

# Salaries Going Up In 2022



***Canadian employers plan to increase salaries in 2022 and increases will be higher than that implemented by those organizations in 2021.***

These are some of the findings in a survey of 638 organizations recently completed by Western Compensation & Benefits Consultants.

Less than four percent of employers expect to freeze salaries in 2022. Nationally employers are planning a 2.7% average increase in salaries, although the magnitude of increases varies by geographic region, position level and industry. Higher than average increases are expected to be implemented by the technology, transportation & warehousing, construction and real estate organizations.

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Employers reported that providing competitive salaries is the most effective tool for attracting and retaining employees. However, providing opportunities for advancement and offering challenging work are other important strategies for employee attraction and retention. Having a good reputation as an organization also significantly contributes to attracting new talent.

The COVID pandemic has resulted in some changes in employer/employee needs and expectations, and the resulting operating procedures and employee programs. These factors are a catalyst for

organizations to re-evaluate their overall employment value proposition and total rewards program.

For CPHRBC Conference attendees, we have summarized the anticipated 2022 base salary increases by employee level, location, and economic sector.

	Anticipated 2022 Base Salary Increases			
	British Columbia		Economic Sector (Canada-wide)	
	Average	Median	Average	Median
Executives	2.62%	2.50%	2.71%	2.50%
Middle Management/Supervisory	2.71%	2.50%	2.72%	2.50%
Professional & Technical (non-union)	2.79%	2.50%	2.79%	2.50%
Professional & Technical (union)	2.50%	2.00%	2.23%	2.00%
Clerical/Administrative Support (non-union)	2.66%	2.50%	2.69%	2.50%
Clerical/Administrative Support (union)	2.21%	2.00%	2.21%	2.00%
Operations (non-union)	2.63%	2.50%	2.60%	2.50%
Operations (union)	2.31%	2.00%	2.26%	2.00%