

2023 pay trends in the Financial Services industry



Employee attraction and retention plague organizations around the globe

Organizations are struggling to fill key roles at every level



Voluntary attrition rate

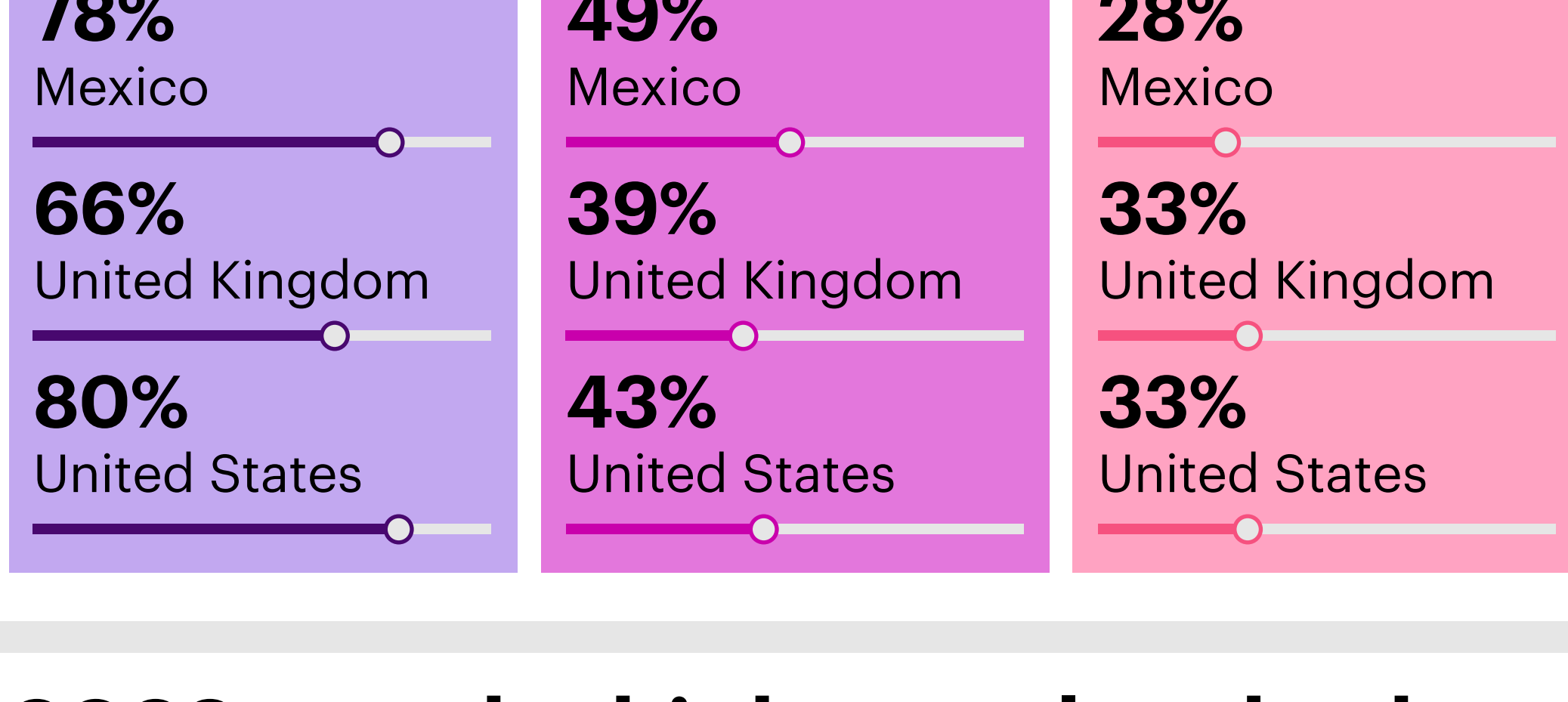
29%
China

10%
Mexico

15%
United Kingdom

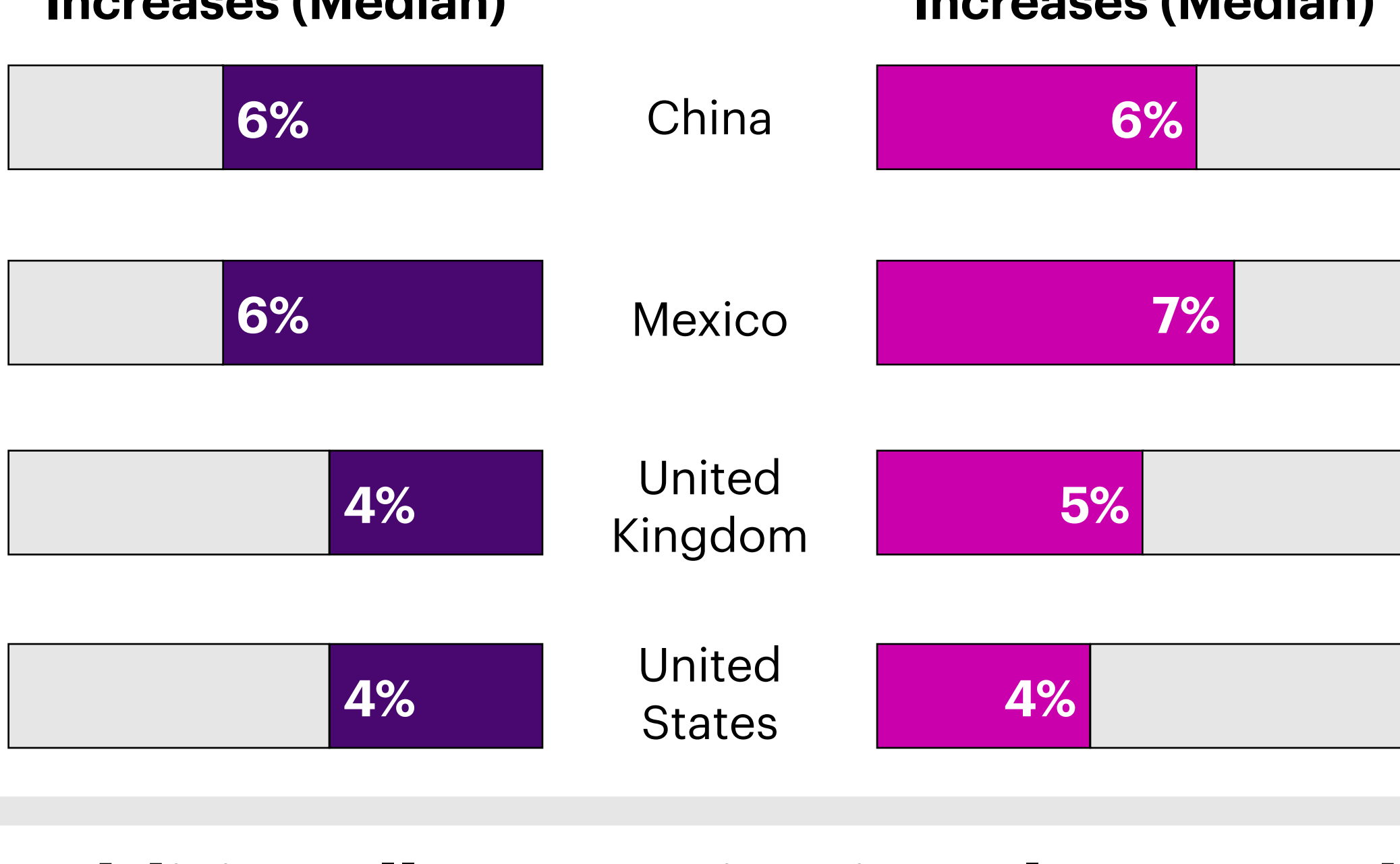
13%
United States

