


Salary growth in 2022/2023 in member companies

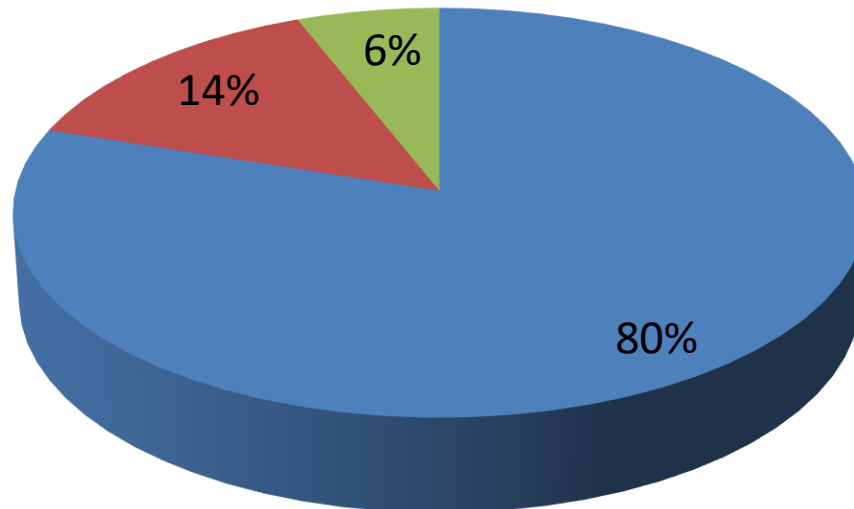
Results of a survey conducted by the Polish-Swiss Chamber
of Commerce in July/August 2022

in cooperation with: 

Survey on salary growth in 2022/2023

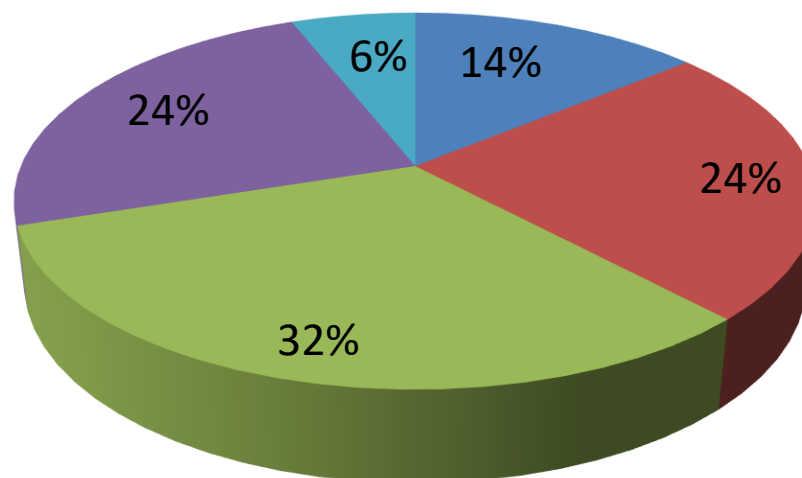
- a survey conducted in July/August 2022
- number of participants: 50 member companies of the Polish-Swiss Chamber of Commerce (anonymous answers)
- the companies' profile consists of three main characteristics: capital, number of employees and area of business (commercial, manufacturing and SSC/ PBO / COE / IT / R&D)
- the results include figures on actual salary growth in 2022 and planned salary increases in 2023 (all figures without bonus payments)

Capital of the company



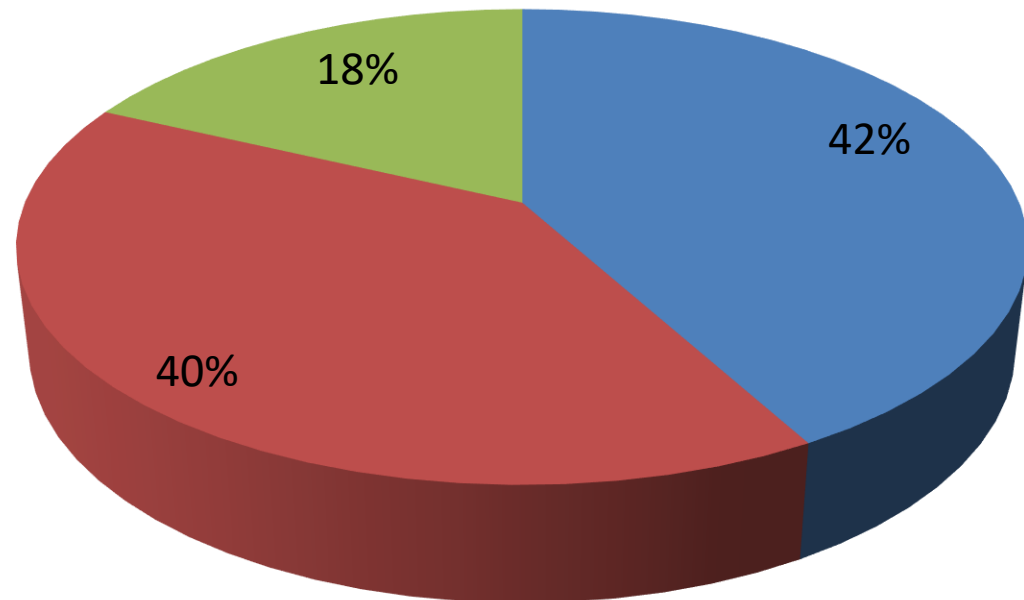
■ Swiss / Liechtenstein company ■ Polish company ■ Other

