	£41,395	£45,050
£28,620	£31,375	£34,130
£29,785	£32,650	£35,510
£30,105	£32,965	£35,830
£33,285	£36,570	£39,855
£38,585	£42,295	£46,005
£45,580	£49,980	£54,380
£19,820	£21,465	£23,110
£27,985	£30,740	£33,495
£30,420	£33,335	£36,250
£41,975	£46,110	£50,245
£48,440	£53,160	£57,875
£46,960	£51,465	£55,970
£60,740	£66,570	£72,400
£72,400	£79,445	£86,495
£31,590	£34,660	£37,735
£32,330	£35,455	£38,585
£56,710	£62,170	£67,630



Pharmaceutical

South West

Wales

London & South East

Role	Min	Average	Max	Min	Average	Max	Min	Average	Max
Laboratory Assistant/Technician	£23,530	£24,435	£25,335	£23,000	£24,220	£25,440	£26,500	£28,725	£30,950
Laboratory Team Leader	£42,505	£44,150	£45,790	£38,160	£40,120	£42,080	£40,280	£43,565	£46,850
Laboratory Manager	£43,355	£45,050	£46,745	£38,795	£40,810	£42,825	£48,230	£52,260	£56,285
Formulation Scientist	£32,755	£34,080	£35,405	£30,950	£32,540	£34,130	£37,950	£41,075	£44,200
Synthetic Organic Chemist	£33,495	£34,770	£36,040	£32,120	£33,815	£35,510	£39,115	£42,295	£45,475
Analytical Chemist	£31,800	£33,070	£34,345	£30,950	£32,540	£34,130	£32,755	£35,455	£38,160
Senior Analytical Chemist	£36,570	£38,000	£39,430	£35,300	£37,100	£38,900	£39,430	£42,665	£45,900
Bioanalyst/Bio-Analytical Scientist	£42,080	£43,780	£45,475	£41,340	£43,460	£45,580	£48,335	£52,310	£56,285
Head of Quality Control	£50,880	£52,945	£55,015	£48,760	£51,305	£53,850	£56,390	£61,055	£65,720
Microbiologist	£24,380	£25,385	£26,395	£24,275	£25,545	£26,820	£26,605	£28,830	£31,060
Pharmacologist	£39,115	£40,705	£42,295	£31,590	£33,230	£34,875	£38,690	£41,870	£45,050
QA Officer	£35,405	£36,780	£38,160	£34,555	£36,360	£38,160	£38,690	£41,870	£45,050
QA Supervisor	£45,790	£47,595	£49,395	£43,780	£46,005	£48,230	£54,380	£58,830	£63,280
QA Manager	£54,485	£56,655	£58,830	£52,150	£54,910	£57,665	£60,420	£65,400	£70,385
Validation Engineer	£55,755	£57,980	£60,210	£57,030	£59,995	£62,965	£61,690	£66,725	£71,760
Validation Manager	£73,140	£75,950	£78,760	£72,820	£76,640	£80,455	£80,985	£87,660	£94,340
Qualified Person (QP)	£92,960	£96,620	£100,275	£97,095	£102,185	£107,270	£101,440	£109,870	£118,295
Process Chemist	£37,100	£38,585	£40,070	£35,190	£37,045	£38,900	£39,645	£42,985	£46,320
Regulatory Affairs Officer	£33,070	£34,345	£35,615	£30,210	£31,745	£33,285	£38,900	£42,135	£45,370
Regulatory Manager	£62,750	£65,245	£67,735	£55,860	£58,775	£61,690	£66,780	£72,290	£77,805



