



# Salary Budget Planning Report

Sample Report

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Participants of WTW's Salary Budget Planning Survey receive complimentary results.



# About the report

## Make informed salary budget and merit decisions around the world.

The **Salary Budget Planning Survey** is conducted biannually to capture trends and shifts related to salary budgets as they evolve throughout the year. With a diverse range of participants across the globe, both editions serve as a comprehensive tool in supporting compensation planning for organizations worldwide.

Both editions offer perspective into how salary budgets plans are evolving year-over-year by collecting both actual budget for the current year as well as budget for the upcoming year. This provides a unique opportunity to compare your organization's plan to the market at a time when most organizations are actively engaged in fiscal planning.

The report also includes awarded or anticipated median salary increases and the percentage of base salary for each employee group, including merit, statutory and collective agreement increases, promotions and cost of living adjustments. Data also includes HR practices.

Each edition features special reporting on actions organizations are taking in response to current market conditions and other relevant topics (e.g., remote working).



# About the report

## This report will help you:

- Ensure your compensation plans are on target globally
- Be informed about salary movements and economic indicators around the world
- Design competitive pay programs with insights into overall salary and merit increases by employee group
- Improve attraction and retention by looking beyond salaries at other factors that influence your pay decisions
- Make informed and defensible decisions about salary and merit increases

## Participation:

Participation is not required; however, participants enjoy complimentary results.

[Sign up to participate for the next report.](#)

## Database size:

We typically receive over **30,000 responses** covering over 150 markets worldwide.

## Report format:

Interactive charts and Excel

## Availability:

The reports are available for the following regions and markets: Africa, Asia Pacific, Canada, Central & Eastern Europe, Middle East, Latin America, Western Europe and United States. Regional reports include additional reporting by industry. Market coverage in the final reports depends on data availability.

## Coverage by country/market:

- Salary movement in comparison with key economic indicators
- Salary movement by employee group
- Spread of salary movement
- Merit increases
- Most prevalent salary review month + status
- Salary budget allocation related to performance rating
- Staff turnover/attrition/recruitment information
- Industry-specific data



[Order your reports online](#)

[Sign up to participate for the next report.](#)



# Rewards AI: Salary Budget Planning Insights

With Rewards AI, you can ask questions in natural language and receive instant, tailored answers - no need to navigate complex dashboards or interpret raw data. This marks a new era in how WTW delivers compensation intelligence - combining trusted data with cutting-edge technology to help you make smarter, faster decisions.

The Salary Budget Planning report is the first module available to Rewards AI users. Participants eligible for the global salary budget planning report receive complimentary access to the Rewards AI application.

How did inflation and employee salary changes change over the last three years in the UK?

## The Future of Rewards Intelligence

Rewards AI, paired with WTW's trusted market data, helps bring greater confidence and speed to your decision making by simplifying reporting and uncovering hidden opportunities.

Salary Budget Planning Insights

### Let's Talk About Salary Budget Insights

- Overview
- Salary Increases
- Attrition Rates
- Bonus Payouts
- Promotion Rates
- Glossary

What is the expected inflation rate for the US?

What is the salary increase in the United Kingdom?

Compare the average attrition rates between UK and US across 2024 and 2025

In which countries are organizations planning the highest merit increases in 2025?

How can I help you today?

What percentage of employees are promoted in the United States compared to Canada?

## Sample output

New, interactive charts provide an easy way to switch between global and country specific views. Excel output is also provided.

