

How to get a pay rise in the hospitality sector



Your guide to securing a pay increase

Data recently collected by **Staffology** has revealed that the hospitality sector has only seen a **0.4% growth in salaries between 2020 and 2021**. Whilst this low figure comes as no surprise given that the sector was one of the hardest hit by the pandemic, the hospitality industry is now experiencing a skills shortage crisis – and one of the ways in which they can make the sector more attractive to workers is to offer higher wages.

Research by **Indeed Flex** has shown that pubs and restaurants are increasing wages by as much as **14% in a bid to help solve the staffing crisis**. Meanwhile, **Prezzo, the Italian restaurant chain, is already giving all of its staff a pay increase of around 4%**.

Although not all hospitality businesses will be in a position to offer this kind of blanket increase whilst the sector recovers, there are things you can do to prove your worth and strengthen your case in terms of securing yourself a pay rise.

Read on to learn more.



Make a note of all your skills – including ones which aren't being utilised

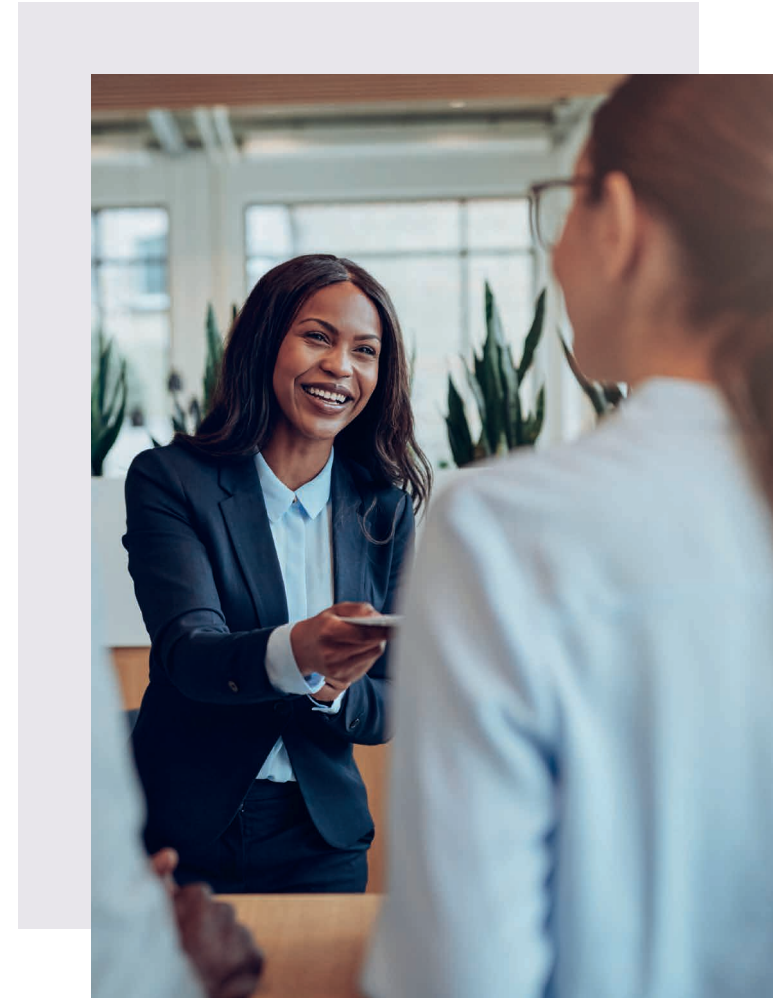
As you go along in your role, it's important to keep reflecting on the skills you have developed. But equally, it's important to assess whether you have any existing skills which aren't being utilised, especially if you think these could really help the business.

For example, do you speak multiple languages, giving you the ability to communicate and solve problems with a diverse range of customers – but aren't in a customer-facing role?

Are you a great negotiator or able to solve conflict easily – but are overlooked by senior members of the team? These are key skills needed in the hospitality sector, as the majority of roles are customer-facing.

Did you previously lead a team? Given the number of job losses due to COVID-19, many people were left settling for jobs that they were over-qualified for. If you're one of them, it's time to shout about your management experience.

The more ways in which you can demonstrate a critical skillset, the stronger your case will be for a pay rise.





Develop yourself

Following on from the point above, if you think you're lacking skills in certain areas, seek ways to bridge these gaps. Start with a conversation with your line manager to see if there's any in-house training you could sign up to. Some hospitality businesses even offer mentoring schemes, which provide fantastic opportunities to learn from experienced employees.

You could also use your spare time to look at online courses, watch YouTube videos or read up on any areas in which you'd like to develop.





Bring new ideas to the table

Whether you're working in food and beverage, front of house or housekeeping, there are always ways in which processes could be improved. If you have an idea that could save the business money, help them operate more effectively, or that could improve staff retention, don't be afraid to present it your line manager. This will show initiative, business acumen and commitment – three things which will stand in your favour when it comes to awarding pay rises or offering promotions.

Do some salary research

The key in asking for a pay rise is to not have ridiculous expectations. Spend some time researching salary averages for roles similar to yours in your local area, to help you get a feel for whether you're being significantly underpaid. If you find that this is the case, you will have a stronger argument for a pay rise.



Remember the basics of job etiquette

Think about the past couple of months in your role. Have you been late at any point? Have you called in sick, even though you were just a bit hungover from the night before? Have you vented your frustrations at your manager, a colleague or customer?

Now more than ever, the hospitality sector needs committed workers who can get the job done. If your professionalism has wavered at any point recently, then you need to turn things around if you want to be considered for a salary increase. If you're serious about a long-term career in hospitality, then you need to let your passion and dedication show.



How Workforce can help you

If this article has inspired you to think about your next step, here at Workforce we can help you find your perfect role in hospitality. We work with a wide range of major employers up and down the country, who need dedicated, hard-working new recruits like you. We pride ourselves on our excellent standards of candidate care – we're here to help you with whatever you need, whenever you need it. Let us take the stress out of finding your next hospitality job.



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