Key roles for which employers will be recruiting in the next 12 months



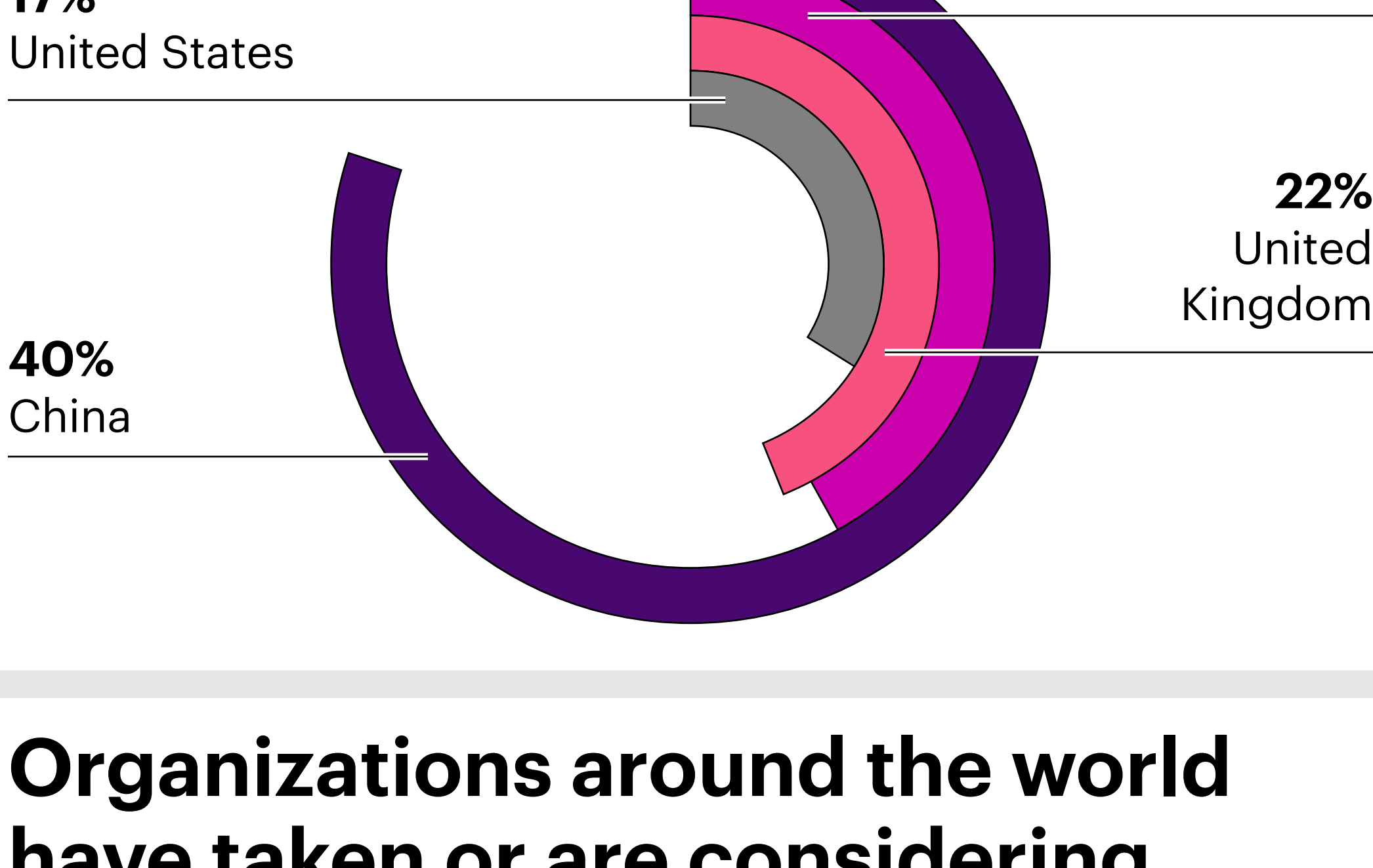
2022 saw the highest salary budget increases in nearly 20 years

Given the fundamental role salary plays in an organization's ability to attract and retain talent, employers plan to carry this adjustment through to 2023 – yet remain cautious about how and when they allocate the overall budget

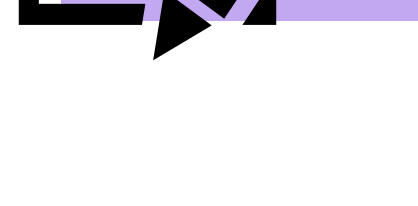


Additionally, organizations leveraged bonus payouts in 2022 and, again, are on track to the same in 2023

25%: Average 2022 projected variable payout for middle managers and professionals



Organizations around the world have taken or are considering taking the same three actions