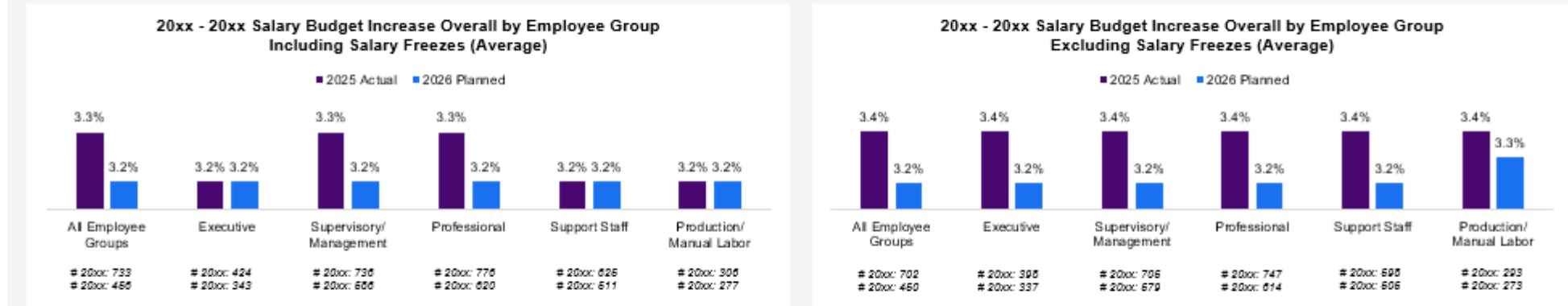
# Sample Report

All Industries Combined



838  
Number of Participating Organizations

Salary Budget Planning Data    Annual Payroll Expense    Hyperinflation    Rewards Action    Remote/Hybrid Working    Annual Starting Salary    Artificial Intelligence in Total Rewards Planning



Employee Group including "salary freezes and negative increases (decreases)"	20xx Actual						20xx Planned					
	P25	P50	P75	AVG	# of Responses	% Entering Zero	P25	P50	P75	AVG	# of Responses	% Entering Zero
All Employee Groups	3.0%	3.4%	3.8%	3.3%	733	4.2%	3.0%	3.2%	3.5%	3.2%	456	1.3%
Executive	2.9%	3.3%	3.9%	3.2%	424	6.1%	3.0%	3.2%	3.5%	3.2%	343	1.7%
Supervisory/Management	2.9%	3.3%	3.8%	3.3%	738	4.2%	3.0%	3.2%	3.5%	3.2%	588	1.2%
Professional	3.0%	3.4%	3.8%	3.3%	776	3.7%	3.0%	3.2%	3.5%	3.2%	620	1.0%
Support Staff	2.9%	3.3%	3.8%	3.2%	625	4.3%	3.0%	3.2%	3.5%	3.2%	511	1.2%
Production/Manual Labor	3.0%	3.4%	3.8%	3.2%	306	4.2%	3.0%	3.2%	3.5%	3.2%	277	1.4%

Employee Group excluding "salary freezes and negative increases (decreases)"	20xx Actual					20xx Planned				
	P25	P50	P75	AVG	# of Responses	P25	P50	P75	AVG	# of Responses
All Employee Groups	3.0%	3.4%	3.9%	3.4%	702	3.0%	3.2%	3.5%	3.2%	450
Executive	3.0%	3.4%	4.0%	3.4%	368	3.0%	3.2%	3.5%	3.2%	337
Supervisory/Management	3.0%	3.4%	3.9%	3.4%	706	3.0%	3.2%	3.5%	3.2%	579
Professional	3.0%	3.4%	3.9%	3.4%	747	3.0%	3.2%	3.5%	3.2%	614
Support Staff	3.0%	3.4%	3.8%	3.4%	566	3.0%	3.2%	3.5%	3.2%	505
Production/Manual Labor	3.0%	3.4%	3.9%	3.4%	293	3.0%	3.3%	3.5%	3.3%	273

