



MSL Salary & Compensation

United Kingdom Results

2021

About this Report



The 2021 survey is our 8th annual global survey on MSL Salary and Compensation levels. Like previous years, the primary purpose of the survey was to gain insights into current global MSL salary and compensation levels across pharmaceutical, biotechnology, medical devices, and other healthcare companies that employ MSLs.

Salary and compensation is clearly one of the most important factors in successfully recruiting and retaining the best MSL talent. It's crucial for companies to ensure the compensation they offer is competitive by benchmarking against others in their industry and region.

The MSL Society conducted the first-ever MSL salary survey in 2014. Our 2021 survey includes **2,149 MSL professionals** from **69 countries** making it the largest database of MSL salaries, and as a result, it is the most comprehensive and authoritative resource on global MSL salary and compensation levels.

Individual country reports were created for all countries that received a sizeable number of responses. As a result, the full results of the 2021 Salary & Compensation Survey includes a total of **1,516 slides** and are available in **17 versions** including the global results and 16 individual countries reports: **Australia, Brazil, Canada, Chile, Colombia, France, Germany, India, Italy, Mexico, Portugal, Russia, Spain, Turkey, U.K., and USA**. All Salary data throughout all versions are reported in the local currency for each role (MSL, Manager/Director of MSLs, Executive Management, and MSL Excellence/Operations).

On behalf of the Medical Science Liaison Society, we thank all those who participated and we hope that you find the information valuable.

Dr. Samuel Dyer
CEO/Chairman of the Board
Medical Science Liaison Society

About the MSL Society



The Medical Science Liaison Society is the ONLY 501c3 Nonprofit Organization dedicated to the global MSL profession and has members in over 90 countries around the world. The MSL Society is managed by a team of highly experienced global MSL leaders and an advisory committee that consists of a number of VPs, executive directors of Medical Affairs, and MSLs representing numerous companies from various regions around the world.

Our Mission

The Medical Science Liaison Society is exclusively dedicated to advancing the global MSL profession and helping MSLs and MSL leaders become more effective in their careers.

We provide resources for those interested in the MSL role, as well as, professional growth and development opportunities for current MSL Managers and individual MSLs.

We are the credible source for the MSL profession.

Our Vision

The Medical Science Liaison Society is the primary global professional resource for MSL professionals in the Pharmaceutical, Biotechnology, Medical Device, CRO, and other healthcare industries.

Not a member?
Join Today!

MSL Society Resources by the Numbers



1st



Certification for
Medical Science
Liaisons -MSL-BC®



123

New MSLs and MSL
Managers mentored in
free Mentor Program



210

Original MSL
Focused Research
Reports since 2014

1st



Publication
focused
exclusively on
the global MSL
profession



200+

MSL careers launched as a
result of our training programs



1st

Guidelines written
for MSL activities



**40+
Hours**

Webinar Recordings



170

Presentations by
MSL Leaders



1st

Online social community
built and dedicated to
global MSL community



20

Original MSL Focused
Research Posters



1st

Only job board
dedicated
exclusively to
MSLs and MSL
managers

1st



Global directory
specifically for MSL
community

2021

| MSL Salary & Compensation Survey – USA Results

www.themsls.org

A blue banner with white text, held by four silver grommets. The banner is part of a larger graphic with a blue border, confetti, and a globe of flags. The text on the banner reads "3RD ANNUAL".

3RD ANNUAL

**INTERNATIONAL
MSL DAY**

March 27th, 2022



MSL-BC[®]

The first-ever Medical Science Liaison Board Certification for MSLs and MSL Leaders!

Through examination, the certification allows MSLs and MSL Managers to validate and demonstrate their knowledge and skills related to the MSL profession based on specific criteria determined by a large number of independent MSL and Medical Affairs leaders from some of the top global pharmaceutical companies.

www.themsls.org/msl-board-certification

Benefits of the MSL-BC

- ✓ Recognition to KOLs and healthcare professionals
- ✓ Demonstrates commitment to the profession
- ✓ Validation of knowledge-base and visible credential
- ✓ A way to demonstrate knowledge
- ✓ Personal and professional accomplishment
- ✓ Recognition amongst fellow MSLs or managers

THE MSL JOURNAL



THE MSL Features Original Content from MSLs and MSL Leaders

- ✓ Multiple Issues Per Year
- ✓ ONLINE and **FREE** for the global community
- ✓ Professional Development
- ✓ Insights from global MSL community
- ✓ New Research
- ✓ Share knowledge...October 2021 Issue = 12,000 page views and 4,000 unique users

WWW.THEMSLJOURNAL.COM

Customized training for Medical Science Liaison teams!

We offer MSL training programs in virtual, in-person, and eLearning formats

Some of the
most requested
topics include:

- ✓ MSL Onboarding
- ✓ Effectively Identifying, Gathering, Communicating Actionable Insights
- ✓ KOL Relationship Development, Communication, & Maximizing Performance
- ✓ Effective Virtual KOL Engagement
- ✓ How to Critically Evaluate a Research Paper
- ✓ MSL Presentation and Communication Skills



INTERESTED?

Read testimonials from numerous MSL leaders / MSLs AND request a proposal for your team:

www.themsls.org/customized-medical-science-liaison-training



The MSL Society is the ONLY organization in the world that offers MSL and Medical Affairs training programs that has achieved both 501c3 Nonprofit status and is fully accredited by IACET!

SOME OF THE
MSL TEAMS
THAT WE HAVE
TRAINED



The 2021 MSL Salary & Compensation survey included 2,149 MSL professionals from 69 countries.

The online survey was open from August 24th to November 26th. The survey was only open to current MSLs (or equivalent title), MSL management, MSL operations, and executive management. Respondents were only allowed to participate one time and duplicate surveys from a single email address were not accepted. The survey results were not weighted. Partial responses that included salary data were included in this report, meaning that the N value in some tables will not add up to the total report N.

Respondents were invited to participate in the survey through a range of sources including:

- Announcements in our LinkedIn group “Medical Science Liaison & Medical Affairs Networkers” as well as other LinkedIn groups
- The MSL Society newsletter
- Personal direct LinkedIn contacts

Throughout the research process, The MSL Society followed a Total Survey Quality approach designed to minimize error at each stage. The MSL Society is confident that the information gathered from this survey can be used to make important business decisions related to this topic.

Report Structure

Data is segmented by role:

- MSL/Senior MSL
- Manager/Director of MSLs
- Executive Management/VP of Medical Affairs
- MSL Excellence / Operations

For each role, salary data sub-segmented by:

- Gender
- Ethnicity
- Academic Background
- Years of Experience
- Company Type
- Therapeutic Area

For each role, data includes:

- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- & Multiple role-specific questions

Salary data is reported by quartile for each role

“75th Percentile and above” - Market maximum range

(Indicates the value that separates the sample in such a way that 25% of the reported salaries are greater and 75% are lesser.)



“50th percentile” – Market midpoint range

(The value that separates the sample in such a way that 50% of the reported salaries are greater and 50% are lesser.)



“25th Percentile and below “ – Market minimum range

(The value that separates the sample in such a way that 75% of the reported salaries are greater and 25% are lesser.)



Maximum salary

100th percentile

4th Quartile

75th percentile

3rd Quartile

50th percentile/
median

2nd Quartile

25th percentile

1st Quartile

0th percentile

Minimum salary

Mean (average)

(Indicates the average salary obtained when considering each response with a unitary weight.)

