

# HOW TO GET THAT PAY RISE YOU DESERVE DURING THE COST OF LIVING CRISIS

**20-YEARS** OF WORLD-CLASS MANUFACTURING  
C-LEVEL EXECUTIVES | DIRECTORS | SENIOR MANAGEMENT  
HR | OPERATIONS | SUPPLY CHAIN | PROCUREMENT | FINANCE | ENGINEERING | QUALITY

# CONSIDER YOUR POSITION

- CONSIDER WHETHER YOU'RE ACTUALLY UNDERPAID.
- COMPARE YOUR PAY TO INDUSTRY AVERAGES.
- BACKGROUND RESEARCH INTO SIMILAR JOBS TO FIND OUT WHAT OTHERS ARE BEING PAID.
- SPEAK TO RECRUITMENT CONSULTANTS (US!) WHO HAVE A CLEARER IDEA OF WHAT BUSINESSES IN YOUR AREA ARE PAYING.



# WHEN TO ASK FOR A PAY RISE

- PICK A MOMENT SUCH AS YOUR PERFORMANCE REVIEW.
- THE END OF THE FINANCIAL YEAR OR AFTER A CRUCIAL BUSINESS WIN.
- PICK A TIME AT WHICH YOUR BUSINESS MAY BE MAKING FORECASTS FOR THE FUTURE AND MAYBE MORE AMENABLE TO SALARY DISCUSSIONS.

# STAKING YOUR CLAIM

- MAKE SURE YOU HAVE EVIDENCE OF YOUR PRODUCTIVITY; I.E. WHAT CLIENTS YOU'VE BROUGHT IN, HOW MUCH YOU'VE INCREASED TURNOVER BY OR OTHER INDUSTRY-SPECIFIC METRICS, DEMONSTRATE EXPLICITLY BY STATING HOW YOU ADD VALUE.
- KEEP A RECORD OF ACHIEVEMENTS AND RECOGNITION; I.E. PRAISE FROM OTHER MEMBERS OF STAFF.



# HOW TO BEHAVE

- **LOOKING GREEDY OR ILL-INFORMED MAY AFFECT YOUR CHANCES WHILE THREATENING TO QUIT SHOULD THEY NOT MEET YOUR DEMANDS WILL LOOK PETULANT AND MAY AFFECT YOUR STANDING.**
- **YOUR BODY LANGUAGE WILL HELP; SIT UP STRAIGHT, MAKE EYE CONTACT AND SPEAK SLOWLY TO DEMONSTRATE CONFIDENCE AND THAT YOU'RE COMPETENT ENOUGH TO BE PAID MORE.**

# PREPARE FOR THE WORST

- BE PREPARED TO ACCEPT WITH DIGNITY BUT MAKE SURE TO SEEK A CLEAR REASON FOR REFUSAL. IS THE COMPANY SIMPLY STRAPPED FOR CASH OR DID YOU FAIL TO PUT FORWARD A CONVINCING CASE?



**IF YOU WOULD LIKE  
SUPPORT WITH  
FINDING A ROLE  
WITH BETTER PAY;**

**CONTACT THE RECRUITMENT TEAM AT  
[RECRUIT@MORGANRYDER.CO.UK](mailto:RECRUIT@MORGANRYDER.CO.UK)**



# FOLLOW OUR LINKEDIN PAGE FOR THE **LATEST**

- **INDUSTRY NEWS**
- **JOB OPPORTUNITIES**
- **MARKET INSIGHTS**
- **ADVICE & GUIDANCE**

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**MORGANRYDER**

**BRINGING PEOPLE TOGETHER  
FOR OVER 20 YEARS**

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