51%

Compensation review of specific employee populations



45%

Targeted increases for specific employee populations



44%

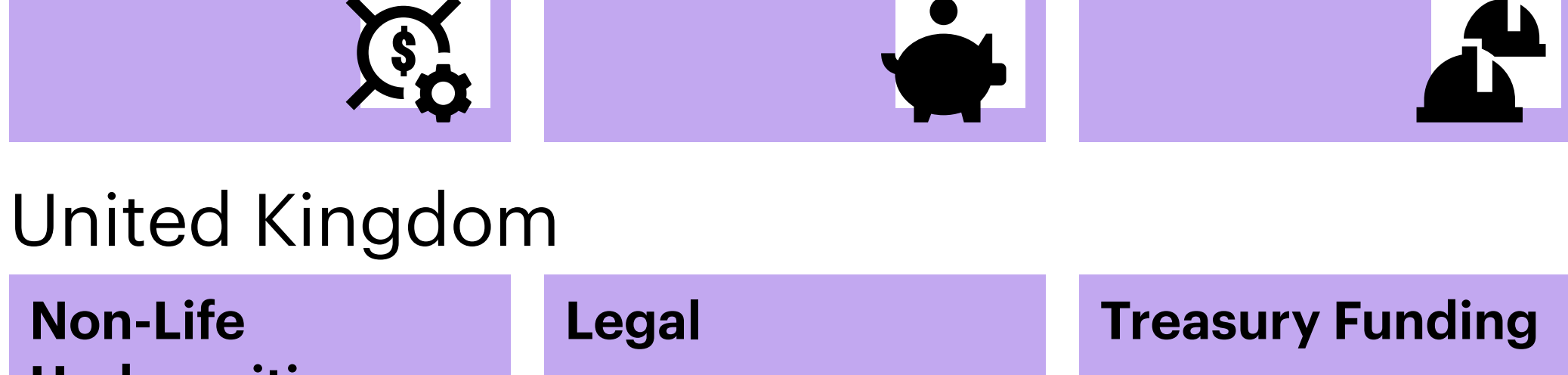
One-off cash payments (e.g., retention bonus, lump-sum payment or allowance)

Top 3 highest-paid functions in the industry at Professional Level 3 (P3)