% relative to country mean

(Indicates the relative % of a specified salary in relation to a country or global mean/ average salary.)

Participant Demographics

Participant Demographics - Gender and Role



Gender	Number	% of Sample
Male	28	44%
Female	36	56%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	53	78%
Manager / Director of MSLs	12	18%
Executive Management / Vice President of Medical Affairs	1	1%
MSL Excellence / Operations	2	3%
Other	0	0%

Participant Demographics - Ethnicity

Ethnicity	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Asian	13%	13%	17%	0%	0%	13%
Black or African American	9%	11%	0%	0%	0%	9%
Hispanic or Latino	3%	4%	0%	0%	0%	3%
Native American or American Indian	0%	0%	0%	0%	0%	0%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	0%
Other / I choose not to disclose	6%	6%	8%	0%	0%	6%
White	63%	60%	67%	100%	100%	63%

Note: respondents were allowed to select 1+ answer choices.

Participant Demographics – Age Range

Age Group	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Under 25 years old	0%	0%	0%	0%	0%	0%
25-34 years old	36%	40%	17%	0%	0%	36%
35-44 years old	30%	25%	25%	100%	100%	30%
45-54 years old	28%	25%	42%	0%	0%	28%
55-64 years old	6%	6%	8%	0%	0%	6%
65-74 years old	0%	0%	0%	0%	0%	0%
Not Answered	-	6%	8%	0%	0%	-

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	17	25%
1-2 years	12	18%
3-4 years	13	19%
5-6 years	9	13%
7-8 years	2	3%
9-10 years	7	10%
11-15 years	7	10%
More than 15 Years	1	1%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	33	49%
Medium Pharmaceutical / Biotechnology	17	25%
Small Pharmaceutical / Biotechnology	16	24%
Medical Devices	1	1%
Contract Research Organization (CRO)	0	0%
Diagnostic Company	0	0%
Contract MSL Organization	1	1%
Other	0	0%

Note:

Large Pharmaceutical:
£10+ Billion.

Medium Pharmaceutical:
£1-10 Billion.

Small Pharmaceutical:
<£1 Billion

Participant Demographics – Education

Education	Number	% of Sample
PharmD	7	10%
PhD	34	50%
MD / MBBS (or equivalent)	3	4%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	10	15%
Bachelor's Degree (BSN, BS, etc.)	12	18%
Other Degree (please specify)	2	3%

Participant Demographics – MSL levels (Sr. MSL, Level 1 etc.) at company

MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	21	31%
2	24	35%
3	17	25%
4+	6	9%

Note:

Large Pharmaceutical:

£10+ Billion.

Medium Pharmaceutical:

£1-10 Billion.

Small Pharmaceutical:

<£1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	10%	22%	13%	3%
Medium Pharmaceutical	10%	7%	6%	1%
Small Pharmaceutical / Biotechnology	10%	4%	4%	4%
Medical Devices	0%	1%	0%	0%
CRO	0%	0%	0%	0%
Diagnostic Company	0%	0%	0%	0%
Contract MSL Organization	0%	0%	1%	0%
Other	0%	0%	0%	0%

Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	0	0%	Nephrology	5	7%
Allergy	1	1%	Neurology / CNS/ Neuroscience	9	13%
Autoimmune Diseases	3	4%	Nutrition	1	1%
Cardiovascular / Thrombosis	5	7%	Oncology	19	28%
Dentistry / Oral Medicine	0	0%	Ophthalmology	1	1%
Dermatology	8	12%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	4	6%	Pain	2	3%
Gastroenterology	4	6%	Pediatrics	2	3%
Genetic Diseases	2	3%	Podiatry	0	0%
Hematology	6	9%	Radiology	0	0%
HEOR	0	0%	Rare Diseases / Orphan Diseases	6	9%
Hepatology	3	4%	Reproductive Health	1	1%
HIV	1	1%	Respiratory / Pulmonary	9	13%
Immunology	17	25%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	4	6%
Infectious Diseases	7	10%	Surgery	0	0%
Managed Care	0	0%	Transplantation	1	1%
Medical Devices / Diagnostics	2	3%	Urology	1	1%
Mental Health	1	1%	Vaccines	5	7%
Movement Disorders	1	1%	Virology (excluding HIV)	1	1%
Multiple Sclerosis	0	0%	Women's Health	2	3%
Neonatology	1	1%	Other (please specify)	1	1%

Participant Opinions

Do you think MSL managers (those that directly manage MSL teams) should have prior MSL experience?



Previous Experience	MSL/Sr. MSL
Yes	91%
No	9%
Number	53

Previous Experience	Manager / Director of MSLS
Yes	83%
No	17%
Number	12

Previous Experience	Executive Management / Vice President of Medical Affairs
Yes	100%
No	0%
Number	1

Participant Opinions

Do you utilize the MSL Society's annual MSL Salary & Compensation Survey as part of your salary benchmark data?



MSL Salary Survey Use	Manager / Director of MSLs
Yes	0%
No	55%
I have no knowledge of this	45%
Number	11

MSL Salary Survey Use	Executive Management / Vice President of Medical Affairs
Yes	0%
No	100%
I have no knowledge of this	0%
Number	1

Currency

In which currency is your compensation (i.e. base salary, bonus, etc.) paid?



All monetary values reported in **Pound Sterling**



Questions & Results



The data is segmented for participants that selected “MSL / Sr. MSL (or equivalent title)” as their current role

MSL/Sr. MSL Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
U.K. - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
Male	£ 75,495	111%	£ 48,000	£ 65,000	£ 72,500	£ 75,000	£ 140,000	22	44%
Female	£ 63,071	93%	£ 38,900	£ 54,825	£ 60,500	£ 69,250	£ 95,000	28	56%
Other	-	-	-	-	-	-	-	0	0%

Note: Respondents were not required to respond

MSL/Sr. MSL Salary based on Ethnicity

Q. Which of the following best describes you? (you may select more than one)



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
U.K. - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
Asian	£ 72,571	107%	£ 50,000	£ 50,500	£ 54,000	£ 81,500	£ 140,000	7	14%
Black or African American	£ 72,333	106%	£ 56,000	£ 60,250	£ 64,500	£ 71,750	£ 116,000	6	12%
Hispanic or Latino	£ 62,050	91%	£ 55,100	£ 58,575	£ 62,050	£ 65,525	£ 69,000	2	4%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	£ 74,633	110%	£ 73,900	£ 73,950	£ 74,000	£ 75,000	£ 76,000	3	6%
White	£ 66,778	98%	£ 38,900	£ 59,750	£ 67,000	£ 72,250	£ 105,000	32	64%

Note: respondents were allowed to select 1+ answer choices.