# Sample Report

All Industries Combined



## 806

Number of Participating Organizations

Salary Budget Planning Data

Annual Payroll Expense

Hyperinflation

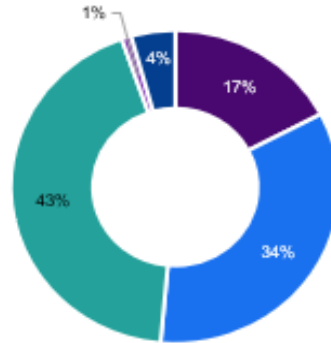
Rewards Action

Remote/Hybrid Working

Annual Starting Salary

Artificial Intelligence in Total Rewards Planning

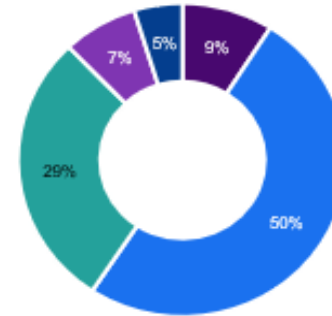
### Budget for the Current Cycle Compared to the Most Recent Compensation Planning Cycle



- Higher than prior year
- No change
- Lower than prior year
- Other (Not yet set)
- Not sure

# of Responses: 205

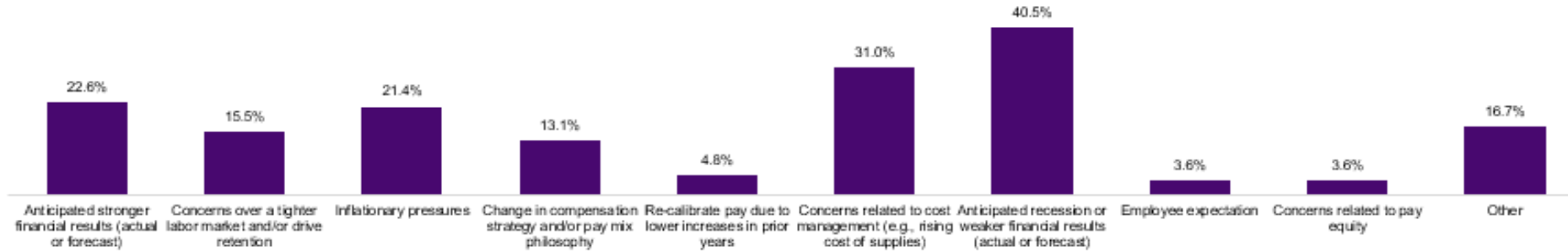
### Budget for the Current Cycle Changed from the Prior Budgeted Projections



- Budgets are higher than projected
- No change
- Budgets are lower than projected
- Other (No prior projection, not yet set)
- Not sure

