Einfach mit Matze

YOUR SALARY CONVERSATION

Show your contribution. Practise your case.



Practical course with exercises and templates

8. Put figures on the same basis

First calculate fixed annual compensation. Twelve monthly payments of 3,200 equal 38,400. Thirteen guaranteed payments of 3,100 equal 40,300. Comparing only monthly figures would undervalue the second arrangement. Keep variable payments separate, with their conditions and uncertainty clearly stated.
When weekly hours differ, a simple normalisation can help: annual amount divided by actual weekly hours, multiplied by comparison hours. A salary of 40,000 for 32 hours is equivalent to 50,000 on a 40-hour comparison basis. This does not mean you are automatically entitled to that amount after changing hours. It is a comparison tool only.
Use the included calculator with one currency and the same gross basis. It does not calculate taxes, deductions, overtime or legal entitlements. Check inputs against the agreement. If an additional payment is uncertain, show separate scenarios rather than silently counting it as guaranteed.

A: 3,200 × 12, 40 hours. B: 3,100 × 13 guaranteed, 40 hours. Calculate the annual fixed-pay difference in one currency.

A = 38,400. B = 40,300. B is 1,900 higher per year, approximately 4.95% relative to A. This says nothing about the take-home difference.