MSL/Sr. MSL Salary based on Academic Background



Q. What is your highest academic background?

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
PharmD	£ 75,700	111%	£ 53,000	£ 60,500	£ 64,000	£ 75,950	£ 140,000	7	13%
PhD	£ 63,154	93%	£ 38,900	£ 52,500	£ 61,000	£ 72,000	£ 98,000	26	49%
MD / MBBS (or equivalent)	£ 69,000	102%	£ 69,000	£ 69,000	£ 69,000	£ 69,000	£ 69,000	1	2%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	£ 73,286	108%	£ 50,000	£ 58,000	£ 68,000	£ 81,500	£ 116,000	7	13%
Bachelor's Degree (i.e. BSN, BS, etc.)	£ 67,545	99%	£ 59,000	£ 63,000	£ 68,000	£ 72,000	£ 75,000	11	21%
Other Degree (please specify)	£ 105,000	155%	£ 105,000	£ 105,000	£ 105,000	£ 105,000	£ 105,000	1	2%

MSL/Sr. MSL Salary based on Years of Experience

Q. How many years of MSL and/or MSL management experience do you have?



Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
Less than 1 year	£ 58,006	85%	£ 48,000	£ 52,250	£ 58,000	£ 64,250	£ 69,000	16	30%
1-2 years	£ 60,590	89%	£ 38,900	£ 50,250	£ 58,500	£ 68,750	£ 93,000	10	19%
3-4 years	£ 67,889	100%	£ 59,000	£ 61,000	£ 68,000	£ 75,000	£ 76,000	9	17%
5-6 years	£ 75,125	111%	£ 61,000	£ 67,000	£ 72,000	£ 78,500	£ 98,000	8	15%
7-8 years	£ 90,000	132%	£ 75,000	£ 82,500	£ 90,000	£ 97,500	£ 105,000	2	4%
9-10 years	£ 80,380	118%	£ 68,000	£ 71,000	£ 73,000	£ 73,900	£ 116,000	5	9%
11-15 years	£ 91,333	134%	£ 56,000	£ 67,000	£ 78,000	£ 109,000	£ 140,000	3	6%
More than 15 Years	-	-	-	-	-	-	-	0	0%

MSL/Sr. MSL Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
Large Pharmaceutical / Biotechnology	£ 68,084	100%	£ 47,000	£ 59,000	£ 65,000	£ 73,000	£ 140,000	25	47%
Medium Pharmaceutical / Biotechnology	£ 65,806	97%	£ 38,900	£ 59,000	£ 65,500	£ 70,250	£ 116,000	16	30%
Small Pharmaceutical / Biotechnology	£ 70,575	104%	£ 48,000	£ 51,750	£ 71,450	£ 81,750	£ 98,000	12	23%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** £10+ Billion. **Medium Pharmaceutical:** £1-10 Billion. **Small Pharmaceutical:** <£1 Billion

MSL/Sr. MSL Salary based on Therapeutic Area

Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)



Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United Kingdom - MSL/Sr. MSL	£ 67,960	-	£ 38,900	£ 56,000	£ 65,000	£ 73,000	£ 140,000	53	100%
Addiction	-	-	£ -	-	-	-	-	0	0%
Allergy	£ 73,900	109%	£ 73,900	£ 73,900	£ 73,900	£ 73,900	£ 73,900	1	2%
Autoimmune Diseases	£ 70,000	103%	£ 65,000	£ 67,500	£ 70,000	£ 72,500	£ 75,000	2	4%
Cardiovascular / Thrombosis	£ 65,367	96%	£ 55,100	£ 61,550	£ 68,000	£ 70,500	£ 73,000	3	6%
Dentistry / Oral Medicine	-	-	£ -	-	-	-	-	0	0%
Dermatology	£ 66,667	98%	£ 53,000	£ 57,000	£ 60,500	£ 64,000	£ 105,000	6	11%
Diabetes / Metabolic Disorders / Endocrinology	£ 65,367	96%	£ 55,100	£ 61,550	£ 68,000	£ 70,500	£ 73,000	3	6%
Gastroenterology	£ 69,000	102%	£ 50,000	£ 51,500	£ 60,500	£ 78,000	£ 105,000	4	8%
Genetic Diseases	£ 105,500	155%	£ 71,000	£ 88,250	£ 105,500	£ 122,750	£ 140,000	2	4%
Hematology	£ 79,000	116%	£ 50,000	£ 60,500	£ 71,000	£ 93,500	£ 116,000	3	6%
HEOR	-	-	£ -	-	-	-	-	0	0%
Hepatology	£ 72,500	107%	£ 52,000	£ 62,250	£ 72,500	£ 82,750	£ 93,000	2	4%
HIV	£ 93,000	137%	£ 93,000	£ 93,000	£ 93,000	£ 93,000	£ 93,000	1	2%
Immunology	£ 65,500	96%	£ 48,000	£ 53,750	£ 60,000	£ 71,750	£ 105,000	14	26%
Infectious Diseases	£ 59,833	88%	£ 48,000	£ 53,000	£ 59,500	£ 66,000	£ 73,000	6	11%
Managed Care	-	-	£ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	£ 61,000	90%	£ 61,000	£ 61,000	£ 61,000	£ 61,000	£ 61,000	1	2%
Mental Health	£ 60,000	88%	£ 60,000	£ 60,000	£ 60,000	£ 60,000	£ 60,000	1	2%
Movement Disorders	£ 75,000	110%	£ 75,000	£ 75,000	£ 75,000	£ 75,000	£ 75,000	1	2%
Multiple Sclerosis	-	-	£ -	-	-	-	-	0	0%
Neonatology	£ 50,000	74%	£ 50,000	£ 50,000	£ 50,000	£ 50,000	£ 50,000	1	2%
Nephrology	£ 60,525	89%	£ 48,000	£ 53,325	£ 58,050	£ 65,250	£ 78,000	4	8%
Neurology / CNS/ Neuroscience	£ 68,875	101%	£ 60,000	£ 64,750	£ 68,500	£ 75,000	£ 75,000	8	15%
Nutrition	-	-	£ -	-	-	-	-	0	0%
Oncology	£ 73,064	108%	£ 38,900	£ 57,500	£ 71,000	£ 89,250	£ 116,000	14	26%
Ophthalmology	£ 65,000	96%	£ 65,000	£ 65,000	£ 65,000	£ 65,000	£ 65,000	1	2%
Otolaryngology	-	-	£ -	-	-	-	-	0	0%
Pain	£ 75,000	110%	£ 75,000	£ 75,000	£ 75,000	£ 75,000	£ 75,000	1	2%
Pediatrics	£ 53,500	79%	£ 48,000	£ 50,750	£ 53,500	£ 56,250	£ 59,000	2	4%
Podiatry	-	-	£ -	-	-	-	-	0	0%
Radiology	-	-	£ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	£ 92,667	136%	£ 66,000	£ 69,000	£ 72,000	£ 106,000	£ 140,000	3	6%
Reproductive Health	£ 50,000	74%	£ 50,000	£ 50,000	£ 50,000	£ 50,000	£ 50,000	1	2%
Respiratory / Pulmonary	£ 60,778	89%	£ 48,000	£ 59,000	£ 61,000	£ 61,000	£ 76,000	9	17%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	£ 73,750	109%	£ 60,000	£ 60,750	£ 65,000	£ 78,000	£ 105,000	4	8%
Surgery	-	-	£ -	-	-	-	-	0	0%
Transplantation	£ 48,000	71%	£ 48,000	£ 48,000	£ 48,000	£ 48,000	£ 48,000	1	2%
Urology	£ 75,000	110%	£ 75,000	£ 75,000	£ 75,000	£ 75,000	£ 75,000	1	2%
Vaccines	£ 64,250	95%	£ 59,000	£ 59,750	£ 62,500	£ 67,000	£ 73,000	4	8%
Virology (excluding HIV)	-	-	£ -	-	-	-	-	0	0%
Women's Health	£ 52,000	77%	£ 52,000	£ 52,000	£ 52,000	£ 52,000	£ 52,000	1	2%
Other (please specify)	-	-	£ -	-	-	-	-	0	0%

