

Global Pay Summary

Create a solid foundation for your pay structure.

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



A global online subscription includes online access to all markets and jobs, as well as downloadable Excel files!

This is the perfect partner to:
Compensation Drivers!



Included in a TAAP+ subscription!

This product can help you...

- Quickly access data for the same core jobs across different markets.
- Create levels of pay within different job families found in most organizations.

What's included?

- Annual base salary in local currency and USD
- Annual total cash compensation in local currency and USD



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **benchmarking** and **market differentials calculators!**

50 benchmark jobs organized by job family:

Administration, engineering, executive leadership, finance & accounting, human resources, information technology, legal & compliance, manufacturing, sales, supply chain

What's new in 2024?

Pay data will be reported in local currency, EUR and USD!

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[Region Sample](#)

[Job Descriptions](#)

Take a closer look...

Global online

Executive leadership Administration Engineering Finance & accounting Human resources Information technology Legal & compliance Manufacturing Sales Supply chain

Local currency amounts 1 USD = 1.24 CA
1 EUR = 1.44 CA

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Chief executive officer (CEO)	342,381	404,600	461,181	417,312	527,597	664,091
Chief operating officer (COO)	263,973	300,000	323,650	314,715	373,422	457,384
Chief financial officer (CFO)	244,790	276,518	295,999	276,371	347,250	488,541
Chief information officer (CIO)	241,155	262,211	295,999	295,999	369,260	423,281
Chief human resource officer (CHRO)	218,053	262,211	295,999	262,211	294,750	351,230

USD amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Chief executive officer (CEO)	275,120	325,116	370,581	335,330	423,950	533,629
Chief operating officer (COO)	212,115	241,065	260,068	252,889	300,063	367,530
Chief financial officer (CFO)	196,701	216,958	254,659	222,077	279,032	392,566

Region Excel

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Base salary and total cash compensation

Region	Sub region	Market	Job family	Sub family
Region name	Sub region name	Market name 1	Executive leadership	General management
Region name	Sub region name	Market name 1	Executive leadership	General management
Region name	Sub region name	Market name 1	Finance & accounting leadership	Finance & accounting leadership
Region name	Sub region name	Market name 1	IT, telecom & internet leadership	IT, telecom & internet leadership
Region name	Sub region name	Market name 1	Human resources leadership	Human resources leadership
Region name	Sub region name	Market name 1	Administration	Administration - secretarial
Region name	Sub region name	Market name 1	Administration	Administration - secretarial
Region name	Sub region name	Market name 1	Administration	Administration - secretarial
Region name	Sub region name	Market name 1	Administration	Facilities management & planning
Region name	Sub region name	Market name 1	Administration	Facilities management & planning

Salary data Sources Methodology Worksheet

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2024 Release: January 17

Online pricing

	USD	EUR
Global online Up to 15 users	6,000	5,900
Global online Up to 5 users	3,700	3,600
Add single user	1,000	975

Get access for up to 15 users from as little as \$34 per user per month!*

Excel pricing

	USD	EUR
Region Excel	2,000	1,950

Pricing note

Global online includes two options: Access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user). Regions available: Americas; Asia Pacific; Central & Eastern Europe; Middle East & Africa; and Western Europe.

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Global online orders sold via the [Mercer Shop](#) automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiry date.

*Amount per user per month is for illustration purposes only. Global online options are invoiced annually at the listed prices and include up to 15 users or up to 5 users. They are not available at a cost per user per month rate.



Online version can be viewed in English, French, German, Portuguese and Spanish!

Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.