



## What's the process to get a Pay Rise

- **Annual Reviews** - Pay rises are often awarded during specific times of the fiscal year, but the process will vary by company. Find out when this happens.
- **Length of service** – Sometimes your salary package gets review according to the length of time an employee has been with the company. Annually or some other fixed time period.
- **Review Policy** - Consult your employee handbook or your human resources department to learn about the salary review process at your company so you know when the best time will be to try to get a pay rise.
- **Performance Review** - Does your company require annual performance review to be completed prior to doing a salary review?
- **Position Review** - Do salaries advance according to a fixed schedule or rank?
- **The Decision Maker** - Who can make the decision (or ask for it to be made)?