



# Pay rises in the Philippines.

Pay rises in the Philippines are a yearly expectation throughout most of the population.

While Wingman appreciates hard work and agree's that everyone deserves fair compensation, we do not advocate for a guaranteed pay rise every 12 months.

Instead, we reccomend clients increase their wage based on KPIs being hit and only paying bonuses or provide pay increases at times when they feel like it is appropriate for their business.

For example, if the RP has a great start and you think they deserve a pay rise to boost their confidence, we say go for it! This would likely indicate no or minimal incenitves at the 12 month mark, which we encourage you convey to your RP.

Wingman does however reccomend you award your Remote Professional some kind of bonus throughout the year to:

- Celebrate and reward their hard work
- Acknowledge their contribution to your business

Incentives go a long way to making an RP feel valued and welcome, as well as playing a key part in retention of staff.