Size of the company



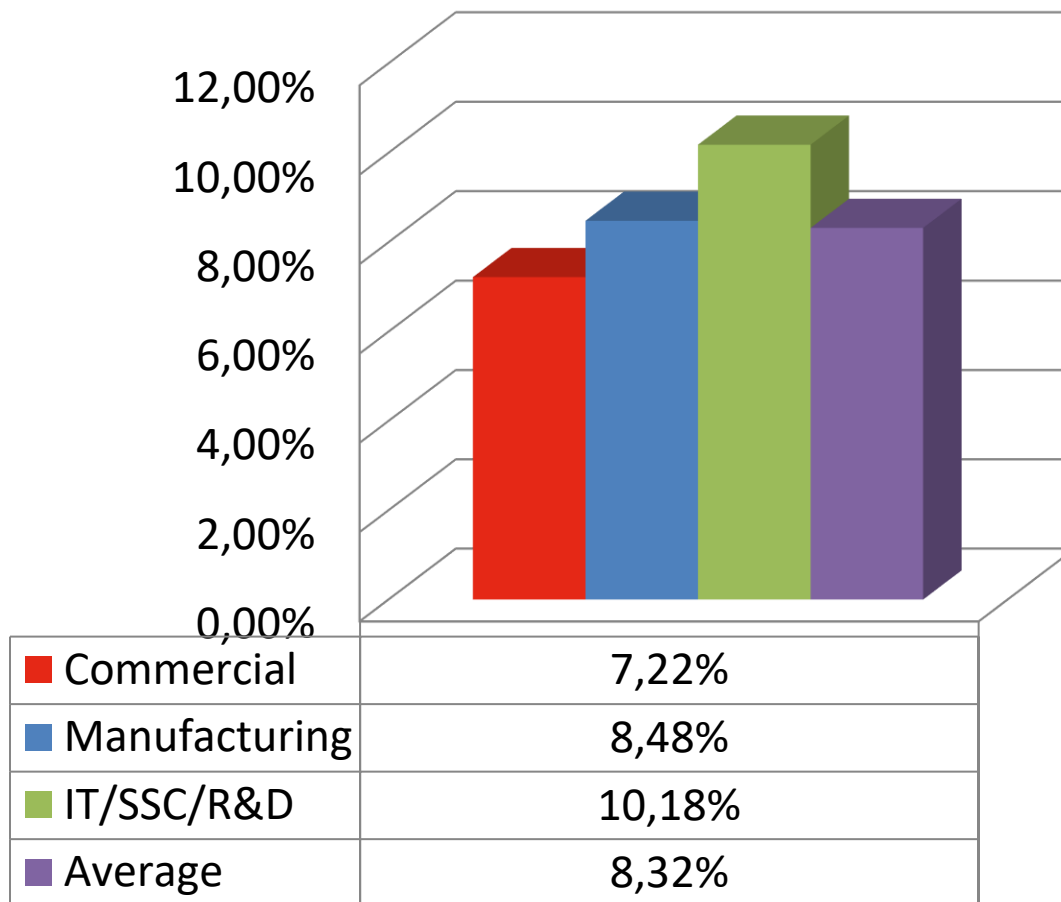
- 1-20 employees
- 21-100 employees
- 101-500 employees
- 501-2000 employees
- 2000+ employees

