

Canada Compensation Planning Survey Pulse

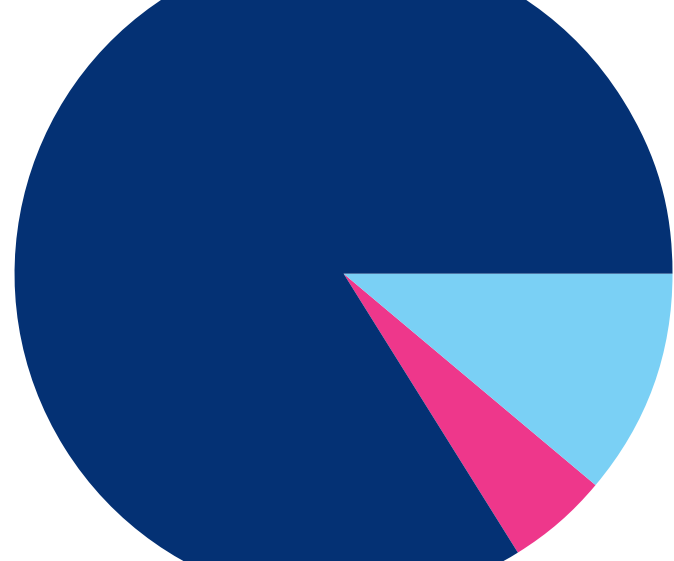
Too soon to tell

August 2022 edition



Most companies are just beginning to think about increase budgets

N = 571



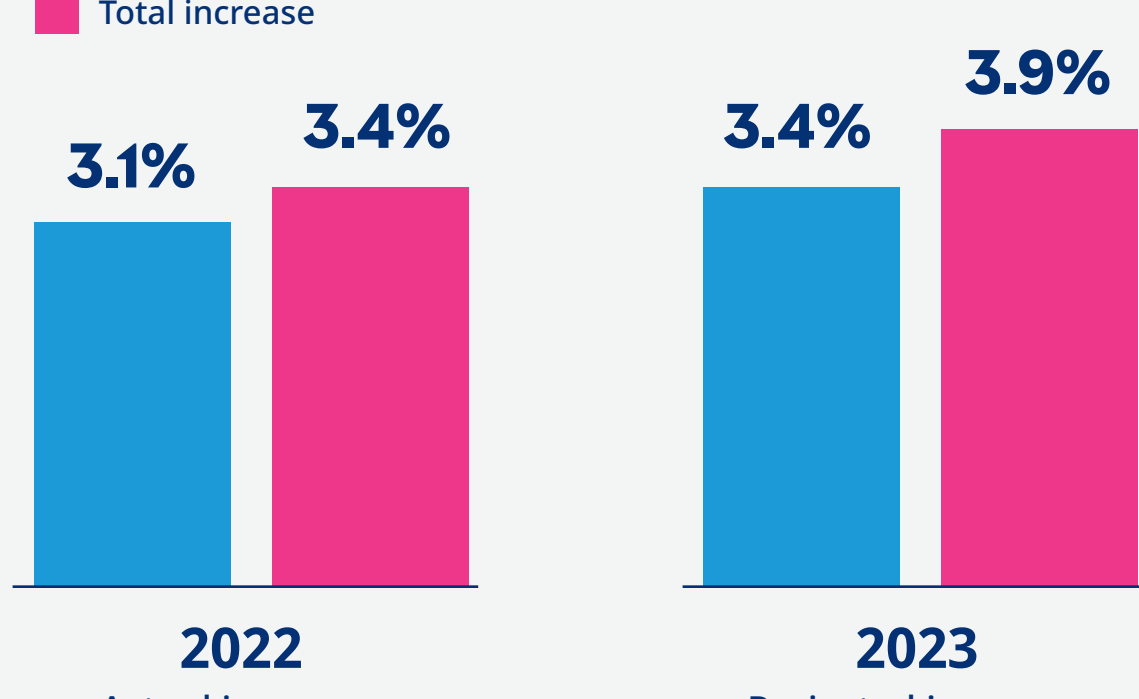
84%
Preliminary, have started collecting information