MSL/Sr. MSL – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	42%	22
No	58%	31

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	10%	22

MSL/Sr. MSL – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	£ 4,000	1

MSL/Sr. MSL – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	32%	17
No, I did not receive a salary increase, and I did NOT have a salary review	8%	4
No, I did not receive a salary increase, but I did have a salary review	4%	2
Yes, 1% - 2% increase	25%	13
Yes, 3% - 4% increase	19%	10
Yes, 5% - 6% increase	4%	2
Yes, 7% - 8% increase	2%	1
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	8%	4

MSL/Sr. MSL – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	£12,763
Min	£2,000
25th percentile	£5,250
50th percentile (median)	£8,000
75th percentile	£12,750
Max	£143,000
Number	38

MSL/Sr. MSL – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	8%	4
1-4%	4%	2
5-9%	6%	3
10-14%	45%	24
15-19%	23%	12
20-24%	8%	4
25-29%	6%	3
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	2%	1

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	24%	12
No, not this year	32%	16
No, I am not eligible or they are not awarded at my level	16%	8
No, the company does not offer them to any employee	26%	13
Other - my company calculates this based on other variables	2%	1

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	£ 61,000	11

MSL/Sr. MSL – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	94%	47
Flextime	2%	1
Unlimited Days	4%	2

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	26
25th percentile	25
50th percentile (median)	25
75th percentile	25
Number	47

MSL/Sr. MSL – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	89%	47	Professional certification(s) fees covered	17%	9
Health insurance	79%	42	Paid Internet service at home	15%	8
Pension	79%	42	Professional development funds/budget	13%	7
Paid mobile phone service	72%	38	Medical or Industry Journal subscription(s)	8%	4
Paid sick days	72%	38	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	4%	2
Car allowance	53%	28	Airline travel lounge membership(s)	2%	1
Company car	42%	22	None of the above	2%	1
Dental insurance	38%	20	Subsidized childcare	0%	0
Parental leave	38%	20	TSA Pre-Check	0%	0
Retirement plan contribution	26%	14	Global Entry	0%	0
Professional memberships (associations/societies)	26%	14	Other (please specify)	0%	0
Subsidized fitness program or gym membership	21%	11			

MSL/Sr. MSL – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Paid Internet service at home	51%	27	Global Entry	15%	8
Airline travel lounge membership(s)	47%	25	Car allowance	11%	6
Professional development funds/budget	40%	21	Company car	8%	4
Subsidized fitness program or gym membership	34%	18	Pension	6%	3
Medical or Industry Journal subscription(s)	30%	16	Paid mobile phone service	4%	2
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	25%	13	Health insurance	4%	2
Professional memberships (associations/societies)	25%	13	Parental leave	4%	2
Professional certification(s) fees covered	23%	12	Paid time off (holiday or vacation time)	2%	1
Dental insurance	21%	11	Paid sick days	2%	1
Subsidized childcare	17%	9	Other (please specify)	0%	0
TSA Pre-Check	17%	9	None of the above	0%	0
Retirement plan contribution	15%	8			

MSL/Sr. MSL – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	8%	4
Satisfied	66%	33
Dissatisfied	22%	11
Very Dissatisfied	4%	2

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	6%	3
Satisfied	66%	33
Dissatisfied	24%	12
Very Dissatisfied	4%	2

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	6%	3
Satisfied	66%	33
Dissatisfied	24%	12
Very Dissatisfied	4%	2

MSL/Sr. MSL – KOL Relationships

How many KOLs do you maintain a relationship with? (i.e. how many KOLs are on your "list" that you engage with regularly throughout the year)



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max
Overall	37	2	20	40	50	100
Large Pharmaceutical / Biotechnology	41	6	26	50	50	80
Medium Pharmaceutical / Biotechnology	34	9	19	30	51	65
Small Pharmaceutical / Biotechnology	34	2	14	32	50	100
Medical Devices	-	-	-	-	-	-
Contract Research Organization (CRO)	-	-	-	-	-	-
Diagnostic Company	-	-	-	-	-	-
Contract MSL Organization	-	-	-	-	-	-
Other	-	-	-	-	-	-

Note: responses indicating over 100 KOL relationships were cut for reporting accuracy.

MSL/Sr. MSL – KOL Relationships

Prior to the COVID-19 pandemic, on average, how many in-person live KOL engagements did you have per week?

Metrics	KOL Relationships
Average	5
Min	1
25th percentile	2
50th percentile (median)	3
75th percentile	5
Max	9
Number	36

During the COVID-19 pandemic, on average, how many live/virtual (i.e. zoom, teams, webex, etc.) KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	2
50th percentile (median)	3
75th percentile	4
Max	8
Number	44

MSL/Sr. MSL – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	25%	9%	0%	6%	0%	0%	0%	0%
35-44 years old	4%	2%	9%	6%	0%	0%	4%	0%
45-54 years old	0%	6%	8%	2%	2%	6%	2%	0%
55-64 years old	0%	0%	0%	0%	2%	4%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	7%							

MSL/Sr. MSL – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	25%	5	Lack of recognition	5%	1
Lack of or no opportunities for career advancement/promotion	20%	4	I did not get the raise I was expecting or deserved	0%	0
Was offered a higher salary elsewhere	20%	4	I was terminated/laid off	0%	0
Lack of professional development opportunities	10%	2	Lack of interest in Therapeutic Area/Product	0%	0
Didn't get along with MSL(s) on my team	5%	1	Lack of training	0%	0
Didn't like my manager	5%	1	Other	0%	0
Excessive travel/lack of work-life balance	5%	1	Relocated to another city or geographical area	0%	0
Lack of Job security	5%	1	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

MSL/Sr. MSL – Salary Perception



Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	2%	1
Excessive	2%	1
Fair	69%	36
Insufficient	27%	14
Very Insufficient	0%	0

MSL/Sr. MSL – Activities

*Q. Which of the following activities do you participate in?
(select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
KOL relationship management	100%	53	Tools Development (slides, training materials, etc)	79%	42
Attending medical conferences (and other conference support)	98%	52	Providing input for Medical Strategy	75%	40
Educating KOLs & other Healthcare Professionals	92%	49	Identify and training speakers	74%	39
Delivering scientific presentations	91%	48	Mentoring/Training new MSLs	66%	35
Supporting Advisory Boards	91%	48	Supporting and coordinating company sponsored research/trials	64%	34
Training and supporting sales force	89%	47	Material Review (publications, educational materials, slides, etc.)	62%	33
Gathering Insights	87%	46	Continuing Medical Education (CME) activities	43%	23
Supporting investigator led research (IITs ISTs etc.)	83%	44	Medical publications	42%	22
Competitive intelligence gathering	81%	43	HEOR presentations or research	17%	9
KOL relationship management	100%	53	Managed Care Activities	6%	3



The data is segmented for participants that selected “Manager/Director of MSLS” as their current role

Manager/Director of MSLs Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Manager / Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
Male	£ 93,500	106%	£ 74,000	£ 90,250	£ 93,500	£ 99,000	£ 110,000	6	55%
Female	£ 83,600	95%	£ 73,000	£ 75,000	£ 84,000	£ 84,000	£ 102,000	5	45%
Other	-	-	-	-	-	-	-	0	0%

Manager/Director of MSLs Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
U.K. – Manager/Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
Asian	£ 91,500	104%	£ 73,000	£ 82,250	£ 91,500	£ 100,750	£ 110,000	2	18%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	£ 74,000	84%	£ 74,000	£ 74,000	£ 74,000	£ 74,000	£ 74,000	1	9%
White	£ 90,250	102%	£ 75,000	£ 84,000	£ 90,500	£ 97,000	£ 102,000	8	73%

Note: respondents were allowed to select 1+ answer choices.