Area of business in Poland

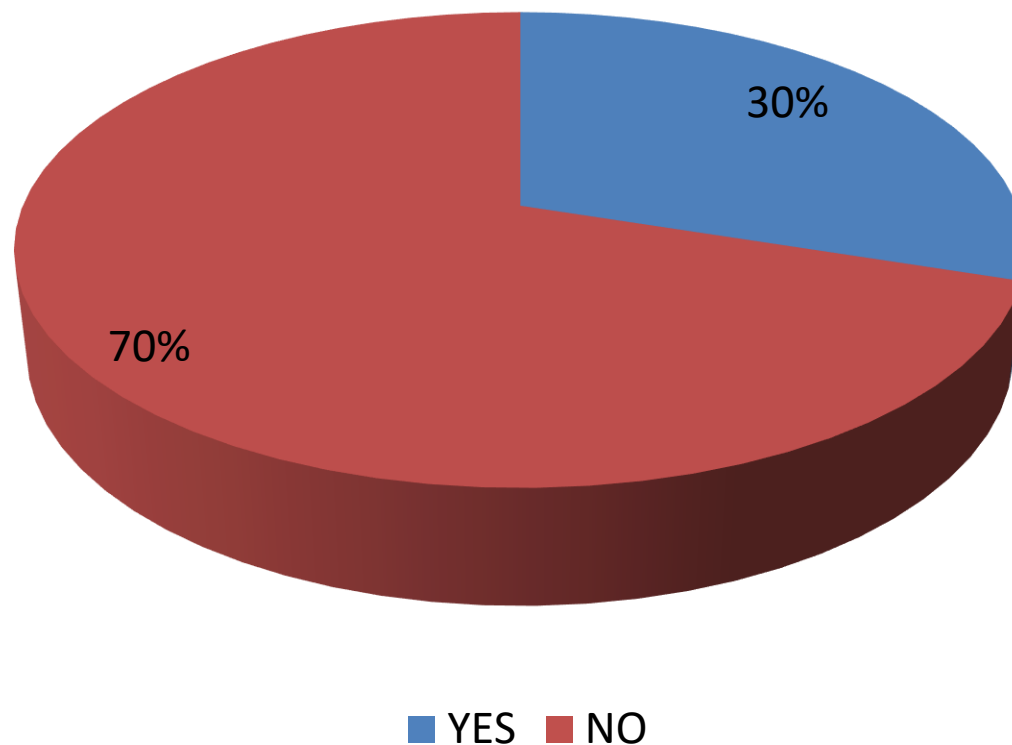


■ Commercial ■ Manufacturing ■ IT/SSC/R&D

What is the salary growth in % realized in your company so far in 2022 (without bonus payments)?

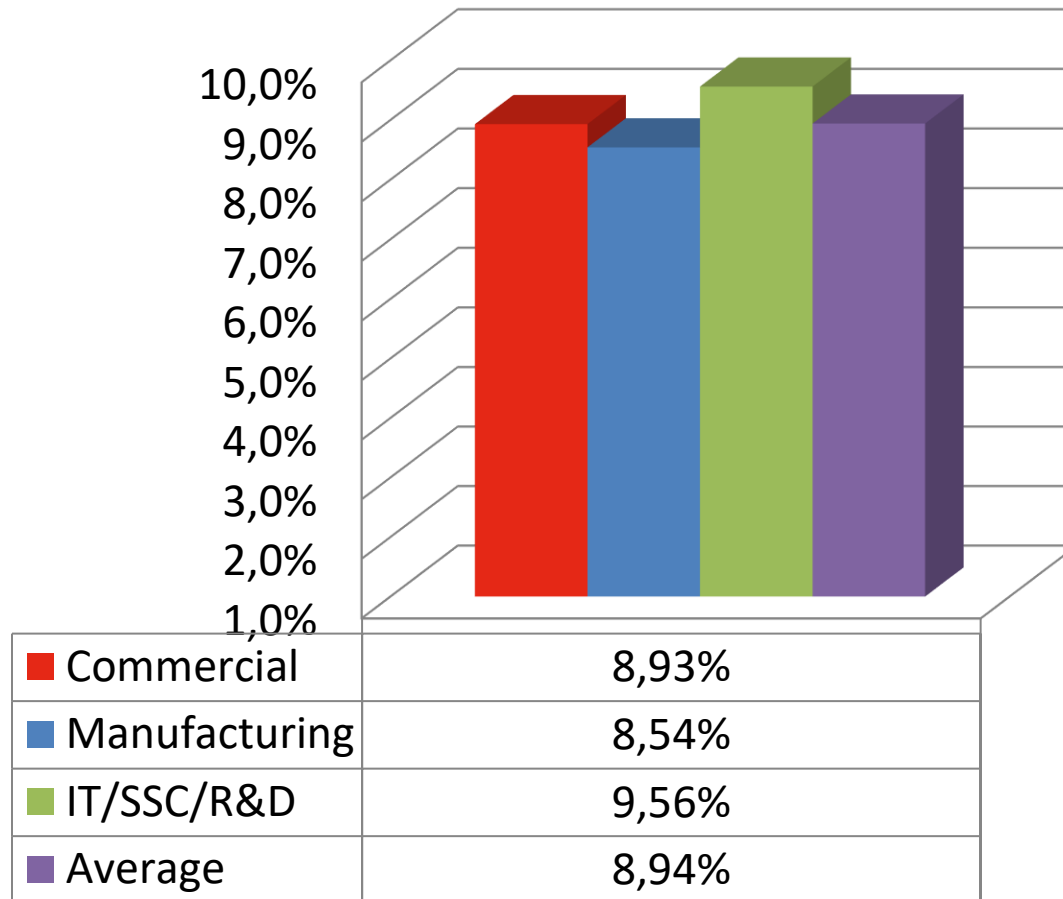


Do you plan any further salary increase in 2022?