Pharmaceutical

East Anglia

Midlands

Role	Min	Average	Max
Laboratory Assistant/Technician	£23,000	£24,910	£26,820
Laboratory Team Leader	£37,950	£41,075	£44,200
Laboratory Manager	£42,190	£45,685	£49,185
Formulation Scientist	£32,540	£34,925	£37,310
Synthetic Organic Chemist	£36,675	£39,750	£42,825
Analytical Chemist	£29,680	£32,120	£34,555
Senior Analytical Chemist	£34,450	£37,310	£40,175
Bioanalyst/Bio-Analytical Scientist	£45,900	£49,660	£53,425
Head of Quality Control	£51,730	£56,020	£60,315
Microbiologist	£24,170	£26,130	£28,090
Pharmacologist	£36,465	£39,485	£42,505
QA Officer	£32,120	£34,820	£37,525
QA Supervisor	£43,780	£47,330	£50,880
QA Manager	£51,730	£56,020	£60,315
Validation Engineer	£60,100	£65,085	£70,065
Validation Manager	£78,545	£85,065	£91,585
Qualified Person (QP)	£96,670	£104,620	£112,570
Process Chemist	£38,265	£41,395	£44,520
Regulatory Affairs Officer	£31,165	£33,760	£36,360
Regulatory Manager	£61,270	£66,305	£71,340

Min	Average	Max
£22,500	£23,705	£24,910
£36,570	£40,650	£44,730
£38,370	£42,665	£46,960
£27,665	£30,740	£33,815
£29,890	£33,230	£36,570
£27,240	£30,265	£33,285
£31,165	£34,660	£38,160
£41,765	£46,480	£51,200
£48,335	£53,740	£59,150
£20,880	£23,215	£25,545
£28,195	£31,325	£34,450
£30,420	£33,865	£37,310
£41,765	£46,480	£51,200
£52,575	£58,405	£64,235
£48,440	£53,900	£59,360
£63,175	£70,225	£77,275
£79,075	£87,875	£96,670
£33,815	£37,630	£41,445
£27,985	£31,165	£34,345
£55,120	£61,215	£67,310

Pharmaceutical insight



Matt Pope

Pharmaceutical Expert, Reed

“ Following on from some incredible developments in recent years, I am anticipating a fresh surge of breakthroughs in the pharmaceutical field in 2024. However, the challenge will be meeting the needs of patients and investors amid high inflation, talent shortages, and escalating costs.

Businesses will need to strive for cost reduction and expedited timelines without compromising on quality and innovation, which requires a rethinking of strategy and processes. Leveraging technology is key to seeking this balance of growth and profitability.

If you haven't already done so, now is the time to capitalise on investments in

digital technology. Advanced analytics, automation, and artificial intelligence have demonstrated their transformative potential across the sector. Analytics offer detailed insights into productivity improvements and highlight opportunities for significant savings. Many of these technologies are in their early stages but are already making a significant impact.

A key trend I have noticed across the pharmaceutical space is the emphasis on precision medicine. We often resort to a 'one-size-fits-all' approach to medicine, based on population averages, with everyone likely to receive identical medical treatment, despite numerous differences. This approach often falls short due to

people's unique genetic makeup, which can significantly impact their health.

Our expanding knowledge of genetics and genomics, and their role in health, disease, and drug responses, is enabling doctors to offer better disease prevention, more precise diagnoses, safer drug prescriptions, and more effective treatments.

Due to these trends, professionals with technical expertise are highly sought after and will be able to command higher salaries, as will those with knowledge of precision medicine. With greater investment into research and development, it will be exciting to see how the future of pharmaceuticals changes over the next year. ”



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- Q2: How familiar are you with the current market trends in the healthcare industry?
- Q3: Can you describe a project you have led that required you to balance technical expertise with business acumen?
- Q4: How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?

On the right side of the 'Interview questions' section, there is a 'SHARE' button and social media icons for Facebook, LinkedIn, and Twitter.

