

# Fall Update

## Salary Budget Survey 2022–2023

### TOP-LEVEL RESULTS

PUBLISHED DECEMBER 15, 2022

These data are from the Fall Update Survey for the 2022–2023 Salary Budget Survey. Data were collected Nov 7–Nov 30, 2022. The Fall Update of “WorldatWork 2022–2023 Salary Budget Survey” received a total of 2882 submissions reflecting 1040 unique organizations across 19 countries. Changes from the Spring data were generally modest, on the order of +/- 0.2%. The largest changes were seen in the smallest samples, indicated with asterisks in the table. Countries which reported the smallest 2022 increase budgets and 2023 projections in the Spring were more likely to report consistently higher means and medians in the Fall data, whereas trends were mixed for countries with higher Spring projections.

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#### Total Salary Increase Budgets, by Employee Category

	Employee Category	Actual 2022		Projected 2023	
		Mean	Median	Mean	Median
United States	NHN	4.3%	4.0%	4.4%	4.0%
	NS	4.2%	3.8%	4.3%	4.0%
	ES	4.3%	4.0%	4.4%	4.0%
	OE	4.0%	3.8%	4.2%	4.0%
	<b>All</b>	<b>4.2%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>4.0%</b>
Australia	NHN*	3.1%	3.0%	3.2%	3.1%
	NS	3.9%	3.3%	3.7%	3.5%
	MS	3.9%	3.5%	3.7%	3.5%
	OE	3.9%	3.5%	3.7%	3.5%
	<b>All</b>	<b>3.8%</b>	<b>3.3%</b>	<b>3.6%</b>	<b>3.5%</b>
Belgium	NHN*	2.8%	2.7%	5.1%	4.0%
	NS	3.1%	3.3%	5.1%	3.8%
	MS	3.2%	3.3%	5.5%	4.0%
	OE*	2.6%	3.3%	6.7%	8.0%
	<b>All</b>	<b>3.0%</b>	<b>3.3%</b>	<b>5.4%</b>	<b>4.0%</b>
Brazil	NHN*	6.2%	5.0%	5.9%	6.0%
	NS	7.5%	6.5%	6.8%	6.2%
	MS	7.4%	6.5%	6.6%	6.7%
	OE*	7.1%	6.9%	7.1%	7.1%
	<b>All</b>	<b>7.2%</b>	<b>6.2%</b>	<b>6.6%</b>	<b>6.7%</b>

  

U.S.	
<b>NHN</b>	Nonexempt Hourly Nonunion
<b>NS</b>	Nonexempt Salaried
<b>ES</b>	Exempt Salaried
<b>OE</b>	Officers/Executives

  

Non-U.S. Countries	
<b>NHN</b>	Nonmanagement Hourly Nonunion
<b>NS</b>	Nonmanagement Salaried
<b>MS</b>	Management Salaried
<b>OE</b>	Officers/Executives

\*This data may represent a small sample size of less than 30 responses. All data includes 0% responses.

Total Salary Increase Budgets, by Employee Category (continued)

Employee Category	Actual 2022		Projected 2023		
	Mean	Median	Mean	Median	
Canada	NHN	3.6%	3.0%	3.8%	3.8%
	NS	3.7%	3.2%	3.9%	4.0%
	MS	3.8%	3.3%	3.9%	4.0%
	OE	3.8%	3.3%	3.8%	4.0%
	<b>All</b>	<b>3.7%</b>	<b>3.2%</b>	<b>3.9%</b>	<b>4.0%</b>
China	NHN	5.8%	6.0%	5.9%	6.0%
	NS	6.6%	6.0%	6.3%	6.2%
	MS	6.4%	6.0%	6.1%	6.0%
	OE	6.0%	6.2%	6.2%	6.0%
	<b>All</b>	<b>6.3%</b>	<b>6.0%</b>	<b>6.1%</b>	<b>6.0%</b>
France	NHN*	2.8%	2.9%	3.2%	3.0%
	NS	3.3%	2.9%	3.4%	3.2%
	MS	3.5%	3.0%	3.5%	3.4%
	OE*	3.2%	2.9%	3.3%	3.4%
	<b>All</b>	<b>3.3%</b>	<b>3.0%</b>	<b>3.4%</b>	<b>3.2%</b>
Germany	NHN*	3.3%	3.2%	3.6%	3.5%
	NS	3.8%	3.1%	3.9%	3.5%
	MS	3.8%	3.1%	3.9%	3.5%
	OE	3.3%	3.0%	3.8%	3.5%
	<b>All</b>	<b>3.6%</b>	<b>3.1%</b>	<b>3.9%</b>	<b>3.5%</b>
India	NHN	9.9%	9.9%	10.2%	10.0%
	NS	10.2%	10.0%	10.5%	10.4%
	MS	9.9%	9.8%	10.1%	10.0%
	OE	10.0%	10.0%	10.1%	10.0%
	<b>All</b>	<b>10.0%</b>	<b>10.0%</b>	<b>10.2%</b>	<b>10.0%</b>
Italy	NHN*	2.6%	2.5%	3.3%	3.0%
	NS	2.9%	2.6%	3.3%	3.0%
	MS	3.0%	2.6%	3.5%	3.0%
	OE*	2.5%	2.5%	3.3%	3.5%
	<b>All</b>	<b>2.8%</b>	<b>2.6%</b>	<b>3.4%</b>	<b>3.0%</b>
Japan	NHN*	2.7%	2.5%	3.4%	3.0%
	NS	3.0%	2.5%	3.3%	3.0%
	MS	3.0%	2.5%	3.3%	3.0%
	OE*	2.8%	2.6%	2.7%	2.8%
	<b>All</b>	<b>2.9%</b>	<b>2.5%</b>	<b>3.2%</b>	<b>3.0%</b>
Mexico	NHN	5.8%	5.5%	6.1%	6.0%
	NS	5.5%	5.0%	5.9%	6.0%
	MS	5.4%	5.0%	5.8%	5.8%
	OE	5.6%	6.0%	6.0%	6.0%
	<b>All</b>	<b>5.6%</b>	<b>5.5%</b>	<b>5.9%</b>	<b>6.0%</b>

