

## Negotiating Your Salary – a guide to getting what you deserve

Salary Reviews are often viewed by lawyers with trepidation. A year's worth of hard work and ones sense of self worth all come to a crescendo at this time.

### What to do during the year

1. Every time you produce a piece of drafting or advice that rates a positive mention from a superior keep a copy of it and write the comment made by your superior on the top of the first page. If it someone from another group/department ask them to send the comment in writing.
2. Every time a colleague, client or supervisor sends you a positive e-mail about your work, attitude or conduct- file it in a special folder.
3. Keep an eye on salary trends by speaking to a trusted recruiter, keeping an eye out for salary guides or speaking to colleagues from other firms. Naiman Clarke compiles a comprehensive salary guide for solicitors every year.

### What to do at review time

1. It is critical that you know who will formally be conducting your review. If the person conducting your review couldn't in good conscience comment on at least 50% of your work request that you be reviewed by someone more appropriate.
2. Bring out your collection of positive reviews/comments that you have kept during the year, which together with perusing any previous formal reviews and CV should allow you to formulate in your mind how you yourself would rate your performance.
3. When using salary guides make sure that you compare apples with apples. If you are a 3 year insurance lawyer at a small firm, your salary expectations cant be the same as a 3 year Banking Lawyer from a top tier firm.
4. Use your knowledge and research of current salary trends to back up any salary demands you might have.
5. If you have brought in a client, conducted more marketing than others or have been involved in something that has added value to your employer- now is a good time to bring this up.
6. Consider timing when requesting a salary increase. If your group is having a down period and people are sitting around without work- this might not be the best time to ask for more money. Ask the Partner for a chat when things are looking positive.

### The Big Picture

1. If you get the salary review you are seeking and all your other conditions for satisfaction ( eg quality mentoring, quality of work, or access to clients et) are met- Congratulations it sounds like your are in a great role.
2. If you do not get the salary review you are seeking but all your other conditions for satisfaction are being met you need to (a) either try to have your salary increased by using the tips above or (b) consider whether those conditions outweigh the lower salary than you seek.
3. It is not always about salary- if you are getting exceptional work under a truly inspiring partner- the lower than expected salary might be viewed as irrelevant by comparison.
4. However, if you have not received what you believe you are worth and some of your other conditions for satisfaction are not being met, it might be time to speak to a Naiman Clarke consultant about whether something more suited to your career goals exists for you.

Please contact Naiman Clarke on (02) 9233 7977 and a consultant would be delighted to assist you further.