

# ON THE RIGHT PATH

Further your treasury career with our expert employment advice

**“I haven’t had a pay rise for two years and I think I deserve one. How can I negotiate a pay rise in this climate or do I need to leave and get another job?”**



This is a common situation that many people find themselves in and it is a major factor that contributes to a decision to move jobs. But it is possible to negotiate a pay rise as long as this is approached in a methodical and structured way. As with any issue, communication is key.

First of all, you need to be able to effectively explain your reasons for requesting a rise and detail why it is deserved. This can be a hard process to go through since it takes a real degree of self-evaluation. Start by detailing and comparing the nature of your work and the experiences you have gained over the course of the past two years. This can then be used to demonstrate to your manager how your role or responsibilities

have evolved. Salary surveys that are published by recruiters can also provide a benchmark of what you should expect to be paid.

Try not to see the conversation with your manager as an ambush. Instead, use the opportunity to demonstrate, clearly and methodically, how you have grown as an asset to the organisation. Stick to the facts, and remember to include any relevant points raised during previous conversations or appraisals. This allows the manager to respond to what you have presented and explain what is needed to gain a pay rise. The process will help to highlight what you are not doing that could ultimately make all the difference.

One tactic I would caution against is using an offer from another company to push for a salary increase – this can end up backfiring and generate bad blood among all parties involved. Before making a decision to move, think hard about the reasons for doing so. If your motivations are purely based on salary expectations, then communicate with your manager using the advice above. Even if it is about more than salary, going through this same process will allow you to review your role and the scale of your development. ♡



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