# of Responses: 159

### Factors Influencing the Change from the Salary Increase Budget Compared to the Prior Year



# of Responses: 54

# Sample Report

All Industries Combined



## 459

Number of Participating Organizations

Salary Budget Planning Data

Annual Payroll Expense

Hyperinflation

Rewards Action

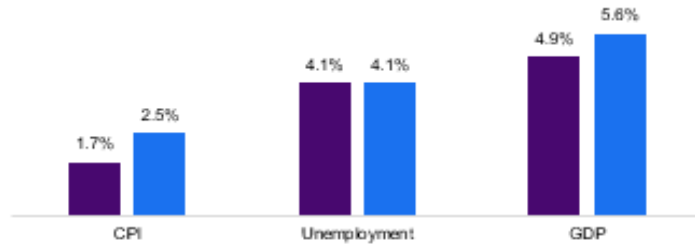
Remote/Hybrid Working

Annual Starting Salary

Artificial Intelligence in Total Rewards Planning

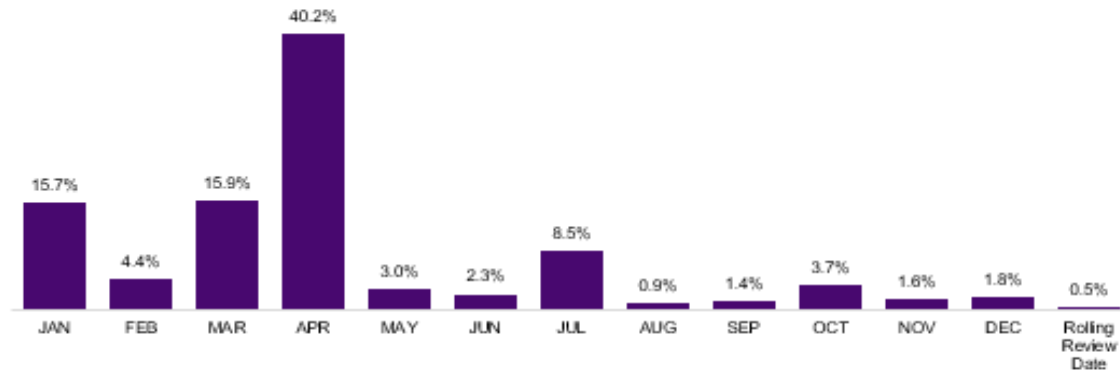
### Key Economic Data

■ 20xx Actual ■ 20xx Planned



Key Economic data source: Oxford Economics

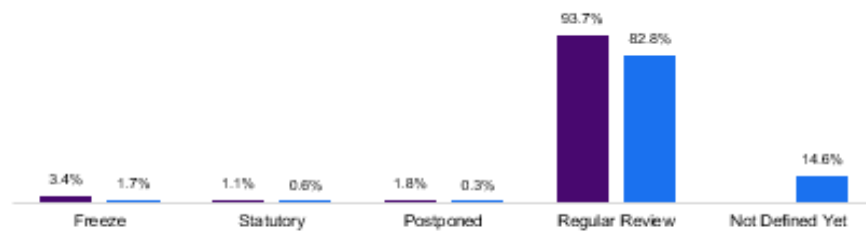
### Most Prevalent Salary Review Month



# of Responses: 433

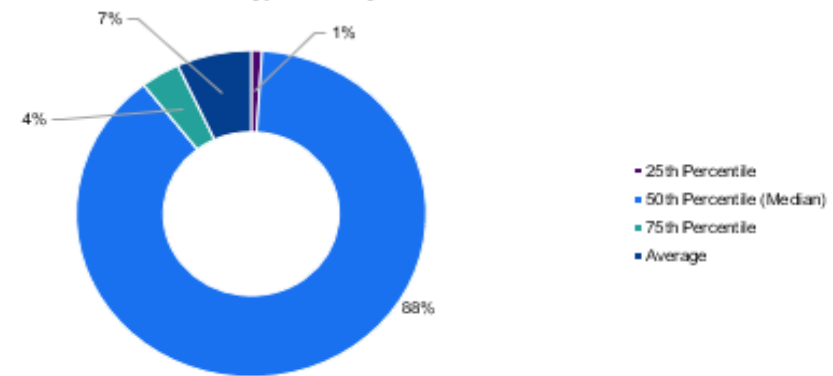
### Salary Review Status

■ 20xx Actual ■ 20xx Planned



20xx # of Responses: 446  
20xx # of Responses: 366

### Typical Salary Reference



# of Responses: 2,908

Note: Global Result

# Sample Report

All Industries Combined



**891**

Number of Participating Organizations

Salary Budget Planning Data	Annual Payroll Expense	Hyperinflation	Rewards Action	Remote/Hybrid Working	Annual Starting Salary	Artificial Intelligence in Total Rewards Planning
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## 20xx - 20xx Merit Increases by Employee Group

Employee Group	20xx Actual					20xx Planned				
	P25	P50	P75	Avg	# of Responses	P25	P50	P75	Avg	# of Responses
All Employee Groups	4.0%	5.0%	5.5%	4.9%	715	4.1%	5.0%	5.5%	4.8%	638
Executive	4.0%	5.0%	5.5%	4.9%	713	4.0%	5.0%	5.5%	4.8%	638
Supervisory/Management	4.0%	5.0%	5.5%	4.8%	715	4.0%	5.0%	5.5%	4.8%	638
Professional	4.0%	5.0%	5.5%	4.9%	715	4.0%	5.0%	5.5%	4.8%	638
Support Staff	4.0%	5.0%	5.5%	4.9%	715	4.0%	5.0%	5.5%	4.9%	638
Production/Manual Labor	4.4%	5.5%	6.1%	5.7%	154	4.6%	5.3%	6.0%	5.6%	135

