

Please can I have a pay rise? How British!



Asking for a pay rise is one of the least British things we could do. We're far happier to mutter 'I don't get paid enough for this' under our breath and silently fume because no one's read our minds.

This very British approach isn't useful for you or your employer. You end up lacking motivation, your work suffers as a result, and your employer is left wondering why your performance is not what it used to be.

Time for a reality check. If you genuinely believe you **deserve a pay rise it's time to** stop suffering in silence and just ask for it. (But read the following tips first, they might just help.)

Here are 5 ways to negotiate a pay rise:

1. More Money Isn't Everything

There may be **an underlying reason why you haven't** been offered a pay rise; for example, the company may not be able to accommodate extra costs at the moment. After all it costs a fortune to run a company, and, in most cases, the payroll and staff overhead is the single highest cost. Maybe you should think about alternatives that will improve your working life without too much additional spending required.

Additional holiday and training opportunities are obvious starting points. Think about what contributes to your stress day-to-day – if your computer continually crashes, ask for an upgrade, if you find yourself getting road rage in the morning traffic, ask for more flexible hours. But be reasonable, remember that whatever you manage to negotiate would need to be offered to everyone that works there.

2. See How You Compare

Find out what sort of salary you could expect if you were doing your job for a similar company – if **it's** well above **what you're being paid currently, your employers are getting a bargain, and it's definitely time to change** things. **On the other hand, if you are getting the 'going rate' you had better be able to show why you think you are worth more!**

Be discrete when doing your research and make sure **you are comparing 'like-for-like'** to get an accurate figure, **don't trawl the job boards at work, that's just disrespectful!** Try to avoid telling colleagues you have seen jobs like yours advertised at higher rates, office

gossip will get back to the boss. Chinese whispers will probably mean that by the time you ask for the meeting to discuss your pay the boss will think you are going to hand in your notice!

Employers need to factor in replacement costs and any recruitment fees and training for a new employee, so you could politely point this out. But never make it sound like a threat or you could find yourself dusting off your CV and searching the job boards for real.

3. Demonstrate Why You're Worth More

There's no point in just asking for more money. You are paid to do your job and if you've been 'just' doing your job then why should you be paid more?

Confidently explain your accomplishments with evidence to back up your points, this is your chance to highlight your worth to the company. Provide details in the form of printed materials so your manager can take them away.

If your manager is any good these will only be reminders, a good manager will know what you have achieved, but it will help them to negotiate with those further up the chain.

An astute manager will realise that your great work reflects well on them, and they may even decide to ask for a salary increase themselves.

4. Get Your Timing Right

A pay rise isn't as simple as your manager saying 'yes' after you've spoken to them. The process could involve multiple people as well as HR and finance. Asking for a

pay rise when everyone has overflowing 'to do' lists will **get you off on the wrong foot before you've** even asked the question.

Aim for a time that will cause minimal disruption, your 1-2-1 meeting is a good opportunity, just so long as it is going well. Some employers use the annual assessment to do pay reviews, **so you may find that you're offered a** pay rise without needing to ask!

5. Don't Be the First to Name a Price

This may be obvious but it's where many people go wrong when negotiating, never be the first to name a figure. Of course, the question has to be asked, but do your best to avoid suggesting a number before you have an idea what might be offered. That way you can negotiate upwards – **if you name your price you'll only** ever be negotiated downwards. Think of it like an episode of one of those antiques shows, but in reverse, the dealer would be daft to say give me a fiver if the ticket has fifty quid on it! You know how it works, the **celebrity say's "the ticket has 50 on it but I was thinking more along the lines of a fiver...."** The dealer then say's **"I couldn't possibly do it at a fiver, how's 40 sound?"**

Celeb: **"I could stretch to ten"**

Dealer: **"I need at least thirty"**

Celeb: **"fifteen, and that's my final offer"**

Dealer: **"Give me twenty-five and it's yours"**

Celeb: **"twenty and I'll shake your hand"**

Dealer **"Done"**

Both sides use the long pause, a well-known sales negotiation tactic.

People's natural instinct is to try to fill silences in conversation, so take a step back and allow your employer to do the talking. Often this can result in them offering you more than you may have been aiming for originally.

So, in summary:

If you truly believe that you deserve a pay increase, demonstrate why and build a business case to back up your request. Research what your market value is and be open to negotiation in terms of benefits aside from additional money. Never use aggressive tactics, but **don't be soft either, your employer will respect you more if you are firm.**

Ensure your timing isn't disruptive and remember silence is golden, hold your nerve so that your employer feels compelled to name their price first.

If all else fails, send us your CV 😊

Happy negotiating!

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