

Salary setting dialogue

Per Hellman



The Field

- No central numbers – a budget for salary increases.
- The agency sets its own budget.
- Objective salary setting

The Field

- Salary is set from result and performance.
- Result and performance are based on business goals and your individual goals
- The salary is individual and differentiated.

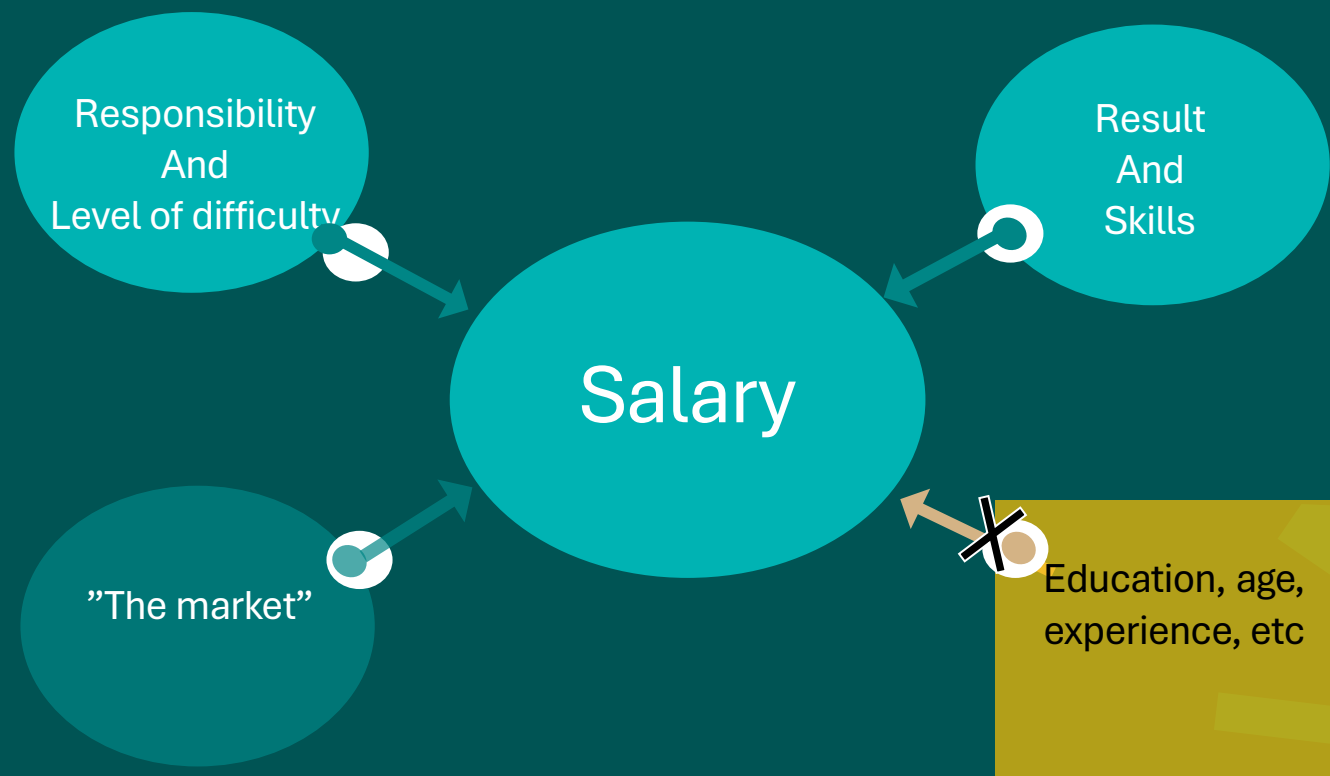
The Field

- Salary setting should contribute to efficient business
- Salary formation should be linked to the result of the business
- The employer should be able to recruit, motivate, develop and retain employees with the competence needed in short and long term

The Field

- A possibility to disagree
- Should be an error in the process

Vad påverkar lönen?



The portal paragraph, 5 §:

“Each employee must be informed about the basis on which salary is set and what he or she can do to influence his or her salary.” (RALS-T)



The salary setting dialogue

- Salary setting should be based on the individual's contribution to the business
- Salary criteria should be weighted
- Attitudes can also be a basis for salary



The dialogue should result in you knowing why you have the salary you have and what you can do to change it.

