

# How To Get A Payrise In Five Easy Steps



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**Sometimes you need to ask for what you think you deserve.  
You've got this...**

Are you feeling overlooked thanks to the salary your employer is giving you? Has it been years since you've had a pay review even though you're taking on more work and staying in the office for longer?

Welcome to our world, *amIright?*



These days it seems that unless you ASK for a payrise, you shouldn't expect to even have a conversation about money. But where does that leave you if you believe you're not being paid what you deserve? According to HR expert Karen Gately, you're not alone. And you shouldn't sit back and allow yourself to be ripped off.

If you don't believe you are being paid what you should be, here are 5 steps you can take to ensure you don't get overlooked.

### **Put your hand up**

A common reason people don't get pay increases when they deserve to, is they hesitate to ask for one. If a pay rise is what you want speak up and let your manager know," Karen told 10 daily. "While of course it's ideal that your employer drive the process of ensuring you receive fair compensation, when they fail to, for whatever reason, don't be backward in coming forward."

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Do something before you feel totally undervalued and aggrieved. Talk to your manager about how you feel and what you would like to see happen.

Her suggestion: Talk to your manager about getting a pay review.



### Have clear expectations

Know what you want. Have a clear view of not only what you believe you should be paid but also why. "Form realistic expectations of your earning potential by doing your research, suggested Karen. "Make reasonable requests by understanding how your role, experience or contribution justifies the need for you to earn more than you already do. Simply saying your want or need more money to live, isn't enough to convince most employers of the need to give you a raise."

Her suggestion: Do your research. Understand what's reasonable to expect.



### Understand the value of your role

There's no point going into a pay review discussion kidding yourself about what you can expect to earn in the job you're in -- there is a ceiling to what any employer will pay for a particular role. "Face the reality that you may need to earn a promotion in order to increase your income," suggested Karen.

Her suggestion: If you have reached the ceiling of earning potential in your current job talk to your manager about what skills or experience you need in order to take on a more senior position.



## Understand the value of your contribution

Consider the standard of your performance and level of contribution, suggested Karen. Ask yourself if you're disciplined with your time, organised and focused enough to optimise the level of your productivity and the value you add.



**Has the level of your contribution grown over time and justify the need for your employer to pay you more? If you are unsure ask for feedback so you can better understand how your employer sees your worth to the business."**

Her suggestion: Ask for the training or support you need increase your contribution -- get the experience you need to add greater value.



## Argue your case with reason not emotion

Like any negotiation process you're more likely to achieve the outcome you want if you're perceived as being fair and reasonable. "Keep emotion out of your discussions and focus on why you believe a pay increase is justified. Prepare your case in advance and be ready to talk about your expectations and any specific requests you have," Karen told 10 daily. "Appreciate that your employer may not be in a position to go all of the way to meeting your expectations in one step. Be open to exploring steps that can be taken over a period of time."

Her suggestion: Be calm, rational and patient. Make sure you have reasonable expectations and be open minded to reaching alternative yet mutually agreeable solutions.

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