
Salary negotiation



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Salary negotiation

To negotiate, or not?

First of all, make sure that you find out whether or not an organization works with salary scales. If this is the case, there is little to no room for negotiation. It is also possible that an organization is bound by a Collective Labour Agreement (CAO in Dutch). This means that the terms of employment, such as salary, are equal for all employees within a sector or organization. Here, there is also little to no room for negotiation

What to expect?

There is a difference between gross and net salary. Gross salary is the salary which an employee receives before taxes and other deductions are paid. The net salary is what you get after subtraction of taxes and deductions.

Salaries vary between sectors, countries, and even on regional level within a country. Remember that a salary is generally related to the cost of living within a country or region.

In order to be able to make a good prediction, it is then also important to include the fringe benefits in your negotiations. Such as a bonus, travel expenses, number of holidays, holiday pay, retirement money, or a lease car.

Preparation for the salary negotiation

Normally you negotiate your salary when an offer is made by the organization. If during the selection procedure, for example during a job interview, you are asked about your salary indication, the interviewer will usually want to know whether your expectations are in line with those of the organization.

An organization wants to prevent both parties from wasting their time. However, you never know when the question is asked what you want to earn, so make sure you are prepared from the very first job interview!

Tips for the preparation

- First of all, investigate whether there are possibilities for salary negotiation.
- Investigate what is common within a certain sector, country, function and/or career level.
- What do you have to offer? Think about specific qualities or work experience.
- What is the minimum salary for which you would like to take the job in question?
- Prepare arguments to convince the organization of your wishes.
- If you are anxious or feeling uneasy, do not hesitate to ask someone for advice or guidance.
- Do not start the negotiation with the salary that you want to come up with. Always aim higher, but stay realistic.
- Prepare the negotiation on year's salary and a month's salary.
- If an offer is made to you, take your time to think things through and figure if and how this salary would work out for you.
- Patience is often your best friend.
- Keep in mind that you still have to work together after the salary negotiation. It is not a war.
- If the organization and you both come to an agreement, have this recorded on paper.

More information?

Would you like more information or do you want to check your CV/LinkedIn-profile?

Check our website or make an appointment with the Career Service.

The Career Service is available every Tuesday, Wednesday, and Thursday for career advice.

On request, it is also possible on Mondays and Fridays.

W www.radboudumc.nl/Careerservice

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