

# Creating a Salary Increase Letter

## 6 Scenarios

### Merit-based increases

*Employers may reward employees with a salary increase for exceptional work performance, achievements, or contributions.*

### Job changes

*A salary increase letter formalizes the change if an employee transitions to a different role.*

### Annual performance reviews

*Linking salary increases to performance outcomes is a tangible & measurable way of tracking how well an employee has met their KPIs.*

### Contractual increases

*Salary increases may be pre-determined in employment contracts or collective bargaining agreements.*

### Cost of living adjustments

*Employers may provide salary increases to accommodate for inflation or changes in the cost of living.*

### Promotions

*When an employee is promoted to a higher position,*



# Salary Increase Guide

**JE Gale**



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