# Sample Report

All Industries Combined



Salary Budget  
Planning Data

Annual Payroll  
Expense

Hyperinflation

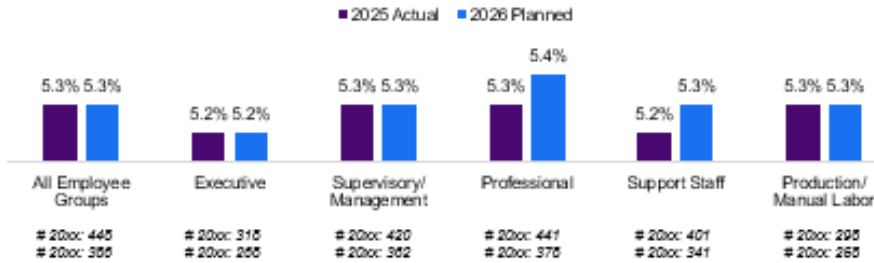
Rewards Action

Remote/Hybrid  
Working

Annual Starting  
Salary

Artificial Intelligence  
in Total Rewards  
Planning

**20xx - 20xx Salary Budget Increase Overall by Employee Group Including Salary Freezes (Average)**



**20xx - 20xx Salary Budget Increase Overall by Employee Group Excluding Salary Freezes (Average)**



Employee Group Including "Salary freezes and negative increases (decreases)"	20xx Actual						20xx Planned					
	P25	P50	P75	AVG	# of Responses	% Entering Zero	P25	P50	P75	AVG	# of Responses	% Entering Zero
All Employee Groups	4.8%	5.7%	6.0%	5.3%	448	3.1%	5.0%	5.6%	6.0%	5.3%	388	1.6%
Executive	4.5%	5.6%	6.0%	5.2%	318	4.1%	4.8%	5.6%	6.0%	5.2%	268	1.9%
Supervisory/Management	4.6%	5.6%	6.0%	5.3%	420	3.1%	5.0%	5.6%	6.0%	5.3%	362	1.1%
Professional	4.6%	5.7%	6.0%	5.3%	441	3.6%	5.0%	5.7%	6.0%	5.4%	378	1.1%
Support Staff	4.5%	5.6%	6.0%	5.2%	401	3.5%	5.0%	5.7%	6.0%	5.3%	341	1.2%
Production/Manual Labor	4.5%	5.7%	6.0%	5.3%	298	4.4%	5.0%	5.6%	6.0%	5.3%	258	1.9%

Employee Group excluding "Salary freezes and negative increases (decreases)"	20xx Actual					20xx Planned				
	P25	P50	P75	AVG	# of Responses	P25	P50	P75	AVG	# of Responses
All Employee Groups	4.8%	5.8%	6.0%	5.5%	434	5.0%	5.7%	6.0%	5.4%	380
Executive	4.7%	5.8%	6.0%	5.4%	305	5.0%	5.7%	6.0%	5.3%	263
Supervisory/Management	4.8%	5.7%	6.0%	5.4%	407	5.0%	5.6%	6.0%	5.4%	358
Professional	4.8%	5.8%	6.0%	5.5%	425	5.0%	5.7%	6.0%	5.4%	374
Support Staff	4.6%	5.7%	6.0%	5.4%	387	5.0%	5.7%	6.0%	5.4%	337
Production/Manual Labor	4.8%	5.8%	6.0%	5.5%	285	5.0%	5.6%	6.0%	5.4%	253



### About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximise performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).



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