Manager/Director of MSLs Salary based on Academic Background

Q. What is your highest academic background?



Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Manager / Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	£ 87,333	99%	£ 73,000	£ 76,500	£ 87,500	£ 97,750	£ 102,000	6	50%
MD / MBBS (or equivalent)	£ 96,000	109%	£ 96,000	£ 96,000	£ 96,000	£ 96,000	£ 96,000	1	8%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	£ 83,000	94%	£ 75,000	£ 79,500	£ 84,000	£ 87,000	£ 90,000	3	25%
Bachelor's Degree (i.e. BSN, BS, etc.)	£ 110,000	125%	£ 110,000	£ 110,000	£ 110,000	£ 110,000	£ 110,000	1	8%
Other Degree (please specify)	£ 79,000	90%	£ 79,000	£ 79,000	£ 79,000	£ 79,000	£ 79,000	1	8%

Manager/Director of MSLs Salary based on Years of Experience



Q. How many years of MSL and/or MSL management experience do you have?

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Manager / Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
Less than 1 year	£ 96,000	109%	£ 96,000	£ 96,000	£ 96,000	£ 96,000	£ 96,000	1	8%
1-2 years	£ 85,000	96%	£ 79,000	£ 82,000	£ 85,000	£ 88,000	£ 91,000	2	17%
3-4 years	£ 86,250	98%	£ 75,000	£ 81,750	£ 84,000	£ 88,500	£ 102,000	4	33%
5-6 years	£ 73,000	83%	£ 73,000	£ 73,000	£ 73,000	£ 73,000	£ 73,000	1	8%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	£ 100,000	113%	£ 90,000	£ 95,000	£ 100,000	£ 105,000	£ 110,000	2	17%
11-15 years	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
More than 15 Years	£ 74,000	84%	£ 74,000	£ 74,000	£ 74,000	£ 74,000	£ 74,000	1	8%

Manager/Director of MSLs Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Manager / Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
Large Pharmaceutical / Biotechnology	£ 83,833	95%	£ 73,000	£ 75,250	£ 84,500	£ 90,750	£ 96,000	6	50%
Medium Pharmaceutical / Biotechnology	£ 75,000	85%	£ 75,000	£ 75,000	£ 75,000	£ 75,000	£ 75,000	1	8%
Small Pharmaceutical / Biotechnology	£ 98,667	112%	£ 84,000	£ 93,000	£ 102,000	£ 106,000	£ 110,000	3	25%
Medical Devices	£ 84,000	95%	£ 84,000	£ 84,000	£ 84,000	£ 84,000	£ 84,000	1	8%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** £10+ Billion. **Medium Pharmaceutical:** £1-10 Billion. **Small Pharmaceutical:** <£1 Billion

Manager/Director of MSLs Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United Kingdom - Manager / Director of MSLs	£ 88,167	-	£ 73,000	£ 78,000	£ 87,000	£ 97,000	£ 110,000	12	100%
Addiction	-	-	£ -	-	-	-	-	0	0%
Allergy	-	-	£ -	-	-	-	-	0	0%
Autoimmune Diseases	£ 74,000	84%	£ 74,000	£ 74,000	£ 74,000	£ 74,000	£ 74,000	1	8%
Cardiovascular / Thrombosis	£ 82,000	93%	£ 74,000	£ 78,000	£ 82,000	£ 86,000	£ 90,000	2	17%
Dentistry / Oral Medicine	-	-	£ -	-	-	-	-	0	0%
Dermatology	£ 85,000	96%	£ 74,000	£ 79,500	£ 85,000	£ 90,500	£ 96,000	2	17%
Diabetes / Metabolic Disorders / Endocrinology	£ 102,000	116%	£ 102,000	£ 102,000	£ 102,000	£ 102,000	£ 102,000	1	8%
Gastroenterology	-	-	£ -	-	-	-	-	0	0%
Genetic Diseases	-	-	£ -	-	-	-	-	0	0%
Hematology	£ 75,000	85%	£ 75,000	£ 75,000	£ 75,000	£ 75,000	£ 75,000	1	8%
HEOR	-	-	£ -	-	-	-	-	0	0%
Hepatology	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
HIV	-	-	£ -	-	-	-	-	0	0%
Immunology	£ 84,333	96%	£ 74,000	£ 76,500	£ 79,000	£ 89,500	£ 100,000	3	25%
Infectious Diseases	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
Managed Care	-	-	£ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	£ 84,000	95%	£ 84,000	£ 84,000	£ 84,000	£ 84,000	£ 84,000	1	8%
Mental Health	-	-	£ -	-	-	-	-	0	0%
Movement Disorders	-	-	£ -	-	-	-	-	0	0%
Multiple Sclerosis	-	-	£ -	-	-	-	-	0	0%
Neonatology	-	-	£ -	-	-	-	-	0	0%
Nephrology	£ 74,000	84%	£ 74,000	£ 74,000	£ 74,000	£ 74,000	£ 74,000	1	8%
Neurology / CNS/ Neuroscience	£ 73,000	83%	£ 73,000	£ 73,000	£ 73,000	£ 73,000	£ 73,000	1	8%
Nutrition	£ 84,000	95%	£ 84,000	£ 84,000	£ 84,000	£ 84,000	£ 84,000	1	8%
Oncology	£ 80,667	91%	£ 74,000	£ 79,000	£ 84,000	£ 84,000	£ 84,000	3	25%
Ophthalmology	-	-	£ -	-	-	-	-	0	0%
Otolaryngology	-	-	£ -	-	-	-	-	0	0%
Pain	£ 84,000	95%	£ 84,000	£ 84,000	£ 84,000	£ 84,000	£ 84,000	1	8%
Pediatrics	-	-	£ -	-	-	-	-	0	0%
Podiatry	-	-	£ -	-	-	-	-	0	0%
Radiology	-	-	£ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	£ 87,500	99%	£ 84,000	£ 85,750	£ 87,500	£ 89,250	£ 91,000	2	17%
Reproductive Health	-	-	£ -	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	£ -	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	£ -	-	-	-	-	0	0%
Surgery	-	-	£ -	-	-	-	-	0	0%
Transplantation	-	-	£ -	-	-	-	-	0	0%
Urology	-	-	£ -	-	-	-	-	0	0%
Vaccines	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
Virology (excluding HIV)	£ 100,000	113%	£ 100,000	£ 100,000	£ 100,000	£ 100,000	£ 100,000	1	8%
Women's Health	£ 110,000	125%	£ 110,000	£ 110,000	£ 110,000	£ 110,000	£ 110,000	1	8%
Other (please specify)	£ 74,000	84%	£ 74,000	£ 74,000	£ 74,000	£ 74,000	£ 74,000	1	8%