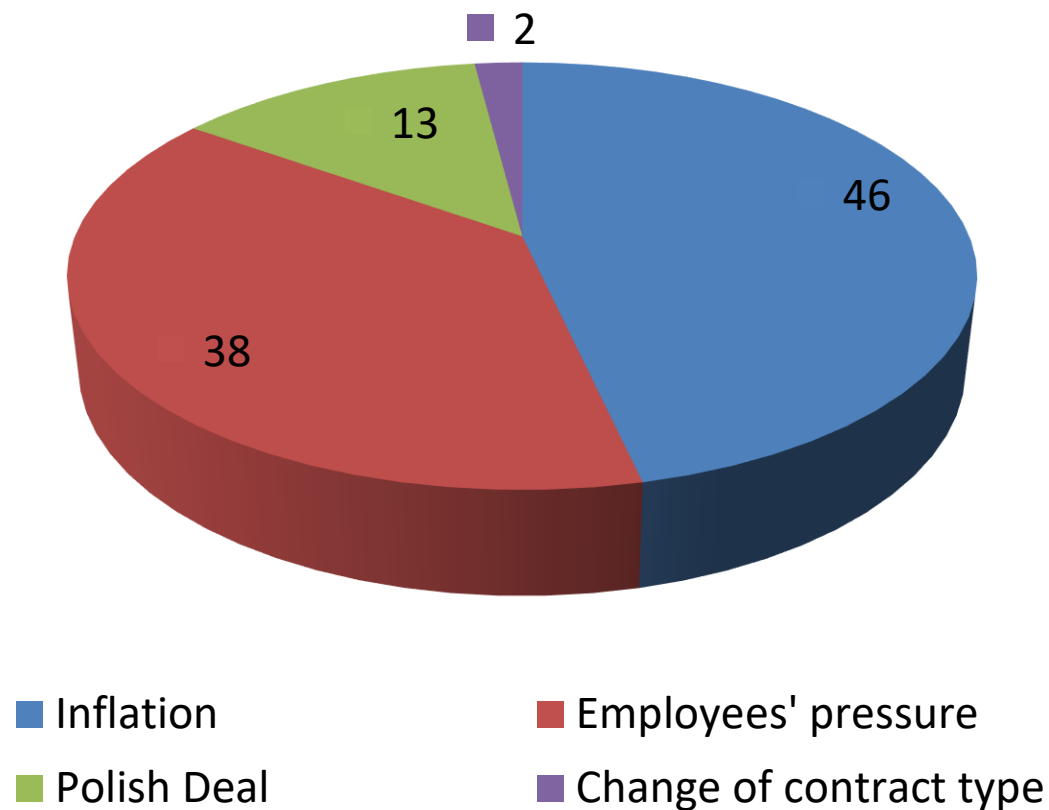


15 out of 50 companies plan further salary increases in 2022, 3 companies couldn't provide the exact data, 12 companies declared average salary growth of 6,71%

What is the planned salary growth in % in the budget 2023 (without bonus payments)?



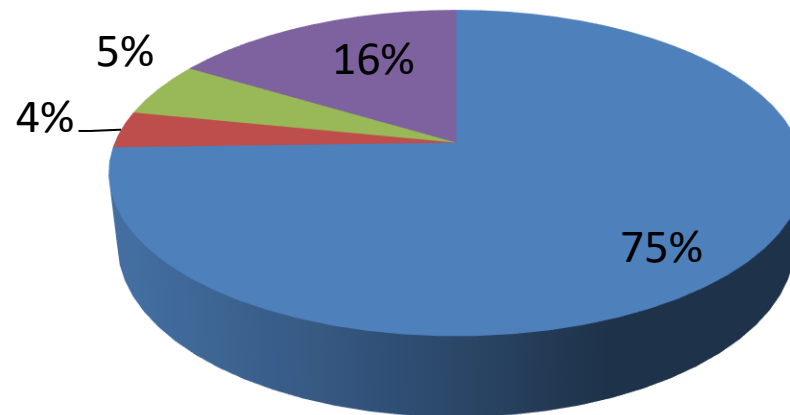
What triggers the salary increase in your company? *



* **multiple choice question**

Other answers: salary reports, achievement of budget, competitors, high voluntary attrition, to be aligned to local labor market

How often are salaries increased in your company?



- Once a year
- Twice a year
- Depending on the inflation rate
- Ad hoc

Other answers: every 2 year, in case of promotion to new position or when widening the scope of responsibilities, normally once but this year twice, in general once a year but this year because of inflation additional ad hoc

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