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Medical devices

North East

Role	Min	Average	Max
Quality Technician	£26,500	£27,930	£29,360
Quality Officer	£31,060	£32,755	£34,450
Quality Manager	£54,060	£57,080	£60,100
Regulatory Affairs Associate	£29,890	£31,535	£33,180
Regulatory Affairs Manager	£51,730	£54,645	£57,560
Validation Scientist	£31,590	£36,675	£41,765
R&D/Product Development Scientist	£29,680	£32,650	£35,615
R&D/Product Development Manager	£48,655	£56,390	£64,130
Production Technician	£24,590	£26,605	£28,620
Production Manager	£38,900	£41,975	£45,050

North West

Min	Average	Max
£26,500	£27,930	£29,360
£31,060	£32,755	£34,450
£56,390	£59,520	£62,645
£29,890	£31,535	£33,180
£54,060	£57,080	£60,100
£31,800	£36,780	£41,765
£29,680	£32,650	£35,615
£50,350	£57,610	£64,870
£24,590	£26,605	£28,620
£39,010	£42,030	£45,050

Scotland

Min	Average	Max
£25,545	£27,030	£28,515
£29,890	£31,535	£33,180
£51,730	£54,645	£57,560
£29,890	£31,535	£33,180
£51,730	£54,645	£57,560
£31,800	£36,780	£41,765
£29,680	£32,650	£35,615
£48,440	£53,000	£57,560
£23,640	£26,130	£28,620
£39,010	£42,030	£45,050

South West

Role	Min	Average	Max
Quality Technician	£22,365	£23,530	£24,700
Quality Officer	£29,045	£30,530	£32,010
Quality Manager	£50,350	£52,945	£55,545
Regulatory Affairs Associate	£26,820	£28,250	£29,680
Regulatory Affairs Manager	£44,625	£47,010	£49,395
Validation Scientist	£31,800	£36,780	£41,765
R&D/Product Development Scientist	£29,680	£32,650	£35,615
R&D/Product Development Manager	£46,745	£51,090	£55,440
Production Technician	£24,590	£26,605	£28,620
Production Manager	£39,010	£42,030	£45,050

Wales

Min	Average	Max
£22,380	£22,995	£23,530
£30,210	£31,745	£33,285
£50,350	£52,945	£55,545
£25,650	£27,030	£28,410
£44,625	£47,010	£49,395
£31,800	£36,780	£41,765
£29,680	£32,650	£35,615
£46,535	£50,985	£55,440
£24,590	£26,605	£28,620
£39,010	£42,030	£45,050

London & South East

Min	Average	Max
£27,665	£29,150	£30,635
£32,120	£33,920	£35,720
£58,510	£61,800	£65,085
£40,280	£42,455	£44,625
£69,005	£72,820	£76,640
£33,600	£37,685	£41,765
£31,270	£33,445	£35,615
£52,045	£58,090	£64,130
£25,650	£27,720	£29,785
£41,550	£44,520	£47,490



Medical devices

East Anglia

Midlands

Role	Min	Average	Max
Quality Technician	£23,000	£24,275	£25,545
Quality Officer	£29,890	£31,535	£33,180
Quality Manager	£51,620	£54,430	£57,240
Regulatory Affairs Associate	£32,120	£33,920	£35,720
Regulatory Affairs Manager	£63,280	£66,780	£70,280
Validation Scientist	£31,800	£36,780	£41,765
R&D/Product Development Scientist	£29,680	£32,650	£35,615
R&D/Product Development Manager	£50,350	£55,225	£60,100
Production Technician	£24,590	£26,605	£28,620
Production Manager	£39,010	£42,030	£45,050

Min	Average	Max
£21,835	£23,055	£24,275
£30,420	£32,170	£33,920
£51,730	£54,645	£57,560
£27,030	£28,515	£30,000
£48,230	£50,985	£53,740
£31,800	£36,780	£41,765
£29,680	£32,650	£35,615
£50,880	£56,125	£61,375
£24,590	£26,605	£28,620
£39,010	£42,030	£45,050

Medical devices insight

Adam Buckland
Medical Devices Expert, Reed



“ Over the past year, we have seen some incredible technological innovations that are leading to more accurate, convenient, faster, and cheaper tests that give people insight into their physical condition. Devices, such as biosensor technologies, that can measure and deliver information including blood glucose, blood pressure, and heart rate, will become increasingly accessible this year.

Combining advanced technology with analytical software will increase the number of home diagnostic devices. This, in turn, could reduce pressure on the healthcare system through fewer

visits to GPs and hospitals. As a result of this development, we are seeing an increase in demand for professionals who can analyse large data sets as well as those with expertise in automation and AI, which is becoming vital to providing more in-depth analytics, faster. Now is the perfect time for professionals to upskill in these areas, as this will open more opportunities and put you in the best position to secure your next role, as well as increase your salary.

