

STICK OR BUST?

If you don't feel that you are being properly paid for the work that you do, there are some ways of making your employer realise this without just demanding a pay rise at every opportunity (although that can be a very good way to make the point!)

Have you tried the following?

- Are you really being underpaid? - find out your VALUE in terms of what you do for the company. Are all the jobs you do part of your job description or are you not being paid for extra tasks? Has your position changed in terms of your skills, responsibilities, hours or qualifications?
- Could you do the same job for more pay? If you are being paid the going rate for that job, you are unlikely to get a rise, so find out what do other people doing similar jobs in other companies get paid. Check your local paper for similar jobs and ask in local employment agencies the going rate for your type of work.
- Being a really valuable employee may bring its own rewards. Are you always helpful to other staff? Are you seen as a really valuable member of staff? You need to make yourself indispensable!
- Dress for Success - if you look the part people will make positive judgements about you - it's sad but true. If you are dressed for success you are likely to be taken more seriously and your request for a pay rise listened to with sincerity. However, it's no good suddenly wearing a suit to work, this is a professional image you have to consistently imprint on the management.
- Ask for an appraisal or review to see how you're doing. It may be that what you perceive as your worth is not the same as how your manager sees you. It's better to find this out privately than your request for a pay rise being laughed out of the office.
- Negotiate - be prepared to negotiate, it may be that more money is not as important to you as a few days more annual leave, flexible working, working from home, a promotion or a move to another department. Before any meeting make sure you know what you are prepared to negotiate over and what you are not.
- Have confidence! Never feel that you are stuck in one job and cannot move. The job market is currently in the employees favour, and many companies are finding it very hard to recruit people. This is not a licence to blackmail your employer, but if you are truly feeling unfulfilled at work or undervalued and you have tried a range of strategies then consider moving on to pastures new.