Non-U.S. Countries	
NHN	Nonmanagement Hourly Nonunion
NS	Nonmanagement Salaried
MS	Management Salaried
OE	Officers/ Executives
India	
TIC	Technical/ Individual Contributors/ Support Roles
JM	Junior Management
MM	Middle Management
TSM	Top and Senior Management

All data includes 0% responses.

**Total Salary Increase Budgets, by Employee Category** *(continued)*

Employee Category		Actual 2022		Projected 2023	
		Mean	Median	Mean	Median
Netherlands	NHN*	3.2%	3.0%	4.0%	3.8%
	NS	3.8%	3.0%	4.2%	4.0%
	MS	3.9%	3.4%	4.3%	4.0%
	OE*	3.2%	3.0%	3.8%	3.8%
	<b>All</b>	<b>3.7%</b>	<b>3.0%</b>	<b>4.1%</b>	<b>4.0%</b>
Russia	NHN*	5.8%	5.8%	6.8%	6.4%
	NS*	7.4%	6.5%	7.7%	7.5%
	MS*	7.7%	7.0%	7.9%	8.0%
	OE*	8.7%	8.0%	7.4%	8.9%
	<b>All</b>	<b>7.5%</b>	<b>7.0%</b>	<b>7.7%</b>	<b>8.0%</b>
Singapore	NHN*	3.9%	3.7%	4.0%	4.2%
	NS	4.5%	4.0%	4.4%	4.2%
	MS	4.4%	4.0%	4.3%	4.1%
	OE*	3.9%	4.0%	4.1%	4.4%
	<b>All</b>	<b>4.3%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>4.1%</b>
Spain	NHN*	2.8%	2.6%	3.3%	3.0%
	NS	3.4%	3.0%	3.8%	3.5%
	MS	3.8%	3.0%	3.8%	3.5%
	OE*	3.1%	3.0%	3.3%	3.2%
	<b>All</b>	<b>3.5%</b>	<b>3.0%</b>	<b>3.6%</b>	<b>3.5%</b>
Sweden	NHN*	2.8%	2.6%	3.2%	3.0%
	NS	3.3%	2.8%	3.7%	3.4%
	MS	3.3%	2.9%	3.8%	3.5%
	OE*	2.8%	2.7%	3.5%	3.2%
	<b>All</b>	<b>3.2%</b>	<b>2.8%</b>	<b>3.7%</b>	<b>3.4%</b>
Switzerland	NHN*	3.0%	2.5%	2.6%	2.5%
	NS	3.0%	2.3%	3.2%	2.6%
	MS	3.2%	2.3%	3.3%	2.6%
	OE*	2.5%	2.5%	2.7%	2.8%
	<b>All</b>	<b>3.0%</b>	<b>2.4%</b>	<b>3.0%</b>	<b>2.6%</b>
United Kingdom	NHN	3.5%	3.0%	4.1%	3.5%
	NS	3.8%	3.3%	4.2%	4.0%
	MS	3.8%	3.4%	4.1%	4.0%
	OE	3.5%	3.2%	4.1%	4.0%
	<b>All</b>	<b>3.7%</b>	<b>3.3%</b>	<b>4.1%</b>	<b>4.0%</b>

Non-U.S. Countries	
<b>NHN</b>	Nonmanagement Hourly Nonunion
<b>NS</b>	Nonmanagement Salaried
<b>MS</b>	Management Salaried
<b>OE</b>	Officers/ Executives

\*This data may represent a small sample size of less than 30 responses.

Please direct any questions or comments to [surveypanel@worldatwork.org](mailto:surveypanel@worldatwork.org).

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