

Media Article



Vocational Guidance Services

SO YOU WANT A PAY-RISE?

One thing that is certain in life, no matter what the budget may reveal, is that prices go up. How many times have your parents bored you with stories of how they used to be able to buy a loaf of bread for such small change that those coins are now no longer in use? So, if prices go up, ideally, so should your salary.

However, before you decide you deserve a 600% pay rise, you should first consider if that is realistic, given how your organization, or the economy as a whole, is doing. If things are looking up and your bosses have given themselves immense pay-rises and are suddenly driving a fleet of Mercedes, you are in your rights to wonder why you have not had a raise for years, if that is the case. If your organization has suffered, though, with management taking salary and benefit cuts, and staff being laid off, then now might not be the time to raise this topic!

When you have decided you need to have this daunting conversation, there are certain things you can do to improve your chances of success. First off, make sure you follow 'protocol' and go through the official channels. Discuss the situation with your immediate supervisor; don't 'doorstep' or ambush the CEO at a cocktail, which would just annoy your supervisor. Approach this professionally and you will be seen as an asset not a liability.

Be honest with yourself. If the shoe was on the other foot and you had to give the pay rise out of our own pocket, how much of a raise do you honestly think you deserve? 10% is the annual norm, but if you are gunning for more you had better have plenty of facts and figures to back up your claim. Ask yourself - and have proof at hand – how much did you earn for the company, or how much did you save for them? Take to the meeting 'concrete evidence' in the form of appraisals, awards, and reports. Remember this is like an interview situation where the onus is on you to convince the employer of your worth.

Just like in an interview, you want to be well prepared and positive. Do not go in there like a bull with toothache and expect your ideas to be welcomed. Give your boss a chance to prepare themselves, so that you can have a reasonable discussion and they can make decisions then and there. Another useful piece of ammunition might be to compare your salary to others in the same position in the same industry. Be careful how you raise this topic, though, as it may look like a veiled threat that you aim to join the competition unless given a raise.

Through out this process, stay calm and reasonable. Be willing to listen to the boss – they might have a valid reason why they cannot increase your package. In which case, perhaps you can ask them to consider other benefits, such as medical cover, school fees or even flexible hours.

Keep in mind that the worst thing you can do is lose your temper or make an ultimatum – you might find that your threats to resign are accepted and you would be left with no job at all. Money is important, but if you really enjoy your job, maybe now is not the time to put it all on the line? Of course, it is your right to ask – but think it through carefully first.

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