Manager/Director of MSLs – MSLs Managed

Q. How many MSLs do you directly manage (only include MSLs on your team that report directly to you)?



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	4	0	3	3	3	15	12
Large Pharmaceutical / Biotechnology	6	0	3	3	5	15	6
Medium Pharmaceutical / Biotechnology	3	3	3	3	3	3	1
Small Pharmaceutical / Biotechnology	3	3	3	3	3	3	3
Medical Devices	1	1	1	1	1	1	1
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	3	3	3	3	3	3	1
Other	-	-	-	-	-	-	0

Manager/Director of MSLs – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	17%	2
No	83%	10

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	9%	2

Manager/Director of MSLs – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

Manager/Director of MSLs – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	33%	4
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	17%	2
Yes, 3% - 4% increase	33%	4
Yes, 5% - 6% increase	17%	2
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

Manager/Director of MSLs – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	£14,333
Min	£6,000
25th percentile	£12,000
50th percentile (median)	£15,000
75th percentile	£18,000
Max	£19,000
Number	9

Manager/Director of MSLs – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	33%	4
15-19%	25%	3
20-24%	17%	2
25-29%	8%	1
30-34%	8%	1
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	8%	1

Manager/Director of MSLS – Company Stock

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	50%	6
No, not this year	42%	5
No, I am not eligible or they are not awarded at my level	8%	1
No, the company does not offer them to any employee	0%	0
Other - my company calculates this based on other variables	0%	0

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	£ 10,000	6

Manager/Director of MSLs – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	12
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	26
25th percentile	25
50th percentile (median)	25
75th percentile	27
Number	12

Manager/Director of MSLs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	100%	12	Professional certification(s) fees covered	33%	4
Health insurance	100%	12	Retirement plan contribution	25%	3
Pension	92%	11	Professional development funds/budget	25%	3
Paid sick days	83%	10	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	17%	2
Paid mobile phone service	67%	8	Medical or Industry Journal subscription(s)	17%	2
Parental leave	58%	7	Airline travel lounge membership(s)	8%	1
Car allowance	50%	6	Subsidized childcare	0%	0
Company car	50%	6	TSA Pre-Check	0%	0
Paid Internet service at home	50%	6	Global Entry	0%	0
Professional memberships (associations/societies)	50%	6	Other (please specify)	0%	0
Subsidized fitness program or gym membership	42%	5	None of the above	0%	0
Dental insurance	33%	4			

Manager/Director of MSLs – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	58%	7	Subsidized childcare	17%	2
Dental insurance	42%	5	Professional development funds/budget	17%	2
Subsidized fitness program or gym membership	33%	4	Car allowance	8%	1
Retirement plan contribution	33%	4	Paid mobile phone service	8%	1
Professional certification(s) fees covered	33%	4	Parental leave	8%	1
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	33%	4	Paid time off (holiday or vacation time)	0%	0
Medical or Industry Journal subscription(s)	33%	4	Paid sick days	0%	0
TSA Pre-Check	33%	4	Health insurance	0%	0
Global Entry	33%	4	Pension	0%	0
Company car	25%	3	Other (please specify)	0%	0
Paid Internet service at home	25%	3	None of the above	0%	0
Professional memberships (associations/societies)	25%	3			

Manager/Director of MSLs – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	8%	1
Satisfied	75%	9
Dissatisfied	17%	2
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	17%	2
Satisfied	58%	7
Dissatisfied	25%	3
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	8%	1
Satisfied	92%	11
Dissatisfied	0%	0
Very Dissatisfied	0%	0

Manager/Director of MSLs – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	17%	0%	0%	0%	0%	0%
35-44 years old	8%	0%	0%	8%	0%	8%	0%	0%
45-54 years old	0%	8%	17%	0%	0%	8%	8%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	8%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	8%							

Manager/Director of MSLs – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	22%	2	Excessive travel/lack of work-life balance	0%	0
Was offered a higher salary elsewhere	22%	2	I did not get the raise I was expecting or deserved	0%	0
Didn't like my manager	11%	1	Lack of interest in Therapeutic Area/Product	0%	0
I was terminated/laid off	11%	1	Lack of or no opportunities for career advancement/promotion	0%	0
Lack of Job security	11%	1	Lack of training	0%	0
Lack of professional development opportunities	11%	1	Other	0%	0
Lack of recognition	11%	1	Relocated to another city or geographical area	0%	0
Didn't get along with MSL(s) on my team	0%	0	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

Manager/Director of MSLs – Salary Perception



Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	64%	7
Insufficient	36%	4
Very Insufficient	0%	0

Manager/Director of MSLs – Team Expansion

Q. Was the size of the MSL team that you manage expanded (i.e. an increase in the number of FTEs) during the last 12 months?

Previous Team Expansion	Percentage	Number
Yes	60%	6
No	40%	4

Q. Is the company planning to expand (i.e. an increase in the number of FTEs) the size of the MSL team that you manage during the next 12 months?

Future Team Expansion	Percentage	Number
Yes	45%	5
No	45%	5
I have no knowledge of this	9%	1

Manager/Director of MSLS – Budgets

What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	£ 76,600
Medium Pharmaceutical / Biotechnology	£ 120,000
Small Pharmaceutical / Biotechnology	£ 125,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	£ 2,500
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	£ 5,750
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	£ 7,800
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	£ 15,000
Medical Devices	£ 24,000
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-



The data is segmented for participants that selected “Executive Management/VP of Medical Affairs” as their current role

Executive Management/VP of Medical Affairs Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Executive Management / Vice President of Medical Affairs	£ 67,000	-	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Male	-	-	-	-	-	-	-	0	0%
Female	£ 67,000	100%	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Other	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
U.K. – Executive Management/VP of Medical Affairs	£ 67,000	-	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	-	-	-	-	-	-	-	0	0%
White	£ 67,000	100%	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%

Note: respondents were allowed to select 1+ answer choices.

Executive Management/VP of Medical Affairs Salary based on Academic Background

Q. What is your highest academic background?

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Executive Management / Vice President of Medical Affairs	£ 67,000	-	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	-	-	-	-	-	-	-	0	0%
MD / MBBS (or equivalent)	£ 67,000	100%	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Other Doctorate Degree (i.e. PsychD, DNP, etc)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	-	-	-	-	-	-	-	0	0%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs

Salary based on Years of Experience



Q. How many years of MSL and/or MSL management experience do you have?

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Executive Management / Vice President of Medical Affairs	£ 67,000	-	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Less than 1 year	-	-	-	-	-	-	-	0	0%
1-2 years	-	-	-	-	-	-	-	0	0%
3-4 years	-	-	-	-	-	-	-	0	0%
5-6 years	-	-	-	-	-	-	-	0	0%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	-	-	-	-	-	-	-	0	0%
11-15 years	£ 67,000	100%	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
More than 15 Years	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - Executive Management / Vice President of Medical Affairs	£ 67,000	-	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	£ 67,000	100%	£ 67,000	£ 67,000	£ 67,000	£ 67,000	£ 67,000	1	100%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** £10+ Billion. **Medium Pharmaceutical:** £1-10 Billion. **Small Pharmaceutical:** <£1 Billion

