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Following the ORHRI 2018 **Remuneration Conference**, please find a summary of the highlights.

For Canada, the expected wage increase for all jobs is 2.5%, .2% more than in 2017. ■

FORECASTED 2018 SALARY INCREASES (*)

	QUEBEC	CANADA
ALL JOBS COMBINED	2.5%	2.5%

« **Several firms confirm that employers will be cautious about the increases planned for 2018.** »

SECTOR		
Primary Sector (Agriculture, Forestry Fisheries and Hunting, Mining, Oil and Gas)	2.8%	2.3%
Manufacturing	2.5%	2.6%
Wholesale and Retail Trade	2.4%	2.5%
Finance, Insurance and Real Estate	2.5%	2.5%
General Government	2.3%	2.1%

(*) Summary table showing the weighted average obtained from 1941 firms by Korn Ferry Hay Group, Mercer, Morneau Shepell, Normandin Beaudry, Perrault Conseil, Saucier Conseil and Willis Tower.

JOB CATEGORIES	QUEBEC	CANADA
Executive, Senior management	2.5%	2.5%

HR TRENDS FOR 2018

The **attraction** and **retention** of specialized employees;

Ability to **adapt** to **change**;

The « **blurring** » phenomenon of work/family **balance**. ■

According to **Luc Vallée, Chief strategist, VMBL:**

- A poll indicates that 50% of companies plan to hire in the next year;
- A 5% economic growth is expected in the Greater Montreal area, producing **a shortage and scarcity of skilled labor in the next 12 months**;
- The effect of artificial intelligence (AI) and automation will replace 9% of unskilled jobs in 2018.

According to Mercer, there will be **variations in the national average** by sectors such as **mining and metals, which will be at 3%**, followed by the **high-tech** and **life sciences** sectors **at 2,8%**.

THE MILLENNIALS

« **PCI Perrault Conseil Inc., reports that only 21% of companies have initiatives to attract and retain millennials.** »

- Work schedule flexibility (85%)
- Organization of social events (55%)
- Workplace Improvement (55%)

Despite the corporate cautionary climate associated with salary increases, several firms cite other challenges such as an increase in the talent war as well as the growing importance of employee retention. ■

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