



How to ask for a PAY RISE

If negotiating a wage increase has got you in a sweat, here's the right way to do it

While the cost of living has recently skyrocketed, the average wage has failed to keep up – so even if you haven't actually had a pay cut, it might still feel that way. If that all sounds familiar, it's likely that you feel ready for a pay rise. But how do you actually go about asking for one? Roxanne Calder, recruitment specialist and author of *Employable: 7 Attributes To Assuring Your Working Future*, says it's easy to see why many of us avoid these conversations.

"It is a delicate negotiation and, like any event significant to us, requires effort, thought and practice," she says. Here, Roxanne shares five ways to help you out...

KEEP CALM

Roxanne says keeping calm means maintaining a positive outlook. "Feeling disgruntled because you have not had a pay rise is normal and part of the psyche of preparing for a 'battle'," she says. "Try not to hold onto these dissenting thoughts. Recall positive

aspects of your job and employer instead. Positive or negative, these thoughts transfer to your body language and demeanour."

It's also important to see both sides and remember that your boss may be struggling with issues of their own such as rising business costs. "Seeing the other side is the 101 of smart negotiations," she says.

HAVE YOUR FACTS READY

Roxanne recommends using job advertisements, recruitment agencies and salary guides to find out what people with similar roles, education and experience are getting paid. "Do you receive other benefits such as additional superannuation, health insurance, bonuses, training, etc?" she asks. "All these count towards your total remuneration package."

It's also important to consider our current economic environment. "With inflation inevitably follows some form of a slowdown," Roxanne adds. "Be savvy in your approach, in what you ask for and think big picture."



Negotiating a pay rise takes plenty of thought.

REVIEW YOUR JOB DESCRIPTION

Next, take an honest look at your performance. "Consider your job description as the contract or agreement of duties and responsibilities in return for your salary. Are you meeting everything described?" says Roxanne. "Take your time to review the past 12 months-plus and include acknowledgements and feedback"

CHOOSE YOUR PRICE

"Have a realistic salary range in mind and pitch according to the facts," advises Roxanne, who also says it isn't a time to barter. "Salary negotiations are sensitive for both parties," she explains. "A high pitch as a 'chancer' could erode your credibility and integrity, and damage relationships, so be mindful."

If things don't go your way, resigning does not have to be the next step. "Instead, look to

other benefits to negotiate – working from home, additional superannuation, annual leave, training etc," says Roxanne.

PRACTICE MAKES PERFECT

Roxanne says this is something people often forget to do. "When practice is neglected, two outcomes typically occur," she explains. "At the last minute, you balk at the figure and ask for less, or your dialogue comes across as blunt and demanding."

While it might feel strange, she recommends doing a few rehearsals.

"Say it out loud. Smile and use eye contact," Roxanne advises. "The more you become accustomed to saying the figure and why, the easier it will roll off your tongue. Take notes with you. It is totally OK and expected. It will help you to remain calm and composed."

Try to maintain a positive outlook when discussing your salary.



PROTECT YOUR PETS FROM ALLERGIES

Dr Lisa Chimes reveals how to keep your animals happy and healthy this spring!

Allergies aren't just something that affects humans – a lot of pets experience them, too. "One of the most prevalent allergies in dogs and cats is flea allergy dermatitis, where the animals are allergic to the saliva of fleas, which they are exposed to while the flea bites," celebrity vet Dr Lisa Chimes reveals.

Pets can also experience food allergies, as well as skin reactions to plants. "Dogs and cats can also be allergic to substances in the environment, such as grass, pollens, mould and dustmites, which typically presents as atopic dermatitis (similar to eczema in people)."

WHAT ARE THE SIGNS?

Dr Lisa says common signs include skin symptoms such as itching, licking, chewing, redness, hair loss, scabbing, oozing and ear infections. "Respiratory symptoms such as sneezing, coughing, breathing changes and associated eye discharge are less common," she adds. "Allergies to food can present with skin and ear symptoms, gastrointestinal changes such as vomiting, diarrhoea and flatulence."

WHAT NEXT?

"Don't wash your pet too frequently unless your vet has prescribed a specific medicated shampoo," Dr Lisa advises. "Pink-brown stained hair on the paws, belly or elsewhere on the body is a sign that your pet has been licking these areas, which is often an early warning of allergies. A check-up with your vet can help detect allergies promptly."

WHAT'S HOT IN PET CARE



Tech 4 Pets 4L Smart Pet Feeder \$179.95
laserco.com.au



DOG by Dr Lisa Fibre supplement \$45
dogbydralisa.com

Catit Tumbler Bee Interactive Toy \$37.99
mypetwarehouse.com.au

