

Average Base Pay Increases

City/Regional Breakdown:	2008 Actual	2009 Forecast
Nation wide	3.61%	3.46%
Atlantic Canada	3.32%	3.35%
Montreal	3.37%	3.26%
Other Quebec	3.19%	3.24%
Greater Toronto	3.35%	3.33%
Southwestern Ontario	3.35%	3.34%
Other Ontario	3.30%	3.41%
Manitoba	3.38%	3.46%
Saskatchewan	3.61%	3.50%
Calgary	3.86%	3.69%
Other Alberta	3.89%	3.83%
Vancouver	3.48%	3.41%
Other British Columbia	3.48%	3.37%

Industry Sector:	2008 Actual	2009 Forecast
All Private Sector-For Profit	3.61%	3.47%
Public Sector	3.74%	3.63%
Retail	3.32%	3.26%
Manufacturing Durable	3.71%	3.43%
Manufacturing Non-Durable	3.32%	3.35%
Banking/Finance	3.99%	3.75%
Insurance	3.64%	3.51%
Professional/Business Services	4.13%	3.92%

These numbers are based on the 2008-09 Annual Canadian Salary Survey, available online through Watson Wyatt Data Services CompSource™ at wwds.com.

Despite the uncertain economic climate, the reality of an aging workforce and tight labour markets means attracting and retaining workers is a key issue for the majority of Canadian employers.

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