

Your salary discussion

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The game plan

- Collective agreement & salary agreement + member in Naturvetarna = right to a salary discussion
- Salaries are individual & differentiated
- +
- Salaries are set based on results & performance
- =
- → Your salary should be set individually & differentiated

The game plan

- Wages must contribute to efficient company operations
- Salary formation must be linked to the results of the business
- Employers must be able to recruit, motivate, develop and retain employees with competences need short/long term



2 salary setting models

1. Salary **negotiation**

OR

2. Salary **discussion**

- **The salary budget** is the same independent of the salary setting model



1. Salary **negotiation**

- A Union representative meets with an employer/employer rep.
- They try to define the results of the employee and set a price tag
- Not in agreement → **only employer decides**

2. Salary **discussion**

- A Union representative meets with employer/employer rep. to set the framework for the salary discussions
- Salary discussion – the employer and the employee
- Not in agreement → **only employer decides**



Result of salary discussion

1. Clear motivation of:

- Your salary level
- How you can raise your salary

2. New salary level



How to successfully discuss salary

1. Reasonable expectations
2. Preparations
3. Knowledge
4. Practice



1. Reasonable expectations

- Right to a salary discussion
- Budget for salary
- Your performance
- Prioritized groups



2. Preparations

- Goals for: organization, department and you!
- Talk to your local Union!
- Prepare your arguments!
- Naturvetarnas Salary statistics
- Use our membership line
 - Tips on negotiating your salary
 - Tips on how to use our statistics



3. Knowledge

- Salary agreement
 - Salary criteria?
- Salary level for your profession?

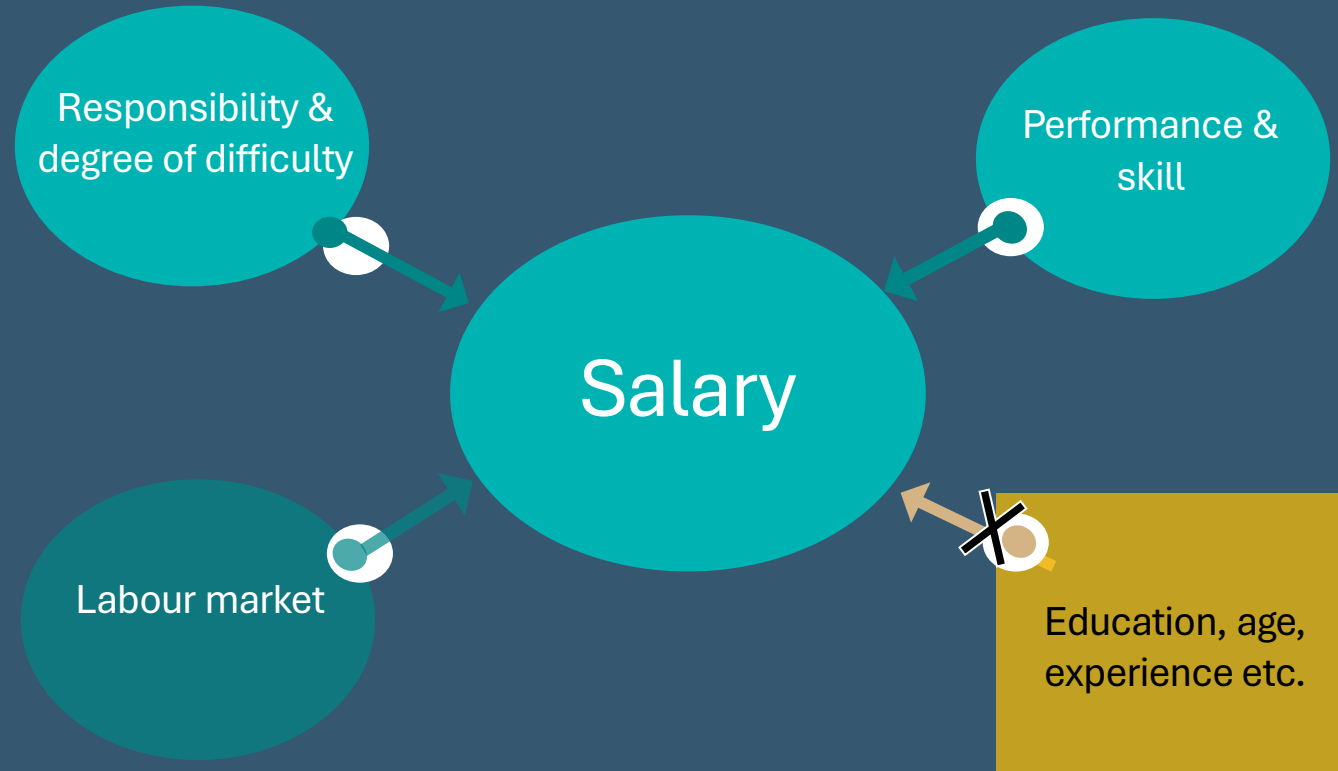


4. Practice

- Rehearse & repeat your arguments!
- Practice in front of a mirror!



What affects your salary yearly?





Salary discussion

Step 1: Think about – what you have achieved & how have you performed?

Step 2: Rehearse your arguments & package them nicely

Step 3: Establish a good dialogue



Conclusion:

- The employer sets your salary
- Performance & achievements are key
- Its a dialogue – listen, talk (and ask questions)!



Tips for your salary discussion:

Use:

- Neutral meeting place
- Talk from your perspective "I"
- Talk about your results
- LISTEN!

Avoid:

- Comparing yourself to others
- Talking about your personal economy
- Being upset and/or mad



Thank you!



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Become a member!



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