11%
Proposed to leadership for approval

5%
Approved by leadership

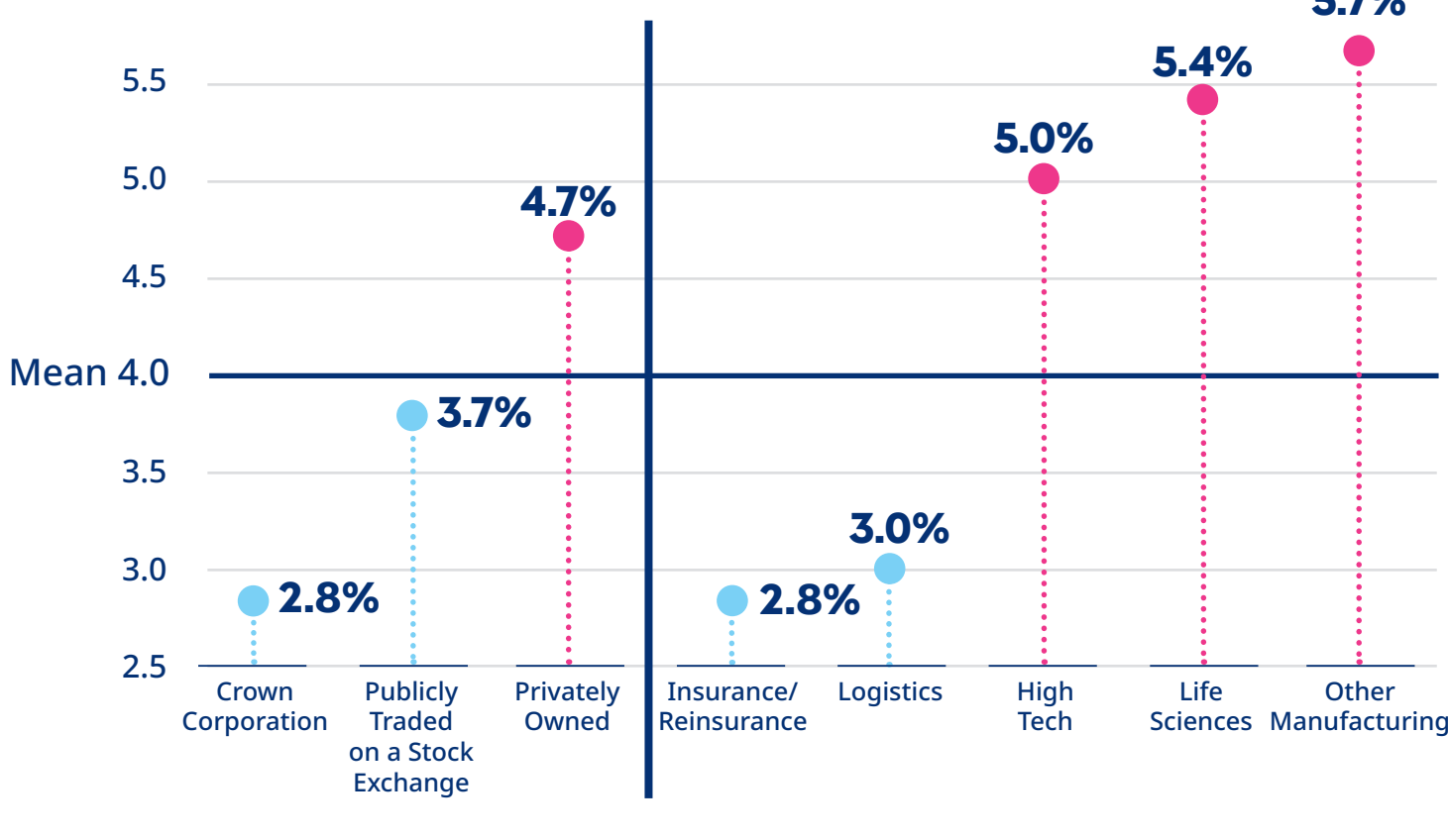
Budgets continue to rise

■ Merit
■ Total increase



Employers are paying more

Per capita pay has increased by 4.0% with variations by industry
Calculated for the first 6 months of 2022