The key challenge for businesses in 2024 will be attracting and retaining talent. While the market is balancing

out, the competition to secure the best professionals is still fierce and the salary expectations at the top can be very high. This is a bigger challenge for those who are particularly struggling with high inflation rates, therefore employers need to think outside the box when it comes to remuneration. A strong benefits package that appeals to professionals can be the difference between securing the candidate and not. Flexible working, a generous pension contribution, private healthcare, and career progression opportunities are highly valued by employees, so aim to incorporate as many of these perks as you can into your package. ”



Clinical

North East

North West

Scotland

Role	Min	Average	Max
Clinical Data Entry	£22,500	£22,550	£22,600
Clinical Trial Assistant	£23,000	£23,200	£23,400
Clinical Research Associate	£29,045	£30,530	£32,010
Clinical Data Manager	£40,600	£42,770	£44,945
Clinical Scientist/Biomedical Scientist	£36,570	£38,480	£40,385
Registered Clinical Scientist/Biomedical Scientist	£39,010	£41,020	£43,035
Regulatory Affairs Associate	£33,495	£37,525	£41,550
Regulatory Affairs Manager	£45,580	£48,705	£51,835

Min	Average	Max
£22,500	£22,550	£22,600
£23,000	£23,200	£23,400
£29,045	£30,530	£32,010
£40,600	£42,770	£44,945
£34,130	£35,935	£37,735
£41,340	£43,565	£45,790
£34,875	£38,215	£41,550
£46,320	£49,080	£51,835

Min	Average	Max
£22,500	£22,550	£22,600
£23,000	£23,200	£23,400
£29,045	£30,530	£32,010
£40,600	£42,770	£44,945
£36,570	£38,480	£40,385
£42,610	£44,840	£47,065
£34,875	£38,215	£41,550
£46,320	£49,080	£51,835

South West

Wales

London & South East

Role	Min	Average	Max
Clinical Data Entry	£22,500	£22,550	£22,600
Clinical Trial Assistant	£23,000	£23,200	£23,400
Clinical Research Associate	£27,665	£29,310	£30,950
Clinical Data Manager	£34,240	£36,250	£38,265
Clinical Scientist/Biomedical Scientist	£34,875	£36,835	£38,795
Registered Clinical Scientist/Biomedical Scientist	£40,490	£42,875	£45,260
Regulatory Affairs Associate	£34,875	£38,215	£41,550
Regulatory Affairs Manager	£46,320	£49,080	£51,835

Min	Average	Max
£22,500	£22,550	£22,600
£23,000	£23,200	£23,400
£27,665	£29,310	£30,950
£35,830	£37,950	£40,070
£34,875	£36,835	£38,795
£37,735	£39,910	£42,080
£33,600	£36,835	£40,070
£46,320	£49,080	£51,835

Min	Average	Max
£22,500	£22,550	£22,600
£23,000	£23,200	£23,400
£40,600	£42,770	£44,945
£49,185	£51,730	£54,270
£51,090	£53,795	£56,500
£51,090	£53,795	£56,500
£34,875	£38,215	£41,550
£48,760	£52,045	£55,330



Clinical

East Anglia

Midlands

Role	Min	Average	Max
Clinical Data Entry	£22,500	£22,550	£22,600
Clinical Trial Assistant	£23,000	£23,200	£23,400
Clinical Research Associate	£29,045	£30,530	£32,010
Clinical Data Manager	£40,600	£42,770	£44,945
Clinical Scientist/Biomedical Scientist	£36,570	£38,480	£40,385
Registered Clinical Scientist/Biomedical Scientist	£46,215	£48,655	£51,090
Regulatory Affairs Associate	£34,875	£38,215	£41,550
Regulatory Affairs Manager	£47,490	£50,455	£53,425

Min	Average	Max
£22,500	£22,550	£22,600
£23,000	£23,200	£23,400
£29,045	£30,530	£32,010
£40,600	£42,770	£44,945
£36,570	£38,480	£40,385
£40,175	£42,295	£44,415
£33,600	£37,575	£41,550
£46,640	£49,450	£52,260

Clinical insight

Stuart Nunn
Clinical Expert, Reed



" The clinical science sector in the UK has been grappling with challenges related to innovation and regulatory demands, but it also presents an abundance of opportunities for growth. The labour market has seen increased demand for professionals skilled in translational medicine, bridging the gap between research and clinical applications.

