

Trend Information for ASPA Salaries and Negotiated Increases  
June, 2008

Item	Facts
HRSDC Canada	<ul style="list-style-type: none"> <li>○ Average Annual Wage Adjustment (National)<sup>1</sup> <ul style="list-style-type: none"> <li>○ 3.2(public)</li> <li>○ 4.0(private)</li> <li>○ 3.4(both)</li> </ul> </li> <li>○ Adjustments in Major Settlements in Canada per Quarter (National)<sup>2</sup> <ul style="list-style-type: none"> <li>○ Q2 '07 – 3.0</li> <li>○ Q3 '07 – 3.9</li> <li>○ Q4 '07 – 3.4</li> <li>○ Q1 '08 – 3.4</li> </ul> </li> <li>○ The largest concentration of employees was in the education and health, and social services sector where wage adjustments averaged 3.5% (National)<sup>3</sup></li> <li>○ Wage Settlements in Saskatchewan since 2007<sup>4</sup>: <ul style="list-style-type: none"> <li>○ Q2 '07 – 4.2</li> <li>○ Q3 '07 – 4.0</li> <li>○ Q4 '07 – 4.2</li> <li>○ Q1 '08 – 2.3*</li> </ul> </li> </ul> <p>* Due to a low settlement skew</p>
Watson Wyatt Data	<ul style="list-style-type: none"> <li>○ Regional Projected Salary Increases for 2007-2008<sup>5</sup>: <ul style="list-style-type: none"> <li>○ 3.61% (executives)</li> <li>○ 3.59% (Prof/Tech)</li> </ul> </li> <li>○ Forecasted average base salary increase in Saskatchewan for 2008<sup>6</sup> <ul style="list-style-type: none"> <li>○ 3.6% 2008 forecast</li> </ul> </li> </ul>

<sup>1</sup> Average Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1988  
[www.hrsdc.ca/en/lp/wid/aawa/public\\_private.shtml](http://www.hrsdc.ca/en/lp/wid/aawa/public_private.shtml)

<sup>2</sup> Average Annual Wage Adjustments in Major Settlements  
[www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly\\_index.shtml](http://www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly_index.shtml)

<sup>3</sup> Average Annual Wage Adjustments in Major Settlements  
[www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly\\_index.shtml](http://www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly_index.shtml)

<sup>4</sup> Average Annual Wage Adjustments in Major Settlements  
[www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly\\_index.shtml](http://www.hrsdc.gc.ca/en/lp/wid/aawa/quarterly_index.shtml)

<sup>5</sup> *Watson Wyatt Next adjustment to base salary average increases (and number of organizations) by region 2007/2008*

<sup>6</sup> *Exhibit IV-1 Summary of average base salary increase by region (2004 to 2008) – Watson Wyatt*

<p>Conference Board Of Canada</p>	<ul style="list-style-type: none"> <li>○ Education and Health Increase- 4.2% for 2007(excluding zeros)*</li> <li>○ Regional for 2007<sup>7</sup> (Saskatchewan/Manitoba) Increase – 4.6% (excluding zeros)*</li> </ul> <p>* Overall Salary Increase</p>
<p>World At Work</p>	<ul style="list-style-type: none"> <li>○ Canadian Salary Increases Projected at 3.9% in 2008 □ Aug. 17, 2007—The desire to attract and retain the most productive employees, is driving employers to project a national average salary increase of 3.9% for 2008, slightly less than the 4.1 % average increase granted in 2007 according to a compensation survey.<sup>8</sup></li> <li>○ Higher Pay, More Flexible Work Arrangements Among Major Canadian Trends for 2008<sup>9</sup> <ul style="list-style-type: none"> <li>○ 67% of employers expect to raise compensation levels in the next three months.</li> <li>○ 49% estimate the average raise will amount to 3% or less;</li> <li>○ while 22% anticipate an average raise of 5% or more.</li> </ul> </li> <li>○ Modest pay increases and inflation rates are forecast for next year in both the US and Canada, with average salary increases above inflation expected at 1.9% in the US</li> </ul>

<sup>7</sup> 2008 Planned Compensation Increases, by Industry, Sector, and Region – Conference Board of Canada

<sup>8</sup> Mercer Human Resource Consulting 2008 Canadian Compensation Planning Survey  
<http://www.imercer.com/default.aspx?page=surveydetail&surveyid=4576&newRegionId=102>

<sup>9</sup> Harris Interactive on behalf of CareerBuilder.ca

	<p>and at 1.8% in Canada. (Projected Inflation in Canada = 2.0%)<sup>10</sup></p> <ul style="list-style-type: none"> <li>○ The average salary increase budget of Canadian employers for 2008 is 3.7%, including a provision for promotional increases, according to Morneau Sobeco.<sup>11</sup> <ul style="list-style-type: none"> <li>○ The highest salary increase expectations are reported in Alberta with average expected increases ranging from 4.3% for operation and production staff to 5.6% for executives before promotional increases.</li> <li>○ Regional variations exist across the country, for example: -Greater Calgary has the highest average projected increase of 4.2% <p>The rest of Alberta is also higher than the national average with a 4.1% projected increase</p> <p>Employers in Greater Vancouver are reporting a projected 3.7% increase</p> <p>The remainder of British Columbia is forecasting a 3.9% increase</p> <p>The Maritime region is estimating 3.6% increase</p> <p>Montreal is budgeting for a 3.6% increase and the rest of Quebec is estimating 3.7%</p> <p>Greater Toronto and the rest</p> </li> </ul> </li> </ul>
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<sup>10</sup> Mercer's 2008 Global Compensation Planning Report

<sup>11</sup> <http://www.morneausobeco.com/>

	<p>of Ontario are forecasting 3.6% increase, on par with Montreal and the Maritimes.</p>
<p>University Operating Budget is a limited amount</p>	<ul style="list-style-type: none"> <li>○ 75% to salary and benefits<sup>12</sup>. We receive money from the provincial government for our operating grant. Currently dealing with a tuition freeze that the government is funding – but it is also effects our overall costs.</li> <li>○ Salaries and benefits costs constitute in excess of 70% of total operating expenditures. In the absence of any negotiated increases, salaries and benefits costs normally progress by approximately 1% annually. Any negotiated increases would then be in addition to this normal progression.</li> </ul> <p>Salaries and benefits costs are projected to increase by 4.5% in 2008/09. The projected increase includes approximately 1% for normal progression as noted above and 3.5% for negotiated increases.</p>

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<sup>12</sup> Vice-President Finance and Resources Presentation on Operating Budget