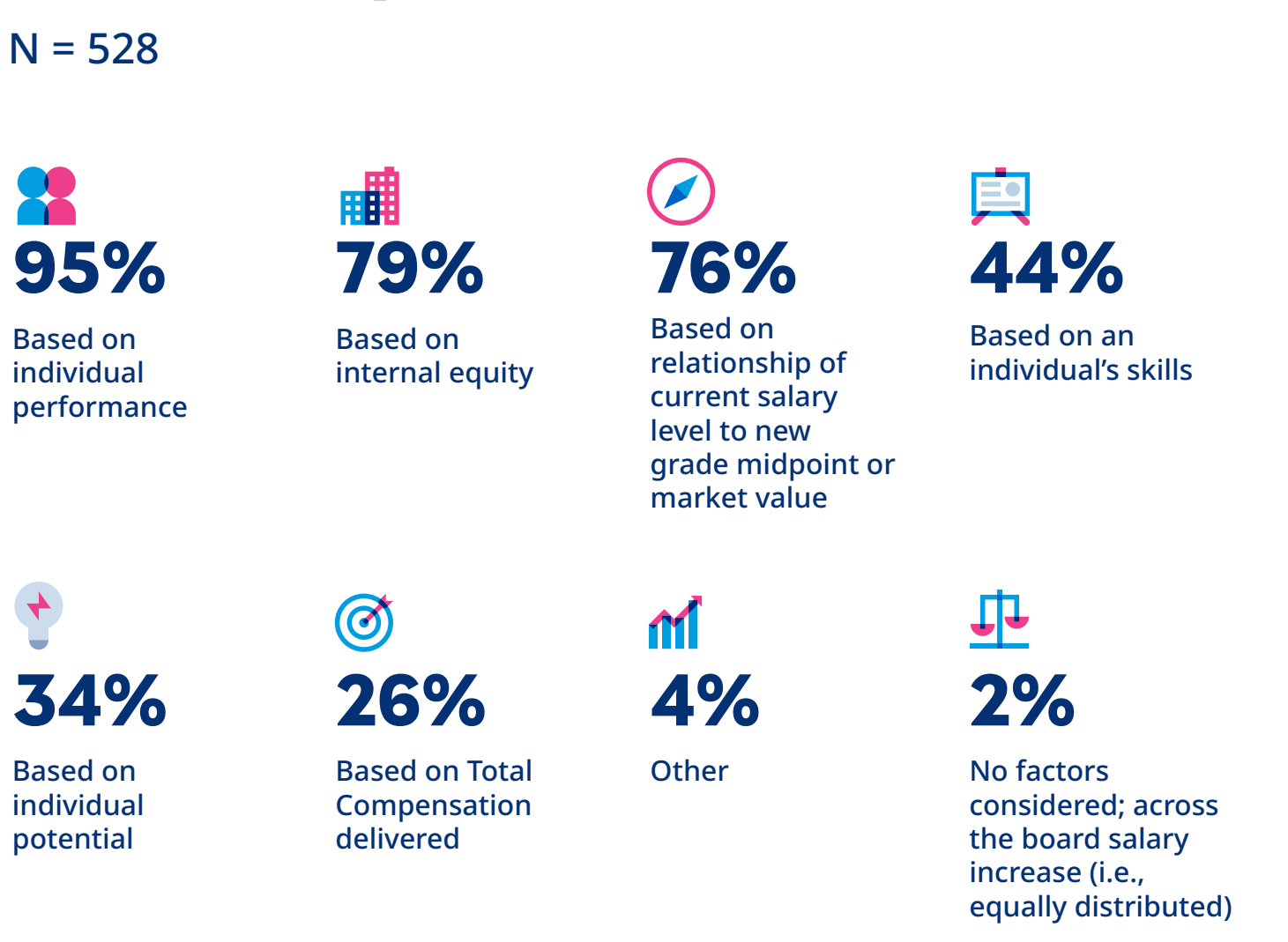
Off cycle increases are being used for a variety of reasons