- No negotiation
- A dialogue
- Usually ends with the manager and the employee agreeing on a new salary.



The path to a successful dialogue

- Reasonable expectations
- Preparation
- Knowledge
- Training





Expectations

- Employer's budget
- Own performance
- Business priorities



Preparations

- The goals for the business, the department and me?
- The local union, Saco-S
- Saco lönesök
- Statistics
- Salary goals?

Start in time





Knowledge in

- The collective bargain agreement
- Salary criteria
- Salary levels for your occupation





Training

- Practice on your arguments
- Practice in front of a mirror.
- Rehearse your arguments



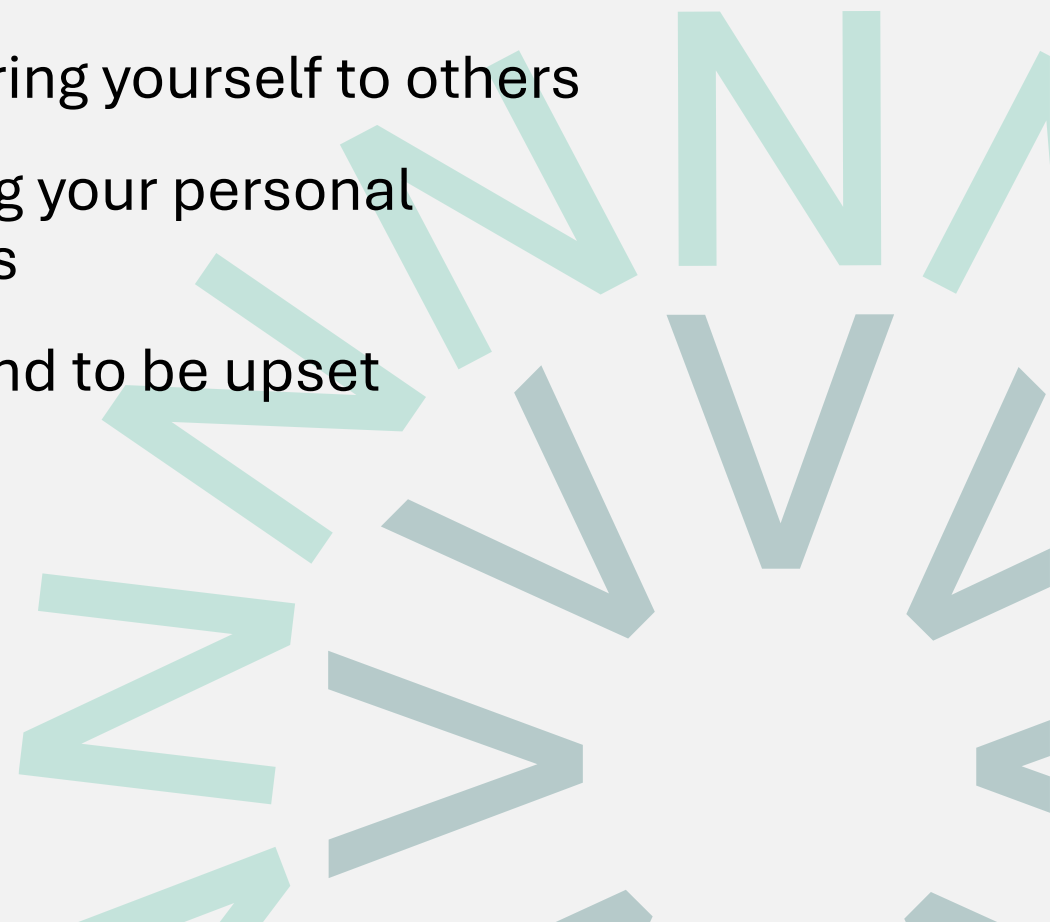
Tips for the dialogue

Use:

- En neutral place
- Speak in first person
- Tell things from your perspective
- Talk about your own results
- Listen
- Ask questions

Avoid:

- Comparing yourself to others
- Involving your personal finances
- Anger and to be upset



Summary

The employer sets the level of the salary

It's the best performing member who should have the highest salary, not the best negotiator.

It's a dialogue, it's important to both listen and speak.

Thanks for listening!

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