Executive Management/VP of Medical Affairs Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean		% relative to country mean	Min		25th percentile	50th percentile (median)		75th percentile	Max		Number	% of sample
United Kingdom - Executive Management / Vice President of Medical Affairs	£	67,000	-	£	67,000	£	67,000	£	67,000	£	67,000	1	100%
Addiction	-	-	-	£	-	-	-	-	-	-	-	0	0%
Allergy	-	-	-	£	-	-	-	-	-	-	-	0	0%
Autoimmune Diseases	-	-	-	£	-	-	-	-	-	-	-	0	0%
Cardiovascular / Thrombosis	-	-	-	£	-	-	-	-	-	-	-	0	0%
Dentistry / Oral Medicine	-	-	-	£	-	-	-	-	-	-	-	0	0%
Dermatology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Gastroenterology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Genetic Diseases	-	-	-	£	-	-	-	-	-	-	-	0	0%
Hematology	-	-	-	£	-	-	-	-	-	-	-	0	0%
HEOR	-	-	-	£	-	-	-	-	-	-	-	0	0%
Hepatology	-	-	-	£	-	-	-	-	-	-	-	0	0%
HIV	-	-	-	£	-	-	-	-	-	-	-	0	0%
Immunology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Infectious Diseases	-	-	-	£	-	-	-	-	-	-	-	0	0%
Managed Care	-	-	-	£	-	-	-	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	-	£	-	-	-	-	-	-	-	0	0%
Mental Health	-	-	-	£	-	-	-	-	-	-	-	0	0%
Movement Disorders	-	-	-	£	-	-	-	-	-	-	-	0	0%
Multiple Sclerosis	-	-	-	£	-	-	-	-	-	-	-	0	0%
Neonatology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Nephrology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	-	-	-	£	-	-	-	-	-	-	-	0	0%
Nutrition	-	-	-	£	-	-	-	-	-	-	-	0	0%
Oncology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Ophthalmology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Otolaryngology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Pain	-	-	-	£	-	-	-	-	-	-	-	0	0%
Pediatrics	-	-	-	£	-	-	-	-	-	-	-	0	0%
Podiatry	-	-	-	£	-	-	-	-	-	-	-	0	0%
Radiology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	£	67,000	100%	£	67,000	£	67,000	£	67,000	£	67,000	1	100%
Reproductive Health	-	-	-	£	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	-	£	-	-	-	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	-	£	-	-	-	-	-	-	-	0	0%
Surgery	-	-	-	£	-	-	-	-	-	-	-	0	0%
Transplantation	-	-	-	£	-	-	-	-	-	-	-	0	0%
Urology	-	-	-	£	-	-	-	-	-	-	-	0	0%
Vaccines	-	-	-	£	-	-	-	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	-	£	-	-	-	-	-	-	-	0	0%
Women's Health	-	-	-	£	-	-	-	-	-	-	-	0	0%
Other (please specify)	-	-	-	£	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	0%	0
No	100%	1

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	-	0

Executive Management/VP of Medical Affairs – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

Executive Management/VP of Medical Affairs – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	100%	1
Yes, 3% - 4% increase	0%	0
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

Executive Management/VP of Medical Affairs – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	-
Min	-
25th percentile	-
50th percentile (median)	-
75th percentile	-
Max	-
Number	0

Executive Management/VP of Medical Affairs – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	0%	0
15-19%	100%	1
20-24%	0%	0
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

Executive Management/VP of Medical Affairs – Company Stock

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	100%	1
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	0%	0
No, the company does not offer them to any employee	0%	0
Other - my company calculates this based on other variables	0%	0

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	£ 21,000	1

Executive Management/VP of Medical Affairs – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	1
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	25
25th percentile	25
50th percentile (median)	25
75th percentile	25
Number	1

Executive Management/VP of Medical Affairs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Car allowance	100%	1	Dental insurance	0%	0
Paid mobile phone service	100%	1	Subsidized childcare	0%	0
Paid Internet service at home	100%	1	Retirement plan contribution	0%	0
Paid time off (holiday or vacation time)	100%	1	Professional development funds/budget	0%	0
Paid sick days	100%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Subsidized fitness program or gym membership	100%	1	Medical or Industry Journal subscription(s)	0%	0
Parental leave	100%	1	Airline travel lounge membership(s)	0%	0
Pension	100%	1	TSA Pre-Check	0%	0
Professional certification(s) fees covered	100%	1	Global Entry	0%	0
Professional memberships (associations/societies)	100%	1	Other (please specify)	0%	0
Company car	0%	0	None of the above	0%	0
Health insurance	0%	0			

Executive Management/VP of Medical Affairs – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company car	100%	1	Paid Internet service at home	0%	0
Health insurance	100%	1	Paid time off (holiday or vacation time)	0%	0
Dental insurance	100%	1	Paid sick days	0%	0
Subsidized childcare	100%	1	Subsidized fitness program or gym membership	0%	0
Retirement plan contribution	100%	1	Parental leave	0%	0
Professional development funds/budget	100%	1	Pension	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	100%	1	Professional certification(s) fees covered	0%	0
Medical or Industry Journal subscription(s)	100%	1	Professional memberships (associations/societies)	0%	0
Airline travel lounge membership(s)	100%	1	Global Entry	0%	0
TSA Pre-Check	100%	1	Other (please specify)	0%	0
Car allowance	0%	0	None of the above	0%	0
Paid mobile phone service	0%	0			

Executive Management/VP of Medical Affairs – MSLs on team

Q. How many MSLs (FTEs) are there on your team?

Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	7	7	7	7	7	7	1
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Small Pharmaceutical / Biotechnology	7	7	7	7	7	7	1
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	-	-	-	-	-	-	0

Executive Management/VP of Medical Affairs – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

Executive Management/VP of Medical Affairs – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	100%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	0%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

Executive Management/VP of Medical Affairs – Reason for leaving



Q. What was the primary reason for leaving your most recent MSL/MSL leader position? (select one)

Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Was offered a higher salary elsewhere	100%	1	Lack of Job security	0%	0
Company culture (not a good fit)	0%	0	Lack of or no opportunities for career advancement/promotion	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of professional development opportunities	0%	0
Didn't like my manager	0%	0	Lack of recognition	0%	0
Excessive travel/lack of work-life balance	0%	0	Lack of training	0%	0
I did not get the raise I was expecting or deserved	0%	0	Not Applicable / I am still in my first MSL/MSL leader position	0%	0
I was terminated/laid off	0%	0	Other	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	Relocated to another city or geographical area	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

Executive Management/VP of Medical Affairs – Salary Perception



Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	100%	1
Insufficient	0%	0
Very Insufficient	0%	0

Executive Management/VP of Medical Affairs – Team Expansion

Q. Was the size of the MSL team at your company expanded (i.e. an increase in the number of FTEs) during the last 12 months?

Previous Team Expansion	Percentage	Number
Yes	100%	1
No	0%	0

Q. Is the company planning to expand the size (i.e. increase the number of FTEs) of your MSL team within the next 12 months?

Future Team Expansion	Percentage	Number
Yes	100%	1
No	0%	0
I have no knowledge of this	0%	0

Executive Management/VP of Medical Affairs – Budgets



What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	£ 80,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	£ 1,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLS on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	£ 5,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

The data is segmented for participants that selected “MSL Excellence / Operations” as their current role

MSL Excellence / Operations Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Male	-	-	-	-	-	-	-	0	0%
Female	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Other	-	-	-	-	-	-	-	0	0%

MSL Excellence / Operations Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
U.K. – MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	-	-	-	-	-	-	-	0	0%
White	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%

Note: respondents were allowed to select 1+ answer choices.