N = 300



Increases are tied to individual performance

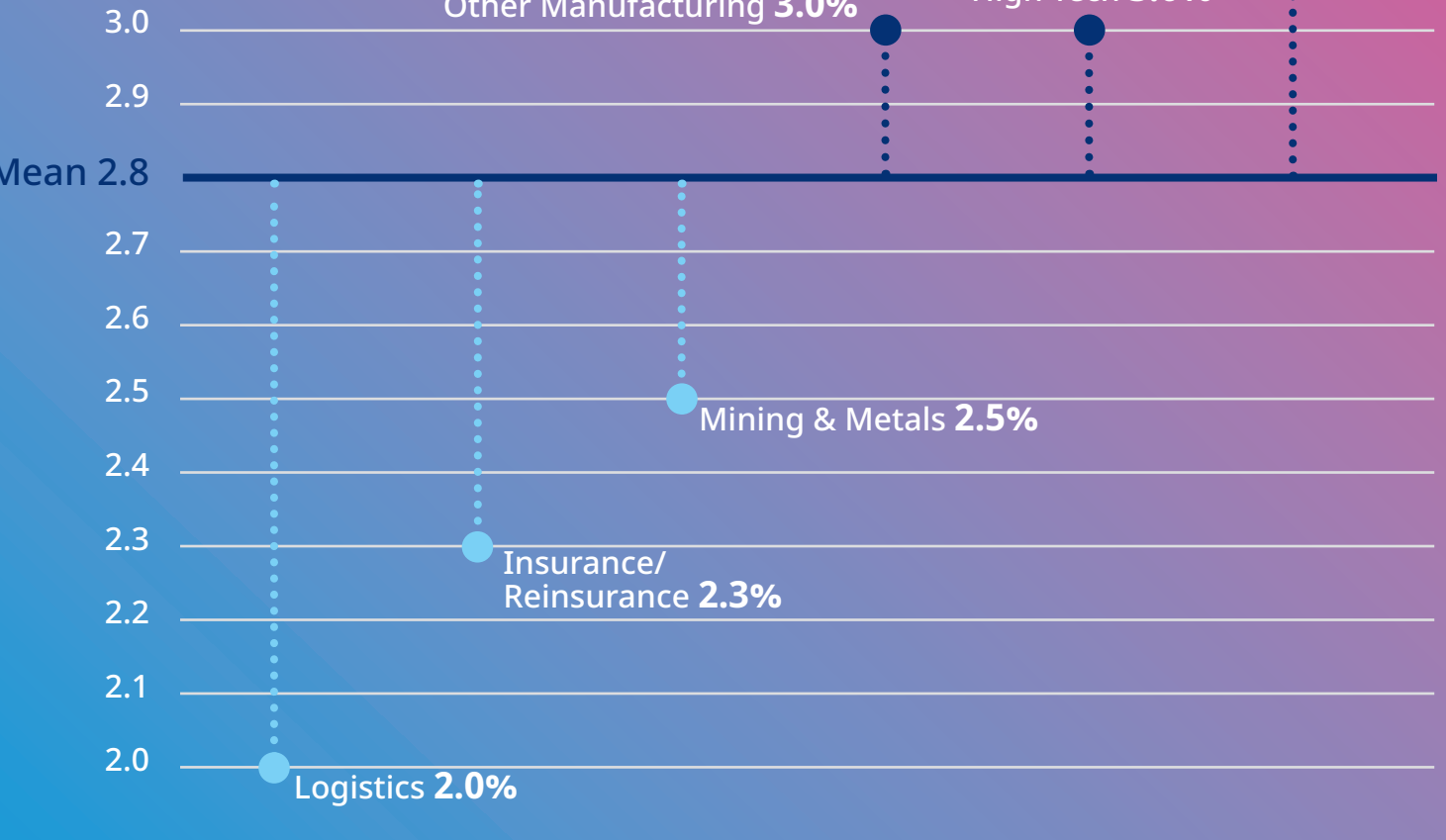
N = 528



Salary structures are being adjusted

2023 Projected (excluding 0s)

N = 186



All numbers are averages and include zeros unless otherwise noted.

[Contact us to learn more](#)