Mexico



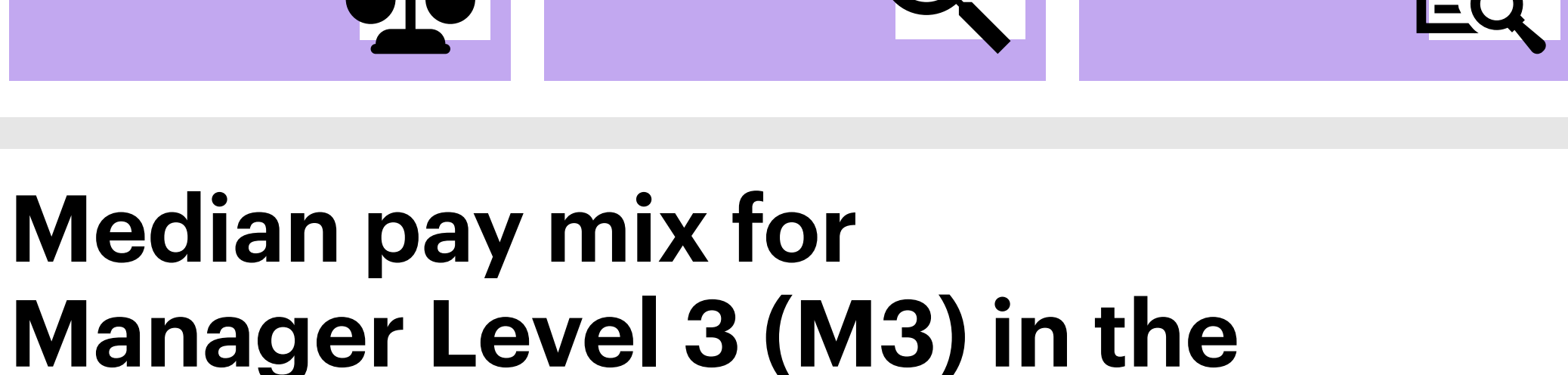
China



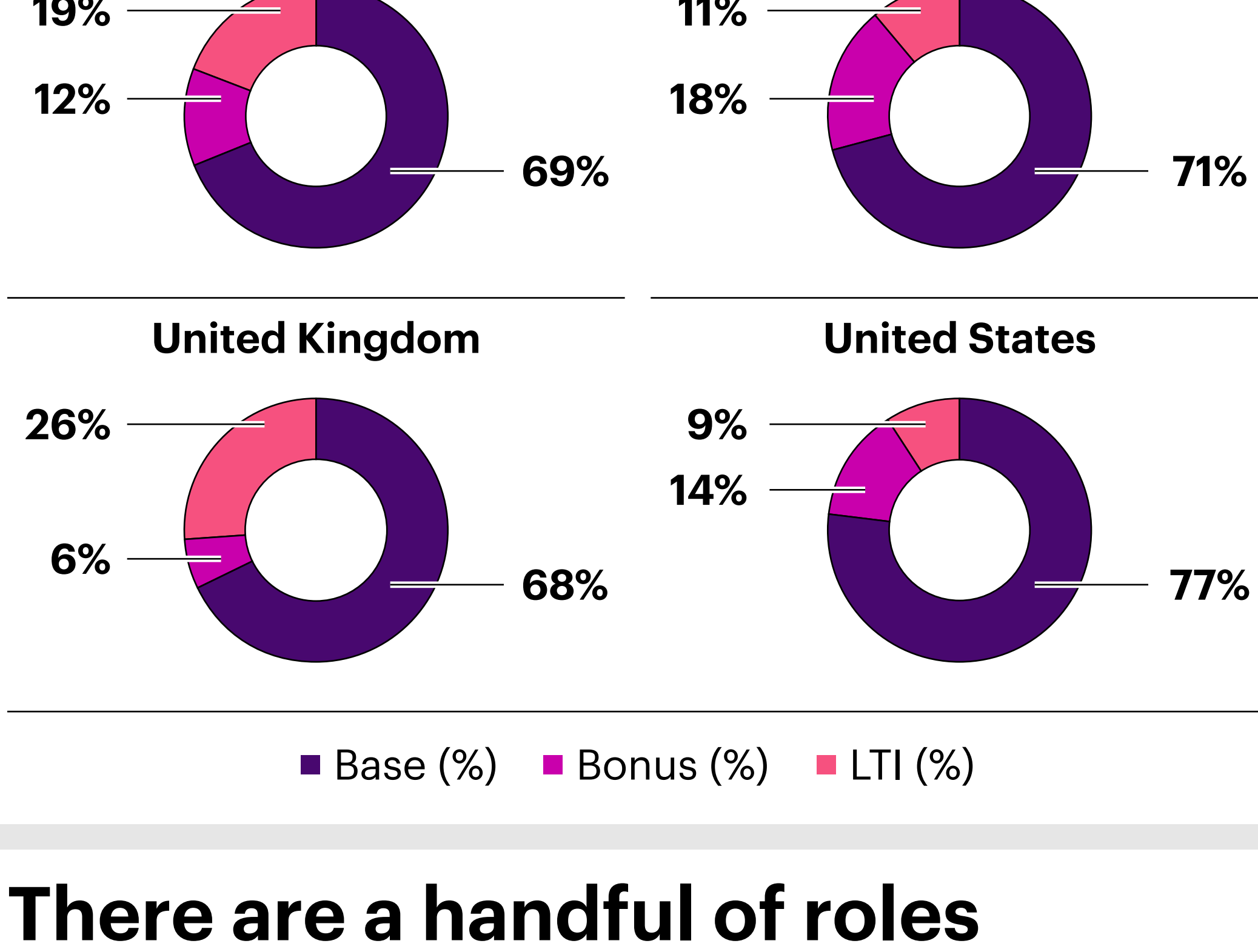
United Kingdom



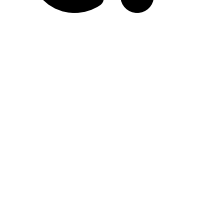
United States



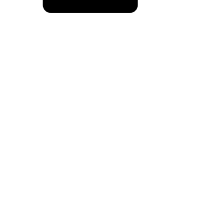
Median pay mix for Manager Level 3 (M3) in the Data Scientist function



There are a handful of roles that will receive the highest pay premiums across regions



AI/machine learning frameworks



Cryptography, distributed ledger development, smart contract programming

15%

Asia Pacific

20%

Europe, Middle East and Africa

15%

Latin America

North America

Trends that will drive 2023 rewards decisions

1

Rising interest rates will provide opportunities for retail banking, but challenges will prevail in capital markets and related businesses. With no one-size-fits-all definition of “better” results, organizations will look closely at how rewards are administered.

2

Persistent inflationary pressures will continue fueling employee expectations and perceptions around job security and financial wellbeing, causing organizations to continue their focus on the employee experience and attempt to develop a more resilient, secure workforce.

3

With workplace flexibility not yet fully settled, Financial Services organizations will continue exploring the best way to develop flexible work arrangements and leverage these programs as a differentiator in the war for talent.