MSL Excellence / Operations Salary based on Academic Background

Q. What is your highest academic background?



Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
MD / MBBS (or equivalent)	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	-	-	-	-	-	-	-	0	0%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

MSL Excellence / Operations Salary based on Years of Experience



Q. How many years of MSL and/or MSL management experience do you have?

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Less than 1 year	-	-	-	-	-	-	-	0	0%
1-2 years	-	-	-	-	-	-	-	0	0%
3-4 years	-	-	-	-	-	-	-	0	0%
5-6 years	-	-	-	-	-	-	-	0	0%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	-	-	-	-	-	-	-	0	0%
11-15 years	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
More than 15 Years	-	-	-	-	-	-	-	0	0%

MSL Excellence / Operations Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
U.K. - MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Large Pharmaceutical / Biotechnology	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** £10+ Billion. **Medium Pharmaceutical:** £1-10 Billion. **Small Pharmaceutical:** <£1 Billion

MSL Excellence / Operations Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United Kingdom - MSL Excellence / Operations	£ 162,500	-	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Addiction	-	-	£ -	-	-	-	-	0	0%
Allergy	-	-	£ -	-	-	-	-	0	0%
Autoimmune Diseases	-	-	£ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	-	-	£ -	-	-	-	-	0	0%
Dentistry / Oral Medicine	-	-	£ -	-	-	-	-	0	0%
Dermatology	-	-	£ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	-	-	£ -	-	-	-	-	0	0%
Gastroenterology	-	-	£ -	-	-	-	-	0	0%
Genetic Diseases	-	-	£ -	-	-	-	-	0	0%
Hematology	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
HEOR	-	-	£ -	-	-	-	-	0	0%
Hepatology	-	-	£ -	-	-	-	-	0	0%
HIV	-	-	£ -	-	-	-	-	0	0%
Immunology	-	-	£ -	-	-	-	-	0	0%
Infectious Diseases	-	-	£ -	-	-	-	-	0	0%
Managed Care	-	-	£ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	£ -	-	-	-	-	0	0%
Mental Health	-	-	£ -	-	-	-	-	0	0%
Movement Disorders	-	-	£ -	-	-	-	-	0	0%
Multiple Sclerosis	-	-	£ -	-	-	-	-	0	0%
Neonatology	-	-	£ -	-	-	-	-	0	0%
Nephrology	-	-	£ -	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	-	-	£ -	-	-	-	-	0	0%
Nutrition	-	-	£ -	-	-	-	-	0	0%
Oncology	£ 162,500	100%	£ 160,000	£ 161,250	£ 162,500	£ 163,750	£ 165,000	2	100%
Ophthalmology	-	-	£ -	-	-	-	-	0	0%
Otolaryngology	-	-	£ -	-	-	-	-	0	0%
Pain	-	-	£ -	-	-	-	-	0	0%
Pediatrics	-	-	£ -	-	-	-	-	0	0%
Podiatry	-	-	£ -	-	-	-	-	0	0%
Radiology	-	-	£ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	£ -	-	-	-	-	0	0%
Reproductive Health	-	-	£ -	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	£ -	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	£ -	-	-	-	-	0	0%
Surgery	-	-	£ -	-	-	-	-	0	0%
Transplantation	-	-	£ -	-	-	-	-	0	0%
Urology	-	-	£ -	-	-	-	-	0	0%
Vaccines	-	-	£ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	£ -	-	-	-	-	0	0%
Women's Health	-	-	£ -	-	-	-	-	0	0%
Other (please specify)	-	-	£ -	-	-	-	-	0	0%

MSL Excellence / Operations – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	0%	0
No	100%	2

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	-	0

MSL Excellence / Operations – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

MSL Excellence / Operations – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	0%	0
Yes, 3% - 4% increase	100%	2
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

MSL Excellence / Operations – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	£36,000
Min	£36,000
25th percentile	£36,000
50th percentile (median)	£36,000
75th percentile	£36,000
Max	£36,000
Number	2

MSL Excellence / Operations – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	0%	0
15-19%	0%	0
20-24%	0%	0
25-29%	50%	1
30-34%	50%	1
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

MSL Excellence / Operations – Company Stock

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	100%	2
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	0%	0
No, the company does not offer them to any employee	0%	0
Other - my company calculates this based on other variables	0%	0

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	£ 67,000	0

MSL Excellence / Operations – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	2
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	26
25th percentile	25
50th percentile (median)	26
75th percentile	26
Number	2

MSL Excellence / Operations – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Car allowance	100%	2	Dental insurance	0%	0
Paid mobile phone service	100%	2	Parental leave	0%	0
Paid time off (holiday or vacation time)	100%	2	Subsidized childcare	0%	0
Paid sick days	100%	2	Professional certification(s) fees covered	0%	0
Health insurance	100%	2	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Subsidized fitness program or gym membership	100%	2	Medical or Industry Journal subscription(s)	0%	0
Pension	100%	2	Airline travel lounge membership(s)	0%	0
Retirement plan contribution	50%	1	TSA Pre-Check	0%	0
Professional development funds/budget	50%	1	Global Entry	0%	0
Professional memberships (associations/societies)	50%	1	Other (please specify)	0%	0
Company car	0%	0	None of the above	0%	0
Paid Internet service at home	0%	0			

MSL Excellence / Operations – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Paid Internet service at home	50%	1	Parental leave	0%	0
Dental insurance	50%	1	Subsidized childcare	0%	0
Airline travel lounge membership(s)	50%	1	Pension	0%	0
TSA Pre-Check	50%	1	Retirement plan contribution	0%	0
Global Entry	50%	1	Professional development funds/budget	0%	0
Car allowance	0%	0	Professional certification(s) fees covered	0%	0
Company car	0%	0	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Paid mobile phone service	0%	0	Professional memberships (associations/societies)	0%	0
Paid time off (holiday or vacation time)	0%	0	Medical or Industry Journal subscription(s)	0%	0
Paid sick days	0%	0	Other (please specify)	0%	0
Health insurance	0%	0	None of the above	0%	0
Subsidized fitness program or gym membership	0%	0			

MSL Excellence / Operations – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	100%	2
Satisfied	0%	0
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	100%	2
Satisfied	0%	0
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	100%	2
Satisfied	0%	0
Dissatisfied	0%	0
Very Dissatisfied	0%	0

MSL Excellence / Operations – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	100%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	0%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

MSL Excellence / Operations – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
I did not get the raise I was expecting or deserved	0%	0	Lack of or no opportunities for career advancement/promotion	0%	0
Company culture (not a good fit)	0%	0	Lack of professional development opportunities	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of recognition	0%	0
Didn't like my manager	0%	0	Lack of training	0%	0
Excessive travel/lack of work-life balance	0%	0	Wrong people were promoted or fired	0%	0
I was terminated/laid off	0%	0	Other	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	Relocated to another city or geographical area	0%	0
Lack of Job security	0%	0	Was offered a higher salary elsewhere	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

MSL Excellence / Operations – Salary Perception



Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	100%	2
Insufficient	0%	0
Very Insufficient	0%	0

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