

## *Pitching for a Pay Rise*

**We would all like a little extra in our pay packet each month – here are seven sure-fire steps to help you seek your next pay rise.**

**1. Know your economic and market value.** Speak to a recruiter and check both online and newspaper job advertisements to establish how much you are worth. If you are a fee earner for your boss, know your budget performance and client results.

**2. Go for regular interviews.** It's good to keep your interview skills up to scratch even if you are happy where you are. Knowing other companies are interested is great for your confidence when asking for more money.

**3. Pick your timing.** Fridays are good – your boss can consider your request over the weekend ... and the prospect that you may be looking for another job! Make an appointment to see your boss for early afternoon as soon as you arrive for work.

**4. Be prepared.** Ensure you can quantify why you deserve a pay rise – you may be asked. Keep it short, structured and without emotion. Don't whinge; don't be defensive; don't be apologetic.

**5. Negotiate from a position of power.** Consider what impact your resignation will have on your department and company. Time your approach for when you have taken on added responsibility or started a new project.

**6. Pitch over but be realistic.** A percentage annual increase that matches the increase in the consumer price index over the previous 12 months should broadly keep your pay in line with inflation – to improve your financial situation you must ask for more. There is no magic formula, but if you don't ask you won't get.

**7. If the answer's no don't give up.** Analyse the response: if it's 'let's talk again in three months' you are probably on the right track. If it's a flat 'no' you will be glad that you're interviewing – you might just find a better job.

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