Additionally, roles related to regulatory affairs and quality assurance have gained prominence, reflecting the industry's commitment to upholding rigorous standards. Businesses need to remain agile and adaptive in the face of these changes. Investing in emerging technologies and focusing on talent retention and development are key strategies to navigate the evolving landscape.

A key trend we have witnessed this year is the rise of decentralised clinical trials (DCTs). These trials make participation more accessible and convenient for patients by leveraging digital technologies and remote methods.

DCTs have gained attention because of their potential to increase patient diversity, improve participant retention, and enhance the efficiency of clinical research. By incorporating telemedicine, mobile health apps, wearables, and remote monitoring devices, DCTs minimise the need for regular in-person visits to clinical sites. This flexibility in participation can attract a broader and more diverse pool of participants, including those who might face geographical or mobility constraints.

However, they are not without challenges. Data security, standardisation of protocols, and ensuring the reliability and accuracy of remote data collection are ongoing concerns that businesses will need to address this year, which we'll likely see reflected in recruitment needs.

These trials must maintain the same level of rigour and compliance as traditional trials if they are to be accepted within the scientific community and by regulatory bodies. As technology continues to advance and regulatory frameworks evolve, I expect the landscape for decentralised clinical trials in the UK to expand further. "

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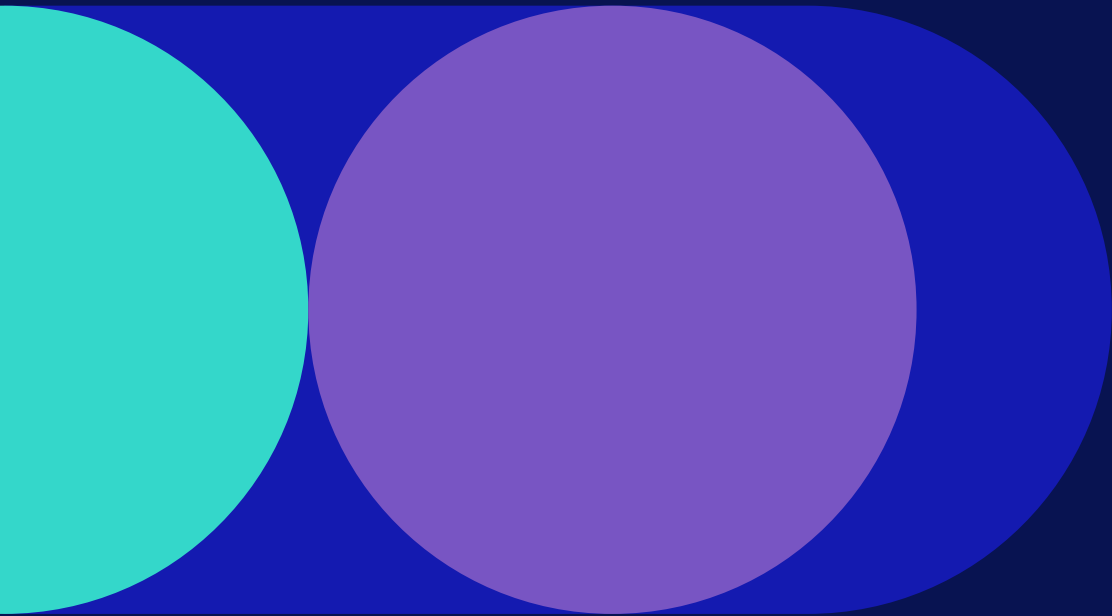
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